



EFN STRATEGIC AND OPERATIONAL LOBBY PLAN 2021-2027

Introduction EFN's Strategic and Operational Lobby Plan (SOLP) builds on the EFN's mission and objectives. In order to achieve these objectives, the EFN will develop Policy Statements and Position Papers on the SOLP topics as lobby instruments for policymakers in the European Commission, WHO European Region and for MEPs. Policy Statements and Position Papers are referenced in the SOLP when approved by the EFN Members (General Assembly) and on the [EFN Website](#).

The EFN SOLP becomes ALIVE after its implementation by the EFN Members and the EFN General Secretary General and its Brussels' Office. This SOLP is supported by a work plan for each of the three EFN Committees: Professional Committee, Workforce Committee and Public Policy Committee. This multi-year plan is followed up with activities on an annual basis to monitor how the EFN meets its goals (linked to the [EFN Yearly Activity Report](#)).

MISSION of the EFN The European Federation of Nurses Associations (EFN) shall act 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.

EFN OVERARCHING OBJECTIVES

OBJECTIVE 1: To ensure that patient safety, determined by sufficient supply and employment of suitably educated and qualified nurses and nursing are central to the development of Social and Health Policy and its implementation in the EU and Europe and are involved in all other fields of policies relevant to nurses.

OBJECTIVE 2: To support and facilitate a qualitative and equitable health service in the EU and Europe by a strategic contribution to the development of a sufficient (based on recognised, scientific tools to determine ratios), educated, effective, competent and motivated nursing workforce.

OBJECTIVE 3: Strengthening the European Federation of Nurses Associations (EFN) representation in the EU and Europe and develop its key role as a bridge between the EFN Members and the political decision-makers of the EU institutions, the European Commission, European Parliament, Council of the European Union and WHO Europe.

Political Deadlines Influence agenda and policy outcomes of EU Council Presidencies:

