

ANNUAL REPORT 2019

European Specialist Nurses Organisation

Table of Contents

1. INTRODUCTION.....	3
2. ESNO TODAY AND SPECIALIST NURSING IN THE FUTURE.....	4
3. ESNO ACTIVITIES.....	4
3.1 Harmonisation of Training.....	4
3.2 Accreditation.....	5
3.3 Common Training Framework.....	5
3.4 Recognition of Mapping Study.....	5
3.5 Publishing Series of Books on “Principles of Specialist Nurses in Europe”	6
4. HEALTH THEMES.....	6
4.1 Vaccination.....	6
4.2 Anti-Microbial Resistance (AMR).....	6
4.3 Nurses Guide for Switching to Biosimilar.....	7
5. EUROPEAN HEALTH AFFAIRS.....	7
6. ESNO COMMITTEES.....	7
6.1 Education.....	7
6.2 Governance.....	7
6.3 External Relation.....	8
6.4 Congress.....	8
7. FINANCE.....	8
8. ESNO EUROPEAN AGENCIES.....	8
8.1 European Centre for Disease Prevention and Control (ECDC).....	8
8.2 European Medicine Agency (EMA).....	9
9. ESNO AND LOBBYING.....	9
10. PROGRAM 2019 AT A GLANCE.....	9
10.1 Visibility and Collaboration.....	9
10.2 Governance.....	9
10.3 Education and Expert Input.....	10
11. ESNO MEMBERS.....	10
12. THE ESNO TEAM.....	10

1. INTRODUCTION

It's our pleasure to write the introduction for the 2019 ESNO annual report, which frames the activities and achievements of the last twelve months and outlines future activities.

ESNO has now grown to include seventeen specialist organisations as members or associates. It is this growing number of representatives that allows ESNO to contribute to public health in specialist nursing across Europe.

The initial priority for ESNO was to develop the first constitution to cement the foundations of the organisation. Building from here, ESNO has been developing a specialist nursing framework that can, and will, be acknowledged and integrated by the member countries nursing professions. ESNO has fought to obtain recognition for the 'specialist nurse' as a significant and standalone profession. ESNO aims to contribute to the harmonization of Specialist Nurses at a European level under the directive of professional qualification and has been working tirelessly to enhance the status, by pursuing formal enquiry into whether developing an educational framework would enable entry into the Professional Qualification Framework. The educational framework aims to standardise the skills and training of nurse specialists across Europe to enhance care quality, improve health care outcomes and reduce care costs.

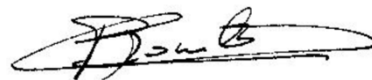
By the end of 2017 we established committees, participated in three Joint Actions under the European Commission, participate in OECD activities, developed E-Books on the principles of nursing, started the educational mapping of the specialist nurse across different countries, and contributed actively in EMA working groups. These activities will be further explored in this report.

ESNO will continue to support the development of the specialist nurse role, which will ultimately positively impact on the quality of care provided to our patients. We are honoured and proud to be a member of such a pioneering organisation.

Brussels, April 4th, 2020



Adriano Friganović, RN, BsN, MsN
ESNO President



Patrick Crombez, AOCNS, CBMTN, MSN, RN, MHCM, MCA
ESNO Vice-President

2. ESNO TODAY AND SPECIALIST NURSING IN THE FUTURE

ESNO has evolved from a start-up NGO 11 years ago, to a well-established European Nursing Association with an office in Brussels. In all European nations we aim to use all available means to meet the highest possible standard of care for all patients, regardless of their condition or life stage. We also uphold the culture of Europe as an open and collaborative environment and believe that borders should not be a barrier to high-quality care. We do, however, operate in a setting of increasing costs and, sometimes, a restrictive environment in prioritizing health care.

ESNO aims to be a forum to explore issues of mutual concern as well as exchange knowledge, share evidence, ideas, and generate solutions on nurse education and Evidence Based Practice. While having a great spectrum of Nurses Specialty fields, they all are involved in issues transversal throughout the specialties such as; education, clinical evidence-based practice, nursing research and development, patient safety & occupational health, management and administration and informatics which reflect current developments and European innovations and as evidenced in both.

