

WELCOME TO THE FIRST ESNO WORLD CAFÉ 2023

LOCATION:

- ✓ THE ATELIER DE TANEUR
- ✓ ESNO HOME FOR EVENT
- ✓ WE ARE HERE FOR DEBATES AND DISCUSSIONS
- ✓ INSPIRED THE ENVIRONMENT OF





The
community
for
Specialist
in Europe



- In the World café, we discuss the Health Workforce challenges.
- It's with personal conversation through selected topics that matters to us all.
- The first day, is getting to know each other and the impact that the challenges are having on us all



WORLD CAFÉ 2023

LEAD MODERATORS

Tamsin Rose



Bert Vrijhoef





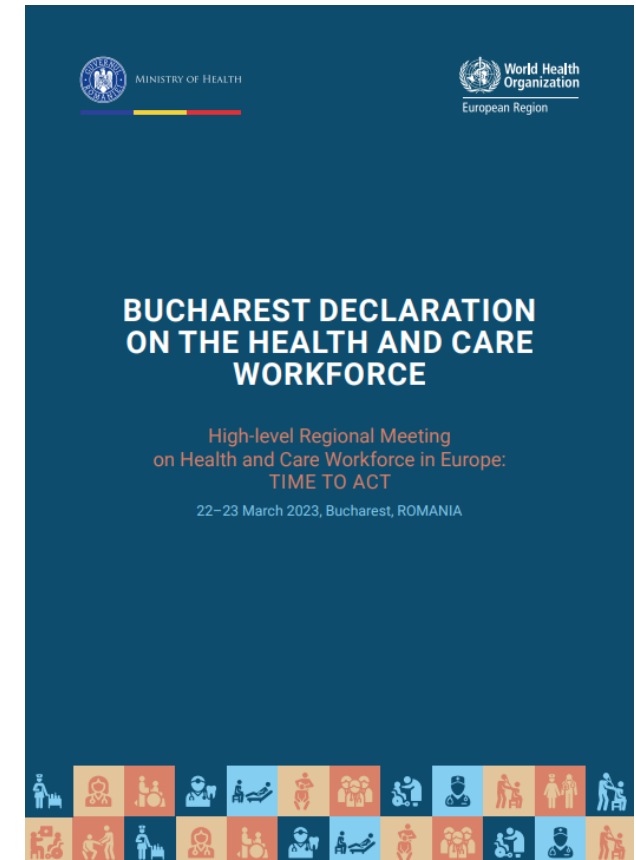
WORLD CAFÉ 2023



Dr Emily McWhirter



Dr Emily McWhirter, Nurse Consultant at World Health Organization. She is a motivated and dedicated senior healthcare practitioner, change consultant, manager, leader and nurse, with a PhD in nursing, and strategic healthcare management education at Harvard Business School.





WORLD CAFÉ 2023

Daniela Lehwaldt



Associate Professor, School of Nursing,
Psychotherapy and Community Health, DCU,
Ireland. Chair of the International Council of
Nurses (ICN) Nurse Practitioner (NP) / Advanced
Practice Nurse (APN) Network



Nursing and the pharmacology domain:

Presentation European Specialist Nurses Organisation ESNO 20th & 21st April 2023

Dr Daniela Lehwaldt

PhD MSc BNS RGN RNT SFHEA Certified Global Nurse Consultant

Chair International Council of Nurses (ICN) Nurse Practitioner / Advanced Practice Nurse Network

President Subgroup 'International' Deutschs Netzwerk APN & ANP

Academic Member Irish Association for Advanced Nurse and Midwife Practitioner

Founding Member Ireland-Africa Alliance for Non-Communicable Diseases

[Associate Professor General Nursing, Dublin City University, Ireland Daniela.Lehwaldt@dcu.ie](mailto:Daniela.Lehwaldt@dcu.ie)

Prescribing

- Traditionally the exclusive domain of medicine.. or was it..?
Grey areas:
 - Specialist units protocol
 - 'Emergencies'
 - Out of hours
- Nurses have entered the domain since advancing their roles in the US began approximately 50 years ago (ICN 2021)
 - UK early 2000s
 - Australia 2000s
 - Ireland 2007
 - ...

Professional 'Tug of War'



Blocking



What is really important..?

