



EUROPEAN SPECIALIST
NURSES ORGANISATION

ANNUAL
REPORT
2021

Introduction

To the reader.

With pleasure I present you the ESNO annual report of 2021

In healthcare, 2021 was a year still dominated by COVID-19. It became clear that healthcare professionals as nurses on the front line of a global crisis are at an increased risk of high levels of stress, anxiety, depression, burnout, addiction and post-traumatic stress disorder, which could have long-term psychological implications. In the long run, this tragic health crisis could significantly enhance our understanding of the mental health risk factors among healthcare professionals facing the COVID-19 pandemic. Reporting information is essential to plan future prevention strategies. Interventions to promote mental wellbeing in healthcare professionals exposed to COVID-19 need to be implemented immediately by training healthcare professionals on mental help and crisis management. Specific interventional research is necessary urgently to mitigate the mental health problems on healthcare workers and to help them cope with their burdens.

In 2021, despite these difficulties, ESNO continues to work on its internal structures, as well as organising congresses and activities, campaigning on health issues, and connecting with external supporting organisations. We also work to increase the visibility of ESNO and its campaigns.

Let me emphasize that all specialist nurses in executive positions at ESNO still maintain all direct patient contact and carry out clinical work. Their association work is done in their own time, on top of their regular job, and this makes me proud to work with them.

As well as providing an overview of all that we have completed in 2021, this annual report also acts as the ESNO yearbook, showing what we plan for nurses in Europe through to 2030.

On behalf of the board, the members and associates

Dr. Adriano Friganovic



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ESNO Members and Associates

The aims of associations include bringing out the best of each member, forming a community and aiming for common goals. All the members contribute with their own special skills and viewpoints. It is these unique contributions that give ESNO its strength. Therefore, it's important that as many specialist nurses and nurses' organisations connect with ESNO as much possible, and join in with its activities. Membership of ESNO means that members can make their mark, and that ESNO can invest in and support its members.

Our plans for our members are to:

- Place a stronger emphasis on the recognition process of the specialist nurses.
- Strengthen relationships with European institutions and organisations.
- Publicise our mission through the campaign 'Decade of the Specialist Nurse 2020-2030'.
- Engage with European health projects.
- Network for collaboration and communication between European Specialist Nurses Organisations and specialist interest groups in Europe.

In 2021, we had 14 member organisations and 6 organisational associate members, 20 individual associates, and informal relations with other speciality organisations, both European and global. For more details, see the end of the report.

The board

The General Assembly ESNO confirmed Alessandro Stievano as interim treasurer until the next election in April 2022. The Board of Directors includes:

- Adriano Friganovic, President
- Patrick Crombez, Vice President
- Nico Decock, Board member, lead Education Committee
- Christine Willems, Board member, member of Education Committee
- Alessandro Stievano, Board member, interim Treasurer
- Ber Oomen, Advisor & interim Executive Director

Committees

Education

The objectives, systems, schemes, concepts and education methods of Specialist Nurses vary considerably between Member States of the European Union. This variation, resulting from mainly historical reasons, has often led to an inefficient and ineffective use of human and financial resources and to a lack of integration in national education and training systems. In turn, this has contributed to the inefficient professional understanding and engagement in health workforce systems. The absence of regulation has not only affected the availability of a sufficient number of qualified specialist nurses in EU countries, but it has also had a negative impact on the provision of advanced nursing personnel with specialties in key positions in the health environment. Furthermore, the considerable variation hampers the mobility of specialist nurses within the countries of the EU. Patient care is becoming increasingly specialized and changing health needs have a direct impact on professional practice.

"If you think education is expensive, try estimating the cost of ignorance": Howard Gardner

The mission of the ESNO education committee, with a perspective towards 2020, is to make sure that qualified specialist nurses gain a certain competency level to ensure safety and quality of care and maintain this level as needs change. This level of expertise correlates with positive public health outcomes.

The committee is formed from ESNO member experts in the field of education who have created their own training framework and competence profiles. The education committee is chaired by Nico Decock and assisted by the ESNO Executive Director and delegated ESNO representative member education experts and external experts. We are at the beginning of a particularly challenging cross-European project – that of recognizing the professional practice of specialist nurses. The purpose of this innovative research project is to identify the interfaces of the specialist nurse profession across the European Union.