2025 - Poland & Denmark

2026 - Cyprus & Ireland

2027 - Lithuania & Greece

2028 - Italy & Latvia



EFN STRATEGIC & OPERATIONAL LOBBY PLAN 2021-2027

1. EFN Lobby Actions related to EFN Objective 1

Title	Type of EU Action/Legislation	Scope and Objectives EU Initiative	EFN Goals – Lobby Actions – Public Policy Committee	Priority/Timeframe
<p>1.1</p> <p>Health Systems, Digital Health/Digitalisation, Quality & Safety, and Nursing</p> <p>Cross Border Directive (Directive 2011/24/EU)</p> <p>Sharp Injury Directive (Directive 2010/32/EU)</p> <p>Directive Hazardous Drugs (Directive 2019/983)</p> <p>Biological Agent Directive 739</p> <p>Climate Change</p> <p>DG Connect - DG SANTE DG CLIMA – DG EMPL</p> <p>WHO European Region</p>	<p>Focus on the European Pillar of Social Rights (EPSR) 20 principles - developed by the European Commission DG EMPL, also responsible for the European Semester. The EPSR is linked to the country specific recommendations. Influencing the National Contact Points is key, mainly on Cross-border healthcare (EPSR principle 16) & Long-term care (EPSR principle 18):</p> <p>1/ Implementation EU Directive on Patient's rights in Cross Border healthcare (2011/24/EU) - patient mobility for planned healthcare still low (2022 Report) → implementation has advanced, but can still be greatly improved, particularly concerning transparency and information availability.</p> <p>2/ Long-Term Care (LTC) - Member States suffer from a growing ageing society, leading to expenditure projections for health and long-term care contributing to the sustainability challenge in the long term.</p> <p>Implementation Directive on Sharp Injuries (DIR 2010/32/EU) & Directive on Hazardous Drugs (DIR 2019/983) & EU Biological Agent Directive 2020/739</p> <p>Digitalisation Healthcare Sector – Implementation of the European Health Data Space (EHDS) Directive & Artificial Intelligence Act (Regulation (EU) 2024/1689) & The EU Cybersecurity Action Plan for Hospitals and Healthcare Providers</p>	<p>The EPSR main aim is to create a more social Europe. Specific attention to dementia, chronic diseases, and nurses' key role in elderly care. Analyse the country-specific recommendations with the European Semester data providing a clear view on the 'state of art'. NNAs to impact on the National Reports so nurses' best practices are taken up in the EC Recommendations</p> <p>Strengthening evidence-based nursing practice by focussing on: Continuity of Care (Art 4 & 5 of 2011/24/EU) & Quality Standards (Art 10 of 2011/24/EU). Other topics: patient empowerment/health literacy and primary & community care.</p> <p>Protect the rights of nurses to practice in member states without a pre-requisite to have personal indemnity insurance when employed.</p> <p>The long-term care system remains fragmented and characterised by a relatively low coverage and limited financing. As for the provision of LTC services of good quality, in particular home-care and community-based services, nurses play a crucial role. Thus, the European Semester technical assistance should work with the NNAs to make the system more sustainable and supportive to nursing care.</p> <p>Both Directives relate to the safety of nursing care and focus on the nurses' working conditions in different working environments. Implementation of both Directives increases nurses' safety working environments. EFN activities should focus on the implementation of the articles as set out in both Directives. Seek to strengthen the health and safety of workers' rights in the directive to ensure member states provide mandatory protections for workers in healthcare and penalties when employers do not adhere to these protections.</p> <p>The European Health Data Space (EHDS) is a priority for the Member States: the nursing data are an integral part of its design, and nurses must be involved through co-creation during the implementation phase. The adequate implementation of the AI Act will ensure that Artificial intelligence can transform healthcare and support the nurses at the frontline work (e.g. clinical pathways); the EU Cybersecurity Plan for Hospitals and Healthcare providers is key as cyber-attacks targeting healthcare systems become more frequent and EU Member States must develop cybersecurity plans that take into account the needs of frontline healthcare professionals: HCPs must be able to continue caring for and treating patients in case of a cyber-attack</p>	<p>EFN members agreed to focus on Principle 16 of EPSR 'accessibility to healthcare' (link to DIR2011/24/EU), and on Principle 18 of EPSR 'Long-Term Care' - Key for EFN: to monitor the implementation of the EPSR in healthcare.. The EFN to lobby for more nursing-related entries to appear on the country reports.</p> <p>Alliance building: nurses' activities to improve cross-border health services & citizen empowerment - EFN to lobby the Health MEPS in the ENVI Committee and in SANT, especially on EU Health Workforce.</p> <p>This diversity and the lack of comparable data represent an impairment for policy dialogue. As such, it is central to agree on nursing data to feed the European Semester process.</p> <p>The EFN and its members to closely monitor the implementation of both Directives into national legislation and lobby the European Commission to put pressure on the EU Member States to rightly transpose these, where needed. The EFN will also identify and promote existing good practices among its Membership. Whenever possible, it will facilitate the sharing of information among members.</p> <p>The EFN is the 'end-user' representative: in both finished projects InteropEHRate, Smart4Health and in ongoing EU projects BeWell, KeepCaring and ICUDATA4EU, fostering nurses' end-user engagement and co-design of new digital health tools. EFN to lobby EU stakeholders on the integration of the nursing terminology e.g. ICNP/SNOMED. The EFN is a member of the EU eHealth Stakeholder group within DG Connect, ensuring that new technologies support nurses. The EFN is also a member of the informal EHDS Stakeholders group, working towards the inclusion of the nursing perspective in the implementation of the EHDS. Related to artificial intelligence, the EFN to ensure that the nursing community is at the centre of these political debates and technological developments, as far as they relate to healthcare and affect the frontline nursing workforce, especially if it can improve the working conditions of nurses at the frontline. On cybersecurity, the EFN is to provide end-user input to actively influence cyberattack contingency plans for hospitals and healthcare providers.</p>	<p>High Priority - Lobbying</p> <p>Medium Priority - Continuous awareness</p> <p>Medium Priority - Lobbying</p> <p>Medium Priority - Lobbying</p> <p>Medium Priority - Lobbying</p>

