

PROGRAM ESNO CONGRESS

8 and 9 June 2023

Location:

Atelier Tanneurs

Rue des Tanneurs 60A, 1000 Bruxelles, Belgium



Dear Sir or Madam,

I am pleased to invite you for another ESNO milestone, taking this with you during the 6th ESNO annual congress in Brussels. To discuss with you the future of European health and our contribution as Specialist Nurses organizations.

While the pandemic is ended, there is still a silent urgent matter going on, and this is the post covid period. This is, first of all, the disruption in health provision, delay of care for fragile patients, and budget difficulties for hospitals and all health institutes but for us, above all, the health workforce. During the COVID period, true havoc raged through hospitals, with a lot of nurses working around the clock in hospitals, but also many were affected by COVID, with a severe number of Long covid status and also; we never should forget the nurses lost their lives while practicing their profession. On this silent matter, it is crucial to speak out.

In this event, Specialist nurses will join and share their work, about innovations, impact of their contribution in past, present and future. And this all to the background of 'build-back-better'. There is an absolute need to take revisions seriously and be open minded to each other. We need to share ideas on improving working conditions and engaging in health issues such as the infection prevention domain and new roles related to pharmacology therapies and technical innovations while entering the digital domain.

During the ESNO World Café on 20 and 21 April, we expected much input with personal stories, enough for a substantial report and recommendations for European health. This congress will be the ideal momentum, as the formal launch and handing over this report to representatives of the European Parliament who are already invited.

Considering this, we are convinced that with this congress we are creating a perfect environment not only to share and exchange but above all, connecting with specialist nurses from all over Europe and representatives in the Wider European health environment.

With the board, we are looking forward to welcoming you in Brussels.

On behalf of the ESNO board, Adriano Friganovic

Adriano Friganovic

ESNO President



MODERATOR TEAM

Lead Moderators



Bert Vrijhoef



Tamsin Rose

Photography



Elfie Deprez

Host



Ber Oomen

KEYNOTES AND SPECIAL SPEAKERS



Gaetan Lafortune



Joyce Fitzpatrick



Thomas London



Danko Relic



Joris Vugt



Afra Masia Plana



Anastasia Liossatu



Ysanne de Graaf



Laura Cigelot



David Ponente

SHORT INTRODUCTION TO THE PROGRAM

This event will be a classic congress, including keynotes and parallel session but combined with the dynamic and interactive character of a World Café. This choice was taken based on the experiences and feedback of participants of the ESNO World café at the end of April.

The first day is a getting to know each other, the nurse leaders, officials of institutes and the abstract's presenters: it is an informing day. This will be by the Keynote presentations with the moderator and engagement with the audience.

The next day is partly keynoted but mainly at tables where authentic conversations occur. While discussing the issues addressed the first day but also working towards recommendations. Too often we experience that in the break out, interactions take place. We wish to give this dynamic a special place in the event.

With this, we are convinced that the congress will be impactful, especially to the background of the challenges ahead, and feeding participants with concrete suggestions.

In this way, we have also created an environment combining several benefits, fostering a unique and practical event experience with the flexibility to include all voices. Everyone will be heard, and when participants go home, the effort to be there will be well recompensated.



The combination of a classical congress and a dynamic World Café.

Explore on benefits:

Diverse Perspectives: The classical congress format typically involves presentations and panel discussions, allowing experts to share their knowledge and insights. However, it may need more opportunity for active participation from the attendees. By incorporating a World Café session, where participants engage in small group discussions, the event becomes more inclusive, encouraging diverse perspectives and giving a voice to all attendees.