Microbial Focus Group

The microbial focus group is a unique group of specialist nurse professionals who have worked together for many years on events and projects, including the composition and shaping of the *Nurse's information and Communication Guide on Microbes*. This looks at the essentials on microbes and medication, with specific modules on microbes and medication, vaccines, antimicrobial resistance (AMR) and infection prevention and control (IPC). We expanded the original group goals to be more inclusive, to reflect different European regions, fields of expertise and gender. All members share a long-term ambition. The group has eight members, with an extended network behind them. The members also have significant formal relationships with highly relevant institutions related to microbes, AMR and stewardship. (AMR-S), vaccination and IPC. The four modules are available at www.esno.org/publications.html

ESNO's virtual office

Because of the travel restrictions related to the COVID-19 pandemic, and the likelihood that these would be in place for some time, ESNO kept its office virtual during 2021. Experience of online meetings during 2020 has shown that this approach can make it easier for members, stakeholders, and nurses to meet and collaborate, and that it can trigger more engagement. We will increase our online systems to keep meetings online – this will also reduce our carbon footprint – but will explore alternatives when meetings are needed. In December 2021 we started to explore the feasibility of flexible office provisions.

Administration and finance support

As the organisation's structure, finances and budgets are becoming more complex, we have continued to work with a Dutch company that provides professional association management and administration. This provides us with access to experienced professionals who can meet the Dutch financial requirements, such as tax requirements. This also allows ESNO to meet professional requirements and the requirements needed by funding organisations and means that the ESNO executives can focus on the mission and goals of the association.

Visual and social media support

We use an agency to design publications and provide support for social media and other online activities. As the organisation grows, we need to optimise online tools and ensure consistency. This requires professional support and advice.

Finance and budgets

The income from members was stable in 2021, with additional income from associate members. ESNO had a large increase in interest from organisations wishing to engage in European projects. This gave ESNO the opportunity to take part in more projects and allowed the organisation to set out criteria for new professional engagements and projects in the future. The overall budget was increased significantly through the support of five sponsoring organisations. This required the organisation to meet specific professional standards, and required collaboration with an independent accountant, BDO. The full financial overview is published on the ESNO website.

ESNO events and activities

Congress 2021

"The Specialist Nurse in European Healthcare towards 2030"

The **2019** congress was the first in a set of three annual congresses under the theme "The specialist nurse in Europe towards 2030". The 2019 congress explored the breath of the role of the specialist nurse in Europe. It used a position statement to stress the importance of harmonising both job titles and education for specialist nurses across Europe¹.

The **2020** congress reflected the role of specialist nurses from members' perspective. We also put local and national initiatives in place. All the presentations are available at www.esno-congress.eu. Following the congress, the ESNO team created a position statement² based on the outcomes of the congress. This included the importance of topics such as cross-border healthcare.

As ESNO, we call on the European Commission, national regulatory bodies, and European and national nursing organisations to contribute to an improvement of cross border healthcare and professional mobility for nurses with post-graduate training and qualifications. This is required to break through the siloes and be ready for the expectations of Healthcare 2030. By formalising these processes, we will protect the future and enhance progress. We urgently call health institutions; both regulatory and those representing national nurses, to open their doors and move beyond the status quo ([Position Statement 2020](#)).

The **2021** online congress "The Specialist Nurse in European Healthcare towards 2030" covered the roles of national and chief nursing officers, including their responsibilities for contributing advice to national authorities. It also included opportunities for delegates to network and learn from each other. The congress had a specific focus on COVID-19 and its impact on professionals, as well as issues like hazardous surgical smoke in operating rooms, and harmonisation and recognition for specialist nurses.

International Nursing Day 2021

This was a hybrid event with a small group of representatives and the technical team in Brussels, connecting with other participants. This year's event will mark the 1-year anniversary of our campaign, Caring4Nurses, which allows us to look back on the year and beyond into the future. Specialist nurses engaged in the #Hyperchats and were the VIPs.

