



The Mental Health of Nurses and Doctors Survey in the European Union, Iceland and Norway

Dear colleagues

This edition follows our Board meeting held in Brussels on 18 September, where we discussed the preparations for the upcoming General Assembly to be held in Athens on 24–25 October, and kindly hosted by the Panhellenic Medical Association. We look forward to discussing with many of you in Greece. Following the meeting, we again [shared](#) our deepening concern about the humanitarian situation in Gaza.

On 24 September, together with the Secretary General, I attended a hearing of the European Parliament's SANT and EMPL committees on the health workforce crisis. We continue to engage on this topic as the Parliament continues its work on the ongoing report.

We welcome you to read all this and more in this month's edition.

Dr Ole Johan Bakke

CPME President



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BOARD OF DIRECTORS MEETING – 18 SEPTEMBER 2025

Internal Affairs

Amendments to Rules of Procedure

- ▶ The Board revised the proposed text amendments to the Rules of Procedure, following the aim to clarify procedures for CPME action in humanitarian crisis situations, guests at General Assembly, and endorsements of statements or projects.

The Board agreed to consult the legal advisers before the proposals are presented to the General Assembly.

Dates for 2026 Board meetings and 2027 General Assemblies

- ▶ The Board adopted the dates for the 2026 Board meetings and agreed on the dates to propose to the General Assembly for decision for the 2027 CPME meetings.

Conflicts of Interest

- ▶ The Board agreed to propose an addition to the Rules of Procedure to declare potential conflicts of interest in relation to agenda items at Board meetings.

The Board noted that this was good practice in many organisations and should be applied ahead of any Board discussions or decisions.

WG Digital Health Chair

- ▶ The Board took note of the candidate application which will be presented at the General Assembly in November for decision.

The Board also expressed sincere appreciation to the outgoing WG Chair Alexander Jäkel for his work.

BOARD OF DIRECTORS MEETING – 18 SEPTEMBER 2025**General Assembly**

- ▶ The Board took note of the schedule and draft agenda items of the forthcoming CPME meetings. The Panhellenic Medical Association has also prepared a conference for the opening of the meetings.

Engagement with national publications

- ▶ The Board discussed engagement with members' news and magazine publications. It was agreed that OJB will highlight the possibility to nominate communication contacts on behalf on NMAs.

Review of communications on Gaza

- ▶ The Board reviewed members' communication on Gaza and decided to emphasise our statement dated 29 July in our upcoming communications.

The Board also took note of the statement of the European and Latin American Physicians Declaration on the Protection of Life and Health in Gaza.

ZEVA in solidarity with the Hungarian Medical Chamber (MOK)

- ▶ The Board reviewed the draft ZEVA statement in support of the Hungarian Medical Chamber with a view to endorsement. It was agreed that the result of the ongoing consultation process should be awaited in case of further changes to the text.

BOARD OF DIRECTORS MEETING – 18 SEPTEMBER 2025

Financial affairs

Draft budget 2026

- ▶ The Board agreed to present the draft budget 2026 to the General Assembly for decision. In line with previous agreements, it is presented as a balanced budget, resulting in a 0.42% increase compared to 2025.

Due to the redistribution following the resignation of the Belgian member, the membership fee of each member may however increase more. The contribution key determining the distribution is being updated with the final national data. The Board also took note of the draft accounts.

Policies

i2x project draft questionnaire on needs assessment

- ▶ The Board took note of the current state of play and provided feedback to the questionnaire and agreed to approve the final version by written procedure.

Healthcare Chain Initiative

- ▶ The Board approved the secretariat recommendation to attend the meeting of this initiative on 25 September, and report back in the October Board meeting to assess if further engagement is worth pursuing.

Commission study on assessing health impacts in policy analysis

- ▶ The Board approved the CPME Secretariat's contribution to the stakeholder interview. It was agreed that the study is a useful opportunity to highlight CPME's concerns regarding the quality and format of Commission consultations, impact assessments and evaluations.

