

# “EURO-NURSE 365”

Empowering Excellence in Nursing through Education, Certification, and Recognition in a Framework on Specialist Nurses and Advance Nurse Practitioners.

"Let's not unfairly overstretch our expectations of businesses, politicians, and the government. Instead, let each of us do our best to contribute to solving the real health problems in our society—within our capacity and even beyond. Let this report serve as a guide in that effort."



"Empowered Europe's  
Specialist Nurses: Enhancing  
Care, Elevating Standards,  
and Securing Retention for a  
Sustainable Future of Nurses"

# Words of introduction

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Thank you for taking this report in hand to take notice of this important report, marking the future of healthcare. It's an overview on the relevance of education of the specialist nurses in Europe, to enable them to enrich their competence and by this serving the healthcare profession to the standards Europe aims to reach, to the background of the many challenges. It also include a call for action from stakeholders, but also to nursing organisation, institutes, at national and European level.

The "EURO-NURSE 365" report addresses the critical need for harmonization in the education, certification, and recognition of specialist nurses and advanced nurse practitioners across Europe. Highlighting the importance of integrating nurses into a broader professional framework, the report underscores the necessity for consistent certification standards and the formal acknowledgment of their educational and experiential achievements.

This report is also an extension of our activities related to the ESNO campaign, '**The Decade of the Specialist Nurse 2020-2030**'. This is addressing the ongoing issue on the lack of uniformity in nursing qualifications—due to varying national and regional certification systems—creates barriers for nurses, particularly when moving between regions or countries. The report advocates for a cohesive approach to nurse education and certification to ensure that achievements are recognized and valued across Europe. It also highlights the need for substantial investment in these areas to improve career stability and retention in the nursing profession. The timing of the report coincides with the European Parliament elections and the upcoming European Commission mandate, providing a strategic opportunity to push for these changes.

The report also calls for open dialogue and collaboration among European nursing organizations, regulatory bodies, and European policymakers to address these issues. It outlines goals such as harmonizing nursing standards, fostering cross-continental collaboration, and embracing diversity within the profession. Recommendations for future actions include enhancing communication, integrating diverse perspectives, and developing unified certification standards to support the sustainability and advancement of the nursing workforce in Europe.

**Adriano Friganovic**  
ESNO President.



A handwritten signature in blue ink, which appears to be 'A. Friganovic'.

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**“Caring is the essence of nursing”**  
— Jean watson



# The 'Perma-Crisis' levels in the European Health and challenges of Nurses

The health workforce is often overlooked in policies on healthcare renewal, primary care investment, in their specialized services. Even economic reports rarely address the workforce in their specialties, revealing a gap between healthcare and economic planning. This disconnect hinders effective reform. In 2024, two key reports examined the sustainability of social systems<sup>1</sup>, healthcare, and resilience. While rich in data on diseases like cancer and diabetes, they lacked insight into the workforce managing these conditions. This absence highlights a need to include competencies and expertise in reform strategies. Although the reports suggest policy reforms, they miss the critical workforce element. Economic and health sectors remain fragmented, despite increasing focus on systemic "perma-crises".<sup>2</sup>

**Bridging these domains is essential for progress.**

## 1. Economic Challenges

Healthcare professionals face insufficient investment and minimal support. Budget constraints lead to staff cuts rather than long-term solutions. Many transformative proposals are delayed by years, while immediate action is needed. Critical data is often unavailable or underutilized, complicating decision-making.

## 2. Geopolitical Conflicts and Healthcare

Geopolitical conflicts strain healthcare, disrupting care quality through staff shortages, resource limitations, and patient influxes. Language barriers and cultural tensions further challenge nurses, affecting communication and trust. Workforce displacement and uneven professional recognition hinder integration, compromising consistency in care delivery and exacerbating stress in already fragile health systems.

## 3. Climate Crisis and Nursing Leadership

The climate crisis is reshaping healthcare, with heatwaves and emerging diseases becoming major concerns. Nurses are leading sustainability efforts, from

reducing plastic waste to greening practices. However, their contributions often go unrecognized. The ESNO Congress in 2025<sup>3</sup> will spotlight nurses' leadership in environmental health.

## 4. Social Tensions in Healthcare

Healthcare professionals face growing pressure from informed but demanding patients. Assertive behavior and disparities in care access heighten stress. Internally, professionals increasingly step into leadership roles once dominated by politics and finance, sparking power struggles and undermining morale. Balancing equity with evolving dynamics is crucial.

## 5. Cost of Living and Health Equity

The cost-of-living crisis exacerbates health disparities, with many opting for cheaper, unhealthy foods. This fuels obesity and chronic illness, shifting disease burdens to middle-aged populations. Addressing affordability and promoting healthier choices is vital to break this cycle.

## 6. Healthcare Workforce Instability

Healthcare faces instability as professionals seek better opportunities across regions and countries. Aggressive recruitment from abroad raises concerns about equity. Alarming, some countries permit under-certified nurses to practice, risking care quality. Policies must ensure balanced mobility, fair compensation, and consistent certification to uphold professional integrity.

For number 2) on Geopolitical Conflicts **The Global Organisation for the Prohibition of Chemical Weapons (OPCW)** initiated a course in October 2024. "Effective response to chemical threats requires well-trained professionals to be prepared to handle medical management"<sup>4</sup>



1 <https://www.friendsofeurope.org/wp-content/uploads/2024/03/10-policy-choices-for-a-Renewed-Social-Contract.pdf>

2 [https://www.vaccineseuropa.eu/wp-content/uploads/2024/09/240906\\_PAPER\\_Value-of-prevention\\_DEF.pdf](https://www.vaccineseuropa.eu/wp-content/uploads/2024/09/240906_PAPER_Value-of-prevention_DEF.pdf)

3 [https://www.esno-congress.eu/esno\\_zagreb\\_2025](https://www.esno-congress.eu/esno_zagreb_2025)

4 <https://www.opcw.org/media-centre/news/2024/10/training-course-medical-aspects-assistance-and-protection-against>

# 2

## Nurses Impact on the ‘Six Megatrends

**As European healthcare continues to evolve in response to the six major identified global megatrends, the role of nurses—especially those in specialist and advanced positions—has never been more crucial. In the context of these megatrends, the education, certification, and recognition of nurses become essential pillars of a resilient healthcare workforce.**

**1. Aging Population:** With an increasingly aging population, there is a growing demand for specialized nursing care that addresses geriatric conditions and complex co-morbidities. Nurses with advanced education and certification in elderly will be vital in managing the health needs of older adults, ensuring high standards of care and better health outcomes.

**2. Chronic Disease and Co-morbidity:** As chronic diseases become more prevalent, nurses with advanced expertise in managing co-morbidities will play a key role in providing continuous, quality care with for example handling polypharmacy. Certification in specific chronic disease management areas will be critical to meet the demand for specialized, integrated care plans.

**3. Digitalisation:** The digital transformation of healthcare requires nurses to be adept at utilizing electronic health records, telemedicine, and AI-driven tools. Nurses with specialized education in digital health technologies will be better equipped to lead in this space, optimizing care delivery and improving patient outcomes.

**4. Personalised Care and Prevention:** With a shift towards personalized care, nurses will need advanced training in genetics, lifestyle medicine, and preventive care. Certification in these areas will ensure that nurses can deliver individualized, evidence-based interventions that support long-term health and well-being.

**5. Modern Health Consumer:** Today’s health consumers are more informed and involved in their care, demanding more personalized and immediate solutions. Nurses with recognized expertise in patient engagement and health communication will play a crucial role in meeting these evolving expectations, ensuring patient-centered care.

**6. Environment in Health:** The health impacts of environmental changes require a specialized focus on areas such as climate-related health risks and disaster preparedness. Advanced education and certification in environmental health will empower nurses to contribute effectively to mitigation strategies and enhance resilience in healthcare systems.

### **EUVECA and BeWell: Driving Healthcare Innovation**

At the forefront of healthcare innovation are initiatives like the EUVECA Project<sup>5</sup> and BeWell<sup>6</sup> Initiative. EUVECA, an ERASMUS+ project, aims to drive future-oriented skills development through the creation of seven European Regional Vocational Excellence (RVE) Hubs.

These hubs, collaborating through a European Platform for Vocational Excellence, are central to shaping the future of healthcare by fostering advanced competencies and innovation within the workforce. EUVECA’s focus on vocational excellence directly aligns with the demand for highly trained and certified nursing professionals.

Similarly, the BeWell Initiative is advancing healthcare by ensuring that the workforce is equipped with skills that match the demands of modern healthcare systems. By focusing on education and lifelong learning, BeWell supports the recognition of specialized nursing roles, promoting certification and leadership within advanced care settings.



5 <https://euveca.eu/>

6 <https://bewell-project.eu/>

# 3

## The ESNO response toward sustainability

In the face of unprecedented global challenges, including **slower economic growth, geopolitical tensions, climate crises, and social instability, the sustainability of the health workforce has never been more crucial.** These external pressures, compounded by the rising cost of living and persistent workforce instability, demand innovative approaches to secure a resilient and capable healthcare sector<sup>7</sup>.

A key strategy to address these challenges lies in investing in the harmonization of education across Europe, alongside the implementation of contextual certification frameworks that recognize and value the expertise of specialist and advanced-level nurses. Such efforts not only contribute to workforce stability but also enhance professional mobility, creating a more cohesive and adaptable health workforce. **By standardizing education and certification, we can ensure that nurses across Europe are equipped with consistent, high-level competencies, reducing variability in care and fostering mutual recognition of qualifications.**

Moreover, granting greater autonomy to specialist and advanced-level nurses is essential. As highly trained professionals, these nurses are well-positioned to take on expanded roles, which can alleviate pressures on the healthcare system while ensuring high standards of patient care. Autonomy not only empowers nurses but also enhances job satisfaction, improves retention rates, and strengthens their contribution to addressing broader healthcare challenges.

