



## Annexe I

*EFN Newcomers  
MOOC1*

**READ MORE**  
*Some references*

# Lesson 1

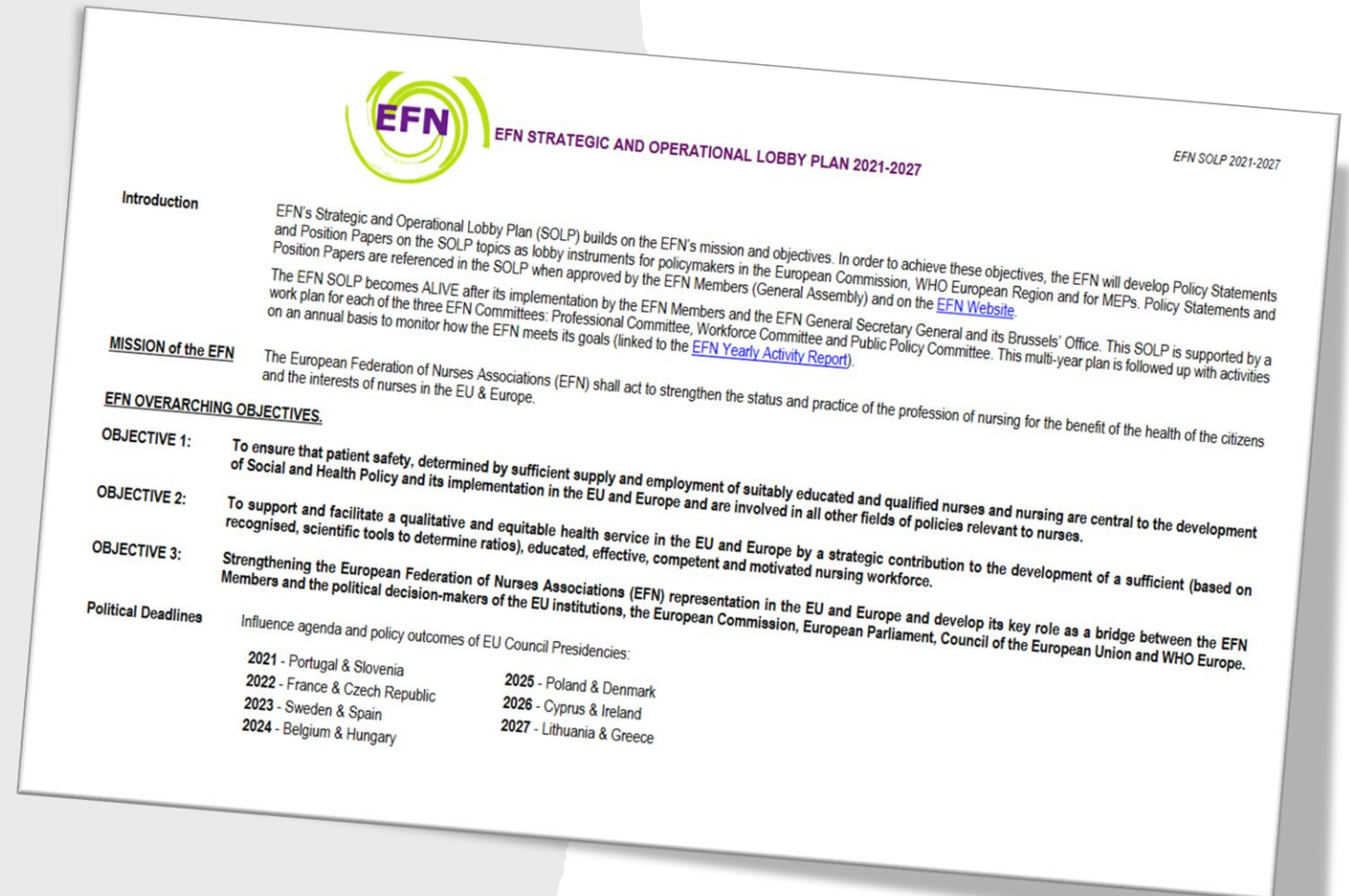
## EFN role in the EU & EFN governance structure

# EFN Policy Agenda

*The EFN provides a broad platform for developing health and social EU policy by supporting the European Union decision making process on all areas which affect the nursing profession, and aims to bring to the attention of the EU the current and potential collaboration of nurses and nursing to meeting the health needs of the population throughout the Union.*

**Read here the EFN Strategic and Operational Lobby Plan 2021-2027 :**

<http://www.efn.eu/wp-content/uploads/EFN-SOLP-2021-2027-1.pdf>



# EFN Activity Reports

*The EFN Activity Reports detail the EFN achievements throughout the year(s), and the resources used to reach them.*

**See here:**

[https://efn.eu/?page\\_id=864](https://efn.eu/?page_id=864)





# EFN Governance

## EFN Members:

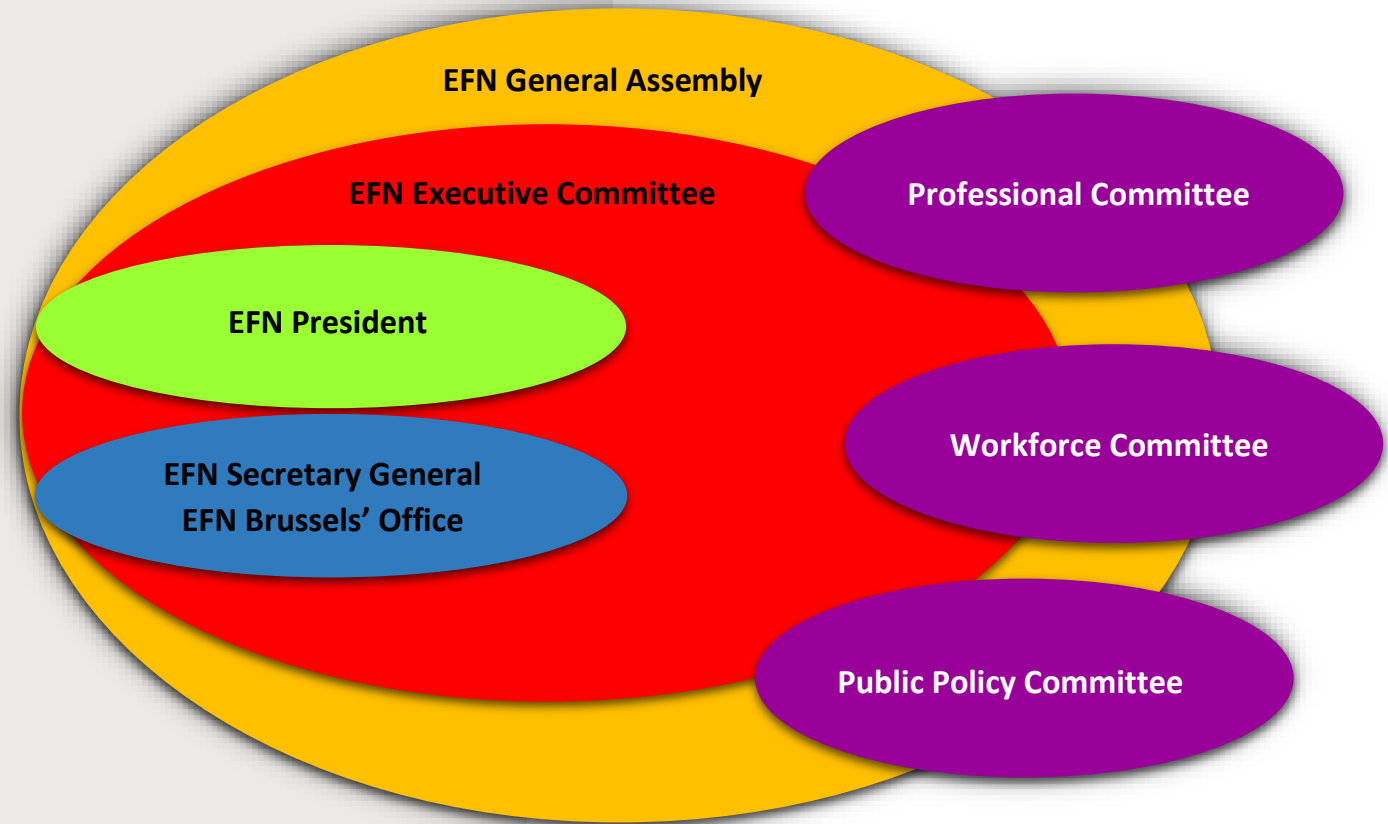
[https://efn.eu/?page\\_id=802](https://efn.eu/?page_id=802)

## EFN Executive Committee:

[https://efn.eu/?page\\_id=806](https://efn.eu/?page_id=806)

## EFN Brussels Office:

[https://efn.eu/?page\\_id=733](https://efn.eu/?page_id=733)



# The European Union, What's in it for me?

*Paul De Raeve, 2017*

*This book offers nurses a valuable and insightful resource into the politics and strategic direction of health policy that shapes frontline nursing and midwifery practice in the EU.*

**Read the book ONLINE :**

<https://online.anyflip.com/eumpx/ssim/mobile/index.html>



The EU faces many challenges. Nurses and nursing are part of the solution. It looks like the EU citizens have enough of the nice talks of politicians, enough of their political promises prior election. Therefore, it is important civil society, nurses ask themselves in which world they want to live and work; how nursing need to push for change in the changing world; and what should be in for nurses who provide daily care for the most vulnerable in our complex society. But when moving forward, the main question for many citizens will be: the EU, what's in it for me? Indeed, since 2008, when the financial crisis hit ordinary EU citizens very hard, especially nurses and women, more challenges to daily survival started to surface. Is the EU, its institutions, its political games, just a complex political labyrinth nobody wants to understand? Are EU civil servants simply producing legislation in view of their own created cocoon, far away from daily reality? But how can we bring ordinary EU citizens closer to the European project, its solutions? Nurses, women, play a key role in making the EU, health & wellbeing, prosperity and peace work for EU citizens, trusting nurses most!

