



A New House for Nurses

The year 2005 has marked the beginning of a new era for the European Nurses. The once 'Standing Committee of Nurses of the European Union (PCN)' has been renamed into 'European Federation of Nurses Associations (EFN)', with a new logo, a new constitution, new offices - located near the European Parliament (Clos du Parnasse 11A – 1050 Brussels – Belgium), a new full time staff member, a new Website, and priorities set out for EU lobbying and for building strong coalitions within the nursing community, in the new EFN Action Plan for 2006.

EFN has become an organisation led by the members and for the members; an organisation, with which all European Countries, regardless of size and culture, can identify. Within EFN all National Nurses Associations will co-operate to meet the challenges of professional growth and recognition at European level. EFN level of success will depend upon the active participation of all its members. As well-structured membership organisation, EFN aims to be as inclusive as possible.

EFN mission and objectives are set out in the new Constitution:

EFN Mission:

"The European Federation of Nurses Associations shall strengthen the status and the practice of the nursing profession and promote the interests of nurses in the European Union and the wider Europe. The European Federation of Nurses Associations will act as a liaison vis-à-vis the European Union, the Council of Europe and other institutions at European level. The European Federation of Nurses Associations is autonomous and independent vis-à-vis any other international organisations."

EFN Objectives:

- To study and take action on issues relating to the health of the European population and to the nursing profession.
- To provide updated information on the nursing profession in the European Union and the wider Europe and to notify the European institutions and the national nurses associations of that information.

- To present its opinions and recommendations on all matters within its competence to institutions in the European Union and the wider Europe, and to take any actions it deems appropriate to ensure that these are duly considered.
- To communicate and co-operate with other organisations and bodies representing health care professions in Europe.
- To ensure that nurses and nursing are central in the formulation of Social and Health Policy and its implementation in the European Union and in the wider Europe.
- To support and facilitate equal access to high-quality health services in the European Union and in the wider Europe.
- To lobby to ensure appropriate ratios of competent nurses according to population needs.
- To increase its representation in the European Union and in the wider Europe and to develop its role as a bridging organisation between national nurses associations and the decision makers in Europe.



EFN Internal Organisation

1. Executive Committee

During the Autumn General Assembly held in Athens, Greece, on 22-23 September 2005, EFN members elected a new Executive Committee which has been increased with two more members, following the enlargement of the European Union in May 2004 to ten new member states, and the post of Treasurer has been created to replace the Secretary one. Therefore, EFN has a new President – Ms Annette Kennedy (Irish Nurses Organisation), a Treasurer - Mr. Pierre Théraulaz (Association Suisse des Infirmières et Infirmiers), and two new members of the Executive Committee - Ms Beverly Malone (Royal College of Nursing) and Ms Grete Christensen (Danish Nurses Association) (ref. Executive Committee 13/1/2006). The Vice-President is Ms. Hilda Vorlíèková (Czech Nurses Association).

2. EFN Members

Any NNA, which is a full member of the International Council of Nurses and from a European Union country, shall automatically be granted full membership of the European Federation of Nurses Associations when registering as a new member.

With the need to change EFN Constitution according to the Belgium law, EFN members decided that EFN Associate Members could apply for Full membership within the organisation, based on some criteria:

- An associate member NNA from an accession country shall automatically have its membership status upgraded to full membership of the European Federation

of Nurses Associations from the date its country becomes a member of the European Union.

- Full membership status shall also be automatically granted to associate member NNAs, following a period of at least five years consecutive associate membership, based on notification in writing to the Executive Committee.
- Those associate member NNAs, which have met the mentioned five years period by the time the EFN's Constitution, as adopted by the General Assembly 28 - 29 October 2004, has been recognised by Belgian authorities, may register for a change of membership status without further delay.

Following this decision, Croatia, Norway, Iceland and Switzerland applied for full membership within EFN. Therefore, EFN members are now the national nurses' associations from the twenty-five EU Member States, including Croatia, Norway, Iceland and Switzerland.

3. EFN Associate Members

Associate membership may be granted to NNAs from countries in membership of the Council of Europe provided that the NNA is a full member of the International Council of Nurses (ICN). It is also granted to up to three representatives of the European specialist and generic interest groups for nurses, elected by and from those groups, which have agreed to cooperate on representation at the European Federation of Nurses Associations.

