

## **CPME-EFN Joint Statement:**

### **Ensure that the doctors' and nurses' needs are adequately addressed in the upcoming EP EMPL Own-Legislative Initiative (INL) on Psychosocial Risks**

According to the Mental Health of Nurses and Doctors survey in the European Union, Iceland and Norway (MeND Survey)<sup>1</sup>, doctors and nurses are among the professions in the EU facing the highest prevalence of mental health conditions. One in three doctors and nurses reported symptoms of depression, while one in ten experienced passive suicidal thoughts, double the rate observed in the general population. In addition, one in three doctors and nurses reported experiencing bullying or violent threats at work, and 10% experienced physical violence and/or sexual harassment.

CPME and EFN representing almost 5 million doctors and nurses, welcome the ongoing work within the European Parliament's EMPL Committee, on the Own-Legislative Initiative (INL) on Psychosocial Risks, for which the draft report was published in March 2026 and the 466 Amendments were tabled in April 2026.

However, European doctors and nurses are concerned that the neither the first draft of the report, nor the 466 amendments, are currently putting forward specific recommendations to address the work-related mental health crisis of the doctors and nurses. Without specific recommendations, doctors and nurses will remain unsupported, and they will continue to leave their professions, leaving patients and citizens unable to access quality and timely healthcare services. Therefore, CPME and EFN call for concrete healthcare-specific recommendations, including:

- A call for Member States and employers, supported by the EU, to put in place adequate and concrete measures to ensure safe staffing levels for doctors and nurses in all healthcare settings.
- A call for Member States and employers to adopt a zero-tolerance to violence and harassment approach, especially for the healthcare sector, including by putting in place dissuasive sanctions, implementing prevention programs, and advancing zero-tolerance policies against violence and harassment in healthcare.
- A call on the European Commission to develop a unified strategy for the psychological safety of healthcare professionals, mandatory psychosocial support for healthcare professionals in all healthcare settings, equitable access to confidential counselling, structured debriefing after traumatic events, and resilience training for all frontline healthcare professionals.

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<sup>1</sup> WHO Europe MeND survey (2025): <https://iris.who.int/server/api/core/bitstreams/e584e5dd-735f-4985-8879-67e310151fa9/content>



*The **Standing Committee of European Doctors (CPME)** is a European not-for profit association representing 36 national medical associations across Europe, giving voice to over 1.7 million doctors.*

*The **European Federation of Nurses Associations (EFN)** is a European not-for profit association representing 38 national nurses associations and represents as such 3 million EU Nurses*