



**MISSION of EFN**

The European Federation of Nurses Associations shall strengthen the status and practice of the profession of nursing and the interests of nurses in the EU & Europe

**OVERARCHING OBJECTIVES of EFN**

- OBJECTIVE 1:** To ensure that nurses and nursing is central to the development of Social and Health Policy and its Implementation in the EU and Europe.
- 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, effective, competent and motivated workforce of nurses.
- OBJECTIVE 3:** Strengthening EFN representation in the EU and Europe and develop EFN key role as bridge between NNA and decision-makers in the EU institutions.

## *EFN STRATEGIC PLAN 2003-2008*

<p style="text-align: center;"><b>Overarching Objective 1: <i>To ensure that nursing/ nurses are central to the development of Social and Health Policy and its Implementation in the EU and Europe.</i></b></p>	<p style="text-align: center;"><b>Action</b></p>	<p style="text-align: center;"><b>Outcome</b></p>	<p style="text-align: center;"><b>Resources</b></p>
<p><b>1. To influence EU policy on Public Health Issues</b></p>	<ol style="list-style-type: none"> <li>1. Evaluate the use, the purpose and the scope of the EFN position paper on Public Health</li> <li>2. Set up action plan with the leading partner and periodically update this action plan</li> <li>3. Set up recommendations for the EC and liaise with the Standing Committee of European Doctors, pharmacists and Midwives and with the European Public Health Alliance, European Health management Association, Nursing researchers, the Health Policy Forum and the European Health Forum</li> <li>4. Communicate EFNs recommendations to the EC</li> <li>5. Participate actively in the Health Policy Forum and the European Health Forum and involve Members and Associate members</li> <li>6. Respond to Commission work regarding the European Health Forum</li> <li>7. Execute the action plan of the Phase II EFN Public Health Program</li> <li>8. Apply for Phase III and involve Applicant Countries</li> <li>9. Analyse input of EFN to the EU health strategy programme</li> <li>10. Participate actively with DG Enterprise and G10 Medicines Group and relevant stakeholders such as the European Medical Technologies Association</li> <li>11. Develop EFN position statement on the reuse of Medical devices</li> <li>12. Develop EFN position statement on G10 Medicines Group recommendations</li> <li>13. Develop EFN position statement on the provision of services and execute recommendations into the E-health project</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>EFN's Policy on Public Health is accepted in the EU arena (2003-2008)</b></li> <li>2. <b>Implementation of Public Health Education Programme for nurses</b></li> </ol>	<p>Members EFN General Secretary Funding Public Health program Project coordinator</p>

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<p><b>2. To influence EU Social Policy</b></p>	<ol style="list-style-type: none"> <li>1. Analyse impact of convention on health services (Article 152) for the next Intergovernmental conference 2004</li> <li>2. Set up action plan with the leading partner and periodically update this action plan</li> <li>3. Communicate EFNs recommendations to the EC</li> <li>4. Seek for EU funding and support twinning projects between Member States NNAs and Candidate countries NNAs</li> <li>5. Develop a Strategic Plan in relation to the TAIEX mission reports, to support the Applicant Countries within the Enlargement process</li> <li>6. Evaluate the TAIEX mission reports</li> <li>7. Organise Enlargement Seminar to support CEE members with the means to negotiate, lobby and participate in the future of the profession within their countries</li> </ol>	<ol style="list-style-type: none"> <li><b>3. EFN is recognised as a key player in the development of Health and Social Policy in the EU (2003-2008)</b></li> <li><b>4. NNAs of Applicant Countries are more informed and supported as a result of EFN's actions</b></li> </ol>	<p>Members EFN President EFN General Secretary</p>
<p><b>3. To participate proactive in the network of Civil and Social dialogue</b></p>	<ol style="list-style-type: none"> <li>1. Participate actively in the Council of Europe and the social and civil society by signing up to the citizens assembly</li> <li>2. Taking the lead to address nursing matters within the Social Platform of NGOs</li> <li>3. Set up action plan with the leading partner and periodically update this action plan</li> <li>4. Communicate EFNs recommendations to the EC</li> <li>5. EFN to participate in the Task Force on developing Social Dialogue</li> </ol>	<ol style="list-style-type: none"> <li><b>5. EFN monitors that EU Health Policy in relation to safe standards of goods and services promotes a safe environment for patients and nurses (2003-2008)</b></li> <li><b>6. EFN influences the sectorial social dialogue, which aims to promote employment and social justice</b></li> </ol>	<p>Members EFN President EFN General Secretary EFN</p>

