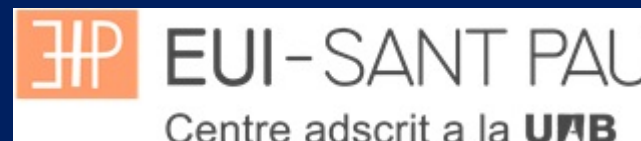


Critical Care Nursing Speciality in Europe



Source: European Economic and Social Committee

Dra. Alicia San José



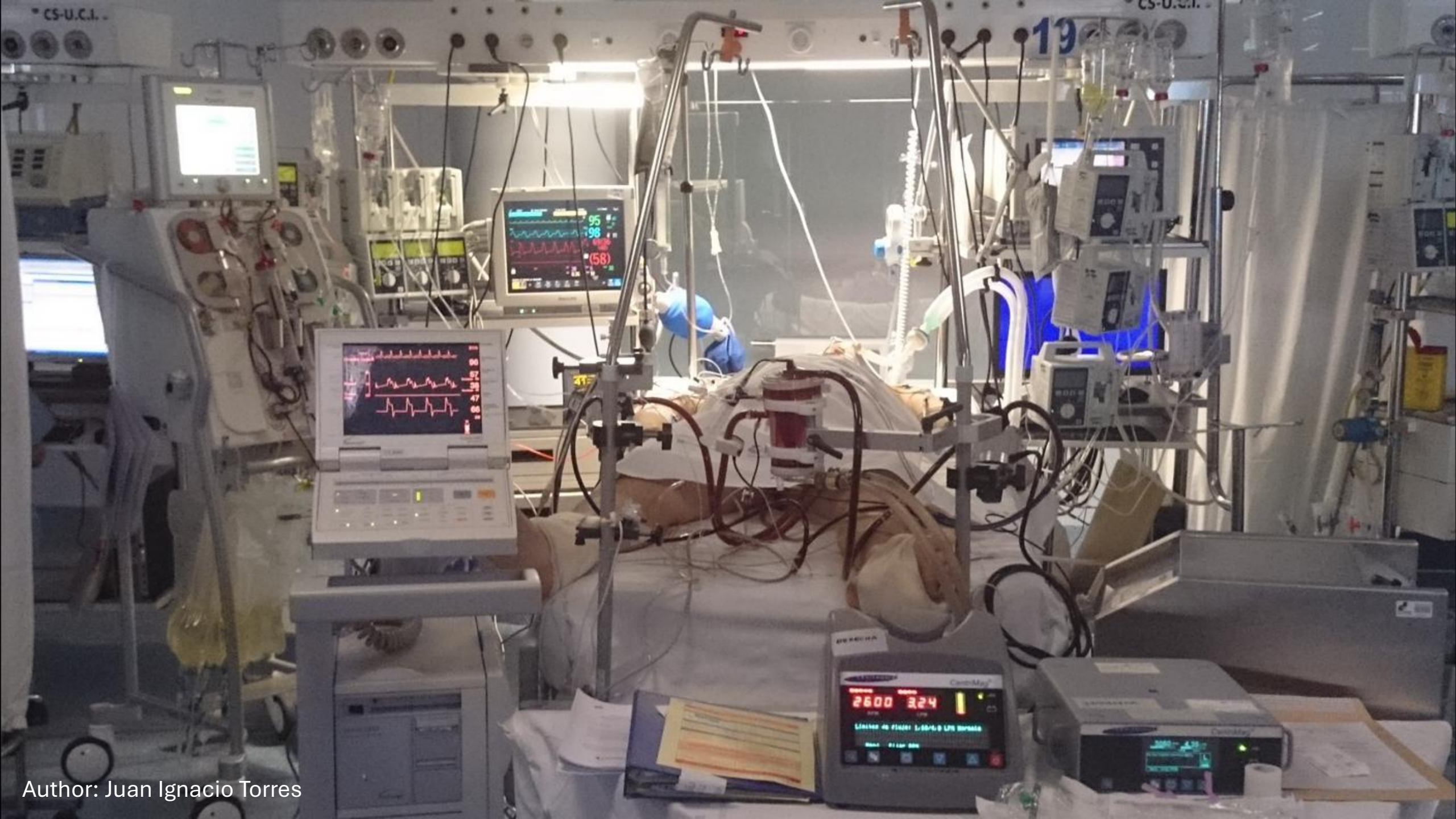


ESN



EUROPEAN SPECIALIST
NURSES ORGANISATION





Author: Juan Ignacio Torres

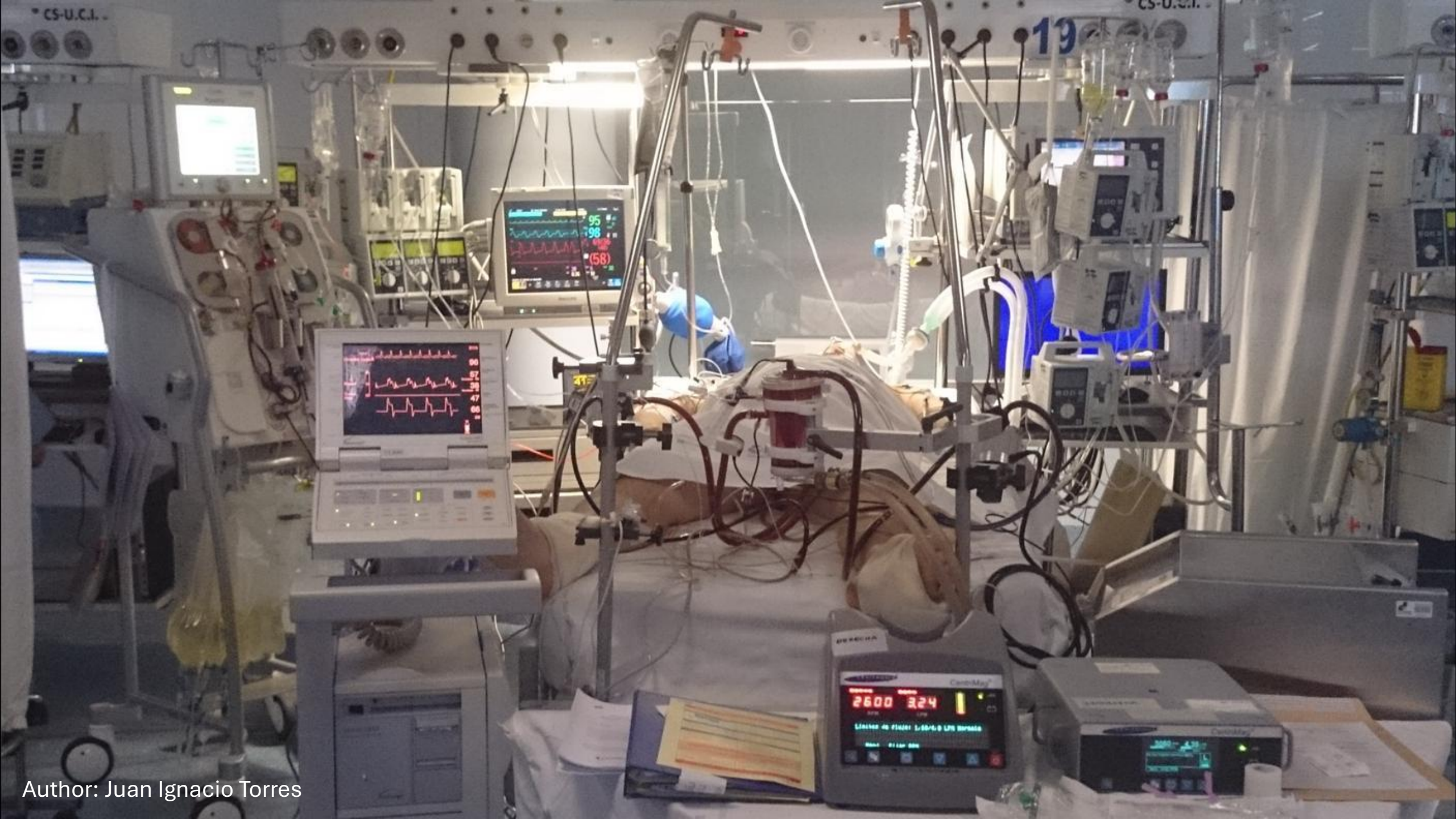


Author: Dräger



shutterstock.com · 23637

Author: Juan Ignacio Torres



Author: Juan Ignacio Torres

> Crit Care Nurs Q. 2024 Jul-Sep;47(3):193-201. doi: 10.1097/CCN.0000000000000100
Epub 2024 Jun 7.

Missed Nursing Care and Reluctance to Leave the Profession

Azar Jafari-Koulaee¹, Tahereh Heidari, Majid Khorram, ...