ESNO foresees that Health economics will have more prominent position related to the financing and delivery of health services and the role of such services and other personal decisions in contributing to personal health. Today there is no common metric to measure the growth of a nurse's research field, but two alternative measures are among those that can be used to gauge the tremendous expansion of the field of nursing and healthcare economics. First, the number of PhDs awarded annually in nursing and healthcare economics has increased rapidly over time. In Europe, the number of dissertations on health economics increased eleven-fold from 1985 to 2014. By contrast, the number of dissertations in all fields of economics nursing has been increased only 2.5 times during the same period.

In this setting the nursing workforce is despite all progress under threat. Despite the willingness to give nurses a respected and well-regarded position we see a stagnation in salaries, an ageing cohort and a worrying number of nurses leaving countries that desperately need them.

However, we are glad to see nursing becoming increasingly respected as a profession, with nurses being taught and trained by nursing and non-nursing professionals and are now building a unique body of knowledge for both general and specialist nurses. As ESNO enjoys relationships with nurses from diverse backgrounds, we hope to be viewed as a hub for the exchange of best practice and evidence based across specialism.

3. ESNO ACTIVITIES

3.1. Harmonisation of Training

ESNO aims to complete a training framework that incorporates a recognizable set of fit for purpose across Europe. The goal is to increase the competitiveness of the specialist nurse through the creation and acceptance of this framework, which will ultimately not only positively impact the specialist nurses concerned, but also improve patient care. The framework aims to standardize the skills and training of nurse specialists across Europe to enhance care quality, improve health care outcomes and reduce care costs. The Common Training Framework (CTF) should be recognized by 1/3 rd of the EU Members States and increase specialist nurses' mobility inside the EU.

3.2. Accreditation

ESNO supports accrediting educational activities, such as the European Accreditation Network (EAN)² and continued professional development (CPD), to encourage specialist nurses to continually improve in their area of specialism. It is envisaged that a credit-based system will support the CPD recognition for participating nurses.

3.3. Common Training Framework

The role of the specialist nurse is still not homogeneously defined across Europe. There is formal training for some specialist nursing, and in some cases embedded in the national legislation however, the current recognition of specialism, and level of importance of each specialism, varies wildly from country-to-country. To support workforce mobility across European borders, transparency of roles and job requirements are needed, this can be achieved through a Common Training Framework³. In 2016, ESNO developed the first draft of a competency framework for specialist nurses, the new education committee continue with the project development.

3.4 Recognition and mapping study

The official recognition process for specialist nurses in Europe, under the Directive of Professional Qualification will likely be a long and challenging process. Although, recognition is on the horizon, we expect to experience additional hurdles, such as the European Proportionality Test Directive. ESNO sees this process as more than one project, due to the complexity of many specialism, national regulations, and educations and so on. For this reason, ESNO discuss to either take it step by step, using one specialty to set the stage and an approach that may be followed in the future by other specialties or either to obtain a more general approach for all nursing specialties.

The framework will standardize the skills and training of nurse specialists across Europe to enhance care quality, improve health care outcomes and reduce care costs. In 2017 the first step was taken, by starting the mapping process and literature review on diabetes nursing. Over the coming years ESNO has a lot of work to do, starting with Foundation of European Nurses in Diabetes (FEND) and a consortium of partners and stakeholders to seek funds. EONS (European Oncology Nursing Society) start also to strive the abstention of a CTF for cancer nursing in the frame of EU recognition of the specialty of cancer nursing. This process is still ongoing in phase 3 with discussions and lobbying on the EU level. In phase 1, a literature review was done to illustrate evidence of the contribution of specialist cancer nurses to the development of innovation processes in oncology. The mapping of the EU situation in this specialty is still ongoing.