- Patients and their care / services

Patients can wait hours for pain relief or not receive it although their pain levels are high
(Sinatra 2010)

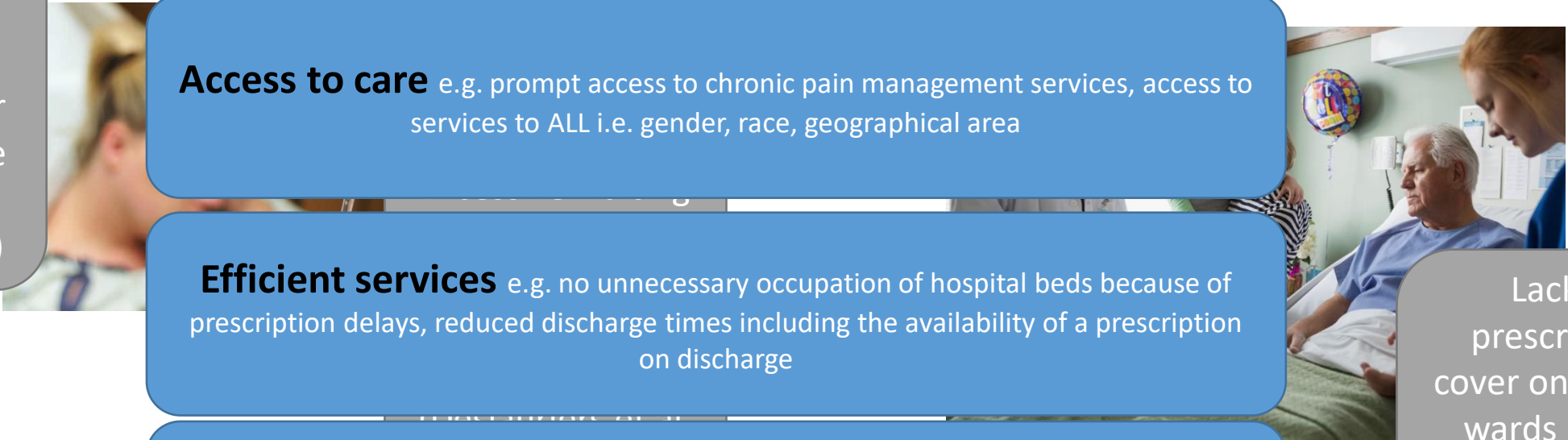
Timely care e.g. no unnecessary waiting times for pain relief

Access to care e.g. prompt access to chronic pain management services, access to services to ALL i.e. gender, race, geographical area

Efficient services e.g. no unnecessary occupation of hospital beds because of prescription delays, reduced discharge times including the availability of a prescription on discharge

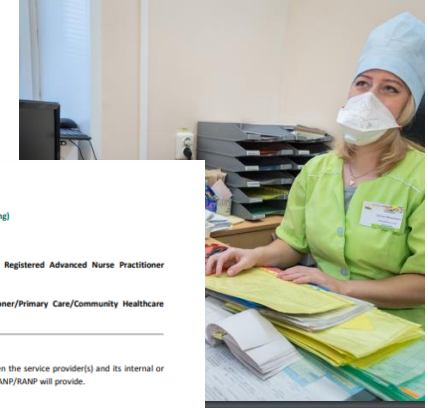
Enhanced patient outcomes e.g. no unnecessary clinical complications linked to lack of prescription

Lack of prescription cover on surgical wards during operation time (Kapu, Kleinpell & Pilon 2014)





ICN GUIDELINES ON PRESCRIPTIVE AUTHORITY FOR NURSES (2021)



3 Models

- Independent prescribing
 - Responsible for clinical assessment of a patient, diagnosis and decisions about the appropriate and issuing the prescription
- Dependent (supplementary) prescribing
 - The independent prescriber carries out the initial assessment and diagnosis; the supplementary prescriber prescribes from an open or limited formulary and consults with the independent prescriber before prescription
- Prescribing by protocol
 - Designed for a specific group of patients who have a particular condition; medications are only provided within the terms of a pre-determined protocol

Service-Level Agreements (SLA) /
Collaborative Practice Agreements (CPA)

Template 10: Service Level Agreement (Nursing)

Service Level Agreement (generic template)

candidate Advanced Nurse Practitioner (cANP) xxx/ Registered Advanced Nurse Practitioner (RANP) xxx
for xxx
in xxx Hospital/xxx Hospital Group/General Practitioner/Primary Care/Community Healthcare Organisation/Private Organisations.

