

Annexe I EFN MOOC3

Nurses EU Challenges What we must know to move on. Health inequalities Nursing Liability

READ MORE Some references

Lesson 1

Nurses EU Challenges: What we must know to move on

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



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

Paul De Raeve

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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.



jenda.

LAMBERT

Treaty of Rome

Signed on 25 March 1957 by Belgium, France, Italy, Luxembourg, the Netherlands and West Germany, the Treaty of Rome, set up the creation of the European Economic Community (ECC). It came into force on 1st January 1958.

Read it here:

<u>https://eur-lex.europa.eu/legal-</u> content/EN/TXT/?uri=LEGISSUM%3Ax y0023



EURATOM

Two treaties were signed on 25 March 1957 - the Treaty establishing the European Economic Community (EEC) and the Treaty establishing the European Atomic Energy Community (EURATOM) designed to facilitate cooperation in atomic energy development, research, and utilization, and the EEC.

See here:

<u>https://www.europarl.europa.eu/a</u> <u>bout-parliament/en/in-the-</u> <u>past/the-parliament-and-the-</u> <u>treaties/euratom-treaty</u>



Directive 2000/78/EC

The European Union set up a general framework for equal treatment in employment and occupation, empowering it to combat discrimination based on religion or belief, age, disability and sexual orientation on the labour market.

Read it here:

<u>https://eur-lex.europa.eu/legal-</u> <u>content/EN/TXT/?uri=celex%3A32000L0</u> <u>078</u>

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L 303/16
                                                      EN
                                                                                        Official Journal of the European Communities
                                                                                                                                                                                                   2.12.2000
                                                                                            COUNCIL DIRECTIVE 2000/78/EC
                                                  establishing a general framework for equal treatment in employment and occupation
                         THE COUNCIL OF THE BUROPEAN UNION.
                        Having regard to the Treary establishing the European
                                                                                                                                Rights and Fundamental Freedoms, to which all Member
                                 munity, and in particular Article 13 thereof,
                                                                                                                            regions and runnamental recordin, to which all Member
States are signatories, Convention No 111 of the Inter-
national Labour Organisation (ILO) prohibits discrim-
ination in the field of employment and occupation.
                       Having regard to the proposal from the Commission (*).
                     Having regard to the Opinion of the European Parliament (?),
                                                                                                                           It is important to respect such fundamental rights and 
freedoms. This Directive does not projudice freedom of
                                                                                                                      (5)
                     Having regard to the Opinion of the Economic and Social
                                                                                                                             necessary in a survey ones not preparate necessary or 
association, including the right to establish unions with
                                                                                                                             others and to join unions to defend one's interests.
                    Having regard to the Opinion of the Committee of the
                                                                                                                          The Community Chaner of the Fundamental Social
                                                                                                                   (6)
                                                                                                                         The community Charter of the Pulseamensa Social
Rights of Workers recognises the importance of
combasing every form of discrimination, including the
                    Wheren
                                                                                                                         need to take appropriate action for the social and
                         In accordance with Article 6 of the Treaty on European
                                                                                                                         economic integration of elderly and disabled people.
                         this accordance mut curve o to use treaty on suropean
Union, the European Union is founded on the principles
                       const, the entropean other is rounned on the principles
of liberty, respect for human rights and
fundamental freedoms, and the rule of law, principles
                                                                                                                      The EC Treasy includes among its objectives the promo-
                                                                                                               0
                         which are common to all Member States and it respects
                                                                                                                      tion of coordination between employment policies of
                         fundamental rights, as guaranteed by the European
                                                                                                                      the Member States. To this end, a new employment
                        Convention for the Protection of Human Rights and
                                                                                                                      chapter was incorporated in the EC Treaty as a means of
                        Fundamental Freedoms and as they result from the
                                                                                                                      chapter was incorporated to the tot strategy for employ-
developing a coordinated European strategy for employ-
                       runnamental recounts and as taky result from the 
constitutional traditions common to the Member States,
                                                                                                                     ment to promote a skilled, trained and adaptable work-
                       as general principles of Community law,
                  The principle of equal treatment between women and
men is well established by an important body of
            (2)
                                                                                                                   The Employment Guidelines for 2000 agreed by the
                                                                                                             (8)
                                                                                                                   the tanproyment summers for 2000 agreed by the 
European Council at Helsinki on 10 and 11 December
                    Community law, in particular in Council Directive 76/
                    207/EEC of 9 February 1976 on the implementation of
                                                                                                                   1999 stress the need to foster a labour market favour-
                                                                                                                  able to social integration by formulating a coherent set
                    the principle of equal treatment for men and women as
                                                                                                               ane to strate integration by transmissing a contextua sec
of policies amed at combaing discrimination against
groups such as persons with disability. They also empha-
                   regards access to employment, vocational training and
                                                                                                                  groups such as persons with unsumity, they also empiri-
sise the need to pay particular attention to supporting
                                                                                                                older workers, in order to increase their participation in
              In implementing the principle of equal treatment, the
Community should, in accordance with Article 3(2) of
                the EC Treaty, aim to eliminate inequalities, and to
             one re, ricury, and to entimate inequances, one to
promote equality between men and women, especially
since women are often the victims of multiple
                                                                                                              Employment and occupation are key elements in guar-
                                                                                                       (9)
                                                                                                           tangenty and a social strain are key terminants in gener-
anteeing equal opportunities for all and contribute
strongly to the full participation of caizens in economic,
                                                                                                              cultural and social life and to realising their potential.
             The right of all persons to equality before the law and
      (4)
             protection against discrimination constitutes a universal
              protection against doctrimination constitutes a universal
right recognised by the Universal Declaration of Human
                                                                                                           On 29 June 2000 the Council adopted Directive 2000/
                                                                                                    (10)
             rights, the United Nations Convention on the Elimina-
                                                                                                          On as plue crow me council augment interiore council
43/EC (*) implementing the principle of equal treatment
between persons irrespective of racial or ethnic origin.
           organs, me connex reations conversion on me ramma-
tion of AI Forms of Discrimination against Women,
United Nations Covenants on Civil and Political Rights
                                                                                                        between persons irrespective or racial or entitic origon.
That Directive already provides protection against such
discrimination in the field of employment and
           united rearrants covenants on ciril and running bigms
and on Economic, Social and cultural Rights and by the
              an on convention for the Protection of Human
(f) OF C 177 E 27,62000, p. 42.
(f) Opinion deliverad on 12 October 2000 (nor yet published in the
Official Journal, and J. 2000, p. 82.
                                                                                           (11) Discrimination based on religion or belief, disability, age
or sexual orientation may undermine the achievement
of the objectives of the EC Treasy, in particular the
continuous of a keak local of employment and worked
                                                                                                       or the objectives or the re- result, or particular the attainment of a high level of employment and social
                                                                                             (*) Of I. 180, 19.7.2000, p. 22.
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Directive 2000/43/EC

Linked to Directive 2000/78/EC, the Race Equality Directive is a legal act of the European Union, concerning European labour law, implementing the principle of equal treatment between persons irrespective of racial or ethnic group.

Read it here:

<u>https://eur-lex.europa.eu/legal-</u> <u>content/EN/TXT/?uri=celex%3A3200</u> <u>OL0043</u>