- **Collaborative Learning:** The World Café format promotes collaborative learning and knowledge sharing. Participants engage in facilitated small-group conversations, sharing their experiences, insights, and ideas. This interactive approach facilitates deeper engagement, active listening, and learning from each other's perspectives. It encourages attendees to explore new concepts and challenges their preconceived notions, leading to a more comprehensive and well-rounded understanding of the topic.
- **Networking Opportunities:** Congresses often attract various professionals from different fields. While classical congress formats may provide limited networking opportunities during breaks, combining it with a World Café session creates an environment conducive to meaningful connections. The small group discussions in the World Café allow participants to interact more intimately, fostering connections and collaborations among attendees with shared interests.
- **Collective Intelligence:** Combining a classical congress and a World Café session taps into collective intelligence. By bringing together diverse perspectives, experiences, and knowledge, the event becomes a breeding ground for innovative ideas and solutions. Participants can collectively address complex challenges, generate new insights, and co-create knowledge. This collaborative approach enhances the overall quality of the event and maximizes the collective intelligence of the attendees.
- **Enhanced Engagement and Ownership:** In a classical congress, attendees passively consume information through presentations and panel discussions. However, the World Café session encourages active participation, making attendees feel more engaged and invested in the event. By contributing their ideas, insights, and experiences, participants developed a sense of ownership over the outcomes, leading to increased motivation and continued engagement even after the event concludes.
- **Adaptability and Flexibility:** Combining a classical congress with a World Café session allows for adaptability and flexibility in the event structure. While the classical congress format provides a structured framework for presentations and keynotes, the World Café session can be tailored to address specific topics of interest or emerging trends. This flexibility enables organizers to cater to the dynamic needs of the participants and ensures that the event remains relevant and up-to-date.

Combining a classical congress and a dynamic World Café session offers many benefits. It promotes diverse perspectives, collaborative learning, networking opportunities, collective intelligence, enhanced engagement, and flexibility. By integrating these two formats, event organizers can create a comprehensive and interactive experience that maximizes the value for participants.

THURSDAY 08 JUNE – DAY 1

08.00 - 09.00 **Registration and welcome coffee**

09.00 – 09.05	Opening	Tamsin & Bert
09.05 – 09.10	Welcome and words of learning on the ESNO World Café.	Adriano Friganovic Croatia
09.10 – 09.30	Nurse leadership 'The Doctorate of Nursing Practice: Inspirational learnings from a precursor pathway. Transformation in leadership in a European context'.	Joyce Fitzpatrick Case Western Reserve University, Cleveland, United States
09.30 – 09.50	Nursing labour market "Supply, demand, imbalances and wages of nurses in Europe"	Geatan Lafortune OECD, Paris, France
09.50 – 10.10	<i>Presentation 'The Report on Specialist Nurses'</i> 'Strengthening the resilience and skills of the nursing workforce.'	Laura Cigolot: Health First Europe
10.10 – 10.30	<ul style="list-style-type: none"> - Joris Vugt: Viatrix – NCD academy (10 min) - Afra Masia Plana: Springer Book <i>"Principles of Nursing in Kidney Care"</i> (10 min) - Ysanne de Graaf: ESNO Nurse Pool (10 min) 	Elevators Pitching
10.30 – 11.00	Coffee break	

	Parallel session	Four categories A. Specialist nurse education B. Research and academic C. Policy / management D. Clinical professional		
	Parallel		Rooms	
	Timeslot	Minutes	Vitrée (EDUCATION)	Gamay (RESEARCH)
	Round 1 11.00 -12.00		A1	B1
		15	6 - B	4 - A
		15	17 - B	8 - A
		15	11 - A	19 - D
		15	Discussion	Discussion
	Round 2 12.00-13.00		A2	B2
		15	20 - B	14 - A
		15	23 - B	15 - A
		15	25 - B	12 - D
		15	Discussion	Discussion
	Lunch 13.00-14.00			
	Round 3 14.00 - 15.00		A3	B3
		15	26 - B	10 - C
		15	28 - C	16 - A
		15	24 - C	22 - A
		15	Discussion	Discussion
11.00 – 15.00	Titles	Name of presenters		
1	<i>Representation of the nursing population by Dutch media</i>	Rick Loon, Netherlands		
2	<i>Impact of organizational measures on the Management of Midlines / Piccline by nurse anaesthetists</i>	Emmanuel Hanley France		
3	<i>Strengthening nurse leader decision-making during COVID-19: A European nurse directors' perspective (ENDA)</i>	Alessandro Stievano Italy		
4	<i>Specialist Nurses' Development in Malta 2013-2023</i>	Corinne Scicluna Malta		