	<p>Planetary Health - Climate change - high on the EU institutions, national governments, and citizens' agendas. EU policy developments with nurses playing a key role educating patients on living healthier and greener lives, as well as on mitigating the effects of climate change at their workplace.</p> <p>Infection Diseases of High Consequence (IDHC) - preventing a future crisis "We are not prepared unless we are all prepared" – EFN Report "Lessons Learned with Ebola and COVID-19"</p> <p>Vaccination hesitancy - Vaccination features high on the European Institutions' agenda. Based on the Council Recommendation on strengthened cooperation against vaccine-preventable diseases (2018), the EC launched a new Coalition for Vaccination, with EFN-CPME-PGEU co-chairing it.</p> <p>Antimicrobial Resistance (AMR) - A new Roadmap for Action on AMR and the "European One Health Action Plan AMR" has been released and the European Parliament Interest Group on AMR (2019-2024) has been set up. The European Court of Auditors is warning the Commission for not having done enough to tackle AMR up to date. EFN is part of the AMR One Health Network, leading the efforts to coordinate EU actions to tackle AMR.</p> <p>The United Nation's Sustainable Development Goals – Contributing to the achievement, and raising awareness, of the UN's Sustainable Development Goals (SDGs) and nurses' contribution to that is a priority.</p> <p>United Action for better health in Europe - European Programme of Work, 2020–2025 – EFN official non-state stakeholder to the WHO Regional Committee for Europe.</p>	<p>Nurses, as frontline healthcare professionals, play a key role educating their patients, and have the power to promote healthier and greener lifestyles among them. This role should be recognised and promoted. At the same time, nurses' can also tackle climate change from their workplace (by reducing waste and/or better recycling one-use-only devices).</p> <p>Strengthen Nurse Leadership in National Governments (ensure that nurses are actively involved in decision making processes concerning disease prevention and outbreak preparedness and training); Preventing future outbreaks and preparedness (The EU and Europe need to improve its capacity to prevent, protect against, detect, report and respond to public health emergencies); Raising the value and profile of nursing.</p> <p>The Coalition for Vaccination aims at bringing together EU healthcare professions, including students' organisations, to commit to delivering accurate information to the public, combating myths, and exchanging best practice. Coordinated action is warranted to ensure nurses support society's mandate to protect and promote the health of Europe's citizens.</p> <p>Influence the EU's future action plan, working with the public health community, and acknowledge the leading role of nurses in using antibiotics more effectively (medication reconciliation). EU to step up efforts in the fight against AMR: set targets and performance indicators to measure progress; put prevention at the heart of AMR policymaking; tackle the environmental dimension of AMR in the framework of the European Green Deal.</p> <p>The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals call for urgent action by all countries of Europe and beyond in a global partnership.</p> <p>The WHO's Regional Office for Europe United Action for better health in Europe - European Programme of Work, 2020–2025, includes three core priorities: 1) Moving towards Universal Health Coverage, 2) Protecting against health emergencies, and 3) Promoting health and well-being.</p>	<p>The EFN will ensure that it is linked to healthcare and to the nursing profession. In cooperation with its Membership, the EFN needs to start producing evidence-based reports and policy statements on the role of nurses promoting planetary health and tackling climate change. It is key that their role in this endeavour is recognised by all EU and health stakeholders, and that it is promoted accordingly. Finally, it is key to promote Life-long Learning in the context of climate change for nurses.</p> <p>Lobbying the EU for and promoting the involvement of nurses in the co-creation and co-design of public policy on health, and workforce planning. The EFN has a role in identifying and sharing learning from Ebola and Covid-19 to shape future preparedness and build greater resilience, and to raise the role and value of the nursing profession.</p> <p>EFN co-leading the vaccination coalition - Vaccination hesitancy - Nurses are at the frontline of care and as such play a key role in educating patients, combating vaccination hesitancy among the workforce and people, and fostering evidence-based opinions on vaccination. As part of the Coalition for Vaccination, the EFN is actively promoting vaccination across the healthcare workforces and the citizens of Europe. Among the tools used, the first focus is given to social media channels.</p> <p>Nurses are one of the most influential health actors combating AMR in the frontline, ensuring that "fir-for-purpose" measures are always in place, for ensuring hygiene, infection control and prevention. It is crucial that policymakers confirm their commitment to strengthening actions to tackle AMR, which has been declared by WHO as an urgent, global health threat, projected to cause more deaths globally than cancer by 2050. The EFN is working with other stakeholders in the fight against AMR through the AMR One Health Network. Collaborate on strategies towards reaching Universal Health Care.</p> <p>The EFN will use the SDGs as the overarching framework for its advocacy work in the EU and beyond so that achieving SDGs becomes engrained in the health and care narrative. Moreover, it is important to raise awareness on: the nurses' contribution to achieving these removing health inequalities, promoting Universal Healthcare Coverage; the impact of environmental degradation, and tackling poverty.</p> <p>EFN to lobby the WHO's Regional Office for Europe – to appoint CNO in Copenhagen, build synergies with EU Commission priorities and EFN members to maximise country impact by prioritising lobby activities. EFN to provide input to the programme as well as ensuring that EFN priorities relating to digital health, healthcare systems, climate change and quality and safety are taking forward by WHO's Regional Office for Europe.</p>	<p>Medium Priority - Lobbying</p> <p>Medium Priority - Lobbying</p> <p>Medium Priority - Coalition Building with CPME and PGEU</p> <p>Medium Priority - Lobbying</p> <p>Medium Priority - Lobbying</p>
<p>1.2 Follow-up EP ELECTIONS 2024 MEPs</p>	<p>EU elections - May 2024 (<i>the new Commission took office in November 2024</i>).</p>	<p>Calling on the MEPs to support some key priorities: sustainability of health systems, innovation in healthcare and advanced roles for nurses. Nurses are a significant voting force (3 million people) and play a role in influencing the vote of other citizens.</p>	<p>The EFN members prepared for the European Parliament Elections (2024): developed an EFN manifesto circulated & used by the NNAs at national level to support health/nurse friendly MEPs. The EFN liaised with those health/nursing friendly MEPs candidates. This is important to build alliances in the European Parliament and to have insiders who support the nurses' cause and their interest. NNAs provided the EFN with their national European Parliament election influencing/lobbying plans and activities and had one nurse as candidate in the European Parliament. NNAs monitored which national MEPs are health/nursing friendly and informed the EFN. EFN members met with their MEPs candidates to speak about the issues rose in the EFN manifesto (e.g. the ongoing reduction of the size of the nursing workforce and the increasing workload).</p>	<p>High Priority - Lobbying</p>



