

ESNO HACKATHON – PROGRAMME & STRUCTURE

Date: Thursday 4th June – Link University Rome
Location: Via Pietro De Francisci, 152, Rome, Italy

'Mobilising Nursing Intelligence in Digital Health Transformation'

*Turning collective intelligence into practical solutions, professional
ownership, and meaningful with Value base care delivery*

INTRODUCTION

Welcome, and good to have you in our ESNO Hackathon.

You are joining the **third** step in the ESNO Digital Committee programme, leading towards publication on nurses' contribution to the digital transition in health systems. The **first** step was creating the '*Position Statement*', the **second** step was the 15th of April Webinar, and the **fourth** and final step will be the presentation of this report, where the real transition begins, with you as part of that movement.

In this hackathon, you explore with us the full journey through key angles such as innovation and co-design, education and competencies, data protection, AI in clinical practice, communication, care integration, and workforce wellbeing. Your ideas help connect these themes to what truly matters, implementation in daily practice and across health systems.

You will recognise that many strong initiatives lose momentum, not because of a lack of ideas, but because ownership and roles remain unclear. Here, your role is different. You contribute as a decision-maker, helping to shape and sustain progress while strengthening your own professional development. Ownership becomes practical, grounded in your competence, experience, and closeness to patients.

Digital health stays close to your clinical reality. It needs to work for your patients, your daily care, and for you as a professional carrying these changes forward.

With your contribution, you actively drive the progression and improvement of the digital health domain.

ESNO president, Adriano Friganovic

Chair ESNO Digital Committee, Gianluca Contre

PROGRAMME TIMELINE

8:30 – 09:00 Internal Alignment & Walk-in

Arrival of participants.

- Short collective alignment with moderators and support team to confirm roles, themes, and expectations.
- Participants are invited to take a theme table of their choice

09:00 – 09:10 Welcome & Setting the Scene

- **Ber Oomen** – overall framing and policy connection
- **Gianlucca Conte** – positioning the digital agenda

09:10 – 09:30 Vision & Way of Working

- **Arthur Olesch**

Clarifying ambition, relevance of themes, and how the tables will operate.

09:30 – 11:00 Working Session Round 1 – Exploration

- Current reality
- Gaps in nursing roles and system integration
- Experts move between tables

11:00 – 11:30 Coffee Break

11:30 – 13:00 Working Session Round 2 – Positioning & Pathway

- Where nursing should be positioned
- What needs to be done to get there

13:00 – 14:00 Lunch

14:00 – 15:00 Working Session Round 3 – Design & Proposal

- Concrete proposals
- Feasibility and system impact

15:00 – 15:30 Short Break & Final Preparation

Tables consolidate outputs and prepare presentations.

15:30 – 16:30 Table Presentations & Reflections

- Peter Preziosi and Siobhan O'Connor

Each group translates their work into two concrete deliverables with a 5-Minute Elevator Pitch (with PPT). This is not a technical presentation. It should feel like they are convincing a hospital board or policy maker.

16:30 – 17:00 Closing & Synthesis

- Gianlucca and Ber Oomen – key takeaways and next steps

Post-Hackathon Moderator Report (2-Page). After the event, each table moderator delivers a short, structured 2-page report. This is where your real value sits, especially for follow-up and policy positioning.

17:00 Full Stop & Networking Drinks

SELECTED THEMES

Theme #1 - *Innovation & co-design with industry*

Why this matters

Nurses are still too often positioned at the end of the chain, expected to “adopt” systems that were designed without them. That is where failure starts. If nurses are not structurally involved in co-design, innovation will not fit workflows, will not reduce pressure, and will not deliver value. This is directly linked to recognition. You are not recognised if you are not shaping the system.

What the hackathon should deliver

A concrete model for **nurse inclusion in design processes**, for example:

- A co-design framework where nurses sit alongside industry from concept to implementation
- A proposal for how hospitals or systems formally mandate nurse involvement
- A pilot idea where nurses co-develop a digital or clinical solution with a partner

Moderators:

Theme #2 - *AI in clinical practice*

Why this matters

AI is already entering care, but often without clear ownership. Nurses are the largest professional group using these systems daily yet rarely define them. If AI is not aligned with nursing workflows, it increases workload instead of reducing it. Inclusion here is about **control, not exposure**.

