



88th EFN GENERAL ASSEMBLY
EFN MEMBERS TOUR DE TABLE

Country	Organisation	Profession	Public Policy
Austria	<ul style="list-style-type: none"> › Elections took place in December 2007 → New President + Board Committee Members. 	<ul style="list-style-type: none"> › Negotiations with Government for PhD & Master at University level; › Bachelor degree implemented. 	<ul style="list-style-type: none"> › NNA working on e-health; › Part of EUNetPaS project discussions; › ICNP Promotion.
Bulgaria	<ul style="list-style-type: none"> › ICN audit, EFN Observer; › International experience very important. 	<ul style="list-style-type: none"> › Shortage of Nurses → salaries very low → negotiations going on but not successful (will maybe go on strike); › Negotiations to maintain nurses in Bulgaria. 	<ul style="list-style-type: none"> › Harmonisation EU legislation.
Croatia	<ul style="list-style-type: none"> › Elections took place in March 2008 → Branka Rimac re-elected President. 	<ul style="list-style-type: none"> › In October → start of Masters degrees; › NNA fighting for better recognition of Nurses. 	<ul style="list-style-type: none"> › Organising meetings for Taiex Mission → to harmonize Directive 36.
Cyprus	<ul style="list-style-type: none"> › Elections took place in 2008 → Ioannis Leontiou re-elected President & Evdokia Athini, elected Vice-President. 	<ul style="list-style-type: none"> › Nurse-Patient ratios in the private sector: NNA in the Advisory Committee for the private hospitals; Efforts done to change the established by Law 'nurse to patient ratio'. › Nursing and Midwifery education: upgraded to University level since 2007 in accordance to the provisions of the Bologna declaration and process; CYNMA requested financial support from Ministry of Finance in order to secure funding from the EU structural funds. 	<ul style="list-style-type: none"> › Restructuring of the Health System (New NHS) and Autonomy of Public Hospitals: NNA invited by the Health Insurance Organisation during the consultation process for the preparation of the strategy for implementation of the new NHS.
Denmark		<ul style="list-style-type: none"> › Collective Bargaining → Disagreement with the pay increase 15% proposed to the government for the next 3 years. Employers offer 12.8%. › Asking Commission equal pay → Men/Women & Public/Private sectors. 	

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Finland	<ul style="list-style-type: none"> › NNA organised a National Congress; › Publication of a Guideline on "Child abuse"; › Patient Safety Award and Award development Well-being Patient. 	<ul style="list-style-type: none"> › Disagreement on if nurses can prescribe; › Lack of Nurses → TV programme to ensure response is not found in another country (e.g.: Philippines, etc.). 	
France		<ul style="list-style-type: none"> › Changes in the nursing Profession & Education; › Changes in relation to practice due to medical/nurses' shortage → Project on nurses prescribing → final recommendations in 2008. › Education Reform: Hope the training will be redrawn according to Bologna. › Discussions on: Bachelor, Master, PhD (creation of a nursing and paramedical department that will soon provide PhD & a nursing research centre). 	<ul style="list-style-type: none"> › Big reform on health care supply; › Electoral process for the regulatory Body (throughout 2008 → 500.000 nurses will elect: Departmental Council + Regional Council + National Council); › Regulatory Body → in place in November 2008.
Germany	<ul style="list-style-type: none"> › Reorganisation of DBFK – 12 chapters with elected members. 	<ul style="list-style-type: none"> › Successful negotiations with the Public Sector → increase of salaries (8% over 2 years); › Less nurses in the public sector than in the semi-public one; › Nurses working conditions → continuously deteriorating → Negotiations for better working conditions; › Education should go in High Education Institutes in the coming years & development ANP. 	
Greece	<ul style="list-style-type: none"> › Elections → New Board; › Preparing annual Congress – EFN Key Note speech; › Trying to cooperate with the national regulatory body. 	<ul style="list-style-type: none"> › Education/CPD – Database development 	