In the context of these converging global crises, it is critical to build a more sustainable health workforce by advancing education, recognition, and autonomy for nurses. This approach fosters resilience within the profession and ensures the continued delivery of high-quality care amidst the uncertainties of the future with a special role of European institutes<sup>8</sup>.

### Specific referencing to the 'ESNO Declaration 2020 – 2030'<sup>9</sup>

**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



7 <https://www.epc.eu/en/Publications/Europe-in-the-age-of-permacrisis-3c8a0c>

8 <https://epc.eu/en/publications/The-Conference-on-the-Future-of-Europe-Comparing-the-Joint-Declaration-3c7c60>

9. <https://www.esno.org/assets/files/Report%20Declaration.pdf>



# ‘Nurses in the Gen-Z era<sup>10</sup>: time for openness in professional expectations’

It’s no longer helpful to expect nurses to operate the same way they did in the 1970s and 1980s. Today’s nurses are better equipped with knowledge and scientific expertise. They are expected to take on greater responsibilities, go the extra mile, and work longer due to an aging population. This shift isn’t about the “next generation” but rather an evolution in the professional landscape, both within healthcare and beyond. Every era has its own “next generation.”

This shift requires a new way of thinking about healthcare professionals. We must move away from siloed thinking between domains like medicine, management, economics, and paramedics, as in practice, these areas often overlap. This overlap isn’t just due to education and training, but also because the demands of real-world practice require flexibility and adaptation from all domains.

We need to be more realistic: if we expect the younger generation to be prepared for the future, to take on higher responsibilities and important roles in society, we must reflect these expectations in the professional environment. This means breaking from traditional thinking and having the courage to act on this new reality.

**If we wish to be responsible in society, we also need to accept their willingness to take responsibility in the professional live.**

If, as a society, we demand well-educated, well-trained, competent, and assertive professionals, we must also accept this in their professional roles. In line with this, education, certification, and recognition must be relevant to them, both as a community and as individuals. This requires an attitude rooted in equality and the execution of democratic principles in their workplaces.

## According to the WHO ‘NURSE EDUCATOR CORE COMPETENCIES’<sup>11</sup>

### What Nurses Need:

**1. Standardized Education and Certification:** Clear, harmonized education pathways and certifications help ensure nurses feel prepared and confident in new roles. For instance, the **Nurse Complementary Curriculum on Vaccination** addresses gaps in education around vaccine administration and safety.

**2. Continuing Professional Development (CPD):** Ongoing learning opportunities to stay updated on evolving medical practices, technologies, and patient care strategies. This enhances career longevity and satisfaction.

**3. Supportive Leadership and Mentorship:** Nurses thrive in environments where leadership fosters collaboration, mentorship, and career development. Structured mentorship programs reduce uncertainty and boost confidence in decision-making.

**4. Recognition and Career Pathways:** Clear pathways for career advancement and recognition of specialist and advanced nursing roles. This ensures nurses are not limited to traditional bedside roles but can pursue leadership or specialist tracks.

**5. Health and Safety Protections:** Adequate staffing levels, reasonable working hours, and mental health resources are essential to safeguard nurses’ wellbeing and ensure they can perform their duties effectively.

**6. Engagement in Policy Development:** Nurses need to be actively involved in shaping health policies that directly impact their practice, ensuring their voices are heard in decision-making processes.

<sup>10</sup> [https://www.researchgate.net/publication/343391235\\_The\\_Impact\\_of\\_Work-Life\\_Balance\\_onEmployee\\_Engagement\\_in\\_Generation\\_Z](https://www.researchgate.net/publication/343391235_The_Impact_of_Work-Life_Balance_onEmployee_Engagement_in_Generation_Z)

<sup>11</sup> <https://www.who.int/publications/i/item/nurse-educator-core-competencies>



## 5

# 'Dubble sided background to this report'

Nursing with a purpose was a key message during the recent ESNO events, 2024 and 2025. According to a series of publications, it has become clear that nurses are more likely to invest in their careers and remain in the profession when they are included in the bigger picture and their educational and experiential achievements are recognized. They can pursue any study, course, or training, whether at a high or advanced level, but if the value of these achievements is not recognized in their career path, autonomy, and professional recognition, the profession loses its meaning and harms their sense of purpose.

Achievements need to be certified with recognized value both nationally and across Europe. The complexity arises because established nursing organizations and specialties often have their own education and certification systems, as do national, regional, and even local entities. This results in a lack of consistency. A diploma, degree, or training may be valuable in one region but meaningless in another. Even worse, when nurses move to a new institute or school, their diplomas and achievements may lose their value. **The solution appears straightforward for nurses but is systematically complex.** For example, advanced nurse practitioners trained in one country may find that a new political administration's system does not recognize their qualifications, downgrading them to 'clinical specialists'. In such cases, the new advanced nurse practitioners may even have to be trained by the very clinical specialists who have been downgraded.

This situation is not only unfair but also unjustifiable, especially considering the significant efforts nurses made during the COVID-19 crisis. This has led many experienced and competent nurses to reconsider their positions and the profession itself. The uncertainty caused by these issues, particularly during and after the pandemic, has made nurses reevaluate their commitment to the profession. The departure of these professionals poses a serious threat to the healthcare system.

However, as health professionals, the stakes in public health are higher than personal problems and obstacles. There is no choice but to move forward constructively, with a strong sense of responsibility, especially for those entering health systems and contributing to a sustainable future. Every generation of health professionals faces challenges and opportunities, and this is the path that ESNO aims to pursue.

It has become clear that the trio of education harmonization across specialties and health domains, nationally and European-recognized certification, and formal recognition of titles and autonomy are major issues for nurses. This has led to a call from ESNO members, associates, and partners to address these issues and lay a foundation for progress.

This report outlines the scientific and administrative pathways from our current position and the way forward, including data, examples, and suggestions for the future.

## The timing of the report

This report aims to underscore the critical significance of nurse education in their specialties and continuing professional development, truly valued certification of achievement, and formal recognition of the above generic and bachelor studies with titles while providing recommendations to the European Commission and European National Regulatory Institutes. We emphasize the so much-needed substantial investment in these areas, advocating for cohesive strategies over today's fragmented approaches. Currently, nurse education especially in their specialties lacks uniformity, as varying certification criteria depend on national and even local guidelines. This lack of harmonization shows the necessity

for a unified approach, and at least open debates and conversations with relevant institutes. The chosen timing of this report is particularly relevant because of the European Parliament post-election phase and the upcoming new mandate of the European Commission for the next five years. While realising that implementing new directions takes time and opens doors for consultations, and at the same time we realise that it's more realistic to accept a phase of exploration, communication, and sharing insight, rather than making decisions. In all this, we firmly believe that exchange and initiate scientific groundwork is essential for fostering understanding and preparation, on the way forward.

# 6

## Outcome of the European parliament election and new mandate towards 2029

Following the European Parliament elections in June 2024, the ESNO has monitors the development closely and see a significant developments have occurred concerning the health workforce and the role of the SANT Committee.

### Establishment of the SANT Committee as a Full Standing Committee:

In December 2024, the European Parliament elevated the Subcommittee on Public Health (SANT) to a full standing committee status. This change reflects the Parliament's recognition of the critical importance of public health within the EU's policy framework. The newly established SANT Committee will commence its work in January 2025, with an expanded membership of 43 MEPs, up from the previous 30. Adam Jarubas, a Polish MEP from the European People's Party (EPP), is expected to continue as the committee's chair.

Source: Euronews

### Policy Focus on Health Workforce Stability and Retention:

The European Parliament has acknowledged the pressing challenges facing the health workforce, including labour shortages and the need for improved working conditions. In response, the Commission has initiated several actions to support Member States in strengthening their health workforces. These initiatives include joint actions on forecasting and planning, projects focusing on workforce retention, task shifting, addressing medical deserts, and actions on skills development under the BeWell<sup>12</sup> project. Additionally, there are new actions addressing shortages of nurses.

Source: European Parliament

### Strategic Priorities for the 2024-2029 Legislative Term:

As the new legislative term begins, various health organizations have outlined priorities to address health workforce challenges. The EU4Health Civil Society Alliance, comprising over 30 health civil society organizations, has called for health to become a priority on the EU political agenda. Their manifesto includes ten key priorities, focusing on strengthening EU policymaking in public health, delivering stronger policies to improve public health, and breaking policy silos. Notably, they advocate for scaling up action to promote public, physical, and mental health, prevention, and equity by establishing a dedicated Vice-President in the European Commission and providing health with a space and legislative powers in the European Parliament.

Sources: EU4Health

### Conclusion:

The post-2024 European Parliament landscape indicates a strengthened commitment to public health, with the establishment of the SANT Committee as a full standing committee and a focus on addressing health workforce challenges. These developments suggest a proactive approach to enhancing the stability and retention of healthcare professionals, making the profession more attractive and sustainable across the EU.



<sup>12</sup> <https://bewell-project.eu/>

# 7

## Esno response to the post election dynamics

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NGOs like ESNO (European Specialist Nurses Organisation) can play a crucial role in supporting the European Parliament's new health workforce strategies by aligning their initiatives with the priorities of the SANT Committee and broader EU health policies. On this, the ESNO identified 10 significant activities to align with the dynamics based on publication and conversations at level of the members of the European parliament. Here's how ESNO can effectively contribute to the evolving landscape:

### 1. Advocating for Nurse Education and Certification

Position nurses as central to EU health resilience by advocating for policies that promote harmonized education and certification across Member States. Collaborate with SANT to push for specialized curricula in infection prevention, vaccination, antimicrobial stewardship, and climate-health intersections. Propose pilot projects or partnerships funded under the EU4Health program to develop postgraduate nursing programs in critical areas like AMR and pandemic preparedness.

