



Activity Report

European Federation of Nurses' Associations
Working Year 2019



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Abbreviations

- **ACN** Active Citizenship Network
- **AMR** Antimicrobial Resistance
- **CPME** Standing Committee of European Doctors
- **CUC(s)** Citizen Use Case(s)
- **DG** Directorate General
- **DG CONNECT** European Commission Directorate General for Communications Networks, Content and Technology
- **DG EMPL** European Commission Directorate General for Employment, Social Affairs & Inclusion
- **DG GROW** European Commission Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs
- **DG SANTE** European Commission Directorate General for Health and Food Safety
- **DIR36/DIR55
DIR36-55** Directive on Mutual Recognition of Professional Qualifications (2005/36/EC & 2013/55/EU)
- **ECDC** European Centre for Disease Prevention and Control
- **EFN** European Federation of Nurses' Association
- **EHR** Electronic Health Records
- **ENRF** European Nursing Research Foundation
- **ENS4Care** EFN EU Project "Evidence Based Guidelines for Nurses and Social Care Workers for the deployment of eHealth services"
- **EP** European Parliament
- **EU** European Union
- **ENVI** European Parliament Committee on Environment, Public Health and Food Safety
- **EMPL** European Parliament's Employment and Social Affairs Committee
- **EXPH** Expert Panel on effective ways of investing in health
- **GDP** Gross Domestic Product
- **HCP** Healthcare Profession/al
- **H2020** Horizon 2020 programme (EU Framework Programme for Research and Innovation)
- **HR** Health Records
- **ICT** Information and Communication Technology
- **IMCO** European Parliament's Committee on Internal Market and Consumer Protection
- **InteropEHRate
(IEHR)** Interoperable EHRs at user edge (H2020 project)
- **K4I** Knowledge4Innovation
- **LLL** Lifelong Learning

- **LTC** Long-Term Care
 - **MEP(s)** Member(s) of the European Parliament
 - **NGO** Non-Governmental Organisation
 - **NNA(s)** National Nurses' Association(s)/Organisation(s)
 - **OECD** Organisation for Economic Co-operation and Development
 - **PACT** Patient Access Partnership
 - **PGEU** Pharmaceutical Group of European Union
 - **QualMent** Quality Mentorship for Developing Competent Nursing Students
 - **S-EHR** Smart Electronic Health Records
 - **Smart4Health (S4H)** Citizen-Centred EU-EHR Exchange for Personalised Health (H2020 project)
 - **SME(s)** Small and Medium Enterprise(s)
 - **SOLP** EFN Strategic & Operational Lobby Plan
 - **Spark** Spark Legal Network (EU law research consultancy)
 - **WHO** World Health Organization
 - **WG** Working group
 - **WP** Work Package
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Executive Summary

In line with the Strategic and Operational Lobby Plan 2014-2020 (SOLP), the EFN continued, in 2019, to strengthen its core business and lobby activities by being cognisant of the EU election cycle and strategically mapping priorities to the new political landscape, in addition to identifying key EU stakeholders with whom to connect, network, and jointly lobby to liaise and influence the new MEPs elected in May 2019. Identifying MEPS interested in health and those willing to focus on nurses and nursing is key to influence the political debates in Brussels. The same holds for the appointment of the new Commissioners who stated in December 2019. The EFN is consistently working to advocate for the promotion of empowered and highly educated and skilled nurses and their essential and invaluable contribution to delivering on access to health and ensuring the best healthcare outcomes for patients and EU citizens. The nursing profession has the potential to solve many of the challenges in healthcare delivery, therefore, more than ever it is crucial for nurses to engage and influence EU policies to make these policies fit-for-purpose.

The EFN Members commitment to the design and implementation of the [principles](#) enshrined in the [European Pillar of Social Rights](#), namely Principle 1 - Education; Principle 6 - Wages; Principle 16 - Healthcare; Principle 18 - Long-Term Care has significantly contributed to the policy work of the EU. In addition, the EFN continued to focus on the developments linked to the Directive 2013/55/EU, namely the European Commission's DG GROW [study](#), undertaken by Spark Legal Consultancy, on "Mapping and assessment of developments for nurses responsible for general care", aiming at assessing whether it would be appropriate, based on the developments in EU countries and their commonalities, to update the minimum training requirements laid down under point 5.2.1 of Annex V of the Directive. As a top political topic for EU nurses, the EFN will continue influencing this development in 2020. It is a key priority to secure a new modernised Annex V that reflects the agreed EFN Delegated Act, jointly signed by the regulators in the EU (2016).

Furthermore, the EFN is proactively engaged in the ongoing debate on lifelong learning, which is essential to the future sustainability of nurses and the nursing profession. The EFN Members approved in April 2019 an EFN [Roadmap](#) aiming to advance lifelong learning and guide the EFN work to support the European Commission in defining the future priorities on education and lifelong learning. In this context, the EFN is involved in an Erasmus+ EU project - [QualMent](#) - addressing the lack of clinical mentor's in nursing education by developing a clinical mentor's competence with mentor education for national and international nursing students in line with Directive 2013/55/EU and Article 31.

Workforce was equally important and kept high on EFN political agenda in 2019, with the EFN lobbying EU institutions and WHO on the importance and value of having a comprehensive picture of the nursing workforce and ensuing that the data collected is comparable and usable at EU level. As emphasised by the [European Semester Country Reports](#), almost every EU Member State needs more nurses to support the unmet needs of their population. The EFN Members have been committed to improving the data provided to their EU Semester National Contact Points is accurate for the upcoming Country Reports.

In terms of quality and safety, another EFN political priority, digitalisation has been placed high on the EFN policy agenda. Healthcare systems are being digitalised, and it is important and appropriate for the nursing workforce to keep up with these changes which are often very disruptive, due to a lack of end-user engagement. Nurses should be co-designers of digital innovation tools. To contribute to changing policy, EFN is an important key stakeholder of two EU-funded projects on electronic health records: [Smart4Health](#) and [InteropEHRate](#) (under H2020 - both developing cross-border systems for Electronic Health Records).

The EFN has positively contributed to a number of other quality and safety initiatives, for example, , vaccine-hesitation which has been part of ongoing political discussions at the highest political level (UN) in 2019, with a high-level Vaccination summit organised in September, with the presence of Mr Jean-Claude Juncker (outgoing President of the European Commission) and Mr Tedros Adhanom (WHO Director General). EFN was invited by the European Commission to be co-chair of a new 'Coalition for Vaccination' and invited to participate in the Summit, which promoted high-level visibility and political endorsement to the topic of vaccination.

Finally, the EFN has been at the forefront to supporting the [Nursing Now campaign](#) in progressing and raising awareness across Europe on the importance of the nursing profession for the sustainability of our healthcare systems. Appointed as the [Nursing Now European regional leader](#), in 2018, the EFN has been promoting the campaign at EU level, and next to the EFN members and partners across Europe who also play an active and positive role in making the Campaign a success.

Foreword



Dear EFN Members,
Dear Colleagues,

Over the past year, we have seen that many changes have occurred at local, national and EU levels and how, more than ever, it is crucial for nurses to engage and proactively influence EU policies that impact on quality and safety of healthcare and contribute to the population's health throughout Europe. The election of a new European Parliament, and a new European Commission provides new opportunities for the nurses to speak with one voice and bring to the

attention of the EU Institutions the unmet health and social needs of the population throughout the Union and contributing to ensuring that EU policies are fit-for-purpose. The EFN has strategically focused on influencing key topics on public health and social policies to position nurses to appropriately contribute to their full potential, improve their working conditions and ensuring a sustainable highly skilled and motivated nursing workforce. The EFN strength is to work very closely with dedicated health MEPS and European Commissioners to advance specific legislative portfolios to attain better health outcomes for citizens. Therefore, strengthening cooperation with key EU stakeholders and policymakers, with the foundations of the significant lobby work carried out over the last 15 years, it is now more than ever necessary to address the challenges of the nursing profession at local, national and EU levels.

Against this backdrop the EFN proactively progressed its lobby activities by mapping the EU political landscape and identifying key EU stakeholders with whom to engage with strategically to advance nursing as a valued and autonomous profession (Directive 2013/55/EU). The EFN undertook important work to identify how individual EU Member States have advanced in the area of healthcare. The EFN analysed the [European Semester Country Reports](#), which demonstrates that some countries are progressing while others need to work further to meet the European standards. It is important that NNAs proactively contribute to these country reports, in order to capture the significant contribution of the nursing profession, to reflect the wide range of good practices, the many innovations led by nurses that not only save lives, improve quality of care but have proven to be cost-effective and have wider benefits for society. Nurses' knowledge, expertise and leadership are key to achieving frontline positive change, and to ensure that the EU keeps healthcare and wellbeing high on its political agenda.

The EFN Members have been invaluable to endorsing the vision and supporting the EFN Brussels Office team to make it a reality. The very valuable input of EFN Members to driving the development of four of the [20 principles](#) enshrined in the [European Pillar of Social Rights](#) (principle 1 - Education; principle 6 - Wages; principle 16 - healthcare; and principle 18 - long-term care; Salaries has been fundamental to the success of the work delivered this year. To secure concrete outcomes, it is fundamental that the EU institutions and the national governments engage with the nursing community as end-user of these policies and put mechanisms in place to co-reform the European health and social care ecosystems. As the [European lead](#) of the Nursing Now Campaign, the EFN has therefore been promoting and communicating the end-user co-creation concept at EU level. The EFN Members can be proud of their central role in making this global Campaign a success by creating and leading local/national groups, advocating for local priorities plans, promoting development of young nurses locally, and making 2020 the year of nursing, and the year of change and celebration.

Finally, reflecting on all that has been achieved in 2019 through continuous lobbying and political engagement, the EFN has established the foundation for the important political challenges in 2020. It is with pride and appreciation that we present to you within this 2019 Activity Report, the progress and achievements that we have made during this year. Without a doubt, these would not had been possible without EFN Members' strategic leadership and their holistic vision of the nursing profession.

Prof Dr Elizabeth Adams
EFN President

Prof Dr Paul De Raeve
EFN Secretary General

I. EFN KEY LOBBY PRIORITIES

In line with the [EFN Strategic and Operational Lobby Plan 2014-2020](#) (EFN SOLP), and building on the achievements of previous years, in 2019 the EFN continued focussing on its three major key policy areas: [Education](#) (Under the lead of EFN Professional Committee), [EU Workforce for Health](#) (Under the lead of EFN Workforce Committee), and [Patient Safety and Quality of Care](#) (Under the lead of EFN Public Policy Committee), including [digital health](#).



One of EFN most significant and positive political meeting took place in March 2019. Representatives from different healthcare professions met at the European Commission to discuss the creation of a [coalition for vaccination](#) and to reach agreement on the most appropriate structure, scope, governance and general objectives of it. The event brought together the Presidents of the three main European Professional Associations ([nurses](#), [doctors](#) and [pharmacists](#)), joining forces for vaccination. The coalition is now in place,

gathering around 20 European healthcare professionals' and students' associations committed to delivering accurate information to the public, combating myths and exchanging best practices. EFN (nurses), CPME (doctors), and PGEU (pharmacists) are now working together to prepare a social media campaign - to be launched in early 2020, to bring awareness and deliver useful material to health professionals on [vaccination](#). Nurses' contribution to frontline impact is crucial on this, and the EFN members [best practices](#) cannot be ignored! The work carried out by the Coalition at EU level needs to be transposed and replicated at national level.

In September, the European Commission organised, in cooperation with the World Health Organisation ([WHO](#)), a [Global Vaccination Summit](#), in Brussels, aiming at giving high-level visibility and political endorsement to the topic of vaccination, and at demonstrating EU leadership for a global commitment to vaccination, boost political commitment towards eliminating vaccine-preventable diseases, and engage political leaders and leaders from scientific, medical, industry, philanthropic and civil society in global action against the spread of vaccine misinformation.

On a different vein, after the EU elections of May 2019, the new European Parliament and European Commission are now fully in place and starting their activities. The EFN has always worked very closely with MEPs dedicated to health to advance dialogue meetings on specific legislative files.

Looking at the [EFN SOLP](#) priorities more in details, we can say that in 2019 the EFN focussed on:

1. **EDUCATION**

↳ **Directive 2013/55/EU, Annexe V**

As mentioned in the [European Pillar of Social Rights](#) principle 1 'Education, training and lifelong learning', "everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labour market". For the nursing profession it is crucial to have high qualified nurses, to guarantee the quality of care and patient safety. Taking that into account, education is very high on EFN political agenda, and namely as regards the EU [Directive 2005/36/EC](#) on Mutual Recognition of Professional Qualifications (amended by Directive [2013/55/EU](#)), that the EFN kept high on its political agenda in 2019, knowing that many countries are trying to downgrade the nursing education.

Throughout the year, the members have requested on several occasions the EFN support, through EFN [letters](#) sent to the national governments asking them to make sure that the health facilities in their countries have the necessary nursing workforce to provide safe and quality healthcare services, knowing that the nurses' working conditions are seriously compromising the safety and quality of the healthcare they are delivering to EU citizens;

to value nurses' salaries taking into account the extra hours worked; to design career pathways for nurses, with the promotion of advanced roles and more opportunities in community care; and the engagement of the nursing profession in the policy design. In this context, it is crucial that EFN Members join forces, together with the schools of nursing, universities and politicians to implement the requirements of Directive 55. This will avoid infringement procedures from the European Commission (DG GROW) and ensure a consistent level of qualified EU nurses in compliance with Directive 55.

Beginning of the year, the European Commission's DG GROW gave mandate to the [SPARK](#) Legal Consultancy to conduct a [15-months study](#) on the need to reform the Annex V of the Directive on Mutual Recognition of Professional Qualifications 2005/36/EC (amended by Directive 2013/55/EU), which includes the theoretical and clinical instructions that general care nurses must have as to be awarded with a



formal qualification of nurses responsible for general care. Mapping the current national requirements in all EU and EFTA States (Iceland, Liechtenstein, Norway and Switzerland), the study aims to assist the European Commission in its assessment on whether to propose an adaptation of the minimum training requirements for the profession of nurse responsible for general care under Directive 2005/36/EC, as amended by Directive 2013/55/EU. Taking this discussion further, the EFN invited DG GROW and SPARK representatives to present the study to EFN Members, at the April 2019 EFN General Assembly, in Brussels. Both emphasised the importance of EFN Members' expertise and knowledge as regards Directive 55, and collaboration and participation in data collection activities within the scope of this project, vital to valid and reliable information.



As a next step into this study process, the EFN and its members were invited to participate in the [Workshop "EU minimum harmonised training for general care nurses – time for an update?"](#), organised by SPARK, on 12 November 2019, in Brussels, in which the EFN was invited as speaker to the plenary session to present EFN views on the topic. The meeting brought together experts, at EU and national levels, including public authorities, associations, training institutions and EU stakeholders, to discuss this topic.

This is an ongoing topic, that the EFN will follow closely in 2020, and for which it is key the EFN and its members lobby for, promoting the EFN proposed Delegated act, as agreed with the nursing regulators network (2016). We all agree that we need a new Annex V. The EFN will continue to lobby the European Commission and National Coordinators for the Directive to deliver as soon as possible a delegated act. Considering that today's society is posing many challenges to the nursing professions (i.e., population's ageing, chronic diseases, people living with co-morbidities, etc) we need more than ever to ensure that general care nurses formal qualifications include what is needed and expected from them.

→ **Lifelong Learning**

To advance the work on the [European Pillar of Social Rights' Pillar](#) Principle 1 - 'Education, training and lifelong learning' - identified by the EFN members as one of the EFN key priorities in this EU development, the European Commission has launched several initiatives within the framework of a [European Education Area by 2025](#). Lifelong learning is seen as a key right, and policy makers must guarantee access to it. As such, it is crucial to inform the European Semester process with nursing information to shape the national and European decision making. With this purpose, the EFN Members approved in April 2019, at the EFN General Assembly, in Brussels, a [Roadmap](#) to advance lifelong learning aiming to guide the EFN work to support the European Commission in defining the future priorities on education and lifelong learning. The EFN will continue exploring with the other EU sectoral professions (doctors, pharmacists, midwives, dentists), what progress can be made in the coming years, especially through the European Pillar of Social Rights.

→ **EU projects**

In this context of education, the EFN continues to be involved in a 28 months' EU project, under Erasmus+, called 'Quality mentorship for developing competent nursing students' ([QualMent](#)), which started in September 2018, and is aiming to address the clinical mentor's lack in nursing education and develop the clinical mentor's competence with mentor education for national and international nursing students. This project is key as it links to the Directive 2013/55/EU and Article 31 (8 competencies) and it will develop Clinical mentors' competence model which will provide new knowledge and findings regarding the current situation of clinical mentoring in nursing study programmes in Europe. *For more information on the project see page 17 ('EU projects' section).*



2. **EU WORKFORCE FOR HEALTH**

Over the years, the EFN has been very active to lobby the EU (through EU projects, as the [Joint Action on Health Workforce Planning and Forecasting](#), and initiatives as the [ESCO](#) platform, and the [High Level Working Group on EU Workforce for Health](#)) to make sure that in the EU there is a sufficient, motivated and highly qualified nursing workforce. Improving the quality of working conditions for nurses and ensuring that the workforce remains skilled and motivated continued to be a priority for the EFN in 2019, focussing on promoting the right workforce composition and to provide clarity in relation to the different [nurses' roles](#), responsibility and scope of practice. To strengthen this process, the EFN [Workforce Matrix 3+1](#), providing qualitative and quantitative data on the three categories of nursing care (general care nurse, specialist nurse and advanced nurse practitioner) has been key to influence the workforce composition and provide clarity to the different nurses' roles and responsibilities.