²<https://www.ean-portal.eu/webean/service/public/home>

³http://www.esno.org/assets/harmonise-common_training_framework.pdf

3.5 Publishing series of books on ‘Principles of Specialist Nurses in Europe’

This series shapes evidence-based practice in Europe, while also integrating lessons learned from other continents. Moreover, we hope they will help to clarify the status of the specialist nurse as an advanced practice nurse. In 2018 the first book was published and launched on mentalhealth⁴. The second edition on oncology nursing is launched in 2019⁵. This book provides a unique overview of oncology nursing care in a new health environment, one in which specialized oncology nurses play an increasingly important role. It highlights the new skills that oncology nurses will need to develop in light of the changing care setting.

4. HEALTH THEMES

4.1 Vaccination

Anti-vaccination actions, based on myths, are increasing and spreading across Europe. Therefore, we believe it is essential to actively educate and inform nurses, to contribute to EU initiatives and, work with other healthcare professionals (HCPs) on the importance of vaccines. In 2018, ESNO took part in the World Immunization Week and contributed to the development of the Declaration on Vaccination, presentation April 2018. ESNO also participated in the European Joint Action on Vaccination, initiate a Nurses Information and Communication Guide on Vaccination and collaborated with the pharmacists’ community. A call went out in the beginning of 2018 to read and sign-up our Manifesto on vaccination.

4.2 Anti-Microbial Resistance (AMR)

Microbial infections are a common issue that can be addressed by a systematic approach of using the correct antibiotic medication. However, it is devastating when such medication cannot be properly used anymore due to resistance and the most common infection becomes life threatening. Antimicrobial resistance (AMR) represents a serious public health threat, with an estimated 10 million people predicted to die globally from multidrug-resistance infections every year by 2050 if urgent action is not taken⁴.

Over the past year ESNO has shown support for the need to tackle AMR and concluded that – beside the abundance of activities already going on – there are not enough explicit tools to support nurses to educate, inform and communicate about the issue.

In 2017 ESNO was invited to make an editorial on AMR from the nurse’s perspective in the Parliament Magazine⁵.

In the process ESNO was contacted by the Joint Action on AMR, creating a ‘Nurses Information and Communication Guide on AMR’. In this guide ESNO wants to be realistic, pragmatic and explicit on what nurses can do. ESNO will also participate in the European AMR Joint Action (WP-8) on the Joined Action on Vaccination and will initiate the AMR-Vaccination Nurses Guide.

ESNO also wrote in 2018 a Position Statement on anti-microbial resistance.

The work on the development of the ESNO Nurses Information and Education Guide on Anti-Microbial Resistance (AMR) and Vaccination went on in 2019 with several meetings with expert nurses from the field. A press-release was published in 2019 with the title “Why nurses are paramount in the context of antimicrobial resistance (AMR) and vaccination for cancer patients”.

4. Tackling Drug-Resistant Infections Globally: final report and recommendations (2016) UK Review on Antimicrobial Resistance. https://amrreview.org/sites/default/files/160525_Final%20paper_with%20cover.pdf

5. <http://library.myebook.com/theparliament/amr-supplement-sep-2017/772/#page/23>

4.3 Nurses guide for switching to biosimilars

In 2016, ESNO was invited to contribute to Health Care Professionals guidelines on biosimilars. This was completed in 2018 and launched in June by a press release. The European Organization for Specialized Nurses (ESNO) has launched in June 2019 the guide for switch management between similar biological medicines in 7 additional languages. The availability of the guide, in English, German, French, Spanish, Polish, Italian, Portuguese and Dutch, aims to make the information more accessible for nurses in those countries.

5. EUROPEAN HEALTH AFFAIRS

Good health is a crucial element of European social pillars, and ESNO has experienced a significant call for participation and support for many health issues. The demand of high quality, sustainable health care is rapidly increasing due to societal expectations to reduce both the health, economic and social impacts of disease and the right citizens must live in a safe and healthy environment. ESNO has been invited to participate in many platforms. ESNO has participated in Gastein initiative in 2019. ESNO strongly believes that health should be a top priority on the EU social agenda and has contributed in the AMR joint statement. ESNO believes that nurses play a vital role in health, which is why increasing future participation in EPHA is necessary. ESNO regards participation in the European Health Public Platform as a vital step to addressing European health issues from the nurse's perspective. It also gives opportunities to keep up to date on developments, as well as participate in, and influence, decisions. <https://webgate.ec.europa.eu/hpf/>