### 2. Informing Policy through Evidence and Expertise

Provide data and reports on workforce shortages, nurse retention, and the importance of continuous professional development. Share insights from ESNO's hackathons, webinars, and publications with SANT and the European Commission's health directorates (DG SANTE) to help shape workforce policies. Offer case studies on the impact of advanced nursing roles in health outcomes, linking them to EU goals on patient safety and equitable healthcare.

### 3. Strengthening Public Health Initiatives

Align with EU prevention strategies by promoting nurse leadership in vaccination campaigns, community health, and digital health literacy. Collaborate with public health alliances like EPHA and EU4Health Civil Society Alliance to amplify the role of nurses in health promotion. Advocate for task-shifting policies that allow specialist nurses to perform advanced procedures, filling critical gaps in under-resourced areas.

### 4. Fostering Cross-Border Recognition of Competencies

Contribute to the development of EU-wide competency frameworks for nurses by engaging in discussions around the Professional Qualifications Directive. Advocate for mutual recognition of nurse specialist certifications to enable workforce mobility across the EU, addressing regional shortages. Develop online platforms for knowledge exchange and virtual training programs to reach nurses in different Member States.

### 5. Addressing Workforce Sustainability and Mental Health

Support EU mental health strategies by highlighting the psychological toll of the pandemic on nurses and promoting well-being programs for healthcare workers. Collaborate with SANT to propose policies that improve working conditions, reduce burnout, and provide flexible career pathways for nurses.

### 6. Shaping Climate-Health Agendas

Engage with SANT's climate and health policies by promoting nurses as sustainability leaders in healthcare. ESNO could lead initiatives on green healthcare practices, energy-efficient hospitals, and waste reduction in medical settings. Advocate for nurse involvement in climate adaptation strategies for healthcare infrastructure.

### 7. Engagement and Representation in EU Health Forums

Request observer status or advisory roles within SANT and EU health initiatives to represent the nursing perspective in policy dialogues. Join or create task forces on education, vaccination, and infection prevention to ensure nurses' voices are integrated into policy recommendations. Actively participate in public consultations on health workforce directives and contribute written recommendations.

### 8. Leveraging Funding Opportunities

Apply for funding through EU4Health, Erasmus+, and Horizon Europe to scale up nurse education and leadership programs. Propose collaborative projects with universities and health organizations to train nurse leaders in critical fields aligned with EU priorities.

### 9. Raising Public Awareness

Mobilize public support for nursing education and retention through campaigns highlighting the critical role of nurses in health crises. Use media, podcasts, and webinars to draw attention to the need for nursing autonomy, education, and fair working conditions. Engage Members of the European Parliament (MEPs) directly to secure political champions who can advance the nursing agenda.

### 10. Building Alliances Across Sectors

Partner with patient organizations, civil society, and health industry stakeholders to present unified policy recommendations on strengthening the health workforce. Advocate for interdisciplinary training programs where nurses, doctors, and allied health professionals co-train, fostering collaboration and respect.



# Tackling the Instability in the Healthcare Workforce: A Call for Structural Investment and Recognition

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The growing instability within the healthcare workforce, driven by shifting job markets and assertive recruitment strategies, highlights the urgent need for a strategic shift. Healthcare professionals are increasingly moving between hospitals, regions, and even countries in search of better opportunities, contributing to fragmentation and disparities in care. Allowing professionals to work without meeting minimal certification standards, while addressing immediate gaps, raises concerns about the long-term quality of care and the sustainability of the workforce.

At the heart of this crisis lies the undervaluation of healthcare professionals and the untapped potential within the workforce. It's akin to sitting on a gold mine, fully aware of its existence, but failing to dig for the treasure due to the perceived costs of doing so. This metaphor encapsulates the absurdity of not investing in healthcare professionals despite the vast potential they offer. It reflects a broader issue—the absence of bravery in harvesting that potential.

To address these challenges, we must invest in healthcare professionals through a structural pathway for education, certification, and professional recognition. This investment would include:

## 1. Comprehensive Education and Training:

Standardizing curricula across nations to ensure healthcare professionals are equipped with the necessary skills to meet evolving demands. This would enhance mobility while upholding high standards of care.

## 2. Certification of Achievements:

Implementing clear frameworks to recognize professional milestones and achievements at each stage of a healthcare professional's career, providing formal acknowledgment of their expertise and contributions.

## 3. Enhancing Autonomy:

Empowering healthcare professionals, especially nurses, with greater autonomy—not only in clinical decision-making but also in shaping healthcare systems. By giving them a voice in policy and leadership, we can better harness their skills and experience to improve patient care.

By addressing these issues, we can shift from a place of sitting on untapped potential to actively investing in and nurturing the workforce. The value of healthcare professionals should be recognized, and the bravery to unlock their full potential must be embraced. This approach not only addresses workforce instability but also leads to greater retention, improved job satisfaction, and enhanced patient outcomes—ultimately strengthening the healthcare system as a whole.

### **A personal anonymous comment on short cut education: “an asset for the employer but an insult to expert professional in the nursing domain”.**

*“We are professionals with extensive education, experience, and competencies deeply rooted in the health, clinical, and at scientific domains able to operate professional in clinical reasoning.*

*We are not merely a group of health workers with an accumulated set of skills. Accepting such a diminished view of doctors, nurses, and pharmacists as a working class undermines the status of healthcare in Europe and paves the way for its decline.*

*We must recognize that countries differ in health budgets and cultural perspectives on interprofessional roles. However, Europe has an abundance of expertise and best practices. Failing to leverage these opportunities is a waste of potential. To maintain global relevance in the health domain, we must embrace openness, transparency, and a commitment to excellence.*

*This means that I rejecting cheap, shortcut solutions and striving for well-standardized approaches. I like to see a range of solutions based not on opinions but on science, patient outcomes, and proven evidence and acceptance of my academic ability to clinical reasoning. It requires courage to implement these solutions, but doing so is essential for achieving meaningful and impactful change, er better, just common sense”.*



# The spectrum of titles in the advanced and specialist areas are not so confusing

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But, before going into the depth reporting, it's essential to start by taking a view of the various definitions. These definitions are composed and recognized by the leading nurse organization in global contact.

## The international formal definitions from the icn guideline on definitions<sup>13</sup> are The following:

- **Advanced Practice Nurse (APN):** An Advanced Practice Nurse (APN) is a nurse, either generalist or specialized, who has obtained advanced knowledge, decision-making skills, and clinical competencies through additional graduate education (at least a master's degree). The role of an APN is defined by the specific context and credentials under which they practice. The two primary roles for APNs are Clinical Nurse Specialist (CNS) and Nurse Practitioner (NP).
- **Advanced Practice Registered Nurse (APRN):** In the USA, the title Advanced Practice Registered Nurse (APRN) is given to a nurse who has met the educational and certification requirements and has obtained a license to practice in one of four roles: Certified Registered Nurse Anesthetist (CRNA), Certified Nurse-Midwife (CNM), Clinical Nurse Specialist (CNS), or Certified Nurse Practitioner (CNP).
- **Clinical Nurse Specialist (CNS):** A Clinical Nurse Specialist is an Advanced Practice Nurse who offers specialized clinical expertise and care in specific fields of practice. They utilize established diagnoses and employ a systems approach while working as a key member of the healthcare team.
- **Nurse Practitioner (NP):** A Nurse Practitioner is an Advanced Practice Nurse who combines clinical skills from both nursing and medicine to assess,

diagnose, and manage patients. They provide care in primary healthcare settings, and acute care environments, and offer ongoing management for chronic illnesses.

## The european definition context

- There is a general understanding in the European context to make communication more pragmatic in the following titles. However, some countries and organizations prefer to remain in their definition, but these are the accepted three explanations for titles.
- An **Advanced Practice Nurse (APN)** is an individual who has obtained advanced education to develop a comprehensive knowledge foundation and the ability to make complicated decisions. The abilities and clinical competencies required for extended nursing practice are influenced by the specific context in which nurses are authorized to work.
- The **Clinical Nurse Specialist (CNS)** is a recognized category within the field of Advanced Practice Nursing is a nurse who has successfully finished a specialized master's degree program focused on CNS practice.
- The **'Specialised nurses (SN)'** expressed their apprehensions over their current position and how it is seen and acknowledged. They emphasized the intricate nature and significance of their role: **"...the Specialist role has both clinical and organizational accountabilities. Specialist Nurses should possess advanced clinical and decision-making skills and the ability to perform and implement Continuous Quality Initiatives, a performance improvement process, education, research, and publication"**.

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13 [https://www.icn.ch/system/files/documents/2020-04/ICN\\_APN%20Report\\_EN\\_WEB.pdf](https://www.icn.ch/system/files/documents/2020-04/ICN_APN%20Report_EN_WEB.pdf)

# To contemplate to include recent published initiatives

## A. Entrustable Professional Activities (EPAs): A Path to Sustainable Competence in Nursing

The healthcare sector faces acute workforce shortages, especially in nursing. Ad-hoc training addresses immediate needs but lacks long-term career progression. Entrustable Professional Activities (EPAs)<sup>14</sup> offer a structured framework that fosters recognition, autonomy, and sustainable development, bridging the gap between task-based learning and specialized nursing.

### Challenges in Current Training Models

Nursing education faces declining enrolment and high dropout rates. New graduates encounter difficult working conditions with limited support. Institutional funding for career development is scarce, leaving nurses to pursue growth independently. Short-term training addresses urgent gaps but lacks integration into broader career pathways, limiting adaptability and recognition.

### The Role of Specialist Nurses

Specialist nurses, vital to fields like cardiac surgery and intensive care, undergo lengthy, resource-intensive education. While essential, the slow path to specialization challenges healthcare systems facing rising demands for advanced care.

### EPAs: A New Paradigm

EPAs offer an alternative by allowing nurses to perform tasks independently after demonstrating competence. EPAs embed real-world responsibilities into training, enabling incremental career advancement. For instance, nurses may initially manage routine care before progressing to complex cases, fostering autonomy and aligning with system needs.