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2. EFN Lobby Actions related to EFN Objective 2

Title	Type of EU Action/Legislation	Scope and Objectives EU Initiative	EFN Goals – Lobby Actions – Workforce Committee	Priority/Timeframe
<p>2.1 EU Workforce for Health DG SANTE DG EMPL WHO European Region</p>	<p>Focus on the European Pillar of Social Rights (EPSR) 20 principles - developed by the European Commission DG EMPL, also responsible for the European Semester, formulating yearly the country specific recommendations addresses the lack of nurses across the EU, and the ageing workforce. The European Semester is a key tool to assess the challenges faced at national level by the healthcare workforce and the policies adopted to address them. Principle 6 'Wages' of the EPSR - important priority for the EFN to develop further politically in cooperation with the EU institutions.</p> <p>Council Conclusions: The Future of the European Health Union: a Europe that cares, prepares and protects DG SANTE Action Plan focus on:</p> <ul style="list-style-type: none"> • Planning and forecasting, skills and competencies; • Recruitment and retention strategies; • Global and European migration and the mobility of the nursing workforce; • Lifelong Learning (LLL) <p>Addressing Nursing Shortages – nursing shortages and workforce pressures are being experienced across Europe. This topic should be addressed within the European Pillar of Social Rights, Chapter II "Fair Working conditions".</p> <p>Role Enhancing - Ensuring that task-shifting in healthcare, if it occurs, does so to empower nurses and with the correspondent increase in their remuneration. It should not increase their workload.</p> <p>Violence & Burn-out – EU Directive on Combating Violence Against Women and Domestic Violence (Directive (EU) 2024/1385) &The European Parliament Committee on Civil Liberties, Justice and Home Affairs (LIBE) & Committee on Women's Rights and Gender Equality (FEMM) focus on the EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention).</p>	<p>The main aim of the EPSR is to create a more social Europe. Specific attention to workforce, through Principle 6 "Wages". It is key that healthcare stakeholders and EU policy makers are aware of the consequences of the lack of nurses across EU countries and the ageing nursing workforce. The EPSR also focusses on pensions and working conditions. Within this policy context, the country-specific recommendations of the European Semester provide a clear view on the 'state of art' related to EU developments.</p> <p>Written declaration on the EU Workforce for Health - Strengthen the EU Workforce debate and design a future EU Workforce Strategy. Health care professionals move from poorer regions to richer ones, these flows often go from East to West of Europe. This brain-drain is causing shortage of health care workers, as well as health care students, in several European regions</p> <p>The 2024 Council Conclusions on the Future of the European Health Union call on the European Commission and the Member States for the development of a EU health Workforce Strategy for building a strong, resilient , skilled and educated EU health workforce at a time of health workforce shortages.</p> <p>The COVID-19 crisis has clearly shown that the shortage of nurses is critical. Therefore, and knowing this is also a responsibility of every Member State, it is critical to: involve nurses in national health policy developments; have conscious training of nurses as health promotion managers; and increase the number of studying positions for nursing students, including enabling APN studies and support nurses in reaching doctoral studies.</p> <p>The EFN Workforce Matrix 3+1 - useful tool to counterbalance the continuous threat to lower down the nursing education (Bachelor level) as seen in some EU countries. Therefore, the EFN Members will use this document in their lobby work at national level to influence the workforce composition and provide clarity to the different nurses' roles and responsibilities, while the EFN Office will use it to lobby the EU Institutions.