RESEARCH

Open Access



Factors associated with health professionals' stress reactions, job satisfaction, intention to leave and health-related outcomes in acute care, rehabilitation and psychiatric hospitals, nursing homes and home care organisations

Karin Anne Peter^{1*}, Christian Voiroi^{2,3,4}, Stefan Kunz⁵, Andrea Gurtner⁶, Fabienne Renggli¹, Typhaine Juvet² and Christoph Golz¹

doi: 10.1371/journal.pone.0263603. eCollection 2022.

Work-related burnout and its association with job satisfaction and intention to leave during the COVID-19 pandemic

Amber Justice², Amber Justice², Abigail Jones³, ...
Catherine A Hall¹

Pages 377–387

https://doi.org/10.13075/mp.5893.01426

ORIGINAL PAPER



Original Investigation | Health Policy

Prevalence of and Factors Associated with Nurse Burnout in the US

Megha K. Shah, MD, MSc; Nikhila Gandrakota, MBBS, MPH; Jeanne M. Moore, PhD; Mohammed K. Ali, MBChB, MSc, MBA



PROFESSION AND SOCIETY

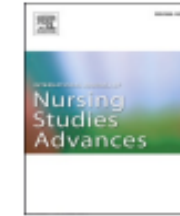
Modifiable work stress among nurses working in long-term care facilities

Allison A. Norful PhD ✉, Monirah Alblot, Erlinda Palaganas PhD, Norielee S. Mag...



International Journal of Nursing Studies Advances

journal homepage: www.sciencedirect.com/journal/international-journal-of-nursing-studies-advances



IN RELATION TO WORK ENVIRONMENT FACTORS

RESEARCH

STUDY

Gniadek, Tomasz Brzostek




Exploring the reasons behind nurses' intentions to leave their hospital or profession: A cross-sectional survey

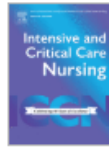
Marco Enea^{1,a,*}, Laura Maniscalco^{1,a}, Neeltje de Vries^{b,c}, Anke Boone^d, Olivia Lavreysen^d, Kamil Baranski^e, Silvana Miceli^f, Alessandra Savatteri^a, Walter Mazzucco^a, Santo Fruscione^a, Malgorzata Kowalska^e, Peter de Winter^{g,h,i}, Szymon Szemik^e, Lode Godderis^{d,j}, Domenica Matranga^a

Work-related burnout and its association with job satisfaction and intention to leave during the COVID-19 pandemic

Amber Justice², Amber Justice², Abigail Jones³, ...
Catherine A Hall¹



Nursing professional practice environment and its relationship with nursing outcomes in intensive care units: a test of the structural equation model


Mozhgan Rivaz Ph.D. (Assistant Professor)¹ , Mahboobeh Tavakolinia MSc. (Critical Care Nurse)²  and Marzieh Momennasab Ph.D. (Associate Professor)³ 



Research Article

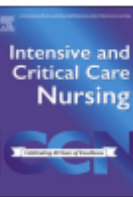
Nurses quality of life, sleep disturbance, and intention to leave critical care units: A cross-sectional moderated mediation analysis

Francesco Petrosino ^a  , Davide Bartoli ^b, Francesca Trotta ^b, Sara Di Nome ^c, Maria Grazia Di Sarli ^d, Rosetta Frammartino ^a, Fabio Giancane ^a

► Int J Nurs Stud. 2022 Nov 8;137:104385. doi: [10.1016/j.ijnurstu.2022.104385](https://doi.org/10.1016/j.ijnurstu.2022.104385) 

Association of burnout and intention-to-leave the profession with work environment: A nationwide cross-sectional study among Belgian intensive care nurses after two years of pandemic

Arnaud Bruyneel ^{a,*}, Nicolas Bouckaert ^b, Charline Maertens de Noordhout ^b, Jens Detollenaere ^b, Laurence Kohn ^b, Magali Pirson ^a, Walter Sermeus ^c, Koen Van den Heede ^{b,c}



Review Article

Job satisfaction and burnout syndrome among intensive-care unit nurses: A systematic review and meta-analysis

Carmen Quesada-Puga ^a, Francisco José Izquierdo-Espin ^b, María José Membrive-Jiménez ^c, Raimundo Aguayo-Estremera ^d, Guillermo A. Cañadas-De La Fuente ^e, José Luis Romero-Béjar ^{f,*}, José Luis Gómez-Urquiza ^g



