



MINUTES - NFGP EB Meeting with observers on Friday 12 April 2024 – 08:30-11:00

Participants: Marte Kvittum Tangen, Margrét Ólafía Tómasdóttir, Bolette Friderichsen, Louise Hørslev, Roar Maagaard, Magnus Isacson, Juha Auvinen, Anna Stavdal, Anna Nager, Hálfván Pétursson, Jaana Franck, Olav Thorsen, Kati Lempinen, Anna Davelid, Päivi Korhonen, Andreas Stomby, Nazila Mansimli, Gísli Gunnar, Sandra Asgeirsdóttir, Katrina Tibballs, Annika Kolster, Linn Ekström Feyzi, Ingvild Vatten, Kevin Håkansson, Sanne Bernard

1. Welcome (2 minutes)

2. Election of chair of the meeting (1 minutes)

Louise Hørslev was appointed chair of the meeting.

3. Appointment of person to take minutes of the meeting (1 minute)

Sanne Bernard was appointed to take the minutes.

4. Approval of the agenda (1 minute)

The agenda was approved.

5. Information of current matters (Roar Maagaard) (10 minutes)

See [report](#) from Johann and Roar at the website for details. Roar took over per 1 September 2023 after Johann Sigurdsson.

Last year we celebrated the 40th anniversary of the journal and said goodbye to Helene Liira and welcome to Anna Nager as new chief editor. SFAM also celebrated their 50th anniversary last year.

In August 2023 our Nordic Leader Seminar took place in Helsinki, the seminar is 3 days get together with board members from both union and colleges, as well as one NYGP representative from each Nordic country. It was a very fruitful meeting, and though we have many of the same challenges, we do not always agree on the solutions. E.g. last year's discussion on digital solutions did not result in a common statement as planned.



Representatives from all countries were present at the WONCA Council meeting in Sydney (Sweden by proxy to Norway).

Our new working group on “Sustainability and valued based healthcare” shows great enthusiasm, and all Nordic countries are represented in this group. We are looking forward to following their work.

NYGP is a very important part of our NFGP-family, and we are looking forward to hearing about their discussions from yesterday. Roar thanked the secretariat for their work – inclusive Dorthe taking care of finances.

6. Congress in Turku in 2024 (30 minutes) – see attached slides

- *Update on congress preparations*

- *scientific program*
- *social program*
- *opening and closing ceremonies*
- *award ceremonies*
- *Arrangements in opening ceremony in Turku regarding handover of past and present chairs of NFGP*

Jaana and Päivi gave an update on the planning and program of the congress in Turku in June, - see attached slides for details.

The congress will soon open for “Late breaking abstracts”, as the program allows space for another 10-20 abstracts.

The organizing team has had great help from the evaluation report from Stavanger and the congress guidelines. The congress committee decided yesterday to include a “registration pattern” in the next evaluation report from Turku, as well as an updated list with PR channels in the Nordic countries.

As per 12 April more than 800 participants have signed up for Turku, and 800 persons is breakeven, well done!

7. Congress in Sweden in 2026 (10 minutes) – see attached slides

- *A short update about where we are in the preparations for NCGP 2026 which includes the theme for our congress. Sustainability will be the overall theme.*

Dates pre congress: 25-26 May 2026

Dates main congress: 26-29 May 2026

Venue will be Elmia, - the congress takes place from Tuesday at 16:00 to Friday lunch time.

The organizing committee has started to meet to plan and prepare for the congress in Jönköping.

Promotion of sustainable transport to the congress will be an obvious thing to do, as the overall theme of the congress is sustainability.



8. Update from SJPHC and discussion (15 minutes) - [link to report](#) - also see attached slides

SJPHC has an almost entirely new board, and a new submission system was introduced last year.

The acceptance rate varies between the countries, the editorial board will evaluate on this.

The editors will try to promote SJPHC to their own students and encourage them to publish at least once in SJPHC.

It is still difficult to find reviewers. After two months SJPHC-editors from other countries will be asked for assistance, and after 3 months the article editors will be asked to suggest reviewers. This to make a shorter acceptance process. T&F does not like the idea that editors suggest reviewers, and therefore this is the last step. SJPHC editorial team will work with rules for conflicts of interest.

The number of articles was 56 in 2023, and in 2024 already more than 40 articles have been published.