L 180/22 EN Official Journal of the European Communities 19.7.2000 COUNCIL DIRECTIVE 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic THE COUNCIL OF THE EUROPEAN UNION, Having regard to the Treaty establishing the European Community and in particular Anticle 13 thereof, tion of private and family life and transactions carried Having regard to the proposal from the Commission (*), The European Parliament has adopted a number of (5) Having regard to the opinion of the European Parliament (?), The European ramanent has scorpers a manage of Resolutions on the fight against racism in the European Having regard to the opinion of the Economic and Social The European Union rejects theories which attempt to (6) determine the existence of separate human races. The Having regard to the opinion of the Committee of the Regions (*), use of the term 'racial origin' in this Directive does not imply an acceptance of such theories. The European Council in Tampere, on 15 and 16 October 1999, invited the Commission to come forward Whereas 0 as soon as possible with proposals implementing Article 13 of the EC Treaty as regards the fight against racism The Treaty on European Union marks a new stage in the process of creating an ever closer union among the peoples of Europe. In accordance with Anicle 6 of the Treaty on European The Employment Guidelines 2000 agreed by the Euro-pean Council in Helsinki, on 10 and 11 December (8) In accordance with Article 6 of the Treaty on European Union, the European Union is founded on the principles of laberty, democracy, respect for human rights and fundamental freedoms, and the rule of law, principles which are common to the Membra Cases with dwald pean countral in recommendations for a sociality 1999, stress the need to foster conditions for a socially 1977, stras the next to formulating a coherent set of which are common to the Member States, and should respect fundamental rights as guaranteed by the Eurorespect sumanifestual information of Human Rights poart Convention for the protection of vinning organs and Fundamental Freedoms and as they result from the Discrimination based on racial or ethnic origin may (9) and ventualization recording and as they make a they make atom vice constitutional traditions common to the Member States, undermine the achievement of the objectives of the EC as general principles of Community Law. Treasy, in particular the attainment of a high level of employment and of social protection, the rasing of the The right to equality before the law and protection against discrimination for all persons constitutes a emproyment and or social protection, the range of the standard of living and quality of life, economic and social cohesion and solidarity. It may also undermine the against constitution for an persons constitutes a universal right recognised by the Universal Declaration ablective of developing the European Union as an area of Human Rights, the United Nations Convention on the of freedom, security and justice. Elimination of all forms of Discrimination Against Women, the International Convention on the Elimina-The Commission presented a communication on racism, xenophobia and anti-Semitism in December 1995. tion of all forms of Racial Discrimination and the United (10)tour or an rotate or rocase operationation and the contex Nations Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights and by the European Convention for the Protocion of Human Rights and Fundamental Freedoms to which all Member States The Council adopted on 15 July 1996 Joint Action (96/443)[HA] concerning action to combar tackm and xenophobia (?) under which the Member States under-rebe to answer officient sufficient concerning the second of the second an stroppiona () unary which the meaner states and the interpret of the to ensure effective judicial cooperation in respect of It is important to respect such fundamental rights and offences based on racise or xenopholic behaviour. freedoms, including the right to freedom of association. It is also important, in the context of the access to and To ensure the development of democratic and tolerant societies which allow the participation of all persons irrespective of racial or ethnic origin, specific action in the field of discrimination based on fixed or ethnic ir is also important, in the sources of the model of any provision of goods and services, to respect the protec-(12)New year published in the Official Journal. Dumon delivered on 18.5.2000 (nor yet published in the Official the field of discrimination based on racial or ethnic origin should go beyond access to employed and self-Turning, Jinion delivered on 12.4.2000 (nor yet published in the Official surnal). origin should go beyond actes to enquires and sea-employed activities and cover areas such as education, emphysical activities and cores areas such as evaluation, social protection including social security and health-care, social advantages and access to and supply of delivered on 31.5.2000 (not yet published in the Official (9 Of 1. 185, 24.7.1996, p. 5.

Directive 2004/38/EC

The Citizens' Rights Directive defines the right of free movement for citizens of the European Economic Area, which includes the member states of the European Union and the three European Free Trade Association members Iceland, Norway and Liechtenstein.

Read it here:

<u>https://eur-lex.europa.eu/legal-</u> <u>content/EN/TXT/?uri=CELEX%3A32004L</u> <u>0038</u>

30.4.2004 EN Official Journal of the European Union	
	L 158/ 77
DIRECTIVE 2004/28/7/0	
DIRECTIVE 2004/38/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL	
of 29 April 2004	
on the right of other	
on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation (EEC) No 1612/68 and reserve	
amending Regulation (EFC) No. 1 Classical deternitory of the Member States	
68/360/EEC, 72/194/EEC, 73/148/EEC, 75/148/EEC, 75/148	
90/364/EEC, 90/365/EEC and 93/96/EEC,	
(Text with EEA relevance)	
THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	
Having regard to the Treaty establishing a	
Having regard to the Treaty establishing the European Community, and in particular Articles 18, 40, 44 and 52 thereof,	
Having range 1	.2,
Having regard to the proposal from the Commission ¹ ,	_
Having regard to the Opinion of the European Economic and Social Committee ² ,	
printed of the European Economic and Social Committee ²	_
laving regard to the Opinion of the Committee of the Regions ³ ,	- 10
ting in accordance in a	
sting in accordance with the procedure laid down in Article 251 of the Treaty 4,	
tieaty ,	
OJ C 270 E, 25.9.2001, p. 150. OJ C 149, 21.6.2002	
OIC 192 12 02002, p. 46.	
Commail C	
Opinion of the European Parliament of 11 February 2003 (OJ C 43 E, 19.2.2004, p. 42), Council Common Position of 5 December 2003 (OJ C 54 E, 2.3.2004, p. 12), and D. 2004 the European Parliament of 10 March 2004 (not C 54 E, 2.3.2004, p. 12) and D. 2004	
Council Common Parliament of 11 February 2003 (OJ C 43 E, 19.2.2004, p. 42), Council Common Position of 5 December 2003 (OJ C 54 E, 2.3.2004, p. 12) and Position of the European Parliament of 10 March 2004 (not yet published in the Official Journal).	

EFN Position Paper on Moving Care back to Community

Building a sustainable health and social care service for future generations implies moving care to the community, freeing hospitals to provide more complex, specialised and emergency care.

Read it here:

<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Position-</u> <u>Paper-on-Moving-Care-to-the-</u> <u>Community-Final042015.pdf</u>



ENS4Care Guideline on Advanced Roles

One of the fundamental pillars to promote high quality healthcare is through a highly educated, dedicated and skilled workforce. Specifically, the promotion of advanced roles for nurses and social care workers in ICT enabled integrated is proven to boost quality, safety and cost-effectiveness of the healthcare delivered. These roles have made an enormous difference on the governance and management of healthcare, and improve efficiency, enhance patient care, improve health outcomes, contributing ultimately to the sustainability of health systems.

Read it here:

<u>http://www.efn.eu/wp-content/uploads/Final-</u> <u>ENS4Care-Guideline-3-Advanced-Roles-pv.pdf</u>



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: <u>https://eur-lex.europa.eu/legal-</u> <u>content/EN/TXT/?uri=celex%3A32</u> <u>013L0055</u>

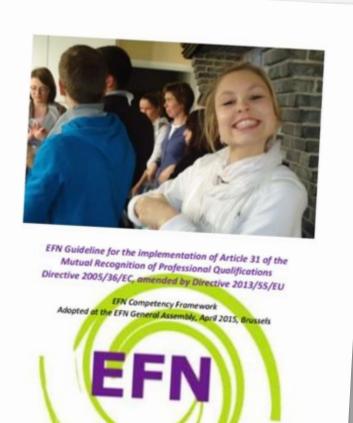
L 354/132 EN Official	lournal of the European Union
	28.12.2013 EUROPEAN PARLIAMENT AND OF THE COUNCIL
IN THE	EUROPEAN PARLIAMENT AND OF THE COUNCIL
(EU) No 1024/2012 on administrative co ('t	20 November 2013 recognition of professional qualifications and Regulation potration drough the Internal Market Information System he IMI Regulation')
(10)	t with EEA relevance
THE EUROPEAN PARLIAMENT AND THE COUNCIL OF EUROPEAN UNION,	
	Single Market Arts of 27 October 2010 entitled
Having regard to the Treaty on the Functioning of the Europ Union, and in particular Articles 46, 53(1) and 62 thereof	growth, the Commission identified to create new
Having regard to the proposal from the European Commissi	supported such a modernization and urgan de-
	on, poincal agreement on the
After transmission of the draft legislative act to the nation parliaments,	nal Professional Qualifications Directive (2006) to the
Having regard to the opinion of the European Economic an Social Committee (1),	report 2010 of 27 October 2010 entitled Dimanting the obstacles to EU citizens' right's underlines the most
Acting in accordance with the ordinary legislative procedure (?)	
Whereas:	
Directive 2003/16/EC of the European Parliament and of dro Gouncil of 7 September 2005 on the recognition of mutual recognition which was initially a system of mutual recognition which was initially and on 15 Directives. It provides for automatic recognition for a limiting number of professions based matmoniad minimum training requirements (second).	(4) For share
Descript 2003/36/EC also established an every 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 Two- and their con the right of citizens of the Two-	and promoting the free movement market while ensuring a more efficient and transparent recog- nicion of protestical qualifications, at a more an Profe- tional Card would be of added value. It more an Profe- tional Card would be of added value, at more any the recognition under the automatic recognition system, as well as to promote a simplified recognition system, as well as to promote a simplified recognition profes- tional Card is to simplified recognition profes- tional Card is to simplify the recognition.
country nationals may also benefit from equal reconstry nationals may also benefit from equal certificates and other professional qualifications, in accordance with the relevant national procedures, under specific Union legal acct such as those on long-steme	bench or cost and operational efficiency that will bench professional and competen which that will introduction of a European Professional Card should color more account the views of the profession construintly for the proceeded by an assument of an Machiny for the procession concernent of
researchers, and scientific	European Professional Card should be conducted
C 191, 29.6.2012, p. 103. Son of the European Parliament of 9 October 2013 (not yet lished in the Official Journal) and decision of the Council	Cation procedurents and completion of related and
uon of the European Parliament of 9 October 2013 (not yet Sinda in the Official Journal) and decision of the Council of Sovember 2013. 255, 309.2005, p. 22. 158, 30.4.2004, p. 77.	
2004, p. 77.	of establishment, it should constitute a recognition (*) 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



Directive on Patients' Rights in Cross-Border Healthcare (2011/24/EU)

This Directive created a legal framework for the patient's right to seek healthcare in another Member State and to be reimbursed; and provides a legal basis for European cooperation in key areas of healthcare: quality and safety, Health Technology Assessment and eHealth, and rare diseases.