EU Future Trust

Paul De Raeve

**The European Union,  
what's in it for me?**



As Registered Nurse (1984), Master Nursing Science (1989-VUB) and Statistics (1996-KUB), followed by his PhD at Kings College London (2014), Paul became EFN Secretary General from 2002, lobby the EU Commission, Parliament and Council and recently (2016) started designing within the ENRF a nursing research and innovation agenda.



978-3-330-03381-8

De Raeve



# EU Lobby Strategies Fitting a New Political Context

*Paul De Raeve, 2017*

*This book builds on concrete achievements of the nursing community, its leaders to move the European political agenda, to advance nursing in such a way that it delivers concrete benefits for EU citizens.*

**Read the book ONLINE :**

<https://online.anyflip.com/eumpx/ugmb/mobile/index.html>



# Building & Sustaining a Resilient EU Nursing Workforce & Healthcare

*The future of the European Union – Nurses Impact*

**Paul De Raeve, 2021**

*This book shows that more than ever, it is crucial for nurses to engage and proactively contribute to EU health and social policies, in the complex and challenging society we operate in as frontline healthcare professionals.*

**See here :**

<https://www.lap-publishing.com/catalog/details//store/gb/book/978-620-4-20948-7/building-sustaining-a-resilient-eu-nursing-workforce-healthcare>





For more information on  
EFN Developments,  
visit EFN Website:

[www.efn.eu](http://www.efn.eu)

The screenshot shows the EFN website homepage with a purple header. The navigation menu includes: HOME, ABOUT EFN, CORE BUSINESS, NETWORKS & LOBBY, EU PROJECTS, CONTACT US, and MEMBERS SECTION. The main content area is titled 'HOME' and features three images: a person running, a group of people in a meeting, and a group of nurses. Below the images is a section for 'OUR LATEST NEWS' with two articles: 'INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN' and 'EUROPEAN CITIZENS' PANELS OF THE CONFERENCE ON THE FUTURE OF EUROPE'. The left sidebar contains a welcome message, contact information, a button for 'EFN Competency Framework', and a link to 'EFN Workforce Matrix 3+1 Executive Summary'. The right sidebar includes a search bar, a 'Nursing now EUROPE' logo, an 'EU Vaccination Campaign' banner, and buttons for 'EFN Update', 'Agenda', and 'Usefull links'.

EFN

HOME ABOUT EFN CORE BUSINESS NETWORKS & LOBBY EU PROJECTS CONTACT US MEMBERS SECTION

Home > Home

Welcome to European Federation of Nurses Associations

E-mail us: [efn@efn.eu](mailto:efn@efn.eu)  
Tel: +32 2 512 74 19

EFN Competency Framework

EFN Workforce Matrix 3+1 Executive Summary

EFN is a not-for-profit organisation.

Support us by making a donation

HOME

OUR LATEST NEWS

Latest News

INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN

by Zodi Innovations | November 25, 2021

25 November marks the International Day for the Elimination of Violence against Women. Under the

Latest News

EUROPEAN CITIZENS' PANELS OF THE CONFERENCE ON THE FUTURE OF EUROPE

by Zodi Innovations | November 21, 2021

In the context of the Conference on the Future of Europe, EFN Secretary General, Dr Paul De Raeve,

Search

SEARCH

EFN Nursing now EUROPE

EU Vaccination Campaign

EFN Update

Agenda

Usefull links

## **Lesson 2**

# **Free Movement of Nurses in the EU**

# Directive 2013/55/EU

## amending Directive 2005/36/EC on the recognition of professional qualifications

*This Directive aims to consolidate and modernise the rules regulating the mutual recognition of professional qualifications in the EU Member States, including for general care nurses.*

### To read the Directive:

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32013L0055>

[013L0055](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32013L0055)

#### DIRECTIVE 2013/55/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL

of 20 November 2013

amending Directive 2005/36/EC on the recognition of professional qualifications and Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System ('the IMI Regulation')

(Text with EEA relevance)

THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Articles 46, 53(1) and 62 thereof,

Having regard to the proposal from the European Commission,

After transmission of the draft legislative act to the national parliaments,

Having regard to the opinion of the European Economic and Social Committee (1),

Acting in accordance with the ordinary legislative procedure (2),

Whereas:

(1) Directive 2005/36/EC of the European Parliament and of the Council of 7 September 2005 on the recognition of professional qualifications (3) consolidated a system of mutual recognition which was initially based on 15 Directives. It provides for automatic recognition for a limited number of professions based on harmonised minimum training requirements (sectoral professions), a general system for the recognition of evidence of training and automatic recognition of professional experience. Directive 2005/36/EC also established a new system of free provision of services. It should be recalled that third-country family members of Union citizens benefit from equal treatment in accordance with Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States (4). Third-country nationals may also benefit from equal treatment with regard to recognition of diplomas, certificates and other professional qualifications, in accordance with the relevant national procedures, under specific Union legal acts such as those on long-term residence, refugees, 'blue card holders' and scientific researchers.

(2) In its Communication of 27 October 2010 entitled 'Single Market Act, Twelve levers to boost growth and strengthen confidence, Working together to create new growth', the Commission identified the need to modernise Union law in this area. On 23 October 2011, the European Council in its conclusions supported such a modernisation and urged the European Parliament and the Council to reach a political agreement on the revision of Directive 2005/36/EC by the end of 2012. In its resolution of 15 November 2011 on the implementation of the Professional Qualifications Directive (2005/36/EC) (5), the European Parliament also invited the Commission to come forward with a proposal. The EU Citizenship report 2010 of 27 October 2010 entitled 'Dismissing the obstacles to EU citizens' rights' underlines the need to lighten the administrative burden linked to the recognition of professional qualifications.

(3) Notaries who are appointed by an official act of government should be excluded from the scope of Directive 2005/36/EC in view of the specific and differing regimes applicable to them in individual Member States for accessing and pursuing the profession.

(4) For the purposes of strengthening the internal market and promoting the free movement of professionals while ensuring a more efficient and transparent recognition of professional qualifications, a European Professional Card would be of added value. In particular, that Card would be useful to facilitate temporary mobility and recognition under the automatic recognition system, as well as to promote a simplified recognition process under the general system. The purpose of the European Professional Card is to simplify the recognition process and to introduce cost and operational efficiencies that will benefit professionals and competent authorities. The introduction of a European Professional Card should take into account the views of the profession concerned and should be preceded by an assessment of its suitability for the profession concerned and its impact on Member States. That assessment should be conducted together with Member States, where necessary. The European Professional Card should be issued at the request of a professional and after submission of necessary documents and completion of related verification procedures by the competent authorities. Where the European Professional Card is issued for the purpose of establishment, it should constitute a recognition

(1) OJ C 191, 28.6.2012, p. 103.

(2) Position of the European Parliament of 9 October 2013 (not yet published in the Official Journal) and decision of the Council of 15 November 2013.

(3) OJ L 255, 30.9.2005, p. 22.

(4) OJ L 158, 30.6.2004, p. 77.

(5) OJ C 153 E, 31.5.2013, p. 15.

# EFN Competency Framework

*Approved by the EFN members in April 2015, the EFN Competency Framework describes the competences required to nurses responsible for general care, aiming at being used by the National Nurses Associations to encourage and guide the nursing schools at national level to implement the competences listed under Article 31 of the Directive.*

**Read it here:**

[https://efn.eu/?page\\_id=6897](https://efn.eu/?page_id=6897)



*EFN Guideline for the implementation of Article 31 of the Mutual Recognition of Professional Qualifications Directive 2005/36/EC, amended by Directive 2013/55/EU*

*EFN Competency Framework  
Adopted at the EFN General Assembly, April 2015, Brussels*

**EFN**

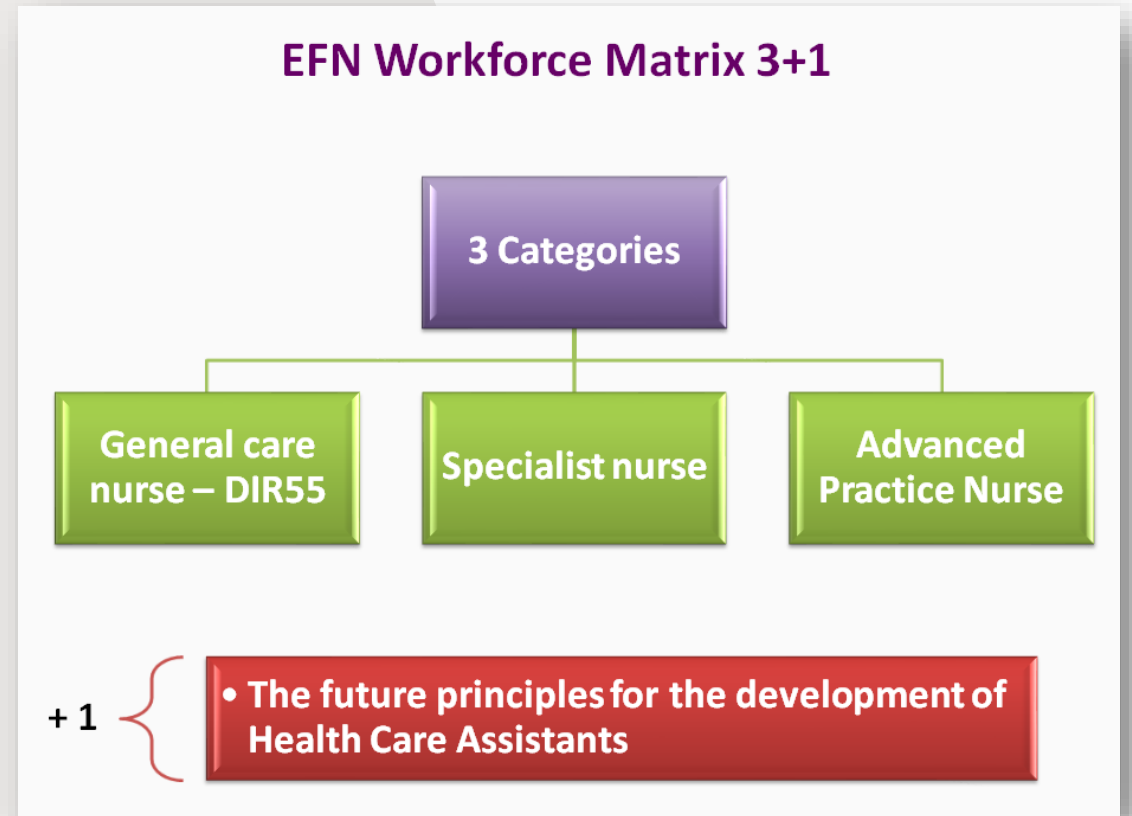


# EFN Workforce Matrix 3+1

*Approved by the EFN Members in May 2017, the EFN Workforce Matrix 3+1 includes information on education, qualifications and competences for each category, and shows the commonalities and differences of the three categories and the HCAs among 35 EU countries.*

