

# PROGRAM

Health workforce, shortage, recruitment  
and conditions.



ESNO WORLD CAFÉ  
20 and 21 APRIL  
BRUSSELS

## LOCATION

Atelier des [Tanneurs Atelier](#)  
Rue des Tanneurs 60A, 1000  
Bruxelles, Belgium

[EVENT WEBSITE](#)

**ESN**   
EUROPEAN SPECIALIST  
NURSES ORGANISATION



To the reader of this program

## Health Workforce and Nurse Shortage

To the background of a great number of European initiatives, programs and projects on health workforce, planning, forecast, shortage, skills, education and others, and the urgency of the matter, ESNO organizes a 2-day event with stakeholders, private and public together with ESNO members, associates, discussing this issue together. Shortage and retention are a big issue and only waiting for long term changes is not an option.

It will be an interactive event on location in Brussels. It's not the intention, to establish a new program, but creating a platform to share insights and recommendation and discussing this with specialist nurses from all European regions themselves.

The participants will achieve the following

- A. Having a better insight on the healthwork force, the shortage, the recruitments and the full impact of the issue based on exploring the questions that matter***
- B. Having built new connection and networks to create opportunities for further shaping the agenda on health workforce***
- C. Contributed to a report with recommendation for the future build on experiences, views and insights, support policy makers in re-shaping the future healthwork force agenda.***

The event will also support current programs and projects and create opportunity to connect directly with specialist nurses and those in advanced roles and positions in in day-to-day clinical practice and often in combination in leading roles all over Europe. The development of the program is in process but for more information, contact the ESNO team.

Most looking forward meeting you in this highly interactive event and join me in the conversation in finding the questions that matter.

With kind regards

Dr. Adriano Friganovic

ESNO president.



THURSDAY 20 – DAY 1

08.00		Doors open	
09.00 – 09.05	Opening		Tamsin & Bert
09.05 – 09.10	Welcome		Adriano Friganovic
09.10 – 09.20	Why are we here and goals to achieve Health Workforce and the <a href="https://www.who.int/europe/health-topics/health-workforce#tab=tab_1">Introduce the Bucharest Declaration</a>		World Health Organisation TBC <a href="https://www.who.int/europe/health-topics/health-workforce#tab=tab_1">https://www.who.int/europe/health-topics/health-workforce#tab=tab_1</a>
09.20 – 09.30	The evolution of nursing and pharmacology domain: “The time has arrive for nurses to be involved in the pharmaceutical domain: about new roles, responsibilities and out of the ‘grey area’.  Discussion topics for Table #4		<b>Daniela Lehwaldt</b> Associate Professor, School of Nursing, Psychotherapy and Community Health, DCU, Ireland  <a href="#">ICN Nurse Practitioner/Advanced Practice Network</a>
09.30 – 09.40	Interview – 1 Bert	<i>‘Nurse Shortage, a shared responsibility’</i>	<b>Adriano Friganovic</b> ESNO <a href="http://www.esno.org">www.esno.org</a>
09.40 – 09.50	Interview – 2 Bert	<i>In relation to retention ‘Nurses Education and Recognition, works’</i>	<b>Bianca Buurman</b> Dutch National Nursing Association <a href="http://www.venvn.nl">www.venvn.nl</a>
09.50 – 10.00	Interview – 3 Bert	<i>EESC opinion on care strategy and health workforce  „Doing the right things or doing things right?“</i>	<b>Danko Relić</b> European Economic and Social Committee <a href="https://www.eesc.europa.eu/en">https://www.eesc.europa.eu/en</a>
10.00 – 11.00	Elevators Pitching Time with invites and requesters - <b>Arnold Smeink:</b> EMTG - <b>Ilaria Barbieri:</b> EDTNA/ERCA - <b>Laura Cigolot:</b> Health First Europe - <b>Ysanne de Graaf:</b> ESNO Nurse Pool		
11.00	Coffee break		
11.45 – 11.55	Interview – 4 Tamsin	<i>‘The digital revolution, only when well executed’</i>	<b>Henriette Hansen and Zoi Mylona</b> <a href="#">EUVECA</a> and <a href="#">BeWell</a>
11.55 – 12.05	Interview – 5 Tamsin	<i>‘Certification and recognition of achievement, a prerequisite for retention’. VIDEO</i>	<b>Adelaida Zabalegui</b> The European Academy of Nursing Science <a href="https://european-academy-of-nursing-science.com/">https://european-academy-of-nursing-science.com/</a>
12.05 – 12.15	Interview – 6 Tamsin	<i>“Better Smart switching for specialist nurses and seize success than dropping out”</i>	<b>Gautier Willemse</b> <a href="#">ROTAYO</a>