Read it here:

<u>https://eur-lex.europa.eu/legal-</u> <u>content/EN/TXT/?uri=celex%3A3201</u> <u>1L0024</u>

4.4.2011 EN Official Journal of the European Unior L 88/45 DIRECTIVES DIRECTIVE 2011/24/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 9 March 2011 on the application of patients' rights in cross-border healthcare THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE Article 114(3) TFEU explicitly requires that, in achieving harmonisation, a high level of protection of human Having regard to the Treaty on the Functioning of the European matrixmaturen, engenerer or protection of matrixel health is to be guaranteed taking account in particular of any new development based on scientific facts. Union, and in particular Articles 114 and 168 thereof, Having regard to the proposal from the Commission, The health systems in the Union are a central component of the Union's high levels of social protection, and contribute to social cohesion and social justice as well commonue to social contation and social pushoe as well as to sustainable development. They are also part of the Having regard to the opinion of the European Economic and Social Committee (°), as to sustainable uevelopinest, sitely are also pa wider framework of services of general interest. Having regard to the opinion of the Committee of the Regions (?), Notwichstanding the possibility for patients to receive cross-border healthcare under this Directive. Member States retain responsibility for providing safe, high quality, efficient and quantitatively adequate healthcare Acting in accordance with the ordinary legislative procedure $(\hat{\gamma},$ to citizens on their territory. Furthermore, the transposition of this Directive into national legislation and postnon or time unecove into national registration and its application should not result in patients being encouraged to receive treatment outside their Memi Whereas State of affiliation. According to Article 168(1) of the Treaty on the Func-As recognized by the Council in its Conclusions of 1tioning of the European Union (TFEU), a high level of (5) As recognized by the council in its conclusions or 1-2 June 2006 on Common values and principles in human health protection is to be ensured in the defi-European Union Health Systems (*) (hereinafter the nition and implementation of all Union policies and European onion reason systems () prefermation use Council Conclusions) there is a set of operating prinactivities. This implies that a high level of human health protection is to be ensured also when the Union ciples that are shared by health systems throughout the adopts acts under other Treaty provisions. Union. Those operating principles are necessary to ensure patients' trust in cross-border healthcare, which is precessary for achieving patient mobility as well as a hereisay to entering possion in the same statement, high level of health protection. In the same statement, Article 114 TFEU is the appropriate legal basis since the the Council recognized that the practical ways in which (2)majority of the provisions of this Directive aim to these values and principles become a reality vary improve the functioning of the internal market and the decisions about the basket of healthcare to which improve the innertoining or the internet strategies with the the conditions for recourse to Article 114 TFEU as a citizens are entitled and the mechanisms used to legal basis are fulfilled, Union legislation has to rely on finance and deliver that healthcare, such as the extent this legal basis even when public health protection is a to which it is appropriate to rely on market mechanisms decisive factor in the choices made. In this respect, and competitive pressures to manage health systems, ⁽⁹⁾ OJ C 175, 227 2009, p. 116.
⁽⁹⁾ OJ C 120, 225 3009, p. 55.
(7) Position of the European Parliament of 23 April 2009 (OJ C 154 E 27, 2010, p. 547), position of the Council at Afric reading of the European Parliament of 19 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 19 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 28 January 2011 (nor yet published in the Parliament of 20 January 2011 (nor yet published in the Official Iournal) and decision of the Council of 28 European Parliament of 20 January 2011 (nor yet published in the Parliament of 20 January 2 As confirmed by the Court of Justice of the European Union (hereinafter the 'Court of Justice') on several the official journal) and decision of the Council of 28 pebruary 2011. occasions, while recognizing their specific nature, all types of medical care fall within the scope of the TFEU. (*) OJ C 146, 22.6.2006, p. 1

Lesson 2

Coaching Public Health Building Resilient Healthcare systems

EFN Policy Statement on "Nursing Workforce Getting Vaccinated for COVID-19" (2021)

Taking into account the COVID-19 pandemic, and knowing that nurses are the largest and most exposed healthcare professionals due to their frontline direct-patient-care services, the EFN called the EU institutions to take some concrete actions.

Read it here:

<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Policy-Statement-</u> <u>Nursing-Workforce-Vaccination-COVID-19-</u> <u>10-02-2021.pdf</u>

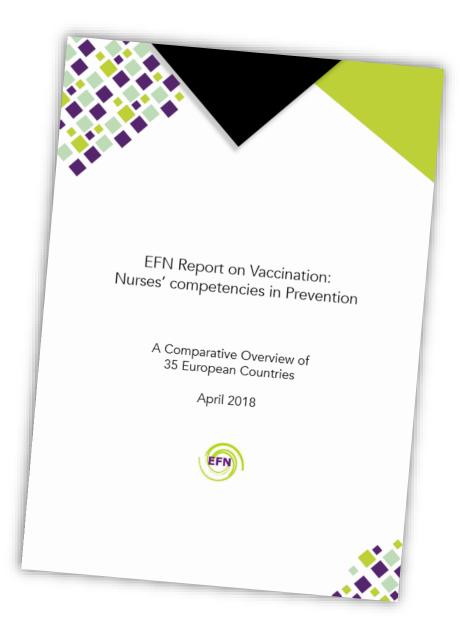
EFN Policy Statement on Nursing Workforce Getting Vaccinated for COVID-19 The COVID-19 Pandemic has caused significant infection and death among health care workers (HCW) throughout the world. It also will leave significant residue particularly for HCW experiencing physical, neurological, and mental health long-term after-effects. Staffing levels and shortages of nursing experienced and reported on pre-pandemic will undoubtedly be negatively affected as a result of retention and recruitment difficulties post pandemic. There are immediate issues that must apply as per WHO Recommendation 8th January 2021: "As long as vaccine supplies are very limited (stage 1 in the WHO Prioritization Roadmap), in settings with community transmission, the road map recommends that priority be given initially to health workers at high risk and older people with or without comorbidities. Protecting high risk health workers has a threefold purpose (i) to protect the individual health workers; (ii) to protect critical essential services during the COVID-19 pandemic, and (iii) to prevent onward transmission to vulnerable people The European Commission is adapting its regulatory framework to accelerate the development, authorisation and availability of vaccines while maintaining the standards for In addition to that, once new vaccines are developed, the speed at which they can be produced and made available for citizens is unlikely to meet demands. Anticipating the expected worldwide competition to purchase them, and as of October 2020, the European Commission has signed COVID-19 vaccines purchase contracts with some production companies and explores the possibility of buying or even producing in Europe vaccines from The frontline nurses, represented by the EFN through its Members, are the largest and most exposed healthcare professionals due to their frontline direct-patient-care services, which put the nurses in the most vulnerable and unsafe position. Nurses are at the bedside of the patient, 7 days a week and 24 hours a day, from the information of infection rates this proximity to infected patients exposes them, and Health Care Assistant to higher risks of infection with COVID-19 than their peers in the healthcare sector. Therefore, the EFN, in the representation of 3 million EU nurses, asks the European Commission, the European Parliament and the Council of Ministers to:

EFN Report on Vaccination

Published in April 2018, this report shows that nurses across Europe have wide and varied roles with regard vaccination, including surveillance, monitoring, planning, delivering and evaluating the success of vaccination programmes, and that they deliver vaccination-related nursing care in diverse settings, from acute hospitals, schools, older persons facilities, to workplaces and peoples' homes.

Read it here:

<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Report-on-</u> <u>Vaccination-April-2018.pdf</u>



Coalition for Vaccination

The Coalition for Vaccination, co-chaired by EFN (Nurses), CPME (Doctors) and PGEU (Pharmacists), is a group of European associations of healthcare professionals and student associations in the field of health and vaccination. It supports delivering accurate information to the public, combating myths around vaccines and vaccination, and exchanging best practices on vaccination. And aims to build vaccine trust and help increase vaccine uptake.