5	<i>A 5-year experience in midline and PICC line placement by nurse anaesthetists</i>	David Dugas France
6	<i>Advanced Clinical Activities Among Nurses in WHO/Europe Member States</i>	Sule Kurt Belgium
7	<i>Bridging the gap in psoriasis care: developing nurse-led interventions through experience-based do-design to improve lifestyle behaviour and shared-decision making.</i>	Elfie Deprez Belgium
8	<i>The Roles and the future of nephrology nurses in the prevention of chronic kidney disease within the European healthcare Setting</i>	Anastasia Liossatu Greece
9	<i>Digital Education in Nursing Challenges and Opportunities</i>	Vedrana Vejzovic Sweden
10	<i>Nursing Informatics Unit: Unlocking Digital Progress in Healthcare</i>	Yakov Zhitomirsky Israel <i>Remote speaker</i>
11	<i>Digital Education: The opportunity in the education for specialist nurses</i>	Olja Vori Croatia
12	<i>Using data from medical journals to plan nursing care of older people in emergency departments. Geriatric Emergency Nurse Intervention at Landspítali University Hospital's Emergency Department</i>	Pórdís Katrín Þorsteinsdóttir Iceland
13	<i>Geriatric Emergency Nurse intervention at Landspítali University Hospital's Emergency Department</i>	Ingibjörg Sigurþórsdóttir Iceland
14	<i>Increasing the skills of specialist nurses: a booklet on "How to read a scientific paper for nurses - types of Scientific papers."</i>	Luigi Apuzzo Italy
15	<i>Simulated in-service training experiences for the branch in nursing: the case of Turkey</i>	Güllüzar Bozkır Turkey

16	<i>Competency and training program for ED nurses: Tactic and benefits?</i>	Agusta Hjordis Kristinsdottir Iceland
17	<i>Magnet Hospital concept to develop advanced nurse practitioner framework : A proposition</i>	Yves Maule Belgium
18	<i>Strategies used by international nursing students to overcome barriers during the internship</i>	Dhurata Ivziku Italy
19	<i>How working context affects nurses physically, mentally and emotionally: three Italian hospitals compared.</i>	Dhurata Ivziku Italy
20	<i>Appraisal and Evaluation of the Learning Environment Instruments of the Student Nurse: A Systematic Review Using COSMIN Methodology</i>	Marzia Lommi
21	<i>Linguistic and cultural validation of the Ambulance Nurse competence scale (ANCS) in the Italian context.</i>	Ippolito Notarnicola Italy
22	<i>The competencies required of ambulance nurses in Italy: a Delphi study</i>	Ippolito Notarnicola Italy
23	<i>Cognitive survey on nursing skills on evidence-based practice: An observational study</i>	Dhurata Ivziku Italy
24	<i>How many nursing students graduate within the expected duration?</i>	Rocco Mazzotta Italy
25	<i>Professional Identity of Family and Community Health Nurses</i>	Maddalena De Maria
26	<i>Psychometric Evaluation of the Albanian Version of the Self-Care of Chronic Illness Inventory in Albanian Patients with chronic patients.</i>	Alta Arapi Albania
27	<i>The Caregiver Contribution to Self-Care of Chronic Illness Inventory: Evaluation of psychometric proprieties in Albanian</i>	Sajmira Aderaj Italy

	PLENARY	
15.00 – 15.15	Coffee Break (Transition to plenary)	Moderators
15.15 – 15.45	Intervention of the European Commission- Combine Online interview of DG Sante and DG Employment	Katarzyna Bufkens Ptak Flaviana Teodosiu
15.45 – 16.00	Recap of the day and Choice of tables for the next day	Session Moderator

