



EUROPEAN UNION OF GENERAL PRACTITIONERS/FAMILY PHYSICIANS

UNION EUROPÉENNE DES MÉDECINS OMNIPRATICIENS/MÉDECINS DE FAMILLE

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UEMO Code of Conduct

Adopted by the General Assembly London 27 May 2017

UEMO Core Principles of Conduct

- ❖ All UEMO actions and collaboration shall be guided by the following six principles:
 - Independence
 - Quality
 - Integrity
 - Accountability
 - Transparency
 - Respect of UEMO values including medical professionalism* as defined by the statutes
- ❖ UEMO is a not-for-profit organisation and shall not rely on commercial contributions to finance its functioning;
- ❖ UEMO's statute defines the mission, objectives, governance structure, membership rights and obligations, rules and procedures.
- ❖ UEMO shall retain its independence in formulating its objectives and defining its activities;

- ❖ UEMO governs itself autonomously, according to the governance structure mission and vision.
- ❖ UEMO is accountable for its actions and decisions to its members and governing bodies.
- ❖ UEMO is committed to the fundamental principles of medical professionalism and consider that patients' interests are to be always prioritized over other interests including medical interests
- ❖ To increase internal organisational transparency, UEMO Board members shall declare interests that conflict, potentially conflict or could be perceived as conflicting with the aims of UEMO in an open, systematic and up-to-date manner;
- ❖ Any declaration of interests of Board, committees and staff shall be made available to all UEMO members ;
- ❖ UEMO is an independent organisation, transparent in all of its operations. As a consequence, the UEMO is also registered in the Transparency register of the EU.
- ❖ Upon request, UEMO shall provide information about the use of its funds in an open and easily understandable manner;
- ❖ The statutes and by-laws of UEMO are made publicly available as any adopted policy.

Funding and Sponsorship

- ❖ UEMO shall only accept funding that does not compromise its core principles and does not restrict its ability to address issues relevant to its activities;
- ❖ UEMO shall ensure that its independence and integrity are preserved in any financial relationship with another organisation;
- ❖ The following two categories of sponsorships and funding are considered by UEMO:
 - Funding from public sources;
 - Sponsorship from commercial entities and/or businesses;
- ❖ Funding from public sources like EU or national grants shall be directed at the core activities of UEMO or specific projects or activities;
- ❖ Sponsorship from commercial entities and/or businesses shall not be accepted by UEMO. when oriented exclusively to companies interest/benefits;
- ❖ Sponsorship offers shall be assessed by the UEMO Board and the Compliance board on a case by case basis;

- ❖ Sponsorship from commercial entities and/or businesses shall only take the form of financial support for specific projects or activities. The commercial entity or business cannot make restrictions or conditions when granting the sponsoring.;
- ❖ All sponsoring contributions shall be transparent, pursuant to written agreement signed between UEMO and the sponsoring entity. The written sponsorship agreement shall specify the project concerned by sponsorship and ensure that no restrictions are imposed which may affect the project and/or related UEMO activities or goals
- ❖ All sponsorships shall be carefully and accurately recorded in UEMO accounts;
- ❖ UEMO shall always be able to prove to its members and the public, if necessary, that the sponsorship does not exert any influence on UEMO policies and practices.
- ❖ Internal procedures for the approval of commercial sponsorship:
 1. Sponsorship and funding offers shall first be assessed by an independent "UEMO compliance board" and secondly presented to the UEMO board for the final approval.
 2. The "UEMO compliance board" is made of 3 officers from three different countries than the one represented in the UEMO board. Any of the compliance officers cannot be at the same time also member of the UEMO board.

Partnerships with other stakeholders

- ❖ The UEMO organisation shall proceed to advocacy with external stakeholders sharing common interests. The strategy shall be decided by the Board in accordance with this code on a case by case basis.
- ❖ To promote the interests of the organisation, UEMO shall engage actively with all the relevant stakeholders on the EU and International level. Acting at EU level, the UEMO prefers to engage with European Organisations representing healthcare stakeholders.
- ❖ When entering into a partnership arrangement, UEMO shall request information about the organisation, including their principal activities, their products or services. UEMO shall also undertake its own research about the organisation/agency;
- ❖ When a partnership is approved, a contract or memorandum of understanding (MOU) between UEMO and the organisation shall be agreed and signed by authorised parties detailing

length of time for the agreement, contribution value, joint activities to be achieved, with a start and end date;

- ❖ When considered appropriate, there will be legal agreements to complement the MOU.
- ❖ UEMO shall retain control over the possible uses of the UEMO name and logo on any documents and products. UEMO shall keep editorial control over any information produced in the frame of any relations with other organisations.
- ❖ UEMO shall participate in events representing the interests of the organisation but shall not endorse any commercial products.

Anti-corruption Clause

UEMO Board members and staff shall not exploit any relationship with a sponsor or prospective sponsor for personal benefit or the benefit of any relative, friend, associate, colleague, and so forth. UEMO Board members and staff are not permitted to solicit, demand, accept, or obtain gifts and/or advantages as part of the sponsorship and/or partnership arrangements.

**Medical professionalism is the professed beliefs consisting in a set of ethical and deontological principles and values supporting the professional commitment of service to the citizens that evolve with the societal changes and support the trust of the people on the physicians.*