COALITION FOR VACCINATION by European Healthcare Professionals

See here:

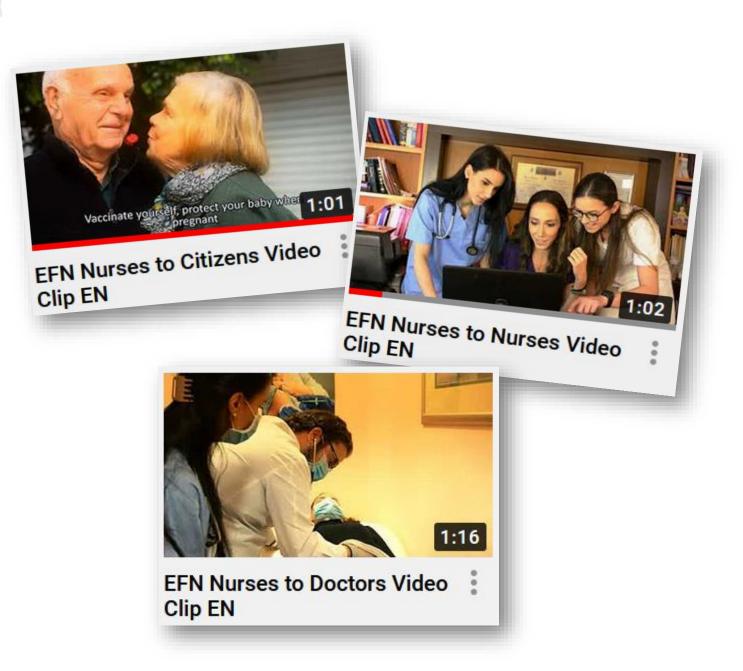
<u>https://coalitionforvaccination.com/about</u> /coalition-for-vaccination

EU Vaccination Campaign

The campaign, done in parallel by the 3 Co-chairs on their respective social media channels (Facebook, Twitter, Instagram, LinkedIn, YouTube), consisted of sharing a series of videos developed covering several scenarios for each of our professions (EFN

= Nurses; CPME = Doctors; PGEU = Pharmacists). For the nurses, these 3 videos related to: the "nurses promoting vaccination among citizens", the "nurses promoting vaccination to nurses", and finally the "nurses promoting vaccination among medical doctors".

See here: https://efn.eu/?page_id=12377



Vaccination: Commission calls for stronger EU cooperation

In April 2018, the European Commission issued a set of recommendations for how the EU can strengthen cooperation in the fight against diseases that can be prevented by vaccines, adopted by EU Health Ministers on 7 December 2018.

Read it here: <u>https://eur-lex.europa.eu/legal-</u> <u>content/GA/TXT/?uri=OJ%3AJOC 2018 46</u> <u>6 R 0001</u>

Official Journal of the European Union	
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(Resolutions, recommendations and opinions)	
RECOMMENDATIONS	
COUNCIL	
COUNCIL RECOMMENDATION	
on strengthened cooperation against vaccine-preventable diseases (2018)(2016)(
(2018/C 466/01)	
THE COUNCIL OF THE EUROPEAN UNION,	
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Having regard to the Treaty on the Functioning of the European Union, and in particular Article 168(6) thereof, Having regard to the proposal from the European Commission, Whereas:	
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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:

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



EFN Position Paper on Nurses Combatting Antimicrobial Resistance (AMR)

Approved by the EFN Members in October 2016, this position paper recalls that nurses are uniquely placed to contribute within public health, infection prevention, antibiotic stewardship and coaching roles, all of which are key to combat AMR.

Read it here: http://www.efn.eu/wp-content/uploads/EFN-Position-Paper-on-Nurses-Combatting-AMR-Final-Oct.2016.pdf



EFN POSITION PAPER ON NURSES COMBATTING ANTIMICROBIAL RESISTANCE (AMR)

Antimicrobial resistance (AMR) is a professional and political concern that has been high on the European and global health agenda. The European Commission estimates that antibiotic-resistant bacteria have been associated with the death of 25.000 people in the European Union (EU) alone; while the extra healthcare costs and productivity loses associated with AMR cost the EU at least €1.5 billion each year. AMR has many aspects that can be dealt with and a lot of emphasis has until now been put on reducing antibiotics used in animal husbandry at a European level, while at a global level the focus is on education of the public and professionals on the matter.

AMR is an area stimulating significant activity at the European and global level. Previously it has been highlighted together with Ebola by the GZ Health Ministers Meeting in 2015 where the OECD work on the topic was presented and the issue was taken up in the final Declaration. The issue was taken even further in the <u>declaration</u> of the last G7 meeting and <u>concrete actions</u> were concluded. At the European level the role of ECDC is central to understanding the epidemiology of resistant micro-organisms and their spread. In addition to their management and reporting of surveillance systems, they support a number of work programmes to compliment the use of data such as the development of Core competencies for infection control specialist practitioners and the development

Although a big part of the work on AMR is carried out by the ECDC, DG SANTE revised its EU Action Plan against the rising threats from AMR for which a progress report was made available in early 2015. Furthermore, DG Sante encourages NGOs to submit frontline practices Fighting Antimicrobial Resistance for the EU Health Award 2016. Next to the work of the Commission, it is important to make reference to the work of Council Presidencies and the Council Conclusions which often relate to a veterinary and food perspective, also promoted in the <u>One Health</u> approach, which complements the WHO final report published in April 2015 providing an analysis, by region and globally, of the initiatives under way to address antimicrobial resistance and identifies areas in which more work is

So, where are the nurses in this political debate? And how can 3 million nurses working in hospital and community settings, across multiple health speciality areas, contribute to the reduction of AMR

From a nursing perspective, the International Council of Nurses (ICN) sees AMR as one of the biggest threats to global health today, which leads to longer hospital stays, higher medical costs and increased mortality. The ICN believes that nurses have an important role to play in educating the public, preventing and controlling infections. Although EFN strongly supports all those initiatives, it encourages the European Commission to take up more concrete solutions taken forward by frontline

Nurses, specialist infection control nurses in particular, lead and manage many quality improvement and patient safety programmes across EU member states including those that address AMR and the prevention of infection. Their leadership and contribution to multi-disciplinary teams adds both impact and balance to the delivery of care and reduction of poor patient outcomes. Building on the EFN Position Statement on the Council Recommendations on Patient Safety and

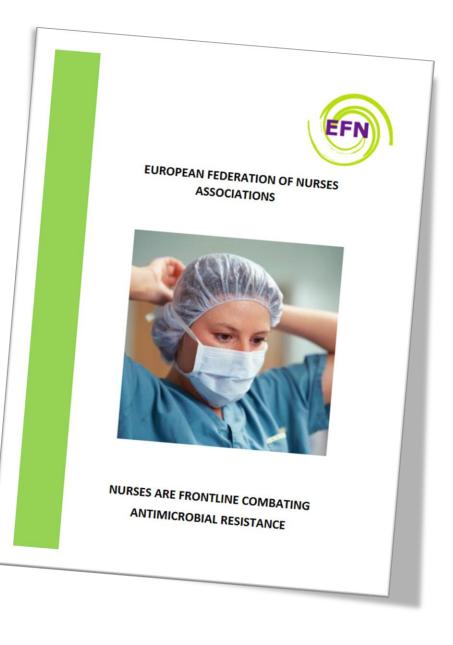
Healthcare Associated Infections, which stresses "Investing in Nurses - Investing in Safety", the EFN proposes to develop at EU level further specialist and advanced roles for nurses (i.e. stewardship and coaching) and design further eHealth services for combatting AMR (i.e. ePrescribing on which guidelines have been developed in the framework of an EU project). As frontline staff, nurses have closer and more frequent contact with patients and carers and they are often in a

EFN Report on Antimicrobial Resistance - 'Nurses are frontline combating AMR'

Published in November 2017, the report explores some good practices of nurses addressing AMR, by providing a collection of examples gathered through EFN from National Nursing Associations (NNAs) actively engaged in combating AMR.

Read it here:

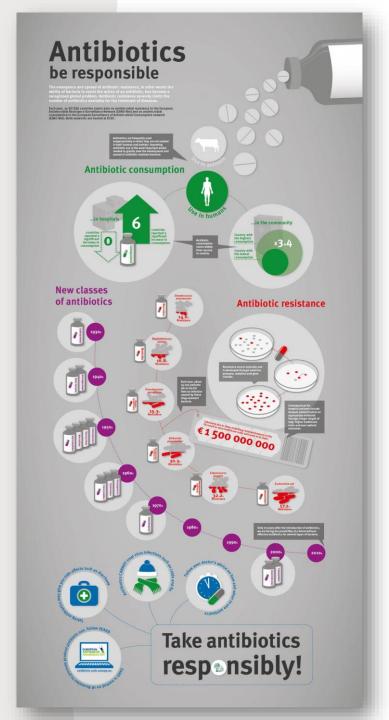
<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-AMR-Report-</u> <u>Nurses-are-frontline-combating-</u> <u>AMR-07-11-2017.pdf</u>



ECDC and AMR

Through its activities and campaigns, the ECDC keeps on building awareness and guidelines to try to counter the AMR crisis.