Social Dinner

ESNO CONGRESS DINNER
08 JUNE 19.00 – 22.00

ESN 
EUROPEAN SPECIALIST
NURSES ORGANISATION

BRASSERIE OMMEGANG

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FRIDAY 09 JUNE – DAY 2

Time	Min.	Subject	World Café – Theme
08.00 – 09.00		Doors open and Exhibition	Registration with a welcome coffee
		Keynote session	
09.00 – 09.15		Introduction ‘ESNO Fellowship program’	Adriano Friganovic
09.15 – 09.30		“Perspective on health workforce challenges and opportunities”	Thomas London, McKinsey
09.30 – 09.45		Health Workforce in the European Context	Danko Relic: EESC
09.45 - 10.00		Introduction Round Tables	Ber Oomen
		<p>Discussing the shift from the Nurse workforce as a quantitative problem to a qualitative solution through the 6 Health Megatrends in professional competence development: Creating a Sustainable Future Health Care Sector</p> <ol style="list-style-type: none"> 1. European Aging Population 2. Chronic disease and co-morbidity 3. Digitalization of the society 4. Personalized Care and Prevention 5. The modern health consumer 6. The active role of the Environment in health 7. Mental Health * <p>Lead are co-moderators by Keynotes and ESNO member CEOs * Mental Health is additionally included because of the special program under the next presidencies: Sweden and Belgium.</p>	
10.00 – 10.45		ROUND - 1	‘Questions as Attractor’ → Collecting insights
	45	Table 1	Title

			<i>Moderated by: Gaetan Lafortune and ESNO CEO</i>
	45	Table 2	Title <i>Moderated by: Joyce Fitzpatrick and</i>
	45	Table 3	Title <i>Moderated by: Danko Relic and</i>
	45	Table 4	Title <i>Moderated by: Laura Cigolot and</i>
	45	Table 5	Title <i>Moderated by: Bert Vrijhoef and</i>
	45	Table 6	Title <i>Moderated by: Tamsin Rose and</i>
	45	Table 7	Title: Mental Health <i>Moderated by: EESC TBC</i>
10.45 - 11.15	30	Coffee break	
11.15 - 12.00	45	ROUND - 2	‘Cross Pollination’ → Draft points of Relevance
12.00 - 12.45	45	ROUND - 3	‘Emergence’ → Drafting Recommendations
12.45 - 13.45	60	Lunch break	
13.45 - 14.15	30	Plenary - Moderators feedback tables	Recap and next steps
14.15 - 14.30	15	End off meeting	Thanks, and see you at the ESNO congress
14.30 - 15.30	60	Wrapping up	Cocktail

BIOGRAPHIES OF KEYNOTES



Gaetan Lafortune

Gaetan Lafortune is a Senior Economist in the OECD Health Division. Over the past several years, Mr. Lafortune has acted as the coordinator and editor of the OECD publication "Health at a Glance", which presents international comparisons of the performance of health systems in terms of access, quality and spending. He has also carried out several studies on health workforce issues. He is one of the principal authors of the 2016 OECD publication entitled "Health Workforce Policies in OECD Countries: Right Jobs, Right Skills, Right Places". More recently, he was the lead author of the chapter on "Supporting Health Workforce Recovery and Resilience" in the 2023 OECD publication "Ready for the Next Crisis? Investing in Health System Resilience".



Dr. Joyce Fitzpatrick

Dr. Joyce Fitzpatrick is a nurse educator and advocate for nursing, geriatrics, psychological care, and nursing theory. She developed her interest in health care at an early age and greatly desired to learn and participate in nursing as an educator and leader to her peers. She continued to obtain higher degrees in nursing, including serving a year as a Fulbright scholar. She has become best known for her new theory of nursing that involves lifetime health and care. Fitzpatrick began her nursing studies at Georgetown University with a BSN. She then secured her registered nurse license. From there, she obtained a master's degree in psychiatric nursing at Ohio State University and achieved a PhD from New York University. She then completed MBA from Case Western Reserve University to thoroughly understand health care's business and fundraising opportunities. She is the Elizabeth Brooks Ford Professor of Nursing Chair at the Frances Payne Bolton School of Nursing, Case Western Reserve University. She is a multi-published author with 395 articles in professional journals and over 65 books, including nursing teaching texts.