Section One: Introduction

The Service Level Agreement (SLA) is a contract between the service provider(s) and its internal or external clients. The SLA specifies the services that the cANP/RANP will provide.

Parties to the Agreement

This SLA is between the:
• Advanced Nursing and Midwifery Practice Governance Groups, Directors of Nursing and Key Stakeholders supporting cANPs/RANPs
and
• Consultant XXX working in XXX Hospital/XXX Hospital Group/General Practitioner/Primary Care/Community Healthcare Organisation/ Private Organisations.

Scope of the Agreement

This SLA documents the following:
• The Director of Nursing in XXX is the professional line manager to the cANPs /RANPs XXX
• The Consultants/Consultant XXX provide clinical supervision and have a clinical reporting agreement with the cANPs/RANPs XXX.

Purpose of the Agreement

To ensure that relevant governance structures and reporting relationships are in place for all parties to support on-going advanced nursing services and clinical supervision to the cANPs/RANPs XXX.

Agreement Commencement Date

• The Advanced Nursing and Midwifery Practice Governance Group/Key Stakeholders in XXX will agree the commencement date
• The key stakeholders involved in reaching this agreement are detailed in Section 4.

ICN 2021 Guidelines: https://www.icn.ch/system/files/2022-08/ICN_Nurse_prescribing_guidelines_EN.pdf

Template SLA: <https://healthservice.hse.ie/filelibrary/onmsd/template-10-service-level-agreement-nursing.pdf>

- Prescription medicines must be prescribed by **qualified** health professionals such as GP, hospital doctor, dentist, nurse, pharmacist, optometrist, physiotherapist or podiatrist (NHS 2020)

<https://www.nhs.uk/conditions/medicines-information/#:~:text=Prescription%2Donly%20medicines%2C%20such%20as,%2C%20optometrist%2C%20physiotherapist%20or%20podiatrist>

What does qualified mean..?

Example Nursing:

4-year BSc programme incl. A&P, Pathophysiology, Pharmacology, supervised practice =

Registered General Nurse RGN

2-years practice before eligible to undertake MSc = **experience**

2-year MSc programme including advanced A&P, Pathophysiology, Pharmacology, supervised practice = **Nurse Practitioner / Advanced Practice Nurse (NP / APN)**

Plus: 500 hrs Prescribing programme (2 modules) = **Registered Nurse Prescriber (RNP)**

Registered Nurse Prescribers Ireland (2022)

Current Registration Numbers

As of 1 June 2022 there are **81,431** registrants on the Register

75,871 + **5,560**
are currently practising not currently practising

Of the **75,871** currently practising, there are **4,937** new registrants



Patient-facing registrants

66,471	9,400
are patient-facing	are not currently patient-facing

Current Nurse Prescribers Division Information

As of 1 June 2022 there are **1,945** registered in this division

In the last 12 months
265
were added to the
Nurse Prescribers division

1,253 + **588**
are currently practising in the division. have declared they are not currently practising in the division
Of the new registrants there are **104** that we do not have practising information on



Patient-facing registrants
1,154
in patient-facing roles

References cited in the text, some more here..

Deslauriers, S., Roy, J.-S., Bernatsky, S., Feldman, D.E., Pinard, A.M., Desmeules, F., Fitzcharles, M.A. & Perreault, K. 2019. Factors associated with waiting times for persons with rheumatic conditions in multidisciplinary pain treatment facilities, *Journal of Pain Research*, <https://doi.org/10.2147/JPR.S206519>

Kapu, A.N., Kleinpell, R. & Pilon, B. 2014. Quality and Financial Impact of Adding Nurse Practitioners to Inpatient Care Teams. *The Journal of Nursing Administration*, 44, (2), pp. 87-96.