The editors need time to meet and to become inspired. The editorial team would like to have an extra hotel night in Copenhagen prior to our annual NFGP meeting, - to arrive Wednesday evening, and have a full day meeting Thursday. Furthermore, the Editorial board would like to attend the WONCA Europe congresses every 4th year, both to become inspired and to have a symposium. SJPHC will make a proposal to the NFGP board.

The Editorial board has discussed discount for reviewers to attract reviewers. Anna will get back with a proposal.

All countries are encouraged to promote SJPHC in the Nordic countries via newsletters, FB, LinkedIn etc. A good reputation of SJPHC will make it easier to recruit reviewers.

Break (10 minutes – 09:40-09:50)

9. Update from NYGP and discussion (15 minutes) - [link to report](#) - also see attached slides

Pre-congress

The title of the pre-congress is “Dare to be the change”. There will be several workshops at the pre-congress, and clinical visits Monday morning are very popular, more than 50 persons have signed up. 78 participants have signed up for the pre-congress including around 20 non-Nordic participants. The plan is to close for further registrations soon.

In the evening there will be a social arrangement (including a Finnish sauna visit of course 😊). The program starts at 08:30 Monday and ends Tuesday at 15:30. Please see slides for further details.

Wellbeing questionnaire

Annika gave a short presentation of the preliminary results from our wellbeing questionnaire and next steps.

The purpose of the questionnaire is to learn from each other and to get inspired by each other. The aims are:

- *To identify factors that support work-related wellbeing and resilience among young GPs in the Nordic countries.*



- *By identifying well-working practices, we hope to influence the development towards a sustainable future in general practice.*

NYGP has received almost 500 answers, and work life balance is better than expected. 73% are working full time, 76% are worried about their wellbeing, and only 45% seek help.

Patient relations – to get to know people – is one of the most important things for young doctors.

NYGP will have a workshop in Turku with discussion of the results.

Annika and Kati have two months left as chairs for NYGP. After the congress in Turku Nazila and Kevin from Sweden will take over.

10. Specialist training in the Nordic countries (Roar Maagaard) (3 minutes)

Roar was chairing this group until he took over after Johann. The new chair of this group, Joachim Frølund, will take up the work and will meet with the group in Turku. It is important to maintain this group, as changes are coming in both Denmark and Norway soon, and it is always good to learn from each other. FYAM (Danish Young doctors) has recently made a survey on quality in specialist training (hospital, clinics, supervision).

The NYGP representatives are the only “old” group members of the “Specialist training working group”, all other members are new.

11. “Sustainability and value-based health care” (5 minutes)

Everyone must take responsibility and deal with sustainability. The NFGP EB board has therefore agreed upon establishing a working group as part of the NFGP family to work further on this subject.

12. NFGP Cost distribution key – to be discussed (10 minutes)

Roar informed about the finances in NFGP. On the income side we have 3 incomes; a smaller income every second year from the congresses (DKK 100, - per delegate), royalties from SJPHC articles and member subsidies. Roar went through the cost side as well.

Executive board discussed yesterday how to collect subsidies.

NFGP cost-distribution among Nordic Colleges – current and future model.

The key for distribution of costs was discussed during board meeting in 2015, and the NFGP secretariat was asked to come with a new model for the 2016 board meeting.

In the preparation for the 2016 model, we can see that the secretariat collected these figures from all countries:

- Number of college members
- Number of family doctors
- Total population

But finally, it seems that the board took a decision based on negotiation, so the current model is a so-called mixed model. The current model was introduced over a 3-year period and has been in full action since 2018.



%	2015	2016	2017	2018→	2023
Norway	44,0	38,3	32,6	27,0	27,0
Denmark	33,0	29,0	25,0	21,0	21,0
Sweden	14,0	19,3	24,7	30,0	30,0
Finland	7,0	11,7	16,4	21,0	21,0
Iceland	2,0	1,7	1,3	1,0	1,0
Total	100,0	100,0	100,0	100,0	100,0

In 2023 questions were raised about the current model and Roar promised to produce suggestions for a new model – and in this preparation these figures were collected:

Statistics for NFGP cost-distribution-key

Collected in
2023/24

	B	C	D			
	Total number of GPs	Number of total members in the college	Distribution of members			
			Specialist GPs/ practicing GPs	Young doctor members	Retired GPs	Students etc.
Norway	7.033	8.573	4.225	3.080	1.268	NA
Sweden	7.000	2.700	1.782	673	245	NA
Denmark	3.488	4.896	2.641	1.518	435	302
Finland	4.000	1.100	1.100 (2.362)	(1.637)	NA	NA
Iceland	200	253	160	101	20	NA
Total	21.721	17.522	9.908	7.009		

NA = not available

Norway: Figure in column C is all doctors in the municipal health service, who are working under the age of 70.
Figure in column D i specialist (of which 4.079 are in general medicine).
NFA also has members outside the municipal health service.