Thomas London

Thomas works with various healthcare institutions in France and Europe to improve their performance within McKinsey. Clients include state governments, healthcare regulators, public and private providers, payers, welfare operators, biopharma, medical device, and health tech companies. Thomas has tackled issues as diverse as healthcare-system-level strategies, regional organization of health-service provisions, and provider-performance improvement. He also supports clients in defining global strategies and optimizing their organizations. Examples of Thomas's recent client work include the following:

supporting many healthcare providers across Europe and the Middle East in their efforts to evolve their strategies and improve performance; designing many national healthcare policies; helping healthcare payers improve their healthcare risk management; supporting biopharma and medical-device companies in strategy-development and performance-improvement efforts. Thomas was part of the Action Publique 2022 committee appointed by the French prime minister, is a board member (and former president) of the Healthcare Data Institute, and regularly contributes to Institut Montaigne on healthcare-related topics.



Danko Relic

Danko Relić, a thirty-three-year-old native of Brod, who, after attending the secondary classical high school of Fr. Initially, during his college days, these were the rights of students, which he represented as president of the Student Union, and then the term "president" was added to a series of functions he assumed. President of the Croatian Association of Young Doctors of the Croatian Medical Association, head of the Center for Career Planning in Biomedicine and Health at the Faculty of Medicine in Zagreb, coordinator of the Youth Council at the Office of the former President, and recently added a new position to his professional resume - that of the President of the Council for the Development of Civil Society of the Republic of Croatia, for the mandate period 2020-2023. If the names of the functions are a reflection of the weight of the work behind them, and they probably are, then one can only imagine how Danko achieved all this by his early thirties. The answer is as usual, a mixture of discipline, belief in what you are doing and determination to achieve the same. The connection between him and civil society is the same as with each of us, yet he decided to act through the sphere of prosperity, so I believe that it is time that we learn something about the system to which we as individuals belong and that we hear it from this man. Let's learn from the story of a "windmill rider", who conquered them a long time ago. And you thought they were indomitable. Member at European Economic and Social Committee



Ysanne de Graaf,

Ysanne is Junio research office at PANAXEA, She received her master's degree in biomedical sciences at the University of Amsterdam. She interned at the Netherlands Institute of Neuroscience and the Institute of Neuroscience in Newcastle, UK. She is currently a research consultant at Panaxea and has been working together with ESNO in that capacity for over a year. In the past, they have done research on vaccination in nurses.

Currently, she is helping ESNO in doing research with the Nurses Survey Pool, on which she will elaborate in her congress pitch.



Joris Vugt

Joris van Vugt, Sr. Medical Director Developed Markets at Viatris, is an experienced Medical Affairs Leader in the Innovative Pharma business. His work focusses on improving patient care through strategic partnership projects based on a dynamic interplay with multiple stakeholders in the healthcare sector.



Afra Masia Plana

Post-doc research professor at the Department of Nursing at the University of Girona, Spain. Graduated in Nursing, Psychology and PhD in Psychology from the University of Girona in 2019. Nurse specialized in hemodialysis therapy. She worked from 2002 to 2017 in different public and private hospitals in Girona and Barcelona in various hospital units. From 2007 to 2011, she worked as a registered nurse in Brisbane (Australia). She has worked as an associate professor since 2012 at the University School of Health and Sport (EUSES) and Blanquerna faculty at the Ramon Llull University of Barcelona. She is a member of the consolidated research group Health and Healthcare of the University of Girona GRCT0060. She is a scientific member of the European Dialysis Transplant Nursing Association (EDTNA/ERCA). She has international publications indexed by the JCR and communications at congresses and as an invited speaker.



