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ESNO conference Brussels

The Specialist Nurse in European Healthcare towards 2030

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Health Workforce Dynamics and the future of Nurse Specialists

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Outline

- Healthcare in 2030: From Health 1.0 to Health 2.0
- Health workforce shortage and its impact
- New skills and roles for nurses in the future
- The future of specialist nurses
- Common Training Framework (CTF)

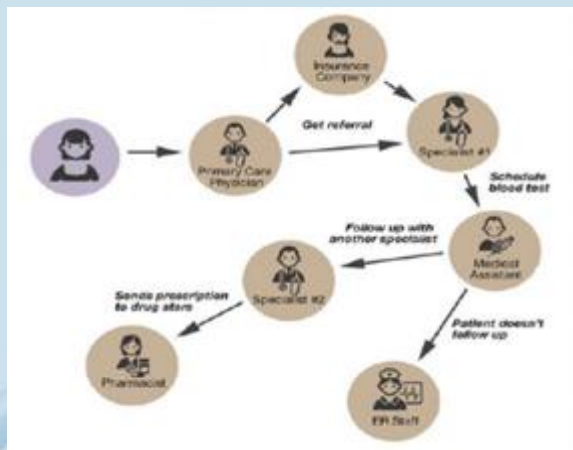
Healthcare 2030

Old Health 1.0 Paradigm	New Health 2.0 Paradigm
Medical dominated	Interprofessional teams
Passive patients	Active patients
Disease-oriented	Person-oriented
Predominantly acute	Predominantly chronic
Reactive	Proactive and evidence-based
Fragmented	Integrated
Volume driven	Value driven