Sinatra, R. 2010. Causes and Consequences of Inadequate Management of Acute Pain, *Pain Medicine*, 11 (12), pp. 1859–1871. <https://doi.org/10.1111/j.1526-4637.2010.00983.x>



WORLD CAFÉ 2023

Adriano Friganovic



President at ESNO, European Specialist Nurses Organisations, president of World Federation of Critical Care Nurses, Senior Lecturer at University of Applied Science Zagreb, Croatia



Adriano Friganovic



Key challenges of today's health and nurses' roles

Strengthening the public health sector and make this a the key point of social safety, **bridging East and West**, close the gap on equal access and meet the European social pillar of our society and the establishment of a **user friendly mechanism for specialty professionals in health, for cross border mobility** in European Context.

1. **Education** in the widest possible context,
2. **Certification of achievements** at all levels and
3. Respect and accepted **formal recognition** of positions and professional autonomy.

Bianca Buurman



Bianca Buurman, chair of National Nursing Association Netherlands, V&VN. She combines her job as a professor in chronic and elderly care. Bianca is the past Chief Nursing Officer Dutch Government.



Danko Relić



Member of the European Economic and Social Committee and rapporteur on the Health Workforce and Care Strategy for the future of Europe. Combining this with work at the University of Zagreb, Croatia.



**European Economic
and Social Committee**



WORLD CAFÉ 2023

- **Arnold Smeink: Director of the European Multi Talent Group Health - EMTG**
- Ilaria Barbieri: EDTNA/ERCA
- Laura Cigolot: Health First Europe
- Ysanne de Graaf: ESNO Nurse Pool



Nurses for Holland!

Mobility of nurses in the European Union



Mission



Connecting EU-healthcare professionals
to the Dutch care system.

*"I have a dream;
an European dream!"*

Arnold Smeink,
EMTG CEO



What can you expect?

- Knowledge of language and culture is the key to success.
- Fixed labour contract before starting the job in the Netherlands.
- Support during labour contract
- Additional Healthcare training
- Registration at the nurse register (BIG) of the Netherlands
- Housing will be taken care of by EMTG
- Places to work: Hospitals, Care institutions, Mental healthcare
- Education to specialized Nursing programs



Dutch Language School





WORLD CAFÉ 2023

- Arnold Smeink: EMTG
- **Ilaria Barbieri:** President of the **European Dialysis and Transplant Nurses Association**/European Renal Care Association EDTNA/ERCA, President of the European Coordinator for Education and Research, Healthcare Professionals Department, Azienda Ospedale Università of Padova.
- **Laura Cigolot:** Director Health First Europe - Rapporteur





11.00 – 11.45



WORLD CAFÉ 2023



Henriette Hansen and Zoi Mylona



Program managers of the
EUVECA and BeWell.

Emphasis the Digital skill
agenda in health in parallel
with the Green and
Environmental agenda's

HOSTS # 3 (digital and green)

Blueprint alliance for a future hEalth Workforce stratEgy on digital & green skiLLs





Zoi Mylona, Programme Manager EHMA


Zoi works as a Programme Manager delivering a portfolio of policy, projects, and engagement activities that support excellent health management across Europe, primarily through the management of a range of EU-funded projects. She holds a BSc in international and European affairs from Panteion University of Social & Political Sciences and an MSc in translation from UMONS. Zoi is a licensed mental health counsellor (member of HAC and EAC) and she studies to become a Psychologist at the Open University UK.




Pan-European multi-stakeholder partnership

 Higher Education Institution (HEI) & Vocational Education and Training (VET) provider

 Research Organisation

 Labour market actor

 NGO



Partners:



What is BeWell?



Developing **skills intelligence on the digital and green skills** needs of the health workforce.



Establishing **the first Blueprint Alliance for the health ecosystem** to create a skills strategy to be implemented at a local, regional, national, and ultimately European level through the Pact for Skills.










Launching a large-scale skills partnership under the **Pact for Skills initiative.**



Developing and implementing a **pilot training programme on digital and green skills** in the healthcare sector and for emerging occupational profiles.

Why BeWell skills strategy?

-  map the needs of the health sector;
-  identify new emerging occupations;
-  develop new skills to cope with future challenges and changes;
-  address health workforce shortages, medical deserts, and gender equity;
-  improve quality of care & professional development of health workforce;
-  identify reskilling and retraining practices to accelerate knowledge transfer;
-  mitigate tension between skills education and technology development.