## EFN STRATEGIC PLAN 2003-2008

<p style="color: red; text-align: center;"><b>Overarching 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, effective, competent and motivated nursing workforce.</b></p>	<p><b>Action</b></p>	<p><b>Outcome</b></p>	<p><b>Resources</b></p>
<p><b>1. To influence the EU in developing a system of mutual recognition of qualifications in line with EFN Policy</b></p> <p><b>2. To support the development of educational standards in the EU and to devise an accredited programme of education for nurses</b></p>	<ol style="list-style-type: none"> <li>1. Networking with other health care professions</li> <li>2. Monitor the proposal for the future of professional recognition and maintain flow of information between office and members and stimulate the input, amendments from NNAs</li> <li>3. Periodically updated the action plan with the leading partner</li> <li>4. Set up recommendations and joint statement for the EC and liaise with health care profession group to set up Consultative committee on nursing education</li> <li>5. Communicate EFNs recommendations to the EC officials</li> <li>6. Active participation in the lobby process</li> <li>7. NNAs to contact their government officials, MEPs and Nursing Regulatory Bodies to ensure nursing view is consistent at national level</li> <li>8. Integrate ACTN questionnaire on EFN website and link to databases</li> </ol> <ol style="list-style-type: none"> <li>1. Promote the ENNO framework paper as widely as possible</li> <li>2. Review of the EFN Position about Nursing Education and also the Implication of Bologna Declaration to the Nursing Education.</li> <li>3. Review the list of EFN competencies in relation to the EC competency paper and in consultation with the members to ensure the paper fully reflect current practice</li> <li>4. Follow the developments of ICN work on competencies by setting up an email group to reflect on the two papers and use the ACTN document as a base</li> <li>5. Develop a set of principles that should underpin life-long learning for nurses across the EU, with examples of good practice.</li> <li>6. Create EFN position paper on life-long learning for nurses</li> <li>7. Periodically updated the action plan with the leading partner</li> <li>8. Communicate EFNs recommendations to the EC officials</li> <li>9. Active participation in the lobby process</li> <li>10. NNAs to contact their government officials and MEPs to ensure nursing view is included at national level</li> </ol>	<ol style="list-style-type: none"> <li><b>1. An appropriate system of mutual recognition of qualifications for nurses in the EU is implemented by the EC and EFN is included in the formal consultation structure for mutual recognition for nurses (2004)</b></li> <li><b>2. Standards of education which will ensure safe standards of nursing practice are developed in the EU and Europe (2005)</b></li> <li><b>3. A system of basic and continuing education for nurses in EU and Europe is implemented to facilitate the mobility of nurses and to ensure the quality of health care (3 years after admission of the applicant country)</b></li> </ol>	<p>Members EFN Leading EFN Member General Secretary EFN website</p> <p>Members EFN Leading EFN Member ENNO members General Secretary PH project coordinator EFN website</p>

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<p><b>EFN Overarching 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, effective, competent and motivated nursing workforce.</b></p>	<p style="text-align: center;"><b>Action</b></p>	<p style="text-align: center;"><b>Outcome</b></p>	<p style="text-align: center;"><b>Resources</b></p>
<p><b>3. To improve nursing workforce planning in the EU and Europe</b></p>	<ol style="list-style-type: none"> <li>1. Periodically updated the action plan with the leading partner</li> <li>2. Communicate EFNs recommendations to the European institutions and national governments officials to ensure nursing issues are considered in policy planning and implementation</li> <li>3. Lobby for better information on nurse mobility within and into Europe to assist workforce planning</li> <li>4. NNAs to become involved in research on workforce planning at national and EU level either independently or in partnership with other countries</li> <li>5. Conducting research into current mechanisms of workforce planning within EU</li> <li>6. EFN to source funding from EU for project work on workforce issues</li> <li>7. Lobby for an EU Monitoring Forum on workforce planning</li> </ol>	<p><b>4. European Collaboration on workforce issues including improved information on workforce planning</b></p>	<p>Members EFN Leading EFN Member General Secretary PH project Coordinator EFN website – data registration Funding from potential EFN project</p>
<p><b>4. To promote effective strategies in recruitment and retaining nurses</b></p>	<ol style="list-style-type: none"> <li>1. Periodically updated the action plan with the leading partner</li> <li>2. Campaign for good practice employment strategies which promote nursing recruitment and retention e.g. work life balance, management of stress, better pay and conditions</li> <li>3. Exploit media opportunities to promote nursing as an attractive and rewarding profession</li> <li>4. NNAs to impress on their Governments, the importance of implementing ethical Guidelines on Recruitment</li> <li>5. NNAs to contribute to the Recruitment and Retention debate at national and EU level</li> <li>6. Create a EFN position paper on leadership nursing</li> <li>7. EFN members could undertake some practical work together on developing nursing leadership capability and examples of good practice.</li> <li>8. Promote equal opportunities for men and women</li> </ol>	<p><b>5. Implementation of Ethical Guidelines at EU level</b></p> <p><b>6. Implementation of agreed Recruitment and Retention Strategies</b></p>	<p>Members EFN Leading EFN Member General Secretary EFN website – data registration Funding from potential EFN project</p>

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<b>Overarching Objective 3: <i>Strengthening EFN representation in the EU and Europe</i></b>	<b>Action</b>	<b>Outcome</b>	<b>Resources</b>
<b>1. To improve the activities of EFN by collaborating between nurses, specialist and generic interest groups</b>	<ol style="list-style-type: none"> <li>1. Set up a working group to examine all the issues pertaining to the development of a closer liaison with specialist and generic interest groups</li> <li>2. Maintain flow of information between Brussels Office and Members, Associate Members, specialist and generic interest groups</li> <li>3. Being proactive in developing collaboration with the European Network of specialist and generic interest groups</li> <li>4. Develop membership structure for specialist and generic interest groups</li> </ol>	<b>1. To have a European House of Nurses and Nursing in Brussels which ensures a collective voice of nurses in the EU and Europe (2008-2012)</b>	EFN Members President EFN General Secretary EFN
<b>2. To invest in the extension of the Brussels Office</b>	<ol style="list-style-type: none"> <li>1. Review office accommodation because the workspace is too small for two full time employees.</li> <li>2. Make a plan in which alternatives and options on space requirements and costs of possible relocation for the office in the near future should be related to the idea of the "House of Nursing"</li> <li>3. Review membership fee of EFN members and Associate Members in relation to the development of the House of Nurses and Nursing</li> </ol>	<b>2. An office regulation, representative office space for 2 full time equivalent employees and space to organise in a comfortable way visits from NNAs and other stakeholders is available (2003-2004)</b>	General Secretary EFN
<b>3. To maximise the effect of lobbying at national, EU and European level</b>	<ol style="list-style-type: none"> <li>1. To develop EFN website for interactive exchange of information</li> </ol>	<b>3. EFN is recognised as a key player in the network of the European Health Care arena (2003)</b>	General Secretary EFN