Further to a meeting with the specialist groups on 6 June 2005, three representatives have been elected and mandated to EFN General Assemblies for one year. So, EFN Associate members are currently 3 mandated representatives of the European Nursing Specialist and Generic organisations:

- *Representatives from the ESNA – European Specialist Nursing Associations:*
 - Effective representatives: EONS (Yvonne Wengström) and EfCCNA (Wouter De Graaf)
 - Deputy representatives: EORNA (Irimi Antoniodou)
- *Representatives from the ESNIG – European Specialist Nursing Generic Group:*
 - Effective representative: ACENDIO (Walter Sermeus)
 - Deputy representative: FINE (Anne Lekeux)

4. EFN Observers

The Observer Status is granted to International organisations, European institutions and organisations and any category of persons that is deemed suitable, as determined by the General Assembly. Currently, three organisations are holding observer status within EFN General Assemblies: the International Council of Nurses (ICN), the World Health Organisation (WHO) and the European Nurses Student Group (ENSG). EFN has requested affiliated status to ICN in 2005.

Empowerment EFN Members

EFN Secretary General participated in National and European events organised by EFN members.

- EFN SG explained to the Norwegian Delegation attending a seminar of the Norwegian Nurses Association, March 2005, in Brussels, EFN lobby work within the EU institutions, in specific "EU Health Policy – The Views of the Professions".
- EFN SG participated in the meeting held by the European Federation of Nursing Regulators (FEPI), April 2005. The aim of the conference was to discuss commonalities and exchange views on nursing regulation across Europe; to address challenges for the European regulation system such as standards and registrations, ethics and codes of conduct, education and training; to outline differences in regulation across Europe by presenting three case studies – UK, Spain, Croatia; to raise FEPI's positions with regard to the Mutual Recognition Directive and the Services Directive; and to introduce FEPI to the wider European nursing regulatory community.
- EFN SG participated in the Congress organised by the Swedish Association of Health Professionals, in Stockholm, Sweden, May 2005. Important was the way our Swedish colleges organised their conference, using technology and making sure an open dialog took place.
- EFN SG spoke in the 5th congress of the Slovenian Nurses Association, May 2005, in Ljubljana, on the topic "Care for Patients, the Position of Nursing in the European Union Today". EFN SG met the Slovenian key policy makers in nursing.
- EFN SG and Branca Rimac (Croatia) participated in the EEN Training Programme. The training focussed on strategies for advocacy and policy change in relation to environment and health across Europe. EFN Secretary General gave a presentation on EU Policy Priorities on Environment & Health from a health professional perspective. In 2006, the Croatia Nurses Association will organise a capacity building conference bringing health and environmental stakeholders together.
- EFN SG spoke at the FNIB International conference «*FIERE D'ETRE INFIRMIERE* », «*Autonomie et Responsabilité professionnelles: deux réalités quotidiennes* », in which a European dimension on the implementation of the Bologna process was explained.
- EFN SG spoke in the International conference organised by the Romanian Nurses Association on the issue "Preparing the Nursing Community for Europe". EFN SG had the possibility to meet different stakeholders within the Nursing Community and met the board members of the Romanian Nurses Association to discuss accession to the European Union by 2007.
- EFN SG spoke in the 3rd International Nursing Congress organised in collaboration with the Turkish Nurses Association on the issue "Politics of Nurse Education and Employment in the European Union Countries", Izmir. EFN SG was part of a panel, moderated by the President of the NNA, Saadet Ulker, the General Director of Health Education – SINAN YOL and the board member of The National Higher education Board. Based on the WHO EU region data, Turkey has the lowest number of nurses

compared to all WHO Members. In total Turkey has around 101.000 working nurses with a high unemployment rate.

- EFN SG spoke at the ENSG Annual General meeting, London, on the issue 'The Position of Nursing in the European Union Today'. EFN SG had the opportunity to inspire the students on a closer collaboration with the NNAs and EFN and invited them to take active part in the General Assemblies of EFN.