Purpose of BeWell skills strategy

PREPARE THE HEALTH WORKFORCE & THE HEALTH ECOSYSTEM TO:



- tackle existing and future challenges;
- adapt to ever-evolving societal contexts;
- be more competitive in a highly demanding and rapidly changing labour market.

Upskilling & reskilling support human capital development in Europe overall.

Mission of BeWell skills strategy

HEALTH WORKFORCE'S PERSPECTIVE:



- highlight necessity and improve added value of **life-long learning (LLL)** and **continuing professional development (CPD)** -> see trainings for upskilling and reskilling as a worthwhile time investment;
- better equip them to provide **high quality of care & improve their own well-being**;
- deliver their tasks in a **more time-efficient way** & better organise their day-to-day work;
- **reduce administrative workload** & improve record-keeping;
- make **better-informed and evidence-based decisions** for beneficiaries.



HARMONISING TRAINING

ESNO's investment into continuous professional development and training helps to meet new skill needs. ESNO ensures Europe's health workforce is kept up-to-date and safe to practice.

Online public consultation

- You know better what your needs are
- We want your voice depicted in the strategy



December 2022

Launch of the **multistakeholder partnership** under the "Pact for Skills" for the re- and upskilling of the healthcare workforce



June 2023

Launch of the first version of the **skills strategy**



January 2024

Launch of the **online public consultation** to validate the skills strategy



June 2026

Publication of the **validated skills strategy** and **Final conference** in Brussels

Thank you!

Contact us:

EHMA

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bewell-project.eu



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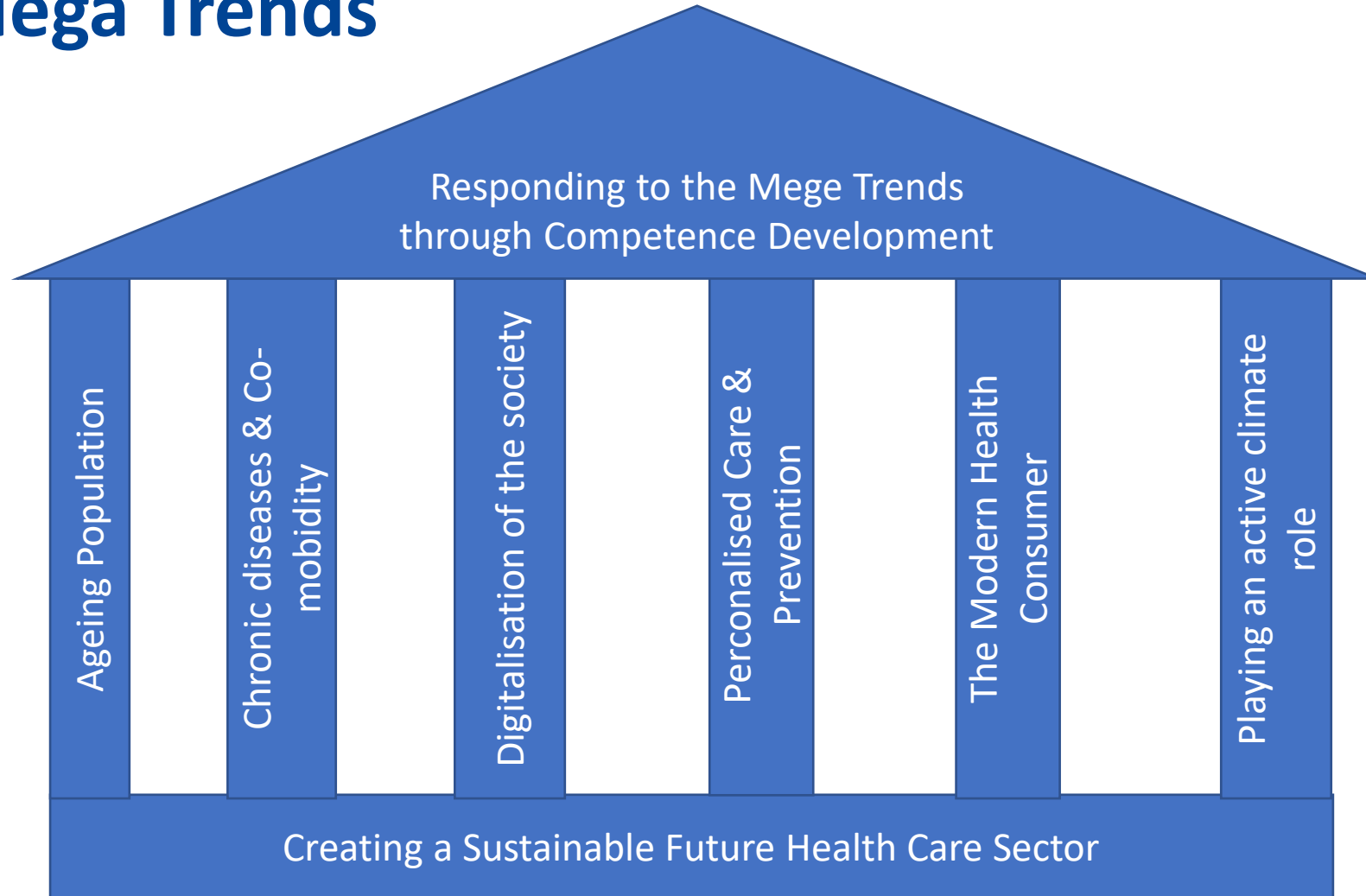


