



ANNUAL REPORT

2023

BRUSSELS 30-09-2024

PRELUDE MESSAGE

In this message, we wish to remain our remembrance to the health professional and especially to the nurse, giving their best during the COVID pandemic, with the emphasis on the pre-vaccination stage. Providing care and comfort, risking their lives and careers. This impacting their personal lives but also their families, as they were not certain what would happen during the time of the spreading of the pandemic. Our hearts also go out to all professionals, who had to care for the colleagues during the crisis and making the ultimate sacrifice for those losing their lives.



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INTRODUCTION:

“Dear reader, it please me to present the ESNO 2023 annual report!

The year 2023 was still marked by the ongoing post-COVID recovery. It is essential to note that the full extent of its impact is not yet fully understood, especially concerning the decline in the nursing workforce, reduced numbers of new students, and challenges in retaining early-career nurses. Additionally, the backdrop of economic issues within health institutes further complicates matters. While we often refer to these issues as challenges, they are significant problems. We have observed an increase in private equity investment in the health sector, partly due to the implementation of a single market in health. While this has its benefits, particularly in terms of technological advancements, investment in education and career development for nurses has been disproportionately low.

Looking ahead, we anticipate significant efforts will be required to address the challenges facing the nursing profession, particularly from the non-profit sector. ESNO aims to lead by example, not only through observation but also through proactive engagement in advisory bodies, participation in projects, and organizing key events to develop concrete proposals. One of the most pressing issues is the shortage of nurses, coupled with a concerning decrease in the number of students entering nursing education programs. Moreover, there is a high attrition rate among graduates, with many leaving the profession after only a few years. Despite attempts to recruit nurses from outside Europe, the numbers fall far short of the required levels to meet the minimum standards of patient care. This shortage is particularly evident in the care of chronic and elderly populations, where the complexity of care demands a sufficient number of medical professionals, which is currently lacking.

Nurses are under immense pressure due to the abnormal working conditions, making it challenging to meet the minimal standards set by European regulations, such as those outlined in the OSHA context. These unmet needs have led to various responses from nurses, ranging from quietly leaving the profession to becoming assertive and even rebellious. However, the latter response is often misunderstood, with some viewing it positively as a catalyst for change, whereas others perceive it as disruptive, particularly within the constraints of budgetary considerations and the need to maintain working conditions. The stress levels experienced by nurses are detrimental not only to their well-being but also to patient care, with patients being the primary victims of such circumstances.

In 2023, efforts were focused on creating solutions and taking constructive steps forward. This report reflects our activities and serves as an initial response to the challenges ahead. We believe that the first three years has been a year of 2023 highly significant. With this report, we wish to give a pleasant and an inspirational reading”.

Dr Adriano Friganovic,
ESNO president



GOING BACK FROM 2020–2023

The year 2023 was significant within this theme, marked by a multitude of events and activities aimed at synergizing substantial information for the elected members of the European Parliament and health institutes such as DG Sante, DG Employment, and the European Economic and Social Committee. We maintain close communication with the representatives to work collaboratively towards a report and declaration to present to the European Commission and members of the European Parliament. With this year ending, we also ended the first third of the ESNO campaign, started on 12 May 2020, as a result of the year of the nurse and the state of immense tragedy during the COVID-19 pandemic, with a massive impact on health, patients and health workers at all levels. We still have not recovered from this, but in parallel, we have shown resilience. We had to accept that many nurses left the profession and that fewer new students chose a nurse career or were in health, but at the same time, those still active in the field stepped up. We saw an increase in advancement specialities, more PhDs entered the clinical level, and the level of [academics](#) rise. We see that more organizations developed, wishing to join the ESNO nurse community, wishing to become active in policy, at the local level until Europe and globally.

THE WAY FORWARD

For the next two years, we expect to have all developments well mapped and explored to ensure that ESNO and its partner organizations are working towards sustainability, with all aspects related to each other. A negative impact is foreseen: some activities requiring on-location presence at external sites will be reduced, but online activities will remain active. The focus for 2024 and 2025 will be to strengthen the internal and operational organization

THE ESNO ORGANISATIONS LEAD TEAM

THE BOARD

- ✓ President: Adriano Friganovic
- ✓ Vice President: Patrick Crombez
- ✓ Treasurer: Alessando Stievano
- ✓ Board members: Nico Decock
- ✓ Board members: Christine Willems
- ✓ Executive Director: Ber Oomen

POLICY OFFICER TEAM

- ✓ Joséfine Declaye (lead)
- ✓ Kristian Civka
- ✓ Panagiota Tsikala
- ✓ Tihana Gašpert
- ✓ Maddalena de Maria

SCIENCE AND EDUCATION COMMITTEES

- ✓ Chair: Vedrana Vejzovic'
- ✓ Secretariat Science: Biljana Kurtovic
- ✓ Secretariat Education: Ber Oomen

ADMINISTRATION:

- ✓ Samira Bellali
- ✓ Marielle van Teeffelen

FOUR MAJOR ESNO EVENTS

ESNO WORLD CAFÉ 24-15 APRIL

In April, we successfully organized a World Café with approximately 100 attendees, including a wide variety of representatives. These ranged from clinical nurses and high-level nurse representatives from European organizations to representatives from DG Sante, DG Employment, the European Economic and Social Committee, and representatives from European networks and alliances within the European health ecosystem. Additionally, we had representatives from health workforce programs under Erasmus Plus, such as EUVECA and BeWell. Furthermore, representatives from organizations supporting mobility and recruitment were present.