Health 1.0 to Health 2.0

Traditional Model



Patient-centered Model

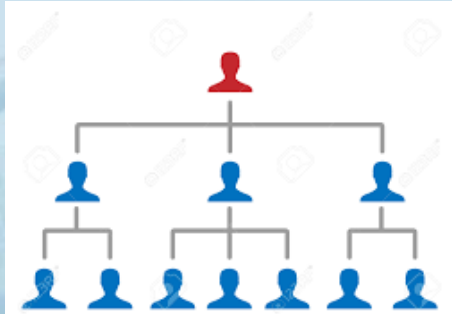


Patient Partnership Model

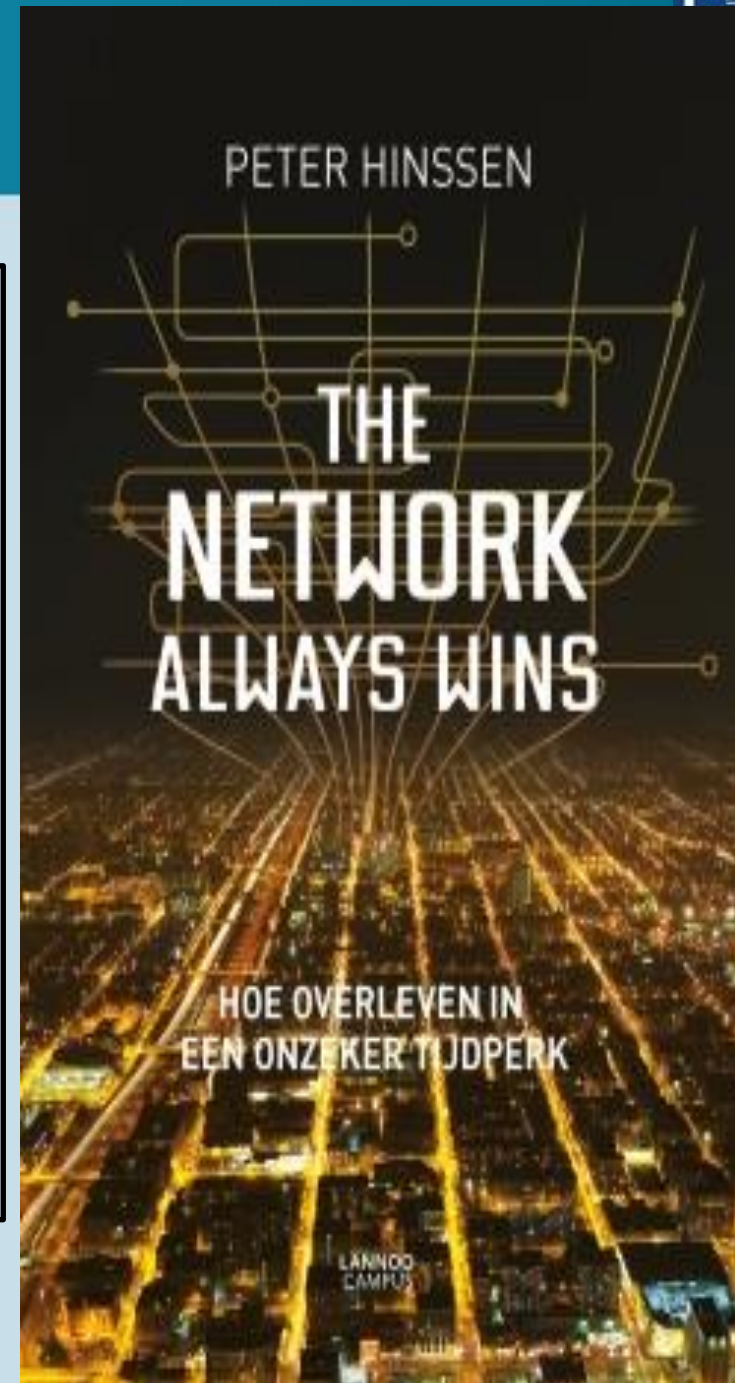
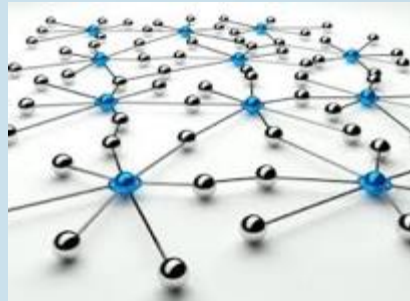


Networks are the new “normal”