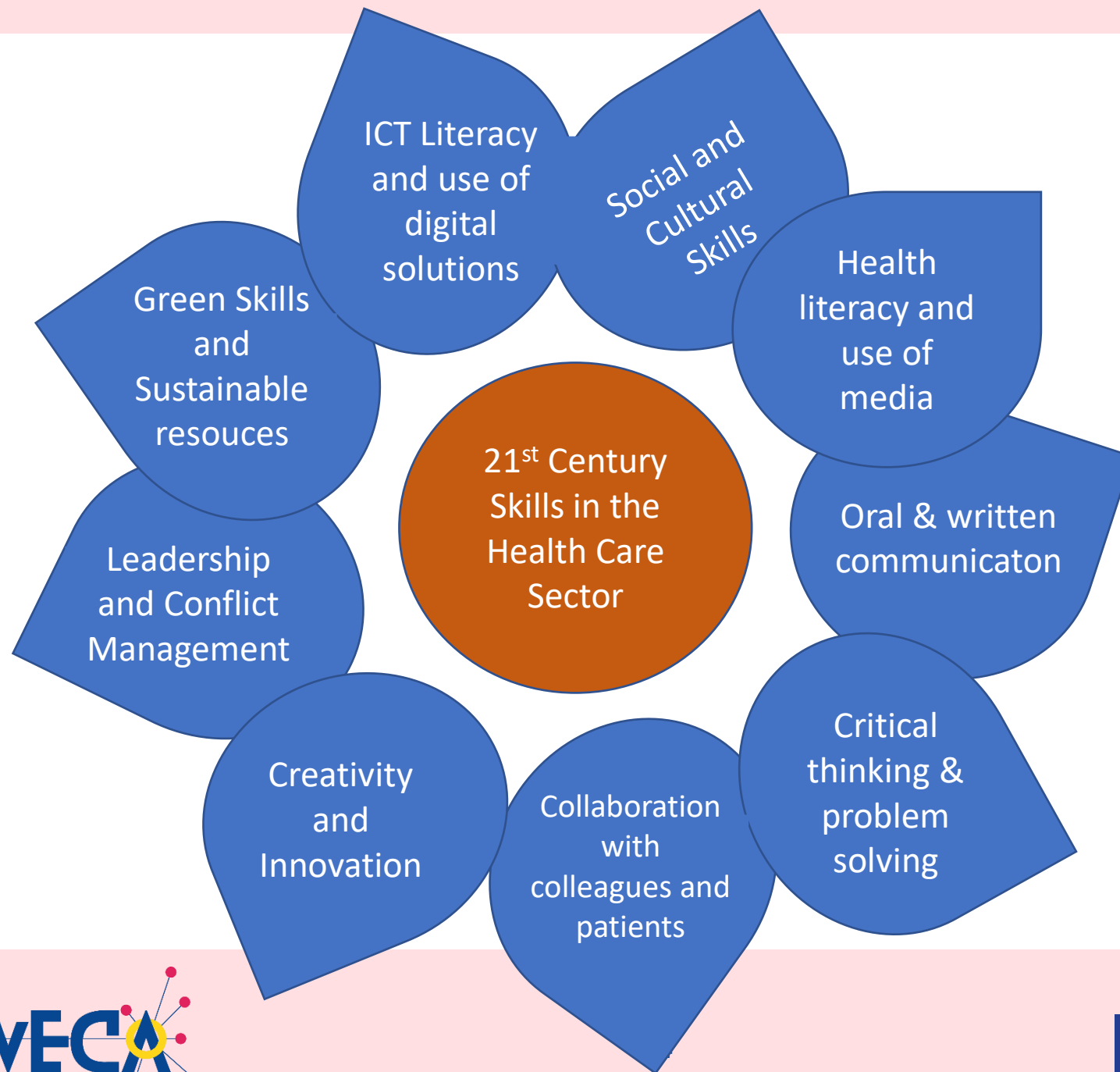
EUVECA

European Platform for Vocational Excellence in Health Care

Henriette Hansen, South Denmark European Office

6 Mega Trends





EUVECA European Platform & Regional Hubs

Based on the mega trends;

- ◉ Interregional Webinars
- ◉ Intergerional eLearning courses
- ◉ Innovation workshops with interregional challenges
- ◉ Possibilities for interregional internships
- ◉ Recognised blended mobility activities between regions
- ◉ Use of ECTS and ECVET systems
- ◉ EQF framework for recognition

European platform for VET excellence in Health care

Regional VET Health Ecosystem in South Denmark, DK	Regional VET Health Ecosystem in Bergen, NO	Regional VET Health Ecosystem in Valencia, ES	Regional VET Health Ecosystem in Lubeck, DE	Regional VET Health Ecosystem in Ljubljana, SLO	Regional VET Health Ecosystem in Twente, NL	Regional VET Health Ecosystem in Trento, IT
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Including continuing
and Lifelong VET

Adelaida Zabalegui



Board member of the **European Academy of Nursing Science (EANS)** , European Representative & Board member of Nursing Now, Board member of European Academy of Nursing Science, Vice director of Nursing Hospital Clinic Barcelona.





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VIDEO

Gauthier Willems



Gauthier Willems is a physician, public health specialist, and entrepreneur from Belgium. He graduated Magna Cum Laude from KU Leuven Medical School and founder of Rotayo.

He is Table host number # 2 'Mobility and Recruitment with Jamy Wilkinson

Neeltje de Vries



Anke Boone



The METEOR Project focusses on the job retention of healthcare workers in the European Union.

