

**ANNUAL REPORT 2018**  
**European Specialist Nurses Organisation**

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## 1. INTRODUCTION

It's our pleasure to write the introduction for the 2018 ESNO annual report, which frames the activities and achievements of the last year and outlines future activities.

ESNO emerged eleven years ago with a small membership of specialist nursing organizations. It has now grown to include seventeen specialist organizations as members or associates. It is with this growing number of representatives that the ESNO message is spreading out, allowing us to contribute to public health in different specialist nursing across Europe.

The initial priority for ESNO was to develop the first constitution to cement the foundations of the organization. Building from here, ESNO has been developing a specialist nursing framework that can, and will, be acknowledged and integrated by the member nursing professions. ESNO has fought to obtain recognition for the "specialist nurse" as a significant and standalone profession. ESNO has been working to enhance the status, by pursuing formal enquiry into whether developing an educational framework would enable entry into the Professional Qualification Framework<sup>1</sup>. As for general nurses in the member states of the EU, free movement of specialist nurses across Europe is a right for them.

The committees established in 2017, participated in three Joint Actions under the European Commission, participate in OECD activities, developed E-Books on the principles of nursing, started the educational mapping of the specialist nurse across different countries, and contributed actively in EMA working groups. These activities will be further explored in this report.

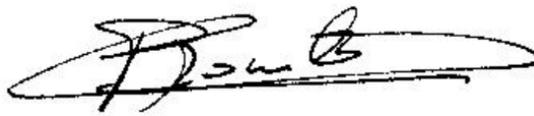
ESNO will continue to support the development of the specialist nurse role, which will ultimately positively impact on the quality of care provided to our patients. We are honoured and proud to be members of such a pioneering organization.

Brussels, October 26<sup>th</sup>, 2019



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**Adriano Friganović, RN, BsN, MsN**  
*ESNO President*



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**Patrick Crombez, AOCNS, CBMTN, MSN, RN, MPH MCA**  
*ESNO Vice-President*

## **2. ESNO TODAY AND SPECIALIST NURSING IN THE FUTURE**

ESNO has evolved from a start-up NGO 11 years ago, to a well-established European Nursing Association with an office in Brussels. In all European nations we aim to use all available means to meet the highest possible standard of care for all patients, regardless of their condition or life stage. We also uphold the culture of Europe as an open and collaborative environment and believe that borders should not be a barrier to high-quality care. We do, however, operate in a setting of increasing costs and, sometimes, a restrictive environment in prioritizing health care.

ESNO aims to be a forum to explore issues of mutual concern as well as exchange knowledge, share evidence, ideas, and generate solutions on nurse education and Evidence Based Practice. While having a great spectrum of Nurses Specialty fields, they all are involved in issues transversal throughout the specialties such as; education, clinical evidence-based practice, nursing research and development, patient safety & occupational health, management and administration and informatics which reflect current developments and European innovations and as evidenced in both.

ESNO foresees that Health economics will have more prominent position related to the financing and delivery of health services and the role of such services and other personal decisions in contributing to personal health. Today there is no common metric to measure the growth of a nurse's research field, but two alternative measures are among those that can be used to gauge the tremendous expansion of the field of nursing and healthcare economics. First, the number of PhDs awarded annually in nursing and healthcare economics has increased rapidly over time. In Europe, the number of dissertations on health economics increased eleven-fold from 1985 to 2014. By contrast, the number of dissertations in all fields of economics nursing has been increased only 2.5 times during the same period.

In this setting the nursing workforce is despite all progress under threat. Despite the willingness to give nurses a respected and well-regarded position we see a stagnation in salaries, an ageing cohort and a worrying number of nurses leaving countries that desperately need them.

However, we are glad to see nursing becoming increasingly respected as a profession, with nurses being taught and trained by nursing and non-nursing professionals and are now building a unique body of knowledge for both general and specialist nurses. As ESNO enjoys relationships with nurses from diverse backgrounds, we hope to be viewed as a hub for the exchange of best practice and evidence based across specialism.

## **3. ESNO ACTIVITIES**

### **3.1. Harmonisation of Training**

ESNO aims to complete a training framework that incorporates a recognizable set of fit for purpose across Europe. The goal is to increase the competitiveness of the specialist nurse through the creation and acceptance of this framework, which will ultimately not only positively impact the specialist nurses concerned, but also improve patient care. The aim is to come to a Common Training Framework (CTF) as recognized by 1/3<sup>rd</sup> of the EU Members States to increase specialist nurses' mobility inside the EU.

