

Advancing Nursing Workforce Resilience in Europe

ESNO Position Paper on Patient Safety



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Why Patient Safety Matters

- Patient safety is the foundation of quality healthcare.
- It builds trust between patients, families, and professionals.
- Without safety, the promise of modern medicine remains incomplete.
- It protects dignity and confidence.

No Patient Safety Without Nurse Safety

- Nurses must be supported, protected, and empowered.
- The ESNO Position Paper calls for systemic action.
- Nurse safety is patient safety.
- It links nurse wellbeing to care quality.

The Four Key Areas of Action

1. Psychological and mental health support.
2. Physical safety and protection.
3. Human centered technological integration.
4. Standardization of competencies across Europe.

I. Psychological & Mental Health Support

- Nursing is emotionally demanding, and burnout is a major risk.
- Healthy workplaces promote mental well-being.
- A just culture encourages learning, not punishment.
- Mentorship and counseling improve resilience and patient care.
- EU Strategy for Mental Health at Work

2. Physical Safety

- Nurses face risks: infections, chemical exposure, physical strain, violence.
- Protective equipment and safe staffing are essential.
- Physical protection is integral to a culture of safety.
- Zero tolerance for violence against nurses.



3. Technological Integration

- Technology transforms healthcare but must be human-centered.
- Training, interoperability, and workflow integration are key.
- Technology should support, not overwhelm, nurses.
- Technology is essential, not optional.



4. Standardization of Competencies

- Wide variation in education and practice persists across Europe.
- Harmonized competencies ensure safe, evidence-based care.
- Professional recognition and mobility strengthen nursing.



The Importance of the ESNO Position Matters

- Connects policy, leadership, and frontline practice.
- Aligns with WHO Europe's Nurse plan and EU health goals.
- A framework for safer, fairer, and more resilient health care systems.



A Call to Action

- Patient safety depends on the well-being of nurses.
- Investing in nurses means investing in safer healthcare systems.
- By safeguarding nurses, we safeguard patients.
- Let us transform this vision into everyday practice.

“One Europe, One strong nursing workforce”

Let us strengthen patient safety today, tomorrow, and for the future of healthcare. Safer healthcare starts with listening, learning, and never losing sight of the people at the center: the patients.