We selected a series of themes on the basis of the most urgent and pending issues, and insights were gathered through the World Café structure. However, shortly before the start, it was decided to use the hackathon structure instead. This meant that for each topic, a theme was developed, leading to concrete proposals with cross-pollination among different tables. The outcomes were collected and summarized, leading to a second consultation round during the ESNO congress.

INTERNATIONAL NURSING DAY – 12 MAY

Launch the 'ESNO Nursing Pool'.

This day marked a historic moment in the European Nursing ecosystem, as it opened a portal for nurses to voice their opinions. This allows nurses not only to participate in surveys but also to initiate surveys themselves. The goal of this platform is to engage European nurses across all specialties. This initiative is a response to the fact that data collected by the OECD, Eurostat, and WHO are often based on information provided by nations, which is typically generic and relies on data from two years ago. Given the crisis in the healthcare workforce, it is crucial to have more detailed and recent data, directly from the European nurse community itself. The initiative was launched in collaboration with DG Sante at the European Press Club.

ESNO ANNUAL CONGRESS JUNE 2023

The 5th ESNO Congress, which takes place in Brussels, aims to connect as much as possible with stakeholders in the European health ecosystem and involve them in the ESNO vision, mission, and activities. The event featured a multitude of abstracts and successful expositions during the sessions. The last day mirrored the success of the World Café, extending it to the congress with a hackathon on the basis of the outcomes of the World Café, focusing this time on the six megatrends in health. Feedback was collected and embedded in the end report and the composition of the ESNO declaration.

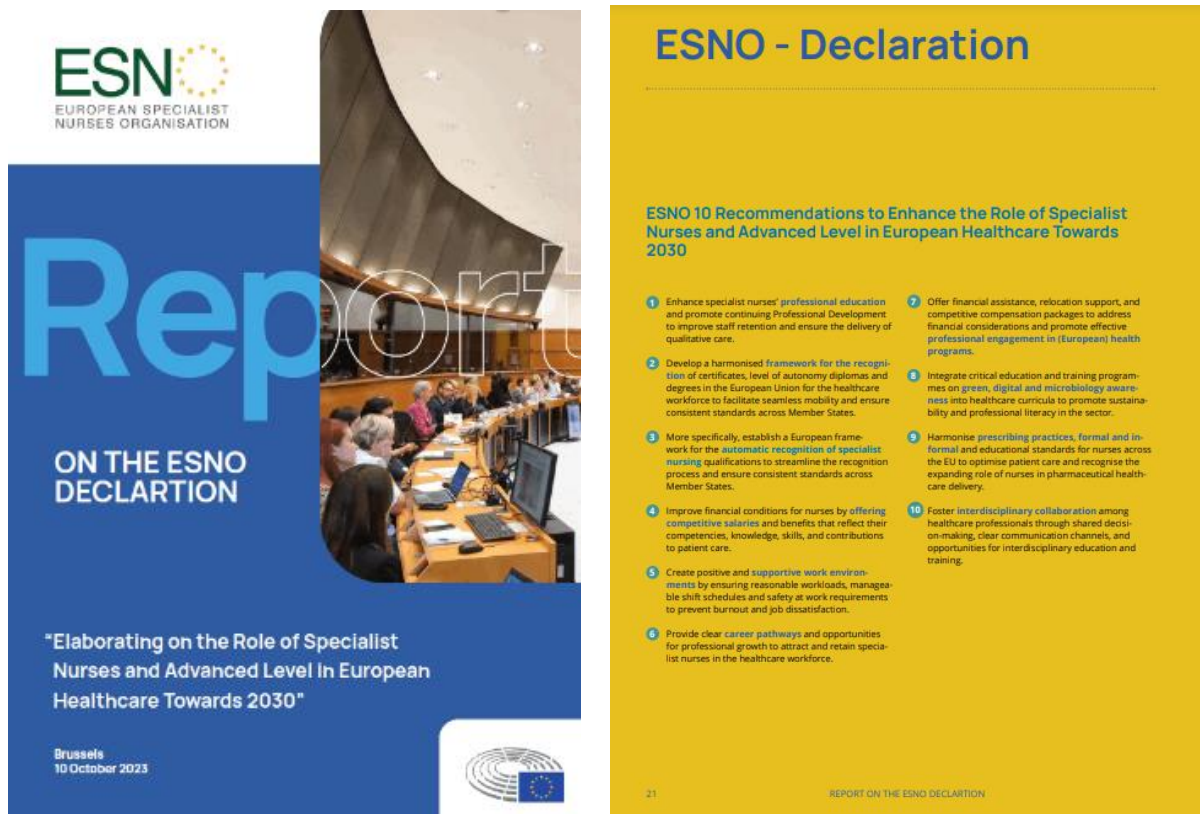
ESNO IN THE EUROPEAN PARLIAMENT.

On the 10th of October, the first ESNO event took place in the European Parliament, with ESNO members, associates and an immense number of representatives from the European health ecosystem, both public and private. The event was opened by the ESNO president and hosted by MEP Istvan Ujhelyi, giving an impressive speech to support the ESNO mission followed by Maya Mathews of the European Commission. After the series of presentations by ESNO member organizations and

stakeholders, the declaration was launched and opened for signing. For the event, we had 65 participants present in the European Parliament.

The event was also the moment, to award the first ESNO fellows, with Maya Mathews and Istvan Ujhelyi as ‘Honorary fellows’. The full report of the event is available at [LINK](#).

Following the declaration, a portal was opened to collect signatures. See Annexe the ESNO Declaration on the Specialist Nurse.



NEXT, ESNO CONGRESSES AND EVENTS.

During the event in Brussels, it also became clear that it was also time to be more visible and present in the European regions, and the first next ESNO congress will be in Milan summer time. The Italian nurses’ organization will act as a cohost of the event.

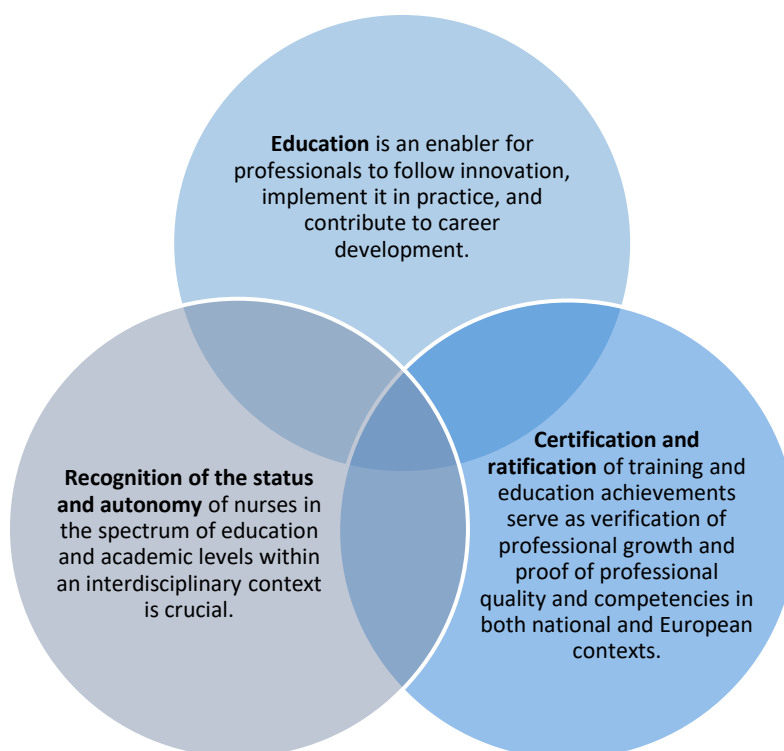
EDUCATION, CERTIFICATION AND RECOGNITION: THE 'SENSE OF PURPOSE'

During meetings with representatives of the European Commission and members of Parliament, discussions focused on the relevant question of what ESNO and its constituencies can do to change the curve of the outflow of nurses. Despite these discussions, the nurse shortage remains unchanged, and one key factor is that education remains high on the list of priorities for clinical nurses during their career pathways. It is essential that their achievements are ratified and have value across nations and beyond and that their competencies, experiences, knowledge, and academic degrees be recognized. Additionally, their autonomy must be valued to ensure that they contribute to safe and high-quality health provisions. Personally, this leads to the desire for their work to have a sense of purpose.

Education and science: Three pillars

- **Education** is an enabler for professionals to follow innovation, implement it in practice, and contribute to career development.
- **Certification and ratification** of training and education achievements serve as verification of professional growth and proof of professional quality and competencies in both national and European contexts.
- **Recognition of the status and autonomy** of nurses in the spectrum of education and academic levels within an interdisciplinary context is crucial.

During the end-of-year evaluation, it was proposed to start an exploratory study on the relevance of certification, based on studies, data, and feedback from ESNO members and constituencies. This will set a foundation for an in-depth study and working program and execute during 2024.



COMMITTEES

SCIENCE AND EDUCATION COMMITTEE

This year, the ESNO science and education committee was revised and transformed into two subgroups. One in the science section is related to publication and the scientific domain, and the other is related to education and training. A program is in process and will be published early in 2024. The lead of the program is Vedrana Vejzovic, with Biljana as the extra lead in the science domain and Ber Oomen in the education domain. In Science, we foresee activities related to the data collection process, methodology and protocols, publications and certification in the European context. For Education, we foresee activities on issues such as the following: Vaccination – Influenza, Infection Prevention Book – Springer, Health Failure – Competence Profile, Virtual Reality – Erasmus Plus Program and Clinical Trials. Shortly after 2024, further development of the committee will take shape.

MICROBIAL ISSUE

Overall concerns about health threats include many challenges related to hygiene and infections, which depend on the use of medication and the prevention domain. A key component of the ESNO programmatic health issues is infection prevention and improved use of medication. For this purpose, the relevance of the ESNO focus group is increasing, and for 2024 and forward, we expect an increase in the relevance of this focus group.

IN PROCESS: DIGITAL WITH AI AND ENVIRONMENT

Throughout 2023, ESNO received numerous invitations to participate in initiatives related to the digital and AI domains, although many were still in an abstract stage. Unfortunately, ESNO could not fully engage, as the formation of a dedicated committee had not yet been fully realized. This was also true for climate and environmental concerns, where healthcare professionals, particularly in clinical settings, recognize the significant issue of waste. While there are many opportunities to address this problem, the ideas and proposals presented were still somewhat vague. Nevertheless, they were substantial enough to warrant further development, with the aim of establishing formal frameworks and initiatives in the coming years.

ESNO- AND EU-FUNDED PROGRAMS

Since 2022, the ESNO has been a formal stakeholder in two Erasmus plus projects. This is related to the education and skills development of health professionals in the nursing domain.