**Read it here:**

[https://efn.eu/?page\\_id=8220](https://efn.eu/?page_id=8220)

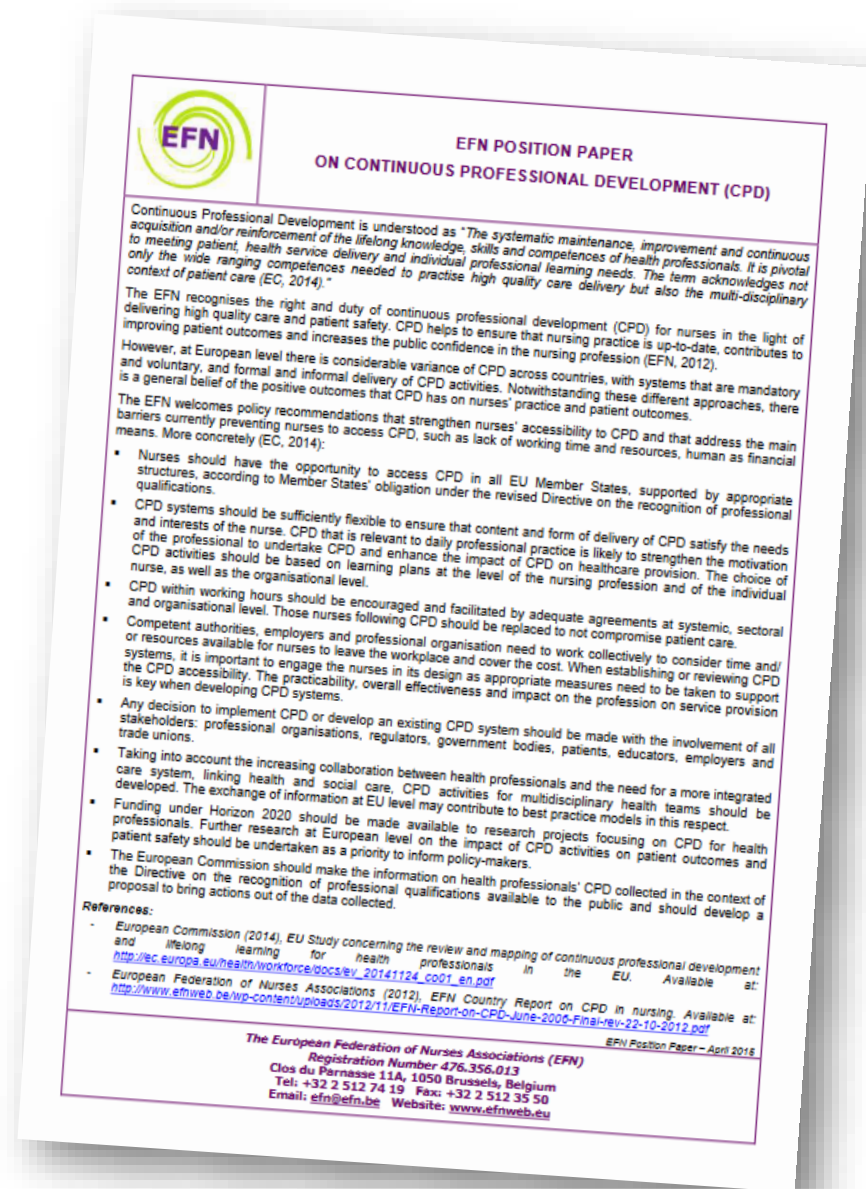


# EFN Position Paper on Continuous Professional Development

*Approved by the EFN Members in April 2016, with this paper the EFN recognises the right and duty of continuous professional development (CPD) for nurses in the light of delivering high quality care and patient safety and welcomes policy recommendations that strengthen nurses' accessibility to CPD.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EFN-Position-Paper-on-CPD-Final042015.pdf>

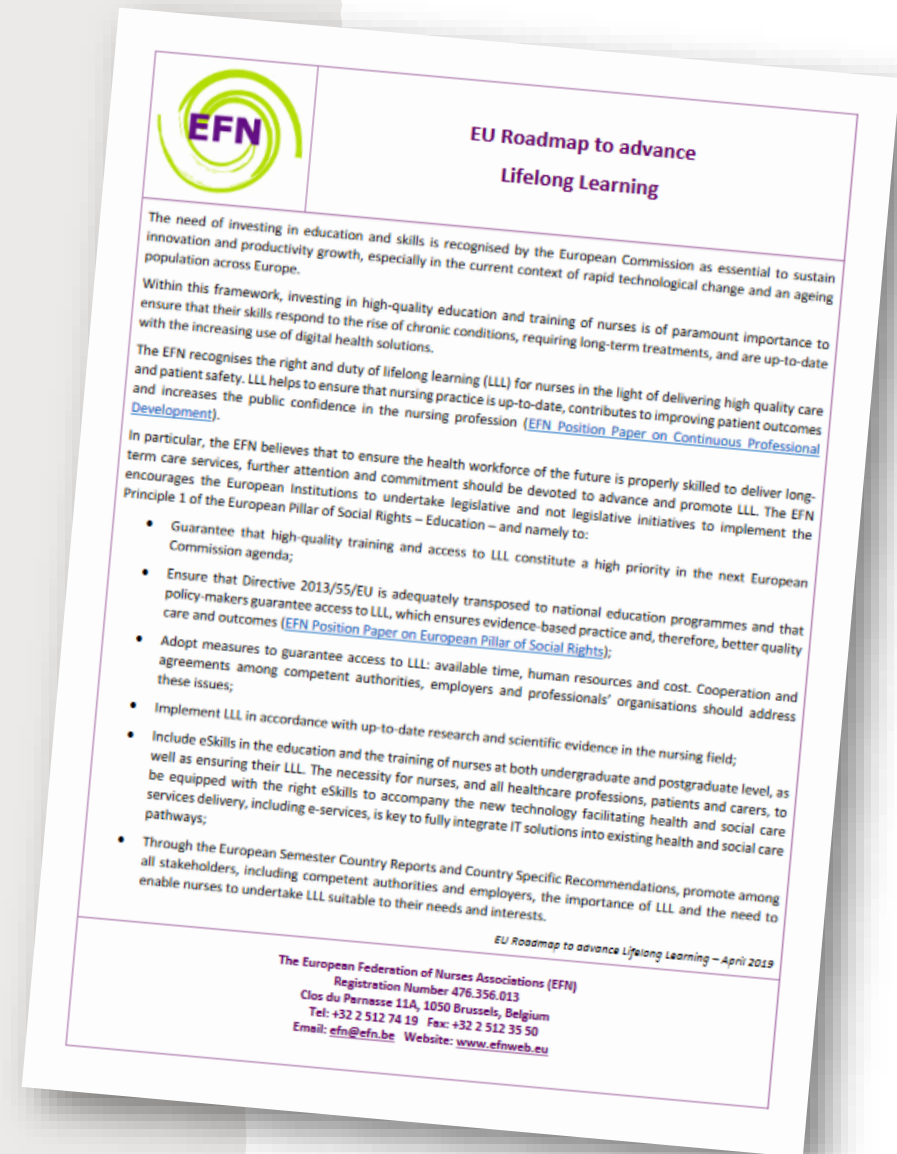


# EU Roadmap to advance Lifelong Learning

*Approved by the EFN Members in April 2019, the EFN recognises the right and duty of lifelong learning (LLL) for nurses encourages the European Institutions to undertake legislative and not legislative initiatives to implement the Principle 1 of the European Pillar of Social Rights – Education.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EU-Roadmap-to-advance-Lifelong-Learning-April-2019.pdf>



# Study on the review and mapping of continuous professional development and lifelong learning for health professionals in the EU

*In 2013, a consortium consisting of the Council of European Dentists (CED), the European Federation of Nurses Associations (EFN), the European Midwives Association (EMA), the European Public Health Alliance (EPHA), the Pharmaceutical Group of the European Union (PGEU), led by the Standing Committee of European Doctors (CPME) carried out a 12-month study containing a review and mapping of continuous professional development and lifelong learning for health professionals in the EU.*

**Read it here:**

[http://efn.eu/wp-content/uploads/2022/02/cpd\\_mapping\\_report\\_en.pdf](http://efn.eu/wp-content/uploads/2022/02/cpd_mapping_report_en.pdf)