</p> <p>The Directive on Combating Violence Against Women and Domestic Violence is the first EU Directive of the kind pushing for more severe punishments and harmonisation of rules on gender-based violence across the EU. On the Council of Europe Convention, involved are the Presidency of the Council, the European Commission for Democracy through Law (Venice Commission) and civil society organisation - the European Women's Lobby. Key to move the ratification forward.</p>	<p>EFN members agreed to focus on EPSR Principle 6 'Wages', Principle 16 'Accessibility to healthcare' (DIR2011/24/EU), and Principle 18 'Long-Term Care' - Key for EFN to create an EU nursing workforce that can implement the EPSR in healthcare: EFN to promote nurses' key role in managing the healthcare system. Nurses' role in this regard should be promoted during EU events, EU institutions, and other healthcare stakeholders: setting goals on nursing shortage. NNAs impact on the National Reports and Recommendations and provide input to European Commission consultations: bring in workforce best practices from the nurses. EFN to actively lobby for more workforce-related entries (e.g. improving the nurse-to-patient ratio) to appear on these reports.</p> <p>Implementing EFN Matrix 3+1 on the 3 categories of nursing care and key principles for the development of HCAs.</p> <p>EFN actions focussed on planning and forecasting (Brain Drain), core competencies, recruitment and retention strategies, nursing safe-staffing levels at EU level.</p> <p>EFN to provide key input from a nursing perspective to the development of an EU Health Workforce strategy as outlined in the 2024 EFN Policy Statement on Co-designing the EU Health and Care Workforce Strategy .</p> <p>By implementing Lifelong learning activities, nurses are empowered and feel confident to become the nursing leaders of the future. Nurses should feel ready to challenge and improve their political and health systems. The EFN to lobby for and promote further investment in the education and training of nurses in senior and executive management skills and knowledge, including influencing skills and political astuteness.</p> <p>The EFN needs to lobby at the EU level to ensure that nursing shortages are tackled in order to 1) ensure that we have the workforce that we need in seven years' time, 2) support Advanced Practice Nursing (APN), 3) conduct research to put forward the economic case for further government investment in the nursing workforce, and 4) promote the ethical recruitment of nurses in the EU, in line with the WHO Global Code of Practice on the International Recruitment of Health Personnel .</p> <p>Monitor the follow-up with the Commission's "Expert Panel on effective ways of investing in Health" report on "Task Shifting and Health System Design". Influence the stakeholder's debate on task shifting to make sure that it does not occur in a way that nurses' workload is increased. Instead, it should shift some responsibilities of the medical doctors towards the nursing but by accompanying it with the right remuneration increase. Defend the use of the EFN Workforce Matrix 3+1 as the guiding document in this regard.</p> <p>EFN to lobby for legislation on Zero Violence against Nurses and Allied Healthcare Professionals as outlined in the 2021 EFN Policy Statement on Violence and Harassment Against Nurses.</p> <p>Health professionals are often considered the employees most prone to occupational burnout. Shortage of resources and raising demand of care can increase the risk of burnout for the staff in all health care settings. Therefore, it is key to provide input to the European Commission consultations on the topic and collaborate on strategies towards reaching Universal Health Care. See EFN Reports based on EFN members Best Practices (TdT).</p>	<p>High Priority - Lobbying</p> <p>High Priority - Lobbying</p> <p>High Priority - Lobbying</p> <p>High Priority - Lobbying</p> <p>High Priority - Lobbying</p>