What the hackathon should deliver for example:

A tangible AI use case that:

- Improves daily nursing work (not just efficiency on paper)
- Strengthens clinical decision-making or patient monitoring
- Demonstrates measurable impact (time saved, errors reduced, patient understanding improved)

Ideally with a short description of **how nurses were involved in its design and governance**.

Moderators:

Theme #3 - *Education & competencies*

Why this matters

You cannot ask nurses to lead, co-design, or take responsibility if the system has not invested in the right competencies. At the same time, education is still fragmented and often outdated. This is where competence growth directly links to professional recognition.

What the hackathon should deliver for example:

A proposal for a **targeted competency pathway**, such as:

- A short modular curriculum (e.g. AI literacy, digital decision-making, co-design skills)
- A certification or micro-credential concept linked to real practice
- A model for continuous professional development embedded in daily work

Something that is realistic, not another abstract framework.

Moderators:

Theme #4 - *Integration between hospital and community care*

Why this matters

Care is still organised in silos, while patients move across settings. Nurses are the only consistent factor across that journey. If integration is weak, continuity breaks down, and workload increases through duplication and miscommunication. Inclusion here is about recognising nurses as **connectors of the system**.

What the hackathon should deliver for example:

A practical solution that improves continuity, for example:

- A shared care pathway supported by digital tools
- A communication or data-sharing model between hospital and community nurses
- A role definition for nurses coordinating transitions of care

The key is to show how this reduces fragmentation and improves outcomes.

Moderators:

Theme #5 - *Nurse-patient communication*

Why this matters

Even the best-designed systems fail if patients do not understand, trust, or follow care plans. Nurses carry most of this responsibility. Yet communication is rarely treated as a strategic competence. Recognition here means valuing communication as a **clinical skill**, not a soft add-on.

What the hackathon should deliver for example:

A solution that strengthens communication in a measurable way:

- A tool or method to improve patient understanding (e.g. AI-supported education, structured dialogue models)
- A way to integrate communication into digital workflows
- A proposal to formally recognise communication as a competency in training and evaluation

Moderators:

Theme #6 *Data protection & security*

Why this matters

Digital health cannot scale without trust. Nurses are often the ones explaining data use to patients and dealing with concerns. Yet they are rarely included in decisions about data governance. Inclusion here is about giving nurses a role in **how trust is built and maintained**.

What the hackathon should deliver for example:

A practical approach to safe and trusted data use:

- A framework for nurse involvement in data governance decisions
- A model for explaining data use to patients in a clear and consistent way
- A balance proposal between usability and compliance in digital tools

Moderators:

Theme #7 - *Workforce wellbeing & workload*

Why this matters

This is the reality check. If solutions increase workload or ignore staff pressure, they will fail, no matter how innovative they look. Retention, satisfaction, and sustainability are directly linked to how nurses experience their daily work. Inclusion here means designing with **real workload in mind**.

What the hackathon should deliver for example:

A solution that demonstrably improves working conditions:

- A redesign of a workflow that reduces unnecessary tasks
- A digital or organisational intervention that frees up time
- A measurable indicator set (e.g. time saved, reduced interruptions, improved shift experience)

Moderators:

Theme #8 - *Regulation and Proportionality Testing*

Why this matters

Many innovations fail not because they are wrong, but because regulation is unclear or restrictive. Nurses are often excluded from these discussions, even though regulation directly shapes their scope of practice. Recognition here is about positioning nurses as **legitimate voices in policy and legal frameworks**.

What the hackathon should deliver for example:

A clear and realistic policy-oriented output:

- A proposal to adapt regulation to enable new nursing roles or technologies
- A case example where proportionality testing supports innovation rather than blocks it
- A short policy brief that could be shared at EU or national level

Moderators: