



**EFN Workforce Matrix on
the Three Categories of Nursing Care
and key principles for the development of HCAs**

EFN Country Report

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1. Rational for the Matrix

Health policy opinion formers and researchers have long argued that current data collected at national level on the health workforce tend to be fragmented, incomplete, and not comparable nationally and internationally. An updated and comprehensive picture on the nursing profession is needed.

In 2016, the EFN members decided to develop an “EU Nursing Workforce Matrix 3+1” to be used at EU level, by collecting qualitative and quantitative data on three categories of nursing care at EU level, composed of: general care nurse, specialist nurse and advanced practice nurse (APN). Furthermore, the EFN matrix also recognises the important role of Healthcare Professionals (HCAs) and the leading role of nurses in their supervision the development of HCAs. The document sets out the principles that should underpin the training and development of HCAs in each member state. These principles might include: regulation, the leadership role of nursing in the development of HCAs, effective training and CPD for HCAs, and the need to exchange best practices. Although there is a clear distinction between HCAs and the three categories of nurses, it is crucial for nurses and EFN to shape the debate on HCAs, as it goes forward.

In order to have a more accurate understanding of the existing nursing care categories and the HCAs in the different countries, the EFN members collected data country per country on the entry-level education, qualification and competences for each category. All information collected was gathered into a comprehensive country per country report and an analysis was carried out by an independent researcher, with the aim of identifying commonalities and differences of the three categories and the HCAs among the countries.

Importantly, as EFN is a member of [ESCO](#) (an EU platform which defines and categorises skills, competences, qualifications and occupations in a standard way, using standard terminology in all EU languages within DG EMPL), the database includes the three categories of nursing care and the HCAs and definitions and competences have been included according to what is established by EU legislation ([EU Directive 2005/36/EC](#), amended by [2013/55/EU](#)) and complemented by the information provided by the EFN members. The EFN started a process to identify and define the potential skills and competences required for each category, and that information has been used to complement the ESCO platform. Moreover, the EFN has completed a matrix and filled it in with key competencies that are based on the EFN report analysis.

Furthermore, with the evolvement of the nursing profession with the advancements in technology, evidence-based research and new care options, and the increasing and changing health needs of the patients and citizens of Europe require nursing to take the leadership on advanced practice roles to support safe and effective health service delivery, the EFN reviewed the EFN matrix in June 2023, to make the category on advanced practice nurse more up to date.

Set in 2018, the EFN Working Group on Advanced Practice Nurse (APN) dedicated to advance practice developments in APN, has been working on this since then, with a major step forward in 2021 – with data being collected from EFN members, and in 2022 – with the analysis of the data as a meta-analysis. The research identified a significant level of variation in how those countries that reported having an APN framework define what an APN means and how it is regulated at education and practice level. This development led to the approval of an EFN Policy Statement on EU Advanced Practice Nursing¹ at the EFN April 2022 General Assembly, at the discussion and approval of 5-year short/medium/long term strategy on APN looking respectively at educational, workforce and quality & safety aspects (*only available to the EFN Members*), and at the review of EFN Matrix core competencies for an advanced practice nurse.

The Matrix below is a flexible working document that will be updated according to upcoming available data collected, information and EU projects' outcomes. It is not exhaustive but provides a helpful overview of the required education, types of skills and competencies that might be expected within each category, whilst recognising that individual member states may encourage the development of additional skills and competencies not listed in the matrix.

2. The EU Political Workforce Agenda

The EFN believes that with incomparable data and unfit-for-practice methodologies, it is difficult to design nursing workforce policies and establish an evidence-based workforce science. Recognised as lead in this crucial topic for the nursing profession, the EFN engaged in the public consultation² launched by the European Commission with the Green Paper on the EU Workforce for Health, published in December 2008³. In 2010, the EFN, together with other stakeholders, moved workforce up to the EU political agenda by lobbying the European Parliament towards the launch of a written declaration on the EU Workforce for Health (n° 40/2010).⁴ The written declaration was embedded into a European Parliament event, bringing upfront personal testimonies from health professionals and patients, who experienced professional and citizens' mobility challenges. This event was the crowning moment of European Parliament's support the design of European Union initiatives on EU Workforce for health planning and forecasting and the design of an EU Action Plan.

Following the EFN political efforts in the European Parliament, the Council conclusions in December 2010⁵ re-launched the dossier and provided a pathway for the 2011 and 2012 EU Presidencies to create several policy initiatives on the EU Health Workforce challenge. The

¹ <http://efn.eu/wp-content/uploads/2022/04/EFN-Policy-Statement-on-APN-April-2022.pdf>

² EFN response to the Green Paper on EU Workforce for Health, available at: <http://www.efnweb.be/wp-content/uploads/2011/11/EFNResponseToDGSancoGreenPaperonEUWorkforceforHealth26032009.pdf>

³ Green Paper on the European Workforce for Health, available at: http://ec.europa.eu/health/ph_systems/docs/workforce_gp_en.pdf

⁴ Written Declaration on the EU Workforce for Health (n° 40/2010), available at: <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+WDECL+P7-DCL-2010-0040+0+DOC+PDF+V0//EN&language=EN>

⁵ Council Conclusions, December 2010, available at: http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/118280.pdf

European Commission responded with the Action Plan on the EU Workforce for Health in 2012⁶ and the Joint Action (EUHWF) in mid-2013.

The Joint Action on EU Workforce for Health compromised several work streams of which the quantitative data collected (WP4) through the Joint Questionnaire of WHO–Eurostat–OECD causes professional concerns as the measurement tool does not recognise compliance with EU legislation (Directive 2005/36/EC). The categories for the nursing profession currently used in the OECD–WHO–Eurostat Joint Questionnaire to collect data at national level are based on the ISCO–08 code. Using the ISCO 08-code for nursing care will lead to inaccurate data collection, inappropriate comparison of the nursing workforce and finally, to an unrealistic planning for the future. The EFN therefore argues that the ISCO–08 code is mismatching occupations and qualifications, creating confusion on the terminology and leading to unreliable data collection to plan and forecast the EU health workforce.

To have a coherent approach of workforce planning and forecasting methodologies across the different EU-led initiatives, the EFN positioned to advocate for the 3 categories in nursing care, providing clarity on the nursing care categories in Europe and building on developments on this topic by the International Council of Nurses (ICN). These 3 categories will provide clarity to not only collect comparable data for planning and forecasting (OECD, Joint Action, ILO, ...), but also provide clarity on the European skills/competences, qualifications and occupations for the future health workforce developments (ESCO – DG Employment). Next to the 3 categories in nursing care, it is important to take HCAs into account and the leadership of nursing in their development.

3. Sustainable Healthcare Systems in the EU

The European Union currently has to cope with demographic decline, low natural growth and the ageing of part of its population, and although Member States are individually striving to respond to a growing demand for quality, safety, equity and access, they are challenged to be innovative with regards to the sustainability of their healthcare system (EFN Position Statement on Investing in Health, 2014⁷). In order to move towards sustainable health care, it is essential to plan the health workforce and the skills mix/skills needs, key elements to set the correct staffing levels needed to deliver high quality and safe care (Social Investment Package, 2013⁸; EFN Position Statement on Skills Needs, Skills Mix and Task Shifting in Nursing, 2012⁹). Only by identifying these skills, together with the exchange of innovative, implemented and cost-effective practices, it will be possible to achieve long-term solutions, resulting in the best patient outcomes (Aiken, 2012).

⁶ European Commission, Action Plan for the EU Health Workforce, available at: ec.europa.eu/social/BlobServlet?docId=7622&langId=en

⁷ EFN Position Statement on Investing in Health, available at: <http://www.efn.eu/wp-content/uploads/EFN-Position-Paper-on-Investing-in-Health.pdf>

⁸ European Commission, Social Investment Package, available at: ec.europa.eu/social/BlobServlet?docId=9282&langId=en

⁹ EFN Position Statement on Skills Needs, Skills Mix and Task Shifting in Nursing, available at: <https://efn.eu/wp-content/uploads/EFN-Position-Statement-on-Skill-Needs-Skill-Mix-and-Task-Shifting-in-Nursing-2008-Rev-Oct.-2012.pdf>

Furthermore, the COVID-19 pandemic that hit the world so hard from 2020 to 2022 has clearly shown that the healthcare systems in the EU and Europe experienced major difficulties in terms of staffing levels, recruitment and retention and resilience of the nursing workforce. The nursing workforce shortages are now present in all Member States, and in all different sectors of the healthcare ecosystems¹⁰.

Within a context of growing and changing healthcare needs, health system reform, and new and more exigent requirements of care, a broader understanding of the different roles and professional categories in the nursing care is needed, next to having a clear picture of the exact and comparable numbers of the entire nursing workforce. This is the reason why the EFN has been working to get valid, reliable and professional relevant data upon which good nursing workforce policies can be developed at national level, based on the support given by EU and International Organisations.

4. Three Qualification Categories in Nursing Care

Since the EFN members agreed on the classification, they engaged to collect data country per country on the entry-level education, qualification and competences for each category with the aim of having a more accurate understanding of the existing nursing care qualifications developed in the 28 EU Member States, to then better plan and forecast the nursing workforce. Based on these data, the EFN analysed the quantitative and qualitative data collected. Recognising the importance of HCA, data on their education, skills and competences was also collected.

The first category, the registered nurse, is legally set by EU law, Directive 2005/36/EC, chapter 3 of the *Acquis Communautaire*. Several Member States faced already infringement procedures as they wanted to downgrade the registered nurse education. Those educational programmes fulfilling the Directive 2005/36/EC minimum requirements as set in the Article 31 are listed in the Annexe V of the Directive.

As set out in the modernised Directive (October 2013), the education and training of nurses responsible for general care shall comprise a total of at least three years of study and shall start after 12 years of general education. The nurse education may in addition be expressed with the equivalent ECTS credits, and shall consist of at least 4.600 hours of theoretical and clinical training (2.300 hours of clinical training). The modernised Directive 2005/36/EC includes a list of measurable learning outcomes, competencies, highlighting the independence of the nurse profession.

¹⁰ EFN Policy Statement on EU Care Strategy, available at: <https://efn.eu/wp-content/uploads/2022/11/EFN-Policy-Statement-on-European-Care-Strategy-Oct.2022.pdf>

The Art 31 of the Directive sets out these competencies:

- To independently diagnose the nursing care required using current theoretical and clinical knowledge and to plan, organise and implement nursing care when treating patients on the basis of the knowledge and skills acquired in order to improve professional practice;
- To work together effectively with other actors in the health sector, including participation in the practical training of health personnel on the basis of the knowledge and skills acquired;
- To empower individuals, families and groups towards healthy lifestyles and self-care on the basis of the knowledge and skills acquired;
- To independently initiative life-preserving measures and to carry out measures in crises and disaster situations;
- To independently give advice to, instruct and support persons needing care and their attachment figures;
- To independently assure quality of and to evaluate nursing care;
- To comprehensively communicate professionally and to cooperate with members of the other professions in the health sector;
- To analyse the care quality to improve the own professional practice as a general care nurse.

Concerning the second qualification category, the specialist nurses, there are different specialities and length of education across Member States, but the common trend is that the specialist education starts after achieving the qualifications of a registered nurse, through postgraduate studies. In some cases, in addition to having already a qualification as registered nurse, nurses are requested to prove professional experience of 2 years before entering the studies of the specialisation. Most specialist nurses are disease-specific (oncologic nurse, diabetes nurse, etc.), life circle-specific (paediatric nurse, geriatric nurse, etc.) or sector-specific (community care nurse, operating room nurse, intensive care nurse, etc.), but the following ones are the most common: Anaesthesia and intensive care, Community Nursing, Nursing Management, Perioperative Nursing, Mental Health Nursing, Paediatric nursing care, Operating room nursing, Emergency Nursing, Long-Term Care Nursing.

The most advanced nursing professional qualification refers to the Advance Practice Nurse (APN), namely a registered nurse who has acquired further knowledge and expertise, clinical judgment, skilled and self-initiated care, and research inquiry. This level is a highly qualified workforce demanded for in clinical practice.

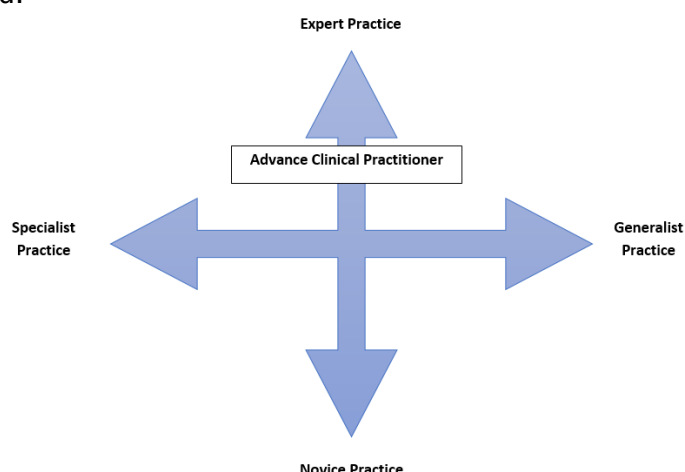
The APN profile has become more and more important, especially in the case management of chronic conditions that is proven to succeed in delivering a more sustainable and cost-effective care. APN are particularly important in relation to the current societal challenges that healthcare systems are facing due to austerity measures. The EFN welcomed therefore the study conducted by the OECD in 2010, providing an overview of the advance nursing practice (Delamaire & Lafortune, 2010)¹¹.

¹¹ OECD, Nurses in Advanced Roles, available at: https://www.oecd-ilibrary.org/social-issues-migration-health/nurses-in-advanced-roles_5kmbrcfms5g7-en

However, the competences and titles of nurses practising beyond initial preparation as a nurse in general care differ across countries in Europe. With advances in healthcare and life expectancy, rising public expectations and increasing numbers of patients with co-morbidities, nurses' scope of practice has expanded to address these needs. All EU member states have nurses working in some specialist areas of practice whether cancer nursing, perioperative nursing, diabetes, or primary care and many have nurses operating at advanced level, even if they are not formally identified as such.

The 35 national nurses' associations of EFN agree there are common principles for defining and differentiating specialist and advanced practice as nurses take on important roles in enhancing service delivery and improving health outcomes of diverse client groups.

- Advanced practice describes a level of practice rather than a specific role.
- Advanced practice encompasses both direct clinical practice and research, education, management and leadership.
- Advanced practice builds on and adds to the competences that all nurses attain after completing their initial education and recognises nursing expertise as a continuum.
- Specialist practice describes a depth of competence in a particular clinical domain. The two are not mutually exclusive and some specialists may practice at an advanced level in their field.



NATIONAL NURSES ASSOCIATIONS ACROSS EUROPE SUPPORT:

- the development of nationally agreed standards for programmes of preparation for advanced practice. This is important both for patients and the public;
- the formal recognition and accreditation of nurses practicing at an advanced level at national level;
- exploring potential for national frameworks for regulation of advanced practice.

Advanced practice nursing sits at the apex of the care continuum¹² and has a key role to play in promoting high-quality care, such as through intensive follow-up for patients with chronic illness or Long-COVID symptoms, while at the same time containing provider-related costs. In addition to improving the quality of care, avoiding unnecessary complications and hospitalisations, evidence-based practice, development of advanced roles can lead to better recruitment and retention rates in nursing at a time when provider burnout is running high.

The survey conducted by the EFN in 2021¹³ next to its members, shows that there is a high level of variation in how implementation across the 20 EFN member countries which reported having an established APN framework¹⁴. This goes from the definition adopted by the country to the level of training required to qualify and practice as an Advanced Practice Nurse. For instance, only 14 of the 20 countries with an established APN framework adhere to the definition provided by the International Council of Nurses¹⁵, with the rest either adopting the EFN 'Workforce Matrix 3+1' definition (EFN, 2016) or developing their own definitions of APN. 11 EU countries reported the existence of a national legislation establishing minimum educational requirements.

National bodies that provide recognition to APN				
Country	Regulatory body	Professional body	Government body	Regional body
Albania	X		X	X
Austria				
Denmark				
Estonia	X	X		
Finland	X		X	
France	X		X	
FRY Macedonia				
Hungary				
Iceland	X			
Ireland	X			
Lithuania			X	
Malta	X		X	
Netherlands	X	X	X	
Norway			X	
Poland			X	
Slovakia	X	X	X	X
Slovenia				
Sweden				x
Switzerland		X	X	
UK		x		

Country	Level of education needed to qualify as an APN nurse			
	Nursing education for general care practice	General nursing training	Postgraduate certificate	Diploma
Albania				X
Austria	X	X		X
Estonia			X	
FYR Macedonia			X	
Poland	X			
Slovenia	X	X		

Entry requirements for participants of APN education programmes varied across countries.

¹² EFN article on "Advanced practice nursing in long-term care" (2023). Available at: <https://efn.eu/wp-content/uploads/2023/04/OAG38-P-Raeve-ATL-026.pdf>

¹³ EFN APN Report Executive Summary (2016). Available at: <https://efn.eu/wp-content/uploads/2023/07/APN-Report-Executive-Summary.pdf>

¹⁴ EFN Article on "Advanced practice nursing in Europe – Results from a pan-European survey of 35 countries" (2023). Available at: <https://efn.eu/wp-content/uploads/2023/08/Journal-of-Advanced-Nursing-2023-De-Raeve-Advanced-practice-nursing-in-Europe-Results-from-a-pan-European-survey-of.pdf>

¹⁵ International Council of Nurses (2020). Advanced practice nursing guidance 2020. Available at: https://www.icn.ch/system/files/documents/2020-04/ICN_APN%20Report_EN_WEB.pdf

Country	60 ECTS	120 ECTS	160 ECTS	Other
Albania				N/A
Austria				90 ECTS
Denmark				210 ECTS
Estonia				90 ECTS (after having completed 210 ECTS at the bachelor's level)
Finland				Master's equivalent to 120 ECTS Master's level 90 ECTS Restricted right to prescribe 45 ECTS
France		X		
FRY Macedonia	X			
Hungary		X		
Iceland		X		
Ireland				130 ECTS
Lithuania		X		
Malta			X	
Netherlands				240 ECTS and only possible with a completed bachelor's degree in Nursing
Norway		X		
Poland		X		
Slovakia				N/A
Slovenia				180 ECTS
Sweden		X		
Switzerland				Minimum 90 ECTS
UK			X	180 UK credits on top of 360 UK credits (Registered Nurse - Adult, Children, Learning Disability or Mental Health)

Credit requirement for APNs

Core competencies:
1) To have a minimum of master's degree with a protected role/ title and ongoing continued professional development at advanced level.
2) Autonomous practice, built on nursing principles and clinical expertise. This includes building a partnership with people and enabling person-centred care. Have authority and responsibility for complex clinical decision-making for individual patients, families, and communities.
3) Advanced nursing practice which includes excellent communications skills, with a holistic, ethical, equality view of each patient's health and care needs, coordination of care, critical thinking, self-reflection, decision making, planning, treating and evaluation which may include non-pharmaceutical and pharmaceutical prescribing. Also, skills relating to digital services and nursing informatics.
4) Clinical expertise and capability to autonomously assess, judge and having diagnostic reasoning skills to evaluate care and interventions.
5) Guide, counsel, educate and delegate to other health professionals about latest practice interventions, act as a mentor and role model, and actively engage in knowledge, transfer with patient communities
6) Initiate and Lead – policy making, development and facilitation, innovation, and strategic change.
7) Research development in nursing and quality improvement that includes initiating, leading, fostering implementation and dissemination of evidenced based practice.
8) Perform health promotion, prevention, and risk reduction.

In the April 2022 EFN General Assembly, the EFN members adopted the EFN Policy Statement on Advanced Practice Nurse¹⁶ calling upon the EU Institutions and other health stakeholders to join efforts and make rapid progress in developing advanced practice nursing in the EU and Europe.

With Europe fighting its way out of the COVID-19 pandemic, it is important to remember that making timely progress in the development of advanced practice nursing will rely on genuine collaboration between policymakers, educators, employers, and frontline nurses to ensure that any initiatives are fit for purpose. Engaging frontline staff and advanced practice nurses will be fundamental to the journey forward.