Launch the campaign 'Decade of the Specialist Nurse 2020-2030'

Nurses are at the forefront of our healthcare system. They're always there providing vital and expert services, even under an unprecedented workload. They provide highly specialised care and even put themselves at risk to take care of us. They have proved that we can count on them, even in difficult and risky situations. Now it's time to appreciate their true value and take care of them. www.Caring4Nurses.eu - #Caring4Nurses

During 2021, a draft programme was composed, with the aim to launch in 2022 with an official moment, by preference on location in Brussels. Members are consulted and external advisory agencies will be involved.

¹esno.org/assets/files/ESNO_Position_Statement_April_2019_FINAL.pdf

²esno.org/assets/files/ESNO_Position_Statement_Specialist_Nurse_Mobility_2020.pdf

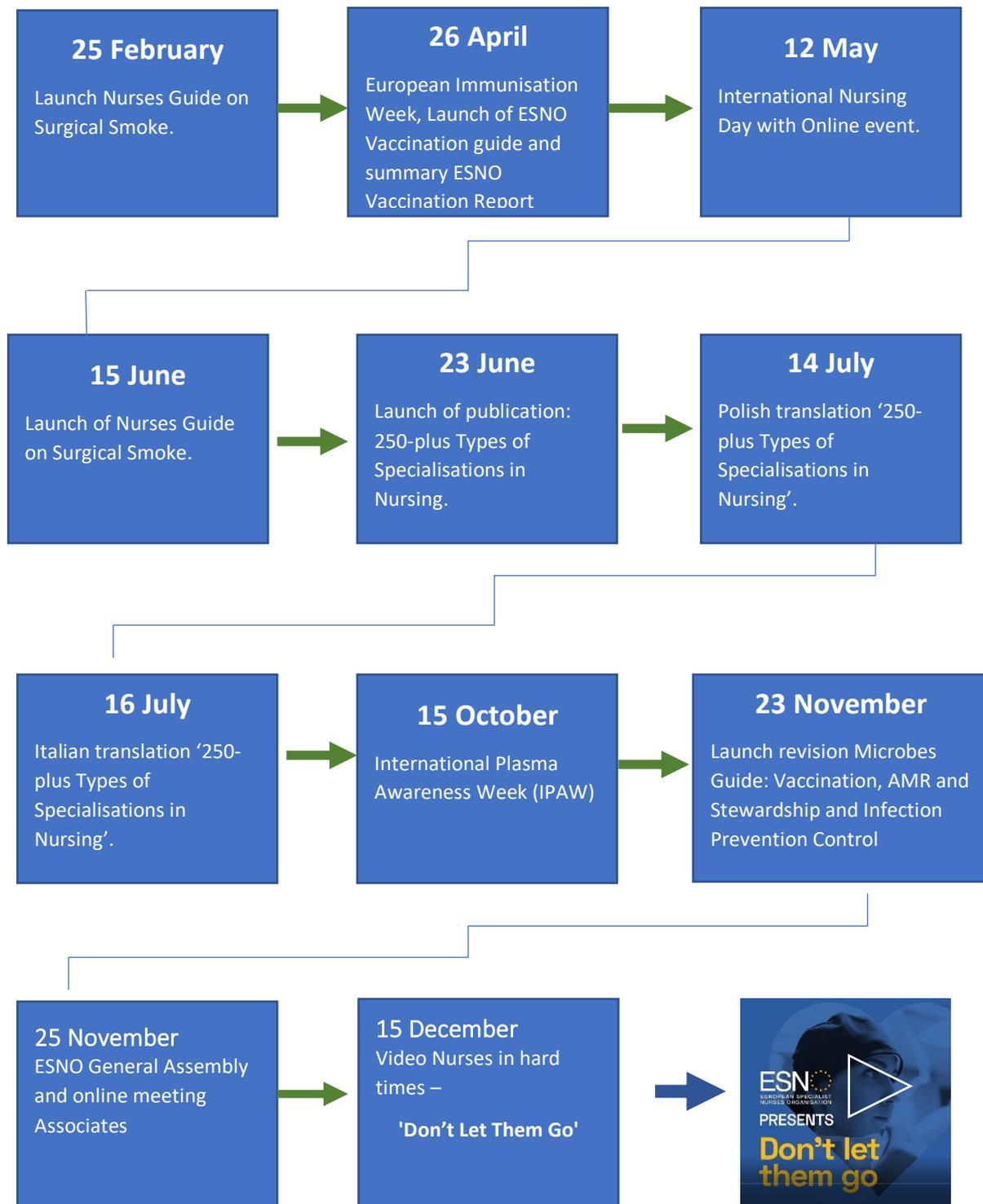
General Assembly

In November 2021, ESNO met for an online General Assembly. This allowed members to share their concerns and challenges, both from an organisational and personal perspective. Topics included a reflection on ESNO in the past, financial challenges, and the ESNO congresses over the next year.

Associate members

Collaboration with the associate members continued during 2021. The national and regional speciality networks and organisations and the individual associates are of immense importance in supporting the ESNO mission, and also delivering expertise and wisdom for programs and projects.

Activities & events 2021



Projects and health themes

Microbes – Nurses Information and Communication Guide

In May 2020 ESNO published a nurse's guide on microbes in several modules covering microbes, medication, vaccination, anti-microbial resistance and infection prevention and control. Because of the COVID-19 outbreak, the development of COVID-19 vaccines and the increased use of PPE in infection control, the ESNO team decided to separate the modules and begin updates. The updated modules on microbes and medication, vaccines, AMR and IPC were published in 2021.

Biosimilars – Nurses Information and Communication Guide

In 2018 the ESNO Biosimilars focus group created a biosimilars information and communication guide for nurses. A second edition is in development, based on new information and insights. The team is also planning online educational activities and presentations and is seeking funding and support for the new projects. A survey on Nurses' knowledge on Biosimilars was initiated for a study by FoNSE Focus Group operating at ESNO. The aim is to find out the level of knowledge nurses have acquired in the field of Biosimilar Medication.