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Iceland		<ul style="list-style-type: none"> › Negotiations → ask for equal pay & structural funds for CPD; › A letter will be sent to EFN Members in May – EFN members to answer questions; › Education: supports moving nursing education to High education – support to other MS to provide teachers. 	
Ireland	<ul style="list-style-type: none"> › Industrial Action outcome: 10% salary increase for manager grade, nurses unhappy with result. 	<ul style="list-style-type: none"> › Agreement on 37.5h work instead of 39h; › Commission set up to examine redesign of work practice, role of Nurses and Midwives and implementation of 35 hour week; › 200 nurses being trained in prescribing; › Post registration review – Report due to be out in May 2008. 	<ul style="list-style-type: none"> › Health care system – 300 million deficit › New nurse/midwifery Bill.
Italy	<ul style="list-style-type: none"> › NNA participate in ministerial conference to evaluate education and push nurses' management in hospitals; › NNA Will organise a conference in may 2008: Continuity of care; › Professional journal translated into several languages (ICN/EFN, etc.) 	<ul style="list-style-type: none"> › Set up an association observatory to look at nurses working and who do not talk the national language; › ICNP implemented – use for nursing budget › Patient safety & errors: risk management 	<ul style="list-style-type: none"> › NNA working on intensivity of care & safety of workers; › FINE working on competencies for teachers; › Code of Ethics (What FEPI proposes is more a Code of Conduct).
Latvia		<ul style="list-style-type: none"> › Redesign and restructuring education and specialities: nurses competences in different specialities - Educational programme in specialities to start in September 2008 (funded by government) – based on Bologna: › Project Nurses-patient ratio – New methodology to come up next year; › Shortage but good signs – Nurses are coming back to nursing after some time out of it; › Nurses' salary will increase by 15%/year → the strategy on Health & Human resources is showing results. 	<ul style="list-style-type: none"> › Lobby work – ICNP Project and implementation of e-health project in Latvia;

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Lithuania	<ul style="list-style-type: none"> › Organised a Forum on Working Conditions → Shortage & migration are a big problem (Nursing Profession not popular – salary very low). 	<ul style="list-style-type: none"> › Difficult to negotiate salaries with the government → strong negotiations → If no agreement → strike. › Strengthening social dialog (passive) 	
Luxembourg	<ul style="list-style-type: none"> › ANIL is celebrating its 30th Anniversary; › 3rd NNA congress with participation of Health Minister. › Conceil Superieur supported – 22 HCP 	<ul style="list-style-type: none"> › Two laws passed: Euthanasia & Palliative care - NNA to prepare a paper on nurses view on Euthanasia to protect nurses & patients; › Same language problem as for Italy (60% of nurses are foreigners). 	<ul style="list-style-type: none"> › Taking into account the results of the study done by the NNA, a complaint has been registered to the European Commission for not implementing the nursing directive 36. › A first meeting took place with the Ministry of Education – next meeting in May – supported by the High Commission of Health Professionals;
Malta	<ul style="list-style-type: none"> › Conference on Nurse-patients ratios. 	<ul style="list-style-type: none"> › Maybe strike → for better salaries, shortage, etc. › Discussion about specialist nurses: how many do we need? 	<ul style="list-style-type: none"> › The new parliamentary secretary is a nurse; › Mental Health – accepted in the University – Conference HORATIO; › Masters are increasing; › Community care degrees.
Netherlands		<ul style="list-style-type: none"> › As a result of the lobby to the government → better salaries (10% in 3 years on university salaries); › Assessment system for international nurses has been completed; › Being discussing on innovation in healthcare. 	
Norway	<ul style="list-style-type: none"> › Health Minister takes NNO solutions serious. 	<ul style="list-style-type: none"> › Negotiations for better salaries → if no success: strike end of May (For Info: women are mostly working in the public sector, while men are mostly working in the Private sector and earn 15.000 euro more per year than women); › Reorganisation of the hospital sector → 35.000 nurses – influence primary care nurses (20.000). 	