¹⁶ <https://efn.eu/wp-content/uploads/2022/04/EFN-Policy-Statement-on-APN-April-2022.pdf>

	General Care Nurse (RN)	Specialist Nurse (SN)	Advanced Practice Nurse (APN)
Definition <i>(in line with ICN definitions and modernised Directive 2005/36/EU, Directive 2013/55/EU)</i>	A regulated health care professional who works autonomously and in collaboration with others and who has completed a nursing education programme and is qualified and authorised in his/her country to practise as a general care nurse. Has successfully completed a programme of education approved by the nursing board/council; has passed the required assessments established by the nursing board/council for entry into the profession; continues to meet the standards of the nursing board/council (ref. art 31, modernised Directive 2005/36/EC)	A nurse prepared on advanced level/ higher level, and authorised to practice as a specialist with the expertise in a particular field of nursing.	An advanced practice nurse is authorised for practice at an advanced level of nursing and healthcare delivery. The specific characteristics of the role are shaped by the context and/or country in which they are accredited to practice.
Work Development	<u>Modernised Directive 2005/36/EC: Art 31</u>	<u>EFN Country Report on 3 Categories in Nursing Care</u>	<u>EFN Country Report on 3 Categories in Nursing Care + ENS4Care WP4 + OECD + EFN survey on APN (2022) and report (2023)</u>
Core Competences	<ul style="list-style-type: none"> To independently diagnose the nursing care required using current theoretical and clinical knowledge and to plan, organise and implement nursing care when treating patients on the basis of the knowledge and skills acquired in order to improve professional practice. To work together effectively with other actors in the health sector, including participation in the practical training of health personnel on the basis of the knowledge and skills acquired. To empower individuals, families and groups towards healthy lifestyles and self-care on the basis of the knowledge and skills acquired. To independently initiative life-preserving measures and to carry out measures in crises and disaster situations. To independently give advice to, instruct and support persons needing care and their attachment figures; To independently assure quality of and to evaluate nursing care. 	<ul style="list-style-type: none"> To analyse complex clinical problems with the use of relevant knowledge, diagnose, initiate and evaluate treatment for patients in a multi professional arena, within the field of specialisation following agreed protocols. To operate within an extended practice role in order to carry out advanced treatment, diagnostic and invasive interventions as related to the field of specialisation. To identify health promotion and education needs for patients within the field of specialisation and develop and implement strategies as appropriate. To keep abreast of technological developments and educate nurses, other health professionals and patient groups about advancements in the field of specialisation. To further develop the communicative skills and be able of formulating and communicating complex clinical issues to patients, relatives and other health professionals, to identify health, health-related and nursing needs of patients and develop 	<ul style="list-style-type: none"> To have a minimum of master's degree with a protected role/title on ongoing continued professional development at advanced level. Autonomous practice, built on nursing principles and clinical expertise. This includes building a partnership with people and enabling person-centred care. Have authority and responsibility for complex clinical decision-making for individual patients, families, and communities. Advanced nursing practice which includes excellent communications skills, with a holistic, ethical, equality view of each patient's health and care needs, coordination of care, critical thinking, self-reflection, decision making, planning, treating and evaluation which may include non-pharmaceutical and pharmaceutical prescribing. Also, skills relating to digital services and nursing informatics. Clinical expertise and capability to autonomously assess, judge and having diagnostic reasoning skills to evaluate care and interventions.

	<ul style="list-style-type: none"> To comprehensively communicate professionally and to cooperate with members of the other professions in the health sector. To analyse the care quality to improve the own professional practice as a general care nurse. 	<p>appropriate care and treatment plans in a multi-professional arena.</p> <ul style="list-style-type: none"> To lead and coordinate the treatment of patients in the field of specialisation to ensure continuity and fullness of care. To evaluate and undertake audit of the field of specialisation to ensure the delivery of quality and safe nursing care. To think critically and contribute to the continuous development of the field of specialisation and research-based practice, through participation in professional development and research programmes. 	<ul style="list-style-type: none"> Guide, counsel, educate and delegate to other health professionals about latest practice interventions, act as a mentor and role model, and actively engage in knowledge, transfer with patient communities. Initiate and lead - policy making, development and facilitation, innovation, and strategic change. Research development in nursing and quality improvement that includes initiating, leading, fostering implementation and dissemination of evidenced based practice. Perform health promotion, prevention, and risk reduction.
Transversal skills	<p>Thinking skills and competences: “creative & entrepreneurial thinking”, “critical thinking”, “learning”, “planning own work”, “problem-solving”, etc.</p> <p>Language skills and competences: “mother tongue”, “foreign language”, etc.</p> <p>Application of knowledge: “health, safety, working environment”, “ICT”, “Numeracy & Maths”, etc.</p> <p>Social Skills and Competences: “Leading & Managing Others”, “Working with Others”, etc.</p> <p>Attitudes and Values at Work: “Values at work”, “Working attitudes”, etc.</p> <p>Knowledge: legislation, forensics, policy, patient rights, ethics, social system, human behaviour, assessment and evaluation, documentation, health and safety, patient safety, quality assurance, best practice, standards methodology of science and research basic sciences (e.g. health, natural): physics, chemistry, anatomy, physiology, psychology, hygiene management, planning and organisation, economic and ecological principles, society, culture, environment, public health, epidemiology, ICT, tools to access information, CPD/Lifelong learning</p> <p>Skills: communication (verbal and non-verbal), writing, reporting, handling documentation, counselling, observation, assessment and evaluation, analysing, planning, empowerment, language (own and foreign), problem solving, critical capacity, reflection, conflict resolution, role distance, frustration tolerance, self-determination and self-reflexion capacity, professional self-perception, understanding and planning a research process, information of patients/clients, leading, organising, management, (inter)cultural competence, working with people, leading and organising groups, protecting vulnerable people</p> <p>Attitudes: empathy, compassion, sensitivity, courtesy, ethics, interest in people, teamwork, interdisciplinary work, sensitive listening responsibility, taking into account cultural and regional needs, lifestyles and values, active citizenship, respecting human and civil rights, social justice, contributing to the further development of the profession, LLL - Lifelong learning, CPD – Continuous Professional Development – further training obligations</p>		
Qualification (minimum common requirements)	<p>Registered nurse for general care shall comprise a total of at least three years of study, which may in addition be expressed with the equivalent ECTS credits, and shall consist of at least 4 600 hours of theoretical and clinical training, the duration of the theoretical training representing at least one-third and the duration of the clinical training at least one half of the minimum duration of the training</p>	<p>A Specialist Nurse has a post-graduation education within a clinical specialty of nursing. The duration of the education will depend on the scope of practice and the degree of autonomy. The education must consist of a solid theoretical base in connection with supervised clinical education. Learning outcomes must be defined in relation to scope of practice, which may in addition be expressed with ECTS credits.</p>	<p>An Advanced Practice Nurse has post registration education at master level or equivalent. Advanced practice courses should be a minimum of a full master’s degree (EQF level 7 in minimum) - This could be a Master of Science or equivalent and include leadership, research and educating as well as clinical competencies such assessment, diagnostic reasoning, non-pharmaceutical and pharmaceutical prescribing inc health promotion.</p>

5. Qualifications of Healthcare Assistants

With regard to the healthcare assistants (HCA), there are differences in terms of regulation and education across Member States, but they are all supporting nursing activities under the supervision of a registered nurse. Their education starts after 8, 10 (Netherlands) or 13 (Ireland) years of general education, it normally lasts from 9 months (Bulgaria) to approximately 3 years and 9 months (Denmark), and is situated at the upper secondary vocational school level. The competencies differ enormously and are all (with the exception of Denmark) related to provide basic nursing care (with patient contact) and support the registered nurse. Additionally, in some Member States the figure of healthcare assistants is not formalised, resulting in different nominations of the title “nurse”. For instance, in Finland, those titles include professionals whose education has started before the minimum 10 years of general education and consequently not complying with the minimum requirements established for a registered nurse as set out in Directive 2005/36/EC. This title therefore is falling in the category of healthcare assistant as the role and responsibilities undertaken correspond more closely to that category. Unfortunately, there is no EU regulation for the healthcare assistants in place determining their minimum education requirements.

The EFN welcomed the launch of the “DG SANTE Contec study”, whose objective was to gather information about the current situation of the healthcare assistants in each participating Member State and to discuss the possible improvement of the qualifications, with particular emphasis on cross-border mobility. The ‘Contec’ study results were made available in November 2013 where different stakeholders were asked to reflect on the recommendations. This made clear the European Commission, mainly DG SANTE, were pushing for a common platform within the modernised Directive 2005/36/EC, leading to the free movement of healthcare assistants within the EU. Nevertheless, due to the enormous variability of curriculum content and hours allocated to the training programs, it is crucial to look at the different legislative frameworks for the employment and duties of HCAs, next to the scope of the skills and competences required (EFN Position Statement on a European Sector Council on Employment and Skills for the Nursing and Care Workforce, 2013¹⁷).

In the October 2015 EFN General Assembly, the EFN members adopted the EFN Position Paper on the principles underpinning the development of Health Care Assistants (HCAs):

The education and development of healthcare assistants (HCAs) is an increasingly important issue for patient care across Europe. Healthcare systems are relying more and more on HCAs carrying out an ever-increasing number of duties, due to more pressure on health budgets and increased task shifting. Nurses play a crucial role in the supervision of HCAs and ensure an effective line of accountability between the registered nurse and the HCA. As the representative voice of nurses across Europe, it is important for the EFN to set out its position in relation to the development of HCAs in the future, further to our work on developing three nursing categories which this work has important links to.

¹⁷ EFN Position Statement on a European Sector Council on Employment and Skills for the Nursing and Care Workforce, available at: <http://www.efnweb.be/wp-content/uploads/2013/09/EFN-Position-Statement-on-the-development-of-a-European-Skill-Council-Final102012.pdf>

The central and unique role of nurses and nursing remains crucial to safe and effective care. Nurses have a primary role in the provision of care and Governments must continue to support this primary role by providing more nurse education and more nurses.

HCAAs are not nurses and cannot replace the care that nurses currently provide, but they do have constant contact with patients. For this reason, it is crucial the division between the role of nurses and the role of HCAAs is clearly defined.

Across the EU and Europe there are very different approaches to the role, regulation and employment of HCAAs. The recent EU study, *'Development and Coordination of a Network of Nurse Educators and Regulators'* which sought to map approaches to healthcare assistants across the EU, clearly demonstrated these vast differences. In some EU Member States there is statutory training for HCAAs underpinned by regulation, others have a distinct difference between the type of roles supporting registered nurses ranging from licensed practical nurses to regulated HCAAs (often in the care home sector), and in others still, there is no formal requirement for training and HCAAs are expected to carry out practical clinical and healthcare activities with very little training.

Due to these differences in the regulation of HCAAs, the EFN calls for a new EU approach. Due to the fact that the regulatory environments and the expectations on the role of HCAAs vary widely among the Member States, the development of an EU common training platform is unlikely to become a mechanism for mutual recognition. Rather than focusing on a common EU education and training platform for HCAAs, the EFN believes that EU activity will be better placed in focusing on the common challenges to the development of HCAAs in each member state. The EFN would instead emphasise that future EU work should focus on taking forward some core principles which would underpin the development of HCAAs in individual Member States and ensure the right system architecture is in place across the EU for regulation. It is necessary to develop a framework underpinning the training and development of HCAAs in each Member State, as this is not the case in all countries.

To enable the effective development of HCAAs in the future, EFN calls on the Commission and Member States to support the following principles:

- **A clear articulation of the line of accountability between a registered nurse and a health care assistant.**

Registered nurses have primary accountability for the overall nursing care of their patients and this accountability is not transferrable. They are accountable for their decisions to delegate activities to others including HCAAs and must ensure that the person to whom they delegate has appropriate knowledge and skills, understands their instructions and is adequately supervised and supported to provide safe and compassionate care. Whilst not accountable for the decisions and actions of the person to whom they have delegated the activity, registered nurses must confirm that any delegated activity meets the required standard. Registered nurses must be supported by management should they have concerns about the conduct or competence of the HCA they are supervising.

- **A commitment to comprehensive and consistent frameworks to ensure HCAs can deliver safe and effective care and to ensure public protection in each Member State.**

In the context of the HCA always reporting to and being supervised by a Registered Nurse, the EFN calls on all Member States to have a comprehensive framework to ensure HCAs can deliver safe and effective care. This must be underpinned by a clear and consistent structures if concerns are raised about performance or conduct to ensure public protection, and assurance for receivers of care and organisations delivering care.

- **A robust quality assurance system for all HCA programmes carried out in individual Member States**

The nature and quality of HCA programmes varies across Europe, particularly for those programmes which have no statutory underpinning. The EFN calls for consistent standards of education and training in each member state for HCAs, to provide confidence to patients and assurance to nurses that any HCA has a core level of knowledge and skills that will be applicable in all care settings. The level of HCA educational programmes is distinct and separate from the education and training required to become a registered nurse.

- **A commitment to continuing education and training for all HCAs**

HCAs will often receive formal education and training at the start of their career. The nature of what an HCA is expected to undertake, and the skills and knowledge required will alter as care continues to change. It is therefore vital that if HCAs are to remain an important part of the health workforce, then there must be a commitment by all Governments to update their learning and development throughout their career. This commitment must stand alongside the need for the continuing professional development of nurses in each member state, which must also be enhanced

- **Exchange and facilitation of best practices at EU level**

The EFN members have many good examples of effective training and development of HCAs and of best practise working relationships between nurses and HCAs. The EFN calls on the Commission to facilitate the exchange of best practice in relation to HCA development throughout the EU.

	Healthcare Assistant (HCA)
Definition (in line with ICN definitions and modernised Directive 2013/55/EU)	An auxiliary that assists the nurse directly in nursing care in institutional or community settings under the standards and the direct or indirect supervision of the general care nurse.
Work Development	<u>EFN Country Report on 3 Categories in Nursing Care + Recommendations CONTEC</u>
Specific Competences	<ul style="list-style-type: none"> • To work under the delegation and supervision of nurses to support nursing care and administration • To support nurses with the preparation and delivery of diagnostic and treatment interventions. • To monitor basic patient vital and other signs and progress as indicated by the nurse and report to her/him as appropriate. • To support patients and citizens with activities of daily living, including hygiene, comfort, and mobilisation and feeding needs. • To convey routine information to patients/citizens and relatives. • To communicate promptly and accurately with nurses and other health professionals in ensuring the delivery of quality and safe patient care. • To work together with nurses and other health professionals in supporting the delivery of basic patient care. • To identify what is normal concerning patient and citizen wellbeing through experience and instruction, and report that which is out with normal to nurses.
Transversal skills	<p>Thinking skills and competences: “creative & entrepreneurial thinking”, “critical thinking”, “learning”, “planning own work”, “problem-solving”, etc.</p> <p>Language skills and competences: ““mother tongue”, “foreign language”, etc.</p> <p>Application of knowledge: ““health, safety, working environment”, “ICT”, “Numeracy & Maths”, etc.</p> <p>Social Skills and Competences: “Leading & Managing Others”, “Working with Others”, etc.</p> <p>Attitudes and Values at Work: “Values at work”, “Working attitudes”, etc.</p> <p>Knowledge: legislation, forensics, policy, patient rights, ethics, social system, human behaviour, assessment and evaluation, documentation, health and safety, patient safety, quality assurance, best practice, standards methodology of science and research basic sciences (e.g. health, natural): physics, chemistry, anatomy, physiology, psychology, hygiene management, planning and organisation, economic and ecological principles, society, culture, environment, public health, epidemiology, ICT, tools to access information, CPD/Lifelong learning</p> <p>Skills: communication (verbal and non-verbal), writing, reporting, handling documentation, counselling, observation, assessment and evaluation, analysing, planning, empowerment, language (own and foreign), problem solving, critical capacity, reflection, conflict resolution, role distance, frustration tolerance, self-determination and self-reflexion capacity, professional self-perception, understanding and planning a research process, information of patients/clients, leading, organising, management, (inter)cultural competence, working with people, leading and organising groups, protecting vulnerable people</p> <p>Attitudes: empathy, compassion, sensitivity, courtesy, ethics, interest in people, teamwork, interdisciplinary work, sensitive listening responsibility, taking into account cultural and regional needs, lifestyles and values, active citizenship, respecting human and civil rights, social justice, contributing to the further development of the profession, LLL - Lifelong learning, CPD – Continuous Professional Development – further training obligations</p>
Qualification (minimum common requirements)	<i>To be completed</i>

6. Qualification versus Occupation

Health policy experts and researchers have long argued that current data tend to be fragmented, inconsistent, incomplete, and not comparable nationally or internationally. That is why an updated and comprehensive picture on the nursing profession is needed. Questionnaires for data collection used until now are mixing qualifications with occupations which are based on the ISCO-08 code and have been an unclear process of data collection for respondents. They do not represent the reality and lead to inaccurate data, inappropriate comparison of the nursing workforce and to an unrealistic planning for the future. Therefore, the EFN proposes that if we really want to look into gaps in the data analysis, we should focus on using the 3 category list of qualifications for nursing care and healthcare assistants, as these are the elements needed for planning purposes (i.e. Directive 36 does not say anything where you need to work – hospital or not – but tells you who is a nurse and not a nurse). If data collectors report inadequately, next to the categories based on the qualification, an additional list of occupations related to the qualification list could be foreseen to have a clearer framework. However, the differences between qualifications and occupations must be made clear since the beginning of the data collection.

Furthermore, the categories used to classify the professions need to be well defined and usable for statistical analysis. Due to their clear structure from a lower to a higher qualification level (Likert scale), the 3 categories proposed by the EFN are suitable to be used by statisticians and economists to conduct analysis which are trustworthiness. The trustworthiness of any policy design depends on the data collected and analysis done to inform policies (Marshall & Rossman, 1999; Robson, 1993). In order to obtain correct data, it is essential to have congruence between the findings and what was observed, building the necessary credibility on the research process and outcomes (Robson, 1993; Marshall & Rossman, 1999; Silverman, 1993). Additionally, as the European Union is open to further enlargement, the findings should always be transferable and used for future EU accession countries (Seale, 2002). With this regard, the collection of data needs to be accurate at the point that a high level of confidence is ensured (Verma & Mallick, 1999). Finally, a detailed description of the research process is crucial in order to make the study objective, not allowing too much space for ambiguous interpretations (Marshall & Rossman, 1999).

Based on the statistical and economical short falling in using the ISCO-08 code in the OECD–WHO–Eurostat Joint Questionnaire, the EFN argues professionally and politically that the Joint Action on EU Health Workforce needs to deploy the EFN three categories in Nursing Care to describe the nursing workforce and to collect comparable data, namely:

- **Registered Nurse** – A regulated health care professional who works autonomously and in collaboration with others and who has completed a nursing education programme and is qualified and authorised in his/her country to practise as a general care nurse. Has successfully completed a programme of education approved by the nursing board/council; has passed the required assessments established by the nursing board/council for entry into the profession; continues to meet the standards of the nursing board/council (ref. art 31, modernised Directive 2005/36/EC).

- Specialist Nurse – A nurse prepared on advanced level/ higher level, and authorised to practice as a specialist with the expertise in a particular field of nursing.
- Advanced Practice Nurse – An advanced practice nurse is authorised for practice at an advanced level of nursing and healthcare delivery. The specific characteristics of the role are shaped by the context and/or country in which she/he is accredited to practice.

The separate role below the level of ‘Nurse responsible for general care’ is:

- healthcare assistant

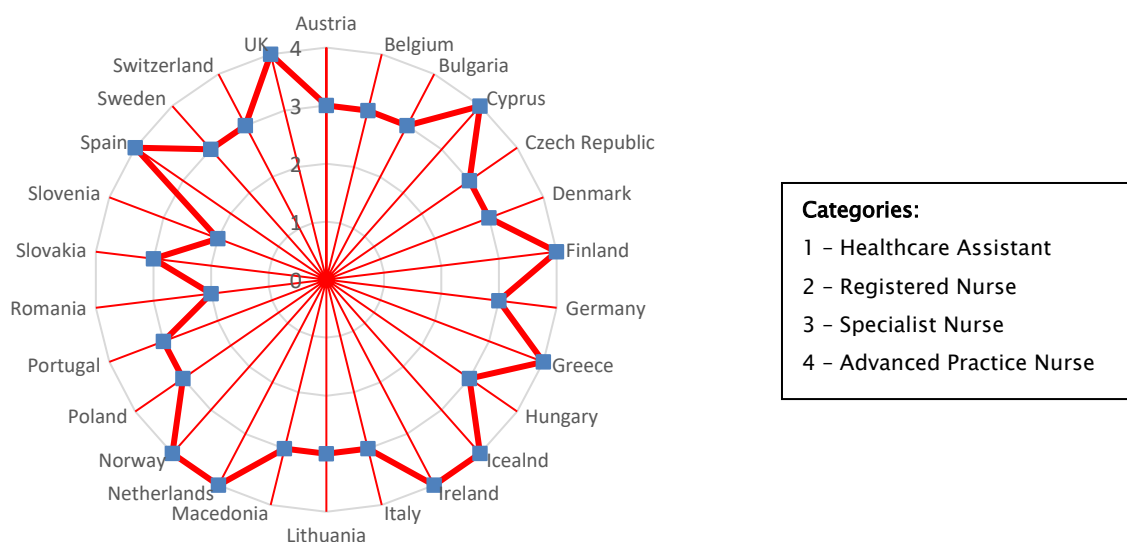
Future work should examine the principles that should underpin the training and development of healthcare assistants and recognise the leading role that professionally qualified nurses have in defining this role going forward.