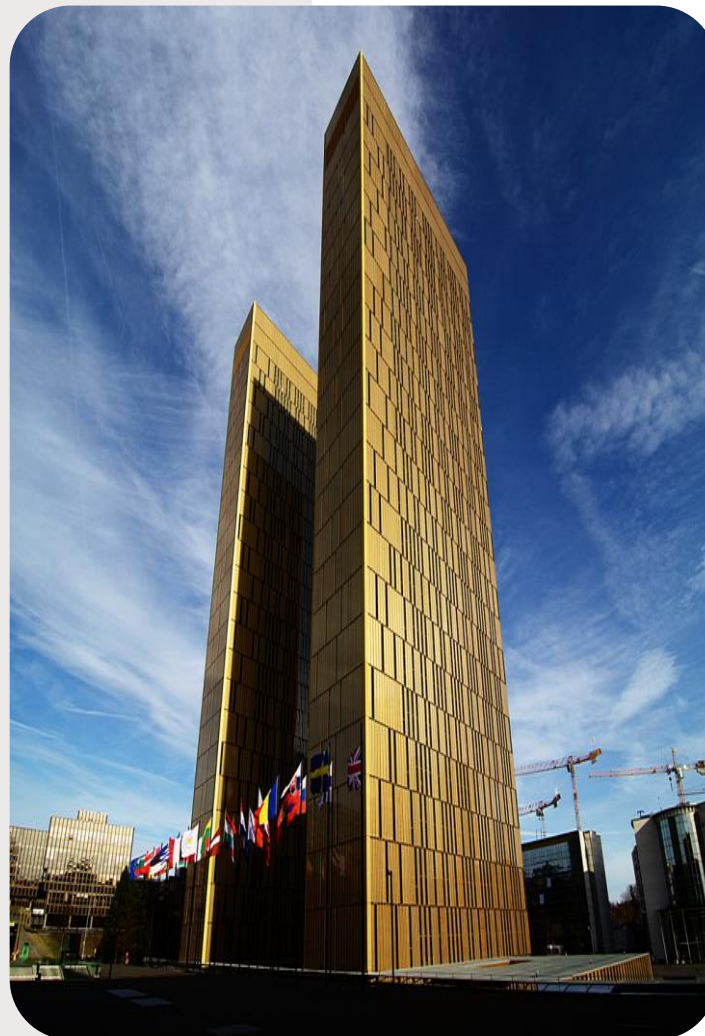


# The European Court of Justice

*Since its establishment in 1952, its mission has been to ensure that "the law is observed" "in the interpretation and application" of the Treaties. As part of that mission, the Court of Justice of the European Union reviews the legality of the acts of the institutions of the European Union; ensures that the Member States comply with obligations under the Treaties; and interprets European Union law at the request of the national courts and tribunals.*

**See here:**

[https://curia.europa.eu/jcms/jcms/j\\_6/en/](https://curia.europa.eu/jcms/jcms/j_6/en/)



# Proportionality Directive

*The Proportionality Test Directive lays down the rules for proportionality tests to be carried out before introducing new regulation on professions within the scope of the Professional Qualifications Directive or amending existing regulations.*

**Read it here:**

<https://eur-lex.europa.eu/eli/dir/2018/958/oj>

9.7.2018

EN

Official Journal of the European Union

L 173/25

## DIRECTIVE (EU) 2018/958 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 28 June 2018 on a proportionality test before adoption of new regulation of professions

THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 46, Article 53(1) and Article 62 thereof,

Having regard to the proposal from the European Commission,

After transmission of the draft legislative act to the national parliaments,

Having regard to the opinion of the European Economic and Social Committee <sup>(1)</sup>,

After consulting the Committee of the Regions,

Acting in accordance with the ordinary legislative procedure <sup>(2)</sup>,

Whereas:

- (1) The freedom to choose an occupation is a fundamental right. The Charter of Fundamental Rights of the European Union (the Charter) guarantees the freedom to choose an occupation, as well as the freedom to conduct a business. The free movement of workers, the freedom of establishment and the freedom to provide services are fundamental principles of the internal market enshrined in the Treaty on the Functioning of the European Union (TFEU). National rules organizing access to regulated professions should therefore not constitute an unjustified or disproportionate obstacle to the exercise of those fundamental rights.
- (2) In the absence of specific provisions harmonizing the requirements on access to a regulated profession or the pursuit thereof laid down in Union law, it is a Member State competence to decide whether and how to regulate a profession within the limits of the principles of non-discrimination and proportionality.
- (3) The principle of proportionality is one of the general principles of Union law. It follows from case-law <sup>(3)</sup> that national measures liable to hinder, or to make less attractive, the exercise of fundamental freedoms guaranteed by the TFEU should fulfil four conditions, namely, they should: be applied in a non-discriminatory manner; be justified by public interest objectives; be suitable for securing the attainment of the objective which they pursue; and not go beyond what is necessary in order to attain that objective.
- (4) Directive 2005/36/EC of the European Parliament and of the Council <sup>(4)</sup> includes an obligation for Member States to assess the proportionality of their requirements restricting access to, or the pursuit of, regulated professions, and to communicate the results of that assessment to the Commission, launching the 'mutual evaluation process'. That process means that Member States had to carry out a screening of all their legislation on all of the professions that were regulated in their territory.
- (5) The results of the mutual evaluation process revealed a lack of clarity as regards the criteria to be used by Member States when assessing the proportionality of requirements restricting access to, or the pursuit of, regulated professions, as well as an uneven scrutiny of such requirements at all levels of regulation. To avoid fragmentation of the internal market and to eliminate barriers to the taking-up and pursuit of certain employed or self-employed activities, there should be a common approach at Union level, preventing disproportionate measures from being adopted.
- (6) In its Communication of 28 October 2015 entitled 'Upgrading the Single market: more opportunities for people and businesses', the Commission identified the need to adopt an analytical proportionality framework for Member States to use when reviewing existing regulations of professions or when proposing new ones.

<sup>(1)</sup> OJ C 388, 31.8.2017, p. 43.

<sup>(2)</sup> Position of the European Parliament of 14 June 2018 (not yet published in the Official Journal) and decision of the Council of 21 June 2018.

<sup>(3)</sup> Judgement of the Court of Justice of 30 November 1995, Cdband, C-55/94, ECLI:EU:C:1995:411, paragraph 37.

<sup>(4)</sup> Directive 2005/36/EC of the European Parliament and of the Council of 7 September 2005 on the recognition of professional qualifications (OJ L 265, 30.9.2005, p. 22).

## **Lesson 3**

### **EFN Pro-Active EU Lobby File**

# Lobby Files impactful for nurses and nursing

- ***Mutual Recognition of Professional Qualifications - Directive 2013/55/EU***  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32013L0055>
- ***Patients' rights in cross-border healthcare - Directive 2011/24/EU***  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32011L0024>
- ***Proportionality Directive – 2018/958***  
<https://eur-lex.europa.eu/eli/dir/2018/958/oj>
- ***Biological Agent Directive - 2020/739***  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32020L0739>
- ***Directive on the Prevention from Sharp Injuries in the Hospital and Healthcare Sector – 2010/32/EU***  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32010L0032>



# EU Action on Health Workforce

→ **Green Paper EU Workforce for Health, 2008**

[https://ec.europa.eu/health/archive/ph\\_systems/docs/workforce\\_report.pdf](https://ec.europa.eu/health/archive/ph_systems/docs/workforce_report.pdf)

→ **Written Declaration on EU Workforce, 2010**

<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+WDECL+P7-DCL-2010-0040+0+DOC+PDF+V0//EN&language=EN>

→ **Council Conclusion on Health Workforce, 2010**

<https://op.europa.eu/en/publication-detail/-/publication/aae96756-6fa8-4c49-b015-b3b1a7e76f85/language-en>

→ **Towards a job rich recovery, 2012**

<https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/towards-job-rich-recovery>

→ **Action Plan for EU Health Workforce, 2012**

[https://ec.europa.eu/health/health-workforce/overview\\_en](https://ec.europa.eu/health/health-workforce/overview_en)

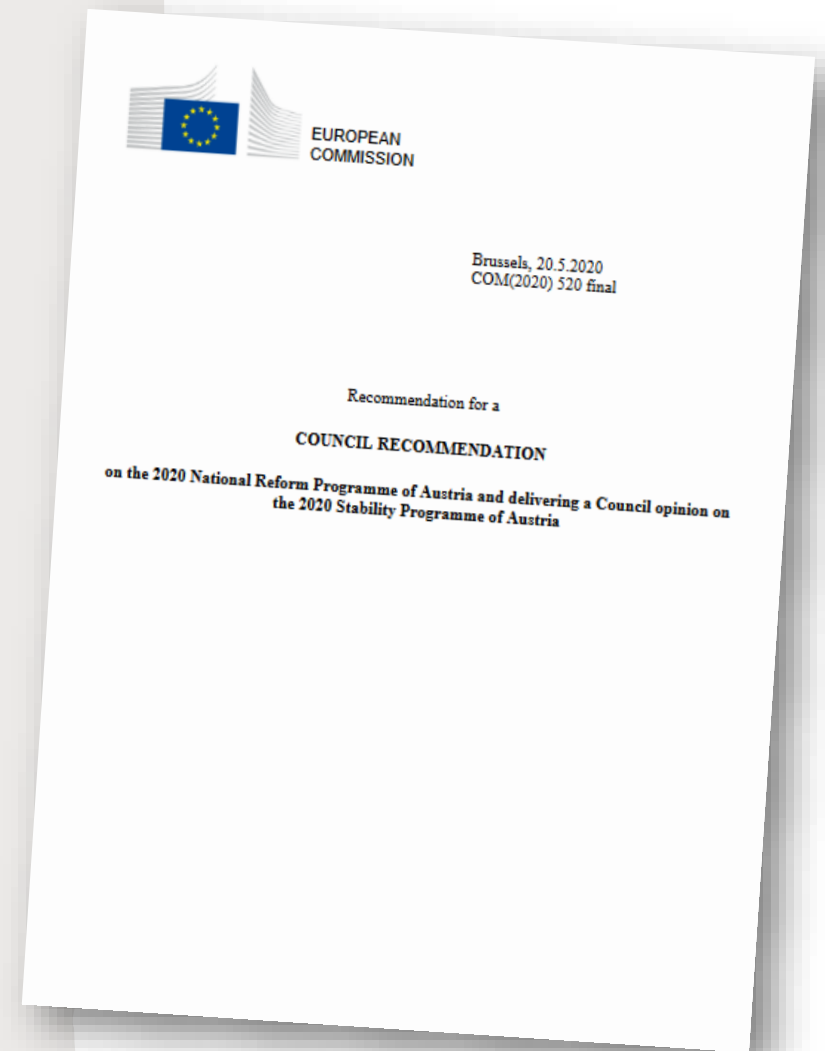
# European Semester - Country Specific Recommendation (2016-2020)