BOARD OF DIRECTORS MEETING – 18 SEPTEMBER 2025

EU Cardiovascular Health Plan

- ▶ The Board decided to sign the EU Food Policy Coalition's letter to Olivér Várhelyi, EU Commissioner for Health, on the EU Cardiovascular Health Plan.

The letter highlights the same points as the CPME contribution to the European Commission's call for evidence on the same Plan, such as sustainable food systems, reformulation, nutrient profiles, front-of-pack nutrition labelling, food procurement, school schemes, subsidies, and marketing and advertising.

Policy on optimisation of healthcare systems

- ▶ The Board considered the draft policy. It was suggested to include a reference to healthcare professionals having professional insurance as a prerequisite for effective interprofessional collaboration.

The draft will be present for decision at the General Assembly in October 2025.

EU Taxation of Nicotine Products

- ▶ The Board decided to address opposing views of the tobacco industry and individuals supported by them in the CPME consultation response to the European Commission's proposal for a Council Directive on the structure and rates of excise duty applied to tobacco and tobacco related products (EU Tobacco Taxation Directive).

The Commission has been approached for example by a group of public health experts warning against the proposal to impose new taxes on nicotine products. CPME will discuss and adopt its response in Athens in October 2025.

BOARD OF DIRECTORS MEETING – 18 SEPTEMBER 2025**European Commission questionnaire on the Biotech Act**

- ▶ The Board took note of this initiative, and the secretariat will report back on the October Board meeting with the draft response already incorporating the input from the WG web-meeting on 30 September 2025.

MAITRIIX project proposal on large language models for healthcare

- ▶ The Board took note of current state of play, being informed that there had been no changes to what had been conveyed by email with the written procedure. CPME was included in the proposal as a possible organisation to contact to capture end-user needs being paid as a service contractor.

The disclaimers used in i2X project to exclude CPME from any exploitation strategy/objective would also be included in this project, as well as preserving CPME independence and decision on the use of its logo.

Landmark survey reports worrying proportion of doctors experiencing depression and passive suicidal thoughts

To mark the annual World Mental Health Day, the WHO/Europe published the results of the [Mental Health of Nurses and Doctors \(MeND\) survey](#). CPME and the national medical associations assisted to collect over 90 000 responses from all 27 countries of the European Union, Iceland and Norway.

The survey results reveal that doctors and nurses in Europe are working in conditions that harm their mental health and well-being, with a worrying proportion experiencing passive suicidal thoughts or thoughts of hurting themselves. Moreover, the results show how much doctors and nurses experience bullying and violent threats at work, physical violence and sexual harassment.

According to the study, 25% of doctors work more than 50 hours per week. Meanwhile, nearly a third of doctors are on temporary employment contracts, which is strongly linked to increased anxiety about job security. Unsafe work is directly linked with poor mental health. Doctors and nurses who experience violence, work consistently long hours and work in shifts are much more likely to be depressed and anxious and to have suicidal thoughts.

CPME Vice President Dr Péter Álmos spoke during the launch event on 10 October 2025, saying "CPME welcomes the recent WHO survey on physicians' mental health, which highlights growing concerns regarding symptoms of anxiety, depression and substance use disorders among healthcare professionals across Europe. The findings underscore the need for a comprehensive and coordinated policy response at both national and European levels.

"The wellbeing of doctors is the backbone of resilient health systems. CPME stands ready to collaborate with WHO, EU institutions, and medical associations to ensure that the mental health of physicians becomes a shared European priority—reflected in regulation, institutional culture, and daily practice."

European doctors' repeated deepening concern about the catastrophic humanitarian crisis in Gaza

CPME repeated its deep concern about the catastrophic humanitarian situation in Gaza and the desperate levels of starvation experienced by the population. CPME President Dr Ole Johan Bakke said "European doctors demand the Israeli government to immediately lift all aid restrictions so lifesaving assistance can reach Gaza without delay. International law and ethics are clear: medical neutrality and human rights must be respected. As part of the international community, we cannot stand by as these principles are at stake."