### 3.2. Accreditation

ESNO supports accrediting educational activities, such as the European Accreditation Network (EAN)<sup>2</sup> and continued professional development (CPD), to encourage specialist nurses to continually improve in their area of specialism. It is envisaged that a credit-based system will support the CPD recognition for participating nurses.

### 3.3. Common Training Framework

The role of the specialist nurse is still not homogeneously defined across Europe. There is formal training for some specialist nursing, and in some cases embedded in the national legislation however, the current recognition of specialism, and level of importance of each specialism, varies wildly from country-to-country. To support workforce mobility across European borders, transparency of roles and job requirements are needed, this can be achieved through a Common Training Framework<sup>3</sup>. In 2016, ESNO developed the first draft of a competency framework for specialist nurses, the new education committee continue with the project development.

### 3.4 Recognition and mapping study

The official recognition process for specialist nurses in Europe, under the Directive of Professional Qualification will likely be a long and challenging process. Although, recognition is on the horizon, we expect to experience additional hurdles, such as the European Proportionality Test Directive. ESNO sees this process as more than one project, due to the complexity of many specialism, national regulations, and educations and so on. For this reason, ESNO decided to take it step by step, using one specialty to set the stage with a consortium and an approach that may be followed in the future by other specialties. This consortium will develop a common training framework for diabetes nursing to set the stage.

The framework will standardize the skills and training of nurse specialists across Europe to enhance care quality, improve health care outcomes and reduce care costs. In 2017 the first step was taken, by starting the mapping process and literature review on diabetes nursing. Over the coming years ESNO has a lot of work to do, starting with Foundation of European Nurses in Diabetes (FEND) and a consortium of partners and stakeholders to seek funds. EONS (European Oncology Nursing Society) start also to strive the abstention of a CTF for cancer nursing in the frame of EU recognition of the specialty of cancer nursing. This process is still ongoing in phase 3 with discussions and lobbying on the EU level. In phase 1, a literature review was done to illustrate evidence of the contribution of specialist cancer nurses to the development of innovation processes in oncology. The mapping of the EU situation in this specialty is still ongoing.

1. [https://ec.europa.eu/education/policy/strategic-framework/skills-qualifications\\_en](https://ec.europa.eu/education/policy/strategic-framework/skills-qualifications_en)
2. <https://www.ean-portal.eu/webean/service/public/home>
3. [http://www.esno.org/assets/harmonise-common\\_training\\_framework.pdf](http://www.esno.org/assets/harmonise-common_training_framework.pdf)

### 3.5 Publishing series of books on 'Principles of Specialist Nurses in Europe'

This series shapes evidence-based practice in Europe, while also integrating lessons learned from other continents. Moreover, we hope they will help to clarify the status of the specialist nurse as an advanced practice nurse. In 2018 the first book was published and launched on mentalhealth<sup>4</sup> followed by the second edition on oncology nursing following 2019.

## 4. HEALTH THEMES

### 4.1 Vaccination

We observe too often that anti-vaccination actions, based on myths, are increasing and spreading across Europe. Therefore, we believe it is essential to actively educate and inform nurses, contribute to EU initiatives and, if possible, work with other healthcare professionals (HCPs) on the importance of vaccines. This year, ESNO took part in the World Immunization Week and contributed to the development of the Declaration on Vaccination, presentation April 2018. ESNO also participated in the European Joint Action on Vaccination, initiate a Nurses Information and Communication Guide on Vaccination and collaborated with the pharmacists' community. A call went out in the beginning of the year to read and sign-up our Manifesto on vaccination.

### 4.2 Anti-Microbial Resistance (AMR)

Microbial infections are a common issue that can be addressed by a systematic approach of using the correct antibiotic medication. However, it is devastating when such medication cannot be properly used anymore due to resistance and the most common infection becomes life threatening. Antimicrobial resistance (AMR) represents a serious public health threat, with an estimated 10 million people predicted to die globally from multidrug-resistance infections every year by 2050 if urgent action is not taken.<sup>4</sup>

Over the past year ESNO has shown support for the need to tackle AMR and concluded that – beside the abundance of activities already going on – there are not enough explicit tools to support nurses to educate, inform and communicate about the issue.

