

Education and Recognition of Nurses Specialists

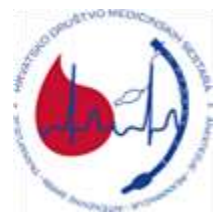
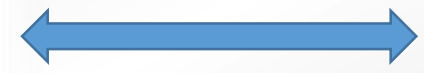
DECOCK Nico



University Hospital of Lille
France

Conflict of interest statement

Nothing to declare



ESNO

European Specialist Nurses Organisation

Goal : to facilitate and provide an effective framework for communication and co-operation between the European Specialist Nurses Organisations and its constituent members.

Representation : the mutual interests and benefits of these organisations to the wider European community in the interest of the public health.





HARMONISING TRAINING

ESNO's investment into continuous professional development and training helps to meet new skill needs. ESNO ensures Europe's health workforce is kept up-to-date and safe to practice.



PUBLICATIONS

ESNO is responsible or cooperates with institutes on publication on health related publication related to the nurses profession such as Guidelines, E-book, Newsletter and Annual Reports. The publications are for public use. Publications on specific specialist areas related to members are found on members websites.



MICROBIAL ISSUES

ESNO has chosen 'health threats related to microbes' as an important issue to target for the next two years and has developed a nurses guide on 'Vaccination, Anti-Microbial Resistance and Infection Control'.



E-HEALTH AND NURSING

ESNO encourages specialist nurses to increase their competences and participation in e-Health related initiatives across Europe and to initiate educational activities to exploit these initiatives.

Introduction to the study

Framework, of competencies for the Nurse Specialist, ICN, 2009:

“A nurse prepared beyond the level of a general nurse and authorized to practice as a specialist with advanced expertise in a branch of the nursing field. Specialist practice includes clinical, teaching, administration, research and consultant roles.”

Guidelines on advanced practice nursing, ICN, 2020:

« A SN performs identified activities in a specialty in line with personal level of proficiency and scope of practice. »

Guidelines on advanced practice nursing nurse anesthetist, ICN,2021:

“A Nurse Anesthetist is an Advanced Practice Nurse who has the knowledge, skills and competencies to provide individualised care in anesthesia, pain management, and related anesthesia services to patients across the lifespan, whose health status may range from healthy through all levels of acuity, including immediate, severe, or life threatening illnesses or injury”

Situation in the EU

Since the beginning of the 21st century, the roles, regulation, and competencies of SN have been extensively described, but their implementation within the European Union has been left to Member States' own decisions.

A further proliferation of the meaning of SN title in Europe.

A great variety of descriptions and understanding of SN roles, as well as diversity in the education, conditions, recognition, autonomy, expected responsibilities, and scope of work of SN nurses across the EU and even within the Member States themselves.

To avoid confusion

The varieties of the nurse profession at the specialist and/or higher education level
such as
'advanced practitioner nurse'
as well as
those nurse professionals with a long-serving track record of experience and additional
education in their field of expertise.

Temper the Specialist Nurses Heterogeneity in the Interest of Quality Practice and Mobility—18 EU Countries Study

Healthcare 2022, 10(3), 435; <https://doi.org/10.3390/healthcare10030435>



healthcare



Article

Temper the Specialist Nurses Heterogeneity in the Interest of Quality Practice and Mobility—18 EU Countries Study

Nico Decock^{1,2}, Adriano Friganovic^{2,3,4} , Biljana Kurtovic^{3,*} , Ber Oomen⁴, Patrick Crombez^{4,5}
and Christine Willems⁶

¹ Nurse Anesthesia School, University Hospital of Lille, 59000 Lille, France; nico.decock@cnpia.fr

² Department of Anesthesiology, Reanimatology and Intensive Care, University Hospital Centre Zagreb, 10000 Zagreb, Croatia; adriano@hdmsarist.hr

³ Department of Nursing, University of Applied Health Sciences, 10000 Zagreb, Croatia

⁴ European Specialist Nurses Organization, 1000 Brussels, Belgium; ber.oomen@live.nl (B.O.); patrick.crombez@bordet.be (P.C.)