EUVECA

EUVECA is an ERASMUS+ project designed to support the development of future-oriented skills within the health and care sector. At the heart of the project is the creation of 7 European Regional Vocational Excellence Hubs, which will collaborate via a European Platform for Vocational Excellence in Health Care. [LINK TO PROGRAM](#)

BEWELL

A project to promote the upskilling and reskilling of the European health workforce. Over the next four years (2022--2026), we will develop a green and digital skills strategy for health ecosystems that can be implemented at the local, regional, national, and ultimately European levels through the Pact for Skills. [LINK TO PROGRAM](#)

PROJECT AND PROGRAMS WITH THE PRIVATE PARTNERS

As the health crisis is growing, related to the impact on health systems and the demand for nurses to become actively engaged in challenges, ESNO also contributes to programs and projects from the private sector. The ESNO is not only a contributor to health themes, such as infection prevention and vaccination but also related to the aging population, chronic diseases and other urgent health topics, with which private partner organizations are engaged.

In parallel, we also welcome private partner investments in nurse education, training continuing professional development and well-being. In combination, investing in education, training, and continuing professional development are also related to enabling full expert and competent program engagers, which implicitly relates to job satisfaction and a positive attitude toward the profession. This ultimately leads to retention and positive professional mobility. This is not only mobility at the local level, within hospitals, between hospitals but also gaining experience from cross-border exchange.

The ESNO sees this engagement as a joint effort to invest in European health, with a scope in the long term.

MEETINGS WITH EU INSTITUTIONS

RELATION AND MEETING AT THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE

In the second of May 2023, the director Ber Oomen took part as speaker in the **Day of the Liberal Professions 2023: "Fostering skills and delivering the Green Deal" related to the health professionals**. In this event, elaborations were addressed on the relevance on nurses engagement, and include them in the programs and projects, as there are many projects on waste management and the climate challenge.

The eight of November 2023, a meeting to place with the EESC, on updating each other about progress and projects related to the health workforce. This meeting took place with the president of the European Nurses Student Association.

MEETING THE DG EMPLOYMENT

On May 12, 2023, a joint meeting was held at the office of the Directorate-General for Employment, Social Affairs, and Inclusion (DG Employment), focusing on the European Union's Skills Agenda program. The meeting highlighted the importance of equipping the European workforce, particularly within the healthcare sector, with the skills necessary to address current and future challenges. This agenda aims to ensure that workers, including nurses and healthcare professionals, can adapt to evolving demands, enhance their competencies, and contribute effectively to the resilience and sustainability of Europe's health systems.

MEETING WITH DG SANTE

Throughout the year, various meetings were held both in person and online to review programs, activities, and their connection with ESNO. A significant issue remains the gap between real health threats and crises, particularly nursing shortages and personal challenges, and more abstract discussions at policy panels and meetings. While we witness impressive meetings and ambitious plans at the European policy level, the contrast with the challenges faced at the clinical level is stark. This disconnect underscores the importance of making these meetings relevant and constructive.

MEETING AT THE EMA

In December, ESNO participated in stakeholder meetings alongside professional and patient organizations. As the representative organization for nursing professionals, ESNO played a key role in discussions regarding the progress of the European Medicines Agency (EMA), addressing both its ongoing initiatives and the challenges facing the European medical sector. For the nursing profession, two critical issues are at the forefront: medication shortages and the growing importance of biosimilars. These topics are vital for ensuring the continuity of care and the accessibility of essential treatments, areas where nurses play a pivotal role.

MEETINGS OF RELEVANCE IN PARIS 01 SEPTEMBER 2023

McKinsey. In the first of September, ESNO representatives had a special meeting in Paris with the OECD and McKinsey. This was a result of discussions that started during the ESNO congress in April 2023 in Brussels, where both organizations were invited to give a presentation. Both organizations had a special interest in collecting data and providing advice to health organizations, both public and private. The outcomes of the presentations were similar, although from different perspectives. McKinsey's presentation focused on the health workforce and the results of a survey on what factors help retain nurses in their jobs.



The OECD provides extensive data and statistics about the nurse workforce in terms of stock, supply, and demand.

OECD. What they both had in common was addressing the nursing data as a container concept, without the distinction of specialties, health domains, disciplines, expertise, sector and so on. In the internal nursing domain, addressing these distinctions is crucial. The question posed to both organizations was why these distinctions were not included in their data, research, and presentations, while being slightly more specific could lead to better policy proposals. The discussions were very insightful for both parties, and a follow-up was scheduled in due course.



ESNO AT THE GLOBAL HEALTH FORUM

In October, the ESNO participated in the Global Health Forum, which featured a substantial number of sessions focused on health-related topics. The presentations included both encouraging developments and concerning data, which ultimately strengthened the mission of the ESNO and facilitated the establishment of new relationships. A notable example discussed was "The German Case," highlighting the position of nurses in Germany, with particular emphasis on specialists and those with academic training. Two key statistics underscored this message:

- Only 1.74% of nurses in Germany have received academic training;
- 7% less started their career in the nursing and care domain
- 30% leave vocational training without finishing it
- A staggering 83.3% exhibit a medium to low degree of digitalization.

[These figures were raised in ESNO during events and meetings, and they also serve as exemplary data for other European regions. ESNO emphasizes that blaming and shaming nurses is not helpful.](#); when they are structurally excluded from education, they have no recognition of achievements and do not facilitate in-thems or hours. A crucial call for investment is needed.

ESNO AND THE EUROPEAN NURSES COMMUNITY IN GROWTH.

NEW MEMBER APPLICATION PORTAL

The ESNO has started to install a new application system for nurses to engage in the ESNO and become a part of the nursing community to contribute to activities but also be informed about policies and politics. The application is free for individuals, with the criteria that each two years, the status [needneedsneed](#) to be verified. The portal is expected to be fully operational beginning in 2024.

ORGANISATIONAL ASSOCIATES

The portal is also open to organisations, not only those specific to the member spectrum of the ESNO but also those wishing to have a stronger role in the nurses' community and willing to engage in programmes and projects.

