

6th ESNO
CONGRESS



EUROPEAN FEDERATION
OF EDUCATORS
IN NURSING SCIENCE

FÉDÉRATION EUROPÉENNE
DES ENSEIGNANTS
EN SCIENCES INFIRMIÈRES

**From novice to expert.
The changing paradigms: how to help nursing
students survive and criteria for retention in a
European context.**

Cécile DURY
*FINE President
Dean of the Health Sector of HENALLUX*

6th June 2024

FINE Mission

FINE is an international, non-governmental, nonprofit organization. Its mission consists in **promoting excellence in nursing education, as well as nurse educators' skill acquisition and maintenance** in the countries of the World Health Organization's European region, so as to better address their populations' constantly evolving health needs.

FINE **Who we are**

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Advisory board

Membership

FINE Executive council 22 - 24



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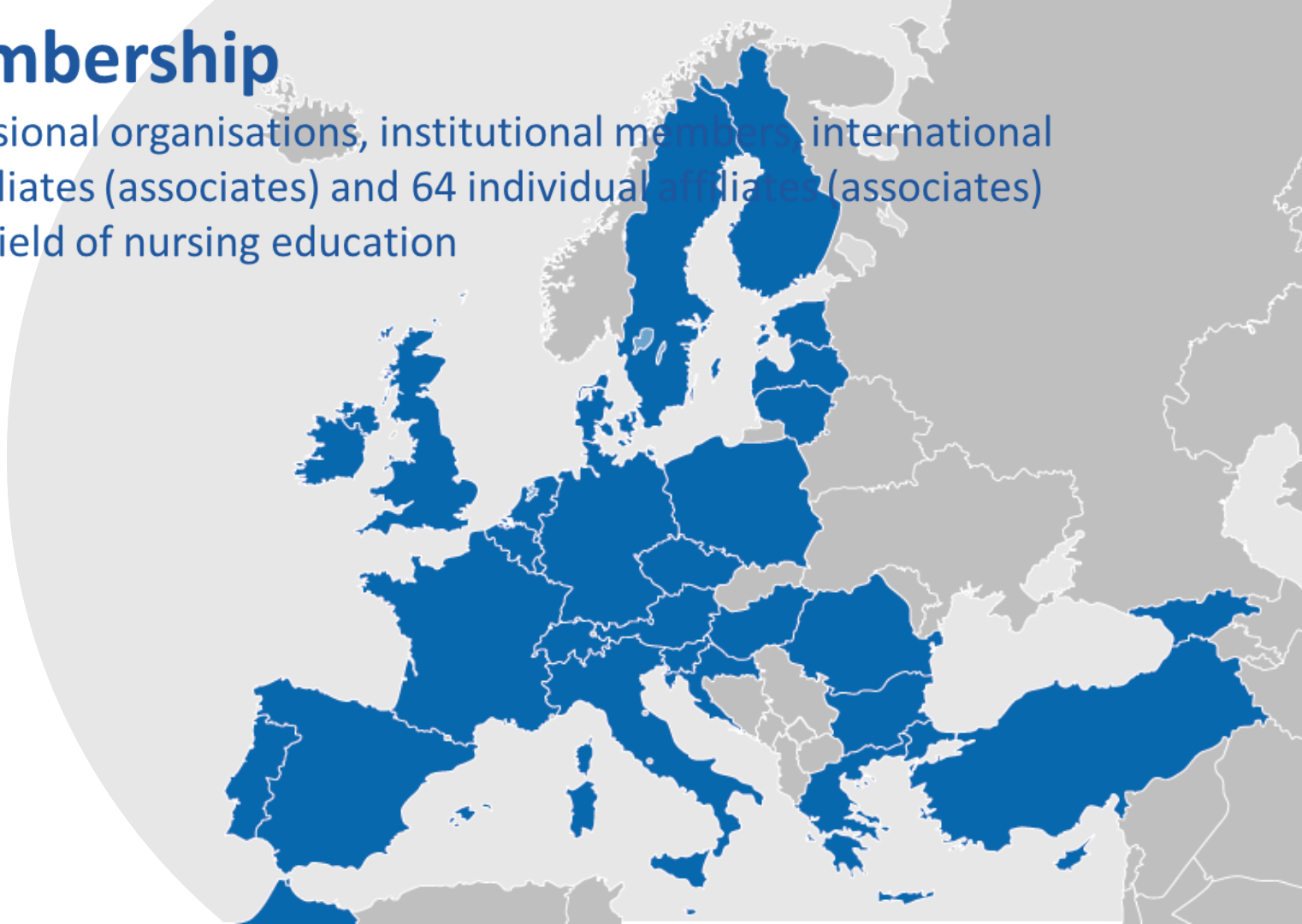
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FINE Membership

National professional organisations, institutional members, international educational affiliates (associates) and 64 individual affiliates (associates) working in the field of nursing education



FINE Strategic plan in 5 orientations

- Promote excellence in nursing sciences education by properly preparing educators and giving them access to continuous professional development.
- Promote the added value and image of nursing studies in Europe.
- Defend the interests of students and educators in nursing sciences, at every level.
- Influence the elaboration of policies related to nursing studies at a European level.
- Set up effective leadership and management within the federation to maximize its chances of success.

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BARCELONA

MARCH 21-22

2024

PAN-EUROPEAN MEETING AND WORKSHOP
**Nursing Education for a Sustainable Future:
Challenges and Opportunities**

- More than 200 participants
- International keynotes and associations
- Recommendations to the European Commission and the countries for the quality and sustainability of nursing education in Europe

How to survive / Retention ??



In a positive way the question is :
How to reposition the nursing profession in a changing world ?

Key messages (The future of Nursing)

(BMJ 2021;373:n1105)

<http://dx.doi.org/10.1136/bmj.n1105>



- “• Nurses **should be leaders** in the design of healthcare systems, not just in delivery of care
- Health should be considered in every government policy, with **senior nurses present at the top of all health system** organizations and government departments
- Governments should lead implementation of globally endorsed strategies as appropriate for their health workforce and nursing professions
- Countries should adopt **long term workforce plans**, striving for self-sufficiency in the supply of their health workforces, including nurses
- **Investment in nursing jobs, education, leadership**, and service delivery should be viewed as an investment in every citizen’s safety, security, and peace”

FINE recommendation (1)



Educational Structure and Standards

- Continuum in Nurse Education Programme based on EQF levels:
 - Level 4 to 5: Nursing care assistant or health care assistant.
 - Level 6: Nurse responsible for general care.
 - Levels 6 to 8: Specialist nurse, advanced practitioner, or consultant.
- Title of "Nurse Responsible for General Care": Specific to Level 6 of the European Qualifications Framework (EQF).
- Clarification needed on minimum requirements as per Directive 2005/36, reviewed in 2013.
- Define the duration of training in credits rather than hours and review the balance between theoretical and clinical learning.
- Include in the definition of clinical learning activities that are directly related to care situations, patients and teams, such as simulation, analysis of practice, clinical reasoning, case studies, etc.
- Maintaining Education Standards: Emphasize the importance of an education program in Higher education System for nurses to address health challenges and the complexity of care: Revision of Directive 2005/36, Annex 5: Include scope and learning outcomes in the presentation.

FINE recommandation (2)



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Mobility and Harmonization

- Enhanced Mobility and Harmonization.
- Promote opportunities and channels for nurses to move across countries.
- Harmonize nursing education programs with periodic quality assessments.
- Flexibility in Program Delivery.
- Adapt programs to meet the needs of emerging science and technological advances in nursing theory and clinical practice.

FINE recommendation (3)



Student and Educator Wellbeing

- Promoting Wellbeing: Focus on the wellbeing of students and educators.
- Include emotional support and social prescribing as essential elements.
- Safe Learning Spaces: Ensure safe spaces for learning, especially in clinical settings.
- Broadening Clinical Learning: Broaden the definition of clinical learning to include activities such as simulation, pedagogy, internship debriefing, practice analysis, and written reports.

FINE recommandation (4)



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Innovation and Leadership

- **Authentic Leadership:** Leadership should guide the development of education opportunities.
- **Humanizing Care:** Promote kindness in care while embracing technological applications in care delivery.
- **Workforce Supply:** Ensure an adequate supply of nurse educators and clinical educators (mentors) through urgent planning and investment.
- **Bridging Generational Gaps:** Use role modelling as a learning vehicle to bridge generational gaps.
- **Advanced Nursing Practice:** Promote advanced nursing practice to optimize nurses' participation in health and social care systems.

JOIN FINE

<https://fine-europe.eu/>



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Thank
You



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