⁵ Department of Clinical Hematology and Cytapheresis, Jules Bordet Institute, 1000 Brussels, Belgium

⁶ The Institut Supérieur d'Enseignement Infirmier, University College Leonard de Vinci, 1200 Brussels, Belgium; christine.willems@vinci.be

* Correspondence: biljana.kurtovic@zv.u.hr; Tel.: +385-914595715



The challenge for Specialist Nurses in Europe

The challenges most often identified in the SN profession are the fragmentation of training and education, and a lack of recognition by position and title

(Dury, C et al. *Int. Nurs. Rev.* **2014**, *61*, 454–46)

The challenge for Specialist Nurses in Europe

The challenges most often identified in the SN profession are the fragmentation of training and education, and a lack of recognition by position and title

(Dury, C et al. *Int. Nurs. Rev.* **2014**, *61*, 454–46)



The challenge for Specialist Nurses in Europe

The literature shows that SNs have difficulties maintaining their role, regardless of educational preparation, role definition, and set competencies

(Vidall, C. *Br. J. Nurs.* 2011, 20, S23–S27)



The challenge for Specialist Nurses in Europe

For some time now the term SN has been associated with the name of the job, not with a level of practice

(Williams, J. *Br. J. Nurs.* 2016, 25, S3.)



The challenge for Specialist Nurses in Europe

This situation does not contribute to a sustainable health system—both in quality and economics—and above all it is not functional in terms of mobility

(Ranchal, A et al., *Int. Nurs. Rev.* **2015**, 62, 445–452)

What about the policy in Europe?

Although the European Network for Nurses' Organizations has developed a framework for specialist nursing education, to harmonize post-basic nursing education and to facilitate the free movement of SNs

(European Network for Nurses Organisations. *EDTNA/ERCA 2003*, 29, 186–187)

In the recent directive on the recognition of professional qualifications we can observe that only general care nurses are represented, with no recognition of the important role of the SN

(Directive 2013/55/EU)

Educational Level

Most participants had completed either a 1st degree cycle (34.6%) or a 2nd degree cycle: Master's 120 ECTS (35.6%). Almost 6% had completed doctoral studies.

This diversity in the level of education has also been mentioned in other studies (Dury, C. et al. *Int. Nurs. Rev.* **2014**, *61*, 454–462)

A total of 86 participants chose 'other' because they did not fit into the options that were offered to them or they needed to explain further.

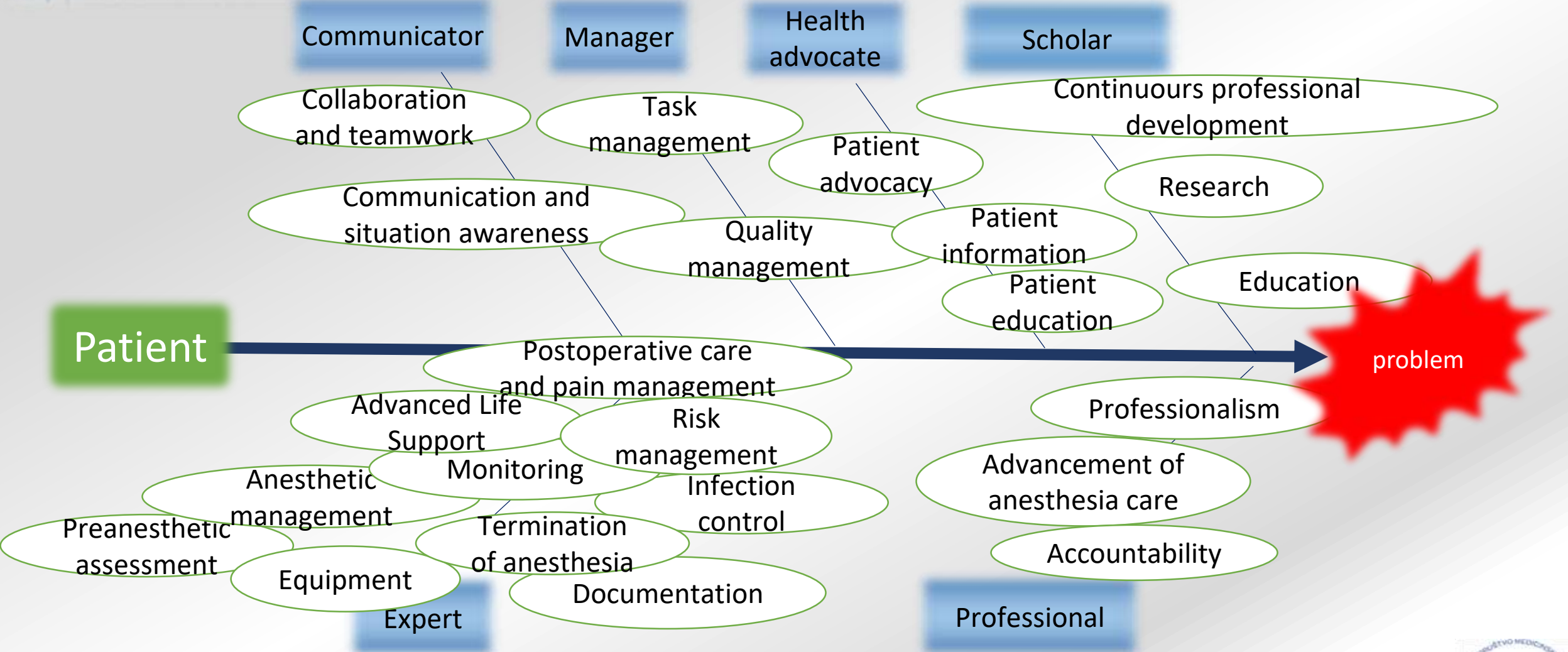
A majority (57.2%) followed a specific educational programme to become a SN