<p>2.2 EU Skills Roadmap eSkills development DG EMPL</p>	<p>The European Single Market and Digital agenda recognise significant challenges in delivering high quality and safe services in the eHealth ecosystem, as the eSkills of providers and end-users are insufficiently upscaled since technology started driving ecosystem reforms. Additional challenges include the need for new skills to deal with innovative technologies.</p> <p>DG Employment initiative on Skills (Skills Roadmaps)</p> <p>Use the EU Skills Alliance and EU Skills Panorama to identify the competences & skills needed by all composing the EFN Matrix 3+1</p> <p>New Skills Agenda for Europe - Blueprint for Sectoral Cooperation on Skills</p> <p>Digitalisation Healthcare Sector – Pact for Skills – Large Scale Partnership for the Health Ecosystem</p>	<p>New tools allow nurses to deliver care differently, in hospitals and in remote locations. Given the continuous development of electronic applications connected to the healthcare sector, the need to educate and train health professionals to integrate this new reality into daily practice by developing their eSkills in the basic nursing education and CPD is needed. Without the right (e)Skills these technologies, innovations, will not be fully integrated into existing health and social care pathways and as such the investments will be lost</p> <p>Large Scale Partnership for the upskilling and reskilling of healthcare professionals in the green and digital skills, developed by the European Commission in the context of the BeWell EU Project of which EFN is a key partners.</p>	<p>EFN to lobby for including digital skills along with patient-centred care and multidisciplinary skills as core competences in undergraduate training programmes including cross-disciplinary experiences as part of the European profile of the nurses of the future.</p> <p>Developing digital infrastructures for health care education and continuum training.</p>	<p>Medium Priority - Alliance Building</p> <p>Alliance with Social Partners (EPSU, HOSPEEM) and Social Care Workers.</p> <p>Research on the economic value of nursing (Policy Brief ENRF).</p>
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EFN STRATEGIC & OPERATIONAL LOBBY PLAN 2021-2027