*Country-specific recommendations provide tailored advice to individual Member States on how to boost jobs, growth and investment, while maintaining sound public finances.*

*The Commission publishes them every spring. They give guidance on what can realistically be achieved in the next 12-18 months to make growth more sustainable, inclusive and stronger.*

**Read it here:**

[https://ec.europa.eu/info/publications/2020-european-semester-country-specific-recommendations-commission-recommendations\\_en](https://ec.europa.eu/info/publications/2020-european-semester-country-specific-recommendations-commission-recommendations_en)

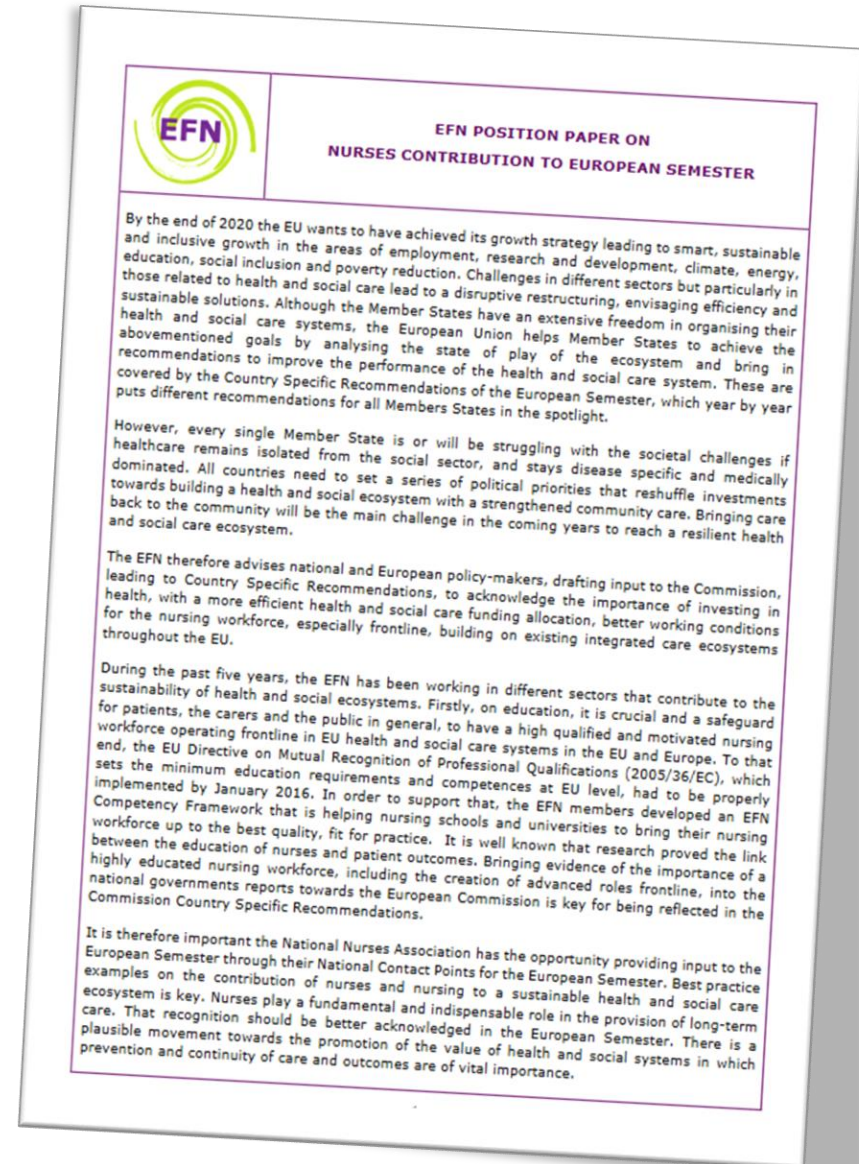


# EFN Position Paper on the EU Semester

*Approved by the EFN Members in October 2016, this EFN Policy Statement is calling on the national and European policy-makers to acknowledge the importance of investing in health, with a more efficient health and social care funding allocation and better working conditions for the nursing workforce, building on existing integrated care ecosystems throughout the EU.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EFN-Position-Paper-on-Nurses-Contribution-to-European-Semester.pdf>

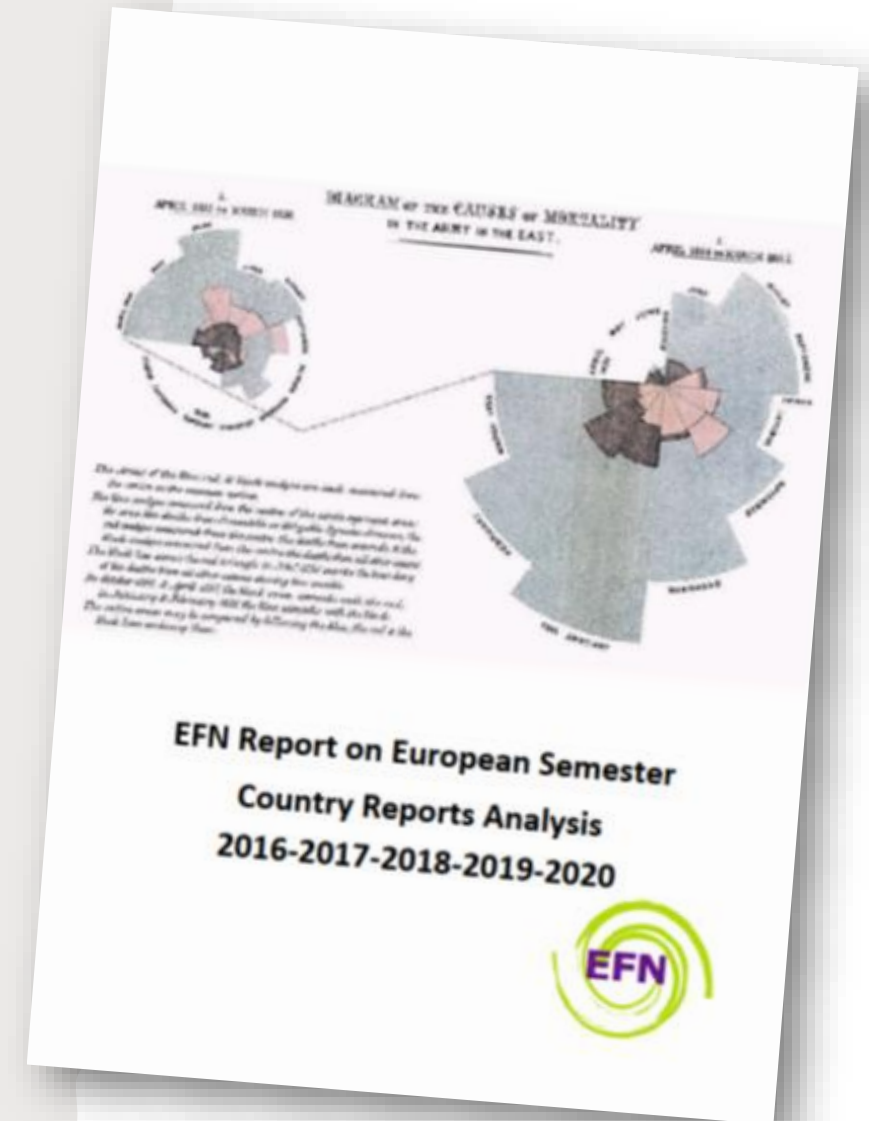


# EFN Report on European Semester Analysis 2016-2020

*This EFN report is analysing 2020 in comparison with previous European Semesters & Country Reports (2016-2019) and selecting the relevant information for nurses, nursing and healthcare. The aim of this EFN Report is to be a compilation of all the European Commission's Country Reports entries related to nursing and/or healthcare, for each EU Member State, providing a unique insight in the capacity of the EU healthcare systems. Measures taken by one country that were successful are likely to inform initiatives for improving the healthcare situation in another country.*

**Read it here:**

<http://anyflip.com/eumpx/ytok/>



# EFN Report on Sharps Injuries (Directive 2010/32/EU Implementation)

*This report provides the results of an online questionnaire elaborated by the EFN on the implementation of Directive 2010/32/EU on the prevention of Sharp Injuries in the hospital and healthcare sector and builds further on existing reporting's on the topic, particularly the Final Report on Promotion and Support of Implementation of Directive 2010/32/EU.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EFN-Report-on-Sharps-Injuries-DIR32-Implementation-forwebsite11.pdf>





## **Lesson 4**

**EFN lobbying to strengthen  
the European Social Pillar**

# European Pillar of Social Rights

*The European Pillar of Social Rights is about better delivering on rights for citizens by building on 20 key principles. Of these 20 principles, the EFN follows 4: Principle 1 (Education); Principle 6 (Wages); Principle 16 (Healthcare); Principle 18 (Long-term care).*

**See it here :**

[https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles\\_en](https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles_en)



# European Pillar of Social Rights Action Plan

*The European Pillar of Social Rights Action Plan sets out concrete initiatives to turn the European Pillar of Social Rights into reality. It proposes headline targets for the EU by 2030.*

**See it here :**

[https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan\\_en](https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan_en)



# EFN Position Paper on the European Pillar of Social Rights

*In this Position Paper, approved by the EFN Members in April 2018, the EFN calls on national and EU decisionmakers, to value the end-user position of 3 million frontline nurses when designing and implementing the European Pillar of Social Rights.*