In 2017 ESNO was invited to make an editorial on AMR from the nurse's perspective in the Parliament Magazine.<sup>5</sup>

In the process ESNO was contacted by the Joint Action on AMR, creating a 'Nurses Information and Communication Guide on AMR'. In this guide ESNO wants to be realistic, pragmatic and explicit on what nurses can do. ESNO will also participate in the European AMR Joint Action (WP-8) on the Joint Action on Vaccination and will initiate the AMR-Vaccination Nurses Guide.

ESNO also wrote a Position Statement on anti-microbial resistance.

4. Tackling Drug-Resistant Infections Globally: final report and recommendations (2016) UK Review on Antimicrobial Resistance.

[https://amrreview.org/sites/default/files/160525\\_Final%20paper\\_with%20cover.pdf](https://amrreview.org/sites/default/files/160525_Final%20paper_with%20cover.pdf)

5. <http://library.myebook.com/the-parliament/amr-supplement-sep-2017/772/#page/23>

### **4.3 Nurses guide for switching to biosimilars**

In 2016, ESNO was invited to contribute to Health Care Professionals guidelines on biosimilars. This was completed in 2018 and launched in June by a press release. The guidelines will be translated into 7 languages, with an aim to translate them into every European language.

## **5. EUROPEAN HEALTH AFFAIRS**

Good health is a crucial element of European social pillars, and ESNO has experienced a significant call for participation and support for many health issues. The demand of high quality, sustainable health care is rapidly increasing due to societal expectations to reduce both the health, economic and social impacts of disease and the right citizens have to live in a safe and healthy environment. ESNO has been invited to participate in many platforms. ESNO has participated in Gastein initiative in 2018. ESNO strongly believes that health should be a top priority on the EU social agenda and has contributed in the AMR joint statement. ESNO believes that nurses play a vital role in health, which is why increasing future participation in EPHA is necessary. ESNO regards participation in the European Health Public Platform as a vital step to addressing European health issues from the nurse's perspective. It also gives opportunities to keep up-to-date on developments, as well as participate in, and influence, decisions. <https://webgate.ec.europa.eu/hpf/>

## **6. ESNO COMMITTEES**

### **6.1 Education**

The Education Committee addresses issues relating to education, recognition and practice, which is relevant to every association member and their specific specialty. They collect and gather evidence on the contributions specialist nurses make to the improvement of quality and safety of care provision. They work on a common framework that could be used by each specialty to develop a specific Common Training Framework.

They discuss and plan to do a survey next year in order to map the different nursing specialties across Europe.

### **6.2 Governance**

The Governance Committee is responsible for the development and proper implementation of rules and processes (constitution, internal regulation, code of conduct and eligibility) required to balance the participation of members, the success of the organization, its mission and goals. The constitution will be revised/changed into 2019.

### **6.3 External Relation**

The External Relations Committee cooperates with institutions to publish health related publications related to the nursing profession, such as guidelines, e-books, newsletters and annual reports for public use. Publications on specific specialist areas related to members are found on the individual member websites.

## **6.4 Congress**

The Congress Committee will plan the ESNO Congress to be organized in February 2019 with the title "The Specialist Nurse in European Healthcare towards 2030" as an answer to the rapid increasing interest of the specialist and advanced nurses' role in the European health care.

## **7. FINANCE**

As non-profit organisation, ESNO's income is mainly sourced by members fee. By a slight increased budget from members fee and activities ESNO has been able to extend activities but still, the budget is far too low to meet criteria towards a professional standard organisation but it is expected that this will change in the future, and at the same time meeting the criteria of independency.

## **8. ESNO AND EUROPEAN AGENCIES**

### **8.1 European Centre for Disease Prevention and Control – ECDC**

ESNO has had several meetings with ECDC to see where, and how, nurses can contribute to the health issues such as AMR and Vaccine. The European Centre for Disease Prevention and Control (ECDC) is an EU agency aimed at strengthening Europe's defences against infectious diseases. They provide evidence for effective and efficient decision-making, which strengthens public health systems and supports the response to public health threats. Their program touches a great number of tools for health care professionals, but in ESNO's view there could be a more specific nurses input, through nurse narratives and nurse clinical practice, competences and attitudes. We have agreed to collaborate further on vaccination and AMR events and awareness days, and ESNO will take on a number of initiatives and activities that will contribute to better health in these areas.