For taking comparable data collection and analysis seriously, the EFN calls on the OECD, Eurostat and WHO to replace the categories currently used within the OECD–WHO–Eurostat Joint Questionnaire for the nursing profession that are based on the ISCO–08 code, with the proposed EFN four categories, in order to collect reliable data to plan and forecast the nursing workforce for the next decades. Only by using a terminology that can be understood at EU level, it will be possible to plan and forecast the future nursing workforce.

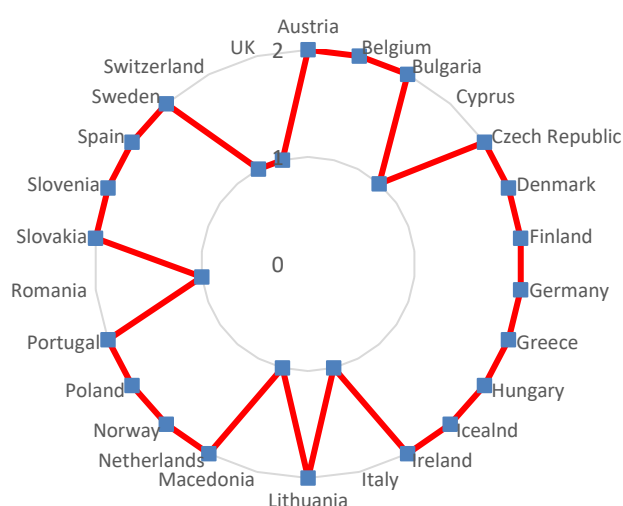
7. Main conclusions from EFN Members data

Based on the EFN work in ESCO, the EFN members collected data on the 3 categories and the Healthcare Assistants through the EFN Tour de Table, a tool to exchange best practices between EFN members. It is important to map the 4 qualification levels in all EU Member States and beyond, next to focussing down on specificities for each category. Based on the EFN members reporting, four questions could be addressed which can be helpful to design future EU policies:

1 – Which is the highest qualification level recognised in your country?



2 – Are the Healthcare Assistants regulated in your country?

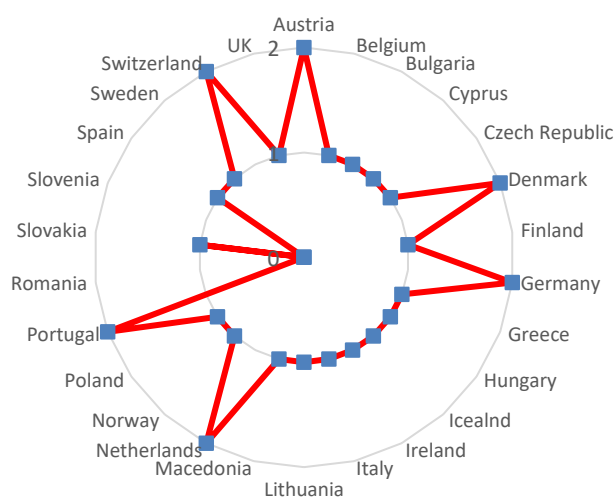


Categories:

1 – NO

2 – YES

3 – Which is the entry level of the Specialist Nurses?



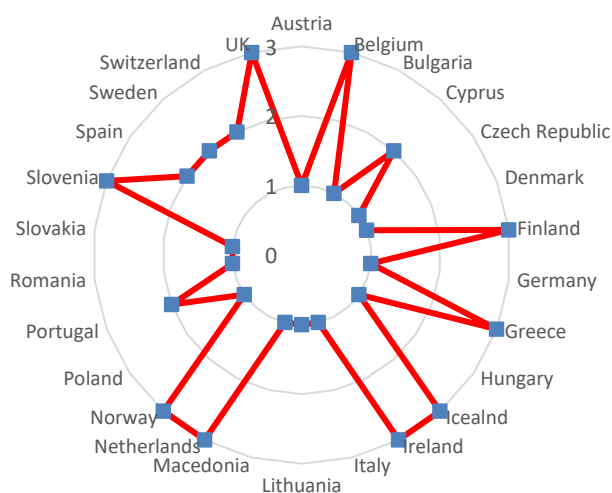
Categories:

0 – There are no Specialist Nurses

1 – Diploma

2 – Diploma + Work Experience

4 – Do Advanced Practice Nurse exist in your country?



Categories:

1 – NO

2 – NO, but similar figures exist

3 – YES

8. EFN Members input country per country

The EFN has received feedback from the following EFN Members, and we encourage members to continue updating this overview (*Last change 01 03 2016*).



AUSTRIA

Healthcare Assistant

- Entry Level: minimum of 9 years general education; minimum age of 17
- Qualification: The education of healthcare assistance takes one year (1600 hours).
- Competency list: HCA work under the supervision of a nurse.

The Austrian health care law (GuKG §84) accurately defined following fields of action:

They support nurses while performance nursing measures. They collaborate at therapeutic and diagnostically performance.

Registered Nurse

It is to say that in Austria the registration for nurses does not exist yet. We just can make comments for “Diplomierte Gesundheits- und Krankenschwester/Diplomierter Gesundheits- und Krankenpfleger” (Nurses).

- Entry Level: minimum of 10 years general education
- Qualification: There are different options in the education to graduate as a nurse.
 - a. Three years of nursing school. You can choose between three branches.
 - i. Nursing School for children and adolescent
 - ii. Nursing School for psychiatry
 - iii. General Nursing School

Qualification: “Diplomierte Gesundheits- und Krankenschwester/Diplomierter Gesundheits- und Krankenpfleger” (nurse)

- b. Three years of University of applied Sciences

Qualification: Bachelor degree and qualification as a nurse

- Competency list: The Austrian health care law (GuKG §14) accurately defined three fields of action:
 - A) sole responsibility
 - B) jointly responsible
 - C) interdisciplinary

The sole responsibility (A) defined following fields of action:

- i. nursing anamnesis
- ii. nursing diagnosis
- iii. care planning
- iv. performance of nursing measures
- v. care evaluation
- vi. counselling, instructing and supporting persons receiving care and their reference persons in finding their individual way of coping with health and disease
- vii. psychosocial support

- viii. documentation of the nursing process (identification and determination of care needs, care planning, organisation, implementation and documentation)
- ix. organisation and management of care needs
- x. instruction and observation of support personnel
- xi. instruction and supervision of nursing trainee
- xii. participation in nursing science

As a side note, Austria is looking forward to big changes in the near future with regard education to graduate as a nurse. Soon it will be possible to study nursing on a University of Applied Sciences. Nursing schools, like we presently have in Austria, will get other functions; they will educate healthcare assistants.

Specialist Nurse

- Entry Level: completion of education as nurse plus sometimes two years of practice.
- Qualification: you need the qualification as a nurse and the successful graduation for studies of the specialisation as it is mentioned in the Austrian health care law (GuKG §66 – 72). The duration of the studies depend on which specialisation you choose. The study of the specialisation has to be completed at the time performing the activity within five years. We have specialist nurses for intensive care, anaesthesia, operating room, psychiatry, renal replacement therapy, hospital hygiene, children and adolescent.
- Competency list: details differ of which specialisation you choose. In-depth knowledge of medical aspects and nursing knowledge base of the field of specialisation.

Advanced Practice Nurse

- Entry Level: It varies depending on the university. The different entry level requirements range from Bachelor of Science, and no obligatory practical experience, to a diploma in nursing with several years of practical experience.
- Qualification: From Bachelor of Science to Master of Science depending on the entry level of the university.
- Competency list: Formal competencies are currently under discussion and have not yet been specified by the legislator.



BELGIUM

Healthcare Assistant

- Entry Level and curriculum: 1 full time year post-secondary education (60 credits – 900h theory and practice in clinical settings hospitals and elderly homes + home care in 2014). Education and title delivered in specific higher schools or after the 1st fulfilled year of professional nurse or bachelor nurse in nursing schools
- Qualification: Diploma of “Aide Soignante” delivered by Community Ministry of Education (flamish and French) – and officially registered by Federal Ministry of Health – official actualized list of registered Aide Soignant available on web site of Federal belgian Ministry of Health (www.health.belgium.be)
- Competency list: 2006 Royal Decree for the title and functions of “Aide Soignante”
 - Activities fully supervised by nurse in structures units with autonomy of delegation of nursing tasks by nurse to Aide Soignante according to patient situation
 - Limited list of official tasks (hygiene and comfort care of patients, prevention of risks in daily activities and patient security – logistics tasks in care units) in hospitals and elderly homes, extension to home care in 2014 after pilot test between 2010–2013 – under strict nurse control

Vocational Nurse (General Brevet or Diploma Nurse) – in Belgium – called “Professional Nurse”

- Entry level and curriculum: 3 full time years of Education (180 Credits – minimum required for European General Nurse free circulation recognition in EU) in Professional level education (post-secondary professional education)
- Qualification : Brevet Nurse (French Belgian part) or Diploma Nurse (flamish Belgian part) – delivered by Community Ministry of Education (flamish and French) – and officially registered by Federal Ministry of Health – official actualized list of registered Brevet/diploma Nurse available on web site of Federal Belgian Ministry of Health – www.health.belgium.be
- Competency list: Official recognized title, qualification, definition, functions and technical tasks by federal law and royal decrees since 1974 (law actualized in 2001 and extended tasks in 2006)

Vocational Nurse with specific qualification (Brevet or Diploma) – in Belgium “Professional Nurse with specific qualification”

- Entry level and curriculum: part-time specialisation in clinical specifics qualifications/expertise areas (150h education) for Actually 6 specific clinical qualifications/expertise (with financial salary supplement)
 - Nurse with specific expertise in mental health and psychiatry
 - Nurse with specific expertise in geriatrics
 - Nurse with specific expertise in wound care
 - Nurse with specific expertise in palliative care
 - Nurse with specific expertise in diabetology
 - Nurse with specific expertise in pain management

Bachelor Nurse (ex Graduate Nurse) – General Bachelor Nurse (Registered Nurse)

- Entry Level and curriculum: 3 full time years of education (180 credits – Bac+3)– Higher Education – College and Schools of nursing
- Qualification: Bachelor Nurse (general) officially registered by Federal Ministry of Health – official actualized list of registered Bachelor Nurse (ex. Graduate Nurse) available on web site of Federal Belgian Ministry of Health – www.health.belgium.be
- Competency list: Official recognized title, qualification, definition, functions and technical tasks by federal law and royal decrees since 1974 (law actualized in 2001 and extended tasks in 2006)

Bachelor Specialised Nurse (with specific specialized Titles)

- Entry Level: 1 full time year specialized bachelor education (60 credits) after Bachelor General Nurse (Bac+4) (official list of specialisations recognised, actualised and registered by Federal Ministry of Health)
- Qualification: Specialised Bachelor Nurse with specific full Title
Actually 11 recognized clinical nursing specialized bachelor domains (with financial salary supplement)
 - Nurse in Pediatrics and neonatology (legal text published)
 - Nurse specializing in mental health and Psychiatry (legal text published)
 - Nurse specializing in public health
 - Nurse specializing in geriatrics (legal text published)
 - Nurse in intensive care and emergency (legal text published)
 - Nurse in Oncology (legal text published)
 - Nurse in medical imaging
 - Nurse in stomatherapy and wound care (on going)
 - Nurse surgical assistance and instrumentation (on going)
 - Nurse as perfusionist (on going)
 - Nurse Anesthesia (on going)

Advanced Practice Nurse

(title non officially approved in Belgian but full recognised nursing titles exist as post basic education in Higher Schools and University)

NON-UNIVERSITY LEVEL

HEALTH UNITS MANAGEMENT ("CADRE") Education – official title

- Minimum Title and Education required for function of "Head Nurse of Unit in Hospital" (since 2006)
- 3 years part-time education in Higher Education Schools (total equivalent of 1-year full time education – 60 Credits)

UNIVERSITY LEVEL

MASTER LEVEL NURSE

Mandatory required title for "Head Nurse of Nursing Services and Departments" and "Direction of Hospital Nursing Department" (since 2006) – different orientations

MASTER IN PUBLIC HEALTH

Orientation – Management of Health Institutions, Nursing Departments and Direction of Hospitals Nursing Departments (also Direction of Nursing Homes possible)

Orientation – Nursing Sciences (clinical research, counseling and advanced practice orientations)

- 2 years full time university education or 4 years part-time (120 credits)
- Possibility of specialized post Master in Hospital Hygiene for the function of Hygiene Physician and Hygiene Nurse in hospital (1 year post master education)
- Possibility to take a post Master diploma in Pedagogy – Education "agregation to teach" or "capacity to teach" (for future teachers or teachers in place in Nursing Schools – required title to teach in Secondary / professional nursing Education and in Higher Nursing Bachelor education (part-time 1 year of general and applied pedagogy in nursing and public health)

MASTER IN NURSING SCIENCES or NURSING CARE

- Ongoing projects – 2 years full time
- Co-Diplomation between University Schools of Public Health and Higher Schools of Nursing for General practice and specific clinical areas

DOCTORATE IN PUBLIC HEALTH – with nursing sciences orientation

- 1 year of Doctorate school (courses and research seminars)
- Thesis (2 years full time research or more in a part-time basis)



BULGARIA

Healthcare Assistant

- Entry Level: We have started to educate healthcare assistants from 2012. The entry level is after minimum 8 years of education (primary) The length of the educational courses is 9 months.
- Qualification: As it is in the definition
- Competency list: They are delegated to perform part of the nurses' duties on the basic care for the patients, but they always work under supervision of the nurses. They work mainly in the hospitals, in the private home care, in the elderly care services.

Registered Nurse

- Entry Level: According to the Directive 36/2005 EU – after 12 years of secondary education.
- Qualification: bachelor degree, master degree from the nursing faculties in the Medical university.
- Competency list: As it is in the definition of EFN, ICN and the Directive 36/2005 EU. We have special regulations from the Ministry of Health on nurses' competency list.

Specialist Nurse

- Entry Level: after registered nurse
- Qualification: bachelor or master degree
- Competency list: we have 11 nurses' specialities with larger special competences in the certain field of the nursing practice. Their field of expertise is autonomous. Very often they act as educators or tutors of newly graduated nurses.

Advanced Practice Nurse

- Entry Level: We don't have Advanced **Practice** Nurse. It is still under discussions in the MoH.



CYPRUS

Healthcare Assistant

- Entry Level: Graduates from secondary education (Cyprus educational system: 6 years Primary and 6 years secondary)
- Qualification: Small numbers who are hired in clinical areas of the hospitals (8–10%). They never provide nursing care alone. And all nursing tasks allocated to them are always supervised by a registered nurse.
- Competency list: Healthcare assistants are working in hospitals. In elderly homes it is “Carers” who perform certain tasks similar to those undertaken by healthcare assistants. No special training in place in neither of these positions.

Registered Nurse

- Entry Level: General access requirements 12 years of education (6 primary and 6 secondary)
- Qualification: University Graduates, Nursing Degree – BSc (In Cyprus is provided in 4 years)
- Competency list: As described in the EU directive 2005/36/EC

Specialist Nurse

- Entry Level: Registered Nurse
- Qualification: Post graduate courses in various subjects offered either at Masters Level or 12 –18 months in: Intensive Care, Community Nursing, Nursing Management, Peri-operative Nursing, Mental Health Nursing, Midwifery.
- Competency list: Exercise nursing within the respective field of speciality with higher responsibilities

Advanced Practice Nurse

- Entry Level: Registered Nurse
- Qualification: Post Graduate course at Master's Level recently established (only one course is under way). Formally is not used.
- Competency list: Yet to be clarified



CZECH REPUBLIC

Healthcare Assistant

- **Entry Level:** The applicant has completed primary education of at least 9 years, is in good health condition, has passed the admission requirements (the applicant possesses relevant abilities, knowledge, interests).
- **Qualification:** Secondary education completed by leaving examination ("Maturita")
- **Competency list:** Can work in inpatient and outpatient health care facilities, home care facilities, as well as in facilities of social care, works under the supervision of a registered nurse/midwife/physician. Can provide nursing care: hygienic care, prevention of decubitus ulcers, monitors vital and other signs, participates in wound care, assists with food and drink intake, prepares clients for procedures, assists with these procedures, assists with rehabilitation, performs sterilization and disinfections, participates in admission, transfer and discharge of a client, administers medication (except IV, epidural administration, and IM administration to children younger than 3 years), collects specimens, works with client's documentation.

Registered Nurse

- **Entry Level:** The applicant has completed secondary education (the applicant successfully passed the leaving examination "Maturita", after at least 12 years of previous education; such applicant can enter any University program), is in good health condition, has passed the admission requirements (the applicant possesses relevant abilities, knowledge, interests)
- **Qualification:** Bachelor in Nursing, awarded if the student successfully passed the final examination after 3 years of tertiary education at a University, which is fully compatible with Dir. 2006/35/EC; or General Care Nurse with Diploma, awarded if the student successfully passed the final examination after 3 years of tertiary education at a Higher Professional College (Vyšší odborná škola in Czech language), which is fully compatible with Dir. 2006/35/EC. The final examination consists of a defense of a final project/theses, examination in the following subjects: nursing, nursing in clinical fields, humanities (in the Bachelor program) and defense of a final project/theses, examination in the following subjects: nursing, nursing in clinical fields, humanities and foreign language (in the diploma program)
- **Competency list:** The graduate has competency to independently: identify and satisfy the needs of clients of all ages, support health and prevent illnesses, educate client and colleagues, competency to cooperate with other health care professionals, carry out measures ordered by physicians; competency to participate in research and CPD; carries out competencies in management of nursing care.

Specialist Nurse

- **Entry Level:** The requirements for enrolment into specialization education are:
 - Qualification as a nurse responsible for general care or Qualification as midwife
 - Application for admission into a selected specialization education program.
- **Qualification:** In order to graduate from the specialization program, the student has to work for defined period in the field of the selected specialization, attend the required theoretical and practical courses and pass the final examination.
- **Competency list:** In the Czech Republic there are currently 9 specializations available for general care nurses:
 - 1) Intensive care nursing
 - 2) Perioperative nursing care
 - 3) Pediatric nursing care
 - 4) Pediatric intensive care nursing
 - 5) Community nursing care
 - 6) Nursing care in internal medicine
 - 7) Nursing care in surgery

- 8) Nursing care in psychiatry
- 9) Perfusionology

and 3 specializations are available for midwives:

- 1) Intensive care in midwifery
- 2) Perioperative care in midwifery
- 3) Community care in midwifery

Accredited facilities are responsible for the provision of the specialist education, the recommended duration is between 18–24 months, and it consists of 560 hours of theoretical and practical education (50% theory and 50% practical). The content of the specialization education is divided into basic and special modules. The nurse/midwife specialists have certain advanced competencies relevant to their specialty.

Advanced Practice Nurse

This category doesn't currently exist in the Czech legal system, even though it is increasingly being talked about among the experts



DENMARK

Healthcare Assistant

- **Entry Level:** After finishing primary and lower secondary school education, you will be able to go on to get an upper secondary education which takes 1 to 3 years.
- **Qualification/Competencies:** Social and healthcare assistants are working in hospitals, home care or in mental homes. They deal with different types of patients, children, youth, elderly and mentally ill. They perform nursing tasks, plan activities and guide social and health aides. As social and health care assistant you are trained to see the totality of care and caring, and you can independently perform nursing tasks and employment guidance.

Of note is that in Denmark health care assistants (level two) often have a quite independent function in primary care settings. To some degree the assistants can be compared what in other countries are called practical nurses. However, the Danish health care assistant education and training program is embedded in Danish vocational education and training system which has a quite unique structure. Therefore, we have both something that is called "social- og sundhedshjælper" in Danish (healthcare assistant level 1) and social- og sundhedsassistent (health care assistant level 2). It is the level two assistants that fulfil the competences listed in the nursing continuum matrix.