Anastasia Liossatou

Anastasia Liossatou, Head Nurse at the Haemodialysis Unit, General Hospital of Kefalonia, Argostoli, Kefalonia, Greece has 25 years' experience of which 22 in the nephrology field. Anastasia was trained as a nephrology nurse at the General Hospital of Papageorgiou, Thessaloniki, Greece. Her background is in haematology and hypertension while she was working at The Royal Liverpool University Hospital, Liverpool & St Georges Hospital, London, UK. She holds a master's degree in Nursing from the University of Liverpool, UK and a Diploma in Education. Anastasia has been an EDTNA/ ERCA volunteer since 2003, serving the Association from various roles such as an EDTNA/ERCA Newsletter & Journal Co-Editor and the Chair of the EDTNA/ ERCA Scientific Programme Committee. In 2018, she joined the EDTNA/ERCA Executive Committee (EC), where she has undertaken the role of the Publications Coordinator. She has also contributed as an Editor and author to several guidebooks published by EDTNA/ERCA, and has presented many times at the EDTNA/ERCA conferences. Currently, Anastasia is undertaking her PhD at the Department of Nursing, The University of Peloponnese, Tripoli Greece.



Laura Cigolot

Since July 2016, Laura Cigolot has been working on public health policies. She has gained consolidated experience in coalition building and association management, advocacy and awareness raising, strategic communications and public relations. As Interim Executive Director of Health First Europe, she collaborates with many EU decision makers and health stakeholders to enhance patient and healthcare professionals' safety and stimulate innovation and sustainability across healthcare systems. She is the Coordinator of the EU Health Policy Platform Stakeholder Network on 'Profiling and Training the Healthcare Workforce of the Future'. She also leads the European Patient Group on Antimicrobial Resistance, bringing together 30 national patient associations across Europe.



David Ponente

David works as a Policy Officer within the Health First Europe secretariat on a broad range of public policies related to Health & Safety. Over time, David has developed a deep understanding of education and training, integration of care and patient safety; and early diagnosis and screening. He has recently worked on a report identifying the essential skills needed for a suited health workforce to promote investment in continuous education of healthcare professionals in digital skills and digital innovations. David has extensive experience working with stakeholders and decision-makers in the European healthcare scene.



Tamsin Rose

Tamsin is an experienced speaker, moderator and trainer. A political science graduate (1987-1990), Tamsin has been a radio journalist and communications expert. She managed an EU funding programme to twin cities in the EU and former Soviet Union. From 2002 to 2006, Tamsin served as Secretary-General of the European Public Health Alliance, a pan-European platform of NGOs. An independent consultant, Tamsin works with NGOs, institutions and philanthropic foundations on advocacy and organisational development. She helps clients see the bigger picture and develop fresh insight into the way that they work. As a former radio journalist, Tamsin trains people to speak confidently and effectively. She is the moderator at ESNO events, and advisory on policy and strategy.



Bert Vrijhoef

Prof Bert Vrijhoef is an entrepreneurial investigator who performs research to support decision making about healthcare innovations. He is affiliated with Maastricht University Medical Center (MUMC+), Vrije Universiteit Brussels (VUB), and Panaxea. He is the editor-in-chief of the International Journal of Care Coordination. His research is focused on new models of healthcare delivery, eHealth, and the transfer of tasks between healthcare professionals. He has (co)authored over 350 scientific publications and supervised over 150 students at

universities in the Netherlands, Belgium and Singapore. Previously he was scientific director of the department of integrated care at MUMC+ (2009-2012), director of the Master Health Policy and Innovation Management at Maastricht University (2009-2012), Professor in Chronic Care at Tilburg University (2009-2012) and Professor in Health Services and Policy Research at the National University of Singapore (2012-2016). Bert has been awarded for both his research and teaching performances with the Commonwealth Fund Harkness Fellowship (2008-2009) turning his career into one where he connects research and evaluation. He holds a Master degree in Health Policy and Management (1996) and a PhD in Medical Sociology (2002).

JOIN THE ESNO AS ASSOCIATE

ESNO Member and Associate Registration



INDIVIDUALS
FOR FREE





AUTHORS:



Luigi Apuzzo



Elena Brioni



Cristiano Magnaghi



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JOIN THE ESNO NURSES POOL

ESNO NURSES SURVEY POOL

Voicing the European Specialist Nursing expertise, science, education and experience.