### Trainers, Mentors, and Teachers in EPAs

- Trainers design programs aligned with healthcare needs.
- Mentors guide career paths, boosting confidence and resilience.
- Teachers integrate EPAs into curricula, fostering adaptability. Together, they ensure professional growth and retention, crucial for workforce stability.

## Sustainability and Integration

EPAs promote adaptable competencies essential for evolving healthcare. By recognizing incremental progress, EPAs improve retention and complement specialist nursing pathways. Early entrustment in core skills paves the way for specialization, fostering a flexible, responsive workforce.

### Conclusion

EPAs transform nursing development by promoting recognition, autonomy, and progression. Their success depends on investing in trainers, mentors, and teachers. This model addresses workforce shortages and healthcare demands, creating a resilient, adaptable nursing workforce for the future.

## B. "Bridging the Gap: OECD Highlights Urgent Need for Increased Investment in Europe's Health Workforce"

For this report, we wish to highlight the OECD's recent publication, "Health at a Glance: Europe 2024"<sup>16</sup>, highlights significant disparities in health workforce investments across European countries. While the report does not provide detailed country-by-country financial figures, it emphasizes the urgent need for increased investment to address widespread shortages of healthcare professionals.

In 2022, the European Union faced an estimated shortfall of approximately 1.2 million doctors, nurses, and midwives. To mitigate this deficit, the report suggests that EU countries should **allocate an average of 0.6% of their Gross Domestic Product (GDP) towards health workforce development**. This level of investment is comparable to pre-pandemic figures and is deemed essential to attract, train, and retain the necessary healthcare personnel.

The report also notes that over one-third of doctors and a quarter of nurses in the EU are aged over 55, indicating a looming wave of retirements. This demographic trend underscores the critical need for strategic investments in health workforce planning and education to ensure the sustainability of healthcare systems.

<sup>14</sup> Regulating the health workforce in Europe. BMC, Observatory

<sup>15</sup> <https://www.ubiquitypress.com/site/chapters/e/10.5334/bdc.b/>

<sup>16</sup> [https://www.oecd.org/en/publications/health-at-a-glance-europe-2024\\_b3704e14-en.html](https://www.oecd.org/en/publications/health-at-a-glance-europe-2024_b3704e14-en.html)

## 11

# Concerns of nurses professionals on the 'skills program and promotion'.

The shortage of overall presence and the expected new arrival of qualified health professionals is a great concern to all working in the health domain. First of all, to health professionals at the clinical level, are in direct contact with patients and civil society. A key driver was caused by the outbreak of the COVID-19 outbreak. This causes great disruption in the health system and especially to the stability and sustainability of health professionals especially in the nursing and care domain. Before the crisis, there were already decades of concern about the growing shortage of health professionals.

The prediction of immense shortage was foreseen 20 and 30 years ago is coming to reality and intensified due to the crisis. As a response, initiatives were initiated to invest in skills, training, and additional education. But despite the well-intentioned and often also wellworking response to tackle the problem, to provide additional skills to the remaining professionals. However, this is often a shortcut to a temporary problem. Take for example an additional skill course on technology, IT, or AI this can be helpful but when the study is not repeated in a few years, if the students are changing, the teachers are alternating, and study achievements are not certified in a credible, recognised and valued system.

**“Hospital managers would be shocked if they would survey their staff of the level of certified qualification based on credible education pathways”.**

What often is heard is that certification program cost time and money and are downsized by employers, despite the urgency of the professionals who promote stability and recognition of certification and contribute to intervention outcomes. With too much focus on short-term investing in skills and training it distracts from the real cause of the problem and a constructive pathway forward to stability and sustainability of the health professionals.

The profession educated, trained and experienced remain in their conviction that only with stability, sustainability and in-depth organised courses and education pathways, credible and credited by values recognised institutes, also provided by the international and European academic-based nursing institutes will provide new direction. This is an alternative to ad hoc skill and fragmented education pathways. When not take a step forward, we will remain in the negative circle of challenges and greater problems as the demand for competent, qualified, and certified professionals in specific health domains is needed.



# Clarification of terminologies

- **EDUCATION:** The structured training and learning required for a Clinical Nurse Specialist (CNS) or Nurse Practitioner (NP), which includes completing a master's degree or higher beyond the bachelor's degree level and generalist nursing. **This also includes continuing professional education to secure their accountability for interventions.**
- **ACCREDITATION:** A procedure conducted by an authorized organization to review and approve an institution or program, granting it temporary recognition for meeting predefined standards that are **relevant to the credibility of the achievements after education.**
- **CERTIFICATION:** This is an official acknowledgment of a professional's knowledge, skills, and experience, confirmed by meeting the set competent standards for a Clinical Nurse Specialist (CNS) or Nurse Practitioner (NP). It signifies that the CNS or NP has fulfilled specific eligibility criteria **and standards and contributes to self-esteem and assurance of interventions.**
- **LICENSURE:** The legal process of granting permission to practice and autonomy. This involves conferring exclusive rights to Clinical Nurse Specialists (CNSs) or Nurse Practitioners (NPs) who meet established criteria, allowing them to practice and use the protected titles of CNS or NP **contribute to health management standards, and provide education.**
- **REGISTRATION:** The act of recording an individual's name in an official list maintained by a recognised regulatory or national government body (and/or European), indicating that the person has the specific qualifications for a CNS or NP. **This register provides title protection but does not validate the individual's competence.**

## Understanding the Aging Populations for Health Workforce: learnings from the 'Lewis Turning Point':

Is it helpful to nurses to understand the 'Lewis Turning Point'<sup>17</sup> so let's talk some economic and demographic principle teachings. This is about 'Stock, Supply, and demand, a not so attractive aspect on a huma crisis, but anyway insightful.

*In short, this 'Lewis turning Point' principle explains the dynamics of population and economic shifts. Initially, a thriving population and new generations drive growth as they migrate from rural areas to urban centers. However, over time, as this urban population ages, urbanization slows, and fewer young people enter the workforce. The result is an aging population and a shrinking labour force, which places greater reliance on health systems and social support.*

*Where economies once experienced robust growth, they may now face stagnation or decline due to these demographic shifts. This tipping point presents significant challenges,*

*particularly in regions responsible for 75% of global GDP. Compounding this issue is the shortage of health professionals, a problem that recruiting efforts alone cannot resolve due to the already global shortfall in healthcare workers.*

For dealing with this situation, nations must focus on investing in the education and career development and in our case, in health professionals or in short the learning should be: if what you have left over, and is dear to you, protect and cherish to the best of your ability. So this means, with an emphasis on enhancing their skills in literacy, promoting healthy lifestyles, and advancing preventive care strategies. This approach not only strengthens the healthcare workforce but also empowers individuals to take proactive steps in maintaining their health. Such measures can reduce dependency on healthcare professionals as populations age, fostering greater resilience in health systems and supporting sustainable economic and social outcomes.

17. Lewis, W. A. (1954). Economic Development with Unlimited Supplies of Labour. The Manchester School, 22(2), 139-191.



# What keeps nurses from organise this themselves

The best answers can be provided by any nurse in Europe, but overall, they remain at the same level. This is due to a combination of financial and time constraints, as well as obstruction by employers. There are numerous nursing organizations at specialty, European national, and regional levels, but they are often marginalized. Nurses often must rely on their employers and seek permission to invest in their careers, and even when these obstacles are removed, they may be reluctant or afraid to pursue advancement.

We see this issue even at high policy and political levels. Although nursing organizations are often invited to participate in formal and informal European projects and programs, they are frequently absent from many innovative congresses and events, both in-person and online. The absence of health policy officers at national and European levels is deeply disheartening. It is often unclear why they seem to turn their backs on innovative health professional initiatives, offer apologies for their absence, or fail to respond altogether.

There is a common perception that **“we are not relevant enough at this level, but when crises arise, nurses are often applauded for taking responsibility: not for me anymore”**. This suggests that while mechanisms and infrastructures have been created by the nursing profession, there appears to be a barrier around them. This discourages nurses across a broad range of specialties and health domains from engaging in these initiatives.

Although expectations for significant change may be low, there is an urgent need for open communication and ongoing dialogue to discuss the.

- **Barriers to Advancement:** Nurses face multiple barriers, including financial constraints and employer obstructions, which hinder their career development and involvement in broader health policy discussions.
- **Marginalization of Nursing Organizations:** Despite the presence of numerous nursing organizations at various levels, they often struggle to gain recognition and influence. This marginalization can be attributed to their dependency on their employers and the bureaucratic hurdles they face.
- **Lack of Engagement in Innovation:** There is a noticeable absence of health policy officers from national and European levels in many innovative congresses and events. This lack of engagement is disheartening for many nurses who feel their contributions and initiatives are undervalued.
- **Recognition Only in Crisis:** Nurses often only receive acknowledgment and support when crises occur, rather than being actively involved in shaping health policy and innovation.
- **Need for Open Communication:** To address these issues, there is a pressing need for more open communication and ongoing dialogue between nursing professionals, their organizations, and policymakers.

Overall, this leads to the need for advocating for a more inclusive approach where nursing professionals and their organizations are actively involved in health policy and innovation discussions, and where their contributions are recognized and valued consistently.

# Stakeholders and points of reference

Our key stakeholders, partners, and collaborators, providing input to this report, include the ESNO and their members with a specific interest in their Education committees, the European chapter of the Advance Nurses Practitioners, the WHO Europe-oriented organization of Federation of National Nursing and Midwife organization (EFNNMA), National Nursing Organisations, representative European scientific nursing organizations such as 'European chapter of SIGMA Theta Tao', Workgroup of European Nurse Researchers (WENR), the EUVECA and BeWell project and the European Centre for the Development of Vocational Training (CEDEFOP). In this, we also include European nurse interest groups, such as in the Environmental, Digital, and Infection Prevention domains. In this, we also consult and include insights into the European context programs such as the HEROES Joint Action (HEalth woRkFORce to meet health challenges) and programs such as TASHI, and European and Brussels-based alliances with programs on Health workforce.