Registered Nurse

- **Entry Level:** General access requirements to higher education in Denmark are 12 years of education including one of the following secondary school leaving examinations or comparable qualifications:
 - studentereksamen (STX) – Upper Secondary School Leaving Examination
 - højere forberedelseseksamen (HF) – Higher Preparatory Examination
 - højere handelseksamen (HHX) – Higher Business Examination
 - højere teknisk eksamen (HTX) – Higher Technical Examination

Education: The Danish nursing education is a general education. The education lasts for 3½ years and consists of a theoretical and a clinical part. The clinical education takes place at approved clinical placement institutions in hospitals and in the social and health care services outside hospitals. The nursing programme corresponds to 210 ECTS of which 90 ECTS cover clinical part. Nursing education is based on academic disciplines within nursing science, medical science, science, humanities and social science. The planning of the clinical part of the education is made

by the individual schools of nursing. The nursing programme is completed with a bachelor's project

- **Qualification:** After graduation you are entitled to use the title Bachelor of Science in Nursing. The Danish nursing education is planned on the basis of the Academic regulations as a pursuant to the Ministerial Order on the Bachelor of Science in Nursing Programme. Ministerial Order on the Bachelor of Science in Nursing Programme, Act no. 29 of 24 January 2008 Academic Regulations for the Bachelor of Science in Nursing Programme, January 2008.
- **Competency list:**
 - Nursing practice: Provide nursing care in any setting involved with nursing.
 - Ethics: Provide you with skills to cope both professionally and personally with ethical aspects in nursing embracing the values of nursing.
 - Communication: Provide you with skills to communicate with patients and their relatives. Furthermore it enables you to observe and describe nursing professionally and document your practice.
 - Analysis: Provide you with skills to analyse, reflect and solve problems in your work situations.
 - Co-operation: Provide you with skills to co-operate and negotiate constructively and professionally with both patients and relatives, as well as with other professionals.
 - Adapting: Means that you can adjust and develop the nursing field according to public expectations.

Specialist Nurse

In Denmark we have 6 Specialist Nursing training and education program (anesthetic, intensive, cancer, psychiatric, hygiene, health visiting and school nursing) The training program will typically be link to an employment on a ward with specialty in one of the 6 areas. They vary in length from 30 weeks to 1 ½ years. Some programs have additional requirements.

- **Entry Level:** Admission requirements are in addition to a Danish authorization at least 2 years of clinical experience as a nurse.
- **Qualification:** Specialist Nurse training for nurses in Denmark is higher level education based on basic training for nurses. When ended their education they are entitled to use the title "specially trained nurse" in the above areas.
- **Competency list:** This is an example for the Specialist Nurse in Cancer Care:
The purpose of specialist education in cancer care is the nurse expands competence to the functional area of a specially trained nurse in cancer care. The Specialist Nurses has authority to do following:

1) Clinical nursing

- a) for patients with all types of cancer and in all stages of disease
- b) individual support and guidance in relation to promoting health, preventing effects of illness and treatment, including through rehabilitation measures

2) Coordination, interdisciplinary and intersectoral collaboration

- a) organize and coordinate the investigation and treatment programs in accordance with the prescribed treatment plan
- b) promote and ensure continuity and consistency in the overall patient care, including ensuring that the patient and the relatives are informed about who is responsible for the care and treatment
- c) promote and ensure that the total effort is based on the patient and the relatives' wishes and resources
- d) promote an interdisciplinary and intersectoral collaboration for cancer patients

3) Quality and Education

- a) initiate and participate in development projects with a focus on the nursing action in relation to the care and treatment of cancer patients, including the ability to adopt a critical analysis to new knowledge in the field and participate in research projects and implementation of new knowledge
- b) help to promote and ensure the nursing quality of care and treatment cycles within that area
- c) assisting with the training of nurses, including nurses to be trained specialist nurses in cancer care.

Advanced Practice Nurse

In Denmark we don't have the title Advanced Practice Nurse (APN), yet. We have been working for this for years. The Danish Health and Medicine Authority will not make changes to the Authorization for nurses, so we as APN could have the authority to diagnose, prescribe and treat patients. It is especially the physicians who are against this change for nurses. Many nurses do have the competencies at an expert level with knowledge to take clinical decisions and clinical competencies for expanded practice, but we don't have the title and the acknowledgement.



FINLAND

Healthcare Assistant

- Entry Level: Closest to that in Finnish system is maybe the practical nurse diploma. After the comprehensive school level (9 years), the 120 credit unit training programme takes three years to complete. The curriculum includes 20 credits core subjects, 50 common vocational studies of the qualification, 10 credits free-choice studies, as well as 40 credits specialist vocational studies of each study programme.
- Qualification: There are nine different study programmes:
 - emergency care
 - children's and youth care and education
 - mental health and substance abuse welfare work
 - nursing and care
 - oral and dental care
 - care for the disabled
 - care for the elderly
 - customer services and information management
 - rehabilitation.

In Finland, the profession of a licensed practical nurse (LPN, licensed vocational nurse, state enrolled nurse in English, *lähihoitaja* in Finnish) is regulated by law. However, even a person without LPN training can perform duties of an LPN if the person has related education, experience and professional skill. If a person works without authorisation, then he/she is not allowed to use the occupational title of a licensed practical nurse. However, most Finnish employers hire only those who have been authorised by Valvira to use the occupational title of a LPN.

- Competency List: The training includes a minimum of 29 credits of on-the-job learning in practice. The practical nurse diploma can also be taken in the form of a competence-based qualification. However, practical nurse examination requires preparatory training. If the student has no prior diploma in social welfare and/or healthcare, the preparatory training requirement is at least 80 to 120 credits. Professional competence is demonstrated through competence tests taken in normal work-related tasks. The diploma includes four separate competence tests. Competence tests shall

be arranged according to each part of the qualification, so as to enable assessment of the achievement of the objectives central to occupational proficiency.

Another option is to describe here the profession of Nursing assistant/Care assistant in Finland (hoiva-avustaja in Finnish):

- labour market training
- 8 months training, no diploma but provides skills useful for caring the elderly, persons with disabilities, and in home care services. No medication skills.
- National Supervisory Authority for Welfare and Health (Valvira): care assistant cannot be alone on duty or in the position of independent responsibility.
- Care assistant can be included in staff resourcing only to the extent that their work includes meeting clients' basic needs, such as helping washing and eating.
- Please note that there has been discussion on the need of the profession: labour unions see generally that it is unnecessary and jeopardizes patient safety

Registered Nurse

- Entry Level: Nurses receive their education at Universities of Applied Sciences (also called Polytechnics). Students apply for Universities of Applied Sciences (UAS) studies in a national application system. The UASs determine the admission criteria and arrange student selection and entrance examination at their discretion. The entry requirement for UASs is a certificate from an Upper Secondary School or the Matriculation certificate, a vocational qualification, or corresponding foreign studies, i.e. completion of general or general and vocational education of 12 years.
- Qualification: Completing the nursing studies, consisting of 210 – 270 ECTS credits, lasts from 3.5 to 4.5 years. Registered nurses require 210, public health nurses and paramedics 240, and midwives 270 ECTS. In Finland, the nurse's profession is regulated by law and working requires authorisation from Valvira, the National Supervisory Authority for Welfare and Health. Unauthorised work as a nurse is prohibited. When Valvira authorises a nurse she/he is added to the Central Register of Health Care Professionals (known in Finland as *Terhikki*). After being certified and registered the person can practice his/her profession. We don't have a re-registration system.
- Competency List: The training requirements are based on knowledge, skills and competences. The nurse's education consists of basic and professional studies, practical training to enhance professional skill, a thesis, demonstration of maturity, and elective studies. Professional expertise consists of special knowledge of nursing care, including ethical know-how, health promotion, decision-making within nursing, guidance and teaching, collaboration, research and development work and management, multicultural nursing, societal activities, clinical nursing and pharmacological treatment. Nurse education is a Bachelor degree education. The curricula for UAS nurse education will be renewed during the 2014 throughout Finland.

Specialist Nurse

- Entry Level: Universities of Applied Sciences (UAS) organize 30–60 ECTS specialist training in various clinical fields, but these are not regulated, and there is not any national recommendations for the contents. Since beginning of 1990s' it has not been possible in Finland to anymore graduate as specialized nurse.
- Competency List: In Finland only public health nurses (total 240 ECTS), paramedics (total 240 ECTS) and midwives (total 270 ECTS) could be seen as sort of specialized nurses. They are all bachelor level degrees. Licensing is granted, upon application, by the National Supervisory Authority for Welfare and Health to nurses, midwives and public health nurses. The practice of these professions is restricted to licenced professionals only.

The Finnish Nurses Association together with Tehy, the Finnish Union of Professional Health and Social Care Personnel, and its other five affiliated professional unions have introduced the process of Clinical Practice Nursing Certification with an aim to encourage nurses to further develop their competencies in evidence based clinical nursing, and to promote the possibility to advance also on

clinical career. Association can allow the Certification based on an application in various clinical fields for clinically highly competent nurses. The applicant has to demonstrate the required merits in following areas 1. Working experience, 2. Formal education, and 3. Cooperation and developmental work. One can also apply for Certification in nurse informatics. The requirements are all together worth 200 ECTS. The Certification needs to be updated in every five years.

Advanced Practice Nurse

- **Entry Level:** The Finnish higher education system consists of two complementary sectors: Universities of Applied Sciences (UAS, also called Polytechnics) and Universities. The mission of Universities is to conduct scientific research and provide instruction and postgraduate education based on it. UASs train professionals in response to labour market needs and conduct R&D which supports instruction and promotes regional development in particular.

For further education, a nurse can apply for Master's degree studies at UAS. The requirement for Master's degree studies in UAS is a Bachelors' level UAS degree and at least three years of work experience. The UAS Master's degree is worth 90 ECTS and takes about 1.5 – 2 years

There are five universities in Finland that offer Master's degree studies in nursing sciences. As an entry level one needs to be a registered nurse (or to have some other degree in health care on equivalent level). Department of Nursing Science at the University of Turku offers a possibility to study clinical nursing science and the administration and management in health care as a minor subject, nursing science being the main subject.

The studies consist of two separate degrees, together worth 300 ECTS. The degree of the Bachelor of Nursing Science is a lower academic degree (180 ECTS) and the degree of the Master of Nursing Science is a higher academic degree (120 ECTS). Registered nurse needs to accomplish about 80 ECTS for the Bachelor degree and 120 ECTS for the Master's degree, i.e. all together about 200 ECTS.

In addition to Master's degrees, universities confer postgraduate Licentiate and Doctoral degrees. That trail for Licentiate and Doctoral degrees is also possible after completion of Master's degree at the University of Applied Sciences.

- **Competency List:** We have in Finland nurses working in various advanced clinical roles. Nevertheless, we have not traditionally used the concept of APN as in Anglo-Saxon countries. The Ministry of Social Affairs and Health has in 2009 developed a four-category model to define the different expert roles of nurses in Finland: 1. Nurses in Clinical Care, 2. Specialized Nurses in Clinical Care, 3. Clinical Nurse Specialists, 4. Specialists in Clinical Nursing Science. However, the systematic nationwide development of these roles is still in the developmental stage. We are in the middle of the developmental work in Finland to e.g. define how is APN, as defined by ICN, recognizable in Finnish health care system.

As examples for nurses with advanced level of competency one could mention e.g.:

- Clinical Nurse Specialists with Master's degree from University
- Nurses with Master's degree from University of Applied Sciences, varying titles in working life. We have some local experiments to educate APNs with advanced clinical competencies based on ICN criteria as a Master's degree at UAS, but not yet a nationwide system for this.
- Nurses that have taken specialist supplementary training on different clinical fields and have advanced professional roles in nursing, e.g. case managers, midwives carrying out clinical examination after delivery.
- Nurses that have the limited right to prescribe, requires 45 ECTS further training (education started in 2010). The studies encase clinical nursing, pathology, clinical pharmacology and studies on legislations and regulations. The competence is recorded by the National Supervisory Authority for Welfare and Health.
- Nurses having the Clinical Practice Nursing Certification awarded by the Finnish Nurses Association



GERMANY

Healthcare Assistant

- Entry Level: minimum 9 years general education
- Qualification: because of our federal system, responsibility of Laender (states), there is quite a variety of qualifications and training programs. There are 2 year as well as (more traditional) 1 year programs regulated by the states.
- Competency list: HCA work under the supervision of a nurse. They support patients in their activities of daily life, are responsible for cleanliness, distribution of meals etc.

Registered Nurse

- Entry Level: minimum 10 years general education
- Qualification: 3 year program vocational education or 3 year programs in universities with Bachelor degree. Three branches; general nurse; paediatric nurse; nurse for the care of elderly
- Competency list: General Care Nurse
 1. to execute the following tasks on their own responsibility: a) identification and determination of care needs, care planning, organisation, implementation and documentation, b) care evaluation, securing and further improving the quality of care, c) counselling, instructing and supporting persons receiving care and their reference persons in finding their individual way of coping with health and disease, d) initiation of life-saving emergency measures pending the arrival of the physician,
 2. to execute the following tasks in a context of collaboration: a) self-reliant implementation of physician-ordered measures, b) measures of medical diagnosis, therapy or rehabilitation, c) crisis and disaster response measures
 3. to work together on an interdisciplinary basis with other professionals and, in the process, develop multidisciplinary and cross-professional solutions to health problems.

Specialist Nurse

- Entry Level: completion of education as nurse plus usually two years of practice.
- Qualification: because of our federal system, responsibility of Laender (states), usually two year part-time programs with a minimum of 720 hours of theoretical education plus defined placements in practice. We have specialist nurses for intensive care, anaesthesia, operating room, psychiatry, endoscopy, emergency room, oncology. In some states more specialisations do exist. There is quite a variety of specialisations which are not regulated (e.g. Pain Nurses, Wound Care Nurses).
- Competency list: details differ from state to state: in-depth knowledge of medical aspects and nursing knowledge base of the field of specialisation; otherwise similar to example from Denmark

Advanced Practice Nurse

- Entry Level: we do not have a defined role for APN's yet. There are legal constraints to implement the full scope of practice as defined by ICN. However, we have several examples of good practice where nurses qualify as APN in hospitals (based on agreement between nursing director and medical head of departments. In ambulatory care there are nurses qualified for care of chronic wounds and counselling for patients with diabetes.
- Qualification: specialisation (increasingly university degree – Masters).
- Competency list: depends on situation. Competencies are higher than for specialist nurses. Field of expertise is usually more specific than for specialist nurses. In no case they have official prescribing authority.



GREECE

Healthcare Assistant

- **Entry Level:** Since 2013: after 12 years of basic education. 2 years studies in Nurse Assistant Schools.
- **Qualification:** After training in basic patient's care, Nurse Assistants may choose to follow one of the next directions:
 - Operating Room Nurse Assistants;
 - Traumatology Nurse Assistants;
 - Oncology Nurse Assistants;
 - Intensive Care Unit Nurse Assistants;
 - Mental Health Nurse Assistant.
- **Competency list:** Nurse Assistants (NA) help in everyday practice but they do not have the right by law to provide nursing care without supervision by a nurse. They usually perform simple patient's care. NA's work in hospitals, in primary health care settings, in nursing homes and in maternity hospitals. Sometimes they unlawfully perform some nursing interventions even without supervision by nurses, but the tolerance of the health care system because of the shortage of nurses. They do not have administrative posts.

Registered Nurse

- **Entry Level:** after 12 years of basic education 4 years studies in Universities or Technological Educational Institutes
- **Qualification:** University Graduates, Nursing Degree – BSc or Technological Educational Institute Graduates, Nursing Degree – BSc
- **Competency list:** As described in the **Presidential Decree 351/1989** which are in accordance to the directive 2005/36/EC

Specialist Nurse

- **Entry Level:** Registered Nurse
- **Qualification:** there are two different pathways for Specialist Nurses:
 1. **Specialist Nurses** with post graduate studies in different fields offered at Master's Level (2 years courses) from Universities or Technological Educational Institutes. This specialization is ECTS based (i.e. MSc in Cardiology Nursing, MSc in Community Nursing, MSc in Pediatric Nursing, MSc in Transcultural Nursing, MSc in Oncology Nursing & Palliative Care etc....)
 2. **Specialist Nurses** with 52 weeks post graduate NHS hospital based theoretical (2 days/week) and clinical education (3 days/week) in the fields of Medical Nursing, Surgical Nursing, Mental Health Nursing and Pediatric Nursing. These nurses obtain a Certification of Title of Specialization upon completion of the training and successful oral exams.

Both of the aforementioned categories do not exactly apply to the role of the CNS as it is described in Item 4, Annexe 4.8. "EFN Matrix on the 4 Categories of the Nursing Care Continuum" (04/07/2014 EFN Workforce Committee) of the 101st EFN GA, because of the lack of autonomy in nursing around Greece, despite the certified theoretical knowledge.

Nevertheless, there are RN's trained for 6 months in specific Units such as Dialysis Units, Blood Donation Units, Catheterization Units, Endoscopy Units of specific hospitals. Their training is on job training without any kind of formal theoretical background. These nurses obtain a Certification of training upon completion of the training and they are considered as specialist nurses in Dialysis, Blood Donation, Catheterization and Endoscopies accordingly.

- Competency list:
 1. **Specialist Nurses** with post graduate courses in various subjects offered at Master Level have the theoretical competency to practice beyond the level of a general nurse, although they are not autonomous for hands on practice (invasive interventions).
 2. **Specialist Nurses** with 52 weeks post graduate NHS hospital based theoretical and clinical education have less theoretical competency than the aforementioned (1) specialist nurses to practice beyond the level of a general nurse, although they are not autonomous for hands on practice (invasive interventions). When and where possible, they preferably work in nursing departments related to their specialty.

Advanced Practice Nurse

There are very few RN's holding MSc degree in Advanced Practice Nursing (after PG studies in UK), yet there are not any APN's actively practicing APN in Greece as it is described in Item 4, Annexe 4.8. "EFN Matrix on the 4 Categories of the Nursing Care Continuum" (04/07/2014 EFN Workforce Committee) of the 101st EFN General Assembly because of the lack of autonomy in nursing and the medical dominance.



HUNGARY

Healthcare Assistant

- Entry Level: they need only elementary/general education before becoming a healthcare assistant, they can do a healthcare assistant course or study it in an upper secondary school level.
- Qualification: they study for 1100–1440 hours, 50% theory, 50% practice
- Competency list: basic nursing tasks (feeding, changing diapers, etc.), measuring vital signs and blood sugar, documentation, basic level of first aid, helping the RNs to do examinations and interventions

Registered Nurse

- Entry Level: according to the directive 36/2005 EU, after 12 years of secondary education
- Qualification: bachelor degree, it takes 8 semesters, 50% theory and 50% practice
- Competency list: as written in the directive 36/2005 EU

Specialist Nurse

- Entry Level: completion of education as a nurse
- Qualification: we have at least 30 specialist trainings (intensive care unit, anaesthesia, pediatrics, ER, oncology, etc.)
- Competency list: tasks depend on the special fields

Advanced Practice Nurse

Not present at the moment.



ICELAND

Healthcare Assistant

- Entry Level: Certificate of Compulsory Education
- Qualification: Courses are at the upper secondary school level. The programme comprises 120 Icelandic credits which are divided between Academic Subjects: general theoretical subjects (40 credits) and vocation-specific subjects (46 credits); and Practical Studies: practical in-school training (3 credits) and work training in health care facilities for 16 weeks (16 credits).

- **Competency list:** Auxiliaries work in hospitals, nursing homes, primary health care and other health care facilities. Auxiliaries operate in the field of nursing under the management of the nurses in charge of the facilities, divisions or units concerned and are professionally responsible towards such nurse managers.

Auxiliaries are primarily involved in the general and specific care of patients and such nursing services which they are qualified and suitably skilled to provide. Any assessment of professional skills should take aim of what supplementary education the auxiliary may have.

Supplementary Education for Auxiliaries

A one-year supplementary study programme has been offered for auxiliaries in geriatric and psychiatric nursing. This programme provides enhanced knowledge in the areas of geriatric and psychiatric nursing but gives neither added professional rights nor rights to work independently.

Registered Nurse

- **Entry Level:** University Matriculation Certificate
- **Qualification:** BS degree in nursing, 240 ECTS, 4 years. The degree is internationally recognised and gives access to postgraduate programmes at master's level.
- **Competence List:** Icelandic nurses work autonomously and represent all aspects of nursing services provided in the country. They are in charge of nursing and legally responsible for their professional conduct. They are leaders in the field of nursing, encourage progress and are guided by the ethical code of nurses.

Nurses are educated in the key subjects of health science as reflected by the needs of society at any given time. They have sufficient professional skills to provide general nursing services, as well as management and education, in most areas of health care. Nursing studies are both practical and theoretical with a basis in natural sciences, the humanities, social sciences and nursing subjects. Nurses assess nursing needs, provide nursing diagnoses, set goals and determine treatment options for their patients follow and implement plans and evaluate treatment outcomes. Their work is grounded in evidence-based knowledge in the major disciplines of nursing and they justify their clinical and theoretical decisions by reference to research and knowledge development within the field of nursing. Nurses participate in prevention, health protection and health promotion. They have sound critical thinking skills, work independently and in collaboration with others on diagnosing and solving problems relating to sickness and health, share their knowledge and experience with colleagues and the general public, and use the best available information and computer technology for the benefit of their clients and colleagues. Nurses participate in, take initiative and manage the interdisciplinary work of health care professionals.

Specialist Nurse

- **Entry Level:** Applicants for specialist licences must have completed most of their postgraduate studies in the speciality or specialist field for which the application is made.
- **Qualification:** Master's or PhD degree and specialist recognition as specified by Regulation no. 124/2003. Specialist licences may be granted in the clinical specialities and clinical specialist fields of nursing.
- **Competency list:** Nurse specialists have an important leadership function when it comes to managing development and innovation in their specialist fields and they lead teams of professional colleagues. They have the clinical expertise to assess and provide care for clients and their families, share their knowledge and give advice to their colleagues and health science students, and encourage the acquisition of knowledge and development of critical professional thought.

Nurse specialists take part in the INA's comments on parliamentary bills, parliamentary resolutions and other strategic proposals concerning health service issues and nursing in order to advance the views of nursing and have an impact on public policy formulation.

Advanced Practice Nurse

- Entry Level: Admission requirement is the completion of a fully accredited university programme in nursing (BS degree) or the area of health sciences and related subjects, normally with a first class rating from an acknowledged university.
- Qualification: Master's degree in nursing: the programme comprises 120 ECTS. Students select a speciality within the field of nursing. Final research project gives either 30 or 60 ECTS credits. The master's programme is based on the ideology of advanced nursing practice and emphasises clinical work, research and management. Master's degree in health sciences: the programme comprises 120 ECTS and consists of six 10 ECTS courses and a 60 ECTS research project. Also offered is a 40 ECTS diploma programme in nursing and health sciences.
- Competency list: Advanced Practice Nurse embrace the ideology of nursing and focus on providing services to individuals, families and even entire communities. Their nursing services are specialized. An important part of the work of Advanced Practice Nurse is providing guidance and counselling to their colleagues.



IRELAND

Healthcare Assistant

- Entry Level: 13/14yrs primary /second level education with Leaving Certificate.
- Qualification: HETAC 6.
- Competency list: Work under the direct supervision of the Registered Nurse. They do not function as Autonomous Practitioners.

Registered Nurse

- Entry Level: minimum of 13/14yrs primary & second level education with leaving certificate.
- Qualification: Bsc (Hons).Nursing.
- Competency list: As per Nursing and Midwifery Board of Ireland. See attached.

Specialist Nurse

- Entry Level: RGN (Bsc. Nurse)
- Qualification: Post Graduate Diploma in relevant Speciality. +/-Msc
- Competency list: As per Nursing and Midwifery Board of Ireland. See attached.

Advanced Practice Nurse

- Entry Level: RGN (Bsc.nurs) Post Graduate Diploma in Specialist area.
- Qualification: Msc combined with modules identified by Irish Nursing Board.
- Competency list: As per Nursing and Midwifery Board of Ireland. See attached



ITALY

Healthcare Assistant (OSS, Operatore socio sanitario, Social and Healthcare Assistant)

- Entry Level: Two years of high school (completed with admission to the 3rd), and 17 years of age.
- Qualification: Training courses last one year, for not less than 1000 hours. It is divided according to the following theory learning modules (minimum number of hours: 450): Motivation-orientation, basic knowledge, and basic technical skills.

Subject areas: a) socio-cultural, institutional and legal, b) psychological, c) health and hygiene, d) technical and operational.

Tutorials/practical stages – minimum number of hours: 550.

In addition to the basic qualification course modules, it is possible to attend in some Regions a supplementary training course for a maximum of 200 hours, 100 of which of practical training. Modules are targeted to: elderly, handicapped, psychiatric patients, terminally ill.

Social and healthcare assistants work in hospitals, home care or in mental homes. They deal mainly with adults under nurses or other health or social professionals' supervision.

- Competency list:
 - To assist the person, especially dependent or bedridden people, in daily activities of living.
 - To perform simple activities to support diagnostic and therapeutic acts
 - To collaborate in activities aimed at maintaining physical or psychological abilities, rehabilitation, functional recovery.
 - To perform activities of socialization for individuals and groups.
 - To assist health care professionals in caring for the sick and dying patients.
 - To take care of cleaning and environmental hygiene.
 - To collaborate in welfare interventions implementation.
 - To communicate appropriately with patients and their families.
 - To use information tools for recording of implemented activities.
 - To collaborate in verifying the quality of Services.

Nurses have mainly lost control of these courses, managed by other professionals, and at local, regional and national level no control on their number has been put in place (erosion of nursing profession).

Registered Nurse (Infermiere abilitato)

- Entry Level: Pre-registration Nursing training takes place at University, following the attainment of a high school diploma in accordance to the Directive 2005/36/EC. A mandatory access test is provided by Universities to select candidates from a general cultural point of view. However, selections are managed by entities without competence and knowledge of characteristics required to practice as qualified nurses. Nor attitudinal test or personal interviews are performed to avoid unfit and unsuitable candidate to start nursing courses. It is not yet well formalized the path through which registered nurses continues to meet the standards of the nursing board/Nurses Regulatory Body, because a competence list has not been formalized.
- Qualification: First level degree (according the Italian law). It should be equal in EU as a Bachelor's degree. The education lasts for 3 academic years and consists in theoretical and clinical work. The degree is gained through the acquisition of 180 ECTS (DM 22/10/2004, n. 270). Clinical training takes place in clinical areas of hospitals and in social and health care services in the community. No control is, actually, in place at regional or national level for accreditation of clinical placements sites, hospitals, or universities. Final examinations (practical test, and dissertation of a written work) make each graduate fit for practice as in the Evaluation Commission are present two members nominated by the local Nurses Regulatory Body.
- Competency list: The following are extracted by Italian law (DPR n. 739/94). The Italian national Nurses Regulatory Body did not developed a more specific competence list. Nurses participate in the identification of health needs of the person and the community, they:
 - c) plan, manage and evaluate nursing care interventions;
 - d) ensure the correct application of diagnostic – therapeutic procedures;
 - e) act either individually or in collaboration with other health care and social professionals;
 - f) use, where necessary, the work of healthcare Assistants;
 - g) perform in public or private health Services, in Hospitals or at home.
 - h) contribute to the training of Healthcare Assistants and they are responsible to update knowledge throughout their professional career and participate in research projects.

Specialist Nurse

- Entry Level: Bachelor's degree; clinical experience as a nurse is not required, but a limited number of places are available.
- Qualification: it is possible to continue with two year studies at University and achieve a second level degree in Nursing (120 ECTS). There are also Master courses (level I Master's after 1st level degree; level II Master's after 2nd level degree in Nursing). They last generally one year (60 ECTS) in some clinical areas (e.g. intensive care, palliative care, elderly, pediatrics, wound care), management, research. PhD's are also available in the field of research.
- Competency list: Leadership and Management of Nursing Services, Leadership and Education of students, Deeper knowledge and training in specific clinical areas, Research. It has not been formalised how these clinical qualifications entitle to practice at a further level, nor an economic recognition of these competences is in place. In Italy this level of Nurse is prepared beyond the level of a nurse generalist, but it is not clearly formalized how he/she is authorized to practice as a specialist with advanced expertise in a branch of the nursing field.

Advanced Practice Nurse

In Italy such formalized competence is not present at the moment. A revision of all Nursing education levels, after more than 15 years in University, would be welcomed.



LITHUANIA

Healthcare Assistant (assistant of nurse)

- Entry Level: Secondary school, 12 years of education
- Qualification: Not less than 360 hours duration of the studies. At least 60 percent of studies should be development of practical skills. Training sessions must be led by nursing professionals with at least 3 years of work experience; after completion of the training program and passing an examination, the qualifications of nursing assistant is given and registered qualification certificate issued by the Ministry of Education.
- Competency list: The nursing assistant
 1. must be familiar with:
 - Human anatomy and physiology, pathology, hygiene, pharmacology;
 - Nursing theory and use it in practice;
 - extreme human conditions, and the ways to react
 2. be able to perform nursing manipulations technically;
 3. must know:
 - requirements of aseptic and antiseptic, be ready to make and use disinfectants according to Hygiene requirements
 - care of lethal conditions

All the standard of work of nursing assistant is described in specific document so called Medical Norm "Nurse assistant". Lithuanian text is available:

<http://www3.lrs.lt/pls/inter3/oldsearch.preps2?Condition1=99950&Condition2=>

Registered Nurse

- Entry Level: Secondary school, 12 years of education
- Qualification: General practice nurse qualification can be acquired in a higher education institution (college or university) after completion of nursing degree program. Bachelor in nursing diploma, qualification – general nursing practitioner. General practice nurse is engaged in the general practice of nursing in health care institutions which have a license for provision of general nursing

practice services and/ or other personal care services provided in accordance with requirements of the national legislation.

- Competency list: The competencies of General practice nursing professional consist of knowledge, abilities and skills which are acquired during the studies. Professional qualification should be constantly improved, in regard to the ongoing nursing research and practice developments.

General practice nurse needs to know:

- national and international health policy;
- legal acts in health care;
- health care administration features;
- teamwork and team building principles in health care;
- principles of health promotion and disease prevention;
- nursing process, nursing models;
- occupational safety and health principles;
- hygiene requirements;
- structure of the human body, organs and organ systems;
- physical and mental developmental stages of the human being and their characteristics
- the most common symptoms of the diseases of the body systems, pathways and potential complications;
- medical devices, operation and management;
- procedures of collecting of the samples and transportation to the laboratory;
- The pharmacokinetics and pharmacodynamics of the basics medicines, drug storage rules and methods of use;
- Basic medical rehabilitation principles, methods, and tools;
- Applied nursing research studies and its performance.

General practice nurse should be familiar with:

- Impact of social, cultural, economic, historical, and (or) political factors on human health;
- professional ethics;
- human anatomical and physiological characteristics of a different of ages ;
- general body reactions to the disease ;
- pathological processes of the human body;
- biochemical and clinical studies;
- dietetic principles
- specialized health care and nursing;
- immunization impact;
- pain management;
- basic of tanatology .

General practice nurse should be able to:

- recognize the symptoms of the diseases , to know the spread ways and possible complications ;
- identify the care needs of individuals of different age;
- Mental health problems of patients with features of nursing
- pregnant women and nursing moms features ;
- Evaluate the indications and contraindications of nursing manipulations
- Prepare medical devices for disinfection and sterilization techniques.

General practice nurse should be able to:

- identify health care needs of the individuals at different age;
- create a customized care plan and adopt it;
- perform nursing actions:
 - to organize nurse workplace according asepsis and antisepsis requirements;
 - to work with medical devices and perform their maintenance;

- to prepare solutions for the cleaning and disinfection;
- preparation, packaging sterilization of medical devices and storage;
- to select nursing instruments;
- to prepare the patient for diagnostic tests, to explain the diagnostic process and potential complications;
- monitor vital signs of the patient,
- take blood samples for diagnostic testing;
- measure the level of glucose in the blood;
- Investigate the blood group;
- Collect samples of urine, stool, sputum, stomach content for diagnostic testing;
- collect, process and send samples of biological material for diagnostic testing
- Prepare the patient for the puncture procedure, send punktato sample for diagnostic testing;
- Prepare the patient for biopsy and send a sample for diagnostic testing ;
- assess the patient's hygiene;
- hygienic care of the skin and appendages;
- Care about baby's umbilicus;
- wash the vagina, make vagina instillation;
- Wash ears and eyes of the patient;
- clean the nostrils;
- hygiene of oral cavity;
- wash the patient;
- change the patient's linen, bedding;
- carry bedsore prevention and care;
- change the patient's body position;
- transport the patient;
- measure, evaluate and record the temperature of the body;
- measure, evaluate and record the blood pressure;
- calculate, measure and record pulse rate, and respiratory rate;
- prepare for defibrillation and assist during the procedure;
- record electrocardiogram
- perform external cardiac massage and artificial respiration;
- measurement of vital capacity;
- extraction of respiratory secretions;
- restore the upper airway with oropharyngeal nazofaringial tube;
- prepare for oxygen therapy;
- maintain the tracheostomy tube;
- perform bladder cathetersation with soft catheter;
- maintain bladder catheter;
- monitor, assess and document the patient's urine output;
- washing the bladder, bladder instillation perform with soft catheter;
- injections (into the skin, subcutaneous, intramuscular, intravenous);
- prepare large doses of cytostatics for the infusion ;
- prepare injection / infusion with antibiotic;
- prepare for and conduct a drip infusion , change solutions ;
- prepare for and conduct blood and blood components;
- insertion of peripheral venous catheter ;
- maintenance of peripheral and central vascular catheters ;
- work with pumps and dispensers drops ;
- vaccination of children and adults, according to the law
- monitor and assess the patient's fluid balance ;
- feeding and watering the patient;
- organize food distribution for patient

- assessment of neonatal nutrition ;
- evaluate the condition of mother 's breasts
- gastric lavage of conscious patient;
- feed the patient through a tube stoma
- maintain enteric feeding tube
- preparation of parenteral nutrition solution
- giving an enema
- Insert the gas tube, and take care of it
- selection and use of bed dish
- using and changing diapers
- promote urination reflex
- maintain artificial body openings;
- distribute, administer hard (or) liquid forms of medications for the patient, monitor their effects, and secondary reactions of the body
- documentation of drug use
- insert vaginal, rectal suppositories
- instill drops into the eyes, nose , ears
- determine visual acuity
- determine the visual refraction
- assessment of peripheral vision
- measurement of intraocular pressure
- check the hearing by whisper, language and audio language
- perform anthropometric measurements
- usage of ointments
- stop external bleeding
- put compresses and wet lotions and damping
- preparation and use of therapeutic baths
- heat or cold applications
- bandage, wound care , removal of wound sutures
- put splints for immobilization, plaster bandages assist for trauma physician or surgeon;
- maintain drains
- prepare the patient for the operation;
- determine the intensity of pain using pain scales ;
- conduct the prevention of nosocomial infection
- provide the necessary information to the patient and his relatives when discharging patient home or to another health care institution
- to teach the patient and his relatives
- organize the arrange of the body of the deceased
- processing of medical waste
- according to your doctor appointments accurately and systematically perform the procedures (interventions)
- evaluate nursing outcomes
- work with health care professionals in a team
- provide emergency medical assistance
- Fill and manage nursing documentation, work with installed computer programs
- find, manage, store, organize and communicate the information
- to carry out applied research in nursing research, nursing education , and exercise practices;
- measure and record the state of consciousness;
- provide assistance for sick and vomiting patient;
- assist patients with walking difficulties to walk, use aids if required.

The information is from Medical Norm "General nursing practitioner", available in Lithuanian:
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=401304

Specialist Nurse

- Entry Level: Nursing Bachelor diploma
- Qualification: There are nursing specialisations:
 1. Community nursing,
 2. Anaesthesia and intensive care,
 3. Mental health nursing
 4. Operating room nursing
 5. Urgent health care specialist

General practice nurse or midwife acquires specialization in the institution of higher education (university or college). The appropriate document is issued by the institution. The length of studies depending on the specialization and varies from 480 to 960 hours of studies. General practice nurse, in order to engage in special nursing care, must have a valid license to practice in general nursing and the nursing specialization acquisition document.

- Competency list: Basic competencies are the same as for general nursing practitioner plus the additional competencies of specialised area.

Advanced Practice Nurse

In development. Workgroup at Ministry of Health of Lithuania continuous discussions about the possibility to prepare new specialists – advanced nursing practitioners – and incorporate in national labour market.



MACEDONIA

Healthcare Assistant

- Entry Level: 9 primary education and 4 years of secondary vocational or general education. The duration of the course for the health care assistant is 320 hours both of theory and practice.
- Qualification: This type of health care workers are auxiliary workers that get Certificate for their training
- Competency list: Work under the direct supervision of the Registered Nurse. They do not function autonomously. On national level they mainly are engaged in most simple tasks such as transportation of the patients and serving meals to the patients. Work mainly in hospitals.

Registered Nurse

- Entry Level: In the vocational secondary education schools for nurses the entry level is after finishing primary education (9 years). In the higher education for nurses (at the University) the entry level is after finishing secondary school (vocational or general high school).
- Qualification: Diploma in nursing
- Competency list: There is no difference in the competencies for nurses who have finished secondary nursing school and the nurses who have finished the higher education. Both types of nurses are working according to the ICN list of competencies.

Specialist Nurse

- Entry Level: After finishing higher nursing education. The education is 1 year in length (60 ECTS)
- Qualification: Diploma in relevant Speciality, such as in Specialist in Family Nursing and Patronage, Mental Health Nursing, Operating Theatre Nursing, Midwifery (Perinatal care and Primary health care, Geriatric and Palliative Care Nursing, Intensive Care and Reanimation, Anaesthetic Nursing. Specialist in Oncology Nursing is planned for next year.

- Competency list: They have special competencies in their field of practice.

Advanced Practice Nurse

We don't have Advanced Practice Nurse.



NETHERLANDS

Healthcare Assistant

- Entry Level: Minimum of 10 years of primary and secondary school.
- Qualification: HCA level 1 or 2, depends on education
- Competency list: The health care assistant provides basic care, support autonomously functioning.

Registered Nurse

- Entry Level: Minimum of 11 years of primary and secondary school.
- Qualification: Bsc
- Competency list: They help with the daily care, they perform nursing procedures, they are responsible for the implementation of the treatment plan, they work with physician and other professionals, they Observe and signals, they provide information to patients and family and they guide patients through difficult and uncertain times.

Specialist Nurse

- Entry Level: Bsc and two years working experience.
- Qualification: Msc
- Competency list: They balance between the nurse profession and the medical world. In addition to the four main tasks of a nurse—promoting health, preventing diseases, restoring health, within its own area of expertise. They have a treatment relationship with patients, are responsible for the activities undertaken within it carried out and submit if necessary, shall be responsible to colleagues, doctors and executives.

Advanced Practice Nurse

- Entry Level: Bsc and two years working experience in the area you want to specialize in.
- Qualification: Msc
- Competency list: independent consultation and physical examination, diagnosis and performs treatments. They write meds for. They coordinate the care for your patients. They answered questions from patients and provides information about operations. They performed medical procedures, such as the building of drips, insertion of umbilical vein line, performing a lumbar puncture or a mask balloon resuscitation. They are working with it to improve the quality of care. This is done for example by you with research. They will keep you busy with knowledge transfer and advises other professionals. They give for example les to both nurses and physician assistants and sometimes even also to doctors. For example, they also give information to patient organisations.



NORWAY

Healthcare Assistant – No comments.

Registered Nurse

- Entry Level: 13 years of school. It must include subjects that give entry to the university level

- Qualification: Bachelor in Nursing
- Competency list: Promotion of health and health care prevention; Health and nursing care, sickness and treatment: effects upon the individual considering quality of life, comfort, hope and coping; Teaching and guiding patients and family; Professional attitudes and practice; Professional development, patient safety and research; Health organizations, leadership, policies and laws.