See here: https://www.ecdc.europa.eu/en/antimicro bial-resistance



OECD report on "Trends of Risk Communication Policies and Practices"

This OECD report surveys current trends in risk communication policies and practices across OECD and partner countries.

Read it here: <u>https://www.oecd.org/gov/tren</u> <u>ds-in-risk-communication-</u> <u>policies-and-practices-</u> <u>9789264260467-en.htm</u>



ECDC Databases on AMR

- European Antimicrobial Resistance Surveillance Network (EARS-Net) <u>https://www.ecdc.europa.eu/en/about-us/partnerships-and-networks/disease-and-laboratory-networks/ears-net</u>
- European Surveillance of Antimicrobial Consumption Network (ESAC-Net) <u>https://www.ecdc.europa.eu/en/about-us/partnerships-and-networks/disease-and-laboratory-networks/esac-net</u>
- Point prevalence survey interactive database (HAI-Net PPS) <u>https://www.ecdc.europa.eu/en/healthcare-associated-infections-acute-care-hospitals/surveillance-disease-data/database</u>

WHO Health 2020

Health 2020 is the new European health policy framework, aiming to support action across government and society to: "significantly improve the health and wellbeing of populations, reduce health inequalities, strengthen public health and ensure people-centred health systems that are universal, equitable, sustainable and of high quality".

See here:

https://www.euro.who.int/en/about -us/regional-director/regionaldirectors-emeritus/dr-zsuzsannajakab,-2010-2019/health-2020-theeuropean-policy-for-health-andwell-being/about-health-2020



EFN Position Paper on 'Public Health Virtual Coaching'

Approved by the EFN Members in March 2017, this position paper highlights the advanced roles in nursing using virtual coaching technologies being crucial to prevent and combat major societal challenges and conditions.

Read it here:

<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Position-Paper-on-</u> <u>Public-Health-Virtual-Coaching1.pdf</u>



EFN Policy Statement on Nurses Digital Competencies

Approved by the EFN Members in November 2019, this EFN policy statement calls for strengthening education curricula, especially when updating the Directive 2013/55/EU Annexe V and making full use of Lifelong Learning (LLL) programmes.

Read it here:

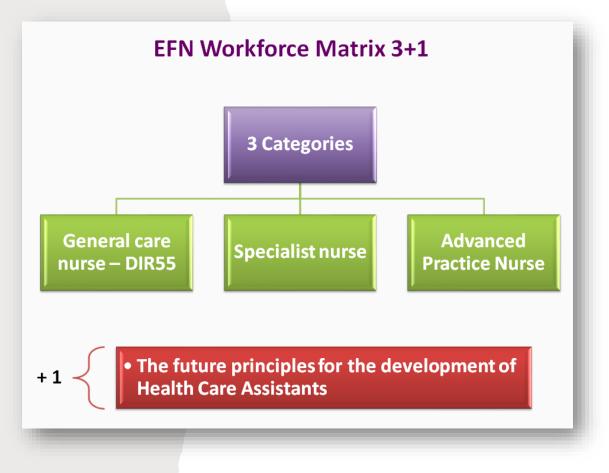
<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Policy-</u> <u>Statement-on-Nurses-Digital-</u> <u>Competencies-Nov.2019.pdf</u>



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:* <u>https://efn.eu/?page_id=8220</u>



European Commission "Task shifting and health system design"

Task shifting is viewed by the Expert Panel as the rational assignment of tasks currently undertaken by the health workforce. It represents an opportunity to ensure the most efficient and appropriate contribution of health workers, empowering staff, providing improved access to quality of care and increasing the resilience of health systems.

Read Report here:

https://ec.europa.eu/health/document/downlo ad/05bdbaec-6c01-4d60-aa57a982261a096d_en

Read Opinion here:

https://ec.europa.eu/health/sites/health/files/e xpert panel/docs/2019 taskshifting factsheet ______en.pdf



EFN Policy Statement on "Task shifting in healthcare systems"

This policy statement presents EFN clear position on this topic, calling on the EU governments to take action, and adapt their legislations in order to support the ongoing changes in society.

Read it here:

<u>http://www.efn.eu/wp-</u> <u>content/uploads/EFN-Position-</u> <u>Statement-on-Skill-Needs-Skill-Mix-and-</u> <u>Task-Shifting-in-Nursing-2008-Rev-Oct.-</u> <u>2012.pdf</u>



eHealth Stakeholder Group report on "eSkills and Health workforce"

Led by EFN and published by the European Commission in 2014, the report provides an overview of the gaps in eSkills of the EU healthcare workforce while providing for a series of practical steps

Read it here: <u>http://www.efn.eu/wp-</u> <u>content/uploads/eHSG-Report-on-</u> <u>eSkills-Health-Workforce-Final-28-</u> <u>11-2014.pdf</u> eHealth Stakeholder Group Report

eSkills and Health Workforce

Final Version

10 November 2014

Issue Leader: Paul De Raeve, EFN

EFN Policy Statement on "Defining value in value-based healthcare"

Approved by the EFN members in October 2019, this EFN Policy Statement provides some key recommendations when creating new EU legislation for the implementation of value-based reforms across the European healthcare systems.

Read it here:

<u>http://www.efn.eu/wp-content/uploads/EFN-</u> <u>Policy-Statement-on-EU-recommendations-on-</u> <u>defining-value-in-value-based-healthcare-22-</u> <u>10-2019.pdf</u>



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 :

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



Lesson 3

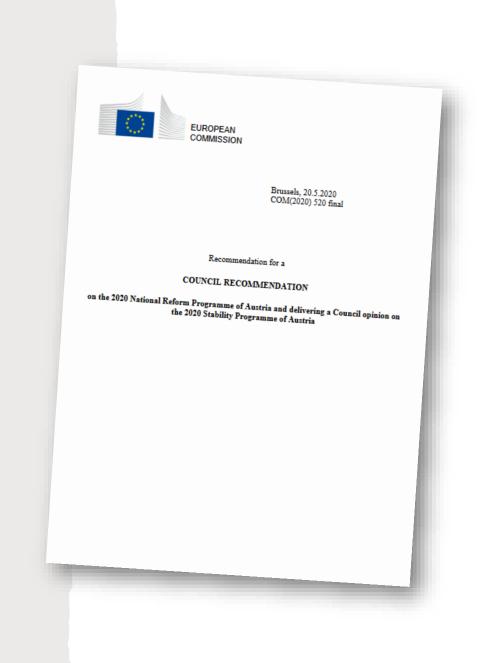
Nursing getting recognised through the European Semester.

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:

<u>https://ec.europa.eu/info/publications/2020-</u> <u>european-semester-country-specific-</u> <u>recommendations-commission-</u> <u>recommendations_en</u>



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/wpcontent/uploads/EFN-Position-Paper-on-Nurses-Contribution-to-European-Semester.pdf

EFN

EFN POSITION PAPER ON NURSES CONTRIBUTION TO EUROPEAN SEMESTER

By the end of 2020 the EU wants to have achieved its growth strategy leading to smart, sustainable and inclusive growth in the areas of employment, research and development, climate, energy, education, social inclusion and poverty reduction. Challenges in different sectors but particularly in those related to health and social care lead to a disruptive restructuring, envisaging efficiency and sustainable solutions. Although the Member States have an extensive freedom in organising their health and social care systems, the European Union helps Member States to achieve the abovementioned goals by analysing the state of play of the ecosystem and bring in recommendations to improve the performance of the health and social care system. These are covered by the Country Specific Recommendations of the European Semester, which year by year puts different recommendations for all Members States in the spotlight.