NURSE PARTNER ORGANISATIONS

By its character, the ESNO already has a long-term relationship with colleagues' nurse networks and communities on the basis of not only organizations but also personal connections. During 2023, a series of meetings (formal and informal) took place, and it was agreed that we stay tuned, share events, be present at each other's congresses and find a way to relate, both formal and informal. The key motivator that binds and connects is overall related to science, research, publication, education and innovation in general. This is based on the level of competences, titles and education and on the level of clinical expertise. With respect to the partners, three organisations have a key position in strengthening relationships.

- ICN/ANP,
- Sigma Theta Tau
- EANS

ESNO AND EXTENDING NETWORK

On the basis of current dynamics, we are witnessing an increasing number of requests to connect with the ESNO. An **intriguing development is the heightened interest from the Balkan region**, which is progressing at a rapid and constructive pace. This growth is not only beneficial for health outcomes but also enhances representation within the broader European context. We anticipate that, in the coming years, this region will increasingly emphasize the strengthening of eHealth systems as well as their representative role in the European demographic and geographic landscape.

Another noteworthy trend is the growing interest from **National Nursing Associations** seeking to connect with the ESNO. This interest stems from the ESNO's inclusive culture and its commitment to making a meaningful impact on health across all domains, including primary, secondary, and tertiary care. As a result, we foresee a strengthening of initiatives and projects focused on elderly individuals and chronic care, along with a renewed emphasis on community care.

EUROPEAN HOUSE OF NURSING

By increasing and stabilizing members and mapping the vastness of European nursing organizations and embracing them in the ESNO community, they can be able to window their voice and work in the European health ecosystem and connect them with programs and projects.

The European Specialist Nurses Organisation (ESNO) aims to connect and strengthen European nursing organizations across all specialties and advanced levels regardless of nationality, expertise, and regional networks. Our goal is to provide the European policies and programmatic activities for the next European Commission mandate with advice, experience, and expertise.

Until now, the provision of expertise has been fragmented, ad-hoc, not substantial enough nor timely, and often insufficient. As a result, the concerns and needs of nursing staff were not considered in the legislation. Today, more than ever, specialised, and advanced nurses are at the limit of their capacities throughout Europe, a situation that has worsened over the years.

The European Specialist Nurses Organisation wishes to propose the establishment of the European House of Nursing. A platform organized and managed by European nurses to provide expertise about nursing and care workers for the years to come.

- ✓ Provision of expertise and experience to policy makers.
- ✓ Capacity building and promotion of a sustainable and strong European health workforce,.
- ✓ Coordination of research projects to improve the European Health Economics.
- ✓ Provision of collective data for science and research.
- ✓ Harmonisation and recognition of diplomas, degrees, and certification across the European Union.

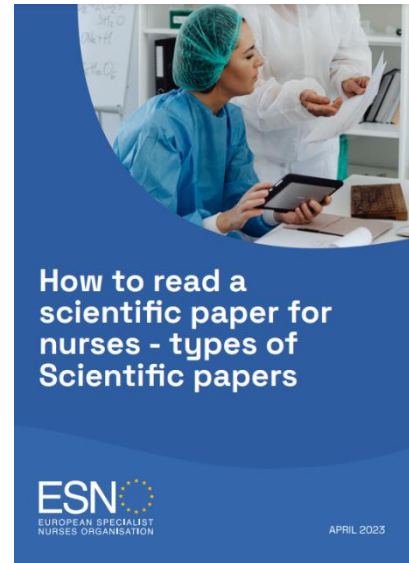
During 2023, the proposal has taken shape, and it is foreseen that in 2024, this concept will be further developed into a concrete proposal by the end of 2024. Discussions with key health organizations in Brussels will explore their interest and willingness to accept this concept, whereas nursing organizations, networks, and communities will be engaged to gauge their interest in participating in events related to the proposal.

PUBLICATIONS

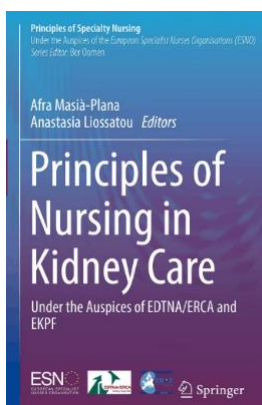
HOW TO READ SCIENTIFIC PAPERS.

This publication, released in April 2023, is designed for nurses who wish to learn about the ins and outs of scientific papers while also encouraging their engagement in the scientific domain of the nursing profession. The guide is available in Italian, English, and French.

"As Chairman of the ESNO Education and Science Committee, I am pleased to introduce the guide by Luigi Apuzzo, Elena Brioni, and Cristiano Magnaghi. Understanding how to write scientific papers is essential for developing the critical thinking needed to assess the relevance of publications. This intellectual curiosity drives the evolution of professional practices in terms of quality and safety. These skills also enable us to discuss and implement strategies to optimize care. Just as healthcare professionals require training before providing patient care, reading and analyzing scientific publications requires a basic understanding of research methodology. This helps objectively evaluate data and build the skills needed to conduct our own research. The European environment offers valuable opportunities to exchange and share best practices across different professional cultures. While the leadership of specialist nurses is evident, it is not always reflected in policy. We must make our contributions visible, combining expertise and reflective approaches. On behalf of the ESNO Education and Science Committee, I congratulate the authors on this significant paper." Nico Decock, Chair of the ESNO Education and Science Committee