3. EFN Lobby Actions related to EFN Objective 3

Title	Type of EU Action/Legislation	Scope and Objectives EU Initiative	EFN Goals – Lobby Actions – Professional Committee	Priority/Timeframe
<p>3.1</p> <p>Education (DIR 2013/55/EU and Annexe V) & Lifelong Learning (LLL) Continuous Professional Development (CPD)</p> <p>Mutual Recognition of Professional Qualifications (Directive 2005/36/EC)</p> <p>DG GROW</p>	<p>Linked to European Pillar of Social Rights (EPSR) Principle 1 'Education' – The European Commission has launched several initiatives within the framework of a European Education Area by 2025. Through the European Semester, and in particular the Country Specific Recommendations (CSR), the European Commission aims to support the EU Member States to achieve their commitments. As education represents an important priority in the CSR, life-long learning (LLL) is a key EU right, for both pre and post registered nurses (RCN) and policymakers must guarantee access to Continuing professional development (CPD).</p>	<p>The main aim of the EPSR is to create a more social Europe, with specific attention to education, through Principle 1 "Education". It is key that healthcare stakeholders and EU policy makers are aware of the importance of higher educated nurses to achieve better outcomes. Policy makers to encourage and support nurses in accessing LLL and CPD. It is key to deliver safe and effective care. Within this policy context, the country-specific recommendations of the European Semester provide a clear view on the 'state of art' related to EU developments.</p>	<p>EFN members agreed to focus on EPSR Principle 1 'Education' – Key for EFN: to monitor the EPSR implementation related to education. NNAs impact on the National Reports and Recommendations and provide input to European Commission consultations: bring in best practices on the development of competencies in line with Directive 2013/55/EC (Art31), and the updated Annex V. Collaborate on strategies towards reaching Universal Health Care & the United Nations SDGs</p>	<p>High Priority - Lobbying</p> <p>2016 - Implementation modernised 2005/36/EC into national law</p> <p>Building alliances with key EU Stakeholders and Civil Society</p>
	<p>Directive 2013/55/EC - Updated Annexe V (Commission Delegated Directive (EU) 2024/782)</p>	<p>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 the three categories of nursing care (general care nurse, specialist nurse and Advanced Practice Nurse), and recognising the important role of Healthcare Assistants (HCAs) and the leading role of nurses in their supervision in the development of HCAs, taking into account the EFN position paper on Principles Underpinning the Development of HCAs.</p>	<p>EFN to promote the principle of Mutual Recognition of Professional Qualifications, the minimum requirements (Art 31) and the updated Annexe V; Positioning EFN as the key stakeholder for the nursing profession on delegated acts and future modifications of the Directive 2013/55/EC. When future updates occur, ensure that currently lacking contents (e.g., green skills and evidence-based nursing) are included.</p> <p>EFN to collect evidence of (non-) compliance with the Directive - Connect with Competent Authorities and National Coordinators – Infringement procedures</p> <p>In order to build a resilient workforce and meet the challenges of Health 2.0, a paradigm shift of the policymakers and politicians re-designing the healthcare eco-system is required. This shift should start from the workforce core competences (DIR55), moving towards a more holistic approach and person-centred care approach. This development ultimately implies a strong focus on support and grow development of Advanced Practice Nurses.</p>	<p>High Priority - Lobbying</p>
	<p>EFN Competency Framework – Development Advanced Practice Nurse (APN) – 2024 survey on APN developments in Member States towards the development of an EU Common Training Framework (CTF)</p> <p>Life-Long-Learning (LLL) - the European Commission launched several initiatives within the framework of a European Education Area by 2025. Lifelong learning is seen as a key right, and policy makers must guarantee access to it. To support these efforts, the EFN Members have approved in the October 2023 EFN General Assembly in Madrid, a Policy Statement on Life-Long Learning and Continuous Professional Development, aiming to empower EU nurses to undergo high-quality LLL and CPD. They have also approved in the October 2024 the EFN Policy Statement on Transferring CPD Credits Across the EU, aiming to improve the wide recognition of nursing CPD credits across the EU.</p>	<p>Within the framework of the European Pillar of Social Rights, APN is key for the delivery of positive health outcomes.</p> <p>To identify possible existing gaps or deficiencies in nurses' education and address them via EU funded projects and others in which the EFN is a partner, promoting co-design and end-user engagement between the nursing frontline community and nurses' educators (i.e., academia). LLL activities should be co-designed with nurses' leaders and NNAs to make sure that they are fit-for-purpose and that they address the reality of the latest advancements made in the nursing profession. Promote the digital and green transition of healthcare within the nursing workforce via LLL activities.</p>	<p>Exchanging good practice and experience between NNAs on development and recognition of APNs in different countries. Develop an evidence-based policy position for the NNAs to advance things at national and European levels.</p> <p>Lobby the EU institutions and health stakeholders to guarantee nurses' access to LLL, to be carried out within working hours, without increasing their workload or schedule.</p> <p>EU Framework for LLL – DG SANTE</p> <p>The EFN to provide input to DG GROW and/or DG SANTE on LLL.</p> <p>EFN to lobby for improved access and recognition of CPD and LLL as outlined in the October 2024 EFN Policy Statement on Transferring CPD Credits Across the EU.</p>	<p>High Priority - Lobbying</p> <p>Medium Priority - Lobbying</p>