→ **European Semester & Country Reports**

In 2019, the EFN kept this topic high on its political agenda, knowing that, as emphasised by the [European Semester Country Reports](#), almost every EU Member State needs more nurses in order to support the unmet needs of their population. However, slow progresses are made to achieve better working conditions and environments that keep nurses in the profession. As such, the EFN Members' policy-initiatives on the appropriate composition for sufficient, motivated and highly qualified nursing workforce are key to inform policymakers at national, regional, local level. Scaling-up innovative workforce composition models and successful nursing initiatives would be helpful to strengthen the EU nursing workforce. Within this context, the [European Semester](#) is seen as a key tool to assess the challenges faced at national level by the healthcare workforce and the policies adopted to address them. At the April 2019 EFN General Assembly, in Brussels, the EFN Members discussed how this could be taken forward and how to provide accurate data to their EU Semester National Contact Points to inform the Country Reports 2020 and the EU policies on health workforce. This is an opportunity for nursing leaders to inform the governments, mainly appointed national European semester officers, on what good and deployed initiatives, innovations, have been developed to respond to the societal challenges. To move forward and create a sustainable health and social care ecosystem, it is crucial that policymakers get first-hand information from the nurses, in an organised way. Knowing that the EFN Members are committed to ensuring that nurses' contribution to the EU policy making is valued, as their involvement is key to benefit patients and health systems, the EFN will follow-up closely on this topic in 2020.

→ **Addressing Nurses Salary in Europe**

In October 2018, the EFN Members have identified Principle 6 "Wages" of the [European Pillar of Social Rights](#) as a key priority and conducted a survey on the nurses' net salaries across Europe, which showed that nurses' salaries vary significantly across EU countries. It is crucial nurse's salary are equal or greater as graduate professions with the same educational level and grow with experience comparably to the graduate professions. Based on these results, the EFN Workforce Committee worked, in 2019, in an EFN [statement](#) on "Addressing nurses' salary in Europe" (approved at the October 2019, EFN General Assembly, in Greece), aiming to provide an overview of the state of nurses' salaries across Europe, and the importance of addressing this issue at the EU level, to be used as a lobby document next to the EU Institutions and the EU policy makers. Nurses' wages is a major topic for the profession. EFN Members believe that it is important to engage with the new European

Commission, from a professional perspective, to strengthen the European Social Pillar of Social Rights, particularly article 6, and that nurses' views are taken into account in DG EMPL's design of the next European Pillar of Social Rights. Moreover, nursing is a predominant female profession which partly explains the discrimination on salaries and career progression. It is therefore key to include this gender indicator in future studies on nurses' salaries across EU countries and in the discussions with the European Commission. The EFN will keep an eye on these developments in 2020.

➔ **Expert Panel on effective ways of investing in Health and 'task shifting'**

As part of the nursing workforce debate, the EFN is following closely the European Commission "[Expert Panel on effective ways of investing in Health](#)" that adopted, in 2019, an [opinion on "Task shifting and health system design"](#). In their conclusions, the European Commission considers task shifting in health care as essential to the financial sustainability of the health systems. However, this potentially fosters the risk of downgrading the nursing profession, increasing nurses' workload and responsibilities without the proper adjustment on wage, and promoting the employment of non-professional less-qualified cheaper healthcare workers at the expense of other healthcare professions and of patient safety and quality of care. Taking this into account, the EFN Members discussed at their October 2019 General Assembly on an EFN Policy Statement on "Task shifting in healthcare systems", highlighting that task shifting is essential to the financial sustainability of healthcare systems, but that it should not be simply seen as a means of delegating tasks to cheaper workers, to patients or machines. The EFN Members believe it is key to make sure that the European Commission continues its efforts to engage the EU stakeholders in the dialogue with governments to facilitate the co-design of EU policies that support frontline nurses in their daily practice. The EFN Members will take this discussion further in 2020, and follow-up on the European Commission Expert Panel discussions.

3. PATIENT SAFETY AND QUALITY OF CARE

[Patient safety and quality of care](#) are paramount health policy priorities for the EFN and the EU political agenda and continues to remain as such. Given the complex character of the health and social care sector and the need for quality, patient safety and adequate organisation and delivery of health and social services, including eHealth services, to the people of the EU and Europe, strong leadership in advocacy and governance is needed to address the future challenges within the EU and Europe. The EFN has always been very clear that to provide the best possible care and ensure patient safety, it is crucial that the workforce for health, and in particular nurses, is well organised, highly skilled/educated, and all necessary measures are taken to keep the health care professionals HCPs in the sector. While the European Union has seen significant developments in patient safety, urgent EU action is still needed in this regard, realising the topic is put aside. It is crucial to ensure that all citizens have equal access to health and social care with the highest possible quality and safety. It is also key that the European and national policymakers and stakeholders join forces and examine how to promote an exchange of good practices across EU Member States.

In 2019, the EFN focussed on the following topics:

➔ **Primary Care**

Primary Care continued to be, in 2019, a topic high in the EFN political agenda, with the EFN attending some EU events where this topic was discussed, as meetings with European Commission [DG Sante](#) civil servants to discuss on the data of national healthcare trends on primary care reinforcement they had been collecting, or the [Scientific Panel for Health](#) (a science-led expert group based on the provisions of the Horizon 2020 Specific Programme that has been tasked with helping to achieve better health and wellbeing for all), or the [WHO Regional Committee meeting](#) in September 2019, in Copenhagen, for which the EFN submitted a [statement](#) and a [video](#), remembering that the social impact of nurses delivering preventative and appropriate healthcare through primary and community care, will enable populations to live longer with well managed co-morbidities and non-communicable diseases. Many EU Member States are making continuous efforts to re-focus health systems towards preventive care, whilst bolstering primary care and better coordination across care settings. Within these developments, nurses' best practices and evidence help finding concrete frontline solutions. But we are not yet investing enough in primary care, prevention and community care. Nurses have a key role to play in primary care developments. Therefore, the EFN will continue lobbying the EU Institutions, and in particular DG

Sante and its appointed experts, to make sure nurses' experience in primary care is taken into account in the EU policy design, and that the solutions brought up are fit-for-purpose. The [EFN believes](#) that joining and pooling forces together to achieve change for the individual citizen will make an overall difference for realising the core EU values: solidarity, equity and prosperity.

↳ **Long-Term Care**

In 2019, Long-term care continued being a priority in the EU and EFN policy agendas, knowing that this is a key topic for the nursing profession. The sustainability of the EU's healthcare systems depends on their ability to deal with issues such as ageing population, the increase of chronic diseases (some of them related to ageing), and the higher number of citizens living with co-morbidities. As mentioned in the last edition of the [European Semester Country Reports](#), most of the EU countries have ageing societies asking for a better and more effective provision of health and social care. However, better long-term care is also associated to a rise in costs – which is something that many national governments are not ready to deal with. This issue continues escalating the EU's political agenda on healthcare. Principle 18 'Long-term care' of the [European Pillar of Social Rights](#), a principle that the EFN Members also identified as a crucial point for the EFN to lobby on, emphasising nurses' key role in Long Term Care, highlights the right for all EU citizens to be able to afford good quality long-term services, and in particular home-care and community-based care services.

At EU level, the EFN attended, in 2019, several events where the EFN could exchange nurses' views with EU stakeholders, as in March 2019 in which the OECD and the EU institutions discussed the challenges for the healthcare workforce, mainly related to recruitment, retention, coordination and productivity; or the Workshop on "Addressing challenges in the long-term care workforce", in April 2019, organised by the European Commission, Directorate-General for Employment, Social Affairs and Inclusion, in which the participants discussed how the EU can identify and contribute to challenges, such as recruitment and retention of carers, training, working conditions and undeclared work, cross-border mobility of carers and unlocking the employment potential of the sector. Even if the number of people in the workforce has increased, there is also an increase in elderly people. In some countries the average is 2 carers for 100 elderly. Furthermore, the impact that long-term care has on the sustainability of public finances in Europe has raised high political attention at EU level, knowing that today, the total healthcare expenditure in the European Union is around 1,500 billion euro per year, of which on average 6% of GDP is spent by governments. The problem of sustainability is first and foremost a problem of the optimal allocation of existing funding, and the eradication of current inefficiencies. The challenge is to ensure sustainability of the health and social care systems while ensuring universal health coverage, prevention, quality accessibility and affordability of care services.

Taking this into account, the EFN members approved an [EFN statement](#) on "Addressing the underfunding of Prevention and LTC", which provides the EFN contribution to rethink the financing of the EU health and social care systems. A document that can be used by EFN Members to provide input to their EU Semester National Contact Points as EU Member States struggle to improve efficiency and manage budgetary challenges to keep on delivering equal, safe, efficient and high-quality health and social services to EU citizens. The EFN will continue lobbying the EU Institutions on this to build capacity, share innovative approaches and find EU solutions led by nurses.

↳ **Antimicrobial Resistance**

Representing one of the most current and growing public health problem across many countries worldwide, Antimicrobial Resistance (AMR) is a professional and political challenge that requires the engagement and leadership of frontline nurses. About [33.000 people are dying every year](#) due to infections caused by drug-resistant bacteria. As one of the most influential actors to [combat AMR frontline](#), nurses are continuously active in advancing their commitment to tackling AMR. As one of the most trusted healthcare professions, nurses play a central role in educating patients managing their diseases and teaching them about the risks of antibiotics abuse. As such, taking further the work built up over the past years, the EFN has in 2019 continued to lobby on this point, making clear that accelerating progress to manage antibiotics better can only be done by involving and engaging frontline, bedside health professionals and supporting them with concrete actions.

In 2019, the EFN participated in some key EU meetings, as the meetings of the informal AMR stakeholder group to explore potential areas of collaboration and join forces to make the EU a best practice region, as highlighted in the Commission's [One Health Action Plan](#), and to ensure that the fight against AMR remains at the forefront of the EU agenda for the next 5 years. As one of the actions taken by the informal AMR stakeholder group, an [open letter](#) was sent to all the MEPs, co-signed by 17 health-related EU-based organisations, including EFN, raising the importance of sustaining EU progress in fighting against AMR, namely by bringing AMR to the forefront of EU interinstitutional discussions, and establishing a dedicated, holistic AMR parliamentary group. Committed to address the AMR question and to bring it to the attention of EU policy makers and stakeholders, the EFN will keep it high on its lobby agenda in 2020.

→ **Vaccination**

Vaccination features high on the agenda of the European Institutions as well as at the level of individual countries and healthcare authorities, and nurses being the frontline staff largely responsible for delivering safe and effective vaccination programmes to communities across Europe, and in the context of the European Commission mission to strengthen cooperation against vaccine preventable diseases, the EFN has been following this topic closely, and was asked, in 2019, to provide input to the European Commission debate. This illustrates that current vaccination provision remains health service/professional centred, rather than patient centred. Being recognised at EU level, the EFN has also been invited to provide its input into some EU meetings (as the [WHO High-Level meeting](#) on vaccination). The EFN is also involved as expert for this new [Coalition for Vaccination](#) at EU level. This is a good opportunity for the EFN to bring members views to the debate, and knowing that nurses, as the largest and most trusted health professional group, have a key role to play in this endeavour, the EFN will continue following and contributing to this debate. The EFN will continue following this topic developments in 2020, being involved in a vaccination awareness campaign in 2020. *For more information on this topic, see page 7.*

→ **Value-Based Health**

In a well-functioning ecosystem, the creation of value for patients and citizens should be the main objective of all actors involved. Although the European Commission usually has a very economic approach towards value-driven health ecosystems, it is important that the measurement of “outcomes” is designed with and for patients, bringing in the notion of quality of life. The European Commission understood that the EU's healthcare systems need reforms to meet the demands of today's ageing societies, namely as regards value-based healthcare - a term that still lacks a concrete definition, even though most healthcare stakeholders would rely on the “value” word of the concept. Aiming to shed some light in these debates, the European Commission gave mandate to a [group of experts](#) - “Expert Panel on effective ways of investing in Health (EXPH)” - to draft a report on [value-based healthcare](#). For the group of experts, that the EFN followed closely in 2019, participating in their meetings, the EU needs a long-term strategy for moving from low-value based healthcare systems towards high-value based ones. Building on the need for a definition on “value” - currently seen in the context of healthcare as “health outcomes relative to monetized inputs”, aiming at increasing cost-effectiveness, and seen by the group of experts as too narrow, for whom the notion of “valueS-based healthcare” seems more suitable in conveying the guiding principles underlying solidarity-based healthcare systems, as mentioned in the [European Pillar of Social Rights](#)-, the group of experts proposed that ‘Value’ means: 1) personal value, 2) technical value, 3) allocative value, and 4) societal value. From a nursing perspective, this is a positive outcome, as this notion of ‘value’ and ‘value-based healthcare’ is compatible with our profession and views.

As such, in 2019, the EFN lobbied the EU key players and participated in key EU events where the future healthcare systems is discussed, focusing on how Value-Based Healthcare can tackle these pressures, shifting to integrated models that improve outcomes for patients and foster sustainability, and raising the importance to organise into integrated practice units, measure outcomes and costs for every patient, move bundled payments for care cycles, integrated care delivery across separate facilities, and to expand excellent services geographically; next to warning on the additional administrative burden on the already nursing workload.

Taking this further, the EFN Members were asked to discuss this point forward from a lobby strategy perspective, at the EFN October 2019 General Assembly, in Greece. The EFN Members endorsed the EFN [Policy Statement](#) on “Defining Value in Value-Based Healthcare”, and expressed that the European Commission

should take into account all the EFN statements on the topic (including EFN statements on: [Value-Based Health and Social Ecosystem](#) (March 2017); [Patient Empowerment](#) (September 2013); [Investing in Health](#) (April 2014)) for developing EU policy tools to make EU policies fit-for-purpose. Additionally, the EFN Members believe that the recommendations from the group of experts (EXPH) should be strengthened by the following EFN recommendations: 1/ Giving a greater focus to measuring the health “outcome” for patients, including through nursing indicators; 2/ Strengthening citizens/patient-centredness in healthcare, including prevention activities; 3/ Increasing investment in the academic education of the nursing workforce, enhancing the role of Lifelong Learning and supporting bridging courses. They also consider that the new European Commission (2019-2024) should continue its efforts to engage stakeholders in the dialogue with governments to facilitate the co-design and implementation of value-based healthcare systems in the EU with specific attention to the end-user requirements. Knowing that we are just at the beginning of the process, the EFN will continue following this topic developments closely in 2020 and lobby the EU arena to bringing the nurses views into the debate.

↳ **Cross-border healthcare**

Following this political debate quite closely, since the design of the [Directive](#), as it has an impact on nursing care, cross-border healthcare and professional mobility continued to be a topic high on the EFN policy agenda and at the EU level, in 2019. The EFN advocacy and lobby activities continued to focus on some EU meetings (as the European Parliament Committees - [IMCO](#), [ENVI](#); [Committee of the Regions](#) - [Interregional Group on Health and Well-being](#) – Healthcare in Cross Border Regions, is currently working with 36 European regions on cross-border healthcare cooperation projects), and organised by key EU Stakeholders (as the European Patients’ Rights Day, in April 2019, aiming to discuss with MEP candidates, Institutions and relevant stakeholders the needs of citizens and patients, to strengthen their rights at the European level, and to contribute to set out the EU health agenda).

According to the Eurobarometer, 16% of EU citizens want more effective healthcare in the EU. Patients want to access cross-border health services when treatment is not available in their home country, when it is better managed elsewhere, or, as is the case in many border areas, when the nearest available care is in another Member State. On cross-border healthcare the EU is trying to protect good quality healthcare more than ever before. But modernisation requires investments, especially investments in people. Highly qualified nurses, motivated nurses, supported by their employers, and stimulating free movement are key to modernise the health and social care ecosystem. Topics such as workforce composition, the mobility of health care professionals, education and training, and eHealth/Digitalisation are of high importance in this debate. And the nurses’ voice is key in this debate. And the EFN has been bringing their views into this debate in 2019, through the meetings it attended to.

But this is not the only modernisation that this topic requires. Cross-border healthcare is a trend nowadays. This is a fact! And what is also key for the patients travelling, is that their health data also travels with them. As such it is key to have an operating European Electronic Health Record. But today, citizens moving across Europe have very limited control on their own health data, spread out in different silos. Building on this reality, the EFN is a partner, bringing in the views of nurses as end-users, on two Electronic Health Records EU projects financed under Horizon 2020, [InteropEHRate](#) & [Smart4Health](#), both started in January 2019, and aiming at empowering citizens as managers of their own health, unlocking health data from local silos, and encouraging a bottom-up approach for EHR Interoperability. *For more information on these two projects, see page 21 (‘EU projects’ section).* The EFN will continue, in 2020, its lobby and advocacy role on this crucial topic for the nursing profession.

↳ **Digitalisation of Health and Care**

Digitalisation is a key aspect of today’s societies and healthcare ecosystems. The EFN is a strong believer of its importance and is actively following this debate and development at EU level. Technology has the power to drive innovation in healthcare, and in doing so to [empower patients and citizens](#). It also has the power to facilitate nurses’ daily work, with electronic tools such as Electronic Health Records (Ref. [InteropEHRate](#) & [Smart4Health](#) EU projects – page 21). Nurses are familiar with the implications of digitalisation in healthcare. As such, it is key that nurses are involved as end-users in all phases of the new technology’s design.

Over the years, the EFN has been working towards being part of the design of the [Digital Single Market](#), mainly led by DG [Connect](#), contributing to many European policy initiatives in the area of eHealth and eSkills, as EU projects (ongoing ones: [InteropEHRate](#) & [Smart4Health](#)) - paving the way for the full deployment of citizen-centred solutions and services in a digital single market for wellbeing and healthcare, through an easy-to-use, secure, constantly accessible and portable health data and services prototype, thus advancing citizens' health and wellbeing, and digital health innovation. The EFN has also been a key partner in the [eHealth Stakeholder Group](#), composed of representatives from the most important European organisations active in the eHealth field, and has been actively involved in the [AAL programme](#) (Active and Assisted Living Programme - ICT for ageing well), a public-public partnership, that aims to provide innovative-based solution to enhance quality of life and contributing to sustainability of health systems. Given the nurses' role as key provider of care, the EFN input to digitalisation has been essential when designing and implementing the structure ensuring continuity of care between sectors and across borders. In 2019, the EFN took all the opportunities to emphasise digitalisation, and the need to have nurses engaged in digital innovations as they are key end-users, making sure fit-for-purpose solutions are deployed. The EFN provided as input, for example, a [statement on Digitalisation](#) for the 69th WHO Regional Committee meeting; responded to the European Commission [Consultation](#) on the Orientations of the first two years of the proposed Digital Europe programme; and raised the importance of this topic for nurses in meetings with the European Commission and with key EU stakeholders. Finally, recognising the importance of improving the nursing workforce digital competencies to reduce the currently existing gap between digital technology trends and their effective use for direct patient care, the EFN Members approved at the EFN General Assembly, October 2019, in Greece, an EFN [Policy Statement](#) on "Nurses Digital Competencies", calling for strengthening education curricula, especially when updating the Directive 2013/55/EU Annexe V and making full use of Lifelong Learning (LLL) programmes.

In this context of Digitalisation, the EFN is also following very closely the discussions and political advances at EU level on **Blockchain**, which has an important role to play in relation to the digitalisation of health and care and their mission to improve access to healthcare, as advised in the Chapter III of the [European Pillar of Social Rights](#), social protection and inclusion. Blockchain has the potential to modify the way health and social data are traditionally collected, interpreted and connected. Nurses are in the unique and privileged position in co-designing interoperable solutions as they have direct access to the daily people's care needs and have an in-depth knowledge of the patient's' experiences and contextual environments in which continuity of care takes place. With co-designed blockchain technology, nurses responsible for accessing, recording, and processing health and social care data are more secure that such data will be accurate and consistent, leading to improved patient care pathways and as such the measurable outcomes.

Being a key topic for the nurses and being high on EFN policy agenda, the EFN participated over 2019 in several EU meetings on Blockchain as with European Commissioners; [European Commission's Scientific Panel for Health](#) – an expert group based on the provisions of the Horizon 2020 Specific Programme that has been tasked with helping to achieve better health and wellbeing for all; [MedTechEurope](#); [ONEBIO](#) (Swiss Company working on Blockchain); [ECHAlliance](#); International Association of Trusted Blockchain Applications ([INATBA](#)), in which the EFN is an expert and aims to enhance trust and innovation in blockchain and other Distributed Ledger Technology (DLT) and brings together industry, start-ups and SMEs, policy makers, international organisations, regulators, civil society and standard setting bodies to support blockchain and DLT to be mainstreamed and scaled-up across multiple sectors. Next to that the EFN also published an article on "[Blockchain Interoperability – Sharing data across the care continuum](#)". Blockchain technology is an innovation that nurses, as frontline healthcare professionals and as end-users, cannot miss. Therefore, investing in [digital competencies](#), is in this context, extremely important. Europe must support strategic digital capacities to benefit from this digital revolution. This is also why the European Commission proposed the new [digital Europe program](#) (9 billion Euro of funding for 2021-2027) with Blockchain as one of the initiatives, together with Artificial Intelligence, cyber security, and high-performance computing. Blockchain can fuel new users' centric solutions that put individuals at the centre and gives them control over their online identity, their data and their privacy.

Next to Blockchain, the EFN is also following closely the developments on **Artificial Intelligence**, a topic high on the EU policy agenda and as such also on EFN one. Being very much discussed at European level, the EFN looked carefully at this crucial point for the nurses and the nursing profession in 2019, namely through meetings

with [K4I](#), [DG Connect](#) and [H2020](#). The nursing and health sector can benefit from the use of modern technologies but engagement in their co-design is crucial, so that the algorithms designed reflect and integrate the nurses' views as end-user. As such, [nurses should be engaged](#) in their co-design to guarantee they are fit-for-purpose. With these new developments at stake, the EFN will continue in 2020 to engage with key EU policy-makers and stakeholders to contribute as major end-user to innovations and technology advances, bringing to the political forefront best practices in nursing care.

4. **OTHER KEY POLITICAL TOPICS EFN LOBBIED ON**

a. Gender

Gender equality is one of the objectives of the European Union. Over the years, legislation, case-law and changes to the Treaties have helped supported this principle and its implementation in the EU. But [a lot still needs to be done](#) to make this objective attained. Many Member States are introducing reforms of the health and social sector designed to improve the relevance, sustainability, efficiency and cost-effectiveness of the current 'silo system', which is not sensitive enough towards gender. For nurses, this is particularly relevant both in terms of work-life balance measures to retain nurses in the profession and, to allow women being key players in the co-design of health and social policies, that will allow to build resilient health and social ecosystems in the EU.

Over the years, the EFN has been lobbying the EU Institutions to make the voice of 3 million nurses/women heard. In 2019, the EFN continued to do so, with participating in key EU meetings, and bringing the attention to EU decision makers on the strong capacity of women/nurses in policy design. The EFN participated, for example, in the EU event hosted by MEP Sirpa Pietikäinen, in partnership with the [European Institute of Women's Health](#) "*The Economy of Well-Being: Healthy Women - Healthy Europe*" held in November 2019, in the European Parliament, in which the participants [showed](#) how a comprehensive, inclusive Europe must prioritise women's health, and the need to promote women's health in Europe 2020. It is crucial to have a strong gender mainstreaming approach in all policies at European level. On the occasion of the [International Women's Day](#), 8 March, the EFN took this opportunity to [call on the EU](#) for a more gender-balanced EU. Many EU Member States are introducing reforms of the health and social sector designed to improve the relevance, sustainability, efficiency and cost-effectiveness of the current 'silo system', which is not sensitive enough towards gender. Policymakers and politicians have here a real opportunity to ensure that the reform process, addresses long-standing inequality between women and men, both as providers and as recipients of care. The EFN will continue to follow this important topic for nurses and the nursing profession, in 2020.

b. Research and Innovation (link to ENRF)

[Research and innovation](#) are crucial to reduce the increasing burden of major chronic diseases in European societies. Although the last decades have seen important advances in health research and innovation, there are still significant gaps in the understanding, prevention, diagnosis and treatment of these conditions. As recognised EU stakeholder in this debate, the EFN has been calling on the European Commission and the European Parliament, to ensure that the EU commitment towards promoting accessible health and social care for EU citizens remains a key priority for the EU, as frontline and end-users' need to be properly engaged and supported to deliver positive health outcomes. As in 2018, the EFN followed this topic closely in 2019, through its network, building alliances, participating in key events, and by lobbying the EU Institutions, and will continue lobbying on this key topic in 2019 and make sure that special attention is devoted to the continuity of care and to the workforce composition that makes innovation possible, and will focus on concepts such as 'co-creation', 'fit-for-purpose solutions', 'patients and citizens' empowerment', 'trust and clinical relevance'. The EFN is in a key position to ensure that the development of any system, program, guidelines, etc. is in line with the EU, national & local requirements, and the next Research and Innovation Framework Programme (2021-2027) - [Horizon Europe](#) - represents a good opportunity to enhance the need for a further involvement and promotion of health professionals in the future of the EU health research and innovation policies.

c. EU Elections 2019 - Invest in Nursing to Save Lives!



Taking into account the EU elections, and the importance for the nurses to make their voice heard at EU level, the EFN once again developed an [EFN Manifesto](#) highlighting its key political message on education, health workforce and quality & safety. Approved by the October 2018 General Assembly, in Slovenia, to give time to the EFN members to use it at its full potential at national level to influence their candidate MEPs and to make

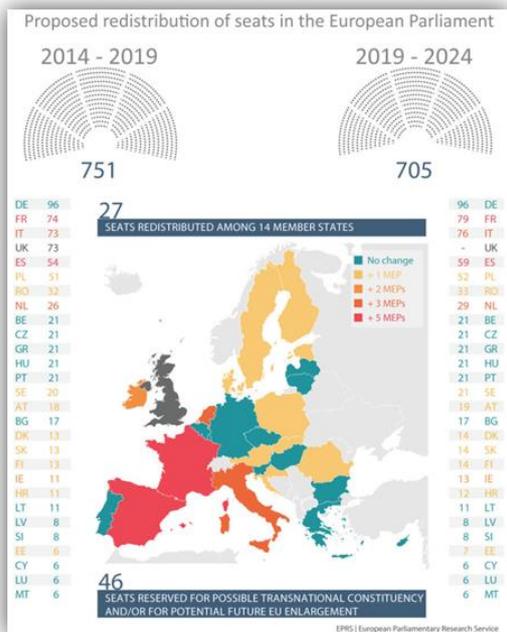
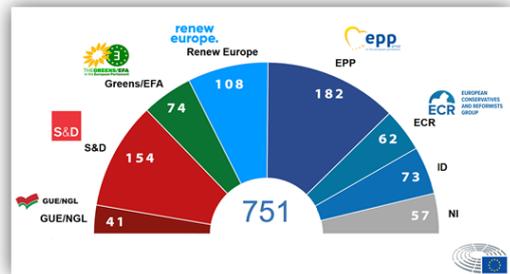
them aware and sensitive of the united voice for nurses' priorities so that their political programmes include the nurses' concerns, the manifesto is calling on MEPs to support the following priorities and use their influence to help:

- Invest in nursing education at European and national level;
- Ensure optimal working conditions and health workforce planning;
- Recognise nursing research as a fundamental pillar in evidence-based health policy making.

With up to 6 million nurses in Europe, the EFN and its members are a significant voting force. With the new EU Commission and European Parliament in place, the EFN is now starting to engage with them to make sure that the nurses' voice is heard in the EU political debates/topics relevant for the nurses and to advance the nursing profession, and to advocate for health to remain high in the EU political agenda. It is essential to be in close contact with the MEPs and Commissioners that are close to the EFN priorities: education, workforce and quality / safety / digitalisation.

Who is Who?

1. **European Commission (2019-2024)**
 - » [President-elect – Ursula von der Leyen](#)
 - » [EU Commissioners-designate](#)
2. **European Parliament (2019-2024)**
 - » [President – David Sassoli](#)
 - » [Parliament's leadership](#)



Taking place between 23 and 26 May 2019, 200 million EU citizens in 28 EU countries went to the polls to elect their [new members](#) of the European Parliament. But this 9th European election, brought also some changes, as the decrease of the number of MEPs. Following the UK's exit from the EU, the number of seats dropped from 751 to 705. 27 of the seats vacated by the British deputies were distributed to 14 EU Member States, while the rest (13) has been reserved for future enlargement. France and Spain gained five seats each, Italy and Netherlands three seats each, and Ireland two. Sweden, Austria, Denmark, Finland, Slovakia, Croatia, Estonia, Poland and Romania reinforced their national delegations with one seat.

The first act of the newly elected European Parliament was to [elect its president](#) for the next two-and-a-half years, and 14 vice-presidents, five quaestors and decide on the size of its committees. The committees elected their chairs and vice-chairs during their first meetings in July.

II. EU PROJECTS

A. QUALITY MENTORSHIP FOR DEVELOPING COMPETENT NURSING STUDENTS (QUALMENT) - ERASMUS+ PROJECT



Co-financed under Erasmus+ and coordinated by the [College of Nursing in Celje](#) (Slovenia), this 28 months' [project](#), that started in September 2018 and ending in December 2020, is currently addressing the clinical mentor's lack in nursing education and developing a clinical mentor's competence with mentor education for national and international nursing students. To ensure the systematic approach, the project is developing Clinical mentors' competence model what provides new knowledge and findings regarding the current situation of clinical mentoring in nursing study programmes in Europe. This model will introduce most important concepts to be integrated into

education of clinical mentoring and will be used as a base to prepare a course of advanced mentorship competences. This course will empower clinical mentors with high-quality skills and competences needed to perform their role and at the same time fill the gap, as there is no systematic approach in developing and implementing the quality courses offering mentors' competences to the nurses in clinical environment in EU. Mentoring guidelines with clear and simple instructions to be used in the daily clinical practice of mentoring will be another output of the project.

The EFN is a partner on this project whose role relates to [dissemination](#) activities, such as social media, regular eBulletins, project leaflet, and Website. The EFN will also play a key role implementing the project's outcome in the EU level. Moreover, the EFN is actively engaging with project partners to ensure that all undergraduate nursing study programmes in the nursing field are developed according to the EU directive (2005/36/EC amended by directive 2013/55/EU) and the [EFN Competency Framework](#).

The [partners](#) in the project are: [College of Nursing in Celje](#) (Slovenia); [University of Oulu](#) - Research unit for Nursing Science and Health Management (Finland); [University of Alicante](#) (Spain); [Lithuanian University of Health Sciences](#) (Lithuania); and the [European Federation of Nurses Associations](#) (Belgium).

» **Project Meetings**

2nd Transnational Partners Meeting



Meeting in Oulu, Finland, in April 2019, for the 2nd Transnational [meeting](#) of the project, partners had the opportunity to be briefed on the latest developments, ongoing work and next steps of the project. Knowing that there is an ongoing debate on nursing teachers' competencies (not yet developed) for supporting nursing students in clinical placements, and that, in the EU, the future of student nurses' education and training would seem linked with the quality of support they receive from their nurse teachers while in clinical placements, towards achieving the Directive 2013/55/EU [competency framework](#), it seems clear that the nurses' teachers' competencies should be developed in such a way as to foster alignment and strengthening of the [Directive 2013/55/EU](#) nurses' competencies (Art.31). The project partners believe that to get this done, it is key to include these competences in the final outcomes of the project (throughout the theoretical model, and consequently on the content of the modules). This meeting was also a good opportunity for the partners

to discuss the theoretical clinical mentors' competence draft model, coming up with some new ideas to introduce in the final documents, and to agree on a preliminary planning of the content, implementation (face-to-face and virtual) and materials of the educational course – Module 1: General module in mentoring competence, Module 2: Mentoring competence of CALD students, Module 3: Mentoring competence in evaluation and reflective discussion.

3rd Transnational Partners Meeting

The 3rd Transnational [meeting](#) of the project was held in Alicante (Spain) in November 2019, where the participants discussed the ongoing work and the latest developments of the project, ensuring that future steps are taken forward in a coordinated way. They also analysed the state of clinical mentorship for nurses in their home countries, considering the future engagement of clinical mentors in the co-design of the project's clinical mentor course, to ensure that it is fit-for-purpose. Next to that the partners also examined the development of the [training material](#) - [Module I](#) 'Introduction to Mentorship in Nursing', for which one of the compulsory training materials is the [EFN's Competency Framework](#), relating to the Directive on Mutual Recognition of Professional Qualifications (2005/36/EC, amended in the Directive 2013/55/EU), which includes a set of 8 competences establishing the minimum educational requirements for nurses responsible of general care (article 31); [Module II](#) 'Cultural and Linguistic Diversity in Mentoring of Nursing Students'; [Module III](#) 'Mentoring competency in assessment, reflective discussion'. Finally, the partners were briefed on the dissemination activities of the project in 2019 and for 2020, and expressed that to ensure that the project is implemented across the whole EU, it should be rightly advertised to all the nursing stakeholders at EU level. Aiming at achieving that purpose, the project partners have not worked only on the project's website and social media channels but have actively disseminated QualMent across meetings and conferences, in their own countries and beyond.

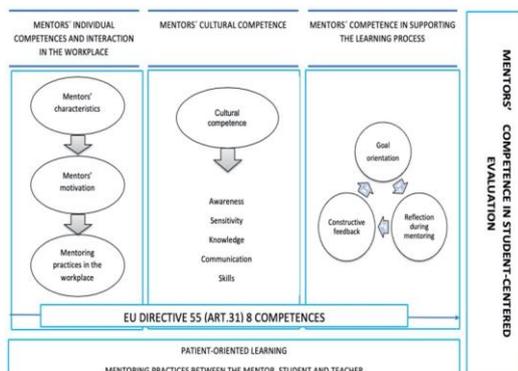


The next and last two transnational partners' meetings will take place in June 2020, in Kaunas (Lithuania) and in October 2020, in Brussels (Belgium).

» Deliverables

QualMent project is aiming to come up with a Clinical mentors' competence model which will provide new knowledge and findings regarding the current situation of clinical mentoring in nursing study programmes in Europe and will introduce most important concepts to be integrated into education of clinical mentoring, being used as basis to develop a Course of advanced mentorship competences and Mentoring guidelines, offering clear and simple instructions to be used in the daily clinical practice of mentoring.

Taking this into account, the project partners started by conducting a **systematic review** (qualitative and quantitative data) to collect evidence-based knowledge on the areas of mentors' competences needed to perform an effective mentorship in nursing students' clinical learning, on nurse teachers' competences, and empirical data, using MCI and CALD+MS instruments (translated and validated in each Country). Moreover, each partner involved expert panels of mentors and students to evaluate the first hypothetical model. The main findings showed that there is an ongoing debate related to nursing teachers' competencies for supporting nursing students in clinical placements, and those specific competencies for teaching in the clinical environment has not been yet elaborated.



Within the European Union, the future of student nurses' education and training seems linked to the quality of support they receive from their nurse teachers while in clinical placements, towards achieving the Directive 2013/55/EU competency framework. Therefore, the nurses' teachers' competencies should be developed in such a way as to foster alignment and strengthening of the [Directive 2013/55/EU](#) nurses' competencies (Art.31).

With these first findings in mind, the project partners are now working on the development of the **training material**, over three modules, allowing clinical mentors and nursing students to deepen further into those: Module I, introduction to mentorship in nursing;

Module II, cultural and linguistic diversity in mentoring of nursing students; Module III, reflecting in the mentoring competency in assessment. One of the compulsory training materials of Module I includes the [EFN's Competency Framework](#). The training material will be made available in 2020.

Next to that, the project partners will develop mentoring guidelines, to be available in all the EU languages, in 2020, as another output of the project which will offer clear and simple instructions to be used in the daily clinical practice of mentoring.

» **Dissemination**

Leading the development of this [activity](#), aiming to inform all the EU stakeholders and policy-makers, the EFN has developed and made available:



<< **Project leaflet**

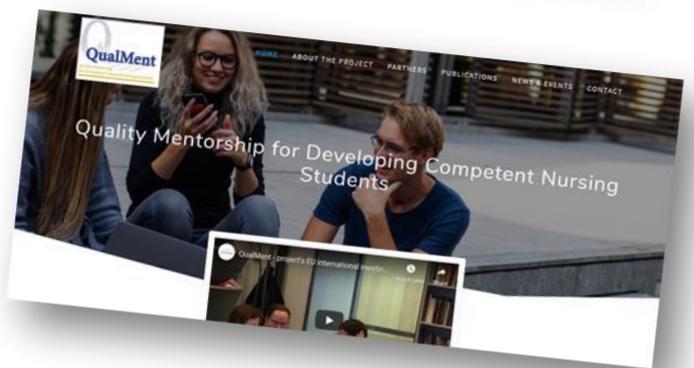
eBulletin >>

Published after each Transnational meeting (in 2019 [April](#) & [November](#))



Project Website >>

Including the most relevant information on the [project](#).

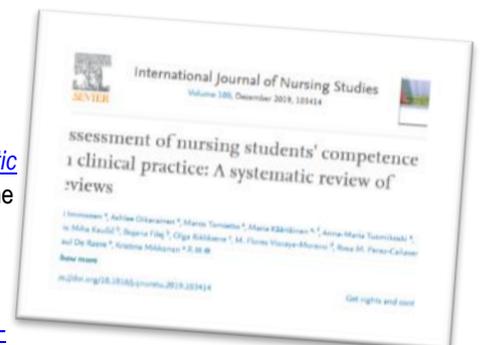


<< **Social media - Facebook & Twitter (@QualMentProject)**

Publications >>

In 2019, the project partners published two [articles](#):

- » [“Assessment of nursing students' competence in clinical practice: A systematic review of reviews”](#), aiming at identifying the current best evidence on the assessment of nursing students' competence in clinical practice.



- » [“Development and testing of an evidence-based model of mentoring nursing students in clinical practice”](#), which shows that mentors' characteristics related to their motivation and reflection are positively related to mentoring practices in the workplace, which (together with constructive feedback) are positively related to and foster goal-orientation in students' clinical learning and student-centered evaluation.



<< External meetings

Another way to make the project and its developments known is through disseminating it in meetings at EU, national or local levels. In 2019, the project partners took all the opportunities to talk about the project, as at:

- » The 18th European Doctoral Conference in Nursing Science in Graz, Austria
- » The national network of nursing education' leadership in Finland, which included representatives from Social & Health Ministry and Ministry of Education
- » The Nordic countries' nurse associations, where good and challenging mentoring practices were shared between Nordic countries and five countries involved in QualMent project.

From an EFN perspective, the project was disseminated in meetings as:

- » EFN General Assemblies;
- » EFN Executive Committee meetings
- » EFN Members Newcomers Course
- » Groups visiting the EFN Office (Meeting with nursing students' representative)
- » Meetings with European Commissioners & MEPs
- » EU events in which the EFN participates in the European Commission, the European Parliament, EU Stakeholders events, in Brussels or abroad (Vaccination events, WHO 69th Regional Committee meeting in Copenhagen, Europäischer Gesundheitskongress München, Hopkins University)



EFN Website >>

In charge of the dissemination of the project, the EFN has also included a [section dedicated to the project](#) in its Website with some key information on the project.

The homepage of the EFN [Website](#) is also key in this process of dissemination of the project. As such, whenever it is key, the EFN mentions the project in some of the news it publishes on the homepage.



<< EFN Updates

The EFN also uses its Newsletter (EFN Update) to spread information on the project to its Members and other key EU health alliances. In 2019, the EFN mentioned QualMent its Updates of: [January-February-March 2019](#); [July-August-September 2019](#); and [October-November-December 2019](#). See more: http://www.efnweb.be/?page_id=875

EFN Social media – Facebook, Twitter, Instagram (@EFNBrussels) >>



B. ELECTRONIC HEALTH RECORDS (EHR) H2020 EU PROJECTS

The EFN is a partner in two EU-funded projects, both started in January 2019, with the objective to ensure a greater engagement of nurses and end-users in the development of electronic health records, and working to empower citizens as managers of their own health, unlocking health data from local silos, and encouraging a bottom-up approach for EHR Interoperability. All of these fit within the nursing profession work on integrated care and continuity of care, in which frontline nurses play a central role.

↪ INTEROPERABLE EHR AT USER EDGE (INTEROPEHRATE)



Coordinated by Engineering Ingegneria Informatica (Italy), this 42 months H2020 [EU project](#), which started in January 2019, is developing a standardized and unique European extended-EHR to preserve the European assets and professional ways of working, by addressing the current lack of standardization and security, defining a set of integrated

protocols and conformance criteria for mobile apps, supporting secure and portable local storage and backup, released as open specifications. Moreover, the project will integrate these new protocols with technologies for information extraction and translation, to reduce the difficulties in health data exchange related to the different terminologies and languages adopted in different European countries and by different healthcare providers. It also aims at providing the European citizens with a complete view of their health history, shareable with healthcare professionals and researchers.

The EFN is representing the nurses as end-users, contributing to define nurse-requirements and scenarios to be supported by the new EHR interoperability. The EFN is also responsible for dissemination activities at the EU level, as well as assisting in the implementation of the project's outcome once it is finished.

The partners in the project are: [Engineering – Ingegneria Informatica Spa](#) (IT); [Andaman7](#) (BE); [European Health Telematics Association](#) (BE); [DTCA Hygeia – Diagnostic and Therapeutic Center of Athens](#) (EL); [University of Trento](#) (IT); [University of Vienna - School of Law](#) (AT); [European Federation of Nurses Associations](#) (BE); [Fondazione Toscana Gabriele Monasterio per la Ricerca Medica e di Sanitapubblica](#) (IT); [Centre Hospitalier Universitaire de Liege](#) (BE); [Ubitech Limited](#) (CY); [University of Piraeus Research Center](#) (EL); [“Bagdasar-Arseni” Clinical Emergency Hospital of Bucharest](#) (RO); [Siveco Romania Sa](#) (RO); [Fraunhofer Institute for Software and Systems Engineering](#) (DE); Iatrikos Syllagos Athinon (EL); [Byte Computer S.A.](#) (EL).

» Project Meetings

i. Kick-off meeting

Officially starting on 1st January 2019, the kick-off meeting, hosted by Engineering, from 15 to 17 January 2019, in Rome (Italy), was a good opportunity for the project partners to have a good insight on the scope of the project, how to take further the development of the different work packages, including the scenarios design, and define the project overall and specific WPs roadmaps.



ii. 2nd Plenary Meeting



Meeting in Pisa from 26 to 28 March 2019, for their second plenary meeting, hosted by Fondazione Toscana Gabriele Monasterio (FTGM), InteropEHRate partners had the opportunity to discuss on the project developments, including WPs status and plans, and especially link end-user requirement to IT developments (health data share app), so that products will be more fit for purpose, as well as the project Branding, Website, and Communication Strategy, and the next steps to take forward by all the Work packages.

iii. 3rd Plenary Meeting

Meeting from 25 to 27 September 2019, in Piraeus (Greece), the project partners had the opportunity to discuss the ongoing developments of the project, including the technical developments of the IEHR app – through a live demo in which two people have one smartphone each and simulate the wireless transfer of an Electronic Health Record prior request. The partners also agreed on the content to be made available for transfer - this utility is seen as useful in certain situations, such as emergencies, in which only a few key data are needed. Finally, the partners discussed the past



and future dissemination activities at the EU level and beyond, and agreed on the next steps to take forward, to co-design an interoperable EHR for patients and healthcare professionals. The next plenary meeting will take place in January 2020, in Athens, Greece. The next plenary meeting will take place on 14-16 January 2020, in Athens (Greece).

iv. Technical meetings



In July 2019, the EFN attended a technical meeting in Liege (Belgium), where the technical partners, together with the EFN, discussed the latest technical developments of the project and its suitability for the end-users. The EFN, in representation of the nursing profession, liaised with the partners trying to understand the lying technicalities under the development of the app, how it would work, and how nurses' requirements and end-user concerns were being taken into account. Overall, this meeting was a great opportunity for partners to work closely while fostering co-design.

v. Work Packages meetings

The EFN is involved in several Work Packages (WPs), namely in WP2 (Architecture for cross-border HR integration); WP5 (Incremental EHRs integration); WP6 (Citizen centered HR interoperability); WP7 (Validation of results); WP8 (Impact, Standardization and Governance); WP9 (Communication, Dissemination and Collaboration), and as such has been participating in all the teleconferences organised over the year. In 2019, these relate mostly to:

- ✓ WP2 - in which the development of the project scenarios to be used in WP7 Validation of results were discussed and taken forward, next to the establishment of focus groups (including Patients, HCPs (nurses/doctors), patients, Researchers) to analyse the scenarios developed.
- ✓ WP3 in which the security guaranties had been discussed, knowing it is important to be lawfully and used by as many end users as possible. It was decided to support both functional and qualified certificates, with the aim to focus on the functional certificates on the first year as more straightforward and add support to qualified in next years, when the app will be more mature technologically.
- ✓ WP6 in which the Smart-EHR (S-EHR) mobile app development & to the cloud storage were discussed and taken forward.
- ✓ WP8 in which the healthcare interoperability services at national and EU levels were discussed, as well as existing solutions, protocols and standards for health data exchange.
- ✓ WP9 in which the partners have been sharing their project dissemination activities and the communication developments (as the project logo, leaflet, Website, etc.) discussed and approved.

» Deliverables

The project aims to empower the citizen and unlock health data from local silos using a bottom-up approach. To do this, it will develop open interchange protocols supporting patient-centred exchange of health records between patients, healthcare actors and researchers. Thanks to the adoption of the standards for device-to-device (D2D) - protocol that do not use internet - data transfer developed by the project, the citizens will be able to be in full control of the usage of their health data and to exchange it with (health)-institutions and move easily their data from one storage location to another, independently from the devices implied and the specific institution.

To facilitate this development, the project partners have developed as a first step three [scenarios](#):

- Scenario 1 – Device to Device (offline) data sharing
- Scenario 2 – Emergency consultation of health data in the S-EHR cloud
- Scenario 3 – Consultation by researchers of integrated and anonymised data

These Scenarios will be used in WP7 - Validation of results. So far, these 3 scenarios are developed as well as some of the IT-related issues for the EHR app. The EHR app, as it is now, has fully operating demos from the view of patients as well as from the view of healthcare professionals. That is, these two can now exchange health data only using their phone devices and without a wired connection. IT partners have also been working with libraries of health terms, to ensure that the app can translate health data to all EU languages instantaneously. All the milestones for this first phase of the project were achieved since all deliverables concerning requirements, architecture and specifications were submitted to the European Commission. The project partners will continue to develop the next deliverables in 2020.

↳ [CITIZEN-CENTRED EU-EHR EXCHANGE FOR PERSONALISED HEALTH \(SMART4HEALTH\)](#)



Coordinated by UNINOVA (Instituto de Desenvolvimento de Novas Tecnologias (Portugal), this 50 months [EU project](#), that started on 1st January 2019, is addressing the current challenges

in EHR with an outstanding consortium that is developing, testing and validating a platform prototype for the Smart4Health citizen-centred health record EU-EHR exchange. The goal is to deploy citizen-centred solutions and services in a digital single market for wellbeing and healthcare, through an easy-to-use, secure, constantly accessible and portable health data and services prototype, thus advancing citizens' health and wellbeing, and digital health innovation. The EFN is representing the end-users, facilitating a co-design with nurses' representatives. The EFN is also responsible for dissemination activities at the EU level, as well as assisting in the implementation of the project's outcome once it has finished.

The partners in the project are: [Instituto De Desenvolvimento De Novas Tecnologias-Associacao](#) (PT); [Hasso-Plattner-Institut](#) (DE); [Data4Life](#) (DE); [Healthmatrix](#) (DE); [University of Vienna](#) (Austria); [University Hospital Aachen](#) (DE); [Maastricht University Hospital](#) (NL); [Information Technology For Translational Medicine](#) (LU); [Knowledge Biz](#) (PT); [Elixir - Luxembourg](#) [Centre for Systems Biomedicine](#) (Lu); [Icahn School Of Medicine At Mount Sinai](#) (US); [Zs Unternehmen Gesundheit](#) (DE); [Ospedale San Raffaele](#) (IT); [Stéftung Hëllef Doheem](#) (Luxembourg); [EASPD](#) (BE); [European Federation of Nurses Associations](#) (BE); [Regiao autonoma da Madeira](#) - Secretaria Regional Da Economia, Turismo e Cultura (PT); [Laboratoire Virtuel Européen](#) (BE).

» [Project Meetings](#)

i. [Kick-off meeting](#)

Officially starting on 1st January 2019, the kick-off meeting of the project in Aachen (Germany), on from 15 to 17 January 2019. This was a good opportunity for the project partners to meet each other, have a good insight on the scope of the project, and how to take further the development of the different work packages and respective tasks.



ii. [2nd General Assembly](#)

Meeting in Lisbon from 25 to 27 September 2019 for their second General Assembly, the project partners had the opportunity to be briefed and to discuss on the latest developments of the project, with a special focus on the user requirements, the citizen use cases (CUCs) and the project technical aspects, as well as to align the project strategy for the next period. A co-creation workshop was also organised in order to develop new interdisciplinary approaches for different use-cases that not only include the personal management of electronic health data, but also address further questions, as: How can citizens share their health records with their



medical doctor? How can citizens donate and benefit from health data for research? As such, the application being developed will allow users to 1/ securely share their data with chosen individuals within the EU (as with health care professionals), and with family members, and 2/ donate their health-related data selectively for research purposes in a de-identified manner. This approach puts the individual in the centre of the design, assuring that the software application will be easy to manage, interoperable and informative for every EU citizen. The next General Assembly will take place on 22-23 January 2020, in Potsdam (Germany).

iii. Work Packages Meetings

The EFN is involved in several Work Packages (WPs), namely in WP1 (Citizen- and Professional-User participation: user requirements and performance criteria); WP2 (4HealthPlatform data layer implementation); WP3 (4HealthNavigator portal: services and applications layer implementation); WP4 (Citizen Use Cases: Citizens' health in daily life, work, and healthcare settings); WP6 (Dissemination, Exploitation, Sustainability and Communication); WP7 (Management Administration and Liaison Activities); WP8 (Ethics requirements), and as such has been participating in all the teleconferences organised over the year. In 2019, these relate mostly to:

- ✓ **WP2** - in which the partners discussed about data gathering, as sensor data, data integration, data exchange, and the citizen health data platform.
- ✓ **WP3** - in which the technical parts of the project WPs tasks were discussed and developed, including User Requirements.
- ✓ **WP4** - in which the overall benefit of each CUC for the citizens were explored, and the CUCs needed requirements analysed.
- ✓ **WP6** - in which the project communication and visibility plan were discussed and developed. The group was also updated on regular basis on the dissemination activities done by the project partners, through monthly teleconferences. Next to that, an exploitation plan was also discussed and developed, looking at how exploitation would look like after the end of the project, its results, each partner interest in exploitation, its role and strategy.
- ✓ **WP8** - in which the partners developed an informed consent as part of the project deliverables. Next steps - Development of CUC consents (each CUC itself).

» Deliverables

The project aims to provide a citizen-centred health platform compliant with EU legislation; a citizen's secure access to own health data and sharing; citizen's empowerment to provide feedback and cooperate with healthcare providers as well as to donate data for societal benefit. As such, it will develop, test and validate a platform prototype for the Smart4Health citizen-centred health record with integrated abilities for aggregation of data, for sharing and for data provision/donorship to the scientific community. To facilitate this development, the project partners have already started with:

- **Co-creation workshops and interviews with citizens**, in Austria (Vienna) and Germany (Aachen/Berlin); Expert exchange on co-creation efforts; Users' engagement exercise – to evaluate the needs/requests of all the groups, and see how the platform can become a good tool for citizens (professionals' users' views).
- Development of technical part: the **4HealthPlatform architecture specifications**, with a cluster data that can analyse gender/age/race/demographics/a particular cohort, based on a story line; the **Citizen Health Data Platform**; and **4healthnavigator portal**, including Internationalization and Accessibility (in citizens' own language) and EHR Exchange / Sharing (Analysis of different standards regarding mandatory and optional fields).
- **CUCs development**. As a result of the co-creation workshop in Lisbon, 3 working groups were created as follow:
 - **CUC 1&2** = 3 goals: Have a common infrastructure guideline and a research platform house; start research implementation (even at very early stage). They will have 3 meetings in 2020 to organise all this work & some teleconferences.
 - **CUC 3&4** = Important to know what data is crucial for the citizens (based on data from the back pain machine / reports from HCPs / questionnaires) and which users to include in the CUCs (Citizens with & without back pain in work context & HCPs – Therapists as users of machine, and GPs to see the results). This data collection could start in January 2020.
 - **CUC 5, 6 & 7** = EFN in 6 & 7 = Important to define what are the key requirements for the platform and how to integrate it to it?

- **CUC 5** - lead by UNINOVA next to the industrial workers of Minho (North Portugal) & Galicia (Spain) → back-pain prevention machine - avoiding absenteeism and collecting data to see if this is really useful or not. Citizens can have access to this data on the platform.
- **CUC 6** - back pain prevention – use of a back-pain prevention machine to help caregivers with their back and collect the data accessible in the platform.
- **CUC 7** - more for ICU nurses – use of a robotic arm + vest to measure stress on the nurse back with & without the robotic arm. Does the arm make sense for back pain? Data collect accessible in the platform.

The project partners will continue developing these deliverables in 2020.

✂ **EFN DISSEMINATION FOR BOTH EHR PROJECTS**

The dissemination activities for EU projects take advantage of the networks of all the partners in the consortium, leading to reach out specific targeted and wider audiences. This is particularly relevant for the activities addressed to policy-oriented and exploitation targets. To increase the visibility of the project and, as such, create awareness of its deployment and exploitation, establish an impact in the European field of EHR is key, as is making this information available in a suitable format to citizens and stakeholders in order to increase the adoption of the project research results. The pan-European multi-stakeholder networks of EFN together with the respective communication activities of all the partners play a crucial role in this task. The EFN has been very active in this, advertising the two projects across EU-related events, EFN Website, and social media.

External meetings >>

A way to make a project and its developments known is through disseminating it in meetings at EU, national, or local levels. In 2019, the EFN took all the opportunities to talk about the projects, as at:

- » EFN General Assemblies
- » EFN Executive Committee meetings
- » EFN Members Newcomers Course
- » Groups visiting the EFN Office (Meeting with nursing students' representative, for example)
- » Meetings with European Commissioners & MEPs
- » EU events in which the EFN participates in the European Commission, the European Parliament, EU Stakeholders events, in Brussels or abroad (Vaccination events, [WHO 69th Regional Committee](#) meeting in Copenhagen, Europäischer Gesundheitskongress München, Hopkins University, etc.)



<< EFN Website

To make the project visible, the EFN included a section dedicated to both projects ([InteropEHRRate](#) & [Smart4Health](#)) in its Website with some key information on the projects.

The homepage of the EFN [Website](#) is also key in this process of dissemination. As such, whenever it is key, the EFN mentions both projects in some of the news it publishes on the homepage.

EFN Updates >>

The EFN also uses its Newsletter (EFN Update) to spread information on the projects to its Members and other key EU health alliances. In 2019, the EFN mentioned both projects – InteropEHRRate & Smart4Health - in its Updates of: [January-February-March 2019](#); [April-May-June 2019](#); [July-August-September 2019](#); and [October-November-December 2019](#).





<< EFN Publications

In 2019, the EFN published an article mentioning the projects - "[Blockchain interoperability: Sharing data across the care continuum](#)".

Next to the article, the EFN also published a few Press Releases mentioning both projects: "[Accessibility and EHR](#)" (February 2019); "[109th EFN General Assembly – April 2019](#)" (April 2019); "[The EFN becomes an official partner of the WHO European Region](#)" (September 2019).

EFN Social media – Facebook, Twitter, Instagram (@EFNBrussels) >>

In 2019, the EFN used social media on several occasions to spread information on EHR and the 2 projects.



III. BUILDING ALLIANCES

Building alliances and creating partnerships with key organisations to work on particular issues has been the top priority for the EFN, as this is a means of strengthening civil society in the policy-making process and to get successful outcomes not only at EU level but also at national and local levels. In 2019, the EFN continued this process of building alliances and strengthening the ones already established with the key EU non-state stakeholders built up throughout the years, which is now providing consortia for the Horizon 2020 highly respected and influential to make innovation happen and implemented.

➤ Sectorial Professions' Organisations

For the last 15 years, the EFN has been collaborating very closely with the sectorial professions' organisations based in Brussels, working on common topics, as Education (DIR55), Workforce, and Patient Safety and Quality of Care - the 3 EFN main lobby topics, and participating in the same EU projects, as: QualMent, InteropEHRate, Smart4Health, etc. In 2019, the EFN continued this good collaboration and exchange of views on key concerns, as: Education - DIR36/55, Workforce, skills, value-based health systems, Patient safety, Blockchain, AI, ehealth, Digitalisation, Vaccination, through regular meetings with: The Pharmaceutical Group of the European Union ([PGEU](#)), representing community pharmacists at EU level; The Standing Committee of European Doctors ([CPME](#)), representing the national medical associations across Europe; The Council of European Dentists ([CED](#)), representing the dentists and promoting oral health in Europe; The European Region of the World Confederation for Physical Therapy / Physiotherapy ([ER-WCPT](#)) representing the physiotherapy profession at European Level; and last but not least the European Midwives Association ([EMA](#)), representing midwifery organisations and associations at EU level. The EFN is looking forward to continuing, in 2020, this important collaboration in the EU lobby arena, to build strong alliances to jointly push for quality of care, patient safety, and health system reform. Next to these NGO's, the EFN also was in close collaboration and/or started building alliances with the following organisations:

➤ Active Citizenship Network



[Active Citizenship Network](#) (ACN) is an Italian non-profit organisation founded in 1978 that aims to promote civic participation and protect citizens' rights in Italy and in Europe. Particularly active on health, with the Tribunal for Patients' Rights, education and training and European citizenship, the ACN and the EFN have been collaborating for many years, mainly in the context of EU projects (as ENS4Care), and on the [Patients' Rights Day](#), celebrated in May [every year](#), in which the EFN always participate actively, and on some topics of common interest, as: Health Reform, pain management, continuity of care, and EU enlargement. The EFN is looking forward continuing this close collaboration with ACN in 2020.

➤ European Biosafety Network

The [European Biosafety Network](#) was established following the adoption of the new European Directive on Preventing Sharps Injuries ([2010/32/EU](#)) with a commitment to improve the safety of patients and healthcare and non-healthcare workers. Over the last years, the EFN and EBN had been in contact in the context of the sharp injuries and preventing exposure of healthcare workers to hazardous drugs discussions. In 2019, the EFN and EBN had again contacts for the same topics, knowing that Social Partners want to review the Directive on Sharps Injuries and that the European Commission want to hire an external study on the exposure to hazardous drugs. The EFN will follow these debates closely in 2020.

➤ European Federation of Pharmaceutical Industries and Associations (EFPIA)



The European Federation of Pharmaceutical Industries and Associations ([EFPIA](#)) represents the pharmaceutical industry operating in Europe. Through its direct membership of 36 national associations and 40 leading pharmaceutical companies, EFPIA's mission is to create a collaborative environment that enables their members to innovate, discover, develop and deliver new therapies and vaccines for people across Europe, as well as contribute to the European economy. Their vision is for a healthier future for Europe; a future based on prevention, innovation, access to new treatments and better outcomes for patients. In 2019, the EFN continued its close contacts with EFPIA, namely in the context of common topics of interest as AMR, task shifting, Medical reconciliation, personalised medicines, primary care, dementia and vaccination; and try to cooperate more to influence the EU Institutions in a concrete way. Nurses have an important role to play in this. It is therefore important to see what can be done at EU level as regards

healthcare, what is the EU added value in health, how can we influence the agenda to bring this added-value to patients. The EFN will continue this close collaboration in 2020.

➤ **European Centre for Disease Prevention and Control (ECDC)**



In 2019, the EFN followed closely the work done by the [ECDC](#), aiming to strengthen Europe's defences against infectious diseases, on Antimicrobial Resistance, and strengthened EFN/ECDC close collaboration on the topic, namely by contributing to the [European Antibiotic Awareness Day](#), as for previous years. Knowing that AMR stays high on the EFN policy agenda, the EFN will continue to follow closely the ECDC developments on this topic and develop this important collaboration in 2020.

➤ **European Connected Health Alliance (ECHAAlliance)**



[ECHAAlliance](#) is the Global Connector, facilitating multi-stakeholder connections around ecosystems, driving sustainable change and disruption in the delivery of health and social care. Working closely with the European Commission and national/regional governments, for the design of public policies and strategies about Digital Health, Wellness and Active & Healthy Ageing / Silver Economy, the EFN had close contacts with ECHAAlliance on EHR & Blockchain, two key topics in the EFN lobby agenda, that we look forward to develop further in 2020.

➤ **European Institute of Women's Health (EIWH)**



Gender is important for the EFN, and this close collaboration with the [EIWH](#) is very important as this organisation aims to promote health throughout the lifespan, to ensure quality and equity in health policy and care and to campaign for gender-specific research. Including people and organisation with expertise and interest in women's health, is key for the EFN lobby work knowing that 92% of nurses are women. In 2019, the EFN continued to strengthen this close collaboration and is looking forward to continuing it in 2020.

➤ **Health First Europe**



[Health First Europe](#) is a non-profit, non-commercial alliance of patients, healthcare workers, academics and healthcare experts and the medical technology industry, aiming to ensure that equitable access to modern, innovative and reliable medical technology and healthcare is regarded as a vital investment in the future of Europe. For many years, the EFN and HFE have been collaborating on some common topics as patient safety. In 2019, HFE was in contact with the EFN on key topics as digital skills and health workforce. The objective is to keep these items high on the agenda of DG SANTE and DG Research. The EFN is looking forward to extending the collaboration in 2020 on these topics.

➤ **International Association for Trusted Blockchain Applications (INATBA)**



Launched in April 2019, this [European Blockchain Partnership](#) brings together at a political level all EU Member States and members of the European Economic Area (Norway and Liechtenstein) and industry, start-ups and SMEs, policy makers, international organisations, regulators, civil society and standard setting bodies to support blockchain and Distributed Ledger Technology (DLT) to be mainstreamed and scaled-up across multiple sectors. The signatories of this declaration will work together towards realising the potential of blockchain-based services for the benefit of citizens, society and economy. The Healthcare working group that the EFN is following up closely aims to define stakeholders and their contributions in Healthcare technology, establish channel of communication with regulatory bodies, understand the potential of blockchain to enable and improve regulation in healthcare. The EFN is looking forward to [INATBA](#) further developments in 2020.

➤ **Knowledge4Innovation (K4I)**



[Knowledge4Innovation](#) (K4I) is an open, independent, non-profit platform with a wide variety of stakeholders including regions, cities and universities, research organisations, regions and cities, trade organisations and think tanks as well as technology platforms small and large companies. Knowledge4Innovation is advocating for favourable framework conditions promoting innovation activities in Europe. The K4I Forum is supported by more than 30 Members of the European Parliament. The EFN is putting Health higher on the innovation agenda. As such, it believes that Knowledge4Innovation is a good platform for EFN to become a key player in innovation, and an ideal platform to keep health and social care high on the innovation and political agenda, making sure integrated care and continuity of care leads to better health outcomes for patients and citizens. In 2019, the EFN continued

its very good collaboration, participating in some of their events providing nurses' views on innovation and exploring how nurses can successfully contribute to the debate. The EFN will continue this good collaboration with K4I in 2020, bringing the nurses' views into the innovation debate.

➤ ONEBIO



[OneBio](#) is a biotechnology and data company founded in 2018, headquartered in Root, Switzerland, offering an online marketplace of biodata for pharmaceutical, research, and healthcare organizations. Taking into account the ongoing debate on Blockchain, the EFN and OneBio met in 2019 to discuss the challenges of standard blockchains in life science and what is needed so that a solution can help all stakeholders in life science. The EFN is looking forward to linking up in 2020 with them to discuss further Blockchain developments.

➤ Organisation for Economic Co-operation and Development (OECD)



Aiming to provide a forum for governments to share experiences and seek solutions to common problems, [OECD](#) mission is to promote policies that will improve the economic and social well-being of people around the world. Taking that into account, the EFN kept in contact with the OECD in 2019, namely as regards Workforce, health systems reform, patient safety, Long Term Care, Blockchain, and participated in some of their meetings in Brussels, to make sure that the nurses' views were taken into account in the debate. The EFN will continue to strengthen this close collaboration with OECD in 2020.

➤ World Health Organisation (WHO)



Over the last 15 years, the EFN has been engaged with WHO Europe in different ways, as: by having an observer status in WHO Regional Committee (RC) meetings, by participating in several WHO & WHO RC meetings, and by contributing to consultations/debates, to make sure that the nurses' views were taken into account in the debate. Also, WHO EFNNMA is having an Observer status within EFN GAs. In 2018, WHO launched a procedure for accreditation to regional non-State actors not in official relations with WHO to attend meetings of the WHO Regional Committee for Europe, and thus become accredited to the WHO regional office for Europe. Aiming to continue and strengthen this close collaboration with WHO & WHO Forum, namely on Health systems reform, Digitalisation, Primary care, and Nursing workforce, the EFN applied for this WHO accreditation. In 2019, the EFN became an official partner of the WHO European Region. The EFN Secretary General, Paul De Raeve, is also part of Roster of Experts of the [WHO Digital Health Technical Advisory Group](#), a group that harnesses the power of digital health to help achieve [WHO's triple billion goals](#) as set out in our [General Programme of Work](#), and [Sustainable Development Goal 3: Ensure healthy lives and promote well-being for all at all ages](#). The EFN is looking forward to strengthening this cooperation in 2020.

IV. NURSING NOW EUROPE

Officially launched in February 2018, [Nursing Now](#), is a programme of the [Burdett Trust for Nursing](#), aiming at improving health by raising the status and profile of nursing globally and maximise the contribution that nursing makes to Universal Health Coverage, women's empowerment and economic development. This three-year campaign, being run in collaboration with the [International Council of Nurses](#) and the [World Health Organization](#), is represented by nurses and non-nurses in active [groups](#) in over 100 countries.

Advocating that the biggest thing we can do to improve health globally is to empower nurses, representing half the health workforce of the world, its main focus points are specifically around advocating for policy changes to make sure nurses are central to achieving universal health coverage, developing primary health care, and tackling non-communicable diseases. The Campaign also calls for investment in the development of nurse-led clinics; primary and community care; prevention, promotion and health literacy; midwifery, child health and adolescent services; and development of more specialist/advanced nurses inside and outside hospitals. Its activities are linked with the global health workforce strategy and the five-year Action Plan of the Commission on Health Employment and Economic Growth.

The campaign strategic goal is to position nursing to optimise the potential to fully contribute and make a real difference to the health of the global population, to support nurse leaders within and across countries to translate the vision into reality, and to improve perceptions of nurses, enhance their influence and maximise their contributions to ensuring that everyone everywhere has access to health and healthcare. As such, the EFN will ensure to position nursing more central to health policy and ensure that nurses can use their skills, education and training to their full capacity.

By the end of 2020, Nursing Now Board – in which the EFN President, Elizabeth Adams, serves – will develop a challenging and ambitious agenda with the following goals to be achieved:

- ✓ Greater investment in improving education, professional development, standards, regulation and employment conditions for nurses.
- ✓ Increased and improved dissemination of effective and innovative practice in nursing.
- ✓ Greater influence for nurses and midwives on global and national health policy, as part of broader efforts to ensure health workforces are more involved in decision-making.
- ✓ More nurses in leadership positions and more opportunities for development at all levels.
- ✓ More evidence for policy and decision makers about: where nursing can have the greatest impact, what is stopping nurses from reaching their full potential and how to address these obstacles.

For nearly 50 years, the EFN has been advocating to empower nurses to improve health globally, as they are uniquely placed representing half the health workforce of the world with skills and expertise to meet the health challenges across populations. Nursing Now Campaign and EFN have a complementary and shared [agenda](#) with a focus on advocating for policy changes to ensure nurses are central to achieving universal health coverage, developing primary health care, and tackling non-communicable diseases.



Within this context, the EFN has been appointed as the [Nursing Now European regional leader](#) and at the Spring EFN General Assembly in Brussels, April 2018, the EFN Members agreed that the National Nurses Associations should become actively involved in 'Nursing Now', next to the EFN as the European lead of the Campaign.

Since its appointment, the EFN has been promoting the campaign at EU level taking the opportunity of all the different meetings the EFN has been attending and/or organised to communicate on the developments of Nursing Now Campaign. The EFN members and partners across Europe play an active role in this also and are updated on regular basis (during the EFN General Assemblies, the EFN Executive Committee meetings, through the EFN Press Releases, EFN Newsletter, EU Stakeholders' meetings, etc.). The EFN also relies on a database of more than 3.000 key contacts to disseminate all relevant information on the campaign and on the Nursing Now Europe activities, aiming to raise the role of nurses and the nursing profession, next to EFN [website](#), [newsletter](#), social media ([Facebook](#), [Twitter](#), [Instagram](#), [LinkedIn](#)).

The EFN Members also got more and more involved in the campaign by creating local/national groups; advocating for local priorities plans; engaging with the development of the 'State of the World's Nursing'; using international nurses' day to promote the Campaign; promoting development of young nurses locally; and making 2020 the year of nursing, and the year of change and celebration. Each country is encouraged to have one national lead to drive country specific initiatives. Regional groups are also encouraged to work together under the Nursing Now Campaign umbrella.



EFN Members - EFN General Assembly, April 2019, Brussels

A. Highlights

1. Internal Meetings

EFN Orientation Course to EFN General Assemblies Newcomers - April 2019, Brussels

In the context of the EFN General Assembly held in Brussels in April 2019, the EFN organised an orientation course for the EFN Members' Newcomers, at the EFN Brussels' Office, to provide them an overview of EFN priorities (Education/Workforce/Quality & Safety, including digitalisation), and how the EU institutions work and how we lobby them. The EFN took this opportunity to inform the newcomers the EFN work relating to Nursing Now Campaign (European region), focussing on nurses' support to the current political policy driver across Europe - [European Pillar of Social Rights](#) - building on 20 key principles (with a focus on those principles that EFN Members have committed to: education; wages; healthcare; and long-term care). Nurses' need practical solutions for the daily challenges they face while exercising their profession.