Specialist Nurse

- Entry Level: Bachelor in Nursing
- Qualification: Certification in a speciality
- Competency list: Varies according to speciality

Advanced Practice Nurse

- Entry Level: Bachelor in Nursing
- Qualification: Master in Nursing
- Competency list: Varies according to speciality



POLAND

Healthcare Assistant (From 2007/2008)

- Entry Level: **Minimum of 10 years** of primary and secondary school
High school diploma (Abitur is not required), one year study (two semesters)
A medical certificate with no contraindication to undertake a study in the medical profession
guardian of occupational medicine
Health Assistant is the person, who:
graduated from vocational school or post-secondary school and obtained professional hygienist title in hospital or title nursing assistants,

or

graduated from vocational school, public or non-public school rights of public or public post-secondary school or non-public school rights and obtained a degree of professional competence in the profession of medical caregiver.
- Qualification:
 - a) Identify and solve problems and caring person with a dependent with varying degrees of disease severity and age;
 - b) To help the person ill and dependent on meeting basic biological needs;
 - c) Assisting a person ill and dependent on the maintenance of social activity;
 - d) Activation of the sick person and to increase self-reliant life;
 - e) Providing a person ill and dependent physical safety and welfare;
 - f) Providing a person ill and dependent hygienic environment;
 - g) Perform personal hygiene;
 - h) Cooperate with a team of caring and therapeutic;
 - i) Assist the nurse in the performance of nursing procedures;
 - j) Use devices, accessories and tools to carry out personal hygiene;
 - k) Maintenance supplies and tools used in the performance of nursing procedures;
 - l) Popularization of healthy behavior.
- Competency list:
 - identify problems caring person ill and dependent
 - collaborate with the nurse in planning and implementing a plan of caring for a sick and a dependent;

- assist the nurse in the performance of nursing procedures
- to care for a sick person and a dependent according to your doctor or nurse
- help a person ill and dependent on meeting the needs associated with maintaining body clean
- make grooming a person ill and dependent
- help a person ill and dependent on meeting the needs of nutrition, excretion, maintaining physical activity, the use of orthopaedic and rehabilitation equipment
- helps a person ill and dependent on adaptation to life in the hospital and the changes associated with chronic illness or old age
- helps a person ill and dependent in communicating with family welfare and therapeutic team and with other patients
- provide emotional support to ill and dependent person and her family
- first aid in cases when a health risk
- disseminate health behaviors
- document made grooming
- Computer support utilities necessary work
- To establish and run their own business

Registered Nurse

- Entry Level: .12 years General education, mature
- Entry Qualification: BSc (Dir 36/2005/WE)

I. GENERAL REQUIREMENTS

- Undergraduate degree in nursing last not less than six semesters.
- Number of hours and practice cannot be less than 4720.
- ECTS is not less than 180
- Studies have practical profile.
- Field of study is in the area of education in the field of medical sciences, health sciences and physical education.

According to the nursing standards act – delegated act (*Act on Professions of Nurse and Midwife* –Dz.U.2011.174.1039, Art. 52.) ROZPORZĄDZENIE MINISTRA NAUKI I SZKOLNICTWA WYŻSZEGO
http://www.dk.uz.zgora.pl/standardy/R_MNISW_9_maja_2012_lekarskiego_itp.pdf

II. GENERAL LEARNING OUTCOMES

Obtained a bachelor's degree nursing graduate undergraduate degree in nursing, which:

1) within the knowledge has:

- a) detailed knowledge of nursing,
- b) the general knowledge of other medical sciences
- c) knowledge of regulations, ethical standards and professional conduct relating to the practice as a nurse;

2) the ability to be able to:

- a) the use of existing knowledge to ensure safety and a high level of care,
- b) provide benefits in terms of promoting, maintaining health and preventing disease,
- c) perform a comprehensive and individualized patient care for disabled and dying,
- d) alone to practice in accordance with the general principles of ethics and professional and holistic approach to the patient, taking into account the respect and the respect of their rights,
- e) to organize own work, establish cooperation in health care and to initiate and support community action for health;

3) social competence:

- a) communicate effectively and compassionately with the patient,
- b) is aware of the factors affecting the reactions of their own and the patient,
- c) is aware of the need for a permanent, lifelong learning.

First graduate degree in nursing is ready to embark on the second stage.

III. PRACTICAL

Developing practical skills in natural conditions is preceded by the evolution of these skills in simulated conditions – in the studios of nursing skills.

Practical training may be based on the basis of their own universities or companies – therapeutic entity.

The place of practical training – practical training and apprenticeships – to be divisions: Internal Medical, Surgical, Pediatric (Infant, Newborn Pathology), Neurological, Psychiatric, Emergency Medicine, Intensive Care, Long Term Care, Obstetrics and Gynecology in the multi-profile hospitals with regional, in centers, nursing home and school environment, and hospices.

Practical classes are conducted under the guidance and direct supervision of a university teacher. Apprenticeships are carried out under the direction of a person driving practice (nurses), an employee of a business entity medicine. Supervision of the exercise of professional practice in the university tutor.

IV. CLASSES PRACTICAL AND PROFESSIONAL PRACTICE

During the practical training – practical courses and apprenticeships – in the basics of nursing care and specialized care undergraduate student acquires skills, including:

- 1) independent practice in accordance with the principles of general ethics and professional holistic and individualized approach to the patient with respect and respect for their rights;
- 2) identification of conditions and health care needs of the patient;
- 3) health promotion and health education of the individual and of society;
- 4) identification of patient care problems;
- 5) planning and administration of nursing care of the patient;
- 6) self-giving in particular the benefits of preventive, diagnostic, therapeutic and rehabilitative medical and performing rescue operations;
- 7) the establishment of cooperation with members of the care team in the prevention, diagnosis, treatment, rehabilitation and nursing;
- 8) independent judgments on the nature and extent of care and nursing services;
- 9) environmental organization hospital and home care;
- 10) organization and planning work on their own workplace;
- 11) prepare the patient for self-care and caregiver to care for the patient.

The curriculum is based on the Polish Law (standards UE)

- Competency list: not exist in the law

Specialist Nurse

- Entry Level: minimum nursing diploma (secondary Medical School, BSc and it is possible continuing education after master degree in nursing (general nurse) they have the same competencies and title specialist (depend of name of specialization):

The programme comprise the following: comprehensive education block (11 modules) and specialist education block (depend of specialization). Nurses with PhD and MA degree can obtain an exemption from the Ministry of Health of all or parts of the specialization, depending on competencies – confirmed: courses, experience in practice.

The total number of hours is 900–1200 hours of instruction, including a “general block” – 330 hours. Number of hours per unit specialized for certain specialized annexes to the Regulation No. 2–27 (delegated act mentioned above). Modules in “General Topic in Nursing” consists from:

- I. Elements of psychology
- II. Selected issues on epidemiology and demography,
- III. Didactics with medical education
- IV. Sociology of family health
- V. Ethics, deontological philosophies and law
- VI. Research in nursing
- VII. Organisation and management with elements of economics of health protection
- VIII. Social policy and public health
- IX. Assessment of health condition and physical examination
- X. Nursing theories
- XI. Personal development
- XII. Computer science and statistics in nursing practice

Subject:

- 1) clinical examination
 - general condition,
 - main complaints, afflictions,
 - core disease,
 - history of the past diseases, history of the afflictions with functions of particular systems and organs,
 - family history
- 2) clinical examination: general health condition, mental condition, skin, subcutaneous tissue and lymph nodes, sensory system, mouth, throat, neck, chest and lungs, cardiovascular system and circulation, abdominal cavity, anal areas and sex organs, nervous system, musculoskeletal system, examination of a pregnant woman during her first check up and in advanced pregnancy, obstetric ultrasonography,
- 3) diagnostics: laboratory diagnostics, medical imaging, electrodiagnostics, cardiographic and ultrasound examination,
- 4) health risk conditions: diagnosis, non-pharmacological treatment, qualified non-pharmacological treatment, pharmacological treatment
- 5) analysis of clinical, patient and additional examination results
- 6) health condition assessment of the patient; nursing diagnosis

Types of specialization:

- 1) Family Nursing
- 2) Occupational Nursing
- 3) Nursing in School
- 4) Social Nursing

- 5) Geriatric Nursing
- 6) Cardiology Nursing
- 7) Nephrological Nursing
- 8) Diabetes Nursing
- 9) Pediatric Nursing
- 10) Surgical Nursing
- 11) Operating Nursing
- 12) Anesthesiology And Critical Care Nursing
- 13) Oncological Nursing
- 14) Psychiatric Mental Health Nursing
- 15) Long-Term Care Nursing
- 16) Neurological Nursing
- 17) Palliative Care Nursing
- 18) Emergency Nursing
- 19) Nursing On Health Promotion And Health Education

During last two years we are working on reduce the number of specialisation and PNA disseminate idea to change education for the second level – MA with specialisation, but it is difficult to enter due to the resistance of some bodies.

- Qualification: Certification in a speciality
- Competency list: Varies according to speciality

Advanced Practice Nurse

- Entry Level: We don't have in the regulations about APN, in this year one hospital was established APN according to internal regulations in the hospital – APN in wound care, entry level MA in Nursing, Specialisation and CPD course about wound care, without the re-accreditation system on the national level, only in the hospital
- Qualification: MA, specialisation, specialists courses (internal regulation on the hospital level)
- Competency list: according to ICN APN competency list, stressed to wound care consultation, wound care management.



PORTUGAL

Healthcare Assistant

- Entry Level: 9 years of general education
- Qualification: Level 3 or 4 of the European Qualifications Framework with a 3 year of education
- Competency list: The Technical Health Assistant (Portuguese denomination) is a professional who assists in the provision of health care to clients in the collection and transportation of biological samples, in cleaning, sanitizing and transportation of clothing, materials and equipment, cleaning and sanitizing of spaces and logistical support and the different administrative units and health services, under guidance of the health professional. This referral of the Technical Health Assistant was approved in Portuguese law in 2010, but in the majority of health services the healthcare assistants does not comply with this. Before the approval of these law the criteria for entering the profession was defined by the health institution. It's common to find healthcare assistants that started working in health institutions without any training in the area.

Registered Nurse

- Entry Level: 12 Year – equal to the access to university level
- Qualification: Level 6 of EQF, and compliant with the Directive 2005/36/CE
- Competency list: The competency list complies with the Directive 2005/36/CE. In national law nursing care and interventions are defined in the following way:

Characterization of the nursing care

Nursing care is characterized by:

1. Having as ground an interaction between the nurse and patient, individual, family, groups and community;
2. Establishing a helping relationship with the patient;
3. Using scientific methodology that includes:
 - a) The identification of general health problems and particularly nursing problems , of the individual, family, groups and community;
 - b) Collecting and analysing of data presented in each situation;
 - c) Elaboration nursing diagnosis;
 - d) Elaborating and performing the plans for rendering nursing care;
 - e) Correct and appropriate prosecution of the necessary nursing care;
 - f) Assessment of the rendered nursing care and reformulation of the interventions;
4. Include, according to the dependency degree of the patient, the following forms of action:
 - a) Replace the functional competence in which the patient is totally incapacitated;
 - b) Help to fill in the functional competence in which the patient is partially incapacitated;
 - c) Guide and supervise by informing the patient on ways that change the behaviour in order to obtain healthy lifestyles or to recover health, accompany this process and introduce the necessary corrections;
 - d) Forward by directing to the appropriate resources, taking into account the existing problems, or promote the intervention of other health professional, whenever the problems identified cannot be solved only by the nurse;
 - e) Assess, by verifying the results of nursing intervention through observation, the answers of the patient, family or others and of the records made.

Nursing professional exercise

1. During the exercise of their functions, the nurses should adopt a responsible and ethical conduct and act on the respect of the rights and interests legally protected of the citizens.
2. The nurses' exercise of the professional activity has as main purposes: health promotion, illness prevention, treatment, rehabilitation and social reinsertion.
3. Nurses have an action of functional complementarity regarding other health professionals, but with equal level of dignity and autonomy in the professional practice.

Nurses' interventions

1. Nurses' interventions are autonomous and interdependent.
2. Autonomous actions are those performed by nurses under their sole initiative and responsibility, according to the respective professional qualifications, either in clinical practice, management, teaching, training or consulting, with the contributions of nursing research.

3. Interdependent intervention are those actions performed by the nurses together with other technicians, according to the respective professional qualifications, to obtain a common goal, that result of action plans previously defined by the multidisciplinary teams in which they are integrated and of the prescriptions or guidance previously formalized.
4. For duly purposes of the preceding numbers and in concurrence with the nursing diagnosis, the nurses according to their professional qualifications:
 - a. Organise, coordinate, execute, supervise and assess nursing interventions on the three levels of prevention;
 - b. Decide on techniques and means to be used on rendering nursing care, empowering and maximizing the existing resources, creating trust and active participation of the individual, family, groups and community;
 - c. Use techniques proper to the nursing profession in order to maintain and recover the vital functions, namely respiration, nourishment, elimination, circulation, communication, cutaneous integrity and mobility;
 - d. Participate in the coordination and dynamization of activities inherent to the health/illness situation, regardless if the patient is hospitalized or receiving ambulatory or domiciliary care;
 - e. Proceed with the administration of the therapeutic prescription, detecting its effects and acting in concurrence, and in emergency situations they should act according with the qualification and knowledge they have in order to obtain the maintenance or recovering of the vital functions;
 - f. Participate in the elaboration and fulfilment of the protocols related with rules and criteria regarding the administration of treatments and medications;
 - g. Teach the patient on how they should administrate and use the medication or treatments.
5. Nurses conceive, fulfil, promote and participate in research projects that look for the progress of nursing in particular and of health in general.
6. Nurses contribute, during the exercise of their profession in management, research, teaching, training and consulting areas, for the improvement and evolution of the rendered nursing care, namely by:
 - a. Organizing, coordinating, performing, supervising and evaluating the nurses' training;
 - b. Assess and propose the human resources necessary for rendering nursing care, establishing rules and actuation criteria and proceeding with the evaluation of the nurses' performance;
 - c. Propose appropriate protocols and information systems to the provision of care;
 - d. Issue a technical opinion on facilities, materials and equipment used on providing nursing care;
 - e. Cooperating on the elaboration of protocols between health institutions and schools, that enable and stimulate the trainees' learning;
 - f. Participate on the evaluation of the population's needs and of the existing resources regarding nursing and proposing a general policy for the exercise, teaching and training of the nursing profession;
 - g. Promote and participate in the studies necessary for the restructure, upgrading and valuation of the nursing profession.

Specialist Nurse and Advanced Practice Nurse

- **Entry Level:** 4 years higher education degree in nursing + at least 2 years of professional experience as a general care nurse.
- **Qualification:** Level 6 or 7 of the EQF. In some nursing schools the specialist nurse obtains the master degree and the professional title of specialist nurse (title protected by national law), while

in others nursing schools the specialist course only allow the use of the professional title, but does not confer the master degree.

- **Competency list:** In Portugal there are 6 areas for specialization for nurses: community nursing specialist; medical and surgical nursing specialist; rehabilitation nursing specialist; infant health nursing and paediatrics specialist; maternal health nursing and midwifery specialist; mental health nursing and psychiatrics specialist.

There are common competences for all specialist nurses defined in Portuguese law. They are:

- 1. Competences in the field of professional responsibility, ethical and legal:**
 - a) Develops a professional and ethic practice in its intervention field;
 - b) Promotes care practices that respect human rights and professional responsibilities.
- 2. Competences in the field of continuous quality improvement:**
 - a) Plays a leading role in developing and supporting institutional strategic initiatives in the area of clinical governance;
 - b) Develop, manage and collaborate on programs of continuous quality improvement;
 - c) Creates and maintains a safe and therapeutic environment.
- 3. Competences in the field of care management:**
 - a) Manages care, optimizing the response of the nursing team and its co-workers and the articulation in the multidisciplinary team.
 - b) Adapts leadership and resource management to situations and context aimed at optimizing the quality of care.
- 4. Competences in the field of professional learning:**
 - a) Develop self-awareness and assertiveness;
 - b) Sustain its specialized clinical praxis in sound and valid standards of knowledge.

Each competence presented in the preceding paragraphs are completed with descriptive units of competency and assessment criteria that we don't copy to this document, but that we can provide if needed.

Beside the common competences for all specialist nurses in Portugal, each of the 6 speciality areas has its specific competences, also published in Portuguese law. The Ordem dos Enfermeiros has a document already translated to English with these specific competences that can be provided if needed.

Of note, in Portugal the specialist nurse is the highest qualification level recognised, the diploma and work experience are the entry level to be recognized as specialist nurses by this institution that issues the professional title.



ROMANIA

Healthcare Assistant

There is no qualification for this profession

Registered Nurse

- **Entry Level:** General access requirements to non university level of education are 12 years of education with or without final exam/ leaving certificate. General access requirements to higher education are 12 years of education with final exam/leaving certificate.
- **Qualification:** There are two level of qualification: non university level, 3 years duration (4600 hours), and university level with 3years (180 credits) to/or 4 years (240 creditis). The education consists of a theoretical and a clinical part.
- **Competency list:** They do not function as Autonomous Practitioners.

According to art.6 from Emergency Ordinance no.144 of 28 October 2008 on the profession of nurse, the profession of midwifery and nursing profession and the organization and functioning of the Nurses, Midwives and Nurses in Romania (issued by the Government of Romania, published in: Official Journal no. 785 of 24 November 2008).

Activities pursued under the professional title of nurse are:

- a) determining the general health care needs and provision of general health care for preventive, curative and rehabilitation;
- b) receiving treatment, according to medical prescriptions;
- c) to protect and improve health;
- d) development of programs and operations of health education;
- e) facilitating action to protect health groups considered at risk;
- f) research activities in the field of general health care by licensed nurses;
- g) participation in environmental protection;
- h) preparation of written reports on specific activities;
- i) organization and delivery of community health care services;
- j) participation of Nursing skills as trainers, the theoretical and general practice nurses in continuing education programs;
- k) prepare health professionals auxiliary to prepare future nursing education.

Specialist Nurse

There is no program of qualification for specialist nurse

Advanced Practice Nurse

There is no program of qualification for advanced practice nurse



SLOVAKIA

Healthcare Assistant

- Entry Level: minimum age of 14 years and completed elementary education of 9 years.
 - Length of specialized study: 4 years, full time
 - Total number of hours during the study is 4224 hours – 1920 hours general education, available hours in general education 128, vocational education 2176 hours
- Qualification: is defined according to the Regulation of the Slovak Republic Government No. 296/2010 Coll., on professional qualification to practice in health care, on further education of healthcare worker, on the system of specialisation fields, and on the system of certified occupations.
 - Professional qualification for the performance specialized work activities is obtained by the specialization study in a specialized field of care for the seniors.
- Competency list: is defined according to the Decree of the Slovak Republic Ministry of Health No. 321/2005 Coll., on a scope of practice in some health professions..
 1. Healthcare assistant under the coordination of nurse or midwife independently:
 - provides basic care within the scope of study and professional practice acquired knowledge, skills and standards in nursing and midwifery,
 - provides fulfilment of biological needs related to health, illness or dying,
 - works with information system of medical equipment/ healthcare device,
 - records in the documentation implemented procedures, based on the documentation shows for the needs of health insurances and statistics,
 - instructs a person about primary care related to fulfilment of biological needs,
 - collaborates with other health professionals,
 - performs environmental hygiene including disinfection and sterilization of medical devices, instruments, apparatus and appliances,

- performs observance of the safe environment of a person including child and protection of intimacy in the providing of basic care,
 - performs first aid according to his/her professional knowledge and provides further professional help,
 - performs basic bedside care/makes a patient's bed
 - administers hygienic care to persons including children, except infants,
 - prepares operating field,
 - performs oral care including special care,
 - serves food to persons including children, except infants,
 - monitors the balance of fluid and maintains adequate hydration people including children, except infants,
 - provides care for the emptying of the colon and bladder persons including children, except infants,
 - prepares materials for dressings,
 - measures physiological function person,
 - administers activities to prevent immobility syndrome with positioning and exercises of sitting, standing and walking,
 - administers skin care expect for treatment of disorders of the skin integrity, which require the nurse or midwife,
 - applies packs, compresses and spas,
 - prepares and serves therapeutic teas,
 - administers care of permanent urinary catheters,
 - takes urine for biochemistry and examines including quantitative tests in general,
 - takes stool for biochemistry, parasitological and bacteriological examination
 - applies enemas and healing bath seat,
 - produces banding legs
 - applies medication to the skin and into the body cavities
 - applies hot and cold treatments/procedures
2. Healthcare assistant performs in collaboration with the physician a fixation of fractures of the lower and upper limbs.
 3. Healthcare assistant under the coordination of nurse or midwife in medical institutional health care entities independently except for infants and children up to age of 18
 - takes capillary blood,
 - applies insulin subcutaneously,
 - applies low molecular weight heparin subcutaneously.

Registered Nurse

- Entry Level: minimum age of 18 and completed 10 years general education or qualification completion of an equivalent standard study
In practice: – general education of 13 years: 9 years of primary/elementary school, 4 years of high/secondary school
- Qualification:
 - a higher vocational education as a trained general nurse in a relevant secondary health school in the Slovak Republic
 - Bachelor's degree in Bachelor's nursing program

Qualification is defined according to the Regulation of the Slovak Republic Government No. 96/2010 Coll., on professional qualification to practice in health care, on further education of health care worker, on the system of specialization fields, and on the system of certified occupations. Both these programs have to comply with the EU directive stating that the nursing studies have to take at least three years when studying full time and include 4600 hours, which are equally split into theoretical and practical training (professional nursing practice represents at least half of that hours).