Therefore, our objective is to advocate for mandatory facilitation and recognition of continuing professional development for specialist nurses and advanced Nurse Practitioners, as a prerequisite for nurses' health workforce sustainability and retention, within the EU regulatory framework. We're committed to conducting thorough research and compiling references that underscore the importance of Continuing Professional Development (CPD). Additionally, we're establishing a roadmap to enable EU-wide certification of educational achievements and coordinating with regulatory bodies to ensure recognition for Specialist Nurses and Advanced Nurse Practitioners.

Coming back to the purpose of this report is to articulate the critical significance of nurse education, certification, and harmonization. We emphasize the necessity for substantial investment in these areas, advocating for cohesive strategies over fragmented approaches. Currently, nurse education lacks uniformity, with varying certification criteria dictated by local guidelines. This lack of harmonization underscores the need for unified action (Decock, et al., 2022; Dury, et al., 2014; Vidall, et al., 2011).

This report provides insight into a series of three questions related to education, certification, and recognition. This is from the perspective of the spectrum of established European specialist nurses' organizations, scientific nurse networks and alliances, and other significant nursing institutes as mentioned in the stakeholder's overview.

## IN SCOPE OF DEVELOPMENT

In all this, we wish to highlight the process towards collaboration between leading officials between the ESNO and the European and global accreditation institutes. Key to this process is the anticipated collaboration with the European Specialist Nurses Organisations (ESNO) and the European and global accreditation institutes. Throughout 2024 and 2025, constructive conversations are expected to take place with these organizations to harmonize standards and explore ways for cross-country and cross-continental collaboration.

## GOALS AND BENEFITS ON COLLABORATION:

**1. Harmonization of Standards:** The primary goal is to harmonize nursing standards across Europe, ensuring that nurses have a consistent and high level of education and professional capability regardless of their country of practice.

**2. Cross-Continental Collaboration:** By collaborating with European and global accreditation institutes, the program seeks to establish a framework that allows for mutual recognition of nursing qualifications and standards between Europe and other continents.

**3. Diversity and Inclusion:** Emphasizing the richness of diversity, the program seeks to create a harmonized context that respects and incorporates various cultural backgrounds and practices into the nursing profession.

The development of a European program for the certification of nurses, in collaboration with ESNO and European and global accreditation institutes, would represent a significant step towards harmonizing nursing standards across Europe. This initiative not only aims to elevate the quality of nursing care but also promotes cross-continental collaboration and cultural sensitivity within the profession. Through these efforts, the program seeks to ensure that professional standards in nursing are in line with universal health care standards, reflecting health as a universal right.

# Response to European Observatory ‘Strengthening Europe’s Nursing Workforce, POLICY BRIEF 66, Strategies for Retention’<sup>18</sup>

The European Specialist Nurses Organisation (ESNO) welcomes the publication of the ‘EU Observatory: Strengthening Europe’s Nursing Workforce, POLICY BRIEF 66’ and highlight crucial aspects on the health workforce, but also triggers debated and suggestions from our side based on observed crucial omissions that must be addressed.

## 1. Recognition of the terminology ‘Nurse Specialists’

The focus on ‘advanced’ nursing practices overlooks the vital contributions of ‘specialist nurses’ in areas like anesthesia, rheumatology, urology, dialysis, paediatrics, oncology, and community care, as well as in vaccination, infection prevention, and AMR stewardship. These specialist roles are crucial to addressing healthcare challenges. Retention strategies should recognize nurse specialists, establish clear training and career pathways, and harmonize certification across Europe to improve workforce mobility

## 2. Sustainable Mentorship Programs

Nurse retention depends heavily on sustainable mentorship programs. These programs must be formally recognized and fully facilitated to support nurses’ professional growth and well-being. We recommend: developing structured mentorship as a priority action and providing resources and formal recognition for mentorship roles.

## 3. Engaging Specialist Nurses in Policy

Specialist nurses’ expertise must inform high-level European policy discussions. To avoid future omissions and repetitive calls to action, we propose: actively involving specialist nurses in EU policy-making, including

health workforce strategies in the mandates of the European Commission and Parliament and establishing an ‘Implementation Institute’ to ensure policy actions are executed effectively.

## Proposal as an extension of the ‘Policy Action 6: Strengthen Nursing Leadership’

Based on internal conversation with ESNO constitutes

“A key barrier to strengthening nursing leadership is the exclusion of nurses from decision-making tables in most health institutions. This raises critical questions: **What drives this systemic issue?** Are nurses perceived as lacking knowledge about policies, politics, and economics? If so, the solution is clear—create a mandatory mechanism to provide them with the opportunities, resources, and time to develop these skills. With proper facilitation, nurses can engage meaningfully in leadership roles, but also in European projects and project for example on Vaccination and AMR. Too often, they are viewed merely as ‘employees’, not key stakeholders or leaders, **overlooking the fact that everyone in an organization—directors included—is an employee.** Recognizing this equality is crucial to fostering inclusive leadership. Furthermore, nurses’ efforts to engage in European or international health initiatives are often unsupported, forcing them to participate on their own time and expense. Many attend ESNO events using vacation days, working extra shifts, or saving hours to compensate. **This inequity undervalues their contributions and imposes an unfair burden**”.

18. <https://eurohealthobservatory.who.int/publications/i/strengthening-europe-s-nursing-workforce-strategies-for-retention>

# 10 Arguments to promote Nurses Specialist in health.

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## **#1. Enhanced Patient Outcomes**

Provide specialized, evidence-based care, leading to better clinical outcomes, early detection and management of complications and reduction in hospital readmissions and length of stay.

## **#2. Cost-Effectiveness**

Decrease healthcare costs by preventing complications, unnecessary interventions and promote efficient resource utilization through streamlined care processes.

## **#3. Bridging Gaps in Healthcare**

Address shortages of medical professionals, especially in underserved areas, take on roles in primary care, specialist clinics, and public health initiatives.

## **#4. Leadership and Advocacy**

Lead quality improvement project, influence policy development and advocate for patient rights and improved health systems.

## **#5. Increased Access to Care**

Offer timely, specialized care that reduces waiting times and provide services across community, hospital, and remote settings.

## **#6. Promotion of Preventive Care**

Drive vaccination programs, screening initiatives, chronic disease management, educate patients and communities to promote health literacy.

## **#7. Education and Mentorship**

Train and mentor junior nurses, healthcare staff and contribute to curriculum development and professional development programs.

## **#8. Innovation and Research**

Conduct and apply research to improve clinical practices, lead innovation in patient care technologies and methods.

## **#9. Interdisciplinary Collaboration**

Serve as a critical link between healthcare teams, fostering communication, coordination, enhance team-based care by integrating nursing perspectives in decision-making.

## **#10. Patient-Centered Care**

Deliver holistic, individualized care that aligns with patient values and preferences and empower patients to actively participate in their care journey.

# 10 Arguments to promote Education and Autonomy in Nurses Specialist in health.

## #1.

"A well-educated nurse is not only a healer but a leader—autonomy and expertise transform care, creating stronger, more resilient health systems."

## #2.

"Empowering nurses through education and recognition secures the foundation of healthcare, ensuring stability, retention, and unwavering dedication."

## #3.

"Advanced practice is not just a title—it is the result of continuous learning, responsibility, and the autonomy that keeps nurses at the heart of patient care."

## #4.

"Recognition of nurses' expertise and decision-making power isn't a privilege, it's the key to retaining talent and attracting the next generation of healthcare leaders."

## #5.

"Nursing education doesn't end at the bedside; it evolves through specialism and autonomy, driving sustainable healthcare and professional fulfilment."

## #6.

"Invest in nurses' knowledge and autonomy today, and you invest in the health and future of entire communities."

## #7.

"Nurses thrive when their advanced skills are acknowledged—retention begins with recognition, and growth starts with education."

## #8

"Stability in healthcare starts by valuing the intellectual contributions of nurses, fostering environments where autonomy and education pave the way for excellence."

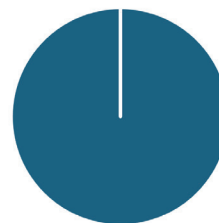
## #9

"A nurse empowered with education and autonomy is not just retained—they lead, innovate, and inspire, making the profession a beacon for others to follow."

## #10

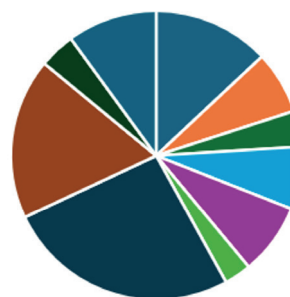
"True nursing leadership emerges when expertise meets recognition—where the value of education and autonomy transforms not just careers, but entire health systems."