12.15 – 12.25	Interview – 7 Tamsin	<i>“Good Retention policy and practice as a prerequisite for sustainable health workforce”</i>	<b>Neeltje de Vries</b> Researcher of the <a href="#">METEOR program</a>
12.30 – 13.00	Elevators Pitching Time with invites and requesters <ul style="list-style-type: none"> <li>- <b>Patrick Crombez - ESNO board member</b></li> <li>- <b>Sylvie Courmel – Connecting Nurses</b></li> <li>- <b>Kate O’Regan – Medicine for Europe</b></li> </ul>		
13.00 – 14.00	Lunch Break and Exhibition time		
14.00 – 14.30	Patient perspective – theatrical intervention		<b>Coby Omvlee</b>
14.30 - 15.00	Debate with Coby and moderator Tamsin		
15.00 – 15.10	Interview – 8 Bert	<i>‘skills and competencies’</i>	<b>Flaviana Teodosiu</b> European Commission Employment <a href="https://ec.europa.eu/social/home.jsp">https://ec.europa.eu/social/home.jsp</a>
15.10 – 15.20	Interview – 10 Bert	<i>‘Safety at work – retention’</i>	Maya Mathews / <b>Katarzyna Ptak-Bufkens</b> European Commission on Health <a href="https://commission.europa.eu/about-european-commission/departments-and-executive-agencies/health-and-food-safety_en">https://commission.europa.eu/about-european-commission/departments-and-executive-agencies/health-and-food-safety_en</a>
15.20 – 16.00	<i>Defining the themes of the 21th April Heckathon structure</i>  <i>Introducing the table 12 table moderators</i>  <i>Choosing tables and select the teams</i>  Tamsin		
16.00 – 16.15	Words of inspiration Associate Director European Policy Centre and Head of the Social Europe and Well-being programme <a href="#">EPC</a>		<b>Elizabeth Kuiper:</b>
16.15 – 16.50	Recap the day and prepare the next day Bert		Moderators
17.00	End of Day one		Adriano Friganovic
19.00	TBC social Dinner		Restaurant <a href="#">Ommegang</a> - TBC

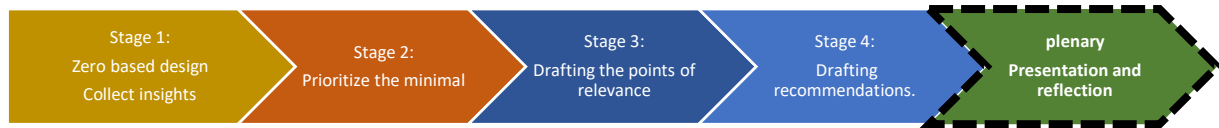
[LINK TO REGISTER FOR THE DINNER](#)