EFN central in European Social and Health Policy

The new EFN strategies were and will be built on previous achievements and aspirations. In 2005, the following actions were taken to meet the above-mentioned objectives:

Position Statements

In 2005, EFN members endorsed two important position statements for nurses and nursing in the EU and European Union:

- EFN Position Statement on 'Pension Systems in the European Union', which incorporates EPSU resolution on Pension.
- EFN Position Statement on 'EU Challenges for Long-Term Care', which was submitted as input to the DG Employment, Social Affairs and Equal Opportunities consultation process on the Commission Green Paper "Faced with Demographic Change, a new Solidarity between the Generations" COM (2005) 94.

EFN Working Group Bologna

EFN working group on Bologna, led by Thierry Lothaire (FNIB), met to set out an action plan 2005 in which a questionnaire on Continuous Professional Development was developed. Furthermore, the ACTN Competencies list was amended and a vision for European Accreditation was developed and presented to the Executive Committee.

EFN Input to the European Institutions

The European Federation of Nurses Associations gave its input to several documents launched by the European Institutions.

1. European Commission:

- **Sharps Injuries** – On the occasion of the International Nurses Day, EFN wrote a letter to Mr. Vladimír Špidla, Commissioner for Employment, Social Affairs and Equal Opportunities, calling for better protection against medical sharps injuries and to

request his personal support and commitment to ensure that the European Commission rapidly implements an amendment to Directive 2000/54, to include specific provisions to ensure that healthcare workers are protected from needlestick injuries. Further activities will be undertaken together with Eucomed to keep medical devices and sharp injuries on the political agenda.

- **Daft Community Strategic Guidelines entitled “Cohesion Policy in Support of Growth and Jobs: Community Strategic Guidelines, 2007-2013”** - EFN welcomed with great interest this Commission proposal and believe that these draft guidelines, to be adopted by the Council, will be instrumental in encouraging Member States and regions to use the Structural Funds to invest in Health. They will also contribute to raising awareness on the health gap and on the need to invest in health prevention and promotion.
- DG Sanco **Scoping Paper guidelines on Impact Assessment**, presented against the background of British and American protracted experiences on Impact Assessment, called on stakeholders to provide input from the very early stages of the legislative process. There are ideas to create a central regulatory body to monitor Impact Assessment at European level. Following-up of this issue during the Finnish Presidency is most convenient since Helsinki has put impact assessment high on the agenda.
- **European Health Policy Forum – DG Sanco** - The European Health Policy Forum Working Group on Health, Services of General Interest and Services, of which EFN is a member, produced a document entitled ‘Recommendations on Health Services and the Internal Market’. EFN believe that Health should be taken out of the Bolkenstein Directive. EFN was part of the call for tender to organise the Open Forum, held on 7-8 November 2005, in which EFN President gave a speech on ‘Quality of Care, Patient Safety and Accreditation’. EFN, together with the European Older People’s Platform (AGE) and the European Health Management Association (EHMA), organised the session on ‘Health Services’, which was in line with EFN position towards the ‘Bolkenstein Directive. This strong lobby and alliance building led to the vote of ‘Health out’ in the Services Directive in many committees of the European Parliament. The Plenary vote on the Bolkenstein Directive will take place beginning 2006.
- **High Level Reflection Process - DG Sanco and EU Member States** - EFN has been an active stakeholder in 2 working groups: Patient Safety and Mobility of Nurses and Doctors.

Concerning the “Patient safety – Making it happen!” conference during the EU Summit in Luxembourg, EFN took the lead in the editorial committee in the process of drafting the Luxembourg Declaration on Patient Safety, which was taken forward by the UK Presidency. In addition to that, a White Paper on Patient Safety was developed within a group of stakeholders. EFN gave input to this White Paper and emphasised the importance of mobility of nurses in relation to patient safety. EFN stressed the importance of not reinventing the wheel again and again, and thus of using the European Health Policy Forum as the key platform for further discussion. The same strategy was followed within the *DG Sanco High Level Reflection Process on Patient safety*, representing the EU Member States and 2 stakeholders, namely EFN and the Standing Committee of European Doctors (CPME). The UK Presidency presented its outcomes in the EU Summit on Patient Safety. The nurses’ input to this summit was given by Beverly Malone (RCN).

