



Workforce Committee

Work Plan September 2007- March 2008

Mission Statement: To bring to bear the collective weight of the nursing profession on the EU legislative and regulatory process to promote a working environment focused on safe staffing, adequate resources, optimal skill mix and career development throughout Europe.

Objectives: To ensure that nursing policies are transformed into beneficial EU recommendations and initiatives on nurses' mobility.

Priorities:

- (1) Recruitment;
- (2) Sharp Injuries.

Issue Type:

- (1) Lobbying;
- (2) Watching Brief and Alliance Building.

Goals:

- (1) Recruitment
 - Nursing services must be delivered within a working environment focused on safe staffing, adequate resources, continuing professional education and career development;
 - The European Union/Member States must adopt EU ethical guidelines on recruitment of the nursing workforce.
- (2) Sharp Injuries
 - To ensure that EU initiatives are beneficial for both patients and nurses.

Measurement:

- (1) Recruitment
 - EPSU and EFN work together, and where possible make common input in relation to Recruitment, Ageing Workforce and Skill Mix;
 - Implementation Memorandum of Understanding EPSU-EFN;
 - Implementation of Council conclusions on EU strategy for Action on the Crisis in Human Resources for Health in Developing Countries.
- (2) Sharp Injuries
 - Collaboration with significant partners is strengthened.
 - EFN must be recognised as key stakeholder in the debate on Sharp Injuries, Medical Devices and Working Conditions.

Timeline:

- (1) Recruitment
 - DG Sanco High Level Group on Mobility – September 2007;
 - EU project on Mobility (EHMA) – deadline 19 September 2007;
- (2) Sharp Injuries
 - Ongoing EFN campaign on Sharp Injuries.

Tactics:

(1) Recruitment

- Influence High Level Group/Council of Ministers decision on data collection and ethical recruitment guidelines;
- EFN observer status in November 2007 Council of Europe Ministerial Conference on Mobility;
- Support EU policy with data from the International Centre for Human Resources in Nursing (ICN) and if available EFN members research;
- EFN stakeholder in EU project on Mobility of Health Professionals (EHMA).

(2) Sharp Injuries

- Influence European Commission draft legislation on protecting European healthcare workers from blood-borne infections due to needle stick injuries;
- Continuous Campaign on Sharp Injuries together with EUCOMED on EFN Website;
- Alliance Building: EUCOMED and Health First Europe.

Actions:

(1) Recruitment

- Alliance Building with EPSU – exchange of information on Recruitment, Ageing Workforce and Skill Mix;
- Kim Ost-Jacobsen (Danish Nurses Organisation) to inform EFN members in Brussels General Assembly on concept Social Dialog;
- EFN/Norwegian Nurses Organisation to participate in Council of Europe Mobility Summit;
- EFN to become involved in EU projects on Mobility of Health Professionals (EHMA), and workforce planning in nursing.

(2) Sharp Injuries

- Input EFN to European Commission consultation new Legislation;
- Lobby Champion MEPs: Stephen Hughes and Liz Lynne.

Outcome:

(1) Recruitment

- Political agreement on mobility of Health Care Professions (Council of Ministers, Council of Europe Summit);
- Evidence based policy developments – EHMA project DG Research.

(2) Sharp Injuries

- DG Enterprise Directive in line with EFN policy.