FRIDAY 21 – DAY 2

Time	Min.	Subject	World Café – Theme
08.00 – 09.00	60	Doors open and Exhibition	Registration with coffee
09.00 – 09.20	30	Introduction	Short recap and instruction time.
09.20 – 09.30		Shift time	
09.30 – 10.15		<b>ROUND - 1</b>	<b>‘Questions as Attractor’</b> → Collecting insights
	40	Table 1	‘Education and Recognition’ <i>Moderated by: Walter Sermeus and Nic Decock</i>
	40	Table 2	‘Mobility and recruitment’ <i>Moderated by: Jamie Wilkinson and Gautier Willems</i>
	40	Table 3	‘The digital revolution and green agenda’ <i>Moderated by: Henriette Hansen and Zoi Mylona</i>
	40	Table 4	‘Pharmaceutical care and nursing’ <i>Moderated b: Kate O’Regan and Adriano Friganovic</i>
	40	Table 5	‘Safety at Work, balancing compromises’ <i>Moderated by: Julie Dugmore and Christine Willemse</i>
	40	Table 6	‘Let’s talk about Retention, a programmatic approach’ <i>Moderated by: Ake Boone and Ilaria de Barbieri</i>
10.15 – 10.30	15	Coffee break	
10.30 – 11.15	45	<b>ROUND - 2</b>	<b>‘Diverse Perspectives’</b> → Prioritize the minimal
11.15 – 12.00	45	<b>ROUND - 3</b>	<b>‘Cross Pollination’</b> → Draft points of Relevance
12.00 – 13.00	60	Lunch break	
13.00 – 13.45		<b>ROUND – 4</b>	<b>‘Emergence’</b> → Drafting Recommendations
13.45– 14.45	60	Plenary - Moderators feedback tables	Recap and next steps
14.45 – 15.00	15	End off meeting	Thanks and see you at ESNO congress
15.00 – 16.00	60	Wrapping up	Cocktail

## THE PROCESS OF EACH TABLE

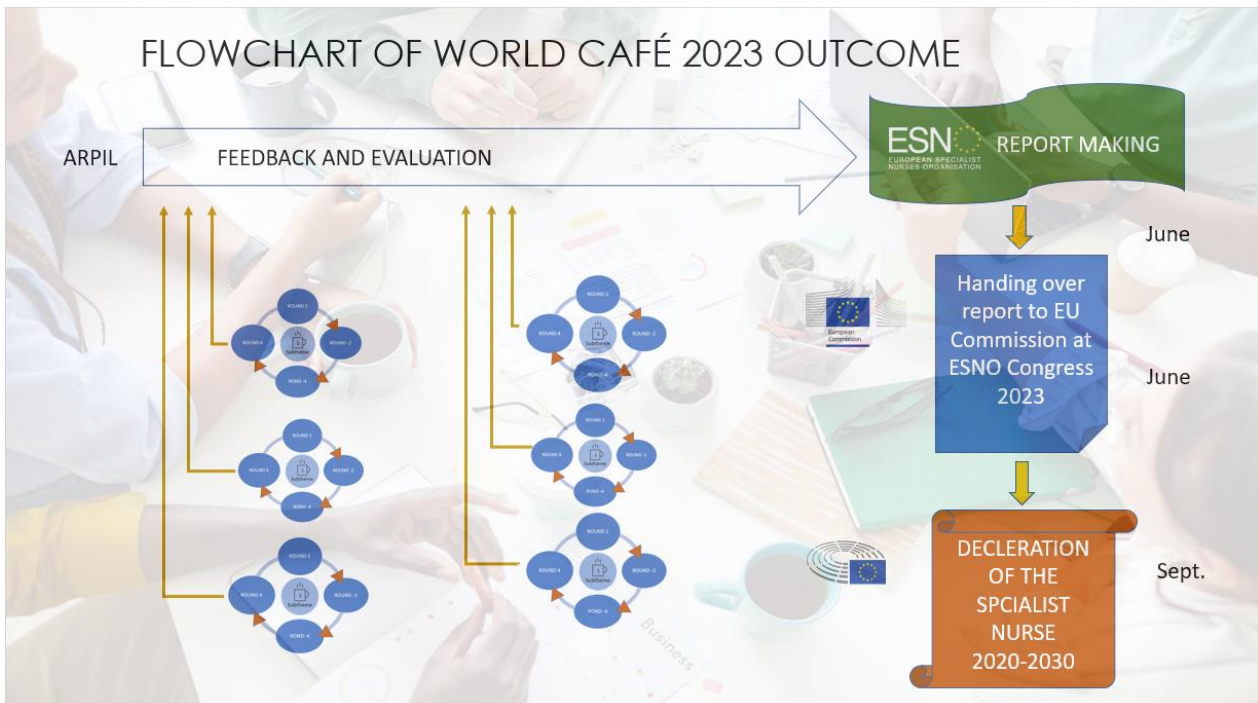


Solving the Health workforce problem in one quote in the context of the subtheme (retention, pharma therapy, IT, digital, green skills and so on) < 100 to 150 words >