Autonomy and Responsibility

- SNs are acquiring more professional autonomy (81.9%).
- The level of responsibility is mostly identified in order of task completion and behaviour in solving problems according to the circumstances (23.1%),
- managing complexity and professional development (19.5%),
- and also self-management within guidelines, supervision, evaluation and improvement of work (17.5%).

View on the SN's role

- The complexity of the SNs' role is present in many aspects of the profession.
- Sometimes the absence of a professional body makes it impossible to recognize the role of the nurse.



Current context

- There is an important need to acquire expertise through the exchange of knowledge, know-how and interpersonal skills based on a common professional language.
- In some countries, the specialist nurse does not yet exist or must be developed
- The CTF (Directive 2013/55/EU) is a challenge in facing the different SN competences and its implementation.

Endorsement of standards

AFRICA	THE AMERICAS	ASIA	AUSTRALIA/OCEANIA	EUROPE
BENIN	JAMAICA	CAMBODIA	AUSTRALIA	AUSTRIA
BURUNDI	UNITED STATES OF AMERICA	INDONESIA		BOSNIA AND HERZOGOVINA
DEMOCRATIC REPUBLIC OF THE CONGO		JAPAN		CROATIA
ETHIOPIA		SOUTH-KOREA		DENMARK
GHANA		TAIWAN (R.O.C.)		FINLAND
KENYA				FRANCE
LIBERIA				GERMANY
MOROCCO				GREECE
NIGERIA				HUNGARY
RWANDA				ICELAND
SIERRA-LEONE				LUXEMBOURG
TUNISIA				THE NETHERLANDS
UGANDA				NORWAY
				POLAND
				SERBIA
				SLOVENIA
				SPAIN
				SWEDEN
				SWITZERLAND
				TURKEY
				UNITED KINGDOM

View on the CTF

- *Need for unified standards across Europe*
- *Pro developing CTF*
 - Positive expectations
 - The CTF is expected to have a positive impact on autonomy.
 - The implementation of a CTF by speciality with a minimum educational level is an approach of excellence that creates a reference that could be exported beyond European borders.
 - Specific suggestions
 - The role of the SN in European healthcare systems needs to be better defined.
 - Recognition could be achieved not only through the acquisition of knowledge, but also through experience.

Conclusion:

A striving for homogeneity in the interpretation of the specialist nurses role and competencies is needed to achieve better quality of care provision and facilitate their mobility around the European Union