- Competency list: is defined according to the Decree of the Slovak Republic Ministry of Health No. 364/2005 Coll., which stipulates the Scope of nursing practice provided by a Nurse independently and in Cooperation with a Physician and the Scope of midwifery practice provided by Midwife independently and in Collaboration with a Physician.
 - a. The scope of nursing practice provided by nurse independently.
The nurse:
 - identifies nursing care requirement of person, family or community and provides or performs fulfilment the needs related with health, illness or dying,
 - decides on the actions relating to the providing and management of nursing care according to identified needs of individual, family or community, to which provides nursing care,
 - participates in the implementation of the quality system and evaluates the quality of nursing care,
 - participates in the development of standards in nursing and nursing care,
 - organizes and ensures observance of interventions related to corresponding individual needs compatible with the treatment plan in the case of require if the individual medical care,
 - supports the promotion and advocacy of the needs and rights of person,
 - provides and performs activities related to the admission, release, transfer and death of the person,
 - leads the nursing documentation, controls and analyzes records in nursing documentation; uses records from nursing documentation for health insurances and statistic,
 - uses assessment scales in nursing,
 - ensures providing of continuous nursing care to the person after releasing from institutional health care to home nursing care,
 - provides nursing care for person at home environment and other natural social environment,
 - recommends health care and collaboration with other individuals and legal entities, where necessary,
 - educates the person, family or community about nursing care with an emphasis on self-sufficiency,
 - gives information about providing nursing care to person, family or community,
 - carries out nursing research, monitors requirements for nursing practice research; and conducts research with results used in nursing practice,
 - involves in the practical training in the study of nursing,
 - manages and coordinates the work of nursing team, especially healthcare assistant and ensures adherence of the relevant hygiene regulations,
 - collaborates with other health professionals,
 - involves in protection, promotion and development of public health,
 - ensures hygiene of the environment including disinfection and sterilization of medical devices, equipment, tools and equipment used in the providing nursing care and also performs disinfection and sterilization by the degree of difficulty,
 - ensures observance of the safety environment of a person and the protection of intimacy in the providing of nursing care,
 - recommends the use of non-prescription drugs, medical devices and dietary foods,
 - measures, monitors and interprets the person observed numerical and clinical data of physiological functions and vital signs to the inevitable extent of providing nursing care,
 - examines visual acuity by ophthotypes and auditory acuity in general,
 - administers nursing rehabilitation and contributes to the prevention of disorders of immobility,

- evaluates and cares for disorders of skin and mucous membranes,
 - applies poultices and compresses,
 - removes/drains secretions from the respiratory tract,
 - cares for drains, peripheral catheters and central catheters, epidural catheters, permanent urinary catheters, cannula and the stoma,
 - provides nursing care to children independently, including newborns.
- b. Nursing practice provided by nurse independently on the basis of physician indication
The nurse:
- prepares the person for diagnostic and therapeutic procedures and provides nursing care during these procedures and after them,
 - measures physiological functions and vital signs,
 - takes biological material,
 - binds up and care for wounds with the exception that their healing process require the intervention of a physician,
 - introduces gastric and duodenal probes, permanent urinary catheters in women and rectal tubes,
 - applies oxygen therapy, enteral nutrition, enemas, spas,
 - performs continuous abdominal peritoneal dialysis,
 - gives drugs in all available forms; intravenously drugs and parenteral nutrition may be administered to a written authorization doctor,
 - administers functional diagnosis
- c. in the life-saving situations physician shall make a note of written authorization additionally to provide urgent health care without delay.
- d. The scope of nursing practice provided by nurse in collaboration with the physician
The nurse performs nursing procedures related to diagnostic and therapeutic procedures that are performed by a physician:
- inserting the epidural catheter, urinary catheter for children and men,
 - surgical procedures,
 - endoscopic examinations,
 - invasive procedures and non-invasive procedures,
 - administering of contrast substances intravenously,
 - administering transfusion medication and products.

Specialist Nurse

- Entry Level: after obtaining professional qualification for the performance of profession in the category of nurse, Bachelor's degree in the Bachelor's program of study in nursing, higher vocational education/higher professional study, in the past/end of 2000 – Secondary vocational school – General nurse. Or after obtaining master's degree in the Master's nursing program.
- Qualification: is defined according to the Regulation of the Slovak Republic Government No. 296/2010 Coll., on professional qualification to practice in health care, on further education of health care worker, on the system of specialization fields, and on the system of certified occupations. Annex 3 of this Regulation describes 12 specialization fields for nurses, 2 specialization fields for nurses with Master's degree. The nurse obtains the qualifications to specialized work activities with obtaining a diploma of specialization.
 - Length of specialized study: at least 1 year or 2 years
- Competency list: specific competencies for specialist nurse are not described in the legislative documents

Advanced Practice Nurse

Advanced Practice Nurse does not exist in Slovakia.



SLOVENIA

Healthcare Assistant

- **Entry Level:** 9 years of primary school, entry age is 15 years. we call this secondary school for practical nurses. In Slovenia, there are special secondary level vocational education facilities (schools) designed to educate health care technicians / practical nurses. This 4 year vocational and technical education complies with the content of level 5 of the European Quality Assurance Reference Framework. 3. There are approximately 2.150 hours of general secondary education, 1.500 hours of theoretical professional education, 714 hours of practical training at school and in practice (210 in school cabinets, 504 in health and social institutions – under supervision of school mentor), 304 hours of practical training in health care facilities and other interest activities with approximately 200 hours.
- **Qualification:** practical nurse / health care technician.
- **Competency list:** In Slovenia, there is a national document on specific nursing interventions performed by healthcare personnel.

http://www.zbornica-zveza.si/dokumenti/Poklicne_aktivnosti_in_kompetence08.pdf

This list contains 1.576 such interventions of which the RN is allowed to perform 100 %. The health care technicians / practical nurses can perform 88 % (521 interventions) of the basic nursing care interventions, 43 % (234) of special nursing interventions and 65 % (295) of other nursing interventions. In average health care technicians / practical nurses are allowed to perform 66,6 % of the 1.576 nursing interventions.

The RN is responsible for a holistic care approach, and she is the leader of the nursing team. All health care technicians / practical nurses work under supervision of RN and tasks may be delegated by them. Competences:

- Collaborate in diagnostic and therapist interventions by following doctors' and nurses' instructions;
- collaborate in health care of adult patients, children and young persons suffering from different disease and conditions in line with the work process method;
- collaborate in administer first aid, emergency medical aid and basic resuscitation procedures until the arrival of the doctor on the scene;
- collaborate in identify needs of patients and special needs persons and quickly adapt to working process conditions;
- cooperate in a group, communicate in writing and orally with co-workers, experts, patients and family members by using basic technical terminology;
- act responsibly and ethically towards patients, family members, other close relatives and co-workers;
- use contemporary ICT, work with resources, data and materials,
- collaborate in process dentistry documentation, prepare premises, apparatuses, instruments, materials, oneself, patients and therapists as well as assist in health care procedures in dentistry before, during and after diagnostic and therapy procedures.

Registered Nurse

- **Entry Level:** 12 years of basic education (8 years of primary school , 4 years of secondary general od professional school), entry age for study nursing in higher educational level on universities is 19 years.
- **Qualification:** diploma degree in nursing (180 ECTS, 3 years study program, 4600 hours/2300 in clinical area) – RN.

- **Competency list:** The general qualifications of profession include work in prevention, health and education, processing the patient's needs for nursing care, performing tasks in the diagnostic and therapeutic processes, coordination, reporting and documenting, and conducting tasks connected with practice development. RN works in a team and assume responsibility for the nursing process and for the process of assigning a patient to members of a nursing team. Competencies:
 - the ability and knowledge to perform work according to modern nursing principles, with an emphasis on individuality, active participation, partnership and a holistic approach to patients as individuals, to their family or a group;
 - the ability to recognize the needs for nursing at the level of patients and the population, to set goals and to plan, implement, and evaluate them;
 - the ability to be part of a nursing team and to lead the team in practice, as well as the ability to act on all the levels of health care;
 - the ability to plan and implement assignments and duties in diagnostic and therapeutic patient treatment programs, according to qualifications;
 - the ability and knowledge to independently perform work in the field of health and education with the healthy and the ill populations;
 - the ability and knowledge to successfully communicate with patients and other members of the nursing and medical teams;
 - awareness of risk factors and risk population groups for the development of chronic diseases and diseases of the modern society, knowledge of a graduate's role in prevention, diagnosis and treatment of such diseases;
 - awareness of the health care and social issues brought on by an ageing society and a change in family values affecting the care of the elderly;
 - knowing and understanding the trends in nursing and its role in effective and high quality patient treatment that results in shorter waiting times, and the role of nursing as a connector between the primary, secondary and tertiary levels;
 - professional competencies in the fields of public speaking and andragogical work, the ability to prepare materials for the layman population and the ill population, understanding the role of a RN today and in the future in terms of health education of the healthy and the ill populations;
 - the ability to establish positive professional identity, and to understand and accept the way a nurse's profession is perceived;
 - understanding the necessity of adjusting nursing procedures with the legislation and with legal, moral and ethical responsibilities in professional and personal lives;
 - the ability to integrate new discoveries of related sciences (medical science, social sciences and natural sciences) and use them in relation to nursing in work as a RN;
 - the ability to conduct research work in nursing and understanding its importance for the development of nursing;
 - understanding the need for self-study and postgraduate study, understanding the importance of life-long learning.

Specialist Nurse

- **Entry Level:** IN DEVELOPMENT: we don't have this profile yet, we are in process for develop it, in NACIONAL STRATEGY OF NURSING 2011–2020 we have 10 specialization. We will develop specialization as postgraduate programme (60 ECTS, minimum 50% in clinical area). The holder of the study program for specialization will be higher educational institution with cooperation with Nursing chamber.

- Qualification: specialist in with advanced expertise in specific nursing area (oncology, gerontology, community nursing, wounds, pediatrics....).
- Competency list: we haven't developed them yet.

Advanced Practice Nurse

- Entry Level: We recognize on this level master degree in nursing. We have master degree in nursing from 2007. Entry level is diploma degree in nursing (180 ECTS, 3 years study).
- Qualification: The master degree, 120 ECTS, 2 years study program.
- Competency list: The program enables to develop knowledge and skills in:
 - the nature of theories, knowledge, philosophy, science, and expert practice in nursing;
 - modern discourse in the theory and development of nursing practice;
 - planning and implementation of research, including data collection and analysis;
 - complex evidence-based nursing practice;
 - ethical principles in the research and practice of nursing;
 - organization, management, leadership, and quality in nursing;
 - education and training for students, new employees in clinical nursing practice, and new mentors.

Intellectual competencies:

- critically assess the information available in specialist literature and other sources, forming conclusions based on these facts by applying deduction or induction;
- provide explanations or theories about clinical nursing practice through the processes of observation and discussion;
- prepare an appropriate plan for activities, solutions, or strategies in connection with a project or a study;
- discuss topical subjects, issues and challenges facing nursing and health care clinical practices with co-workers and university lecturers;
- reflect on the sensitive situations in clinical nursing practice, and on the contributions of each health care professional;
- study different best practice models or recommendations before adopting a decision for an action plan;
- make planning strategic by considering the predominant goals and circumstances.

Transferable competencies:

- demonstrate knowledge and skills by using information technology (compiling, storing, receiving, and sending information in various forms);
- get access to, obtain, interpret and use information and evidence in an appropriate way, including numerical data, searching for and obtaining information and evidence from various sources, their interpretation, analysis, synthesis, and evaluation, effective use of information and evidence for professional goals;
- demonstrate efficient communication skills, write specialist and research papers;
- collaborate with individuals and groups in different situations and environments in order to achieve common objectives;
- demonstrate personal organizational skills and personal responsibility level, recognize and efficiently use sources, recognize priorities among several projects, efficiently manage time, take initiative and demonstrate personal responsibility;
- contribute to change implementation management, help assess the needs for change implementation, recognize possibilities, decide for a specific option or strategy, be actively involved in its implementation and evaluation of effects;
- demonstrate the ability for critical thinking; use your intellectual capabilities in order to show the right judgment;

- reflect on actions and achievements in an appropriate way, and find ways in which to improve them, recognize the need for further professional development, think about your decision-making capabilities in a complex and unpredictable environment.



SPAIN

Healthcare Assistant

- **Entry Level:** Mid-Level Vocational Training Programme
TO PURSUE A MID-LEVEL VOCATIONAL TRAINING PROGRAMME THE CANDIDATE MUST:
 - ✓ Hold a Secondary Education Certificate.
 - ✓ Hold a Technician or Assistant Technician Certificate.
 - ✓ Have successfully completed the second Bachillerato Unificado Polivalente course (mid-high school).
 - ✓ Have successfully completed the mid-level vocational training programmes admission exam (there is a minimum age requirement of 17, effective on the year that the exam is undertaken).
- **Qualification:** /**Competency list:**

General Competency:

Provide the patient-client auxiliary care, and take responsibility for the sanitary conditions of their environment as a member of a nursing team in specialized and primary care centres, under the supervision of a registered nurse or, if appropriate, as a member of a healthcare team in healthcare provision derived from private practice, under appropriate supervision.

Competency Units:

- Prepare the materials and process the information of the practice/unit, in the relevant areas of competency;
- Provide nursing auxiliary care to the patient/client;
- Ensure the sanitary conditions of the patient's environment and of the healthcare materials/instruments that are utilised in the various practices/units/services;
- Collaborate in the provision of psychic care to the patient/client, perform the implementation of psychological support techniques and health education within their scope;
- Perform instrumentation tasks on dental health equipment.

Registered Nurse

- **Entry Level:** Primary and Secondary education (A duration of 12 years) *Prueba de Selectividad* (University admission Test)
- **Education and training:** The Nursing Degree is made up of 240 ECTS credits that are distributed in 4 academic courses, which are composed of 60 ECTS credits each. Each course is made up of 2 semesters of 30 ECTS credits. The Degree structure contains different types of subjects: Core subjects, Compulsory, Optional, Clinical Internships and Degree Final Project. In addition to achieving the objectives, skills and competencies established in European, national and regional regulations on the basic education for the nursing profession, registered nurses must:
 1. Have sound scientific education and training which, based on the basic sciences, contribute to the continuous development of the nursing sciences;
 2. Be capable of leading strategic processes of nursing care in the context of integrated patient care;

3. Commit to a culture of quality and continuing improvement as the masterpieces for the development of the nursing profession;
 4. Be permanently educated and trained as well as committed to patient safety;
 5. Take on the new competencies and responsibilities that, according to the legislation, the nursing profession must put at the service of citizens;
 6. Access with the best possible conditions to postgraduate university education as well as to specialized healthcare training;
 7. Recognize the new information and communication technologies as key instruments to access life-long training;
 8. Commit to research and scientific evidence as the fundamentals of innovation and progress in care provision;
 9. Commit to the person, family and community respecting the culture, the diversity and committing to peace and solidarity by offering society at all times the best quality with the resources available;
- Competency list:
 1. To be capable in the field of nursing to provide technical and professional healthcare appropriate to the health needs of the people they care for, considering latest scientific developments and with the level of quality and safety established in the legal and ethical regulations applicable;
 2. To plan and provide nursing care aimed at individuals, family or groups oriented towards health outcomes and assessing their impact through clinical practice and healthcare provision guides describing the processes to diagnose, treat or care a health issue;
 3. To know and apply the nursing theoretical and methodological fundamentals and principles;
 4. To understand the interactive behaviour of the individual according to the gender, group or community within the social and multicultural context;
 5. To devise healthcare systems aimed at individuals, family and groups assessing their impact and making appropriate modifications;
 6. To base nursing interventions on scientific evidence and on the available means;
 7. To understand people without prejudices considering their physical, psychological and social aspects as autonomous and independent individuals ensuring respect for their opinions, beliefs and values and ensuring the right to privacy through confidentiality and professional secrecy;
 8. To promote and respect the right of participation, information, autonomy and informed consent in decision-making by the individuals recipients of care according to the way they live their health-illness process;
 9. To promote healthy lifestyles and self-care supporting preventive and therapeutic behaviours;
 10. To protect the health and wellbeing of individuals, families or groups recipients of care ensuring their safety;
 11. To establish effective communication with patients, family, social groups and colleagues promoting education for health;
 12. To know the code of ethics and conduct of Spanish nursing understanding the ethical implications of health in the context of a changing world;
 13. To know the principles of social and healthcare funding and to make appropriate use of the available resources;
 14. To establish assessment mechanisms considering scientific, technical and quality aspects;
 15. To work with the team of professionals as the basic unit in which professionals structure themselves in a multidisciplinary and interdisciplinary manner as well as with the rest of staff of healthcare organizations;
 16. To know the healthcare information systems;
 17. To provide nursing care on the basis of integrated healthcare, i.e. multiprofessional cooperation, process integration and healthcare continuum;

18. To know the strategies to adopt comfort measures to address symptoms aimed at patients and their family in the provision of palliative care that contribute to relieving the situation of the ill in advanced and terminal stages.

Specialist Nurse

- **Entry Level:** Nursing graduate. In order to obtain the title of specialists on must:
 - a) Have the title of Nursing Graduate;
 - b) Access the relevant education and training and complete it fully following the programmes established;
 - c) Pass the evaluations established and honour the title's issuing rights.

- **Qualification:** Specialised nursing education and training is regulated and official in Spain.

The title of Specialist Nurse, issued by the Ministry of Education and Science, is official and valid throughout the State and is necessary to expressly use the denomination of Specialist Nurse, to practice the profession and to hold positions with such name both in public and private centres and facilities. The title of Specialist is official and valid throughout the whole territory of the State.

Education and training model: Two-year postgraduate course
 Full-time paid internship in healthcare centres
 Direct access to the Third Cycle (Doctoral thesis)

Catalogue of Specialties:

The following are the nursing specialties:

- a) Obstetric–Gynaecological Nursing (Midwife).
 - b) Mental Health Nursing.
 - c) Geriatric Nursing.
 - d) Occupational Nurse.
 - e) Medical and Surgical Care Nursing.
 - f) Family and Community Nursing.
 - g) Paediatric Nursing.
- **Competency list:** Specialised education and training in Healthcare Sciences is aimed at providing professionals with the knowledge, techniques, skills and attitudes for each specialty as the student takes on progressively the responsibility to autonomously practice the specialty.

Advanced Practice Nurse

In Spain this level is identified and coincides with the previously described level of Specialist Nurse.



SWEDEN

Healthcare Assistant

- **Entry Level:** After finishing primary school education for 9 year, you will be able to go on to get an upper secondary education which takes 3 years.
- **Qualification:** Social and healthcare assistants are working in hospitals, home care or in mental homes.
 They deal with different types of patients, children, youth, elderly and mentally ill. As social and health care assistant you are trained to see the totality of care and caring, and you can perform nursing tasks and employment guidance.
- **Competency list:** care and care work, medicine, psychology, ethics and the people's living conditions, care and care work, psychiatry. Vocational directions examples emergency care, geriatric care, psychiatry, children – and youth healthcare

Registered Nurse

- Entry Level: General access requirements to higher education on universities in Sweden are 12 years of education.
- Qualification: Swedish nursing education is a general education. The education lasts for 3 years and consists of a theoretical and a clinical part. The clinical education takes place at approved clinical placement institutions in hospitals and in the social and health care services outside hospitals. The nursing programme corresponds to 180 ECTS. Nursing education is based on academic disciplines within nursing science, medical science, science, humanities and social science. The planning of the clinical part of the education is made by the individual schools of nursing. The nursing programme is completed with a bachelor's degree.
- Competency list: After graduation you are entitled to get identification at the National Board of Health and Welfare and use the title Bachelor of Science in Nursing. For nursing students should view such knowledge and skills required for competence as a nurse – from the higher education ordinance (1993:100).

Knowledge and understanding

For nursing, students must:

- demonstrate knowledge of the scientific basis and knowledge of current research and development work as well as knowledge of the relationship between science and proven experience and the implications for professional practice,
- demonstrate knowledge in planning, management and coordination of medical and health work,
- demonstrate knowledge about conditions in society that affect children 's, women's and men's health, and
- demonstrate knowledge of the relevant regulations.