- **S** Stability
- **C** Certainty
- **S** Simple
- **C** Clear

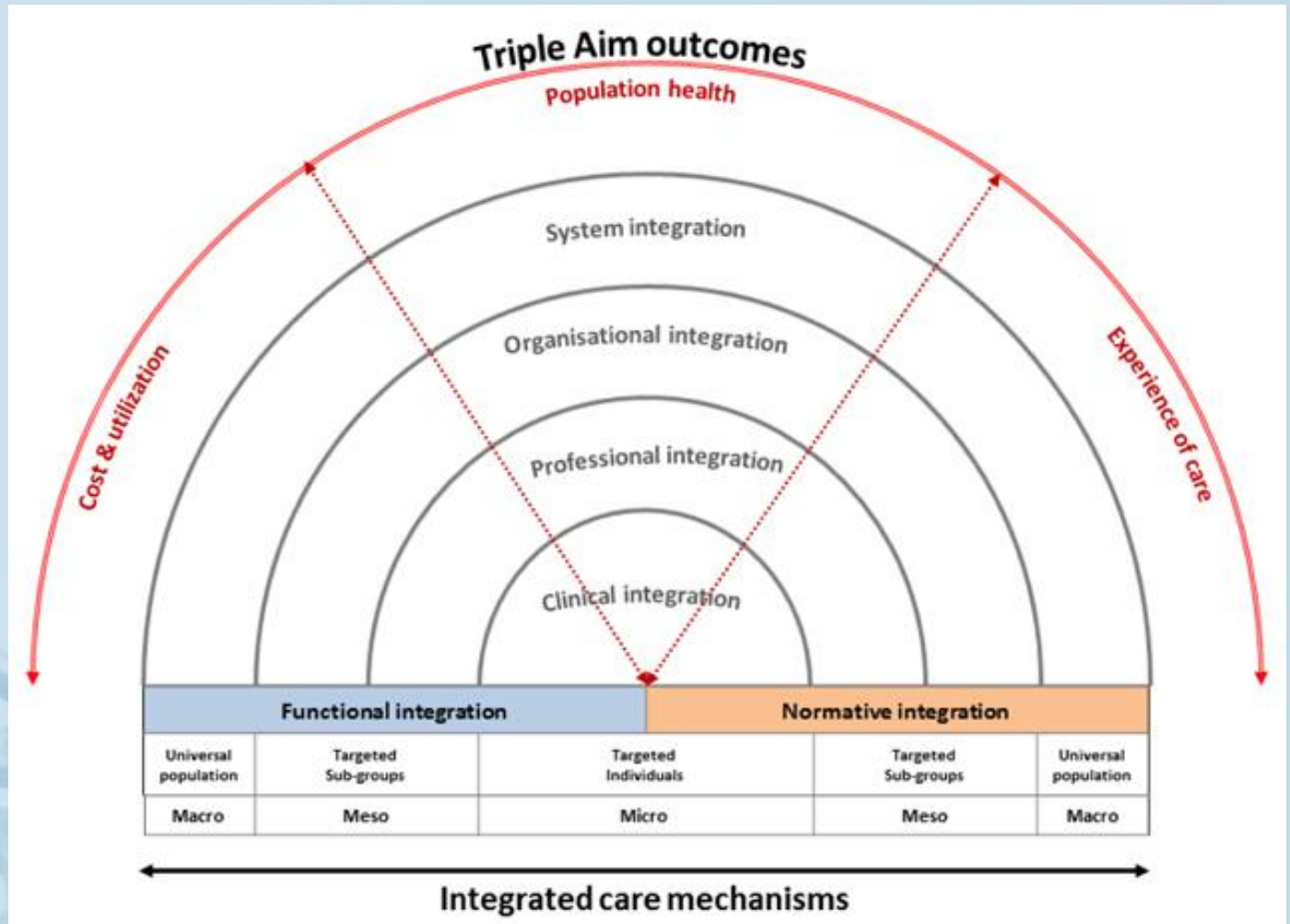


- **V** volatility
- **U** uncertainty
- **C** complexity
- **A** ambiguity



Networks and integration

RAINBOW MODEL



Valentijn, P, P 2016 Rainbow of Chaos: A study into the Theory and Practice of Integrated Primary Care. International Journal of Integrated Care, 16(2): 3, pp. 1–4

Health workforce shortage in 2030

Health Economics, Policy and Law, page 1 of 17 © Cambridge University Press 2018
doi:10.1017/S174413311700055X

Projecting shortages and surpluses of doctors and nurses in the OECD: what looms ahead

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ARIMA model 1960 - 2013 for Doctors / 1978-2013 for Nurses
Given current trends OECD countries