This Nurse Pool program is an initiative of the ESNO Education and Scientific Committee to create a portal for nurses in all specialties, motivated to engage in surveys, data collection and networking.

[View all surveys](#)



How to make your voice heard? Join the ESNO Nurses Survey Pool! Engage in surveys on topics of interest to you. With your knowledge, we can campaign better, advance nursing science and eventually promote your interests. Curious to join? Register by connecting ESNO as Individual Associate for free.

ABOUT THE NURSES POOL

ESNO's aim is to promote and represents the interests of specialist nurses throughout Europe.

One problem is, we do not know enough about you, the specialist nurse. We know nurses experience a fatigue in engaging in random surveys, without being included in the outcome.

This is why we created the **ESNO Nurses Survey Pool**.

With this, we aim:

- ✓ To learn from each other, connect nurses, campaign on the right targets and eventually
- ✓ To learn about nurses and their specialties and use this information shaping policies.
- ✓ For nurses engage in studies, to participate and to initiate



www.esno.org
secretariat@esno.org

There is a need for *four outcome levels indicators* with a bi-annual indexation to define the outcome of recognition of the specialist nurses in European healthcare towards 2030.

This index is intended to serve as a practical tool to better understand and recognise what the enablers of recognition of specialist nurses in Europe are and how to improve them.

SPECIALIST NURSE INDEXATION

OPEN – UNTILL 10 SEPTEMBER 2023

1 Level of education and continuing professional development

This will show the progress of specialist nurses and level of education and also the opportunities to increase education and training in their professional career pathway.

2 Level quality of living with a good work and life balance

This will show the progress and the increase of working reasonable and acceptable hours, in a safe health environment, work sleep balance, salary.

3 Level of autonomy position in role and responsibility in health environments

This will show the level of the position in the interdisciplinary context and scope of freedom within the nurses authority based on education and certification.

4 Level of recognition in regulatory environment, in both national and European context

This will show the status of the formal recognised nurse in national policy and formal regulation per health domain or specialty and the level of autonomy.

INFORMATION – CONGRESS MANAGMENT

Conference Secretariat

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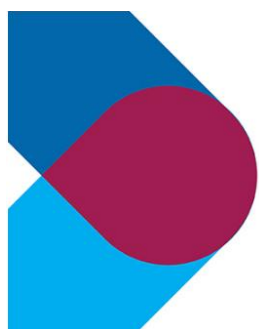
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ALLIED AND SUPPORTING ORGANISATIONS



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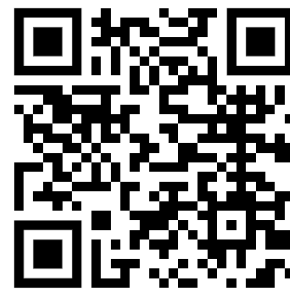
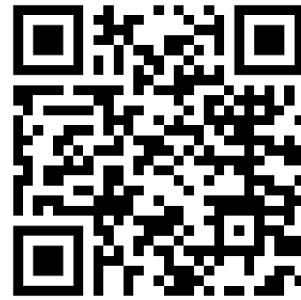
connecting
nurses