1. Our 3 to 4 bullet points with motivation as recommendation for the European commission
2. Write in a 150 wordings message to MEPs to include in their program
3. Our learnings and activities based on achieved networking

## FOLLOW UP → COLLECTED INSIGHT ARE INCLUDED IN A REPORT IN TWO VERSIONS

- A) Formal with justification of formal publication and referenced to EU programs
- B) Light version, all is included in a friendly report, including names of participant, all organisations interviews and personal profiles





These are the subthemes to address but to decide finally on the first date 20 April.

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## 1- NURSE EDUCATION AND COMPETENCE BUILDING

**Moderator: Walter Sermeus and Nico Decock**

**Nurse career building is not only the hospitals responsibility.** Professional development and creating career perspective is ultimately the nurses' personal responsibility. However, any institute should facilitate the nurses' education, knowledge increase, and working experience in an interdisciplinary context. Accepting nurses as employees for a 5 week days job with a 100% expectation presence at the bedside is unrealistic. Expecting them to work at the clinic floor or at the bedside only, is a form of an inhumane exploitation of valuable human resources especially against the background of their low salary scale. It's a shared duty in providing high quality care, including the healthcare payers responsibility to support nurses in education and career pathways and invest in the continuous improvement of quality of care. One doesn't go without the other, they are complementary to each other.

The Questions to explore:

- What's your perception on this theme and what is needed to support professionals in their career pathways and is education and competence building an incentive for retention?
- What should you expect from an employer by facilitating you in the career pathway
- Where is the personal commitment in securing competence building.
- How can institutes support nurses career switching to their advantage.
- How can the revision of the Annex V contribute?

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## 2- CROSS NATIONAL MOBILITY AND RECRUITMENT: A CURSE OR A BLESSING

**Moderators: Jamie Wilkinson and Gautier Willemse**

**Recruitment is a necessity but also, an alternative of not having as sustainable health workforce.** By attracting nurses from abroad, there seems to be a not well executed policy on investing in the current professionals and a missed chance to create an inspiring working environment. Recruitment is good, but not without a stable health workforce policy. After all, nurses from abroad tend to leave at a certain time, and with no good policy, leaving new gaps to fill and costs more in the long run. An example of instability is the absence of the revision of the Annex V of the Directive of the professional qualification of nurse specialists in health. And in addition, there are also a range of other instruments related to this like to [Proportionality](#) test and the [Professional Card](#). There is a need to accept that to any formal choice a wide range of experiences, case stories, benchmarking examples are the backbone of changes. During the event, debates will take place also with commercial recruitment representatives such as [EMTG](#) and discuss the opportunities but also the mutual obstacles. In this debate, also the [ROTAYO](#) will be addressed.

*"Nursing life is too short to get stuck in the right profession but the wrong place and time. To get unstuck is an art! Landing in a job in a new health domain or position can reignite your passion for you career in specialist nursing and switching need to be taught and supported by employers but to get started is a thing to learn" Gautier Willemse*



The Questions to explore:

- Is recruitment from nurses abroad acceptable, does it meet the expectations of a sustainable and future proof health workforce.
- Balancing the institutional recruitment instruments versus the commercial companies operating on this field.
- How can specialist nurses do smart career switches and seize success

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### 3- THE DIGITAL REVOLUTION IN HEALTH AND THE GREEN AGENDA

**Moderators: Henriette Hansen and Zoi Mylona**

**The digital domain is a blessing but does not contribute to the health workforce crisis.** An increasing number of consultations are done remotely and face-to-face contacts take place with increasing support of digital innovations. With this blessing also a very fragile element appeared. A good digital use is reserved for the lucky few, whereas for the more vulnerable digital health makes the divide even bigger. With the Covid crisis being over, there is also a great delay in the delivery of care services and it seems that not all online consultations had the expected effect, after all, leaving some behind with symptom management where solving their health problems would have really helped them. One may ask the question of the digital revolution, was for a minority of patients and lucky enough to handle this, and not the elderly fragile or with less communications skills, the largest group in civil society.

