

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](#)

ESNO 
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 secretariat@esno.org.

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

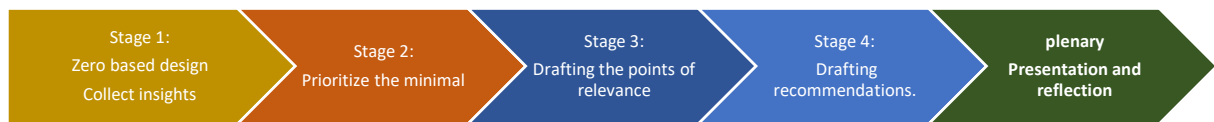
08.00				Doors open	
09.00 – 09.05		Opening		Tamsin & Bert	
09.05 – 09.10		Welcome		Adriano Friganovic	
09.10 – 09.20		Why are we here and goals to achieve ONLINE INTERVIEW Introduce the Bucharest Declaration		World Health Organisation TBC https://www.who.int/europe/health-topics/health-workforce#tab=tab_1	
09.20 – 09.30		Explaining the essential of the event		Ber Oomen ESNO	
09.30 – 09.40	Interview – 1 Bert	<i>‘Nurse Shortage, a shared responsibility’</i>		Adriano Friganovic ESNO www.esno.org	
09.40 – 09.50	Interview – 2 Bert	<i>In relation to retention ‘Nurses Education and Recognition, works’</i>		Bianca Buurman Dutch National Nursing Association www.venvn.nl	
09.50 – 10.00	Interview – 3 Bert	<i>EESC opinion on care strategy and health workforce ‘Mobility and recruitment is more than ticking boxes’</i>		Danko Relić European Economic and Social Committee https://www.eesc.europa.eu/en	
10.00 – 10.30	Presentation (TBC)	<i>The METEOR PROGRAM</i>		Peter de Winter and Anke Boone www.meteorproject.eu	
10.30 – 11.00	Elevators Pitching Time with invites and requesters - Arnold Smeink : TBC - Warren Musa : Philippines - Ilaria Barbieri : EDTNA/ERCA				
11.00	Coffee break				
11.45 – 11.55	Interview – 4 Tamsin	<i>‘The digital revolution, only when well executed’</i>		Henriette Hansen and Zoi Mylona EUVECA and BeWell	
11.55 – 12.05	Interview – 5 Tamsin	<i>‘Certification and recognition of achievement, a prerequisite for retention’. VIDEO</i>		Adelaida Zabalegui The European Academy of Nursing Science https://european-academy-of-nursing-science.com/	
12.05 – 12.15	Interview – 6 Tamsin	<i>“Better Smart switching for specialist nurses and seize success than dropping out”</i>		Gautier Willemse ROTAYO	
12.15 – 12.25	Interview – 7 Tamsin	<i>‘Pharmaceutical care and nursing’</i>		Daniella Lehwaldt	

			ICN Nurse Practitioner/Advanced Practice Network https://www.icn.ch/who-we-are/icn-nurse-practitioneradvanced-practice-network-npapn-network
12.30 – 12.55	Elevators Pitching Time with invites and requesters <ul style="list-style-type: none"> - Sylvie Courmel: project lead of Connecting Nurses. - Tomas van Rijn: Ministry Health NL - ... 		
13.00 – 14.00	Lunch Break and Exhibition time		
14.00 – 14.30	Patient perspective – theatrical intervention		Coby Omvlee
14.30 - 15.00	Debate with Coby and moderator Tamsin		
15.00 – 15.10	Interview – 8 Bert	<i>‘skills and competencies’</i>	Flaviana Teodosiu European Commission Employment https://ec.europa.eu/social/home.jsp
15.10 – 15.20	Interview – 10 Bert	<i>‘Safety at work – retention’</i>	Maya Mathews / Katarzyna Ptak-Bufkens European Commission on Health https://commission.europa.eu/about-european-commission/departments-and-executive-agencies/health-and-food-safety_en
15.20 – 15.50	<p style="text-align: center;"><i>Defining the themes of the 21th April Heckathon structure</i></p> <p style="text-align: center;"><i>What is a Heckathon: VIDEO – 1 and VIDEO -2</i></p> <p style="text-align: center;"><i>Introducing the table 12 table moderators</i></p> <p style="text-align: center;"><i>Choosing tables and select the teams</i></p>		
15.50 – 16.00	<p style="text-align: center;">Words of inspiration</p> <p>Elizabeth Kuiper: Associate Director European Policy Centre and Head of the Social Europe and Well-being programme EPC</p>		
16.00 – 16.50	Recap the day and prepare the next day		Moderators
17.00	End of Day one		Adriano Friganovic
19.30	TBC social Dinner		Restaurant Ommegang - TBC