109th EFN General Assembly - April 2019, Brussels



As for the previous EFN General Assembly, in Slovakia, in October 2018, the EFN took this opportunity to provide the [EFN members](#) with an overview of the ongoing EFN work, also linked to Nursing Now priorities, and asked them to share views and analyse the [key political topics](#) that are driving the EU agenda and discuss the nursing contribution, in addition to their impact on the nursing profession and the citizens of Europe. The EFN members reaffirmed their commitment

to ensuring that nurses' contribution to the EU policy making is valued, as their involvement is key to benefit patients and health systems, and raised that the Nursing Now campaign could be a good opportunity to showcase the efficiency of the nurses when it comes to Nurse Led Clinics, a topic the EFN is working on.

110th EFN General Assembly – October 2019, Greece

The EFN Members took this opportunity to reflect on the Nursing Now Campaign and 2020 Year of the Nurse and Midwife, acknowledging the considerable commitment and engagement of the National Nurses Associations in relation to the Campaign. They were also informed that from an EFN perspective, there is a lot of work on promoting Nursing Now in various policy meetings and events. For example, Elizabeth was recently invited by the European Commission to attend the Global Summit on Vaccination and took numerous opportunities to promote the Campaign with global and European leaders.



Nursing Now Ireland & Spain

As President of EFN, and member of the Nursing Now Campaign Board, Ms Elizabeth Adams was invited as keynote speaker at the launch, in April 2019, of Nursing Now Ireland, hosted by the [Irish Nurses and Midwives Organisation](#) (INMO), a member of EFN, in Dublin.



For its part, Paul De Raeve, EFN Secretary General was also invited as keynote speaker at the launch, in May

2019, of the Nursing Now Spain, hosted by the [Spanish General Council of Nursing](#), a member of EFN, in Madrid.



Both made it clear that nurses play a crucial role in health promotion, disease prevention and treatment, and their involvement in the policy debate is fundamental to ensure that policy making in health is fit-for-purpose. See also Press Release section below.

2. External meetings

The EFN Secretary General, is also taking the opportunity of being invited to participate in a lot of meetings and events both EU (European Commission, European Parliament, EU Stakeholders) and national levels (EFN Members), to address the main concerns for nurses in the EU, and to also raise the attention to the Nursing Now Campaign, as for example in the **ACN-FNIB meeting** on 24 May 2019, in Belgium, the **Active Citizenship event** in April 2019, in the European Parliament, on the occasion of the 13th European Patient's Rights Day, the **Coalition for Vaccination** meetings, in which the EU health Stakeholders (EFN, CPME, PGEU) are working together towards strengthening efforts towards elimination of vaccine-preventable diseases; **PACT Conference** on the future of health that took place in July 2019 - the first health, multi-stakeholder event after the European Parliament Elections, organised in collaboration with the Finnish EU presidency; the meetings of the **Informal group of the AMR stakeholders**, linked to Nurses' Advanced roles, and nurses' prescribing, **European health congress**, in Munich in September, focussing on health politics (including Education) and health economy; **WHO Regional Committee for Europe** meeting on 16-19 September, in Copenhagen; or still during more informal meetings with key policy makers, always making sure that the voice of the nurses is heard.

Another example is with the **Johns Hopkins University Baltimore**, where Paul De Raeve, EFN Secretary General, is a visiting Professor, providing an insight to the students on the EU policies, EFN priorities, lobby work and alliances building, bringing in the EU view/experience as regards nurses and the nursing profession, and as such explain the Nursing Now Campaign and why the EFN is the European lead.



In addition, EFN President, Elizabeth Adams, also member of Nursing Now Board, participated in the **Board meeting in Singapore**, in June 2019 and met with EFN members to discuss and plan campaign initiatives in individual countries. Following presenting at the launch of the Irish Nurses and Midwives Organisation (INMO) in April, she continued to work with the INMO in strategically planning the Campaign and attended numerous local and regional promotional events. In addition, she launched the **national Campaign** during that **National Conference of the Croatian Nurses Association**, on 15 of June which had attendance from a number of surrounding countries.

B. Communication

1. Press Releases

The EFN took the opportunity of two important events for the nurses, and the Nursing Now Campaign, to send out to all its network two Press Releases as EFN and as European lead for Nursing Now Campaign. Both documents are available on [EFN Website](#).

- » International Nurses' Day - 12 May 2019 - "[Nurses: A Voice to Lead Health for All](#)" - raising the nurses' invaluable work and promoting the importance of universal access to healthcare as a fundamental right for all the EU citizens.
- » [Launch of Nursing Now Campaign Spain](#) - 14 May 2019 - expressing that it is key to ensure that the National and EU political leaders enact concrete policies that the nurses can successfully influence and contribute to the shaping of healthcare. 3 million nurses are a [strong political voice](#). We need to take the EU election as an opportunity to build a social Europe!



2. EFN Updates



The EFN Updates, making reference to key information for the nurses and the nursing profession within the European Union, being sent to the EFN Members and network at EU level, are a good tool to keep the EFN Members and other key EU health alliances informed on the EFN policies, actions and relevant initiatives, including the Nursing Now Campaign. In 2019, the EFN mentioned activities around Nursing Now on 3 Updates out of 4: [January-February-March 2019](#); [July-August-September 2019](#); [October-November-December 2019](#).

3. Articles

- ✓ Adams E. (2019) [Future Proofing the Nursing Now Campaign](#). Nursing Administration Quarterly, January – March, Vol. 43, No. 1, pp. 5–9.

4. EFN Website

Being used as key communication channel to disseminate information to the EFN members, the EU health stakeholders, EU decision-makers, and the public in general, the EFN also uses this [channel](#) to communicate on the Nursing Now key information at EU level – through its homepage, and dedicated section for Nursing Now 'Europe'.



Advocating that the biggest thing we can do to improve health globally is to empower nurses, representing half the health workforce of the world, the EFN main focus is advocating for policy changes to make sure nurses are central to achieving universal health coverage. The constitution of the new European Parliament and European Commission marks an opportunity for the EFN, Nursing Now Europe lead, to continue to ensure to position nursing more central to health policy and ensure that nurses can use their skills, education and training to their full capacity and to promoting the campaign at EU level.



EFN Members - EFN General Assembly, October 2019, Greece

IV. EFN MEMBERS STRENGTH

1. EFN Members representing EFN

» Coalition for Vaccination

On the occasion of the first meeting of the Coalition for Vaccination, held on 4 March 2019, in Brussels, with the aim to discuss the [creation of the Coalition](#) and to reach agreement on the most appropriate structure, scope, governance and general objectives of it, and which brought together the Presidents of the three main professional associations (doctors, nurses and pharmacists), committing, advocating and joining forces for [vaccination](#). Invited as keynote speaker Elizabeth Adams, EFN President, stressed the importance of nurses' contribution to frontline impact, including EFN members [best practices](#), and that it is key to support the development of advanced nurse practice with extended prescribing rights to make vaccination more accessible to citizens. She then highlighted that the work carried out by the Coalition at EU level needs to be transposed and replicated at national level. Despite the demonstrated benefits of many kinds of vaccination, it remains a controversial issue largely due to misinformation, restricted access, health illiteracy and cost. It is key to provide comprehensive evidence-based information for nurses and encourage vaccination uptake especially when working with vulnerable patient groups. Being the frontline staff largely responsible for delivering safe and effective vaccination programmes to communities across Europe, yet nurses rarely get formal recognition for this life-saving endeavour.



Elizabeth Adams, EFN President, also represented the EFN in the Coalition for Vaccination second meeting, held online on 24 June 2019, which goal was to discuss the role of each organisation involved in the coalition, i.e.: decide on the system of a chair, co-chairs, or rotating chairs. The Commission expects that this coalition creates a forum for European healthcare professionals' and students' associations to meet and exchange best practices and ideas on how they would best contribute to increasing vaccination coverage in the EU, and raises awareness on vaccination and its importance. Most of the public follow the advice of healthcare professionals – Therefore, their role on vaccination should be reinforced.

» Vaccination Summit



Elizabeth Adams, EFN President, represented the EFN at the Global Vaccination Summit organized by the European Commission in cooperation with the World Health Organisation on 12 September 2019, in Brussels. Event that took place under the auspices of the by then European Commission President, Jean Claude Juncker, and WHO Director General, Tedros Adhanom Ghebreyesus, engaging with EU stakeholders to join forces to combat vaccination hesitancy, taking into account that despite all the scientific advances in vaccination, we are still failing to combat vaccination hesitancy and low uptakes in many areas of the world. The event brought together 400 participants from around the globe, including high-level political decision makers, health ministers, NGOs, representatives of science academies, research and healthcare professionals' associations, vaccines industry, to discuss and identify solutions towards eliminating vaccine preventable diseases, with the aim to boost global political commitment to vaccination.

2. EFN support to EFN Members

It is crucial for the EFN, as a Pan European Organisation, to continuously support and strengthen its relationship with its members by getting a real sense of what is important to them at national level. Taking part in national events is an ideal way of strengthening ties with the members but it is also crucial for understanding the key issues at stake in Member States and offering, in return, the EU-level perspective. The EFN appreciates these moments with its members and continues investing in national, regional and local events that promotes the EU nurses' voice. But participating in meetings is not enough to get the political message through to national policy makers understanding the importance of the nurses' views and concerns in the policy process and in the daily clinical practice. As such, it is important for the members to get EFN support directly addressed to key political players to help them to push for their key concerns at national level. As such, in 2019, the EFN provided its support through some supporting letters, and by participating in key national events.

↳ Support to EFN Members national key concerns

Again, the EFN members have been struggling with their governments wanting to downgrade the nursing education and create cheap nurses. This year, as in previous years, some EFN Members, as Bulgaria, Portugal, and Slovenia, asked the EFN to send supporting letters to their national governments stressing that ensuring appropriate education and qualifications of general care nurses, and allowing opportunities to advance the nursing profession are key to guaranteeing the sustainability of the health workforce and ensuring the willingness of young people to choose nursing as a career path. It is crucial that EU national governments make sure that their health systems have the necessary nursing workforce, with the necessary competences, to provide high-quality and safe healthcare services. This also applies to those national governments in the process of accession.



↳ Participation in EFN Members' national events

» ACN-FNIB days



The EFN Secretary General, Paul De Raeve, was invited as keynote speaker at the ACN-FNIB Days, that took place in La Louvière (Belgium), on 24 May 2019, to discuss on the challenges related to the human resources in the nursing department with a focus on the “Evolution of the profession, and the local and international challenges”. Focussing on the workforce planning, the EFN Workforce Matrix 3+1 and on the Directive 2013/55/EU, it was made clear that it is crucial to develop at EU level a sufficient, motivated and highly qualified nursing workforce. This will have a positive impact on the patients' outcomes!

» Congress of the Croatian Nursing Association

The EFN President, Elizabeth Adams, was invited as keynote speaker to the 7th [Congress](#) of the Croatian Nursing Association “Nursing without limits III”, on 15 of June 2019, in Opatija (Croatia). Aiming at strengthening the nursing profession in Croatia, the congress participants discussed the position of nurses in health care, nursing competencies, personal data protection, migration issues, health promotion and disease prevention, and continuous health care.

3. EFN Members visiting Brussels and the EU Institutions

Bringing to Brussels NNAs delegations is a good opportunity for the EFN Members' NNAs to meet with their country EU representatives and learn more about the EFN political agenda, how this agenda is influencing and influenced by the EU Institutions, the outcomes achieved by EFN, and the role of the EU Institutions in relation to the EU health policy. The main topics presented on these occasions are: the EFN's key priorities in the EU lobby process, including Directive 36/55 and the challenges for nursing education; the EU projects the EFN had been involved in ([QualMent](#), [Smart4Health](#), [InteropEHRate](#)), and the importance of investing in the EU lobby process.

In 2019, the county council of the Norwegian Nurses Organization Akershus came organised a study visit to Brussels and took this opportunity to visit the EFN Office to know more about the EFN, its key priorities and lobby work to the EU decision-making process.

The EFN welcomes this initiative and pro-active attitude from EFN members. Not only as this increases the visibility and reputation of nurses at EU level but also because it shows that they are serious about their profession and the issues that have an impact on it. Therefore, the EFN members are encouraged to continue these efforts in 2020 in order to give the nursing perspective to the EU on key topics.



V. A FUTURE FOR EVIDENCE BASE POLICY-MAKING

A. EUROPEAN NURSING RESEARCH FOUNDATION



Founded by the EFN in 2013, within the context of the increasing emphasis placed on nursing research at EU level to secure reliable evidence from which to base future workforce decisions, the European Nursing Research Foundation (ENRF) is aiming at making the bridge between evidence and policy-making process and act as a contact point for EU policy-makers and politicians, and analysing and compiling what already exists in terms of nursing research in the EU Member States, in order to convert existing data into evidence-based advocacy for the EU policy-making process.

↳ **ENRF Governance body**

In terms of governance, all EFN Members are entitled to nominate and elect four Directors, of which one is the Founding Director, representing the EFN voice. The ENRF [governance body](#) is composed by four Directors and the ENRF Secretary General, Paul De Raeve. The ENRF Board of Directors (2017-2019) was constituted by: 1 Founding EFN Director - Karen Bjørø (Norway); and 3 EFN Directors – Olga Riklikiene (Lithuania), Dorota Kilanska (Poland) and Kate Seers (UK). The ENRF Board of Directors is responsible for defining the ENRF priorities and outcomes in accordance with the ENRF mission, vision and constitutional aims, included in the [ENRF strategic plan \(2017-2020\)](#) that contains a set of values, content and theme for the Foundation to work on.

→ **Elections – June 2019**

Knowing that the ENRF Board of Directors (BoD) was not complete since the resignation of Birgit Vosseler (Switzerland) in June 2018, which was bringing some quorum issues when the BoD was meeting and not all could attend, the EFN General Assembly held in Brussels on 11-12 April 2019, decided to have anticipated elections to fulfil this position and possibly have a 5th Board member, to have a number of directors to allow the BoD to function. Only a nomination for the open position in the BoD was received and accepted. The online election that took place on 17-18 June 2019, through the EFN Website, confirmed Olga Riklikiene, from the Lithuanian University of Health Sciences, Faculty of Nursing, as member of the ENRF BoD, with 28 votes in favour.

→ **Elections 2020**

The current ENRF Board of Directors (BoD) mandate is coming to an end. Therefore, elections will take place on 15 and 16 January 2020 for 1 Founding EFN Director and 3 EFN Directors. Once the new BoD is in place, the EFN Executive Committee will discuss with the newly elected President of ENRF on the agenda and ENRF next steps for the consideration of the EFN Members at the April 2020 EFN General Assembly.

↳ **ENRF activities**

In 2019, taking into account EFN Members reflection on the future of the Foundation, the ENRF activities have been brought down to the minimum level of legal requirements, and to the minimum level expected by the European Commission, to not limit or harm potential future activities, until a full decision would be taken by the EFN General Assembly. Which meant for the ENRF Office: circulation of only two Newsletters over the year, less Briefing Notes, attending less meetings, less Social Media, etc. But keeping always the EFN members and the ENRF Reference Points informed on the key topics for nursing research ongoing discussions at central moments. Following the decision taken at the October 2019 EFN General Assembly, in Greece, to continue the ENRF, with reforms to be discussed and developed in 2020, the ENRF will take further its activities in 2020. *For more information on the future of the ENRF discussion, see section 'EFN Working Group on the Future of ENRF', page 36.*

i. Board of Directors meetings

In 2019, the ENRF Board of Directors met only on 22 February 2019 (Online) to discuss the ongoing ENRF developments and ongoing discussion on the future of the Foundation. The Board of Directors took this opportunity to reflect on the recommendations from the EFN Working Group on the Future of ENRF provided to the EFN Executive Committee, in February 2019 and to the April 2019 EFN General Assembly. It was also decided that an answer to the WG recommendations was needed from the ENRF BoD, which were circulated to the EFN Executive Committee and the EFN General Assembly.

ii. EFN Executive Committees & General Assemblies

As done since its establishment, the EFN Executive Committee and General Assembly are continuously informed on the ENRF ongoing work, and the ENRF Directors' reflections reported to, and discussed at, the EFN Executive Committee meetings and General Assemblies. Recognising the challenges the ENRF has been facing, and knowing that the EFN members do not have enough time to discuss in deep the governance of ENRF in the EFN General Assemblies, the EFN October 2018 General Assembly, in Slovakia, agreed to constitute a working group to look at where the ENRF is, what to achieve so far, and what would be the next steps for the Foundation. In 2019, the EFN Executive Committee and the General Assembly analysed and discussed in all their meetings the future of the Foundation, based on the recommendations from the EFN Working Group on the future of the ENRF, and taking some key decisions to bring it to the next level. The main one being to continue with the Foundation with major changes.

iii. Building Alliances

Building alliances and creating partnerships, next to strengthening the ones already established with key EU stakeholders and EU policy decision-makers is key for an organisation to grow and to achieve concrete outcomes. Contributing to an efficient information flow, the ENRF will continue to participate in key EU meetings and look to build reliable alliances with key EU health and social Stakeholders, and policy and decision-makers, to ensure that nursing research get higher on the EU Research and Innovation Agenda.

iv. EU Consultations

Answering European Commission consultations is a great opportunity to increase the ENRF visibility and making sure the nursing researchers' voice is heard at political level. As such, the ENRF provided [input](#) to the European Commission consultation on 'Horizon Europe Co-design 2021-2024', in July 2019, aiming to identify impacts and new ideas to prepare a 'Strategic Plan' for Horizon Europe, which will then guide the work programmes and calls for proposals for Horizon Europe's first four years (2021-2024).

v. Communication

Crucial to get the message across and to enhance effectiveness, communicating on the ENRF activities is crucial for making it visualised, and to get the message across. As such, in 2019, the ENRF Board of Directors & Reference Points, as well as the EFN members, received on regular basis the ENRF Newsletter, and ENRF Briefing Notes.

- » **ENRF Newsletters** - In 2019, the ENRF Office published only 2 Newsletters: [May](#) and [November](#). As Founding organisation, the EFN also takes the opportunity to mention the ENRF in its Newsletter when it is seen relevant. As 2019 was a year of reflection for the future of the Foundation, no activities linked to ENRF were mentioned in the EFN Updates. All ENRF Newsletters are available at: <http://www.enrf.eu/dissemination/newsletter/>
- » **Briefing notes** - Seen as a way to provide information on key meetings and latest developments at EU level to the ENRF Board of Directors, Reference points, and EFN Members, the ENRF Office published in 2019 several key Briefing Notes: [STOA – Healthcare Research](#) (January 2019); [Health within Horizon Europe](#) (January 2019); [International R&D – Horizon Europe and the world](#) (February 2019); [Horizon Europe – Ministers discussions](#) (February 2019); [AI and robots in the healthcare](#) (February 2019); [Gender Balance in Research](#) (March 2019); [Scientific Panel for Health Forum](#) (May 2019); [Commissioner for Research](#) (September 2019); [Lump Sum Pilot](#) (September 2019); [EU Health Programme 2021-2027](#) (October 2019). All ENRF Briefing Notes are available at: <http://www.enrf.eu/briefing-notes/>
- » **ENRF Web & Social Media** – Updated on regular basis with key information/news, the ENRF Website (www.enrf.eu), is aiming at making the Foundation more visible, next to ENRF Facebook (@enrf.foundation) & Twitter (@Enrf_Foundation).

↳ Conclusion

The ENRF has the ambition to become a reference point for the dialogue between nursing researchers and EU policy-makers, with the purpose of translating knowledge into health and social policies with the ultimate objective to improve our knowledge base when reforming national health and social care ecosystems, and to become the scientific reference point for nursing research to enhance the EU health and social policy agenda. The ENRF Directors, together with the ENRF Secretary General, will continue to develop the Foundation further, taking into account the Working Group recommendations on the Future of the ENRF, the EFN Executive Committee position and the decision taken by the EFN members at the EFN General Assembly, October 2019.

VI. EFN DATA COLLECTION

To gather quantity and quality evidence, the EFN uses data collection (through email, online surveys, or during the EFN General Assemblies with the Tour de Table item) as key component in its daily lobby work. This allows to provide the EU institutions and key EU stakeholders with up-to-date information/data to take informed decisions and consider the next steps on crucial topics. As such, in 2019, the EFN and its members undertook and provided input to some key surveys/consultations:

A. EFN

Electronic Health Records (EHR)

Considering the EU projects EFN is involved in, and the discussions at EU level on Electronic Health Records (EHR), the EFN Members were requested at the April 2019 EFN General Assembly to provide EHR best practices in which nursing data are integrated. The information shared shows that even if some countries, as Germany, still encounter some resistance towards the development of EHR, overall there is a rapid growth of EHR in hospitals and the community sector, in e-prescribing and home care, capitalising on the use of ICNP and interprofessional working (as in Switzerland), or Shared Medical File (as in France). In some countries, as in Sweden, the patients already have full access to their EHR. Therefore, we can say that in Europe, clinical documentation is increasingly carried out in EHR systems, with huge amounts of data stored in electronic format. Many European countries have invested in national e-health infrastructures, which are progressively communicating increasing volumes of EHR data to support continuity of care and public health programmes. The EFN members acknowledge the huge challenges to combine existing systems throughout the EU, respecting the national, regional, local developments. Taking into account that the citizens/patients/healthcare professionals' mobility between EU countries is now more common, the access to the EHR in another country will likely have an impact on the way services are delivered and on the citizens' health outcomes.

Pain Management

Pain is a predominant and rising societal issue, and nurses play a pivotal role in its assessment, treatment and outcomes. However, pain management across European countries is fragmented and often not led by the healthcare professions or professional associations. Pain management is a key component of nursing care and therefore, nurses must be central to evolving and driving the European Union pain management strategy, to respond to and meet citizens/patient's expectations. Within this context, the EFN Members were asked, at the Tour de Table of the October 2019 EFN General Assembly, in Greece, to share good practices on 'pain management' to be used in the co-design of EU policies within the [European Pillar of Social Rights](#). Processed in a different way across the EU Member States, from hospitals to pain clinics, pain management is seen as a key topic for the nurses and the nursing profession, and in a general way included in the nurses' curricula, embedded within other subjects. Some countries have pushed it further by including it in special trainings, nurses' specializations, and master's degree. Even though the knowledge necessary for pain management is basically the same in every member state, it seems that just a limited number of countries provide nurses with concrete guidelines and framework for practical use.

B. EFN Members

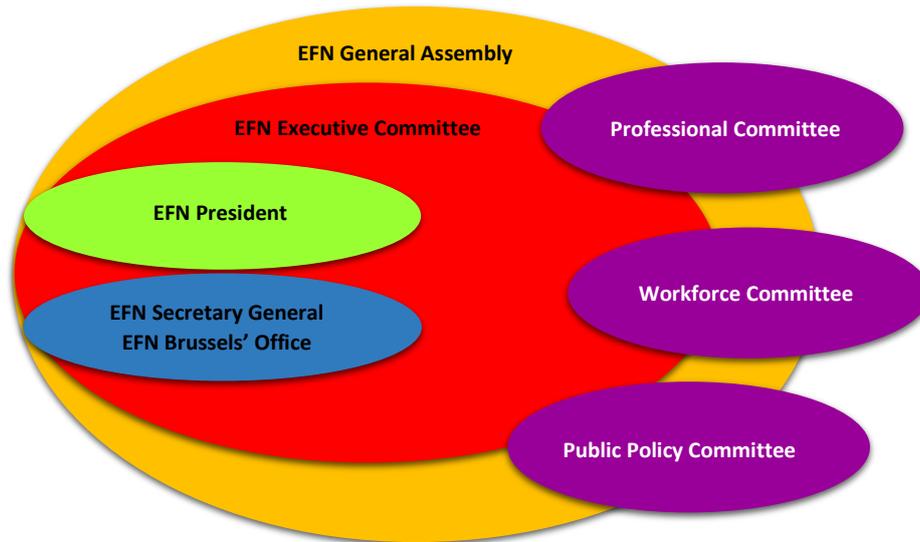
Nurse-sensitive indicators

The EFN Members National Nurse Association from Estonia - Estonian Nurses Union - conducted a study in April 2019, to collect information on the use of nurse-sensitive indicators in active treatment in patient care in the Europe. The results of this study are aimed at developing a system of nurse-sensitive quality indicators in Estonia and hopefully in Europe. The main conclusion of this survey is that Europe lacks the unified system for measuring nurse-sensitive indicators; Several countries haven't implemented the central analysis at national level; and the choice of indicators is different in different countries. The results of the research are available only to the EFN Members in the EFN Members' section (See [here](#)).

VII. EFN GOVERNANCE

A. EFN STRUCTURE

The EFN governance structure consists of the General Assembly, which includes 36 National Nurses' Associations, supported by the Executive Committee, the Professional, Workforce and Public Policy Committees, and the EFN Brussels Office.



B. EFN GENERAL ASSEMBLY

As the EFN governing body, the General Assembly meets twice a year to discuss the important issues related to the EFN lobby work that can influence the nurses and the nursing profession at EU and national levels, to discuss and endorse key Policy and Position Statements, and to work on several EU projects.

The EFN General Assembly is constituted by:

- ↳ **Members** - drawn from the [National Nurses' Associations](#) from the twenty-eight EU Member States + Iceland, Norway, Switzerland, the Former Yugoslav Republic of Macedonia, Montenegro, Serbia, Albania, AUVB-UGIB from Belgium.
- ↳ **Observers** - International Council of Nurses ([ICN](#)); World Health Organisation ([WHO](#)); and the European Nursing Students Association ([ENSA](#)).

To view the full list of the EFN Members, updated on regular basis, please visit the [EFN Website](#).

In 2019, the EFN Members met in on 11-12 April, in Brussels, for the Spring EFN General Assembly, and on 17-18 October, in Greece, for the Autumn General Assembly, organised by the Hellenic Nurses Association. The minutes of the General Assemblies are not publicly available. The EFN Members can access them via the Members' section of EFN [Website](#). In 2020, the EFN General Assembly will meet on 16-17 April (Brussels) and 15-16 October (Estonia).

C. EFN COMMITTEES

Constituted in 2006, in order to prepare and facilitate the EFN lobby process towards the European Commission, the European Parliament and the Council of Ministers (EU Presidency), the three EFN Committees meet twice a year during the EFN General Assemblies in order to discuss and produce recommendations to the General Assembly on the steps forward to achieve concrete outcomes related to specific issues:

- **Professional Committee:** In 2019, the Professional Committee led by Nina Hahtela, from the Finnish Nurses Association, discussed and provided recommendations to the EFN General Assembly on: European Semester Country Reports 2019 in relation to the education of the healthcare professionals; Continuing Professional

Development; DG GROW Study on Directive 55/2013/EU Annexe V; Advanced Nurse Practitioner; Education policy priorities in relation to the new MEPs elected to the European Parliament, the new EU Commissioners, the new WHO Regional Director for Europe; Nurses' Digital Skills; pain management.

- **Workforce Committee:** In 2019, the Workforce Committee led by Aristides Chorattas, from Cyprus Nurses and Midwives Association, discussed and provided recommendations to the EFN General Assembly on: European Semester Country Reports 2019 in relation to workforce; nurse-led clinics; Long-term care; nurses' salary; Workforce policy priorities in relation to the new MEPs elected to the European Parliament, the new EU Commissioners, the new WHO Regional Director for Europe; Task shifting in healthcare systems.
- **Public Policy Committee:** In 2019, the Public Policy Committee led by Jana Gelatiková, from Slovak Chamber of Nurses and Midwives, discussed and provided recommendations to the EFN General Assembly on: European Semester Country Reports 2019 in relation to Long-term care; EU Long-term care policy design and underfunding; Quality and Safety (including digitalisation) policy priorities in relation to the new MEPs elected to the European Parliament, the new EU Commissioners, the new WHO Regional Director for Europe; Value-Based Healthcare; EU Digital Health Systems.

D. ORIENTATION COURSE NEWCOMERS TO EFN GA

For the very first time, within the scope of the EFN General Assembly held in Brussels in April 2019 and taking into account all the newcomers to the General Assembly, the EFN organised an orientation course at the EFN Brussels Office. This was a good opportunity for the EFN Members NNAs newcomers to have an insight on EFN priorities (Education, Workforce, Quality & Safety, including digitalisation) and EU lobbying, namely how the EU institutions work and how the EFN lobbies them, and to learn more about the key topics to discussed at the General Assembly, as the [EU Pillar on Social rights](#) and the [European Semester](#) & the [EU Country reports](#). The 13 newcomers who attended the course saw this orientation course as very helpful to have a better understanding on the ongoing discussions/key priorities at EU level and in EFN, and as such enabling them to take more informed decision/provide better input during the EFN General Assembly.

E. EFN WORKING GROUP ON THE FUTURE OF ENRF

Following the ENRF President, Karen Bjørø, presentation on the current ENRF challenges at the October 2018 EFN General Assembly, in Slovakia, the EFN General Assembly decided to set up a working group aiming to look at the ENRF Future and formulate recommendations to the EFN EXCOM. The working group consisting of representatives from: Royal College of Nursing; Irish Nursing and Midwives Organisation; Polish Nurses Association; and the Spanish General Council of Nurses (withdrew their participation after the first meeting), and chaired by the EFN Vice-President Nina Hahtela (Finish Nurses Association) met few times over the year to discuss and formulate recommendations to be presented to the EFN Executive Committee & the EFN General Assembly. To take the General Assembly decisions further and come up with a concrete proposal to be voted on in October 2019, the working group (WG) met 3 times in 2019 - 18 January, 19 June, and 2 September.

After the first meeting in January and having established a set of recommendations - changes to the ENRF mission, the budget and on the outcomes (approved by the EFN EXCOM in February 2019), and presented to the EFN General Assembly in Brussels, April 2019, the WG was given the mandate to continue its work within an enlarged group that would include the ENRF Board of Directors, to discuss and develop the options for the future of the Foundation, to be approved in October 2019. The EFN Members also requested that the ENRF President and Secretary General would negotiate the conditions of the contract with the ENRF secretariat to reduce the cost involved (done in May 2019), as well as reduce the ENRF activities to the level of legal requirement, and to the minimum level expected by the Commission, to not limit or harm potential future activity, until a full decision would be taken as regards the future of the Foundation. Finally, and knowing that it had been difficult for the ENRF Board of Directors to take decisions during their meetings due to the quorum non-compliance, it was decided that the EFN would organise online elections for a 4th member of the ENRF Board of Directors to replace the one who had left. These were done in June 2019, with Ms Olga Riklikiene (Lithuania) being elected to the Board.

The enlarged WG met in June and in September to develop further the recommendations to be presented to the October 2019 EFN General Assembly, for voting, and came up with two proposals, unanimously endorsed by the EFN Executive Committee: terminate the Foundation (in this case do we integrate research in EFN?) or continue with the ENRF (what to do to make the current situation evolve - bring in some reforms?). They all recognise that research is key to support evidence-

based policy, but it is important to see how and what is the best way to do it. The main concerns at this stage are some difficulties with the current model of the Foundation, and that it is not an option to continue as it is now.

Being discussed and analysed at the October General Assembly, in Greece, the EFN Members voted to continue the ENRF (27 votes in favour) with major constitutional and operational reforms (38 votes in favour). This will now be taken forward by the EFN EXCOM in 2020.

F. EFN EXECUTIVE COMMITTEE

The [EFN Executive Committee](#) is constituted by seven members: President, Vice-president, Treasurer and four delegates elected by the EFN Members National Nurses' Associations. They meet at least twice a year (in between each General Assembly) to discuss key issues for the EFN, to prepare recommendations for the General Assembly, and to follow-up on the General Assembly decisions. An extraordinary Executive Committee meeting usually also takes place the day before each General Assembly to set up the last recommendations for the meeting.

a. Meetings

In 2019, the EFN Executive Committee met four times: on 8 February and 6 September (Online) for their regular meetings, and on 10 April (Brussels) and 16 October (Greece) for EFN Executive Committee extraordinary meetings. In 2020, the Executive Committee will meet for their regular meetings on: 6 February (Brussels) and 4 September (Online).

b. Elections

At the Autumn EFN General Assembly held on 17-18 October 2019, in Greece, the EFN members elected the following members of the EFN Executive Committee: President - Elizabeth Adams (Irish Nurses and Midwives Organisation (Ireland)) (52 votes in favour); EFN Treasurer: Yves Mengal (Belgian National Federation of Nurses - FNIB (Belgium)) (48 votes in favour); 2 Members of the Executive Committee: Dame Donna Kinnair (Royal College of Nursing (UK)) (38 votes in favour); and Philomena Ni Sheaghda (Irish Nurses and Midwives Organisation (Ireland)) (30 votes in favour) for a two-year term 2019-2021; and 1 Executive Committee Member - Replacement (from October 2019 to October 2020): Jana Gelatiková (Slovak Chamber of Nurses and Midwives (Slovakia)) (52 votes in favour). As a result, the new Executive Committee is constituted as follow:



President: Ms Elizabeth Adams, Irish Nurses and Midwives Organisation, *Ireland*



Vice-President: Ms Nina Hahtela, Finnish Nurses Association, *Finland*



Treasurer: Mr Yves Mengal, Fédération Nationale des Infirmières de Belgique (FNIB), *Belgium*

Four Executive Committee Members:



Mr Aristides Chorattas, Cyprus Nurses and Midwives Association, *Cyprus*



Ms Philomena Ni Sheaghda, Irish Nurses and Midwives Organisation, *Ireland*



Ms Jana Slovákova, Slovak Chamber of Nurses and Midwives, *Slovakia*



Dame Donna Kinnair, Royal College of Nursing, *United Kingdom*

G. EFN BRUSSELS OFFICE

In 2019, the EFN Brussels Office, consisting of the Secretary General, the Secretary, and two Policy Advisors, and supported by consultants in the area of Accounting, Social Security System, Web and IT management, Legal Affairs and on specific policy areas, especially during the EFN General Assemblies, continued focussing on implementing the EFN Strategic Lobby Plan 2014-2020.

Having a proactive approach to setting the EU health and social policy agenda by influencing the major policy initiatives from the European Institutions, which in turn impacts on nurses and the nursing profession, is the core business of EFN. Translating this political journey into the 'language' of the EFN members, through the EFN Updates, Press Releases and Briefing Notes, bridges the distance between Brussels and the governmental capital of the Member States where national policies are developed. Informing and keeping the EFN members up to speed is essential in putting them in an advanced position vis-à-vis their national governments. But equally important is the engagement of the EFN members in the Brussels' lobbying process 'to put a human face to policy-making'.

As such, having an EFN Office in Brussels equipped with highly educated and motivated staff, and empowering members to exchange views on specific EU policy areas, thus enabling them to go back home with the capacity to influence national governments is, in fact, the 'raison d'être' of EFN.