In parallel, how can the [European skills development](#), also contribute, promote and support green employment, address the skilling and reskilling of workers in health and anticipate changes in workplaces of the future

The Questions to explore:

- How realist are the digital 'solutions' in solving health problems and how can expectations about digital health can become realistic?
- While process on education in the digital and IT domain, what is needed to aim for certification and continuing professional development
- How can achievements be recognised and certified in European cross border context.

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### 4- THE MEDICATION DOMAIN, NO LONGER THE DOMINION OF DOCTORS

**Moderator: Kate O'Regan and Adriano Friganovic**

**The medication prescribing domain was the dominion of the doctor.** As the medical evolution had even revolutionary characteristics, due to technical innovations, it developed in parallel with higher expectation also for nurses. There is a societal expectation to non-medical profession to be knowledgeable and competent, however, nurses are not well trained and educated in becoming sufficiently competent, for example, in the Biosimilar domain and to contribute to the shortage discussion. This nursing exclusion does also not enrich their self-confidence and impacts the level of trust in their capabilities in the eyes of patients. Examples on involvement come the [NuPhaC program](#) and the ESNO relation with the EMA – [video](#).

*For discussion: Pharmaceutical nursing Some may argue that prescribing of medicinal and non-medicinal products was and remains the remit of medical doctors. However, the truth is that nurse prescribing has existed for over 50 years in some regions of the world (ICN 2021). Nurses in many settings have played a crucial role in prescribing in order enhance patient outcomes such as timely care and in order to provide full episodes of care to patients. In some areas though, nurses' role in prescribing may have been not fully legitimised, invisible and kind of a 'grey area'. [The ICN GUIDELINES ON PRESCRIPTIVE AUTHORITY FOR NURSES \(2021\)](#) intends to support nurses, teams, educators, regulators and governments worldwide. They*

*provide international models for nurse prescribing, some of which will be discussed in this World Cafe.*  
*Daniela Lehwaldt*

The Questions to explore:

- Are the differences between doctors and nurses becoming less: towards interdisciplinary context.,
- To what extent is the Biosimilar phenomenon known and roles of nurses engagement on switching
- How can Nurses get more involved in European institutes such as EMA and ECDC.
- On medication developments, nurses have also role on adherence but also Clinical Trials,

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## 5- SAFETY AT WORK – NORMAL WORKING CONDITIONS LEAD TO QUALITY

**Moderators: Julie Dugmore and Christine Willemse**

**With the leave of nurses, those left over are overburdened.** There is an assumption, that with a steady health case load, a steady level of qualified staffing is needed. But with the same steady case load and even increasing, in combination with fewer staff, it doesn't need a mathematician, forecasting that the system is unstable with cracks in its fundament. The impact has problems at both ends. At one end, there is an overload of patients with an obstruction in the hospital treatment flow. At the other end, a reduction of staff leading to a further outflow of nurses, and those remaining, not secured in their personal and professional wellbeing leads to further decline in quality of healthcare. It leads to this negative spiral, and to the background that the nurses, doctors, and other health providers already gave so much, it needs brave managers with guts to have the system well prepared for the future. Promotion of a normality in working conditions is crucial to safe the health systems of today. There is also a need to connect with European institute like [EU-OSHA](#) on safe working environment and conditions, implementation guidelines.

The Questions to explore:

- On what level is repairing the healthcare system at utmost relevancy and what policies and actions are required to start solving the problems from today on?

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## 6- RETENTION NETWORKING AND TUNING WITH HEALTH WORKFORCE PROGRAM METEOR

*This program is under construction with the option, to give exposure the first day*

**Moderators: Anke Boone and Ilaria de Barbieri**

In the variety of health workforce programs, projects, national cross border and European, it seems all have the same goals but addressing it from a different angle and a different perspective but sharing the same concern and motivation: stability and sustainability in the European health workforce. From one side this differentiation seems ineffective, unbalanced and fragmented, especially when outcomes are different.