Surgical Smoke – Nurses Information and Communication Guide

The specialist nurse information and communication guide on surgical and hazardous smoke aims to raise awareness on the topic, provide information and educational materials, and support communication and training. This guide was published in 2021.

Plasma Specialist Nurse Curriculum

The objective of this project is to support plasma donation centres aiming to develop a competency framework for specialist nurses to expand their responsibilities and become recognized 'Qualified healthcare professionals'. The framework is based on evidence-based practice roles and responsibilities based on the four pillars of advanced nursing practice that is: education, competencies, research and consultancy. www.pptaglobal.org

"Participation is the best form of education".

Participating programs and projects

Blood and Beyond

The aim of the initiative is to raise awareness of the impact of blood transfusion on patients, support networks, healthcare systems and society at large. The overarching goal is to help advance policies and practices that improve patient outcomes by optimising blood management and supporting innovation across Europe.

www.bloodandbeyond.com

European Pain Federation

EFIC (European Pain Federation) has an interprofessional approach to pain education, recognising the role played by all healthcare professionals in pain management. To date, EFIC has developed curricula on pain medicine, pain physiotherapy, pain nursing, and pain psychology. These curricula form the basis of each of our educational projects (europeanpainfederation.eu/wp-content/uploads/2019/11/EFIC-CORE-NURSING-WEB-FINAL-Published-on-website.pdf)

europeanpainfederation.eu

DISH – Digital & Innovation Skills Helix in Health

The Digital & Innovation Skills Helix in Health (DISH) project aims to bridge the "missing link" between the progressive digitalisation of the healthcare sector and the lack of eHealth and innovation skills among health and social care professionals. The goal is to allow health and social care professionals to fully benefit from the use of innovative eHealth products and solutions.

ehma.org/research-projects/digital-innovation-skills-helix-in-health/

Health workforce.