TRANSLATION BIOSIMILA GUIDE IN SPANISH



SPRINGER EDITION IN SPECIALISTS NURSES

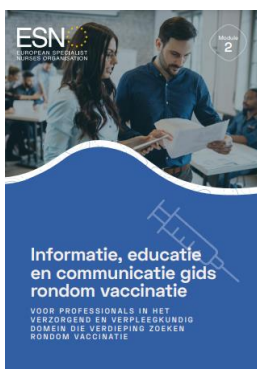
Endorsing Publication of EDTNA: Principles of Nursing in kidney care:

VACCINATION

The screenshot shows the Sage Journals website interface. At the top, there is a search bar with the text 'Search this journal' and 'Enter search terms...'. Below the search bar, there are navigation options: 'Browse by discipline' and 'Information for'. The main header features the journal title 'International Journal of Care Coordination' and the impact factors 'Impact Factor: 0.8 / 5-Year Impact Factor: 1.1'. There are buttons for 'JOURNAL HOMEPAGE' and 'SUBMIT PAPER'. Below the header, there is a section for the article 'Nurses' roles, views and knowledge regarding vaccines and vaccination: A pan-European survey' by Ysanne de Graaf, Ber Oomen, and Hubertus Johannes Maria Vrijhoef. The article is marked as 'Open access' and 'Research article', and was first published online on October 17, 2023. The DOI link is provided: <https://doi.org/10.1177/20534345231207527>. At the bottom of the article preview, there are icons for 'Contents', 'PDF / ePub', 'Cite article', 'Share options', 'Information, rights and permissions', 'Metrics and citations', and 'Figures and tables'.

Nurses' roles, views and knowledge regarding vaccines and vaccination: A pan-European survey. Link to open access: <https://doi.org/10.1177/20534345231207527>

As many recognize, nurses play crucial roles as professionals and competent responders in pandemics, providing essential patient care and playing a pivotal role in public education about vaccination. Understanding their perspectives and knowledge of vaccination is crucial for shaping effective policies, gaining public support, and addressing vaccine hesitancy. This study aims to explore these aspects among nurses across Europe, providing insights into their preferences and the factors influencing their views on influenza and COVID-19 vaccination policies. The study surveyed nurses across Europe to assess their knowledge, attitudes, and preferences regarding vaccination. Most nurses reported a moderate level of understanding of vaccines, the immune system, and pathogens. While they generally support voluntary influenza vaccination for healthcare workers and vulnerable groups, there is stronger support for mandatory COVID-19 vaccination. The country where nurses were employed significantly influenced their preferences for vaccination policies. Nurses expressed a need for improved public perception of vaccination and continuous, free nursing education to increase their participation in vaccination programs and better prepare for future pandemics. These findings underscore the importance of nurse-specific data in informing vaccination strategies and policy decisions, highlighting the critical role of nurses in healthcare delivery during public health emergencies.



THE DUTCH VERSION OF THE NURSES' GUIDE ON VACCINATION

COALITION ON VACCINATION: IMMUNION

<https://coalitionforvaccination.com/>

In the public domain, under the auspition of the European Commission DG Sante, ESNO plays an active role in increasing awareness related to vaccination. The ESNO's contribution to the Coalition for Vaccination has been instrumental. The Coalition, formed by European healthcare professional associations and relevant student bodies under the auspices of the European Commission in 2019, builds upon the Council's 2018 recommendation for enhanced cooperation against vaccine-preventable diseases. Its primary objectives include disseminating accurate information to the public, dispelling vaccine myths, and facilitating the exchange of best practices in vaccination. The Immunion project significantly bolstered the Coalition for Vaccination and fostered closer collaboration among its members. The efforts of the ESNO have enhanced the visibility and engagement of the Coalition within broader vaccination networks. Moreover, the project has improved healthcare professionals' access to validated vaccination resources and materials, including those developed collaboratively within the Coalition.

STEERING GROUP ON INFLUENZA:

<https://www.vaccineseuropa.eu/partnerships/steering-group-on-influenza-vaccination>

The ESNO has played an active role in the Steering Group (SG), a coalition of experts convened since November 2017 to address influenza vaccination. Comprising policymakers, patient group representatives, clinicians, and industry leaders, the SG launched the EU Manifesto on Influenza Vaccination in 2019. As a key participant, ESNO contributes to shaping and implementing initiatives such as the annual EU Flu Day campaign, which was initiated in 2023 with an event in the European Parliament. This campaign focuses on increasing awareness of influenza vaccination, which is particularly critical during the COVID-19 pandemic, with the aim of achieving the 75% vaccination target for at-risk groups. The ESNO contributes expertise to publications.

In this group, the ESNO works closely with the Active Citizens Network (CAN), the Coalition for Lifelong Immunization (CLI), the European Federation of Allergy and Airways disease patient associations (EFA), European Nurse Student association (ENSA), European Science Working group on Influenza (ESWI), Vaccine Confidence Project, World Medical Association (WMA), World association for infection disease and immunological Disorders (WAIDID), International Longevity Center (ILC) and Vaccine Europe.