One of the most related Program is the METEOR program. The [METEOR Project](#) focusses on the job retention of healthcare workers in the European Union. More specifically, METEOR aims to enhance the scientific knowledge on job retention of healthcare workers in Europe and we will develop policy recommendations to increase job retention for this occupational group. METEOR will achieve this in two ways. First, one online survey will be submitted to physicians and nurses in eight hospitals in four diverse EU countries (i.e. Belgium, the Netherlands, Poland and Italy). Second, co-creation workshops will be organised with various key stakeholders to develop evidence-based policy recommendations.

Questions to explore

- Strengthen relation with EU programs and projects.
  - Local implementation and connecting other programs.
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## EU PROGRAMS AND PROJECTS

1. MEnTal hEalth: fOCUS on Retention of healthcare workers: **METEOR**
2. Promote the upskilling and reskilling European health workforce **BeWell**
3. DG Sante section **health Workforce**
4. WHO European section **Health workforce**
5. Support development of future-oriented skills in health care sector **EUVECA**
6. Improving mental health and wellbeing in the health care workplace **Magnet4Europe**

## SPECIAL ACTIVITIES

- Recruitment for ESNO Association Status: organisational and Individual
- Invite joining the ESNO Nurses Pool: reaching to a #1000 nurses in 2023
- Invite to take the ESNO Nurse Indexation - Survey
- ....

## EXHIBITION AND PARTNERS

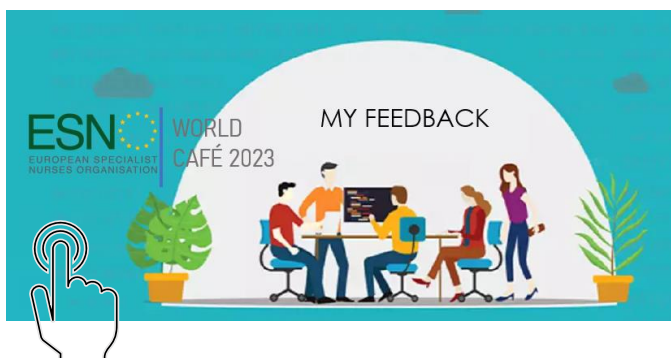
- Medicine For Europe : [Biosimilar](#) and [Value Added Medication](#)
- Development of future-oriented skills [EUVECA](#)
- Blueprint alliance for a future health workforce - [BeWell](#)
- European Operating Room Nurses Association - [EORNA](#)
- European Dialysis and Transplant Nurses Association/European Renal Care Association [EDNTA/ERCA](#)
- European Specialist Nurses Organisation [ESNO](#)
- Global Nurse Practitioner/Advanced Practice Network [ICN/ANP](#)
- The International Federation of Nurse Anesthetists - [IFNA](#)
- ....

## SOCIAL ACTIVATION.

- Link to World Café **WhatsApp Group**  
<https://chat.whatsapp.com/FgZTj2qq8AZL4TnjvdQoj0>



- Hashtag : #ESNO\_WCF
- Post Event Feedback



## MODERATOR TEAM

### Lead Moderators



Bert Vrijhoef



Tamsin Rose

### Photography



Elfie Deprez

### Host



Ber Oomen

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### Table Moderators



Jamie Wilkinson



Walter Sermeus



Kate O'Regan



Zoi Mylona



Henriette Hansen



Anke Boone



Ilaria de Barbieri



Gautier Willems



Nico Decock



Christine Willems



Adriano Friganovic



Julie Dugmore

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### Rapporteurs



Laura Cigolot  
[Health First Europe](#)



David Ponente  
[Health First Europe](#)

### Special Guest



Coby Omvlee

## SPONSORING ORGANISATIONS

We are extremely grateful for the support of our sponsors, who are fully committed to helping our organisation and our event. Together, we make a significant contribution to improving European health provision. With the help of our sponsors, this event can process it's mission of supporting high quality health care programs.



European Multi Talent Group (EMTG)



Medicine for Europe



European Platform for Vocational Excellence in Health Care



upskilling and reskilling HWF: green and digital skills strategy

## INFORMATION – CONGRESS MANAGEMENT

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## EUROPEAN SPECIALIST NURSES ORGANISATION

*The European Specialist Nurses Organisation (ESNO) is a non-profit organisation and the goal is 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 organisations 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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