EFN General Secretary participated in the High Level Group – working group 'Mobility', together with the Standing Committee of European Doctors (CPME), the European Federation of Nurses Associations (EFN), the European Hospital and Healthcare Federation (HOPE) as well as the European Health Management Association (EHMA). The Group is looking primarily at the potential impact of migration of nurses and doctors around the European Union. Three themes were discussed: evidence of migration amongst the health professions, recruitment practices, and quality aspects with regard to the continuing professional development.

The working group undertook a limited project to explore the impact of mobility of doctors and nurses across 6 Member States. This report identified that robust data related to migration is limited. The Group identified various sources of data and information such as the Committee of Senior Officials on Public Health, EUROSTAT, projects carried out by non-governmental organisations and a project by UK on "health care professionals crossing borders". The group has shared EFN guidelines on recruitment and retention. The group exchanged information on arrangements and requirements for continuing professional development. It has discussed a survey undertaken by CPME on CPD for the medical profession. Introductory work has been undertaken for a similar survey on CPD for nurses that will be carried out by EFN at the beginning of 2006. EFN members received the questionnaire and results will be presented in the first 2006 meeting.

The Health care professionals crossing borders project set initial standards for the exchange of information between competent authorities. An agreement was reached at the consensus Conference in Edinburgh, Scotland in November 2005.

Activities for 2006

Health professionals mobility

It is recommended that future activities explore strategies to enable collection of data that demonstrates actual migratory patterns and explores underpinning reasons for doctor and nurse migration. This could link to recruitment and retention strategies where external migration has a potential for a negative impact on health systems.

Recruitment

The working group is to explore best practice strategies and the use of ethical recruitment codes within the EU and in the global context.

Continued professional development

The working group will reflect further on surveys of doctors and nurses and discuss the need for a minimal European standard would be needed for continued professional development, especially on the aspects of CPD quality improvement but also quality assessment and quality control.

Healthcare Professionals crossing borders

The project needs to extend and implement the Agreement in the context of Directive 2005/36/EC to increase professional mobility across national borders and to safeguard patient safety across Europe. The implementation phase of the project will need to coordinate with the High Level Group and with the new DG Internal Market

Committee for the implementation of Dir 2005/36/EC¹, in the context of future resourcing after UK EU Presidency.

2. European Parliament:

- **Directive on Mutual Recognition of Professional Qualifications**

The Committee on Internal Market and Consumer Protection of the European Parliament (IMCO) was lobbied on the basis of the joint amendments drawn up by the health professionals under the Sectoral Directive. Most important was the Polish amendment of Małgorzata Handzlik to lower down the criteria in the Directive. The amendments were redrawn before the vote in plenary session. The major outcome of this lobbying activity was the establishment of a consultation mechanism. As a result, the sentence "*the Regulatory Committee shall be assisted by experts from the various professional groups who represent specialist areas*" is no longer mentioned in the annexes of the Directive but in the Directive itself, which gives more legal basis for EFN to update the Nursing Directive in the future. The Directive is published and EU Member States have 2 year to implement this Directive.

3. Council of Europe:

- **Draft report 'Assistance to patients at the end of life', of the Parliamentary Assembly of the Council of Europe**, from rapporteur Mr. Dick Marty - EFN was very pleased with the reviewed report of Dr Marty and agrees with the principle of protecting the dignity and the rights of all human beings. The Parliamentary session voted against the Marty Report.
- **Contribution to the work of the INGO Health Grouping** – Joint document from the European Federation of Nurses Associations (EFN), the International Council of Nurses (ICN) and the European Region of the International Catholic Committee of Nurses and Medico Social assistants (CICIAMS), who urged the Health Grouping to broaden the agenda and to link social and health care aspects. Reviewing the activities of the INGO Health Grouping in 2005, it was seen that EFN, ICN and CICIAMS could offer a broad expertise to intensify and deepen the work of the Grouping, especially in the fields of public health, health education, workforce planning, and promoting respect for human dignity and access to fundamental rights.
- **Transborder Mobility of Health Professionals and its implications for functioning of Health Care Systems** – EFN sent its input to Council of Europe on the recommendations of the Committee of Ministers to Member States on the Transborder Mobility of Health Professionals. In general EFN members were satisfied with these recommendations.