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 – 10.10		ROUND - 1	‘Questions as Attractor’ Collecting insights - input
	40	Table 1	‘Education and Recognition’
	40	Table 2	‘Mobility and recruitment’
	40	Table 3	‘The digital revolution’
	40	Table 4	‘Pharmaceutical care and nursing’
	40	Table 5	‘Safety at Work, precondition for retention’
	40	Table 6	Let’s talk about Retention: METEOR (TBC)
10.15 – 11.00		ROUND - 2	‘Diverse Perspectives’ Evaluate input / prioritize - evaluate
11.00 – 11.30	30	Coffee break	
11.30 – 12.15		ROUND - 3	‘Cross Pollination’ Select / Compose
12.30 – 13.30	60	Lunch break	
13.30 – 14.30		ROUND – 4	‘Emergence’ Design / Decide - choice
14.30 – 15.00	30	Coffee break	Preparing the Plenary meeting
15.00 – 15.50	50	Plenary - Moderators feedback tables	Recap and next steps
15.50 – 16.00		End off meeting	Thanks and see you at ESNO congress
16.00 – 17.00		Wrapping up	Cocktail

THE OUTCOMES OF EACH TABLE



Day assignment:

- Solving the Health workforce problem in one quote < >
- Our 3 to 4 bullet points with motivation as recommendation for the European commission
- Write in a 150 wordings message to MEPs to include in their program
- Our learnings and activities based on achieved networking
- Report making
- Input will be collected for report making to:
 - o Publish
 - o Launch at ESNO Congress
 - o Present in European Parliament autumn 2023.

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

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?

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 and the Professional pass. 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

3- THE DIGITAL REVOLUTION IN HEALTH

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.

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.

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

Moderator: Kate O’Regan and (TBC)

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. It’s important to realize that it’s not effective when the nurses are not included in this evolution and when they are expected to take a docile and followers’ attitude. 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](#).

The Questions to explore:

- Are the differences between doctors and nurses becoming less, where and how, and is there an evolution in the interdisciplinary cultural context, contributing to shared opinions, responsibilities and decisions?
- To what extend is the Biosimilar phenomenon known, and how can the nurses engagement on switching be instrumental in the new role and responsibilities of nurses in pharmaceutical care.
- How can Nurses get more involved in European institutes such as EMA and ECDC.

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

Moderators: Danielle Lehwaldt 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 Peter de Winter

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.
- How to contribute to make the program influential.
- Local implementation and connecting other programs.
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EU PROGRAMS AND PROJECTS

Confirmed Participation

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
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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](#)
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SOCIAL ACTIVATION.

- Link to World Café WhatsApp Group <https://chat.whatsapp.com/FgZTj2qq8AZL4TnjvdQoi0>
- Hashtag :



MODERATOR TEAM

Lead Moderators



Bert Vrijhoef



Tamsin Rose

Photography



Elfie Deprez

Table Moderators



Jamie Wilkinson



Walter Sermeus



Kate O'Regan



Zoi Mylona



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- EUVECA
- BeWell
- MEDICINE for EUROPE
-

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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.

www.esno.org

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