<p style="text-align: center;">3.2</p> <p style="text-align: center;">EU Enlargement Strategy</p> <p style="text-align: center;"><i>DG Enlargement</i></p> <p style="text-align: center;">ONGOING PROCESS WITH CANDIDATE COUNTRIES</p>	<p>Prospects for EU Enlargement – After several years where EU Enlargement lost traction, the Russian invasion of Ukraine has revamped the debate, with several Member States calling for the EU to be ready to welcome Moldova and Ukraine as EU Member States by 2030.</p> <p>TAIEX Peer Review & Capacity Building</p> <p>EFN EU Accession Strategy to be used for all upcoming EU accession policy processes.</p>	<p>The EU enlargement process to use a stricter approach towards assessment of the progress made by the candidate countries. The formulated recommendation on Chapter 3 of the Acquis Communautaire are often not addressed prior EU accession due to complacency. This puts the nursing profession and the mobility of nurses in the EU in a vulnerable position: nurses will not be recognised under 2013/55/EC.</p> <p>EU membership candidates:</p> <ul style="list-style-type: none"> - Negotiating countries: Turkey, Montenegro (since 2010), Serbia, Moldova (since 2024), and Ukraine (since 2024) - Official candidates: Albania (since June 2014), and FYR Macedonia (since 2005), Georgia (since 2024); - Potential candidates: Bosnia & Herzegovina (since June 2003), Kosovo; - Countries part of the EU Neighbourhood Policy: Armenia). 	<p>EFN membership capacity - Develop a Strategic Plan in relation to the TAIEX mission reports, to support the candidate countries within the Enlargement process - Evaluate the TAIEX mission reports.</p> <p>TAIEX capacity building team with EFN experts</p> <p>Enlargement Seminars to support the candidate countries with the means to negotiate, lobby and participate in the future of the profession within their countries.</p> <p>NNAs of Applicant Countries are informed and ready to join the EFN parallel to entering the EU.</p> <p>EFN membership evaluation – Inclusiveness</p> <p>Lobby Permanent Representations to the EU</p> <p>Provide input to the European Commission consultations on relevant topics impacting on nurses and nursing</p> <p>Develop relevant articles to visualise EFN lobby activities</p>	<p>High Priority - Alliance Building</p>
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