



*European Federation of Nurses Associations
The Nurses' Voice*

RECERTIFICATION AND PROFESSIONAL MOBILITY



***Marianne Sipilä - EFN President
Lisboa, 11 May 2015***



HISTORY OF EFN



- The EFN was set up in 1971 and its creation was linked to the directives on **nursing education and free movement** being drafted at that time by the European Commission.
- The EFN is the **independent voice of the nursing profession, representing 34 National Nurses Associations** (*professional associations-regulators-unions*)



EFN MISSION



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, by lobbying the EU Institutions on EU pipeline legislation which affects the daily life and work of six million nurses across Europe.

RECERTIFICATION



- **is a regulators issue**
- **Some EU Member States have taken actions**
- **EFN support National Nurses Associations by lobby work in nursing competencies, CPD, quality and safety in nursing**



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STRENGTHENED CRITERIA

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COMPETENCIES (ART 31)



- To **independently diagnose the nursing care** required using current theoretical and clinical knowledge and to **plan, organise and implement** nursing care when treating patients;
- To **work together** effectively with other actors in the health sector, including participation in the practical training of health personnel;
- To **empower** individuals, families and groups towards **healthy lifestyles and self-care** on the basis of the knowledge and skills acquired;
- To **independently initiative life-preserving** measures and to carry out measures in crises and disaster situations;

**Competencies in line with the EFN Competency Framework
agreed by 34 National Nurses Associations**



COMPETENCIES (ART 31)



- To independently **give advice to, instruct and support** persons needing care and their attachment figures;
- To independently **assure quality of and to evaluate** nursing care;
- To **comprehensively communicate professionally and to cooperate** with members of the other professions in the health sector;
- To analyse the care quality **to improve the own professional practice** as a general care nurse.

**Competencies in line with the EFN Competency Framework
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MEASUREMENT TOOLS IN COMPETENCES AND RECERTIFICATION



- Examples at national level but proven suitable to evaluate outcomes of nursing education
- Tools psychometric testing, reliability, construct and content validity
- Literature and research available – Some countries have produced EU evidence
- E.g. Ian Norman (Kings College London) concluded that “Employers will be able to detect any differences in the required competence levels of potential employees, thus facilitating greater EU nurse workforce mobility”.
- Going beyond Self-assessment - Peer Review and Accreditation



ENRF



- Develop a pool of policy-centred nursing research evidence
- Horizon 2020 – EU Nursing Research Activities
- Unite the voice of European nurses and strengthen nurses role in shaping EU policy
- EFN to lead and guide the evolution of the nursing profession in the 21st century.



European Professional Card would contain:

All the information that is necessary to ascertain its holder's right to exercise the profession:

- Name, surname
- Date and place of birth
- Profession
- Formal qualifications
- Applicable regime
- Competent authorities involved
- Card Number
- Security features
- Reference to a valid proof of identity
- Other information (e.g., professional experience acquired or compensation measures passed) will be available in the IMI file



MOBILITY



- European Professional Card (EPC) is a facilitator of the recognition of professionals' qualifications
- free movement is about Human Rights
- facilitate employers to find possible job applicants
- verification to safeguard Safety and Quality
- the opportunity to find a job

Challenges for mobility

Unethical Recruitment of Nurses within EU Member States and internationally

- low-profile contracts,
- low salary conditions,
- inadequate tasks and responsibilities in comparison with the nationals of those Member States holding the same qualifications
- low level tasks





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**THANK YOU
FOR YOUR ATTENTION!**





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CONTACT EFN

Clos du Parnasse, 11A
1050 Brussels
Belgium

Tel.: +32 2 512 74 19

Fax: +32 2 512 35 50

Email: efn@efn.be

Web: www.efnweb.eu