Moderator Table # 6



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- **Patrick Crombez (ESNO board member)**
 - in absence, Ber will explain
- **Kate O'Regan – Medicine for Europe**
- **Ysanne de Graaf:** Junior researcher at PANXEA and ESNO Nurse Pool manager
- **Sylvie Courmel – Connecting Nurses**

Sylvie Courmel



Global Patient Insights & Behavioral Science
Director / Patient Informed Development & Health
Value Translation (Sanofi R&D)

Partnership with ESNO to:

- **Contribute to creating awareness on clinical trials in the nursing community to support clinical research effort**
- **Leverage Behavioral Science for better patient engagement in Clinical Trials**



Connecting Nurses

Follow us on



Projects



Disease Knowledge

My health passport



Successfully launched at ICN congress in Barcelona June 2017 (Spain) "My health passport" was created for people who have a history of heart problems that may be associated with elevated levels of bad (LDL) cholesterol. It helps open discussion with your HCP for better self-management of bad cholesterol.

> SHARING ACROSS COUNTRIES DOCUMENTS

News

Let's keep raising awareness of pertussis

The 2020 pandemic highlighted the importance of vaccines in fighting illness, yet some vaccine-preventable diseases, like pertussis, are seeing a resurgence. A potentially fatal condition, rates of pertussis have been on the decline until recent years with many countries seeing an increase in case counts.

Pertussis is often underdiagnosed and presents with symptoms of congestion, rhinorrhea, low-grade fever, and apnea. If you are interested in more clinical education on Pertussis, Osmosis has an excellent video that is freely available.