With this statement, we joined the voices of national and regional medical associations across Europe and globally by defending medical ethics and human rights. CPME's statements on Gaza have been publicly supported by individuals, associations and NGOs [on LinkedIn](#).

The new Tobacco Tax policy : A Unique Opportunity to Save Lives and Protect Young People

A broad coalition of European health organisations, including CPME, is [urgently calling](#) on EU Member States to strongly support the revision of the EU Tobacco Excise Directive (TED).

The World Health Organization (WHO) and the World Bank have long identified tax increases as the most effective measure to reduce tobacco use and according to the 2024 Eurobarometer, the smoking rates among European youth have increased from 20% in 2021 to 22% in 2024, demonstrating that a delay in increasing taxes at the EU level already has consequences. Therefore, the coalition proposes to further strengthen the Commission's proposal with strategic recommendations targeting new products (heated tobacco products, e-cigarettes, pouches...) and proposing several tax increase measures.

European doctors send letter in support of the Hungarian Medical Chamber

CPME [has written a letter](#) to the Prime Minister of Hungary, in support of our member the Magyar Orvosi Kamara.

National medical associations play a crucial role as the independent and democratic representation of the national medical profession and the expression of professional autonomy. CPME calls on the government to recognise their value for the organisation and delivery of high-quality healthcare as well as broader societal benefits, to support their activities and to consult them throughout the policy process.

CPME input to the EU Cardiovascular Health Plan

Cardiovascular diseases are the leading cause of death and disability in Europe and in the European Union. Most of them can be prevented by addressing controllable risk factors such as unhealthy diet, tobacco use, physical inactivity, air pollution, and harmful use of alcohol.

[European doctors recommend](#) policymakers to prioritise public health when making policies and ensure they make the healthy choice the easy choice. The European Commission's EU Cardiovascular Health Plan should build on the 2021 Europe's Beating Cancer Plan and deliver particularly its legislative proposals to reduce the risk factors

CPME NEWS



CPME attends European Parliament hearing on an EU health workforce crisis plan

On 24 September, the President and Secretary General attended a hearing of the European Parliament's SANT and EMPL committees on "An EU health workforce crisis plan: sustainability of healthcare systems, employment and working conditions in the healthcare sector". The hearing was called to inform the on-going own-initiative report on the situation of the health workforce.

The committee heard input from i.a. WHO/Europe, the European Public Service Unions (EPSU) and the Flemish hospital representation. EPSU underlined the need to maintain the minimum standards provided in the Working Time Directive and Professional Qualifications Directive, as well as the importance of protecting the mental health of health professionals, including through possible future EU legislation. The hospital representative, and also WHO/Europe, mentioned task-shifting as a consideration. WHO/Europe presented preliminary outcomes of the survey on mental health which CPME supported. CPME is continuing to meet MEPs to present our position and will report on progress made.

EMSA 35th Anniversary in Ljubljana

From 25–28 September, the EMSA Autumn General Assembly was held in Ljubljana, Slovenia, marking the 35th anniversary since the organisation's founding.

CPME Vice President Dr. Péter Álmos made a presentation on 25 September explaining the CPMEs priorities and why it is important for students to be part of the health policy-making world. He encouraged them to get involved both during and after their studies.

CPME policy on EHDS referenced in academic article

CPME policy on implementing a 'user-friendly' European Health Data Space and the CPME Statement on electronic health records systems have been cited in an article written by Dr Izток Štolt, Member of the Working Group Digital Health.

The [article](#) notes that "To build capacity for representative participation in the European Health Data Space (EHDS), healthcare providers are increasingly engaging their professional societies in the ground work needed to ensure their involvement with data sharing." And that "By advocating an improved usability of their everyday tools and the adoption of the 'once-only principle,' the same institutions aim to prevent duplication and reduce administrative burdens stemming from secondary use obligations, thereby enhancing the creation of usable data."