However, every single Member State is or will be struggling with the societal challenges if healthcare remains isolated from the social sector, and stays disease specific and medically dominated. All countries need to set a series of political priorities that reshuffle investments towards building a health and social ecosystem with a strengthened community care. Bringing care back to the community will be the main challenge in the coming years to reach a resilient health

The EFN therefore advises national and European policy-makers, drafting input to the Commission, leading to Country Specific Recommendations, to acknowledge the importance of investing in health, with a more efficient health and social care funding allocation, better working conditions for the nursing workforce, especially frontline, building on existing integrated care ecosystems

During the past five years, the EFN has been working in different sectors that contribute to the sustainability of health and social ecosystems. Firstly, on education, it is crucial and a safeguard for patients, the carers and the public in general, to have a high qualified and motivated nursing workforce operating frontline in EU health and social care systems in the EU and Europe. To that end, the EU Directive on Mutual Recognition of Professional Qualifications (2005/36/EC), which sets the minimum education requirements and competences at EU level, had to be properly implemented by January 2016. In order to support that, the EFN members developed an EFN Competency Framework that is helping nursing schools and universities to bring their nursing workforce up to the best quality, fit for practice. It is well known that research proved the link between the education of nurses and patient outcomes. Bringing evidence of the importance of a highly educated nursing workforce, including the creation of advanced roles frontline, into the national governments reports towards the European Commission is key for being reflected in the

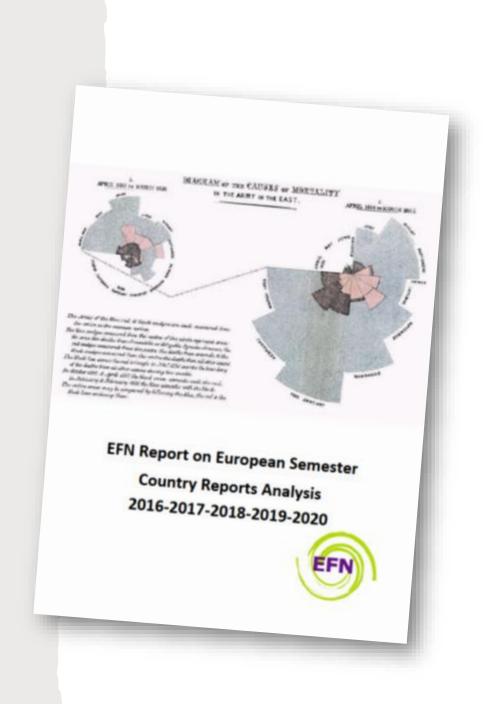
It is therefore important the National Nurses Association has the opportunity providing input to the European Semester through their National Contact Points for the European Semester. Best practice examples on the contribution of nurses and nursing to a sustainable health and social care ecosystem is key. Nurses play a fundamental and indispensable role in the provision of long-term care. That recognition should be better acknowledged in the European Semester. There is a plausible movement towards the promotion of the value of health and social systems in which prevention and continuity of care and outcomes are of vital importance.

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/



Lesson 4

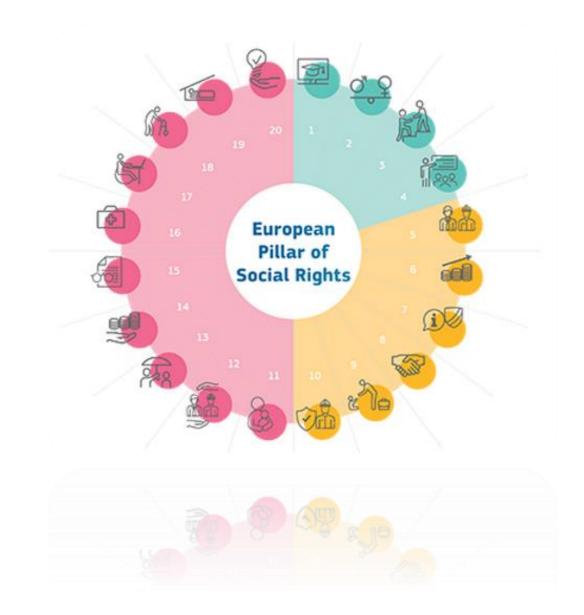
Putting the European Social Pillar into Action

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 :

<u>https://ec.europa.eu/info/strateg</u> <u>y/priorities-2019-2024/economy-</u> <u>works-people/jobs-growth-and-</u> <u>investment/european-pillar-</u> <u>social-rights/european-pillar-</u> <u>social-rights-20-principles_en</u>



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 :

<u>https://ec.europa.eu/info/strategy/priorities-2019-</u> <u>2024/economy-works-people/jobs-growth-and-</u> <u>investment/european-pillar-social-rights/european-</u> <u>pillar-social-rights-action-plan_en</u>



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 :

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



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:

<u>http://efn.eu/wp-</u> <u>content/uploads/2022/02/cpd_mapping_report_</u> <u>en.pdf</u>

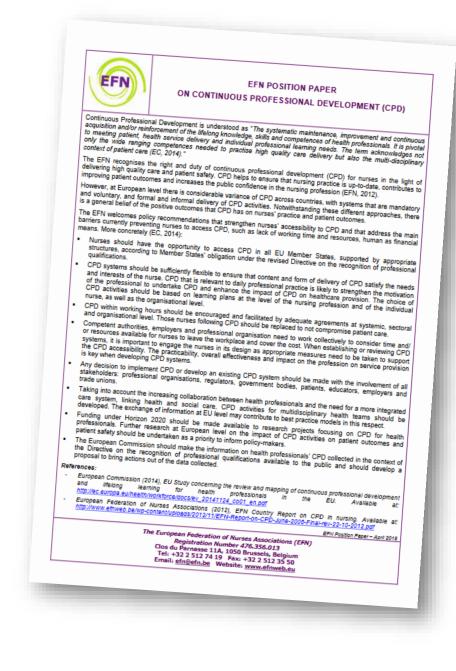


EFN Position Paper on Continuous Professional Development

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:

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

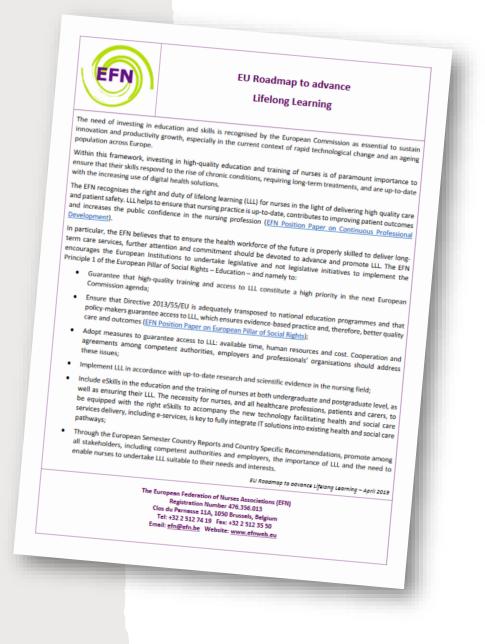


EU Roadmap to advance Lifelong Learning

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:

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



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 FU Institutions and the EU policy makers.

Read it here: http://www.efn.eu/wpcontent/uploads/EFN-Statementon-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

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

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

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
- > Nurse/Teacher: differences are identified across countries in the starting salary of these two. In the majority of
- 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
- 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:

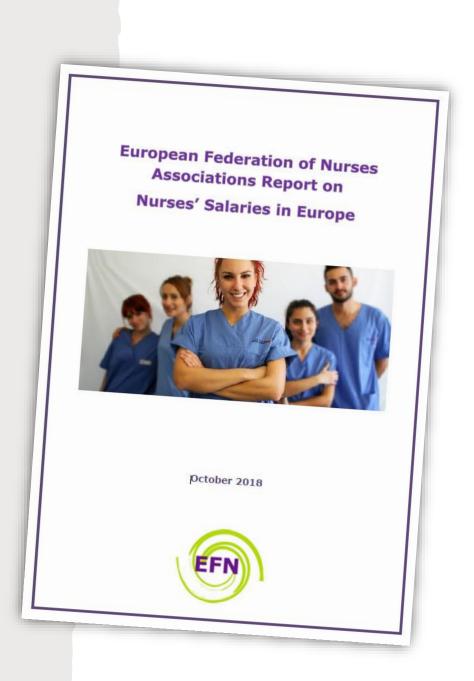
To assess the importance and the support provided by governments and employers to the nursing profession, it is crucial to observe how the general care nurses' salary grows with experience. Among the 30 countries considered, almost all of them observed a salary increase over time, although at very different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

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

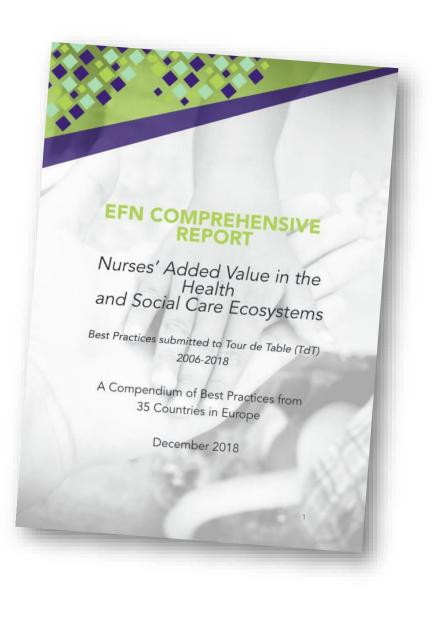


EFN Report on Nurses Added Value in the Health and Social Ecosystems

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 :

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

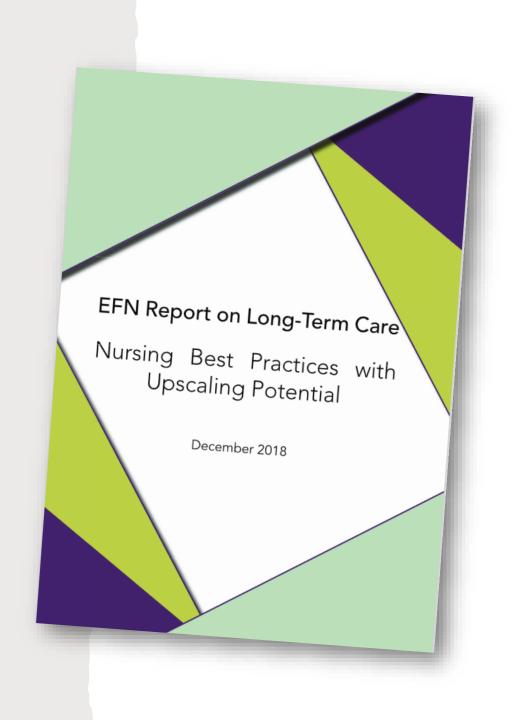


EFN Report on Best Nursing Care Practices in Long-Term Care with Upscaling Potential

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 longterm care political agenda.

