



EFN STATEMENT

Unethical Recruitment of Nurses within EU Member States

Directive 2005/36/EC, amended by Directive 2013/55/EU, sets the requirements of nurses' education in order to achieve fitness to practice and deliver safe, high quality and efficient services in nursing care. The Directive covers both, nurses education and professionals mobility, sets requirements to be adequately implemented and appropriately transposed into the national legislation and nursing schools curricula within the 28 EU Member States. The Directive establishes the framework to grant recognition of professionals' qualifications in the light of EU citizens' rights to free movement and allows nurses to practice in any Member State with the same conditions as for its nationals, as established in article 4, paragraph 1: *"The recognition of professional qualifications by the host Member State shall allow beneficiaries to gain access in that Member State to the same profession as that for which they are qualified in the home Member State and to pursue it in the host Member State under the same conditions as its nationals."*

The EFN is therefore extremely concerned about "EU nurses" moving to other EU Member States seeing their rights restricted and downgraded based on reported unethical recruitment practices: nurses who are fully entitled to be recognised in EU MS are subject to low-profile contracts, low salary conditions, and inadequate tasks and responsibilities in comparison with the nationals of those Member States holding the same qualifications. Although cost-effectiveness is high on the healthcare system reform agenda, nurses are requested to perform low level tasks that do not fit the range of competences of their qualifications.

Being a profession regulated in the EU with clear competences acknowledged in Art 31 of Directive 2013/55/EC, EFN calls on politicians, policy-makers, regulators, employers and professional organisations to:

- ensure an appropriate implementation and enforcement of the Directive 2005/36/EC, amended by Directive 2013/55/EU;
- ensure compliance with EU Employment law which shall ensure equal treatment to EU nationals in the workplace across the EU;
- take action and interrupt the activities of those recruitment agencies that do not operate under existing ethical recruitment guidelines (EFN, EPSU, WHO);
- collaborate in the identification and awareness of unethical recruitment practices and to take legal action against the recruiter.

The EFN Statement on Ethical Recruitment of European Nurses was adopted by all the EFN members at the EFN General Assembly on 24 October 2014, in Dublin.

The [European Federation of Nurses Associations \(EFN\)](#) was established in 1971 and is the independent voice of the profession. The EFN consists of National Nurses Associations from 34 EU Member States, working for the benefit of 6 million nurses throughout the European Union and Europe. The mission of EFN is to strengthen the status and practice of the profession of nursing for the benefit of the health of the citizens and the interests of nurses in the EU & Europe.

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