FEATURE

Member News

The first part of 2025 has been dense with news and events. Since March 2025, many raised their voices on critical topics and issues encountered by healthcare professionals. CPME actively screened its member websites to highlight some relevant news.

Austrian Medical Chamber

Between March and May 2025, the Federal Council of Employed Physicians (BKAÄ) of the Austrian Medical Association (ÖÄK) conducted the largest [medical training evaluation](#) to date for the third time. The goal of this annual quality control is to identify which departments have improved training compared to 2024. The response rate of the questionnaires increased from 53% to 59% compared to 2024 and the respondents rated the quality of training even higher than in 2024. The survey highlighted once again a need to catch up in evidence-based medicine as well as a still weak assessment of the basic training but stressed that Austria is on the right track regarding the quality of medical training.

Bulgarian Medical Association

Bulgarian doctors continue to suffer from [daily violence](#). More than half of them have been victims of verbal aggression during work. 7% of doctors say that they have also been the subject of physical assault. The data comes from a nationally representative survey by Trend, commissioned and paid for by the Bulgarian Medical Union. In 2024, there were 99 reports of aggression against medics, and for the first 9 months of 2025, there were 75.

Latvian Medical Association

The Latvian Medical Association [emphasised](#) that the existing disaster medicine plans need to be improved and it is now the moment for not only doctors, but also hospital administrations, politicians and the entire society to think and, most importantly, act.

Norwegian Medical Association

In a [survey](#) on healthcare accessibility published in September 2025, the Norwegian Medical Association underlined the need for improvement. For instance, respondents highlighted that “19 percent (1 in 5) have experienced that they themselves or someone they are related to did not receive necessary health care.” But also, that “A full 84 percent believe that health must be given higher priority in budgets”.

Medical Chamber of Slovenia

In July 2025, the Slovenian Health Insurance Association became [an associated partner](#) in the European initiative Xpanding Innovative Alliance (XiA), which will address the challenges of interoperability in digital health with the advent of the European Health Data Space (EHDS). XiA aims to fill the knowledge gaps about advanced digital health interoperability standards among IT professionals, healthcare providers and other EHDS providers

Political Outlook

Ursula Von der Leyen addresses the European Union

On 10 September 2025, in her [State of the European Union](#) speech, Ursula von der Leyen presented her political objectives and priorities. Although defense and competitiveness issues were at the centre of the discussions, health was still mentioned:

- The importance of pharmaceutical products was acknowledged,
- The growing prevalence of fake news in the field of health was also recognised,
- A new initiative: A EU Global Health Resilience Initiative was announced for the future.

Court of Auditors admonished Commission failings to roll back medicine shortages

On 17 September, the European Court of Auditors, the EU's independent audit institution, [published](#) a report on EU policies dealing with medicine shortages. The report points to the weak legal framework, insufficient data, and slow industry reporting, but also admonishes the Commission for not taking sufficient action on transparency of prices or to remove barriers to the circulation of medicines within the EU. The focus on stockpiling is also seen as a consequence of failures to improve security of supply. CPME contributed to the fact finding for the report with an interview in 2024

US blocks UN Declaration on NCDs and Mental Health

On 25 September 2025, the UN member states were expected to adopt a political declaration on non-communicable diseases (NCDs) and mental health conditions towards 2030 and beyond in the fourth UN High-level Meeting on NCDs. The adoption was however [objected](#) by the United States at last minute. According to US Health and Human Services Secretary Robert F. Kennedy Jr, the UN draft went too far in recommending measures like taxes on unhealthy products.

MONITORING

Vote on the 2026 budget

On 1 September, the members of SANT committee voted on the draft opinion and the budgetary amendments on the General budget of the European Union. The draft, adopted with 28 votes against 2 proposed an increasing commitment for healthcare and the "EU4Health Programme". MEPs opposed budget cuts and called for increased funds, saying that a reduction in funding could jeopardize projects that are essential to the Union.