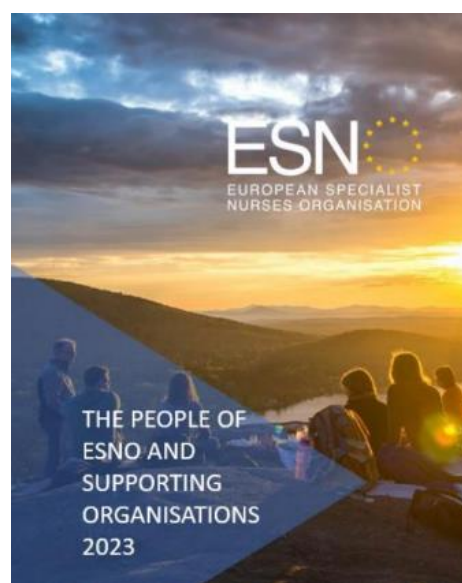
SOCIAL MEDIA

- Website
 - The website is getting increase relevance and required ongoing updating relevance of the website is increasing, and ongoing updates are needed. For the future, we expect a complete remake of the website to be ready for the expected digital era.
- LinkedIn
 - This portal is the most relevant for us, as it is also the highest professional domain, with the most used character by professionals and institutes.
- X (formal Twitter)
 - Our use of this platform has decreased compared with that in previous years. This change is due to the growing instability of the platform, including a lack of adequate scrutiny of misinformation and other forms of improper use.
- Facebook
 - This media is also used, with emphasis on windowing events.
- YouTube
 - We see an increase in the use of this media, as we expect to publish more videos but also create more videos in relation to the increase in visibility.
- Podcasts
 - For the year 2024, plans are established to initiate a structural series of podcasts related to explaining the work of ESNO and how the world looks like that of the nurses in their speciality to explain the public and make them an engager.

THE PEOPLE OF ESNO.

In 2023, the ESNO started to create a booklet with the 'People of ESNO', all of which included playing an active role in the ESNO or participants of relevance in the current state of the association and from the past. The intention is to develop this booklet per year and publish this booklet during the annual ESNO event in the European Parliament.

https://www.esno.org/assets/files/The_people_of_ESNO.pdf



MEMBERS AND ASSOCIATES

LISTING THE NAMES OF FULL MEMBERS:

[EDTNA/ERCA](#) - European Dialysis and Transplant Nurses Association / European Renal Care Association

[EfCCNa](#) - European federation of Critical Care Nursing associations

[ENDA](#) - European Nurse Directors Association

[EORNA](#) - European Operating Room Nurses Association

[FEND](#) - Foundation of European Nurses in Diabetes

[IFNA](#) - International Federation of Nurse Anesthetists

[EAUN](#) - European Association of Urology Nurses

[ESGENA](#) - European Society of Gastroenterology and Endoscopy Nurses and Associate

[EULAR](#) - European League Against Rheumatism / Nurses section

[EuSEN](#) - European Society for Emergency Nursing

[EANN](#) - European Association Neuroscience Nurses

[ACOVENE](#) - Royal College of Veterinary Surgeons

[EWMA](#) - European Wound Management Association

[ICRN](#) - International Coalition Respiratory Nurses

[FINE](#) - European federation of Educators in Nursing Science

ORGANISATIONAL ASSOCIATES

[GORNA](#) - Greek Operating Room Nurses Association

[AEEEMC](#) - Specialist Nurses in Medical Surgical Nursing Portugal

[ANIPIO](#) - National Society Infection Control Nurses - Italy

[PTPAIO](#) - Polish Society of Anaesthesiology and Intensive Care Nurses

[AEEEMC](#) - Specialist Nurses in Medical Surgical Nursing Portugal

[NVAM](#) – Dutch Association of Nurses in Anesthesia

[AICO](#) - Italian Association Operation Room Nurses

[UISH](#) - Albanian Order of Nurses

[CNSARICT](#) - Croatian Nursing Society of Anesthesia, Reanimation, Intensive Care and Transfusion

[CNNF](#) - Croatian National Nursing Federation

[AIIAO](#) - Italian Association of Oncology Nurses

[BFHBOV](#) - The Belgium Federation of Advance Nurses

[APER](#) - Portuguese Association of Nurses Specialized in Rehabilitation

[ANIMO](#) - Italian Association of Medical Nurses

[ESHRE](#) - European Society of Human Reproduction

[VMSB](#) - Higher Medical School Macedonia

[ZA NAS](#) - Association of nurses, technicians, midwives and dental nurses

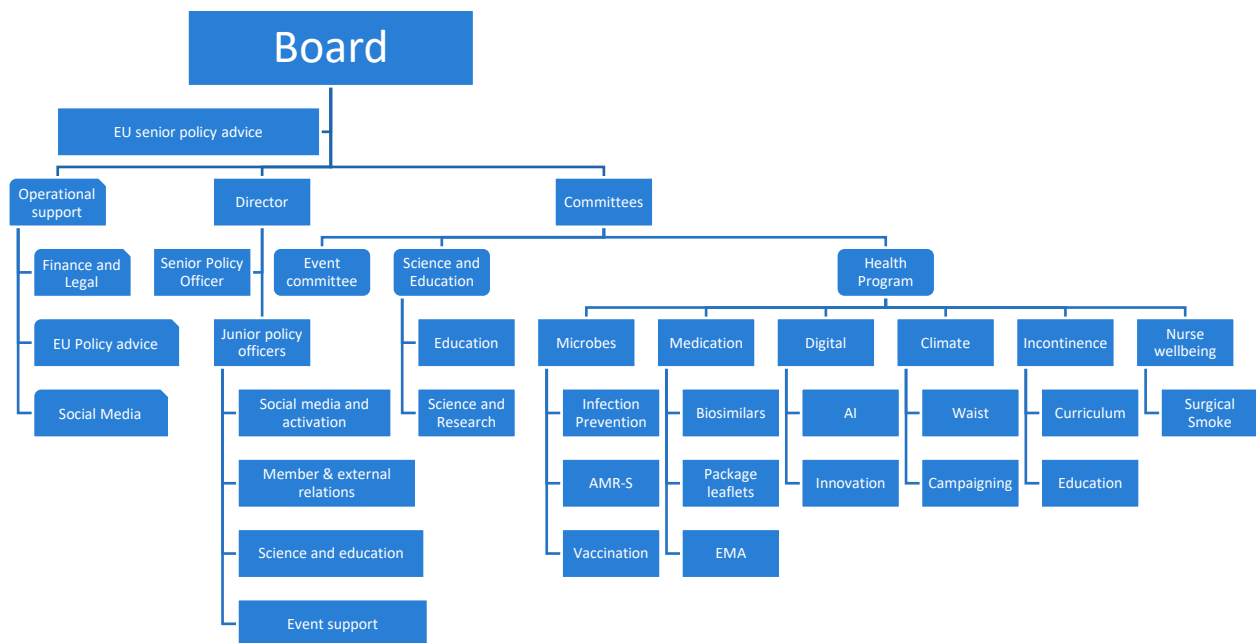
[AISLeC](#) - Italian Nursing Association for the Study of Skin Lesions