Nurses' turnover reasons

- Low salary
- Poor organizational leadership
- Lack of professional development
- Exposure to infectious diseases
- Burnt out
- Lack of job satisfaction
- Psychosocial risk factors
- Workload
- Lack of organizational justice
- Emotional distress
- Disrespect from co-workers
- Family incompatibility
- Limited career prospects
- Generational barriers
- Poor public image of nursing
- Workplace pressures
- Limited career prospects
- Role conflict and interpersonal conflicts
- Restricted participation in decision-making
- A health-care system putting business principles before care
- Migration and lack of professional standards and quality indicators



Nurses' intention to leave rates

US 14 %

Italy 30%


Mortality

↑10% intention to leave → ↑14% hospital mortality

↑ nurses' workloads by one patient ↑ mortality by 3.4 % - 7%

ICU: ↑ burnt patient ↑ mortality 30%

The global health workforce stock and distribution in 2020 and 2030: a threat to equity and 'universal' health coverage?

Mathieu Boniol , Teena Kunjumen, Tapas Sadasivan Nair, Amani Siyam, James Campbell, Khassoum Diallo

Estimation of the global health workforce **shortage** (in millions) in 2013, 2020 and projected in 2030 by occupation

	2013	2020	2030 (projected)
Dentists	0.49	0.26	0.22
Medical doctors	3.05	2.66	1.94
Midwifery personnel	0.36	0.41	0.31
Nursing personnel	9.89	7.07	4.50
Pharmacists	0.33	0.29	0.19
Other occupations	6.02	4.69	3.08
Total	20.15	15.37	10.23



American Association
of Colleges of Nursing
The Voice of Academic Nursing

Fact Sheet:
Nursing Shortage

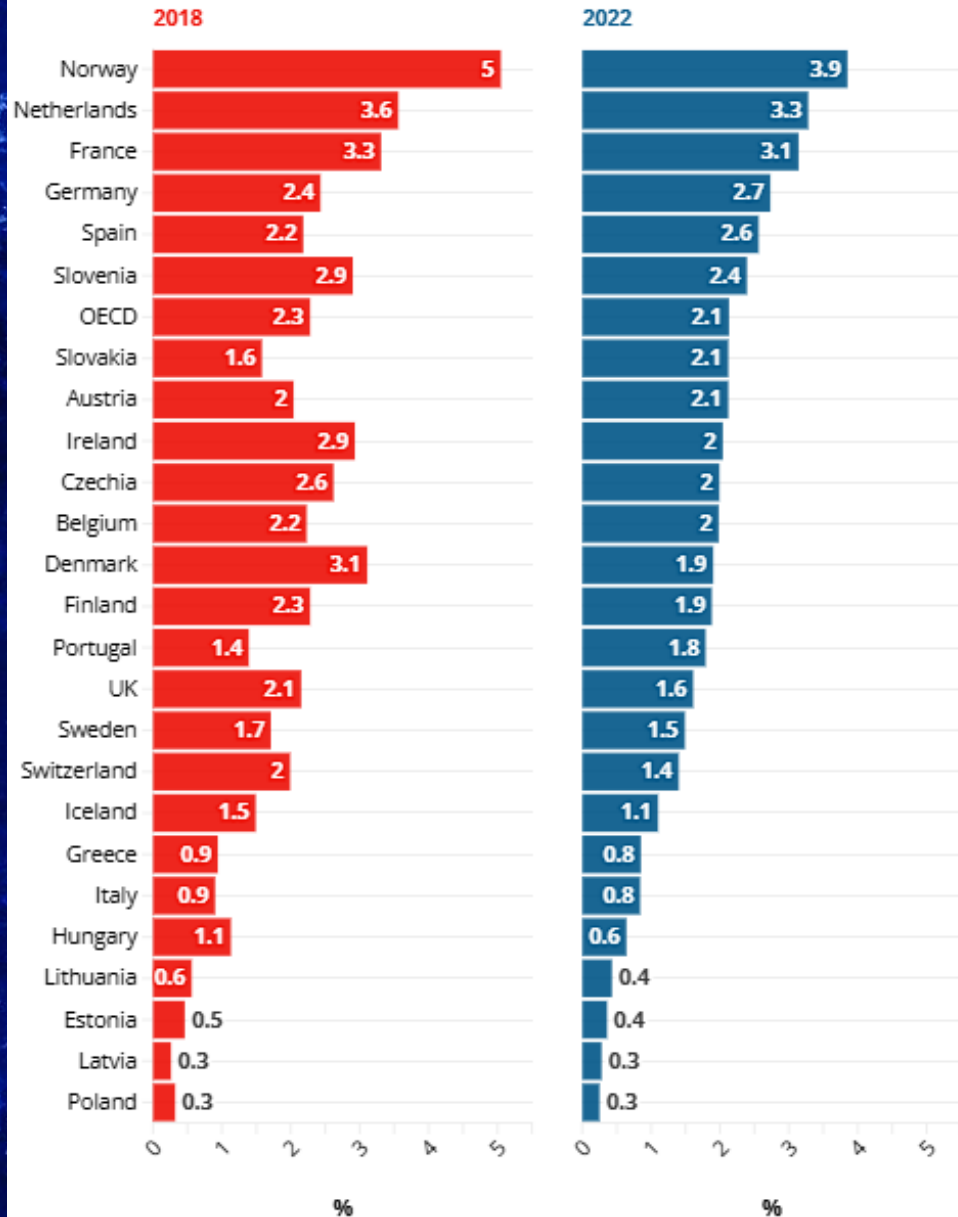
66% ICU nurses considered leaving during pandemic
27% ICU nurses still considering leaving



