



EFN Policy Statement on Recruitment and Retention of Nurses

The international recruitment of nurses is a global phenomenon. An ageing population and nursing workforce, nurses retiring early due to stress, the decreased supply chain of well-educated and trained nurses, and a reduction in the number of training places for student nurses, demands a redesign of workforce policies to safeguard safety and quality of care.

The ongoing workforce planning and forecasting will not solve recruitment and retention challenges, unless the health system significantly increases the number of training places for nurses and improve the programmes of retention in the nursing workforce.

Despite allocated efforts and resources to the [Strategy of WHO Human Resources for Health 2010-2015](#), DG Sante's Joint Action (JA-EUHWF), and its Study on Effective Health Workforce Recruitment & Retention Strategies, nothing really changes for nurses' reality. Despite these initiatives, more than before, nurses are recruited from abroad.

Therefore, the EFN calls on the Commission, European Parliament, Council, Health Stakeholders, and the Member States to:

- Review urgently the EU Workforce Strategy (DG Sante): we need a more practical approach to workforce planning;
- Design recruitment policies at national and European level to making the nursing profession more attractive to domestic nurses;
- Design retention policies at national and European level improving the working conditions of nurses;
- Support the development of, and access to, greater CPD opportunities for the current and future workforce;
- Value and recognise the worth of experienced nurses in order to retain valuable talent within the profession;
- Develop a workforce composition strategy taking up the needs of the patients as well as the nursing workforce, including advanced roles in nursing to increase the attractiveness of the nursing profession;
- Study (Horizon 2020) the impact of 'recruitment and retention' policies on 'patient outcomes';
- Support safe staffing levels that protect nurses from burnout and stress; and,
- Implement DIR55 to prepare student nurses as 'fit for practice'.

Please contact Dr Paul De Raeve, Secretary General of the European Federation of Nurses Associations for more details on this issue. Email: efn@efn.be or Tel: +32 (0)2 512 74 19