6. ESNO COMMITTEES

6.1 Education

The Education Committee addresses issues relating to education, recognition and practice, which is relevant to every association member and their specific specialty. They collect and gather evidence on the contributions' specialist nurses make to the improvement of quality and safety of care provision. They work on a common framework that could be used by each specialty to develop a specific Common Training Framework. Twice a year, the committee organizes a meeting to evaluate the progression of the different themes we are working on.

In 2019 the committee launched a questionnaire for all Specialist Nurses exercising in Europe and constituencies in preparation for a study on Specialist Nurse in Europe in 2020. The great amount of data was analysed, and qualitative information is transformed in quantitative data. During the ESNO congress 2020 a report will be launched and distributed with the possibility to enlist as engagers to support a Delphi study in 2020 and 2021.

6.2 Governance

The Governance Committee is responsible for the development and proper implementation of mechanisms (constitution, internal regulation, code of conduct and eligibility) required to balance the participation of members, the success of the organization, its mission and goals.

The constitution was revised/changed in 2019.

In the wish of ESNO to engage with European, national and local institutes such as universities and hospitals, the constitution has been revised and published. This means that organizational associates participate in projects,

activities and representatives engage in surveys and studies. They are also easier connect to European projects, direct or indirect. There will not be an active recruitment, but institutes will be approached through the ESNO member or they can contact the ESNO.

For individual associates it is the same and specific for those nurses not related or connected to the members. In this stage there are still gaps in all specialties and engaging is important to us. Already related individual will be approached for individual associates to a symbolic annual fee.

6.3 External Relation

The External Relations Committee cooperates with institutions to publish health related publications concerning the nursing profession, such as guidelines, e-books, newsletters and annual reports for public use. Publications on specific specialist areas related to members are found on the individual member websites.

6.4 Congress

The Congress Committee organized the ESNO Congress of February 2019 with the title "The Specialist Nurse in European Healthcare towards 2030" as an answer to the rapid increasing interest of the specialist and advanced nurses' role in the European health care.

The conference brought together health practitioners, policy makers and managers from around the world who are engaged in the design and delivery of nursing care with the objective is to clarify the role of the Specialist Nurses and to discuss their contribution and position in a rapidly changing healthcare landscape in Europe.

The committee started also the preparations for the ESNO congress 2020. The second of the three linked congresses with the theme 'The Specialist Nurse in European Healthcare towards 2030', the 2020 Congress will emphasise the importance of harmonised education and recognition in the European context.

A position Statement was published in 2019 regarding to the theme of the congress.

7. FINANCE

As non-profit organisation, ESNO's income is mainly sourced by members fee. By an slight increased budget from members fee and activities ESNO has been able to extent activities but still, the budget is far too low to meet criteria towards a professional standard organisation but it is expected that this will change in the future, and at the same time meeting the criteria of independency.

8. ESNO AND EUROPEAN AGENCIES

8.1 European Centre for Disease Prevention and Control – ECDC

ESNO has had several meetings with ECDC to see where, and how, nurses can contribute to the health issues such as AMR and Vaccine. The European Centre for Disease Prevention and Control (ECDC) is an EU agency aimed at strengthening Europe's defences against infectious diseases. They provide evidence for effective and efficient decision-making, which strengthens public health systems and supports the response to public health threats. Their program touches a great number of tools for health care professionals, but in ESNO's view there could be a more specific nurses' input, through nurse narratives and nurse clinical practice, competences and attitudes. We have agreed to collaborate further on vaccination and AMR events and awareness days, and ESNO will take on a number of initiatives and activities that will contribute to better health in these areas.