Demand \longleftrightarrow Supply



5,000,000 doctors
13,400,000 nurses

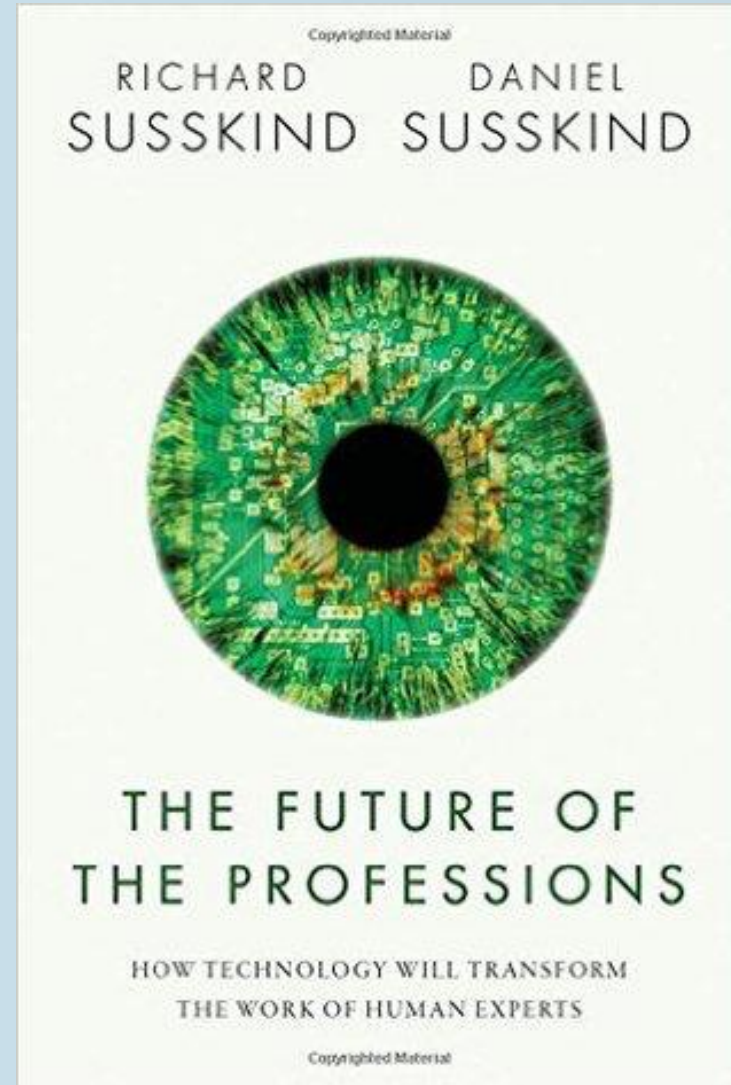
4,600,000 doctors