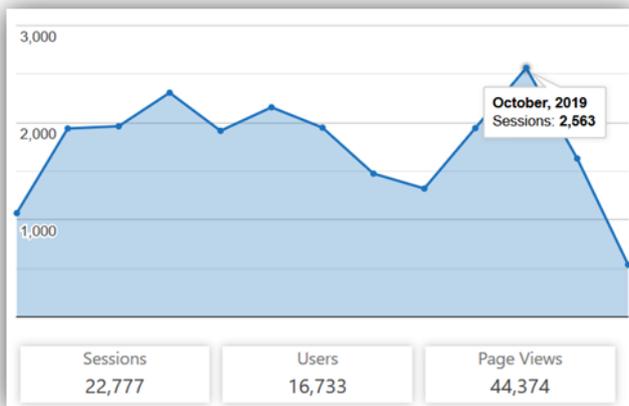
VIII. COMMUNICATION

For the EFN, it is essential that its members have the necessary information, knowledge and experience to take informed decisions on the key issues related to the nursing profession, not only during the EFN General Assemblies, but also when an item is being discussed and/or needs urgent attention, decision and/or action. In order to be as reactive and proactive as possible, the EFN Brussels Office regularly provides the EFN members with up-to-date information on the most recent items discussed at EU level, through updates, briefing notes, press releases, position statements, and articles. Most of these documents are made available to the public via the EFN Website: www.efnweb.eu.

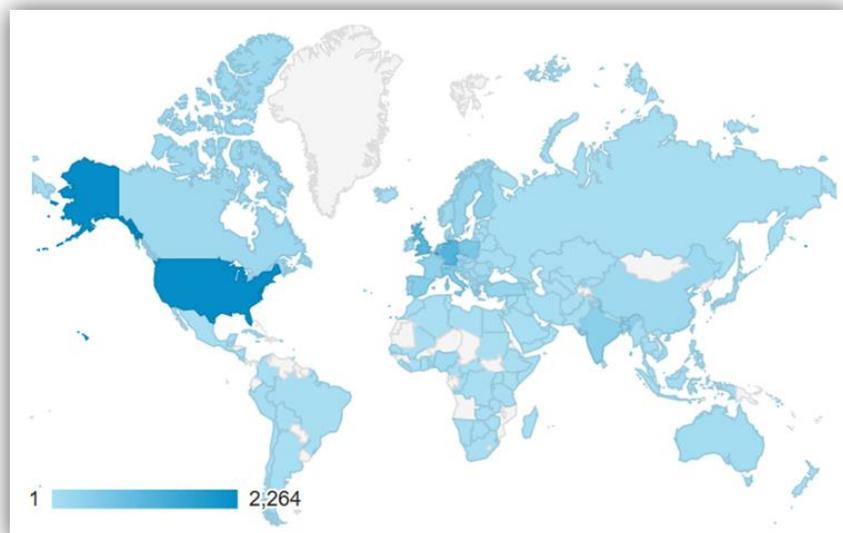
➤ EFN Website

The [EFN website](http://www.efnweb.eu) is used as a key communication channel to disseminate information to the EFN members, the EU health stakeholders, key decision-makers, and the public in general. Updated on regular basis, the EFN Website reflects the EFN on-going activities and relevant information which shows the dynamics and impact of EFN on EU policymaking. Below you can see how much people use the EFN Website and which pages they read the most, with some statistics on the EFN Website number of visitors and top pages/documents visited in the last year (*data as of December 2019*):

➤ Number of visits to EFN Website (for the full year)



Visits by country



Number of visits country by country

✂ EFN Members

Albania	74	Austria	324	Belgium	1.000	Bulgaria	246
Croatia	173	Cyprus	113	Czech Republic	222	Denmark	140
Estonia	105	Finland	336	France	369	North Macedonia	39
Germany	1.192	Greece	300	Hungary	66	Iceland	18
Ireland	217	Italy	539	Latvia	41	Lithuania	57
Luxembourg	74	Malta	36	Montenegro	22	Netherlands	667
Norway	142	Poland	650	Portugal	321	Romania	100
Serbia	77	Slovak Republic	169	Slovenia	242	Spain	497
Sweden	237	Switzerland	217	United-Kingdom	1.066		

✂ Other countries

Afghanistan	3	Algeria	4	Argentina	8	Armenia	10
Aruba	1	Australia	79	Azerbaijan	3	Barbados	1
Bangladesh	17	Belarus	7	Belize	1	Benin	4
Bhutan	1	Bolivia	1	Bosnia & Herzegovina	136	Botswana	1
Brazil	34	Burundi	2	Cambodia	12	Cameroon	6
Canada	172	Chile	11	China	153	Colombia	9
Congo	1	Côte d'Ivoire	3	Costa Rica	2	Cuba	2
El Salvador	1	Egypt	42	Ethiopia	2	Eswatini	2
Faroe Island	1	Gambia	2	Georgia	6	Ghana	30
Grenada	1	Guatemala	1	Hong Kong	20	India	422
Indonesia	46	Iran	22	Iraq	8	Israel	39
Jamaica	4	Japan	99	Jordan	6	Kazakhstan	15
Kenya	13	Kosovo	53	Kuwait	9	Lebanon	3
Liberia	3	Libya	7	Macau	2	Madagascar	2
Malaysia	13	Mali	3	Martinique	1	Mauritius	1
Mexico	16	Moldova	12	Morocco	21	Myanmar	6
Namibia	2	Nepal	6	New Zealand	6	Nicaragua	1
Nigeria	126	Oman	4	Pakistan	34	Palestine	3
Peru	28	Philippines	57	Puerto Rico	3	Qatar	11
Russia	30	Rwanda	2	Saudi Arabia	10	Seychelles	1
Sierra Leone	4	Singapore	33	Sin Martin	1	Solomon Islands	2
Somalia	2	South Africa	21	South Korea	200	Sri Lanka	12
Sudan	7	Syria	5	Taiwan	54	Tanzania	6
Thailand	28	Togo	4	Turkey	252	Tunisia	4
Turkmenistan	2	Trinidad & Tobago	2	Uganda	9	Ukraine	28
United Arab Emirates	27	United States	2.264	Uzbekistan	2	Vietnam	18
Yemen	1	Zambia	1	Zimbabwe	1		

➤ **Top pages viewed (for the full year)**

Pages	Sessions
AGENDA EFN – European Federation of Nurses Associations	991
EFN – European Federation of Nurses Associations Members	803
EFN – European Federation of Nurses Associations EFN Competency Framework for Mutual Recognition of Professional Qualifications Directive 2005/36/EC, amended by Directive 2013/55/EU	786
EFN – European Federation of Nurses Associations EFN Members' Section	541
EFN – European Federation of Nurses Associations History	497
EFN – European Federation of Nurses Associations Executive Committee	421
EFN – European Federation of Nurses Associations Contact Us	353
EFN – European Federation of Nurses Associations Brussels office	331
EFN – European Federation of Nurses Associations Search Results	315

Pages	Sessions
EFN – European Federation of Nurses Associations Mission & Objectives	284
EFN – European Federation of Nurses Associations Smart4Health – Citizen-Centred EU-EHR Exchange for Personalised Health	214
EFN – European Federation of Nurses Associations EFN Workforce Matrix 3+1	192
EFN – European Federation of Nurses Associations ENS4Care	186
EFN – European Federation of Nurses Associations NURSING NOW EUROPE	165
The EFN President & Secretary General meet the EU Commissioner for Health, Vytenis Andriukaitis EFN – European Federation of Nurses Associations	161
EFN – European Federation of Nurses Associations EU Elections 2019	157
European Expert Group on Hazardous Drugs EFN – European Federation of Nurses Associations	139
EFN – European Federation of Nurses Associations Quality Mentorship for Developing Competent Nursing Students (QualMent)	120

Pages	Sessions
Paul De Raeve EFN – European Federation of Nurses Associations	119
EFN – European Federation of Nurses Associations	116
Rome and Aachen kicking off with H2020 EHR meetings – Electronic Health Record co-designed with 3 million nurses! EFN – European Federation of Nurses Associations	100
EFN – European Federation of Nurses Associations Press Releases	97
Towards a Coalition for Vaccination EFN – European Federation of Nurses Associations	96
EFN – European Federation of Nurses Associations Articles	95
EFN – European Federation of Nurses Associations InteropEHRRate	91
Slovakia Nursing and Midwifery in the process of change EFN – European Federation of Nurses Associations	91
EFN – European Federation of Nurses Associations EFN Reports	79
EFN Open Letter to the Newly Elected European Commission EFN – European Federation of Nurses Associations	78

Pages	Sessions
European Federation of Nurses Associations (EFN) support for Portuguese Nurses EFN – European Federation of Nurses Associations	74
EFN Members in Athens, Greece for the 110th EFN General Assembly EFN – European Federation of Nurses Associations	73
EFN – European Federation of Nurses Associations Links	69
Strengthening nursing to achieve better outcomes for Long-Term Care EFN – European Federation of Nurses Associations	69
TED Talk – How nurses can drive healthcare innovation EFN – European Federation of Nurses Associations	66
EFN – European Federation of Nurses Associations Statutes – Constitution	65
Nurses and Task Shifting EFN – European Federation of Nurses Associations	57
EFN open letter to new Commissioner-designate for Health Stella Kyriakides EFN – European Federation of Nurses Associations	56
EFN – European Federation of Nurses Associations EFN Books	55
EFN – European Federation of Nurses Associations Membership Application	55

➤ **Social Media**

Being used by a huge majority of the population in the world, social media is now an important tool to share and exchange information also with the EU lobby arena. In order to be more visible in the social media network and to get EFN messages closer to the European stakeholders, the MEPs and Commission people who also use social media to communicate, and the nurses all over the EU, the EFN decided in October 2014 to get both a [Facebook](#) and a [Twitter](#) accounts, and more recently Instagram (created in 2018, as requested by the April 2018 EFN General Assembly). Taking on board the EFN Members request for the EFN to be more active on Social Media, the EFN office was quite active on Facebook, Twitter & Instagram. See below some data on those 3 tools:

📌 **EFN Facebook: /efnbrussels**

The EFN Facebook account has currently 1,686 followers. In 2019, the EFN was quite active on Facebook, with many posts published, and an average of 550 people seeing them, with a top reached with the one published on the occasion of the EFN support to an EFN Member - Ordem das Enfermeiras (Portugal), on 21 February 2019, seen by 24.611 people.

📌 **EFN Twitter: @EFNBrussels**

The EFN Twitter account has currently 487 followers. In 2019, the EFN was quite active on Twitter, namely raising EFN main activities (as high-level meetings, publications, etc.) and/or key topics for the nurses.



📌 EFN Instagram: @efn_brussels

As for Facebook & Twitter, the EFN is using its Instagram account to publish the most relevant information. In 2019, the EFN was active on Instagram, namely on meetings the EFN participated in and/or key topics for the nurses.

➤ EFN Update

On a regular basis, when significant lobby information is available, the EFN publishes its [Update](#), a newsletter that makes reference to the main information for nurses and the nursing profession within the European Union and to the key issues to influence the European Institutions. These 'Updates' keep the EFN Members and other key EU health alliances informed about the EFN policies, actions and relevant EU initiatives. In 2019, the EFN published 4 Updates: [January-February-March 2019](#); [April-May-June 2019](#); [July-August-September 2019](#); [October-November-December 2019](#). All the EFN Updates are available at: http://www.efnweb.be/?page_id=875

➤ EFN Press Releases

Another approach that the EFN is using to communicate with the EU lobby arena is through its press releases. The [EFN Press Releases](#) provide the EFN members and other key EU health actors, with information on key topics that the EFN believes are important to share, at a crucial moment. These are also seen as a good way to reaffirm EFN views/position on a particular topic next to the EU Institutions and the EU stakeholders. In 2019, the EFN published the following press releases: [Accessibility and EHR \(February 2019\)](#); [Portuguese Government to act in a more human way! \(February 2019\)](#); [109th EFN General Assembly – April 2019 \(April 2019\)](#); [International Nurses Day 2019 – Nurses: A Voice to Lead Health for All \(May 2019\)](#); [Launch Nursing Now Campaign Spain \(May 2019\)](#); [A New Coalition for Vaccination Brings Together Healthcare Professionals \(September 2019\)](#); [The EFN becomes an official partner of the WHO European Region \(September 2019\)](#); [110th EFN General Assembly – Greece – 17-18 10 2019 \(October 2019\)](#). All the EFN Press Releases are available at: http://www.efnweb.be/?page_id=882

➤ EFN Policy Statements and Position Papers

The [EFN Policy Statements and Position Papers](#), highlighting the EFN members views on specific issues, and approved by the EFN General Assembly, are crucial for the EFN's lobby work next to the different EU Institutions and EU Stakeholders, and to support the EFN Members in their daily lobby work at national and EU level. In 2019, the EFN members adopted the [EU Roadmap to advance Lifelong Learning \(April 2019\)](#); [EFN Recommendations on Addressing the Underfunding of Prevention and LTC \(April 2019\)](#); [EFN Statement on addressing nurses' salary \(October 2019\)](#); [EFN Policy Statement on EU recommendations on defining value in value-based healthcare \(October 2019\)](#); [EFN Policy Statement on end-user co-designing EU digital health systems \(October 2019\)](#). All the EFN Policy Statements and Position Papers are available at: http://www.efnweb.be/?page_id=833

➤ EFN inputs to the European Commission Consultation Processes

In 2019, the EFN inputs to the European Commission Consultation processes related to: [The role of project coordinators in Framework Programme projects \(June 2019\)](#); [Horizon Europe Co-design 2021-2024 \(July 2019\)](#); [Decade proposal on Healthy Ageing \(2020-2030\) \(July 2019\)](#); [European Partnership for innovative health \(August 2019\)](#); [Horizon Europe Co-design 2021-2024 \(August 2019\)](#); [Horizon Europe Co-design – Implementation \(August 2019\)](#); [Orientations first two years proposed Digital Europe programme \(October 2019\)](#). All the EFN contributions to the EU consultation processes are available at: http://www.efnweb.be/?page_id=873

➤ EFN Reports

The EFN is for long using data collection on the spot and its 'Tour de Table' during its General Assemblies, as a key policy support mechanism to gather data and enable the exchange of best practices among its membership. The policy reports developed from this intelligence gathering are a vital source of factual, comparative data and insights into health and social care in the European Union and Europe. In 2019, the EFN developed two reports out of this data collect/Tour de table: [Electronic Health Records \(April 2019\)](#); [Pain Management \(October 2019\)](#). All the EFN reports are available at: http://www.efnweb.be/?page_id=2198

➤ EFN Articles

Publishing [articles](#) is a good way for the EFN to increase the visibility of nurses and the nursing profession at European level, to strengthen the EFN's position on a range of key policy issues, and to increase the impact of the EFN messages and their potential influence on the policy design. In 2019, the EFN published several articles: [Blockchain Interoperability –](#)

[Sharing data across the care continuum](#) (April 2019); [Nurses leading Change in Europe's fight against Alzheimer's Disease](#) (May 2019), [The world of cloud-based services: storing health data in the cloud](#) (August 2019). All the EFN articles are available at: http://www.efnweb.be/?page_id=2258

➤ **EFN Briefing Notes**

The [EFN Briefing Notes](#), available only to the EFN members via email and/or the members' section of EFN Website, provide specific information on key lobby topics that may influence the EFN members' national policies and daily lobby work. In 2019, the EFN published some Briefing Notes on key items: On Cross-Border Healthcare (*February 2019*); EU Vaccination Coalition (*March 2019*); European Semester (*March 2019*); EFN collaboration with EC and OECD on Long-term care (*March 2019*); Tools & methodologies to assess health efficiency (*April 2019*); EU Semester CSR – Health recommendations (*June 2019*); European Council Conclusions on the Economy of Wellbeing (*October 2019*). All the EFN Briefing Note are available, only to the EFN Members at: http://www.efnweb.be/?page_id=2295

IX. CONCLUSION

The nursing profession has always been close to the European values and principles, due to the nature of the profession, working daily with very vulnerable people, citizens and communities. However, if we want to keep on supporting the European project, it is important that the EU policymakers and national politicians change their rhetoric towards action that reaches individuals and communities. And 3 million EU nurses are of significant importance to citizens, as they are since many years the highly trusted profession!! There is power in numbers, and the significance of these 3 million nurses, women, speaking with one voice on issues of importance to health with implications all over Europe (6 million nurses) does impact on EU, national, and local policies. As such, nurses gain the respect of patients, citizens and politicians. The importance and the nurses united capacity of shaping the European health and social policies become the foundation of democracy in the EU and Europe.

With the new European Commission and European Parliament now in place, it is crucial to make sure nurses' voice is taken into account in the EU policy makers' political agenda for the next five years, and make sure we all work together towards the same goals to make a positive difference for the nursing profession. In 2019, the EFN continued its lobby activities, identifying key EU stakeholders with whom to engage, knowing that the nursing profession priorities remain the same as before: education, workforce, patient safety and quality of care, adding digitalisation high on our political agenda. With the healthcare systems being digitalised, it is key for the nursing workforce to keep up with innovation and change, and make sure that their day-to-day practice and experience ensures that these tools have a higher fit-for-purpose. There is no need for disruption, we have enough disruption! What we need is support and trust to co-create sustainable healthcare systems in the EU and Europe.

We can be proud of all the work achieved in 2019, for nurses and nursing, in a complex and challenging political environment, which will for sure lead to a next step in 2020, a year that the World Health Organization (WHO) has designated as the "Year of the Nurse and Midwife", in honour of the 200th birth anniversary of Florence Nightingale. All over the world, 2020 will be dedicated to highlighting the tremendous work and contribution nurses and midwives can achieve at all levels if they have the support to do so. Next year will for sure build further on all the work done and outcomes achieved so far, building on new EU leaders and policymakers, and knowing that a lot is happening at EU level, namely on Digitalisation, Workforce and Education.

The European Federation of Nurses Associations (EFN) was established in 1971. The EFN represents over 36 National Nurses Associations and its work has an effect on the daily work of 3 million nurses throughout the European Union and 6 million in Europe. The EFN is the independent voice of the nursing profession and its mission is to strengthen the status and practice of the profession of nursing for the benefit of the health of the citizens and the interests of nurses in the EU and Europe.

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