The "Support for the health workforce planning and forecasting expert network" joint tender is a new action in the field of European health workforce planning. The action is supported by the health programme of the European Union and aims to establish an expert network on health workforce planning and forecasting.

healthworkforce.eu/about-us

Falsified medication

The European Alliance for Access to Safe Medicines (EAASM) is an independent, pan-European initiative dedicated to protecting patient safety by ensuring access to safe and legitimate medicines. The Alliance was formed by a cross-section of European stake-holders from a variety of backgrounds. Its key activities include campaigning for the safer use of unlicensed or off-label medicines and the exclusion of counterfeit and substandard medicines from the supply chain, raising public awareness around such issues, and promoting effective legislation and enforcement in relation to falsified medicines.

eaasm.eu/en-gb

Nutrition

The European Nutrition for Health Alliance (ENHA) is a charity established to promote and implement nutritional risk screening and improve nutritional care for all European citizens. ENHA members and partners are key European professional societies, associations and patient groups in public health and healthcare. They work together to promote and implement nutrition risk screening and optimal nutritional care across Europe create public awareness of malnutrition/undernutrition share good practices and create innovation improve education and training in nutritional care.

european-nutrition.org/enha

Joint Action EU-JAMRAI

EU-JAMRAI is the EU Joint Action on AMR and Healthcare-Associated Infections (HCAI) that brings together 44 partners and more than 40 stakeholders. The mission is to foster synergies between EU members states by developing and implementing effective One Health policies to fight the rise threat of AMR and reduce HCAIs.

eu-jamrai.eu

Joint Action EU-JAV

Vaccination is one of the greatest public health and medicine success stories of the 20th century, saving millions of lives worldwide every year. Immunisation protects health throughout life. However, people are still dying from diseases such as measles that can easily be prevented with vaccines. EU-JAV is the EU Joint Action on Vaccination that aims to strengthen cooperation between European countries to fight vaccine-preventable diseases. EU-JAV's goal is to deliver and share concrete tools for stronger national responses to vaccination challenges.

eu-jav.com

Vaccination Confidence Initiative

VACC PACT is the Vaccination Confidence – Patients' and Professionals' Awareness, Communication and Trust Objectives. Its goals are to:

- Integrate national perspectives and gather the voices and concerns of patients, their supporting communities and healthcare professionals.
- Create a platform connecting patients, support communities and healthcare professionals in which everyone feels safe and empowered to share their views, hopes or concerns.
- Validate and/or refine the content of the toolkit, based on feedback from its target user.
- Disseminate the draft toolkit to target audiences at national and regional levels and prepare the ground for effective dissemination of the final toolkit.

www.eu-patient.eu/news/latest-epf-news/2021/recap-of-the-vac-pact-regional-workshops

EU Coalition for Vaccinations

The EU Coalition for Vaccinations brings together European associations of healthcare professionals and relevant student associations in the field. Healthcare professionals' role is to reassure people that vaccines are safe and effective. The Coalition aims to support the delivery of accurate information to the public, combating myths around vaccines and vaccination, and exchanging best practices on vaccination. In 2020, the Coalition ran an advocacy campaign to promote the uptake of vaccines among health professionals and their patients. It aimed to remind that immunisation through vaccination is the best protection there is against serious, even deadly, preventable diseases. The campaign was launched across Europe simultaneously with the European Immunization Week of the WHO Europe and re-launched simultaneously with the WHO Flu Awareness Week.

www.vaccinestogether.org/eu_coalition_for_vaccinations

Connecting Nurses

Connecting Nurses is an international project that was created for the nursing community by nursing organisations, with support from Sanofi. Its aim is to provide professional resources for its members around the world. The following organizations are working together on the project: International Council of Nurses (ICN), The Nurse Practitioner Healthcare Foundation (NPHF), Association Française pour le Développement de l'Education Thérapeutique (AFDET) and the Millennia2025 WeObservatory.

www.connecting-nurses.com

STOP Cancer at Work

The campaign focuses on getting the European Commissioner Nicolas Schmit to act to stop cancer at work by proposing or accepting legislation in the 2020 revision of the Carcinogens and Mutagens

Directive (CMD) to include cytotoxic drugs that can cause cancer, such as leukaemia, in healthcare workers and patients in Appendix I, and reprotoxins, which can harm workers' fertility, in the title of the CMD. The European Trade Union Confederation (ETUC), European Trade Union Institute (ETUI), European Public Services Union (EPSU) and European Biosafety Network (EBN) – with other partners including the European Federation of Nurses Associations (EFN), Standing Committee of European Doctors (CPME), European Cancer Patient Coalition (ECPC), European Specialist Nurses Organisation (ESNO), and European Association Pharmacy Technicians (EAPT) have joined forces to launch the campaign Stop Cancer at Work.