What people think Advance Nurse Specialist Do



■ Writing papers

What Advanced Nurse Specialist Do



■ Enhanced Patient Outcomes ■ Cost-Effectiveness  
 ■ Bridging Gaps in Healthcare ■ Leadership and Advocacy  
 ■ Increased Access to Care ■ Promotion of Preventive Care  
 ■ Education and Mentorship ■ Innovation and Research  
 ■ Interdisciplinary Collaboration ■ Patient-Centered Care

# The progression of the specialist nurse workforce

The most trusted professionals for over 200 years

ESN  
EUROPEAN SPECIALIST NURSES ORGANISATION

Caring4Nurses

1946  
1964



“  
I like to know how to do it

## Post War Nurse

Ambitious and well questioning everything

|   |  |   |                        |
|---|--|---|------------------------|
| EDUCATION<br>Basic training               | EVOLUTION<br>Generic                   | ERA<br>War is over                          |                        |
| LEVEL<br>Qualification<br>Obedient        | DISCIPLINES<br>Traditional disciplines | GEOGRAPHY<br>Local nurse                    |                        |
| ENVIRONMENT<br>Nursing health environment | KNOWLEDGE<br>Old generation Books      | MEDICATION<br>Administer<br>Doctor's domain |                        |
| TECHNOLOGY<br>Post                        | Listener<br>Employed                   | STATUS<br>Appreciated<br>Generic            | TOP-DOWN<br>Head nurse |

Based on Kerry Eldridge, May 2017'

“Caring is the essence of nursing”  
— Jean watson

## 16

# Interviewing key leaders nursing organisation on certification

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In the end, this report provides clear and implementable recommendations for the years to come to European institutes and European national regulatory bodies and institutes to make political choices but before we propose a series of key questions for all stakeholders in European Specialist and Advanced Nursing:

**Question 1**

*“What are your perspectives on the current state of Nursing within the domains of Education, Certification, and Recognition, as outlined in the report’s scope?”*

**Question 2**

*“What specific changes and establishment would you advocate for within these domains?”*

**Question 3**

*“How do we make sure that nurses from a variety of socioeconomic and demographic backgrounds may access and benefit from the planned improvements in education, certification, and recognition?”*

**Question 4**

*“What measures should be taken to foster cooperation and information exchange across European nations to maximize the efficacy of the suggested modifications to nurse certification and education?”*



# Specialist Nurses Registration Netherlands



“The Dutch Specialist Nurse Registration Agency recognizes the importance of improving nursing within education, certification, and recognition both in the Netherlands and across Europe. In the Netherlands, the current system of nursing education is clear and well-structured, but across Europe, it remains fragmented. A key issue is the inconsistency in how certifications and qualifications are recognized across different countries. They advocate for the establishment of a standardized European system that allows nurses to accumulate modules and achieve higher qualifications progressively.

This would provide a clear pathway for career advancement and ensure that nurses from varied socioeconomic backgrounds have access to better opportunities. Integration efforts must include not just

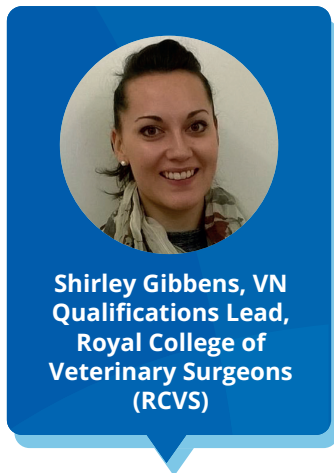
language and professional practices but also cultural understanding. To bring these changes to fruition, collaboration with educational institutions is essential, as they hold significant influence over course structures.

**Additionally, lobbying at the political level is crucial to ensure that these educational advancements are supported by appropriate laws and regulations.**

To maximize the effectiveness of these improvements, they recommend fostering stronger cooperation and information exchange across European nations, potentially through the European Qualification Framework. By aligning educational standards and integrating cultural nuances, we can ensure a more cohesive and effective nursing profession across Europe”.



# ACOVENE / CRVS - Veterinary nurses



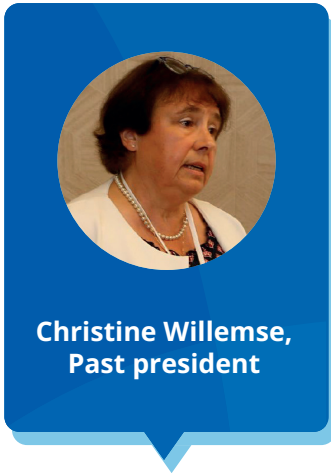
“The current state of nursing within Education, Certification, and Recognition in the EU reveals a need for clearer, standardized practices. Professor Sophia Chan’s Milan conference talk highlighted the inconsistencies across EU member states, emphasizing the UK’s situation where regulated roles are often misrepresented. A more unified approach is necessary to advance nursing standards and proficiency. Standardized and regulated professional roles are essential to ensuring uniformity in terminology, role requirements, and certification processes. Establishing clear, specific role elements that only certified professionals can undertake would improve the consistency and quality of nursing care.

To achieve these changes, several steps are crucial. First, demonstrating the impact and importance of specialist nurses is vital to garner support for standardization and certification. Engaging with stakeholders—such

as nursing associations, regulatory bodies, and educational institutions—is necessary to align the processes for recognition and accreditation. Additionally, understanding the perspectives of advanced nursing professionals will help tailor the process to their needs and expectations. Ensuring access and benefits for nurses from diverse socioeconomic and demographic backgrounds involves encouraging varied participation in advanced training and clarifying the career and mobility benefits of certification.

And at last, I strongly believe in fostering cooperation and information exchange across European nations is critical. Securing buy-in from the EU Commission, MEPs, and all relevant stakeholders will ensure a unified approach. It is also essential to assess the current status of nursing practices across the EU to develop effective, harmonized solutions”.

# EORNA: European Operation Room Nurse Association



**Christine Willemse,  
Past president**



“The current state of nursing in Europe presents several challenges and opportunities across education, certification, and recognition. Despite efforts to standardize nursing education, disparities persist among EU member states, with varying training levels and no unified compliance oversight. For instance, Belgium has both a bachelor’s and vocational pathway for registered nurses, highlighting the need for a consistent training pathway and a European-level examination to ensure uniformity.

To address these issues, several changes are advocated. A uniform European standard for nurse training should be promoted, including a single training pathway within countries and the establishment of a European oversight system. Additionally, a clear European competency framework should be developed, ensuring all training institutions meet these standards. The recognition of advanced roles, such as specialized and perioperative nurses, should also be standardized, with mandatory training and clear career advancement opportunities.

Essential steps for implementing these changes include demonstrating the impact of specialized nursing roles, engaging stakeholders (nursing associations, regulatory bodies, and educational institutions), and incorporating feedback from advanced nursing professionals.

This will help tailor the changes to their needs and secure broad support. Ensuring access for nurses from diverse backgrounds can be achieved through scholarships, on-the-job training, and flexible schedules. Creating online European courses and addressing language barriers will further enhance accessibility. Additionally, addressing ethical concerns regarding the recruitment of nurses from lower-income countries is crucial. To foster cooperation and information exchange across European countries, professional associations like ESNO and EORNA should lead in disseminating information and promoting quality care. Enhancing exchange programs and creating European standards for patient and caregiver safety will also be beneficial”.

# European Association Urology Nurses



“The European Association of Urology Nurses acknowledges the substantial disparities in nursing education, certification, and recognition among EU member states, particularly in specialized disciplines such as urology. These inconsistencies impede the recognition of nurses’ qualifications and mobility, necessitating the implementation of standardized certification criteria throughout Europe.

We are in favour of establishing a unified curriculum for both general and specialized nursing, as well as a credentialing system consistent across the EU, ensuring that qualifications are consistently recognized, irrespective of the nurse’s training location.

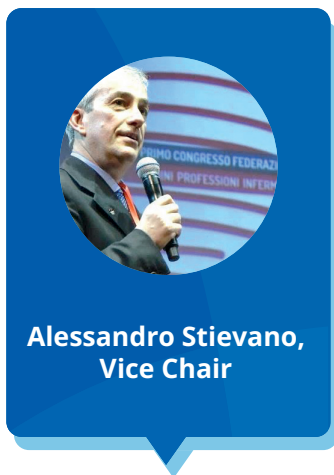
By doing so, professional mobility will be improved and specialized skills, such as those in urology, will be recognized equally across borders. To effectuate these modifications, it is necessary to establish robust leadership at both the EU and national levels to facilitate policy reforms. To create practical and sustainable reforms that adapt to the changing requirements

of healthcare systems, it is also imperative to foster collaboration among nursing organizations, educational institutions, and regulatory bodies.

It is imperative to guarantee that all individuals have access to enhanced education, certification, and recognition. We suggest the implementation of financial support mechanisms, such as scholarships or grants, to mitigate the obstacles faced by nurses from a variety of socioeconomic backgrounds. This will allow all nurses, irrespective of their financial circumstances, to pursue advanced training and certification. Finally, it is imperative to promote collaboration and information exchange among European nations.

Creating a centralized database for research on nursing education and certification and best practices is recommended. This would facilitate the exchange of knowledge, the alignment of strategies, and the improvement of the efficacy of reforms throughout the EU between policymakers and healthcare organizations”.

# European Nurses Directors Association



## The Impact of Continuing Professional Development on Nurse Retention and Job Satisfaction: Enhancing Expertise Through Certification and Recognition

“Continuing professional development (CPD) at the postgraduate level is crucial for advancing not only the quality of care provided by nurses but also their professional growth, self-esteem, and job satisfaction. As nurse directors we strongly believe that Certification and formal recognition through CPD foster a deep sense of accomplishment, affirming nurses’ expertise in specialized areas of practice. This recognition goes beyond acknowledging their commitment; it highlights their sophisticated knowledge, scientific proficiency, and capacity for healthcare management, placing them at the forefront of addressing contemporary health challenges.

By pursuing advanced education and certification, nurses are not only enhancing patient care outcomes but also positioning themselves as integral contributors to the evolving demands of the healthcare system. This professional development enables nurses to actively engage in leadership roles, influence policy, and implement evidence-based practices that contribute to the continuous improvement of health services. Furthermore, such opportunities encourage innovation and pave the way for new paradigms in healthcare delivery.

A culture of continuous education and certification also plays a pivotal role in addressing the European and global challenge of nurse retention. When nurses

experience their expertise is recognized and valued through formal qualifications, they experience also heightened job satisfaction and health outcomes. This recognition strengthens their identity as vital healthcare professionals and enhances their sense of belonging in interdisciplinary teams, at clinical and management level.

Moreover, this cycle of education, certification, and recognition unlocks ongoing career opportunities for nurses, fostering pathways to advanced roles in clinical practice, research, and healthcare management. As the healthcare landscape shifts toward more integrated and patient-centered approaches, nurses equipped with advanced certifications are empowered to implement systemic improvements that benefit both patients and the wider health infrastructure.