EFN Input to the World Health Organisation

- **Contribution of Nurses to the Health of the People of WHO European Region** - Joint document from the European Federation of Nurses Associations (EFN), the International Council of Nurses (ICN) highlighting present and potential contribution of nurses to selected health objectives of the WHO European Region -

¹ Directive of 7 September 2005 on recognition of professional qualification. OJEC of 29/09 L 255 . 22

Health System Reform, Comparable Data European Region, HIV/Aids, and Patient Safety.

- The 9th Annual Meeting of the **European Forum of National Nursing and Midwifery Associations** and WHO took place in Copenhagen. Important issues such as the evaluation of the Munich Declaration and a resolution on Child and Adolescents Health with focus on Obesity were discussed. EFN and the Forum will explore in the future ways on how they can both strengthen their capacity and policy outcomes. The next Forum will be held in St. Petersburg, in 2006, with as main topic HIV/AIDS.
- Liz Wagner (WHO-Forum for Nurses and Midwifery), Gabriella Bocec (ICN) and Paul De Raeve (EFN) took part in the **WHO Regional Committee meeting** in Bucharest. 52 Member States adopted several resolutions and items such as patient safety, skill mix, research, education and human resources, nursing shortages, brain drain, were emphasised during Member States discussion based on WHO Regional Office next phase for Europe's strategy to strengthen European health systems as a continuation of the WHO Regional Office for Europe's Country Strategy "Matching Services to new needs" (EUR/RC55/R8). The WHO-Forum for Nursing and Midwifery Position Statement, the ICN intervention and the ICN, EFN and CICIAMS Joint Statement has been mentioned during the meeting, especially in the item where health system reform was discussed.
- EFN was invited as observer to the **9th meeting of the network of government chief nurses in the European Region**. Participants discussed the evaluation of the implementation of the Munich Declaration; the reports on the basic nursing and midwifery education programmes in Europe, and the family health nurse multinational study; the possibilities of encouraging the adoption of basic education standards throughout the European Region; and the role of nurses and midwives in Health Systems.

European Projects

1. Public Health Project

In January 2005, EFN Executive Committee decided not to participate in the new Public Health Project 'PHETICE', which was a follow up of the EFN EU project 'Development of the professional training programme for nurses in Public Health within the European Union (Phase 2)'. Following this decision, the members of the project met recently in the EFN Brussels Office to finalise the project. The country representatives participating in the project had the opportunity to give an overview on the situation of the project in their countries and drafted new guidelines.

2. Mobility of Nurses and Doctors – 'Profmobility'

On the request of EHMA (Hospital Management Association), EFN joined the EU project on Professionals Mobility as a member of the advisory committee. Five paid working days have been allocated to EFN. This project will for the first time provide a detailed picture of the trends in flows of health professional in Europe, within the broader policy context of labour market dynamics and human resource planning management, both at member state level and internationally.

3. Elderly Care Project – ‘healthPRO-elderly’

On the request from the Austrian Red Cross, EFN joined the *EU* Project on Promotion of health of the Elderly - “Evidence Based Guidelines on Health Promotion for Elderly: social determinants, inequality and sustainability (healthPRO-elderly)” - as a member of the advisory committee. Twenty working days have been allocated to EFN. The overall aim of this project is to promote health promotion for elderly people through producing evidence based Guidelines with recommendations for potential actors in this field (at EU, national and local level).

4. Political Leadership in Nursing

EFN members would be interested to develop an EU project within the European Public Health Programme on ‘Strengthening Capacity Building – Leadership’ especially in relation to the whole nursing community and in specific in relation to the Governmental Chief Nurses. Whenever the Commission writes to the Member States on different health policy issues, seldom there is input from a nurse along with the governments’ reply. During the last General Assembly, held in Athens on 22-23 September 2005, EFN members expressed their views in a workshop on political leadership and a draft proposal is in process. EFN shall apply for the EU project on Political Leadership in Nursing, by April 2006. When approved, this project should start beginning of 2007.