www.stopcanceratwork.eu

Heart Failure Policy Network

"Helping advance meaningful policy change on heart failure". The Heart Failure Policy Network is an independent, multidisciplinary platform of healthcare professionals, advocacy groups and policymakers from across Europe. It aims to raise awareness of the unmet needs surrounding heart failure and its care, and to help drive meaningful changes in policy and practice.

www.hfpolicynetwork.org/

NCD Academy

NCD Academy is a first-of-its-kind collaboration between major actors in global health to equip frontline health workers with integrated, mobile-first education on NCD care as they take on a more prominent role in prevention. Led by the American College of Cardiology, in collaboration with the World Heart Federation and NCD Alliance, and supported by Viatrix, NCD Academy has courses on cardiovascular disease and stroke prevention, cancer care and mental health.

ncdalliance.org/ncd-academy

FoNSE

During 2020, ESNO supported the creation of the ESNO foundation (FoNSE), with the specific goal to handle all ongoing and future ESNO projects. The foundation was formalised on 26 April, including the legal requirements such as the registration in the Chamber of Commerce, the opening of the bank account and the creation of the leadership structure. The website is in place, and the transfer of projects from ESNO to FoNSE has begun. The specific task is to shape and implement all projects and activities in process or scheduled for 2021 and that are entrusted to ESNO with the ultimate aim of providing relevant and high standard professional care in European health to patients and citizens.

www.fonse.eu

Publications

In the Specialist Nurse committee, there is a widespread awareness that there are far too few publications related to the role of the specialist nurses. At the 2021 General Assembly, it was agreed to increase the organisational structure and develop systems to increase evidence, carry out surveys and increase publications, including opinion papers, reports and peer-reviewed publications. We also In this also it was agreed to start discussions over the development of a science committee and to explore the feasibility of developing a journal.

Results: ESNO Survey to Nurses in Europe on Vaccination Uptake.

During the unprecedented COVID pandemic, our attention has focused on viral and other infectious diseases, and especially on vaccination. On top of this, there are also concerns over nurses' personal uptake of the influenza vaccination 'with opinions being expressed without having heard the nurse's voice'. ESNO is a strong advocate and promoter of nursing knowledge and competencies related to infectious disease transmission and vaccination, but we are also interested in whether this contributes to nurses' personal decision on vaccination uptake. In this survey we learned about personal motivation related to influenza vaccination and when available, the CCOVID-19s vaccine, and how this relates to specialist nurses' professional activity and training needs.

Nurses' Information, Education and Communication Guide on hazardous surgical smoke

The health and safety of nurses and other health professionals is supported and protected at work by employers, institutions and European legislation and regulations. Health and safety protection covers a range of areas, such as violence, mental health, sharps, chemicals, toxic medications such as cancer drugs, and surgical smoke. 'Hazardous surgical smoke: Nurses' Information, Education and Communication Guide' is the first of a series of eight guides to safety at work. This guide provides information for nurses on the full impact of surgical smoke, with a particular focus on nurses and other healthcare professionals working in the operating room.

Springer – Principles of Specialty Nursing

The role of the specialist nurse in Europe is still not clearly defined. Even though there have been formal training programs – e.g., for nurse anaesthetists, operating room nurses, intensive care, oncology nurses and mental health nurses – for years now, the practices, status, duration and content of training can vary greatly from country to country. Therefore, there is a need to establish European evidence-based practice based on different clinical experiences. This series, which encompasses textbooks for each specialty, shapes evidence-based practice in Europe, while also integrating lessons learned from other continents. Moreover, it contributes to clarifying the status of the specialist nurse as an advanced practice nurse.

www.springer.com/series/13892

In progress: Dialysis and Renal (EDTNA/ERCA) Care and Endoscopy (ESGENA)

Position Statements

Opinion paper :250-plus types of specialisations in nursing from a 'generic nurse shortage' problem to Specialists nurse opportunities.