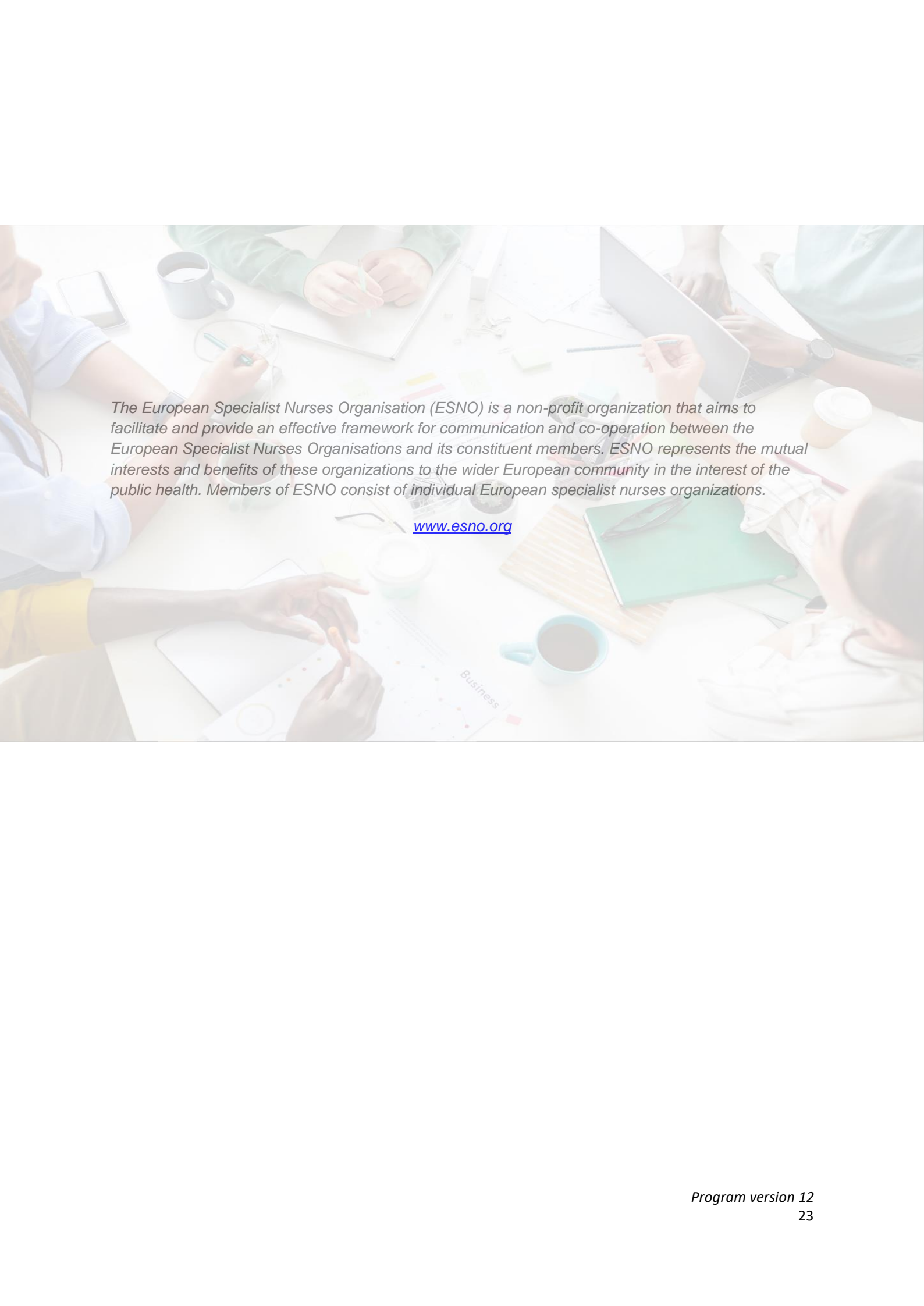


BeWell.

Blueprint Alliance for a Future Health Workforce
Strategy on Digital and Green Skills





A high-angle, top-down photograph of a group of people sitting around a white table in a meeting. The image is semi-transparent, with text overlaid. On the table, there are various items: a laptop, a smartphone, a blue mug, a green notebook, a yellow notepad, a pen, a pair of glasses, a coffee cup, and some papers. The people are wearing casual clothing, and their hands are visible as they interact with the items on the table.

The European Specialist Nurses Organisation (ESNO) is a non-profit organization that aims to facilitate and provide an effective framework for communication and co-operation between the European Specialist Nurses Organisations and its constituent members. ESNO represents the mutual interests and benefits of these organizations to the wider European community in the interest of the public health. Members of ESNO consist of individual European specialist nurses organizations.

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