10,900,000 nurses



- 22,7% nurses
(- 2,5 million)

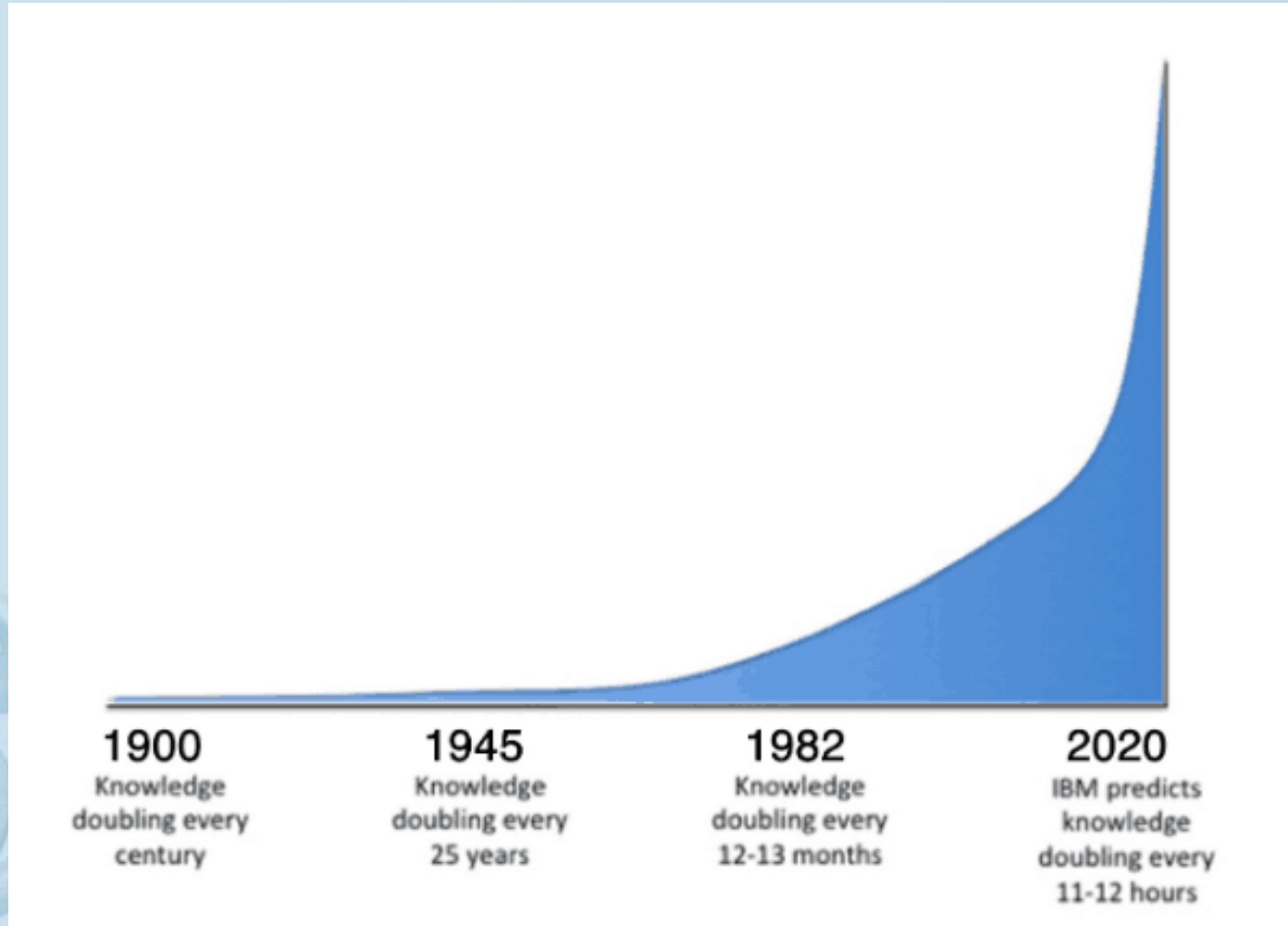
- 8,5% doctors
(- 400,000)