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Poland	<ul style="list-style-type: none"> › Nurses Students Organisation established in 2007, as part of the NNA; › 9th Congress of the Polish Nurses Association – May 2008. › Cooperation NNA/Council → strategies on Human Resources in Nursing; 	<ul style="list-style-type: none"> › Nursing working conditions → NNA started to collect data; › Preparing competences for nurses (1st & 2nd levels). 	<ul style="list-style-type: none"> › HealthPROelderly Conference "Evidence-Based Guidelines in Health Promotion for Older People" – 15-16 May 2008, Warsaw; › ICNP – project to implement
Portugal	<ul style="list-style-type: none"> › Celebrating its 10th Anniversary – EFN present; › Elections took place → New Board (4 years). 	<ul style="list-style-type: none"> › Tuning Project → negotiations with Universities to put it in place; › Going through a health reform → nursing shortage BUT unemployed newly graduated nurses; › Good results with foreign nurses; › Most of the nurses are working in the public sector → trying that they work more also in the private sector. 	<ul style="list-style-type: none"> › Working with ICNP; › Mobile Library in East Timor & Guinea; › Nurses are now also driving the rapid response vehicle used when there is an emergency call. › Nursing Education at Master level – Minister Health refuses to change legislation.
Romania	<ul style="list-style-type: none"> › Organised a conference in October 2007; › Elections took place → new board (Ecaterina Gulie elected President); › Organising their national conference in May 2008; › Had some important meetings with Health Minister. 	<ul style="list-style-type: none"> › Developing Master program; › Multi Sectoral committee: occupational standards. 	<ul style="list-style-type: none"> › Undertaking a research project as there is a new University curriculum → a book should be published; › Discussion on Nursing legislation. › New method for learning and teaching.
Slovenia	<ul style="list-style-type: none"> › Celebrated its 18th Anniversary in 2007; › Elections took place → new Board (Darinka Klemenc elected President). 	<ul style="list-style-type: none"> › Successful negotiations regarding nurses salaries → 20% increase of salary; › NNA fighting to have Master degrees. › Involved in a research project: Collaboration nurses-doctors & nurses' autonomy in prescribing products. 	<ul style="list-style-type: none"> › Elections took place in the Parliament → one of the members is a nurse; › Quality – patient rights.

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Spain	<ul style="list-style-type: none"> › Spanish Council set up a school for PhD nurses → More nurses with PhD than doctors; nurses prescribing with PhD (to be approved in the coming weeks by the Parliament under 3 conditions: common protocol with doctors; chronic patients; autonomous nurses prescribing around 2.500 different medicines). 	<ul style="list-style-type: none"> › Academic course 2008-2009 will have a new system → from 3 years (180 credits) to 4 years (240 credits); › Master (2nd cycle) & specialisation at same level → go directly to PhD. 	<ul style="list-style-type: none"> › Involved in a project on Competences Assessment.
Sweden	<ul style="list-style-type: none"> › Negotiating for better salaries → if no results would go on strike on 21 April 2008. › 3.000 members checked at random to find out if they are willing to go on strike. 	<ul style="list-style-type: none"> › Lack of speciality nurses → not paid while doing the speciality (e.g.: only 200 nurses have a specialisation in Elderly Care). 	<ul style="list-style-type: none"> › Promote Evidence based care; › Implementation of nursing research.
Switzerland		<ul style="list-style-type: none"> › Fighting for nurses' education at Bachelor level. 	<ul style="list-style-type: none"> › Debating about healthcare financing – DRGs – Nursing not taken into account › Chronic disease – seen as social problem and not covered by health insurance, but by other system.
UK	<ul style="list-style-type: none"> › RCN/Open University distance learning strategic alliance with the UK Open University to provide health care education worldwide. (http://www.rcn.org.uk/development/learning/distancelearning) › Modernising Nursing Careers policy briefing by the RCN - this UK-wide policy document from the Department of Health establishes principles on the future direction of nursing (http://www.rcn.org.uk/aboutus/policy/projects/future_nurse_future_workforce_project/modernising_nursing_careers) 	<ul style="list-style-type: none"> › Nurses prescribing → 15.000 nurses prescribe for already 10 years and 10.000 nurses prescribe full range; › Nurses pay 3-year deal worth 7.99% minimum, and some grades will earn more. (http://www.rcn.org.uk/newsevents/press_releases/uk/rcn_welcomes_three-year_pay_agreement_for_nurses) › Darzi Report "Our NHS, our future" on significant changes in method of health care provision and delivery. Lord Darzi is the UK's Under-Parliamentary Secretary of State and Government Spokesperson at the Department of Health. (http://www.networks.nhs.uk/news.php?nid=1802) 	<ul style="list-style-type: none"> › NHS Staff Survey for 2007 publishes results for every NHS trust in England. It reports that 13% of staff were physically assaulted last year. (http://www.healthcarecommission.org.uk/newsandevents/pressreleases.cfm?cit_id=6422&FAArea1=customWidgets.content_view_1&usecache=false)