**See it here :**

<http://www.efn.eu/wp-content/uploads/EFN-Position-Paper-on-the-European-Pillar-of-Social-Rights-Final-April-2018.pdf>



# Study on the review and mapping of continuous professional development and lifelong learning for health professionals in the EU

*In 2013, a consortium consisting of the Council of European Dentists (CED), the European Federation of Nurses Associations (EFN), the European Midwives Association (EMA), the European Public Health Alliance (EPHA), the Pharmaceutical Group of the European Union (PGEU), led by the Standing Committee of European Doctors (CPME) carried out a 12-month study containing a review and mapping of continuous professional development and lifelong learning for health professionals in the EU.*

**Read it here:**

[http://efn.eu/wp-content/uploads/2022/02/cpd\\_mapping\\_report\\_en.pdf](http://efn.eu/wp-content/uploads/2022/02/cpd_mapping_report_en.pdf)



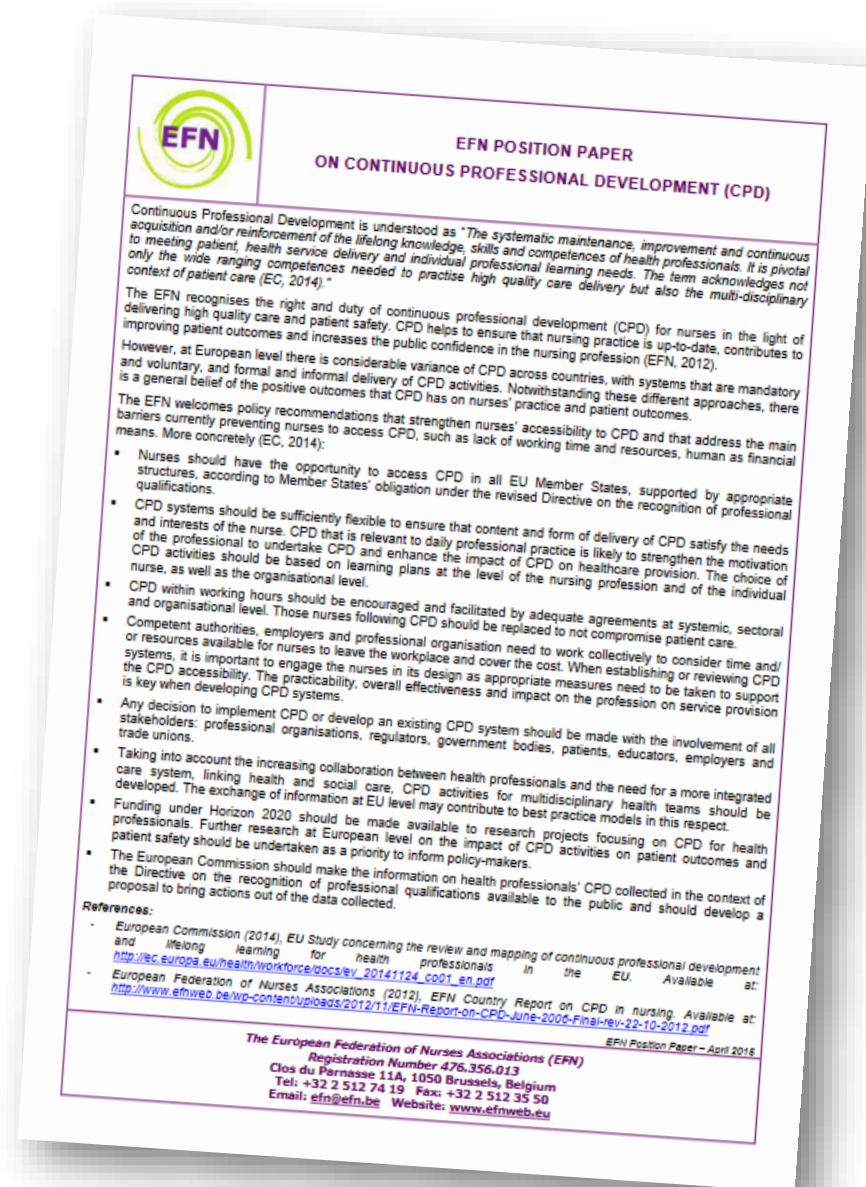


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**Read it here:**

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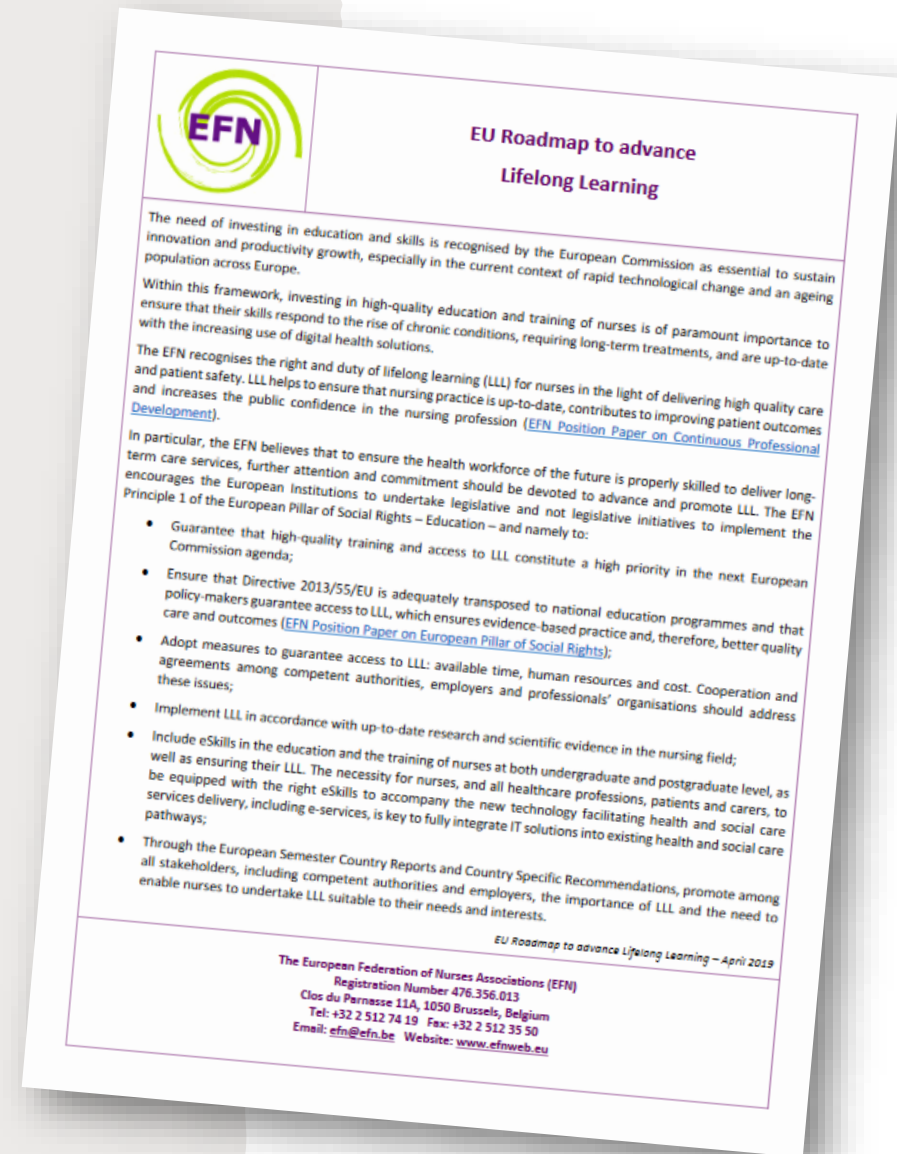


# EU Roadmap to advance Lifelong Learning

*Approved by the EFN Members in April 2019, the EFN recognises the right and duty of lifelong learning (LLL) for nurses encourages the European Institutions to undertake legislative and not legislative initiatives to implement the Principle 1 of the European Pillar of Social Rights – Education.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EU-Roadmap-to-advance-Lifelong-Learning-April-2019.pdf>




# EFN statement on “Addressing nurses’ salary in Europe”

*Approved by the EFN Members in October 2019, it aims to provide an overview of the state of nurses’ salaries across Europe, and the importance of addressing this issue at the EU level, to be used as a lobby document next to the EU Institutions and the EU policy makers.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EFN-Statement-on-Addressing-Nurses-Salary-21-10-2019.pdf>



**European Pillar of Social Rights**  
**Addressing Nurses Salary in Europe**

The aim of this document is to provide readers with an overview of the state of nurses’ salaries across Europe, and the importance of addressing this issue at the EU level. It aims at making the [article 6 \(wages\) of the European Pillar of Social Rights](#) a reality for the nursing profession. The level at which nurses are remunerated is one of the key factors affecting their job satisfaction and the attractiveness of the profession. Nurses are the single largest professional group delivering health and social care, and their salary represents a significant part of the health and social ecosystems budget and is thus a contentious policy topic across countries in Europe.

Back in 2018, the EFN conducted a mapping among its members in relation to nurses’ salaries in comparison to professions with the same educational level (e.g. police officers, teachers, physiotherapists, social workers). Thirty EFN members gave data for comparison.

The findings reported in this document are a snapshot in time and a first level analysis of data. The main thrust behind this survey is not to compare between countries, but to find trends within the data that can inform policy discussions at national and European levels. It is important to note that nurses across Europe work in different working conditions not only between the same professions but in relation to the professions that this report attend to compare. Even though nursing is predominately a female profession and gender issues arise in nursing reimbursement, this report is not intended to address this issue.