Skill and ability

For nursing, students must:

- demonstrate the ability to independently and in collaboration with the patient and relatives identify care needs, establish a nursing plan and provide care and treatment,
- demonstrate an ability to manage medicines properly and be able to inform the patient about the effects and side effects,
- demonstrate an ability to identify the need for and implementation of health promotion and prevention,
- demonstrate ability to initialize method improvement and quality assurance,
- demonstrate an ability to apply their knowledge to handle different situations, events and issues on the basis of individuals ' and groups ' needs,
- demonstrate ability to inform and teach different groups and to implement mentoring information,
- demonstrate ability to orally and in writing present and discuss measures and treatment outcomes with stakeholders and in accordance with relevant regulations to document these,
- demonstrate ability to teamwork and collaboration with other professionals, and
- demonstrate an ability to critically examine, evaluate and use relevant information as well as to discuss new facts, phenomena and issues with different target groups, thus contributing to the development of the profession and business.

Assessment ability and attitude

For nursing, students must:

- demonstrate self-awareness and empathy,
- demonstrate ability to with an overall view of the human make the assessments based on relevant scientific, societal and ethical aspects with particular regard to human rights,
- demonstrate an ability to a professional approach towards patients and their significant others, and
- demonstrate an ability to identify their need for further knowledge and to continuously develop their skills.

Independent project (degree project)

For nursing, the student shall, within the framework of the course requirements have completed an independent project (degree project) worth at least 15 ECTS credits.

Miscellaneous

For nursing, also revised requirements apply to each College shall determine within the context of the requirements of this degree description.

Specialist Nurse

- Entry Level: You have to be a RN first. After that we have 11 postgraduate on the university specialization programs leading to licensure are offered in the following areas: Ambulance nursing (60 ECTS), nurse anaesthetist (60 ECTS), intensive care nursing (60 ECTS), operating room nursing (60 ECTS), medical nursing (60 ECTS), surgical nursing (60 ECTS), cancer nursing (60 ECTS), children and youth health nursing (60 ECTS), mental health (60 ECTS), elderly care nursing (60 ECTS), district nursing (75ECTS). Furthermore, the requirement for identification as a registered nurse issued by the National Board of health and welfare.
- Qualification/Competency list: from the higher education ordinance (1993:100)

Target

For specialist nursing, the student should demonstrate the knowledge and skills necessary for independent work as a specialist nurse.

Knowledge and understanding

For specialist nursing with respective orientation to the student

- demonstrate knowledge of the scientific basis and insight into current research and development work as well as knowledge of the relationship between science and proven experience and the importance of the profession, and
- display in-depth knowledge in planning, management and coordination of medical and health work.

Skill and ability

For specialist nursing with respective orientation to the student

- demonstrate the ability to independently and in collaboration with the patient and next of kin to identify care needs and establish a nursing plan;
- demonstrate an ability to manage and evaluate nursing interventions,
- demonstrate ability to initiate, implement and evaluate health promotion and prevention,
- demonstrate the ability to integrate knowledge and analyze, assess, and manage complex issues and situations,
- demonstrate an ability to participate in and independently carry out investigations and treatments including end-of-life care, and
- view healthcare educational capacity.

Assessment ability and attitude

For specialist nursing with respective orientation to the student

- show self-awareness and empathy,
- demonstrate ability to with an overall view of the human make the assessments based on relevant scientific, societal and ethical aspects with particular regard to human rights,
- demonstrate an ability to a professional approach towards patients and their significant others, and
- demonstrate an ability to identify their need for further knowledge and to continuously develop their skills.

In addition, set certain goals for each direction

Advanced Practice Nurse

In Sweden we don't have any advanced practice nurse like ICN def. And we don't have the title Advanced Practice Nurse (APN). Many nurses do have the competencies at an expert level with knowledge to take clinical decisions and clinical competencies for expanded practice, but we don't have the title and the acknowledgement yet. But today we have one education in surgical nursing specialty is also offered as a master's level program (total 120 ECTS). A new master's level program in mental health nursing (120 ECTS) is due to start at Umeå University. Moreover, the district nurse program is being extended with an additional 60 ECTS and is due to start at Skövde in 2014. However, these new specialty programs are not yet regulated at the national level.

- Entry Level: for that Surgical nursing specialty master program you have to be a RN and have a specialist nursing education as above in surgical nursing
- Qualification/ Competency list: Advanced specialist nurse, you are expert in surgical nursing, provides support to colleagues, patients and next of kin and have skills and readiness for the mission as a teacher, scientist, leader and organizational developer. Your skill set includes an extended and in-depth knowledge to, within a well-defined area, be able to assume responsibility for solving complex health problems. You will also develop extensive knowledge and ability to stimulate the improvement of surgical care and the development of evidence-based nursing and its ability to evaluate practice and within statutory and professional boundaries to develop new professional roles.

Advanced specialist nurse with specialization in surgical care do you work in closed or open specialized surgical care and has a particular expertise in a specific surgical care area.

An advanced graduate diploma in specialist nursing, depending on their assignments have their own consultations, assessments, pre-and post operative as well as be responsible for the admission and discharge, etc. the possibilities are many, and they can develop within their own activities as needed. With nurses who have expertise for advanced tasks can also streamline the care chain.



SWITZERLAND

Healthcare Assistant

- Entry Level: 9 years of compulsory education completed.
- Qualification: There are two levels:
 - Eidgenössisches Fähigkeitszeugnis: National certificate after 3 years of vocational training based on a nationally regulated curriculum.
 - Eidgenössisches Berufsattest: National attestation of completing the first year of the above education program in 2 years with an option to do the additional 2 years later. This program

is destined to people which had limited learning capacities due to language or other challenges.

- Competency list: logistics, social care, administration, and contribution to nursing care under the supervision of a nurse.

Registered Nurse

- Entry Level: 12 years of formal education, three options:
 - Completed vocational training as a health care assistant (3 years);
 - Completed Vocational training as a health care assistant (3 years) plus professional baccalaureate (gives access to universities of applied science);
 - Other baccalaureate (gives access to universities) plus 1 year of practical experience.
- Qualification: Currently 1/3 of nurses finish their basic education with a bachelor's degree at a university of applied science (increasing proportion). In the French speaking part 100% of nurses finish their education with a bachelor degree. 2/3 of nurses finish with a diploma at a "Ecole superieur / Höhere Fachschule" (ISCED: 5B; EQF Level 6).
- Competency list: Bachelor's degree: Roles are formulated according to the Canadian Can MEDs Model:
 - Expert in Nursing care
 - Communicator
 - Teamworker
 - Manager
 - Health Advocate
 - Learning and Teaching Role
 - Member of the profession

In Switzerland the roles of all health professionals educated at university level are formulated according to the Can MEDs Model (physicians, pharmacists, dentists, nutritionists, physiotherapists, nurses, midwives, occupational therapists) as defining roles is more adequate in a holistic approach than working with competences or even lists of tasks. The report of the roles and competences can be found under:

http://www.kfh.ch/uploads/dkfh/doku/1_KFH_Projekt_Abschlusskompetenzen_FH_Gesundheit_sberufe_Abschlussbericht.pdf

Nurses with a diploma have their competences formulated in a plan d etudes care: http://www.odasante.ch/Soins_infirmiers.html

Depending on the cantonal (regional) law on health care, in most Swiss regions nurses can carry out their care independently, however to have it reimbursed by health care insurance, nurses need a prescription by a physician.

Activities delegated by physician must be prescribed by a physician.

Specialist Nurse

- Entry Level: a diploma or bachelor in nursing and for most specialities some work experience is required.
- Qualification: Specialist in xy nursing. Some education programs are regulated:
 - intensive care
 - anaesthetist nursing
 - Critical care nursing
 - hospital hygiene and infection control

There are many other programs, not regulated, such as palliative care, psychiatric care, oncological nursing, paediatric nursing, renal care, etc.

- Competency list: example of “plan d’études cadre”: <https://efn.eu/wp-content/uploads/2023/08/Ex.-plan-detudes-cadre-Switzerland.pdf>

Advanced Practice Nurse

- Entry Level: Bachelor of nursing, 2 years of clinical experience
- Qualification: Master of science (at least 90 ECTS) in nursing. As the profile is only evolving, 2 years structured clinical practice is planned, but except the education and clearly defined competences (canmed) nothing is regulated
- Competency list: based on the model of Hamric.

The scope of practice is not yet clearly designed. The legal and financial frameworks need to be established. In practice some 200 nurses are estimated to work in some of the APN roles.



UK

Healthcare Assistant

- Entry Level: There are no specific national requirements to become a Health Care Assistant (HCA). Most individuals keen to work as a healthcare assistant can gain experience through work-based training, attending further education courses or an apprenticeship. Some employers require literacy and numeracy skills, while others might require some care experience.

Assistant Practitioners (AP) have a higher level of responsibility than HCAs. HCAs can qualify further to become an assistant practitioner. Entry level qualifications for APs may vary depending on the post and the level of responsibility. Some roles might require APs to have a NVQ III qualification and care experience, while others might require students to have a Business and Technology Education Council (BTEC) higher diploma or foundation degree (this degree is the equivalent of the first two years of an honors degree, consisting of academic study joint with relevant work experience with an employer in a subject relevant to their work area. Most employers require APs to have some work experience in a healthcare setting.

- Qualification: HCAs can secure a *Qualifications and Credit Framework* (QCF) qualification at level 2 or 3 in Healthcare Support Services or Clinical Healthcare Support. A QCF level 2 qualification allows HCAs to have greater responsibilities and duties than an HCA entering through the apprenticeship route. Some universities will accept QCF level 3 qualification as a minimum entry-level requirement for entry into pre-registration nursing training. A foundation degree programme in Healthcare Practice (and its Scottish equivalent, the Diploma of Higher Education (Dip HE) programme) is available through the Open University for healthcare assistants to support them to study while working. APs will typically study towards a foundation degree, or BTEC higher national diploma level qualification.
- Competency list: *Skills for Health* have produced a general practice nursing careers framework. HCAs in England, Wales and Northern Ireland usually work at levels 2 and 3 of the QCF while APs work at level 4. Competence frameworks should be aligned to the NHS Knowledge and Skills Framework (KSF) and the National Occupational Standards (NOS) [work-based competences] to ensure that HCAs have the necessary knowledge and skills to provide safe and competent care. Variation in HCA knowledge and skill set depending on the specific work settings, has increased confusion around accountability and diverging standards of care. The RCN believes that supervisors and employers should undertake regular assessments to ensure that HCAs and APs perform their role with right knowledge, skills and competence. A position statement outlining best practice in the education and training of health care assistants has been produced by the RCN. For more details please see: http://www.rcn.org.uk/_data/assets/pdf_file/0005/441059/Position_statement_-_HCAs_Final_2.pdf

NHS Education for Scotland (NES 2009) have published 'A Guide to Healthcare Support Worker Education and Role Development', which sets out the nationally agreed educational requirements and core skills for clinical HCSWs.

NHS Health Scotland have developed a competences framework for health care support workers that outline core skills and competences to deliver high quality and safe patient care. The framework is divided into five domains: knowledge, awareness and context; reach and engagement; health checks; supporting health behaviour change; signposting and referral. For more details please see NHS Education Scotland publication on healthcare support worker guide to education and role development, http://www.nes.scot.nhs.uk/media/350213/hcsw_report_final.pdf and NHS Health Scotland publication on *Keep well competency framework for health care support workers* <http://www.healthscotland.com/keep-well/training-events-networking/healthcareframework.aspx>

Registered Nurse

- **Entry Level:** In the UK, all pre-registration nurse education is undertaken at university level with entry requirements of 12 years of general education or equivalent. Entry-level requirements for degree level nursing programmes vary across higher education institutes (HEIs) with majority requiring at minimum five GCSEs at grade C or above plus two A-levels or equivalent. Other avenues to gain entry into nursing include vocational qualifications to a similar academic level and 'Access' courses to higher education for mature entrants. HEI programmes must adhere to the Nursing and Midwifery Council's (NMC) standards for education requirements and guidance. All applicants must be able to demonstrate evidence of literacy, numeracy and good character.
- **Qualification:** Pre-registration nursing education is currently offered at degree level in the Northern Ireland, Wales and Scotland. England will be phasing out its diploma programme and offering a degree level qualification into nursing from September 2013. By 2015 all nurses registering with the NMC will be graduated at degree/bachelor level. The minimum length of the degree level programme is 4,600 hours over three years. All students must complete the programme within five years full-time study or seven years part-time study. Pre-registration nursing programmes also vary depending on the field of nursing a student wishes to pursue, for example adult nursing, children's nursing, learning disability nursing and mental health nursing. Whilst the length of the programmes are still the same, the curriculum will differ as more emphasis is placed in 2nd and 3rd year on the nursing focus area.
- **Competency list:** The Nursing and Midwifery Council, the UK professional regulator has produced standards for competence under each of the four fields of nursing: adult, children's, learning disability and mental health. Competencies are listed under four key domains for each of the four fields of nursing. They cover professional values; communication and interpersonal skills; nursing practice and decision-making; and leadership, management and team working. All nurses must uphold the standards of conduct, practice and ethics set out in *The Code* in their day-to-day practice. For a full list of the competences, please see NMC website: <http://standards.nmc-uk.org/PreRegNursing/statutory/competencies/Pages/Competencies.aspx>

Specialist Nurse

There are many types of specialist nurses in the UK. Some nurses undertake further training after initial registration to gain training and education in a specific area. These courses are usually taught at degree or master level at universities. There are two types of post-registration specialist training programmes either registered or recorded with the NMC. They are Specialist Community Public Health Nurses (SCPHN) and specialist practice qualifications-nurses:

1. Specialist Community Public Health Nurses

Specialist Community Public Health Nurses (SCPHN) usually refers to nurses or midwives working in public health roles. Some SCPHNs have a defined area of practice, for instance school nurse, health visitor, family nursing and occupational nurse. The Specialist Community Public Health Nurses have a separate part of the nursing and midwifery register. Nurses and midwives working as SCPHNs not only work with individuals but also with populations. This means decisions made by SCPHNs can affect whole populations without the nurse or midwife having direct contact with individuals. For this reason their regulation is considered separately by the SCPHN part of the register.

- **Entry level:** Registered Nurse or midwife qualification; first level initial registration with the NMC; and period of experience of sufficient length in professional practice. This 'period of experience of sufficient length' varies across specialities and roles. Entry level requirements for Specialist Community Public Health Nurse (SCPHN) programmes are very flexible, requiring no minimum period of post-registration.
- **Qualifications:** Complete a NMC approved SCPHN course at a degree level. Programmes are required to have an overall length of 52 weeks (of which 45 are programmed weeks). They may be delivered full-time, or part-time. The course is 50% practice and 50% theory across the whole programme. Qualification: entry onto the SCPH part of the NMC register. For a list of the standards please visit: <http://www.nmc-uk.org/Documents/NMC-Publications/NMC-Standards-of-proficiency-for-specialist-community-public-health-nurses.pdf>
- **Competency list:** The NMC has set out the ten recognised public health competencies. These ten key areas of public health practice (National Occupational Standards) form the basis of the development of standards for those responsible for establishing public health registers. They encompass the following areas:
 - Surveillance and assessment of the population's health and wellbeing
 - Promoting and protecting the population's health
 - Developing quality and risk management within an evaluative culture
 - Collaborative working
 - Reducing inequalities by developing programmes and services
 - Policy development and implementation
 - Working with and for communities
 - Strategic leadership for health
 - Research and development
 - Ethically managing self, people and resources.

For a full description of the competencies please visit: <http://www.nmc-uk.org/Documents/NMC-Publications/NMC-Standards-of-proficiency-for-specialist-community-public-health-nurses.pdf>

2. Specialist Practice Qualification – Nurses

Specialist practitioners work in either hospital and community settings specialising in areas such as general practice, mental health, children's nursing, learning disability nursing and district nursing.

- **Entry Level:** Registered Nurse qualification, first level initial registration with the NMC.
- **Qualifications:** 1 year full time degree level programme concentrating on: clinical nursing practice; care and programme management; clinical practice development and clinical practice leadership. Made up of 50% theory and 50% practice. Qualification: Specialist Practice Qualification which is recorded on the NMC register. The increasing number of specialist titles and the varied meaning of those roles have reduced clarity and increased UK wide inconsistencies in the training, education and competences required for a nurse to practice at a specialist level. For example, a Theatre Nurse Specialist working in a hospital setting needs to complete a year-long degree programme to practice in this speciality area. However, within theatre nursing there are several specialist areas,

for example Orthopaedic Surgery, ENT surgery, Gynae Surgery, Paediatric Surgery, Neonates Surgery etc. and training programmes vary across nursing educators and healthcare providers for these specialisms. In the community, there are Parkinson's Disease Nurse Specialist, MS Nurse Specialists, Admiral Nurses (specialise in dementia care), Diabetes Nurse Specialists, to name a few, all of whom have varied roles, competencies and training programmes. Furthermore, healthcare providers across acute, primary and community sectors have listed organisation-specific job specifications and scope of practice, adding to role inconsistencies and creating barriers to practice that hinder some nurses from providing care to the full extent of their specialist nursing qualifications.

- **Competency list:** The NMC has produced standards and guidance for specialist practice, requiring specialist nurses to exercise higher levels of judgement, discretion and decision making. For a list of competence please visit: <http://www.nmc-uk.org/Documents/Standards/nmcStandardsForSpecialistEducationandPractice.pdf>

Advanced Practice Nurse

- **Entry Level:** RN qualification; first level initial registration with the NMC; period of experience of sufficient length in professional practice.
- **Qualification:** The consensus across the UK health departments is that nurses working at an advanced level should acquire a master's level education or equivalent experience.
- **Competency list:** The RCN has been instrumental in developing educational competencies for Advanced Practice Nurse based on leadership and consultancy skills, patient-centred care, autonomous and self-directed, collaborative working, chronic disease management, prevention and health education. Nationally agreed competences for advanced practice vary across the four UK countries. The Department of Health in England has agreed on 28 national competences for advanced practice classified under four main themes:
 - clinical/ direct care practice
 - leadership and collaborative practice
 - improving quality and developing practice
 - developing self and other

For the full list of competences, please see:

http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/@ps/documents/digitalasset/dh_121738.pdf

The Scottish Government in 2008 published a toolkit approach to advanced practice and outlined national competences. For full list of competencies please see:

<http://www.aanpe.org/LinkClick.aspx?fileticket=qiFsLijsCRw%3D&tabid=1051&mid=2508&language=en-US>

The Welsh Government Assembly in 2010 produced some guidance on advanced practice in Wales. For more details, please see:

<http://www.wales.nhs.uk/sitesplus/documents/829/NLIAH%20Advanced%20Practice%20Framework.pdf>

Advanced Practice Nurse – Nurse Prescribers

In the UK there are two types of nurse prescribers. The first, Community Practitioner Nurse Prescribers (CPNPs) are nurses and midwives who can prescribe the majority of dressings and appliances, and a limited range of prescription-only medicines. The second are Nurse Independent/Supplementary Prescribers (NIPs). These are nurses and midwives who are trained to make a diagnosis and prescribe the appropriate treatment (independent prescribing). They may also, in cases where a doctor has made an initial diagnosis, go on to prescribe or review the medication and change the drug, dosage, timing or frequency of the medication as appropriate (supplementary prescribing). NIPs can prescribe all prescription-only medicines including all controlled drugs, and all medication that can be supplied by a pharmacist or bought over the counter. They may also prescribe unlicensed medication.

- Entry Level: CPPNs – Registered nurse or midwife qualification, first level initial registration with the NMC, ability to study at minimum academic level three (degree). NIPs – Registered nurse or midwife qualification, first level initial registration with the NMC. At least three years' post registration experience deemed competent by employer to undertake the programme, ability to study at degree level.
- Qualifications: The NMC have set out the programmes of preparation for nurses, midwives to prescribe as either a CPNPs or NIPs. Nurse prescribers can work in any clinical setting. There are nearly 60,000 nurse prescribers registered in the UK.

CPNPs – degree level combined as part of a specialist practice qualification or as a standalone programme. Qualification: Community Practitioner Nurse Prescriber registered qualification with the Nursing and Midwifery Council.

NIPs – minimum degree level, but can be taught at master's level, Qualification: Independent Supplementary Nurse Prescriber registered qualification with the Nursing and Midwifery Council.

- Competencies: The NMC have produced standards of conduct and performance that nurses who hold prescribing qualifications are required to meet in their practice as a registered nurse prescriber. For a list of the standards please visit: <http://www.nmc-uk.org/Documents/Standards/nmcStandardsofProficiencyForNurseAndMidwifePrescribers.pdf>

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The [European Federation of Nurses Associations \(EFN\)](#) was established in 1971 and is the independent voice of the profession. The EFN consists of National Nurses Associations from 35 EU Member States, working for the benefit of 6 million nurses throughout the European Union and Europe. The mission of EFN 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 & Europe.



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