Sweden: No comments.

Denmark: Figure in column B is from 2022. All other figures are from December 31, 2023.



Finland: All figures except from column C are estimated.

Iceland: Most figures are estimated

Proposal for future models:

A: Current model will be used

B: Based on total number of GPs in the country

C: Based on total number of members in the colleges

D: Based on total number of specialist GPs in the college

E: Based on “weighted” members in the colleges (GP=1; YD=0,5; RD= 0,25)

F: Proposal for a negotiated model (nearly a combination of A and E)

%	A	B	C	D	E	F
Norway	27,0	32	49	42,5	48	36
Denmark	21,0	16	28	27	26,2	24
Sweden	30,0	32	15,5	18	16,2	23
Finland*	21,0	19	6	11	8	15
Iceland	1,0	1,0	1,5	1,5	1,6	2,0
Total	100,0	100,0	100,0	100,0	100,0	100,0

*) In model D and E there is calculated with 1100 GP members in SYLY.

A few arguments for a model like F (or another negotiated model!):

- Some stability and not revolution in the model for a new key to distribution of costs.
- All GPs (also non-college members) in a country can have advantage of NFGPs work (promotion of GP, SJPHC and the Nordic congresses) so countries with many GPs must pay fair expenses even if not all GPs are members of the college.
- Very small countries (Iceland) should pay more than according to numbers of GPs as there are some basic costs in NFGP related to each country (i.e. board meetings).

Aarhus, 12.2.2024, Roar Maagaard.

Minutes from the Board meeting (11.4.24.) and the General Assembly (12.4.24.):

The current cost distribution key does not seem completely fair to more countries, so there was an agreement on a wish to change it.

The pros et cons in different models were discussed:

- A new model should not include huge changes.
- A new model should in some way both reflect the number of GPs and the number of college members in the 5 countries. Only in Norway those 2 numbers are the same.
- As there are rather big differences in the membership fees for the GPs (for their colleges), the economy in the individual colleges does not 1:1 reflect the numbers of GP-members.



The board found that a solution should be reached and agreed on the column G in this table:

%	A (2018 – 2023)	G (from 2024)
Norway	27,0	30
Denmark	21,0	27
Sweden	30,0	24
Finland*	21,0	17
Iceland	1,0	2,0
Total	100,0	100,0

It was also decided that a review of this distribution should be made in 5 years from now.

Copenhagen, 12.4.2024, Roar Maagaard.

13. NFGP webpage – new version – to be discussed (Louise) (10 minutes)

The website has existed for 15 years without any change. The company supporting us will not continue with working with websites and we must therefore find a new provider. We have had a process with offers from 3 different providers, - two gave the same quote and the last provider had no interest in the job.

The expenditure for the homepage, DKK 300,000 will be activated as an asset in the balance sheet. For the next five years the cost will be depreciated and hence the expenditure will be divided into five yearly equal expenses in the Profit and Loss-statement – a cost of DKK 60,000 yearly.

The NFGP EB supports using the same provider as DSAM is already working with (for the DSAM website). This to ease administration and the ongoing operation and development. The new website will comply with legislation and GDPR.

14. Presentation and discussion of the annual financial account (Martin Pedersen + Louise Hørslev) (10 minutes)

Martin went through the annual financial figures 2023. No comments or questions to the reports.

15. Preparation of the discussion of the budget 2024 and 2025 (Martin Pedersen + Louise Hørslev) (5 minutes)

Martin went through the proposal for budget for 2024. No comments or questions to the budget.

16. If there are any matters to be discussed before the Annual General Assembly, they can be presented at this item (5 minutes)

Anna Nager will send suggestions and proposals by e-mail. No new matters to be discussed.



17. Important dates (1 minute)

- Date, time and venue for PRE-meeting in Turku in June 2024 (prior to Nordic Leader Seminar in Sweden in 2025): 11 June 2024 at 15:30 – 17:00 at Medisiina D, Åbo, Finland
- Date and time for Nordic Leader Seminar in Sweden in Stockholm: 27.-30. august 2025.

18. Any other business (4 minutes)

No other business.

19. Date for next annual NFGP meeting in 2025 (2 minutes)

The NFGP secretariat suggests 3 – 4 April 2025.