**Starting salaries:**

- Nurse/Police officer: comparing the available data on the starting salary of these two professions, a balanced situation is observed, with some EU Member States that foresee a higher starting salary for police officers and others where a newly graduated general care nurse earns more.
- Nurse/Teacher: differences are identified across countries in the starting salary of these two. In the majority of countries, the initial salary of a nurse is lower.
- Nurse/physiotherapist: the starting salaries for the two professions are comparable. However, in the instances where there is a difference, the most prominent gap is registered in favour of the physiotherapists.
- Nurse/social care worker: among the 24 countries that submitted data on this, it was possible to observe that in 10 cases the starting salary of a newly graduated nurse is higher and in 9 countries where social care workers’ salary is higher, the gap is more significant.
- There are countries in which the salaries of entry-level nurses are very low and with little prospect for growth. This has a negative impact on the attractiveness of the profession. This translated into the nursing shortages that most countries are experiencing. In some countries, these shortages are very severe.

**The difference in nurses’ salary growth according to work experience:**

To assess the importance and the support provided by governments and employers to the nursing profession, it is crucial to observe how the general care nurses’ salary grows with experience. Among the 30 countries considered, almost all of them observed a salary increase over time, although at very different degrees. The conclusions are the following:

- In one country the increase is significantly higher and in two countries the salary does not increase meaningfully in the considered 15 years-time.
- In several countries, during the first three years in the nursing profession, the salary of a general care nurse does not increase and in six countries the increase in salary in the first 3 years is less than one euro.
- Examination of nurses’ salary growth across countries suggests that some countries are more aligned in their remuneration policies compared to others. There are similarities in terms of actual yearly salary value and similarities in terms of percentage increase.

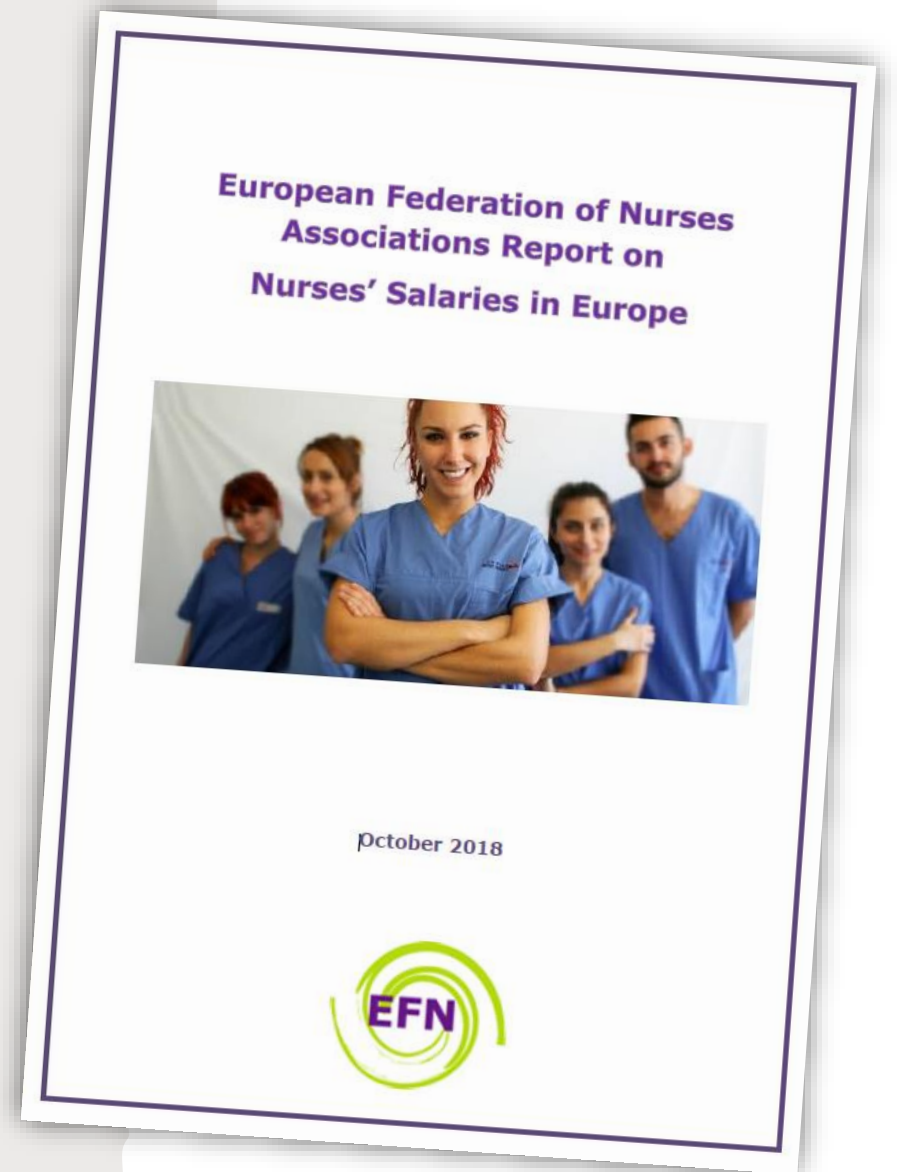


# EFN Report on Nurses Salaries in Europe

*The data collected among the EFN Members in 2018, and compiled in this report, confirm that despite a harmonised educational framework for nurses across the EU, nurses' salaries vary significantly and randomly across the EFN membership.*

**Read it here:**

<http://efn.eu/wp-content/uploads/2022/02/EFN-Report-on-Nurses-Salaries.pdf>

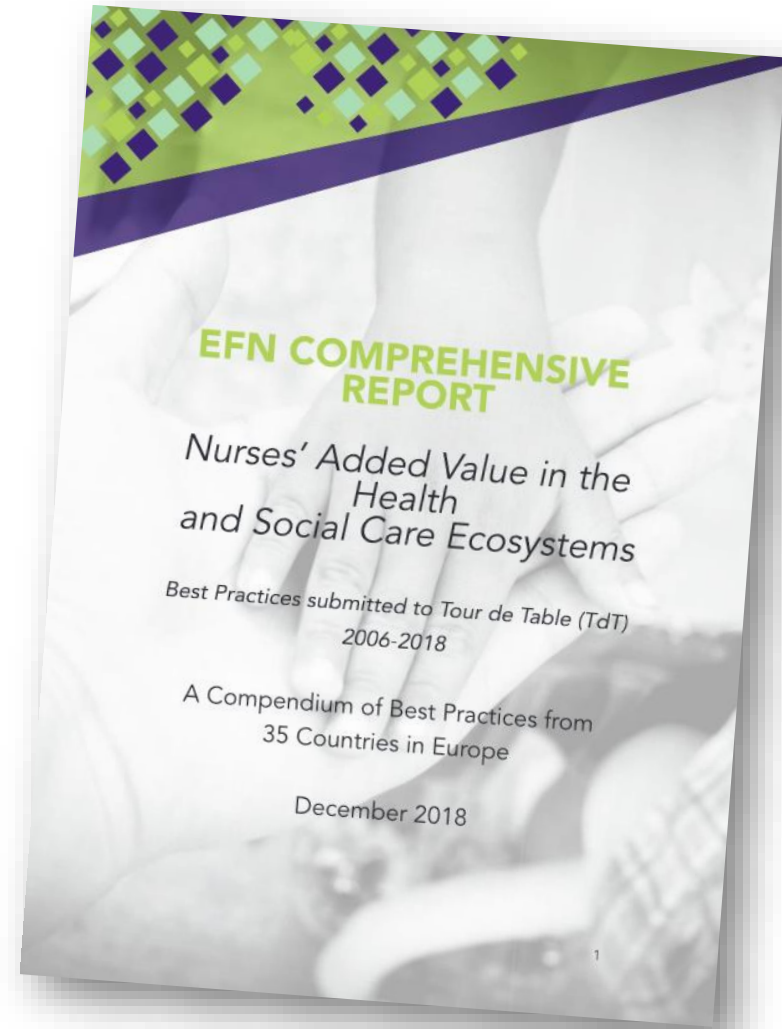


# EFN Report on Nurses Added Value in the Health and Social Ecosystems

*The report is a compendium of best practices from across 35 countries in Europe members of EFN, designed to draw cross-cutting conclusions, link up shared concerns and showcase best practices for mutual learning.*

**See it here :**

<http://www.efn.eu/wp-content/uploads/EFN-Compendium-Nurses-Added-Value-in-the-Health-and-Social-Ecosystems-Final-Dec.2018-compressed.pdf>