[SIAN-ETS](#) - Society of Nephrology Area Nurses Italy

FINANCE

While the ESNO is in strong procession, a stable but significant period of growth, this is also on budget is crucial for the budget. This leads to the level of relevance being associated economies. This is also important for finding a good balance in the dynamics of income, expenditures and responsibilities for those in relevant positions. During the last General Assembly, the balance of 2023 was approved by the members. For a full overview and to meet transparency criteria. The ESNO provides detailed information to all its full members and shares this information with the European Institute of Relevance.

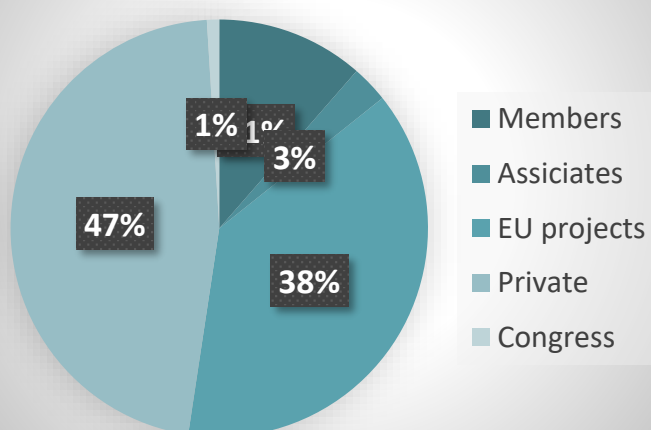
OUR ORGANIC STRUCTURE



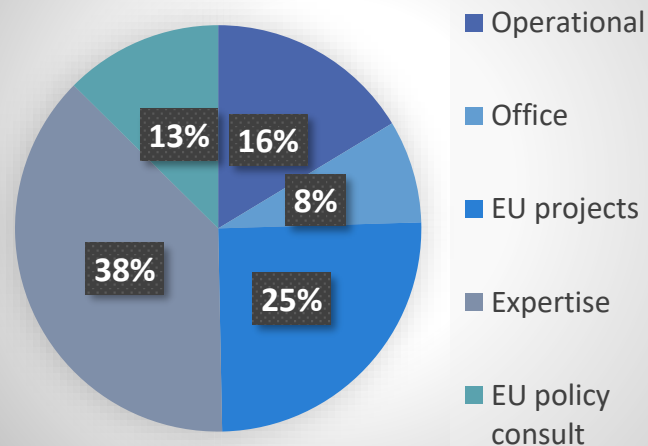
Profit and Loss account 2023

	Actual	Budget	Actual
	31-12-2022	2023	31-12-2023
Income	86.443	122.225	124.724
Total Expenditure	12.521	116.750	40.893
Projects expenditure	70.316		111,866
Total project expenditure	82.826	116.750	152.759
Result	3.617	5.500	-28.035

Income



Expenditure



1. Enhance specialist nurses' professional **education and promote continuing Professional Development** to improve staff retention and ensure the delivery of qualitative care.
2. Develop a harmonised framework for the **recognition of certificates**, level of autonomy diplomas and degrees in the European Union for the healthcare workforce to facilitate seamless mobility and ensure consistent standards across Member States.
3. More specifically, establish a European framework for the **automatic recognition** of specialist nursing qualifications to streamline the recognition process and ensure consistent standards across Member States.
4. Improve **financial conditions** for nurses by offering competitive salaries and benefits that reflect their competencies, knowledge, skills, and contributions to patient care.
5. Create positive and **supportive work environments** by ensuring reasonable workloads, manageable shift schedules and safety at work requirements to prevent burnout and job dissatisfaction.
6. Provide clear **career pathways and opportunities for professional growth** to attract and retain specialist nurses in the healthcare workforce.
7. Offer **financial assistance, relocation support**, and competitive compensation packages to address financial considerations and promote effective professional engagement in (European) health programs.
8. Integrate critical education and **training programmes on green, digital and microbiology awareness** into healthcare curricula to promote sustainability and professional literacy in the sector.
9. **Harmonise prescribing practices**, formal and informal and educational standards for nurses across the EU to optimise patient care and recognise the expanding role of nurses in pharmaceutical healthcare delivery.
10. Foster **interdisciplinary collaboration among healthcare professionals** through shared decision-making, clear communication channels, and opportunities for interdisciplinary education and training.



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. The ESNO represents the mutual interests and benefits of these organisations to the wider European community in the interest of public health. Members of the ESNO consist of individual European specialist nurse organizations.

ESNO is registered with the European Commission Transparency: Registration 70183498905-52

ESNO registration Chamber of Commerce Netherlands number: 32141241

ESNO ANBI status under RISN number: 8200 05 745

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