### **8.2. European Medicine Agency – EMA**

ESNO has increased its relations with the EMA and is now an explicit contributor in several evaluations, participating in several working groups and has created a platform of specialist groups on specific medicines. The European Medicines Agency (EMA) is a decentralised EU agency, located in London. It began operating in 1995. The Agency is responsible for the scientific evaluation, supervision and safety monitoring of medicines in the EU, evaluating and approving them before going into use by HCPs and nurses. Although it is often said that the prescribing professional is responsible for the entire process, nurses have taken increasing responsibility in recent years. Whereas in the past nurses only distributed, administered medicines, observed side effects and reported back to doctors, today their role has expanded. They participate in clinical trials, develop guidelines, contribute to adherence programs, have prescribing authority, take part in (formal and informal) decision-making processes and much more. For this reason, the nurses' input is not only relevant, but essential. For the year 2018 and 2019 we foresee a stronger and more effective collaboration with the EMA in the participation on the Health Care Professional Working Party (HCPWP) to achieve the highest possible standards in patient safety.

9. **ESNO AND LOBBYING** Over 2018 ESNO received a lot of invitations to participate in meetings, events and consultations on a variety of health fields because of the value of specialist nurses. ESNO has two representatives with TR Card a Transparency Register Card<sup>10</sup> to access the parliament building. Over 2017 we saw that more ESNO members were registering in the Transparency Register, which is good news. We often see too many vacant chairs during important meetings, left open for nurses and nurse-member representatives to participate and have their say and above all to follow the other 20.000 lobbyist in Brussels, two or three for nurses is not enough considering the fact that there are over 3.000.000 in Europe.

## **10. PROGRAM 2019 AT A GLANCE**

### **10.1 Visibility and collaboration**

- Organise and hold the second ESNO Congress in Brussels.
- Support ESNO members in their campaigns.
- Continue to open membership to wider representatives, such as hospitals and universities and even individuals.
- Participate in European health events of significance, such as Gastein.
- Establish contacts with European specialist fields not yet allied to ESNO.
- Support more nurse organisations hold their meetings at the ESNO venue.
- Collaborate with other health care professionals.
- Strengthen relations with patient organisations.

### **10.2 Governance**

- Establish a new board with clear role descriptions and areas of responsibility
- Revise the ESNO constitution and refresh internal regulations
- Establish a well operating committee structure
- Develop clear online communication and management structure
- Plan ESNO's financial future to safeguard a sustainable economic future
- Publications
- Creation of Foundation in 2019
- Start the Nurses Information and Communication Guide on AMR and Vaccine
- Develop the e-book series on specialist nurses in Oncology

### **10.3 Education and expert input**

- Establish process for developing accreditation programs
- Have more nursing activities accredited
- Further develop CTF
- Establish a well-represented Specialist Nursing Reference Group to participate in medication
- Evaluations

ESNO's activities are increasing with a lot of dynamics. To keep our followers updated in the rapid expanding European health world, the initiation of a blog was the most required initiative.

## **11. ESNO MEMBERS**

1. ACENDIO - Association for Common European Nursing Diagnoses, Interventions and Outcomes
2. EDTNA/ERCA - European Dialysis and Transplant Nurses Association / European Renal Care Association
3. EfCCNa - European federation of Critical Care Nursing associations
4. ENDA - European Nurse Directors Association
5. EONS - European Oncology Nursing Society
6. EORNA - European Operating Room Nurses Association
7. FEND - Foundation of European Nurses in Diabetes
8. IFNA - International Federation of Nurse Anesthetists
9. EAUN - European Association of Urology Nurses
10. ESGENA - European Society of Gastroenterology and Endoscopy Nurses and Associate
11. ERNA - European Respiratory Nurses Association
12. EULAR - European League Against Rheumatism / Nurses section
13. EuSEN - European Society for Emergency Nursing
14. EANN - European Association Neuroscience Nurses
15. ACOVENE - European Veterinary Nurses
16. ECCO - European Crohn's and Colitis Organisation
17. EWMA - European Wound Management Association
18. IntNSA - International Nurses Society on Addictions Europe
19. HNHPG - Haematology Nurses and Healthcare Professionals Group

## **12. THE ESNO TEAM**

- Adriano Friganović, President
- Patrick Crombez, Vice President
- Maria Teresa Parisotto, Board member
- Ber Oomen, Executive Director