Role of specialist nurses



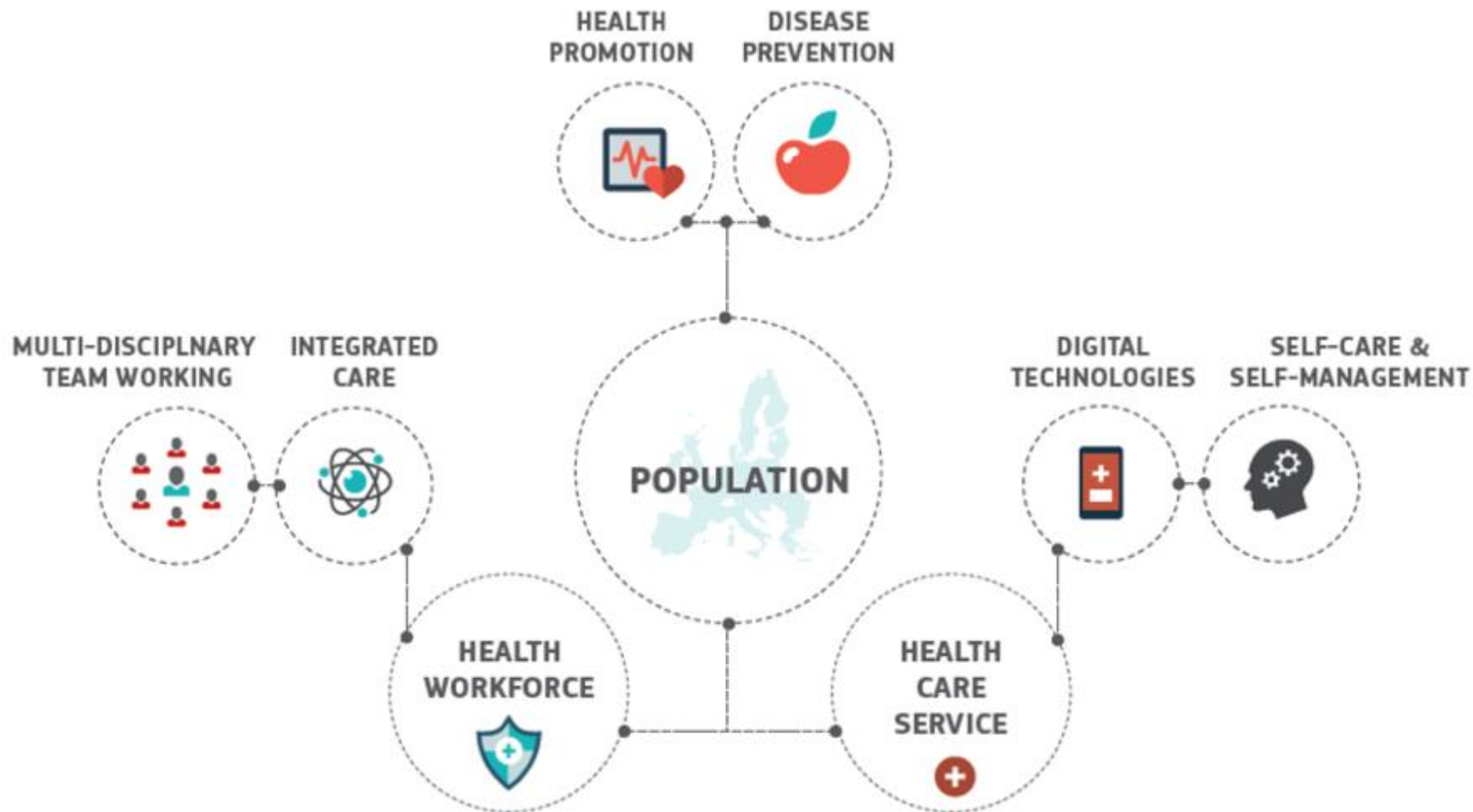
Knowledge Doubling Curve

In Medline 2019: 1,4 million publications = new publication every 23 seconds



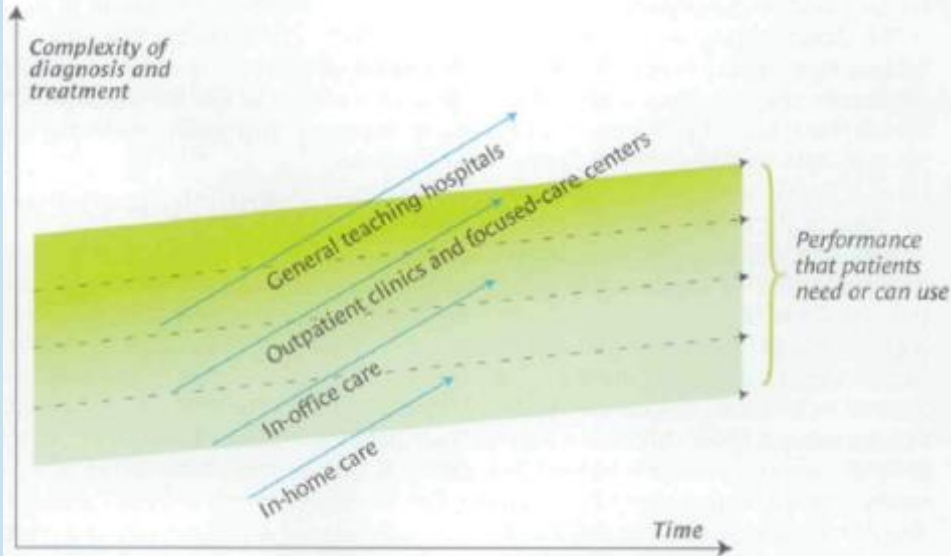
Buckminster Fuller (1982)