[MORE NEWS](#)

Contents



Sabina de Geest explains the importance of patients' trust in research nurses to communicate and share feedback to the research team.

[VIDEO LIBRARY](#)

- 2012: Connecting Nurses community to enhance nursing innovation around the World
- 2023: Partnership with ESNO to:
 - Contribute to creating awareness on clinical trials in the nursing community to support clinical research effort
 - Leverage Behavioral Science for better patient engagement in CT

Contact: sylvie.coumel@sanofi.com



Peer to peer communication on Clinical Trial Day



NURSES KEY ROLE IN CLINICAL TRIAL RECRUITMENT & ADHERENCE TO PROTOCOL

- “Nurses should be systematically integrated into Clinical Trial recruitment & retention strategy as they :
 - Support the informed consent process:
 - Ensure the patient & family can read and understand the IC document
 - Support their decision-making process
 - They also monitor responses to intervention(s) and collect data”*
- * <https://www.myamericannurse.com/care-of-clinical-trial-participants-what-nurses-need-to-know/>

INVITATION TO 8 NURSES FROM ESNO TO CO-CREATE A TOOLKIT WITH PATIENTS TO HIGHLIGHT THE VALUE OF CLINICAL RESEARCH

- Issues for patient enrollment and retention in clinical studies
- Need to better understand the barriers and beliefs that discourage broader participation from patients and HCPs



2-3 ZOOM
MEETINGS BETWEEN
MAY 8 TO JUNE 16
(6 to 7 hours)

Contact :
Ber Oomen ESNO

CALL TO ACTION TO 8 NURSES FROM ESNO

Our Co-creation Participants

Participants who have Positive Clinical Trial Experience

This group will help us to better understand what motivates participation in a clinical trial, and provide anecdotes and stories to inspire tools and content.

- 4 patients with positive clinical trial experience
- 2 Private Practice nurses + 1 GP who currently refer patients to clinical trials

Participants who are Clinical Trial Naive (and Adverse to Participation)

This group will help illuminate barriers to participation and the experiences and broader context that might trigger hesitation and mistrust.

- 12 patients who are clinical trial naive and are currently ~~adverse to participating~~
- 6 Private Practice Nurses + 3 GPs who are not currently referring patients to clinical trials

Note: Must recruit diverse mix across gender, racial and cultural backgrounds. Must recruit from US – EU5, and from therapeutic areas including but not limited to atopic dermatitis, asthma, cancer (tbc) and rare disease.

Example of question for World Café Day 2:

- . How are you made aware of clinical trials in your fields of interest?
- Please share 2-3 sentences that describe your current opinions or feelings about clinical trials.



13.00 – 14.00

Cobi Omvlee



THEATRICAL INTERVENTION



Flaviana Teodosiu



Policy officer at European Commission, Social policies. European Care Strategy Challenges and policy rationale for long-term care.



Katarzyna Ptak-Bufkens (Maya Mathews)



Katarzyna Ptak Bufkens is the policy officer in the Unit in charge of Performance of National Health Systems in the Directorate General for Health and Food Safety. She works on access to healthcare, healthcare workforce and contributes to the Unit's work on the European Semester and knowledge building on health systems for Luxembourg and Spain.



Defining the tables

Defining the themes of the 21th April

Heckathon structure

*Introducing the table 12 table
moderators*

Choosing tables and select the teams

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

Table 1	'Education and Recognition' Moderated by: Walter Sermeus and Nico Decock
Table 2	'Mobility and recruitment' Moderated by: Jamie Wilkinson and Gautier Willems
Table 3	'The digital revolution and green agenda' Moderated by: Henriette Hansen and Zoi Mylona
Table 4	'Pharmaceutical care and nursing' Moderated by: Kate O'Regan and Adriano Friganovic
Table 5	'Safety at Work, balancing compromises' Moderated by: Julie Dugmore and Christine Willemse
Table 6	'Let's talk about Retention, a programmatic approach' Moderated by: Ake Boone and Ilaria de Barbieri

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

Elizabeth Kuiper



Elizabeth Kuiper is Associate Director and Head of the Social Europe and Well-being programme at the European Policy Centre.

Sponsored by





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SEE YOU TOMORROW FOR THE DEBATES