8.2. European Medicine Agency – EMA

ESNO has increased its relations with the EMA and is now an explicit contributor in several evaluations, participating in several working groups and has created a platform of specialist groups on specific medicines. The European Medicines Agency (EMA) is a decentralised EU agency, located in London. It began operating in 1995. The Agency is responsible for the scientific evaluation, supervision and safety monitoring of medicines in the EU, evaluating and approving them before going into use by HCPs and nurses. Although it is often said that the prescribing professional is responsible for the entire process, nurses have taken increasing responsibility in recent years. Whereas in the past nurses only distributed, administered medicines, observed side effects and reported back to doctors, today their role has expanded. They participate in clinical trials, develop guidelines, contribute to adherence programs, have prescribing authority, take part in (formal and informal) decision-making processes and much more. For this reason, the nurses' input is not only relevant, but essential. For the year 2020 we foresee a stronger and more effective collaboration with the EMA in the participation on the Health Care Professional Working Party (HCPWP) to achieve the highest possible standards in patient safety.

8.3 ESNO Lobbying

Over 2019 ESNO received a lot of invitations to participate in meetings, events and consultations on a variety of health fields because of the value of specialist nurses. ESNO has two representatives with TR Card a Transparency Register Card10 to access the parliament building. Over 2017 we saw that more ESNO members were registering in the Transparency Register, which is good news.

We often see too many vacant chairs during important meetings, left open for nurses and nurse-member representatives to participate and have their say and above all to follow the other 20.000 lobbyist in Brussels, two or three for nurses is not enough considering the fact that there are over 3.000.000 in Europe.

10. PROGRAM 2019 AT A GLANCE

10.1 Visibility and collaboration

- Organise and hold the second ESNO Congress in Brussels.
- Support ESNO members in their campaigns.
- Continue to open membership to wider representatives, such as hospitals and universities and even individuals
- Participate in European health events of significance, such as Gastein.
- Establish contacts with European specialist fields not yet allied to ESNO.
- Support more nurse organisations hold their meetings at the ESNO venue.
- Collaborate with other health care professionals.
- Strengthen relations with patient organisations.

10.2 Governance

- Establish a new board with clear role descriptions and areas of responsibility
- Refresh internal regulations
- Establish a well operating committee structure
- Develop clear online communication and management structure
- Plan ESNO's financial future to safeguard a sustainable economic future
- Publications

- Creation and establish of Foundation in 2020
- Finalize the Nurses Information and Communication Guide on AMR and Vaccine
- Looking for the development of new areas for the e-book series on specialist nurses

10.3 Education and expert input

- Establish process for developing accreditation programs
- Have more nursing activities accredited
- Go on further with data from the survey
- Further develop CTF
- Establish a well-represented Specialist Nursing Reference Group to participate in medication
- Evaluations

ESNO's activities are increasing with a lot of dynamics. To keep our followers updated in the rapid expanding European health world, the initiation of a blog and a newsletter were the most required initiatives.

11. ESNO MEMBERS

1. EDTNA/ERCA - European Dialysis and Transplant Nurses Association / European Renal Care Association
2. EfCCNa - European federation of Critical Care Nursing associations
3. ENDA - European Nurse Directors Association
4. EONS - European Oncology Nursing Society
5. EORNA - European Operating Room Nurses Association
6. FEND - Foundation of European Nurses in Diabetes
7. IFNA - International Federation of Nurse Anesthetists
8. EAUN - European Association of Urology Nurses
9. ESGENA - European Society of Gastroenterology and Endoscopy Nurses and Associate
10. ERNA - European Respiratory Nurses Association
11. EULAR - European League Against Rheumatism / Nurses section
12. EuSEN - European Society for Emergency Nursing
13. EANN - European Association Neuroscience Nurses
14. ACOVENE - European Veterinary Nurses
15. ECCO - European Crohn's and Colitis Organisation
16. EWMA - European Wound Management Association
17. IntNSA - International Nurses Society on Addictions Europe
18. HNHPG - Haematology Nurses and Healthcare Professionals Group

12. THE ESNO TEAM

- Adriano Friganović, President
- Patrick Crombez, Vice President
- Maria Teresa Parisotto, Board Member
- Nico Decock, Chair Education Committee
- Wouter de Graaf, Treasurer
- Ber Oomen, Executive Director