Driving forces for future skills and competences

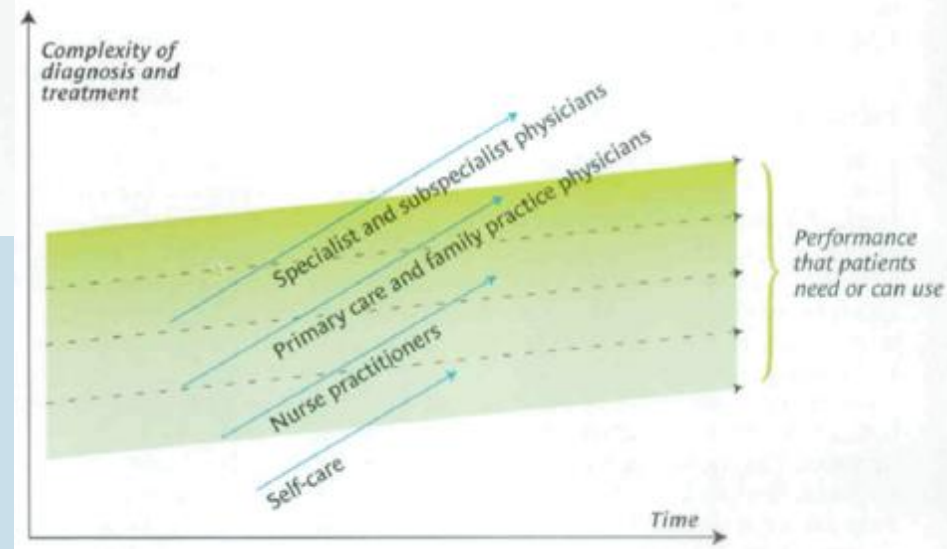


Disruptive innovations in healthcare

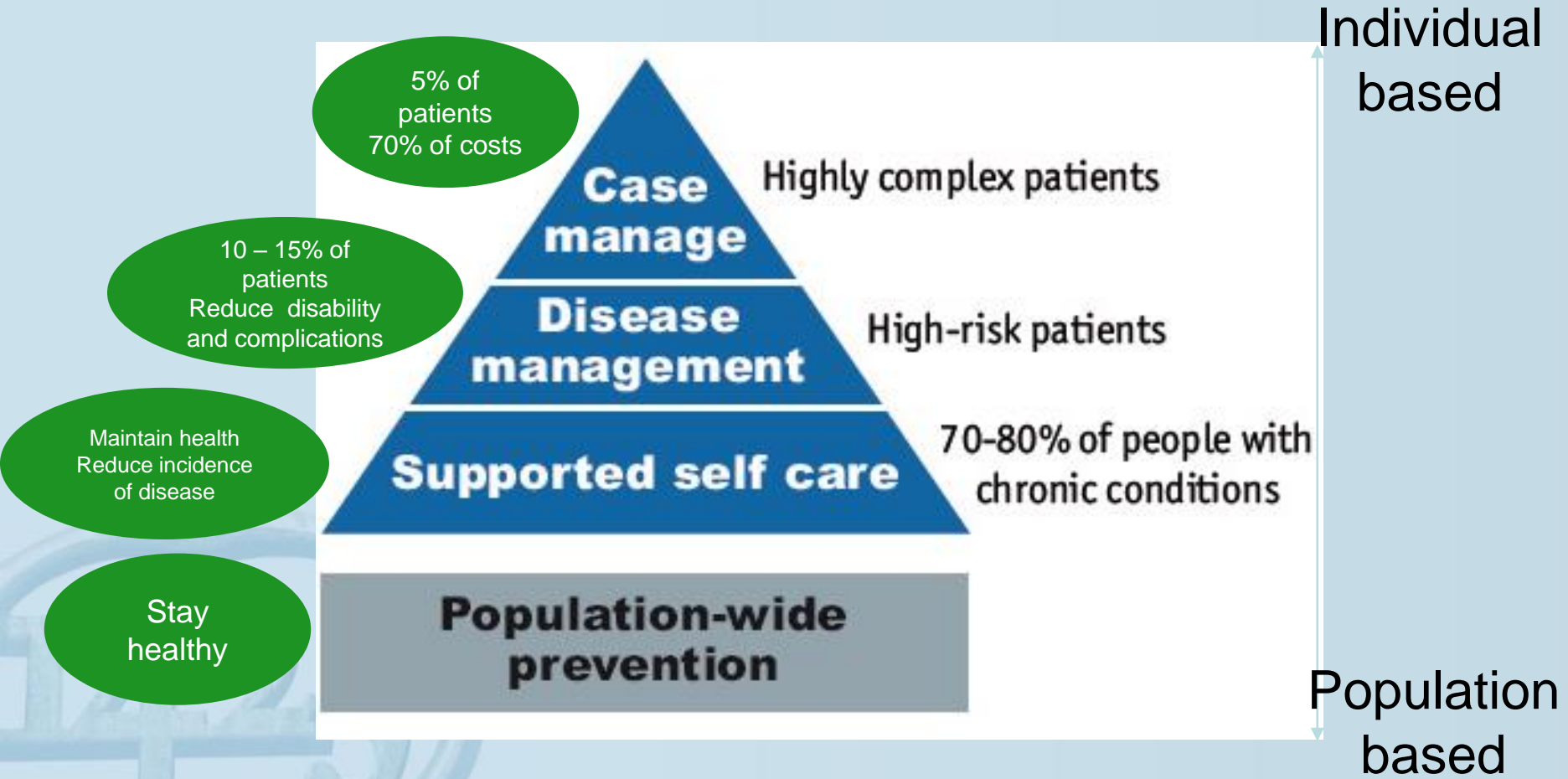
Disruptions of Health Care Institutions



Disruptions of Health Care Professions



Population Health Management



Kaiser Permanente Model

Kaiser Permanente USA

- Started in 1945 by Henry J. Kaiser and Dr. Sidney Garfield
- Active in 8 US States
- 11,7 million members
- 200,000 employees: 21,000 physicians, 54,000 nurses
- 39 hospitals, 720 “medical facilities”
- Focus on health and prevention, instead of disease and treatment

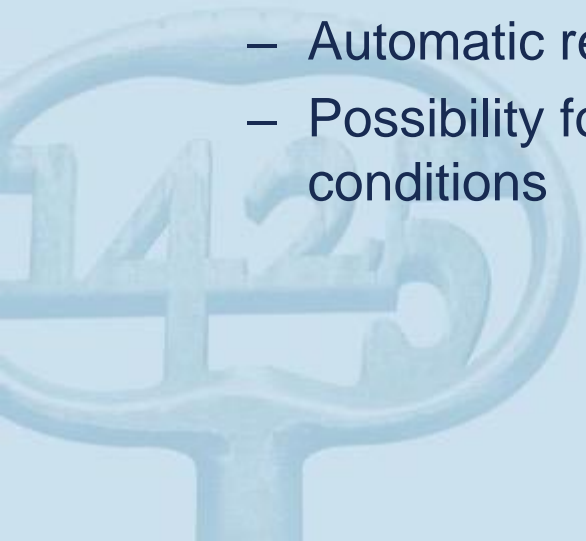


How do I see the future of specialist nurses in Europe?

- Leading role for nurses and specialist nurses
- However no automatic recognition in EU for specialist nurses
 - Directive 2013/55/EU on recognition of professional qualifications gives automatic recognition for 7 (regulated) professional qualifications (medical doctors (GPs and Specialists), midwives, nurses, pharmacists, dentists, veterinary surgeons and architects)
 - Specialist nurses: general system
- New instrument (art. 49a)
 - Common Training Framework – CTF
 - To make process of professional recognition easier
 - Common set of minimum knowledge, skills and competences necessary for the pursuit of a specific profession

Common Training Framework

- Conditions:
 - Profession or training should be regulated in at least 1/3 of the EU Member States
 - CTF should be described in terms of knowledge, skills and competences in at least 1/3 of the member states
 - Should be based on the levels of the European Qualification Framework (EQF)
- Result:
 - Automatic recognition for qualifications that acquired a CTF
 - Possibility for exemptions for member states under certain conditions



How to do it?

- Initiation by representative professional organization at EU level / national professional organisations / competent authorities in at least 1/3 of the member States
- Mapping exercise in different member states on education, professional regulation, practice
- (if possible: mobility maps across EU countries)
- Developing a CTF for the specialization
- Adoption in at least 1/3 of member states by competent authority

Conclusion

- Healthcare 2030 will be different
- New roles, competencies
- Networks, integration & partnerships
- Doing more, better with less
- Disruptive innovations for organizations & professions
- Bright future for specialist nurses
- Get ready for the future: CTFs





**THANK
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