In conclusion, continuing professional development, with an emphasis on certification and recognition, is not only vital for elevating nursing practice but also serves as a powerful catalyst for nurse retention, satisfaction, and the broader evolution of healthcare systems. As new paradigms emerge, it is through such development that nurses will continue to shape the future of healthcare, ensuring high standards of care and strengthening the global health workforce”

**“When nurses are empowered through education, recognized for their expertise, and certified for their skill, they don’t just stay—they lead, inspire, and transform the future of healthcare”.**

# European Specialist Nurses Organisation

*'Harmonised European Post graduation Complementary Education and Certification in European context'*



The current state of nursing within the domains of education, certification, and recognition shows significant variability across different regions, particularly in areas related to prevention and chronic illnesses. These both are an example related to prevention where far to less is invested but also the vulnerable and elderly, to be expected a significant group in the European population. On this I like to mention vaccination and incontinence care.

While many nurses receive foundational training, the lack of standardized, comprehensive post-graduate education hinders consistent competency levels. Certification serves as a critical marker of professional expertise, yet recognition of these certifications varies widely, affecting the professional standing and career development of nurses. To address these challenges, it is essential to establish a standardized curriculum that covers essential areas such as vaccination and incontinence care.

This curriculum should include clear pathways for certification and recognition at the national and European levels. Creating a complementary certification program, specifically focused on these topics, will help bridge gaps

in current nursing education and elevate the profession's role in patient care. National endorsement and European-wide recognition of such certifications would ensure that nurses are not only well-educated but also appropriately acknowledged for their expertise. Ensuring equitable access to these certifications, regardless of socioeconomic or demographic background, requires affordable education options, financial support, and flexible learning formats. Digital and hybrid learning environments, coupled with targeted scholarships or grants, can play a key role in making these improvements accessible to a broader range of nurses.

Finally, fostering cooperation and knowledge-sharing between European nations is essential. This can be achieved through the development of shared platforms, joint certification initiatives, and regular exchanges of best practices, all aimed at strengthening the collective nursing workforce across Europe.

**"When nurses are empowered through education, recognized for their expertise, and certified for their skill, they don't just stay—they lead, inspire, and transform the future of healthcare."**

# International federation of nurse anesthetists

*“Harmonizing Education, Certification, and Recognition: A Call to Elevate Nursing Practice Across Europe – Perspectives from European Nurse Anesthetists”*



**Dr. Adriano Friganovic**  
Assistant Professor Adriano Friganovic, RN, BsN, MA, PhD, FESNO. Head nurse, College Professor Intensive care specialist. president ESNO, CNSARICT, CNNF and past president WFCCN.



- **Stakeholder Engagement:** Involve nursing organizations, educational institutions, and policymakers in discussions to ensure all voices are heard.
- **Funding and Resources:** Secure funding to support the transition to a harmonized system, particularly for training programs and educational resources.

“When considering the current state of nursing within the domains of education, certification, and recognition, my view is that the status of specialist nurses in the European Union is unsatisfactory due to the lack of harmonization among member countries. Nursing education, certification, and recognition vary significantly across Europe. While some countries have advanced educational frameworks and robust certification processes, others lag behind, leading to disparities in practice and recognition for specialist nurses. This lack of harmonization results in varying skills and qualifications, impacting both patient care and professional mobility.

One of the key changes we advocate for is the establishment of a standardized framework for nursing education and certification across the EU. This would involve creating a unified set of competencies and qualifications for specialist nurses, ensuring consistency in training and recognition. Additionally, promoting advanced practice roles and integrating them into healthcare systems would help elevate the profession’s status.

As a European organization representing nurse anesthetists, we seek clear pathways in the following areas:

- **Policy Development:** Collaborate with EU health authorities to draft policies that standardize nursing education and certification.

It is crucial that nurses from diverse socioeconomic and demographic backgrounds are able to access and benefit from the proposed improvements in education, certification, and recognition. To achieve this, we should develop scholarships and grants, providing financial support for nursing education, particularly for underrepresented groups. Additionally, we could offer flexible learning options through online and part-time programs to accommodate different life circumstances. Partnering with local organizations to raise awareness about nursing careers and educational opportunities is also essential.

To maximize the effectiveness of the proposed changes to nurse certification and education, we must foster cooperation and information exchange across European nations. Using the ESNO network as a platform for sharing best practices, research, and resources among member states will be crucial. We should continue organizing events focused on nursing education and certification to facilitate dialogue and collaboration. ESNO’s share points could serve as a centralized database of nursing education programs and certification requirements, promoting transparency and ease of access.

**By implementing these changes, we can create a more cohesive and supportive framework for nursing in Europe, ultimately benefiting both professionals and the patients they serve”.**

# ESNO Foundation (FoNSE) / Italian Association of Oncology Nurses (AIIAO)



**Dr. Rosario Caruso**  
Nurses Researcher, University  
of Milan, Director ESNO  
Foundation (FoNSE) President  
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“The current state of nursing within the European Union reveals a lack of consistency in education, certification, and recognition across countries. This disparity results in specialist nurses facing challenges in transferring their qualifications between regions, leading to limited professional mobility and inconsistent patient care. Some countries have formalized advanced nursing practice, while others do not, unevenly recognizing specialized nursing roles. **We encounter a chaotic landscape, often described as a ‘jungle,’ resulting from the varying approaches to nursing specialization across European countries.**

To address this, I advocate for creating a standardized framework for nursing education and certification across the EU. This framework should define competencies and qualifications for specialist nurses, ensuring their credentials are valid throughout Europe. Moreover, strengthening the role of advanced practice nurses by integrating them into healthcare systems is crucial for improving care quality.

**Today, nurses with specialized expertise moving to another European country often face unrecognized qualifications, forcing them into demotivating and**

**unnecessary administrative hurdles.** This must change. Achieving this requires collaboration among regulators, educators, unions, and scientific societies to align efforts, unify qualifications, and promote the recognition of specialized roles. Policymaking and adequate resources for training programs are essential steps. Moreover, a standardized education and certification system will enable vital data collection for scheduling, forecasting, and systematic planning. Politicians must push this forward at both national and European levels.

Ensuring that nurses from diverse socioeconomic backgrounds can benefit from these improvements requires offering financial support such as scholarships and developing flexible education options like online programs. This would make nursing education more accessible to underrepresented groups.

Fostering cooperation across European nations is critical. Pan-European regulatory and Nursing organizations should collaborate and lead efforts to standardize regulations and promote information sharing, moving from voluntary participation to mandatory frameworks that all countries adhere to for consistent standards”.

# UN Liaison, Endowed Chair, Fulbright Research Scholar, International Nursing Expert and Consultant



**Dr. Jasper Tolarba**  
RN, CGNC, CNE, FACHE,  
FFNMRCIS, FAAN

To answer these questions, I think what I explained in our interview, is related to the European domain, reflects also the global perspective, but let me focus on your continent. The current state of nursing in Europe highlights disparities in education, certification, and recognition due to fragmented systems and inconsistent standards. Nurses in some countries, despite their advanced qualifications, seem to have limited autonomy compared to colleagues in other countries. These inconsistencies do not very much contribute to professional mobility, contribute to inequities in care, and tackle the nursing shortages in regions with insufficient training or specialization opportunities.

Addressing these issues truly demand harmonizing of nursing education and certification across Europe through standardized frameworks. These should align competencies, ensure equitable access to advanced training, and reduce professional barriers, contribute to mobility and consistency healthcare as a system. However, all needs to considered wisely because reforms must carefully in balance this good strategies to prevent professional brain drain, especially from regions already lacking of a sustainable .

In this all, legislation and political will - and I also think courage- are essential to make it all work and ready for implementation. Efforts to enhance education,

certification, and recognition will fail without true supportive policies and create another waste of energy. Policymakers truly must prioritize nursing education reforms, align national laws with EU standards, and provide resources to make education accessible, particularly for nurses from varied socioeconomic backgrounds. Advocacy is key, involving not just nursing organizations but also academics, stakeholders, and the public to influence legislative priorities.

Cooperation of nursing organisations and the regulatory institutes across European nations requires dedicated platforms for sharing information and best practices. These collaborative networks can facilitate harmonized curricula, digital training solutions, and mutual recognition of credentials. And in this, I strongly believe that this has a significant contribution to retention.

For many nurses, there is a new domain coming in, and often a bit out of the comfort zone, and this is politics. **If you can't manage to get your goals by policies** step in politics. I would like to encouraging nurses to participate in politics to ensure their expertise informs policy, contributing to lasting improvements that align with healthcare and societal needs. Legislative understanding and engagement are key to empowering the nursing profession and enhancing healthcare across Europe.