Read it here:

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



Lesson 5

The European Union: What's in it for me?

Internal Market Information System (IMI System)

The Internal Market Information System (IMI) is the European Commission's online tool that enables national, regional and local authorities in the EU to communicate with authorities in other EU and EEA countries. The overall purpose is to facilitate the cross-border cooperation of European authorities in a number of areas.

See it here : <u>https://ec.europa.eu/internal_ma</u> <u>rket/imi-net/index_en.htm</u>

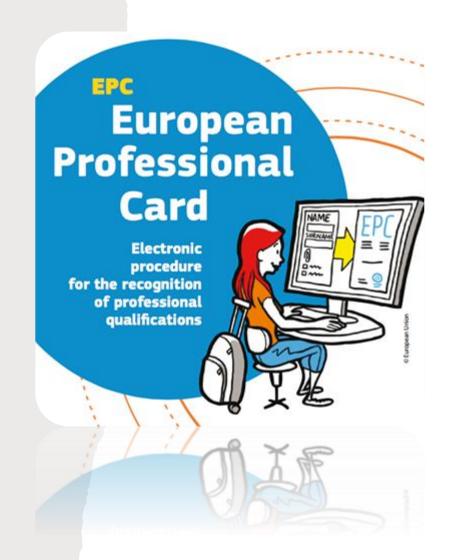


European Professional Card (EPC)

The European Professional Card is an electronic procedure (not a physical card) that can be used to have the EU professional qualifications recognised in another EU country.

Read it here:

<u>https://europa.eu/youreurope/citizens/work/</u> <u>professional-qualifications/european-</u> <u>professional-card/index_en.htm</u>



Single Market Forum

The Single Market Forum (SIMFO) is an annual initiative where citizens, businesses and EU policy-makers assess the implementation of the single market. It allows stakeholders and the public to share their experience in practice and to discuss their policy recommendations for the future.



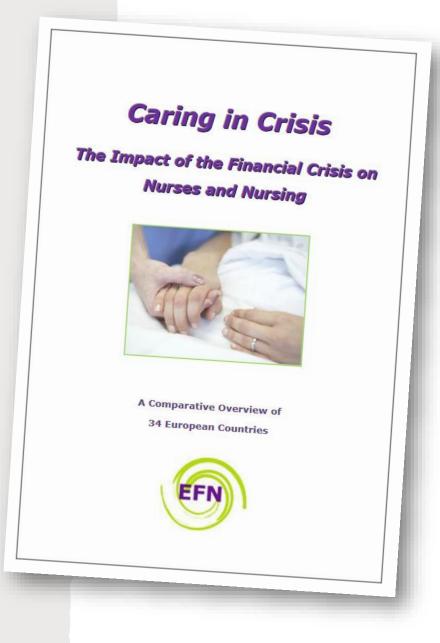
See it here : <u>https://ec.europa.eu/info/events/</u> <u>single-market-forum_en</u>

EFN Report on "Caring in Crisis – the Impact of the Financial Crisis on Nurses and Nursing"

Published in June 2012, this report calls for attention to an area crucially affected by the financial crisis and grossly and mistakenly overlooked.

Read it here:

<u>http://www.efn.eu/wp-content/uploads/EFN-</u> <u>Report-on-the-Impact-of-the-Financial-Crisis-</u> <u>on-Nurses-and-Nursing-January-2012-rev-</u> <u>June-2012-24-06-2012.pdf</u>

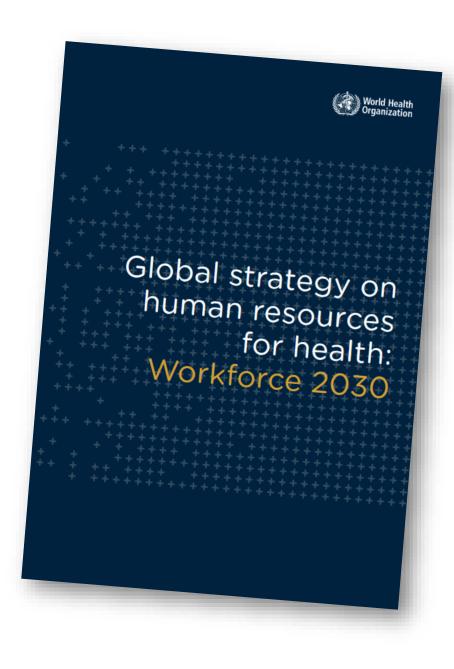


Global strategy on human resources for health: Workforce 2030

The WHO Global Strategy on Human Resources for Health: Workforce 2030 reflects on the contemporary evidence on what works in health workforce development across different aspects, ranging from assessment, planning and education, across management, retention, incentives and productivity.

Read it here :

https://apps.who.int/iris/bitstream/ handle/10665/250368/9789241511 131-eng.pdf

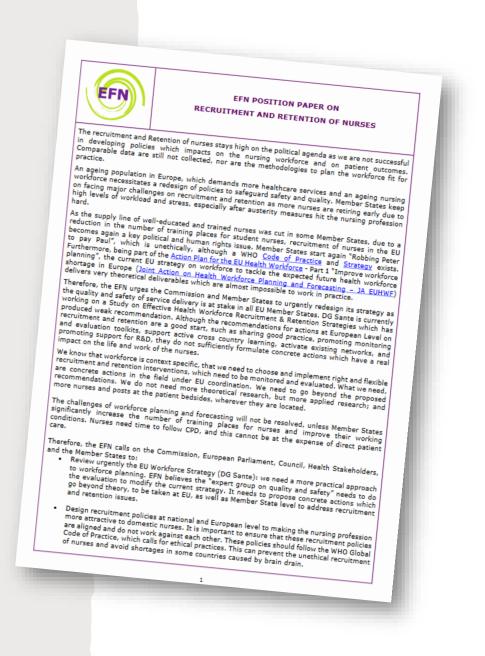


EFN Position Paper on Recruitment and Retention

Approved by the EFN Members in October 2015, this position paper show that the challenges of workforce planning and forecasting will not be resolved, unless Member States significantly increase the number of training places for nurses and improve their working conditions; asking the EU institutions to take concrete actions.

Read it here:

<u>http://www.efn.eu/wp-content/uploads/EFN-</u> <u>Position-Paper-on-Nurses-Recruitment-and-</u> <u>Retention-Final-Oct.2015.pdf</u>



→ Green Paper EU Workforce for Health, European Commission, December 2008 <u>https://ec.europa.eu/health/ph_systems/docs/workforce_gp_en.pdf</u>

→ Written Declaration on EU Workforce, European Parliament, 2010 <u>http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+WDECL+P7-DCL-2010-0040+0+DOC+PDF+V0//EN&language=EN</u>

→ Council Conclusion on Health Workforce, December 2010 <u>https://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/118280.pdf</u>

→ Towards a job rich recovery, European Commission, 2012 <u>https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/towards-job-rich-recovery</u>

→ Action Plan for EU Health Workforce, European Commission, 2012 <u>https://ec.europa.eu/health/document/download/a04f4f2d-32fa-4bce-82e6-405265f85bf5_en</u>

Lesson 6

The European Union: What's in it for me?

TAIEX

TAIEX supports public administrations with regard to the approximation, application and enforcement of EU legislation as well as facilitating the sharing of EU best practices.