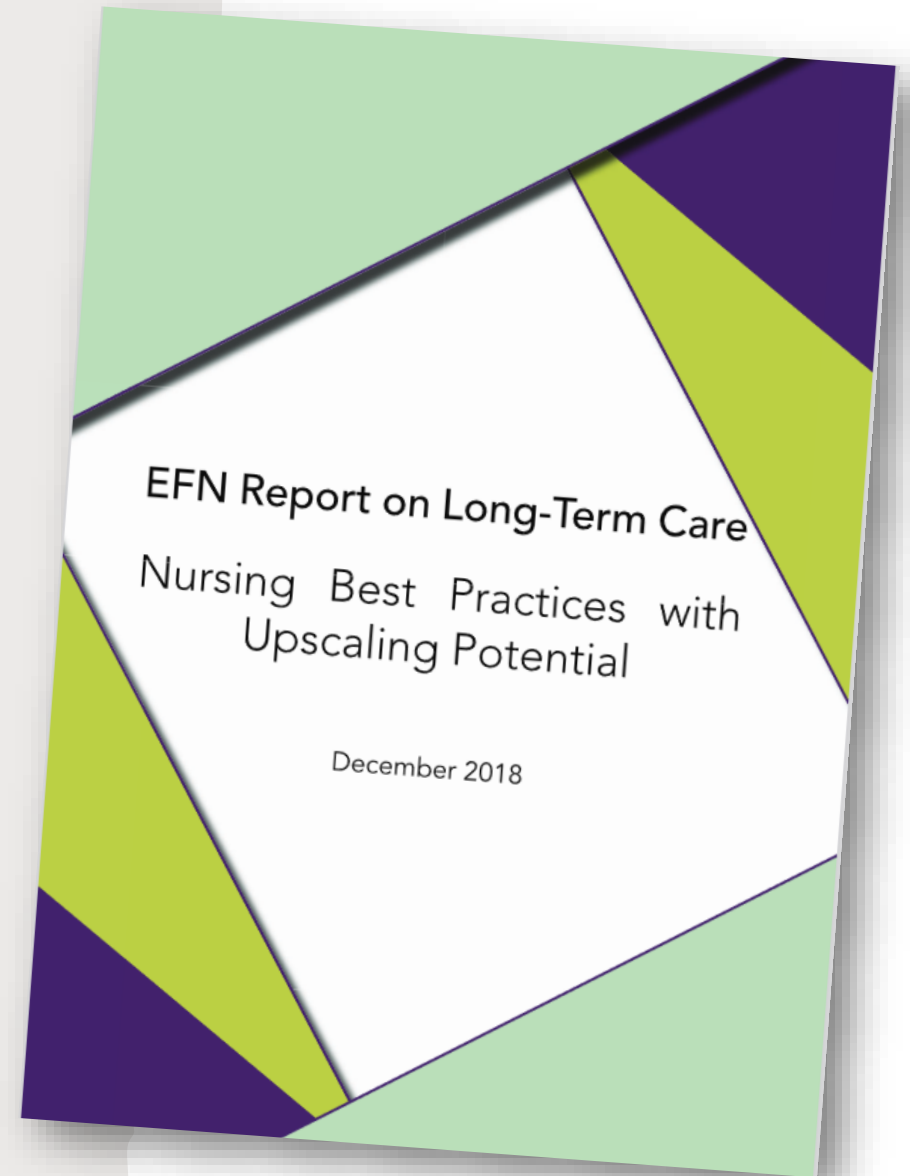


# EFN Report on Best Nursing Care Practices in Long-Term Care with Upscaling Potential

*The EFN report, published in December 2018, shows how nurses' roles are relevant in the delivery of community care across Europe and how their contribution becomes central to support the EU long-term care political agenda.*

**Read it here:**

<http://www.efn.eu/wp-content/uploads/EFN-Report-on-Best-Nursing-Care-Practices-in-Long-Term-Care-with-Upscaling-Potential-Dec.2018-compressed.pdf>



## **Lesson 5**

**EFN Engagement in EU Projects  
Representing the end-user!**

# EU Funding programmes and open calls

*Funding programmes support research and innovation projects.*

**See here:**

[https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls\\_en](https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls_en)



## Horizon 2020

*Horizon 2020 was the EU Research and Innovation programme that dealt with nearly €80 billion of funding available over 7 years (2014 to 2020), helping to achieve smart, sustainable and inclusive economic growth.*

**See here:**

<https://ec.europa.eu/programmes/horizon2020/en/home>



## EFN involved in two H2020 EU-funded projects

*Both projects that started in January 2019 are developing interoperable systems of Electronic Health Records.*

***See here:***

*InteropEHRate: [www.interopehrate.eu](http://www.interopehrate.eu)*

*Smart4Health: [www.smart4health.eu](http://www.smart4health.eu)*



# Smart4Health

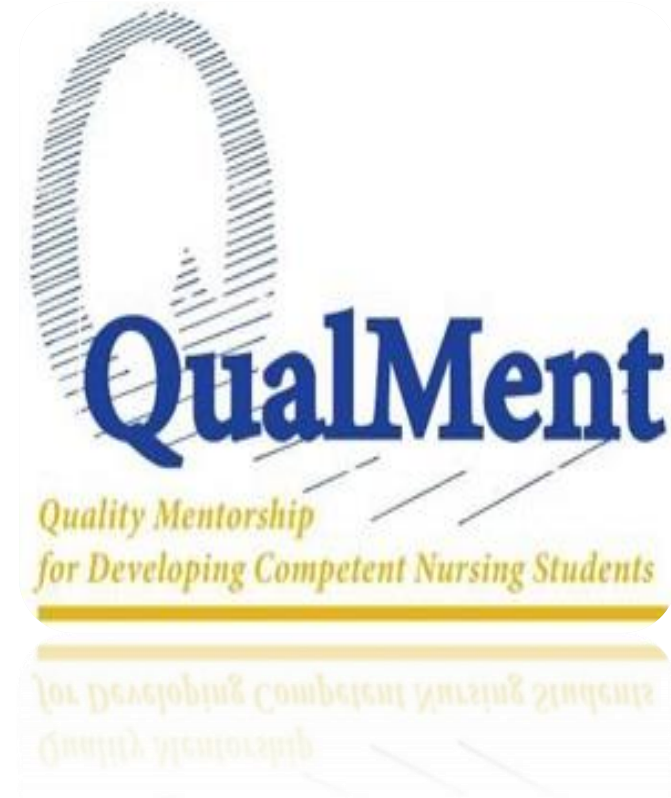


## **EFN involved in an Erasmus+ EU project (2018-2021)**

*This 2-year EU project was addressing the clinical mentor's lack in nursing education and developing a clinical mentor's competence with mentor education for national and international nursing students and delivered 2 key guidelines.*

**See here:**

**<https://www.qualment.eu/publications/>**



# 'Improving IMMunisation cooperation in the European UNION' (IMMUNION)

*Co-financed by the European Union Health Programme (2014-2020), this 2-year project (2021-2023) bringing together a diverse consortium of 12 partners, from associations of health professionals (including members of the Coalition for Vaccination) to national public health institutes, media experts, and researchers, aims to improve vaccine uptake across the EU by providing access to accurate, evidence-based information about vaccination to health professionals and the general public.*

**See here:**

<https://coalitionforvaccination.com/about/immunion>



# Evidence Based Guidelines for Nurses and Social Care Workers for the deployment of eHealth services - ENS4Care

*With a mix of professional associations in nursing and social care, nursing regulators and unions, informal carers, patients, researchers and research communities, civil society representatives and industry, this EFN EU project was aiming to share good nursing and social work practices in eHealth services and create a set of guidelines focusing on: prevention, clinical practice, integrated care, advanced roles, and ePrescribing.*

**See here:**

[https://efn.eu/?page\\_id=7060](https://efn.eu/?page_id=7060)



## ENS4Care Documentary

*As part of the project deliverables, the EFN developed a documentary explaining what ENS4care is about, and providing a clear message by the project partners. Done with the participation of all the ENS4Care partners, this video reflects the journey in developing the ENS4Care guidelines during these two-year project.*

**To see the video here:**

**<https://youtu.be/bRGqIhQ-5B4>**



# ENS4Care e-health services 1 min Video

*Next to the Documentary the EFN developed a one-minute video providing the ENS4care key message to the EU health Stakeholders and policy makers, i.e., “Nurses and social workers should use e-health and innovate their practice to face today’s challenges”.*

**To see the video here:**

<https://youtu.be/i5yfhLeRol>





# Horizon Europe

*Horizon Europe is the new EU new programme with a budget of €95.5 billion of funding available (from 2021 to 2027). The programme aims to facilitate collaboration and strengthens the impact of research and innovation in developing, supporting and implementing EU policies while tackling global challenges.*

**More information here:**

[https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe\\_en](https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en)



Commission proposal for  
**Horizon Europe**  
Framework  
Programme for  
Research and  
Innovation  
(2021-2027)

#EUBudget



#EUBudget

# European Social Fund Plus (ESF+)

*The European Social Fund Plus (ESF+) is the European Union (EU)'s main instrument for investing in people. With a budget of almost € 99.3 billion for the period 2021-2027, the ESF+ will continue to provide an important contribution to the EU's employment, social, education and skills policies, including structural reforms in these areas.*

**See here:**

<https://ec.europa.eu/european-social-fund-plus/en>

## ESF+ 2021-2027



**The European Social Fund Plus is the result of the merger between the existing:**

- European Social Fund
- Youth Employment Initiative (YEI)
- Fund for Aid to the Most Deprived (FEAD)
- EU Programme for Employment & Social Innovation (EaSI)
- EU Health programme



# Submission & Evaluation of EU project proposals

*Proposals are submitted using the application forms available in the Submission System. The application form is structured in into two parts, Parts A (containing the structured Administrative Forms with data on the participants, legal declarations and contact persons), and Part B (the narrative part – containing the technical description of the project with the planned activities, work packages, costs, etc. The proposals are then evaluated and scored against selection and award criteria - excellence, impact, and quality and efficiency of implementation.*

**See here:**

<https://webgate.ec.europa.eu/funding-tenders-opportunities/display/OM/Online+Manual>



## Other EU Projects EFN was engaged in as partner:

- ▶ **SmartCare:** [https://efn.eu/?page\\_id=4383](https://efn.eu/?page_id=4383)
- ▶ **EU Joint Action on Quality and Safety (PaSQ):** [https://efn.eu/?page\\_id=1611](https://efn.eu/?page_id=1611)
- ▶ **EUNetPaS:** [https://efn.eu/?page\\_id=891](https://efn.eu/?page_id=891)
- ▶ **EU Joint Action Workforce for Health:** [https://efn.eu/?page\\_id=3058](https://efn.eu/?page_id=3058)
- ▶ **Continuous Professional Development:**  
[https://ec.europa.eu/health/sites/health/files/workforce/docs/cpd\\_mapping\\_report\\_en.pdf](https://ec.europa.eu/health/sites/health/files/workforce/docs/cpd_mapping_report_en.pdf)
- ▶ **EU Joint Action Health Governance Initiative:** [https://efn.eu/?page\\_id=1624](https://efn.eu/?page_id=1624)
- ▶ **Chain of Trust:** [https://efn.eu/?page\\_id=1599](https://efn.eu/?page_id=1599)
- ▶ **CALLIOPE:** [https://efn.eu/?page\\_id=895](https://efn.eu/?page_id=895)
- ▶ **ENS4Care:** [https://efn.eu/?page\\_id=7060](https://efn.eu/?page_id=7060)

## **Lesson 6**

### **EFN developing the ENRF**



**For more information on the  
European Nursing Research  
Foundation (ENRF),  
visit ENRF Website:**

[www.enrf.eu](http://www.enrf.eu)