Pharmaceuticals & Healthcare

EU Warning about sharp rise in illegal medicines sold in the EU

On 3 September, EMA and the Heads of Medicines Agencies (HMA) released an article addressing the issue of a sharp rise in illegal medicines sold in the EU such as GLP-1 receptor agonists such as semaglutide, liraglutide and tirzepatide. These targeted medicines, often advertised through social medias or fraudulent websites, are marketed for weight loss and diabetes (like Ozempic, Saxenda, Trulicity and Victoza) but do not meet necessary standards required in the EU and could be harmful for the user

MONITORING

Public Health

Drug-resistant fungus *Candidozyma auris* confirmed to spread rapidly in European hospitals

On 11 September, the ECDC presented [survey](#) results confirming that *Candidozyma* continues to spread quickly across European hospitals, posing a serious threat to patients and healthcare systems. *Candidozyma auris* (formerly *Candida auris*) is particularly dangerous due to its resistance to antifungal drugs, ability to survive on surfaces. Between 2013 and 2023, there were 4,000 cases reported in the EU/EEA, with a significant jump to 1 346 cases reported by 18 countries in 2023 alone. Most of the cases were reported in Spain, Greece, Italy, Romania, and Germany.

State of Europe's environment not good: threats to nature and impacts of climate change top challenges

On 29 September, the EEA published the report [Europe's environment 2025](#), giving an analysis on the current state of the continent's environment, climate and sustainability, based on data from across 38 countries. The report highlights that even though Europe has made certain progress in reducing greenhouse gas emissions, improving air quality, and increasing the use of renewable energy, the overall state of the environment remains poor, with ongoing degradation of nature, overexploitation of resources, and loss of biodiversity.

MONITORING

Digital Health

Management of personal data

On 4 September, the European Court of Justice clarified the concept of personal data including pseudonymised data, in relation to data sharing with third parties under the EU's data protection law applicable to EU institutions. In its judgment, the Court of Justice clarifies that pseudonymised data need not be regarded as constituting if the data subject can no longer be identified. However, to determine this, the circumstances of the processing of such data must be assessed in each individual case at the time of collection of the data and from the point of view of the data controller

EDPS opinion on data sharing framework agreement with USA

On 17 September, the European Data Protection Supervisor (EDPS) issued an opinion on the EU's negotiating mandate for a future framework agreement with the United States of America on the exchange of information for security screenings and identity verifications. To ensure security, the EDPS recommends to define the personal and the material scope of the envisaged data sharing, implement an accountability mechanism, and ensure transparency regarding the data processed

MEPs push for new legislative framework that supports the digital and green transit

On September 25, Internal Market Committee MEPs called for more coherence in EU product legislation to respond to evolving consumer needs, environmental priorities and market challenges. MEPs want the framework to promote more durable, repairable, and traceable products, in line with circular economy goals. Key proposals include expanding the Digital Product Passport to all relevant products (including second-hand goods), ensuring longer availability of spare parts, and creating EU-wide certification for refurbishers and repairers. The update also aims to strengthen market surveillance and better coordinate enforcement across member states.

Professional Practice

Medical migration in Europe

On 17 September, WHO/Europe launched its [report](#) “Health workforce migration in the WHO European Region: country case studies from Albania, Armenia, Georgia, Ireland, Malta, Norway, Republic of Moldova, Romania and Tajikistan”, analysing trends from 2012–2023. The number of foreign-trained doctors grew by 58% and nurses by 67%, with annual inflows nearly tripling for doctors and increasing fivefold for nurses. Sixty percent of incoming doctors were trained outside the Region. Eastern and Southern Europe are losing large numbers of professionals, while Western and Northern countries have become increasingly dependent on foreign-trained staff, threatening sustainability in source countries.

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