# My own way nurse

Like structure and direction

|  |   |   |                                  |
|--|---|---|----------------------------------|
| EDUCATION<br><b>Advanced generic</b>             | EVOLUTION<br><b>Specific</b>                | ERA<br><b>Cold war</b>                    |                                  |
| LEVEL<br><b>Bachelor</b><br>Lead small scale     | DISCIPLINES<br><b>Disciplines separated</b> | GEOGRAPHY<br><b>Regional</b>              |                                  |
| ENVIRONMENT<br><b>Medical health environment</b> | KNOWLEDGE<br><b>New literature</b>          | MEDICATION<br><b>Provide and advise</b>   |                                  |
| TECHNOLOGY<br><b>Phone</b>                       | Problem observer<br>Employed                | STATUS<br><b>Realise</b><br>Well grounded | TOP-DOWN<br><b>Nurse manager</b> |



# 1965 1979

”  
Tell me what to do but not how

# 1980 1994



## The millennial Nurse

Expect support to achieve

|   |  |  |                           |
|---|--|--|---------------------------|
| EDUCATION<br><b>Advanced specialist</b> | EVOLUTION<br><b>Specialised</b>                            | ERA<br><b>New borders</b>                    |                           |
| LEVEL<br><b>Master</b><br>Team player   | DISCIPLINES<br><b>Multidisciplinary</b><br>have mentorship | GEOGRAPHY<br><b>National</b>                 |                           |
| ENVIRONMENT<br><b>Holistic health</b>   | KNOWLEDGE<br><b>Good practices literature</b>              | MEDICATION<br><b>Advise and educate</b>      |                           |
| TECHNOLOGY<br><b>Mobile</b>             | Problem solver<br>Co-worker                                | STATUS<br><b>Improvement</b><br>Professional | TOP-DOWN<br><b>Doctor</b> |

”  
I work with you, not for you

## The self-aware Nurse

I'm self-directed

|   |  |  |                                       |
|---|--|--|---------------------------------------|
| EDUCATION<br><b>Academic specialist</b>         | EVOLUTION<br><b>Specialist</b>               | ERA<br><b>Peace</b>                        |                                       |
| LEVEL<br><b>Professor</b><br>Meso management    | DISCIPLINES<br><b>Inter disciplinary</b>     | GEOGRAPHY<br><b>Bi-lateral</b>             |                                       |
| ENVIRONMENT<br><b>Technological environment</b> | KNOWLEDGE<br><b>Contribute to literature</b> | MEDICATION<br><b>Co-prescriber</b>         |                                       |
| TECHNOLOGY<br><b>Digital</b>                    | I'm informed<br>Self-management              | STATUS<br><b>Responsible</b><br>Specialist | TOP-DOWN<br><b>Medical Specialist</b> |



# 1995 2020

”  
Don't force me into traditions

The report emphasizes the urgent requirement for a cohesive strategy towards nursing education, certification, and acknowledgment throughout Europe. Insufficient uniformity in nursing standards and qualifications poses substantial obstacles to professional mobility and career advancement, worsened by disjointed national systems and a dearth of unified European legislation.

The main objectives of the proposed report were to standardize nursing practices to guarantee uniform and excellent treatment throughout the continent, promote cooperation with organizations such as CGFNS across different continents, and actively embrace diversity within the nursing profession. To achieve these objectives, it would be necessary to establish a standardized European certification system, incorporate various cultural norms, and guarantee consistent recognition of educational and professional progress.

Several issues are highlighted in the report, including the effect of inconsistent certification on job stability, the ineffectiveness of short-term skill improvements, and the requirement of continuous investment in complete education routes. To tackle these problems, it highlights the need to work collectively with educational institutions, regulatory authorities, and legislators, while also promoting effective communication and information sharing among European countries.

Analysis of feedback from important parties indicates a collective dedication to these objectives, together with precise suggestions for standardizing education and certification, boosting accessibility for all backgrounds, and fostering collaboration among European nations. Through the implementation of these suggestions, the nursing profession in Europe can progress towards enhanced stability, sustainability, and conformity with universal healthcare norms.

The comments received from different nursing organizations together emphasize the pressing necessity for congruence and uniformity in nursing education, certification, and acknowledgment throughout Europe. All individuals acknowledge the existing fragmentation and inconsistency in these domains and concur on the need for a cohesive strategy to successfully tackle these problems.

The consensus among experts is that a standardized European system is crucial to guarantee the constant recognition and worth of nursing qualifications across several countries. Implementing this will enhance the clarity of career trajectories for nurses and guarantee fair and equal access to chances for professional growth.

Moreover, organizations emphasize the need for enhanced cooperation among educational institutions, regulatory authorities, and policymakers to synchronize standards and protocols. This collaboration should cater to the heterogeneous requirements of nurses from different backgrounds and guarantee that training and certification are both easily obtainable and reliable.

Furthermore, there is a compelling demand to establish systems that promote the exchange of information and collaboration among European countries. Implementing a centralized system for certification and recognition, together with promoting communication and interaction among stakeholders, is considered essential for enhancing the efficiency of the suggested modifications.

To advance nursing education and professional development, it is essential to foster open and ongoing dialogue with relevant stakeholders. This dialogue should address the challenges faced by specialist and advanced-level nurses and explore effective solutions to enhance their roles. Key Areas of Focus:



### Identifying and Addressing Obstacles:

A thorough examination of the barriers that have historically impacted specialist and advanced-level nurses is crucial and learn from good practices and examples.

This includes understanding the origins of issues such as inconsistent certification standards and fragmented educational pathways. By identifying these obstacles, we can develop targeted strategies to address them and prevent recurring challenges.



### Mandatory Continuing Professional Development:

It is vital to establish mechanisms that make continuing professional development mandatory for specialist and advanced-level nurses. This involves ensuring that educational institutions, including schools and universities, are accredited for their advanced nursing programs. The goal is to create a system where ongoing education is required and recognized across borders, supporting the continuous growth of these professionals.



### Cross-Border Certification and Recognition:

Specialist and advanced-level nurses should receive certification and recognition that are valid across European borders. This requires developing a standardized framework for titles and qualifications, ensuring that their expertise and advanced skills are acknowledged and respected universally. The certification process should reflect their competencies and allow them to practice at their full level of autonomy.



### Enhancing Competency and Autonomy:

The recognition framework should enable specialist and advanced-level nurses to operate within their full range of competencies and exercise their autonomy. This means creating an environment where their advanced qualifications are not only recognized but also utilized effectively within healthcare systems.

By focusing on these areas, we can build a comprehensive framework that supports the professional growth of specialist and advanced-level nurses, ensuring their contributions are valued and their roles are optimized across borders.



# Endorsing organisations

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## ESNO Member organisations:

|                   |  |
|-------------------|--|
| <b>EDTNA/ERCA</b> | European Dialysis and Transplant Nurses Association / Renal Care Association |
| <b>EfCCNa</b>     | European federation of Critical Care Nursing associations                    |
| <b>ENDA</b>       | European Nurse Directors Association   |
| <b>EORNA</b>      | European Operating Room Nurses Association                                   |
| <b>FEND</b>       | Foundation of European Nurses in Diabetes                                    |
| <b>IFNA</b>       | International Federation of Nurse Anesthetists                               |
| <b>EAUN</b>       | European Association of Urology Nurses                                       |
| <b>ESGENA</b>     | European Society of Gastroenterology and Endoscopy Nurses and Associate      |
| <b>EULAR</b>      | European League Against Rheumatism / Nurses section                          |
| <b>EuSEN</b>      | European Society for Emergency Nursing                                       |
| <b>EANN</b>       | European Association Neuroscience Nurses                                     |
| <b>ACOVENE</b>    | Royal College of Veterinary Surgeons   |
| <b>EWMA</b>       | European Wound Management Association  |
| <b>ICRN</b>       | International Coalition Respiratory Nurses                                   |
| <b>FINE</b>       | European Federation of Educators in Nursing Science                          |

## Esno organisational associates

|                 |  |
|-----------------|--|
| <b>GORNA</b>    | Greek Operating Room Nurses Association  |
| <b>AEEMC</b>    | Specialist Nurses in Medical Surgical Nursing Portugal                           |
| <b>ANIPIO</b>   | National Society Infection Control Nurses - Italy                                |
| <b>PTPAIO</b>   | Polish Society of Anaesthesiology and Intensive Care Nurses                      |
| <b>AEEMC</b>    | Specialist Nurses in Medical Surgical Nursing Portugal                           |
| <b>NVAM</b>     | National Association of Professionals in Anesthesia                              |
| <b>AICO</b>     | Italian Association Operation Room Nurses  |
| <b>UISH</b>     | Albanian Order of Nurses   |
| <b>CNSARICT</b> | Croatian Nursing Society Anesthesia, Reanimation, Intensive Care and Transfusion |
| <b>CNNF</b>     | Croatian National Nursing Federation   |
| <b>AIIAO</b>    | Italian Association of Oncology Nurses   |
| <b>BFHBOV</b>   | The Belgium Federation of Advance Nurses   |
| <b>APER</b>     | Portuguese Association of Nurses Specialized in Rehabilitation                   |
| <b>ANIMO</b>    | Italian Association of Medical Nurses  |
| <b>ESHRE</b>    | European Society of Human Reproduction   |
| <b>VMSB</b>     | Higher Medical School Macedonia  |
| <b>ZA NAS</b>   | Association of nurses, technicians, midwives and dental nurses                   |
| <b>AISLeC</b>   | Italian Nursing Association for the Study of Skin Lesions                        |
| <b>SIAN-ETS</b> | Society of Nephrology Area Nurses  |

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2021  
2030



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All I do is  
patient and quality  
value driven

See the flow and grow of the specialist nurse in European health care **towards 2030**

## Autonomy Nurse

Hybrid - Interdisciplinary - Skill mix

|  |   |  |
|--|---|--|
| EDUCATION<br><b>Ongoing graduation programs</b>            | EVOLUTION<br><b>Expertise</b>                       | ERA<br><b>Ready for a disruption</b>                       |
| LEVEL<br><b>Overall proficient</b><br>Macro management     | DISCIPLINES<br><b>Multi layered</b><br>Program lead | GEOGRAPHY<br><b>European nurse</b>                         |
| ENVIRONMENT<br><b>Intergrated community care provision</b> | KNOWLEDGE<br><b>Digital connected</b>               | MEDICATION<br><b>counceler and prescribing</b>             |
| TECHNOLOGY<br><b>Artificial Intelligence</b>               | I'm an informer<br>Employer                         | STATUS<br><b>Formal recognition and Autonomy</b><br>Expert |
|  |   | TOP-DOWN<br><b>Health specialist</b>                       |

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# The esno community the power of the spectrum of diversity

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## About ESNO

The European Specialist Nurses Organisation (ESNO) is a non-profit organisation, and the goal is to provide and facilitate an effective framework for communication and co-operation between the European nursing organisations and the individual members. ESNO also represents the mutual interests and benefits of these organisations to the wider European community. ESNO contributes to health themes and threats, and puts together innovative activities, all in the interest of European public health.

The organisation focuses on enhancing the capacity and capability of specialist nurses to deliver high quality healthcare by raising and harmonize specialist nursing education standards and actively contribute to health themes and threats, providing the best possible expertise, both national and in European cross border context.

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