See here:

<u>https://ec.europa.eu/neighbourhood-</u> <u>enlargement/funding-and-technical-</u> <u>assistance/taiex_en</u>

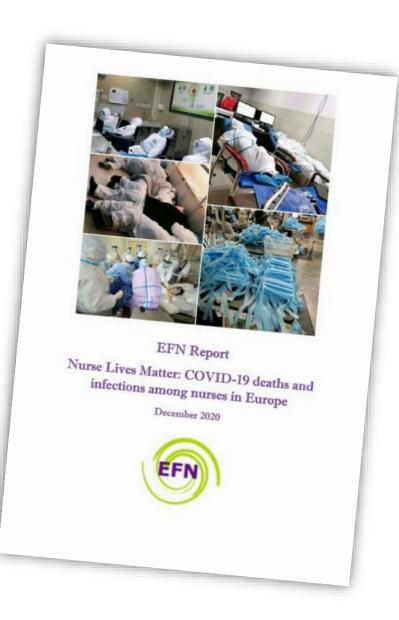


Nurse Lives Matter: COVID-19 deaths and infections among nurses in Europe

This report shows estimated numbers of nurses who were infected and died with COVID-19.

Read it here:

https://anyflip.com/eumpx/crpt/

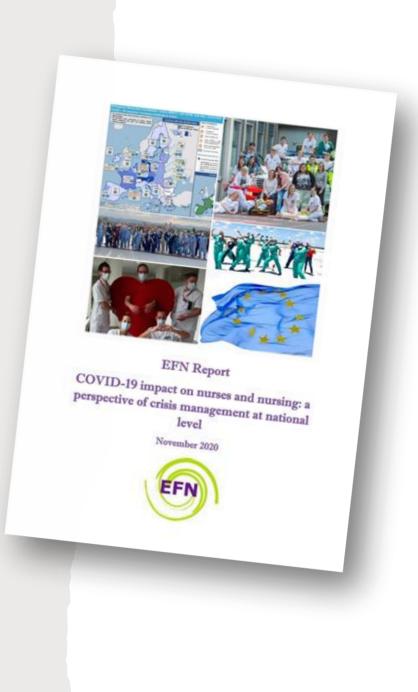


EFN Report on "COVID-19 crisis management at national level"

This report shows that the impact of the pandemic on health service delivery has been significant, with very high nursing infection rates across the EU Member States and incorporates urgent measures to protect our nurses in extremely dangerous working environments with rising levels of infection.

Read it here:

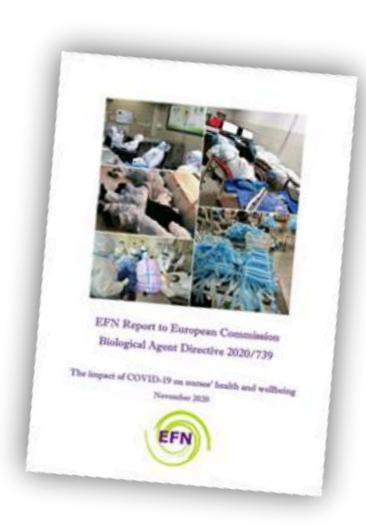
https://anyflip.com/eumpx/qycl/



EFN Report on "COVID-19 impact on nurses' health & wellbeing - Biological Agent Directive 2020/739"

This report includes key recommendations to support the EU health workforce, nurses in particular, to respond to the challenges of COVID-19 without compromising workers' safety and wellbeing.

Read it here: <u>https://anyflip.com/eumpx/qfgb/</u>



EFN Report on "Lessons Learned from Ebola & COVID-19"

This report provides a series of lessons learned from the nursing frontline on the best approach to tackle the COVID-19 pandemic and recommendations on how to be prepared for a next pandemic.

Read it here:

http://anyflip.com/eumpx/ounw/



ENRF Evidence Based Policy Brief on Care Left Undone

Published in April 2021, this Policy Brief shows that nursing care left undone is a global issue affecting not only patients, irrespective of gender or age, but also the staff caring for them. Missed care risks patient safety, impacting on health outcomes and increasing inpatient *mortality*.

Read it here:

http://www.enrf.eu/wpcontent/uploads/2021/04/ENRF-Evidence-Based-Policy-Brief-on-Care-Left-Undone-April-2021.pdf

Policy Brief

Improving staff and health outcomes by addressing care left undone

Nursing care left undone is a global issue affecting not only patients, irrespective of gender or age, but also the staff caring for them. Missed care risks patient safety, impacting on health outcomes and increasing inpatient mortality. The issue remains under the radar of the media and outside the policy agenda. It is time to promote a public debate, aid and encourage research, and develop European-wide initiatives to tackle care left undone. Policymakers and health stakeholders need to act now – and act fast – to safeguard both

What Is the Issue?

Care left undone refers to nursing care that has been delayed or 'missed', partially completed, or not completed at all. These missed care episodes are a global issue and - like any medical error - pose a threat to patient safety in hospitals, nursing homes and elsewhere in the community: resulting inevitably in increased healthcare costs. However, unlike other issues affecting healthcare - and even though it is a serious public health issue – care left undone has, so far, been left out of the policy agenda and away from public

'Care left undone refers to nursing care that has been delayed or 'missed', partially completed, or not completed at all'

As well as the immediate impact on patient safety, care left undone can also negatively affect patient outcomes. The evidence shows that failure to ambulate and turn patients may result in sudden onset delirium; pneumonia; increased length of stay and delayed discharge; increased pain and discomfort; and physical disability.¹ More seriously, research studies have established a link between these missed care episodes and increased inpatient mortality.

Keywords: care left undone, improve patient safety, quality of nursing care

ENRF Policy Brief Issue 1: January 2021

What are the nursing care activities most frequently left undone?

At the top of the list are activities relating to emotional and psychological support - such as having the time to talk with patients - and ambulation of patients. In a cross-sectional study, 41 per cent of nurses in Switzerland reported that, over the preceding seven days of their shift, they had not been able to give any emotional support to patients.² Lack of mobility and ambulation of patients, in particular, can lead to severe consequences and extended length of stay. In the US, 76 per cent of nurses that participated in a related study reported missing patient ambulation.³ Numbers in Italy are even more alarming: 91 per cent of nurses reported failure to ambulate patients as often as clinically

Other nursing tasks that are not as frequently missed have the potential to be more detrimental to patient outcomes than those most often omitted, especially those relating to clinical care. For instance, wound dressing management, glucose and vital signs monitoring, patient assessment and surveillance, or administration of medication on time, as well as assessing the effectiveness of medications, can have a serious impact on patients when clinical procedures are

EFN Policy Statement on "Consequences of Nurses Shortages in Public Health"

Approved in October 2020 by the EFN Members, this Policy Statement aims to bring to the attention to the EU Institutions the enormous challenge nurses' shortage is for the nurses, for the nursing profession and for patient safety, and how investing in nurses is an important way to support economic growth.

Read it here:

http://www.efn.eu/wpcontent/uploads/EFN-Policy-Statement-on-Consequences-Nurses-Shortages-in-Public-Health-Nov.2020.pdf

EFN Policy Statement on the Consequences of Nurses' Shortages in Public Health Nursing shortages in Europe are having disastrous consequences for the quality and continuity of care provided to patients and people and placing nurses themselves at serious risk due to excessive workloads and high levels of illness and burnout. It is worth reminding stakeholders that nurses are the largest group single of healthcare profession- about 3 million in the EU, and 6 million in Europe. Meaning that if the frontline of healthcare is weakened by cuts and insufficient nurse staffing with negative effect on nurse-patient and

nurse-population ratios, a domino effect will occur and have negative consequences for the rest of the healthcare system. The evidence clearly shows that nurse staffing positively affects patient outcomes. Health settings with high number of nurses are associated with a statistic significant decrease in length of stay at hospitals as well as mortality. Safe nurse staffing means high patient safety and patient satisfaction. Moreover, insufficient staffing is also coupled with unfair and sometimes discriminatory hiring processes, in which short-term contracts are chained to each other and this largely female workforce is increasingly

On hospital care, the EU citizens are already seeing how the continuity of care is being interrupted, waiting times for treatment is increasing and safety, in many cases, no longer assured. As for the workforce itself, as the workload continues increasing, shifts are often very long, increased workloads and often inappropriate skill mix increasing senior experienced nurses resignations, nursing processes allocated to non-nursing personnel and in many EU countries there are difficulties in obtaining job security and competitive contracts

Low Registered Nurses" (RN) staffing increases the risk for patients. The risk is intensified when support staffing for nurses is low, and the effect may be intensified when both RN and nursing support staffing are low. Healthcare Assistants (HCAs), while important, cannot make up for deficits in patient safety arising from RN shortages. Caution should be taken in implementing policies to reduce hospital nursing skill mix

because the consequences can be life threatening for patients. Beyond risking preventable death among hospitalised patients, the erosion of nursing skill mix could negatively impact overall quality and safety of care as well as patients' perceptions of the adequacy of their hospitals at a time when there are growing concerns about eroding hospital care quality.