This paper aims to look at the shortage of nurses in the context of today's health crisis and to discuss the solutions in reach. As a start, lets end thing as a generic 'Nurse Shortage' but address a specific critical health staffing issues as logic result on the decade on policy of reducing nurse staff to tackle health budgets, lack of recognising the specialist nurse, no reasonable reflection of their work on remuneration and non-investment in career opportunities. [LINK](#) and in [POLISH](#) and [ITALIAN](#)

English: [www.esno.org/assets/files/250%20Types%20of%20Specialisations%20in%20Nursing\(23-06-2021\).pdf](http://www.esno.org/assets/files/250%20Types%20of%20Specialisations%20in%20Nursing(23-06-2021).pdf)

Polish: www.esno.org/assets/files/250%20Types%20of%20Specialisations%20in%20Nursing_PL.pdf

Italian: www.esno.org/assets/files/250%20Types%20of%20Specialisations%20in%20Nursing_IT.pdf

Position statement: The fourth wave, healthcare at breaking point.

Specialist nurses respond to unvaccinated European citizens: health systems diagnosed with COVID-19.

Because of further surges of COVID-19 patients admitted to hospital with severe health problems and a large percentage of patients ending up in intensive care units, specialist nurses have become concerned, especially those working in ICUs. Since the beginning of the COVID-19 pandemic the impact of previous waves were substantial for both nurses, patients and their families.

www.esno.org/assets/files/ESNO_Position_Statement_COVID_forth_wave.pdf

About ESNO

WHAT WE DO

ESNO promotes and represents the interests of Specialist Nurses in Europe. Through collaboration with stakeholder organisations and utilising advanced science, we pursue recognition under the Directive of Professional qualification. We contribute to effective co-operation between health professionals, organisations, institutes and agencies, thus setting professional standards for education and continuing development.

HOW WE WORK

ESNO implements long term strategies and policies to cohesively advance professional development and health projects in Europe. We achieve this through consultation with member colleagues and management associates. Through this cooperation we participate in a number of European Union institutions, forums and platforms, often with our partners in the health workforce.

OUR NETWORK

Our network consists of a large variety of nursing field specialisations such as clinical work, research, education, leadership and standardisation in hospitals, community and universities. We, and our colleagues, consult and cooperate with healthcare professionals such as medical practitioners, pharmacists, occupational therapists, management and nursing associations in Europe and globally.

Overview of members

1. EDTNA/ERCA - European Dialysis and Transplant Nurses Association / European Renal Care Association
2. EfCCNa - European federation of Critical Care Nursing associations
3. ENDA - European Nurse Directors Association
4. EORNA - European Operating Room Nurses Association
5. FEND - Foundation of European Nurses in Diabetes
6. IFNA - International Federation of Nurse Anesthetists
7. EAUN - European Association of Urology Nurses
8. ESGENA - European Society of Gastroenterology and Endoscopy Nurses and Associate
9. EULAR - European League Against Rheumatism / Nurses section
10. EuSEN - European Society for Emergency Nursing
11. EANN - European Association Neuroscience Nurses
12. ACOVENE - Royal College of Veterinary Surgeons
13. EWMA - European Wound Management Association
14. IntNSA - International Nurses Society on Addictions Europe

ANNEX

ESNO sources of income

Industry ¹ related income ² 2021 (15-6-2022)		
Name of company/ funder	Amount of income	% of overall organisation's income
PPTA	€ 12.500	7%
Johnson & Johnson	€ 8.000	5%
STRYKER	€ 8.000	5%
Medicine for Europe	€12.500	7%
Sanofi	€ 65.000	37%
Viatrix	€ 41.488	24%
Springer Verlag SAS	€ 1.000	1%
EFPIA	€ 16.300	9%
Subtotal:	€ 164.788	94%

Non-industry related income		
Source of funding ³	Amount of income	% of overall organisation's income
Full Members	€ 9.000	5%
Individual Associates	€ 1.150	1%
Organisational Associates		
FoNSE		
<i>Add lines as necessary</i>		
Subtotal:	€ 10.150	6%
TOTAL⁴:	€ 174.938	100%



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