SVENSKA
INTENSIVVÅRDSREGISTRET
SIR

5% loss in ICU beds (2019-2024)
Major reason: large shortage of ICU nurses

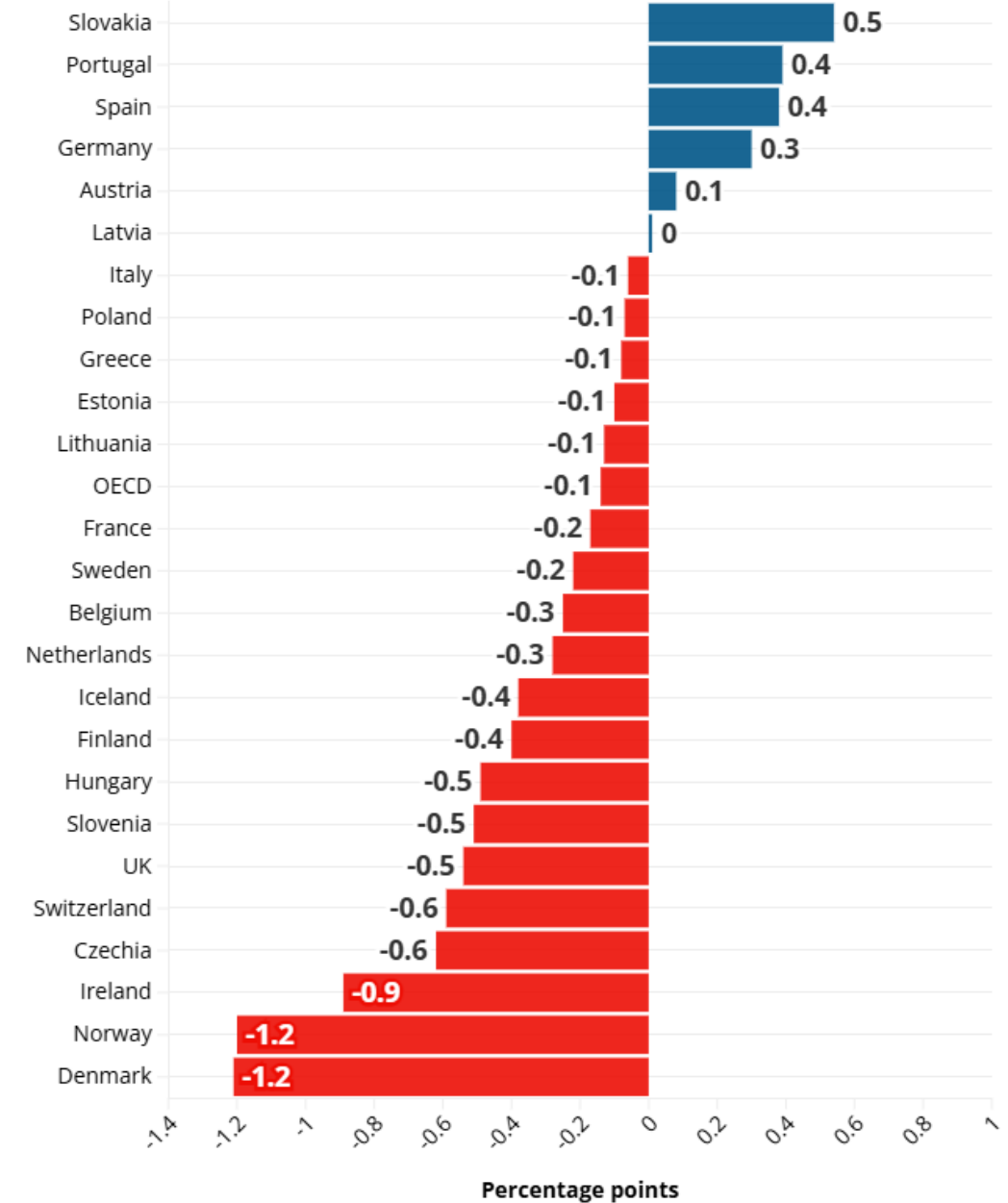
Nursing interest among 15-year-olds



Source: Source: OECD, PISA 2018 and 2022



Change in interest in nursing among 15-year-olds between 2018 and 2022

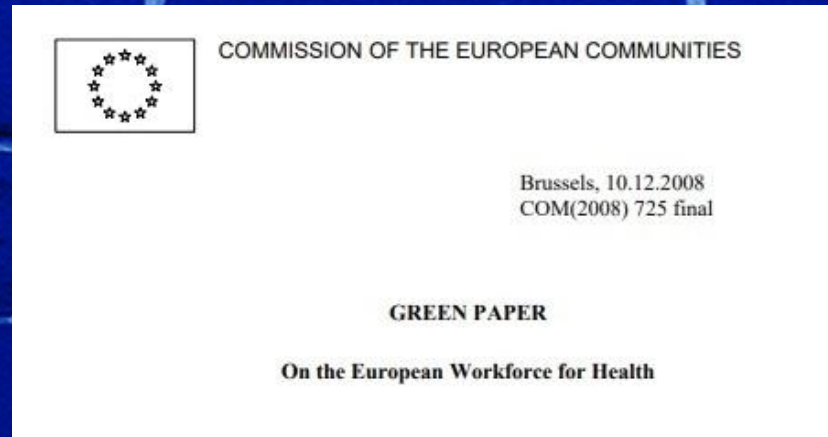


Percentage points



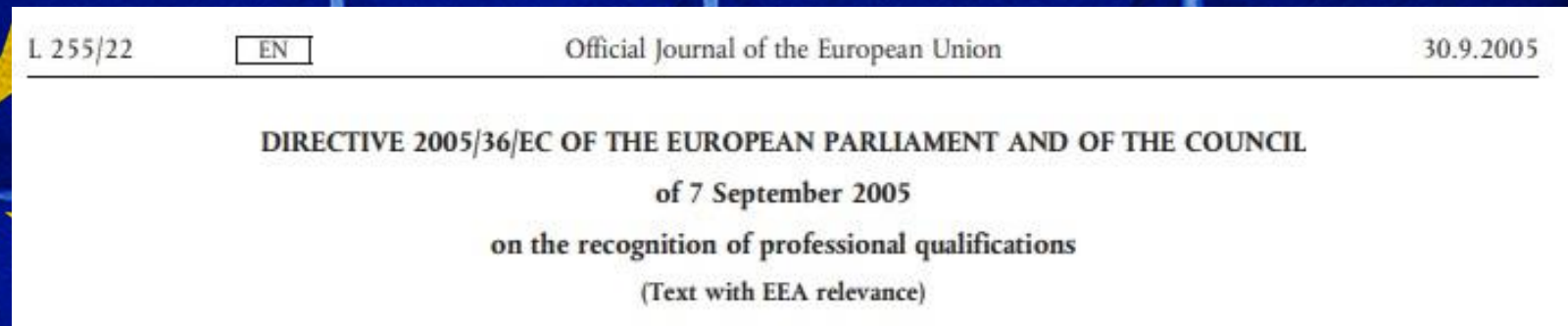


Free movement of employees: one of the EU's core principles



Challenges:

- The diversity of the health workforce
- Weak attractiveness of the health-related jobs
- Health professionals' migration in & out of the EU



Recognition of professional qualifications:

"B. 2 These are the professions for which the common minimum training requirements are introduced across the EU: doctors with basic medical training, general practitioners and doctors with medical specialisation, nurses responsible for general care, dental practitioners and dental specialists, veterinary surgeons, pharmacists and architects"

Healthcare framework



Educational framework



Cultural framework



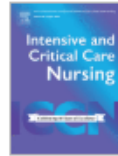
Legal framework







Intensive and Critical Care Nursing

Volume 83, August 2024, 103721



Correspondence

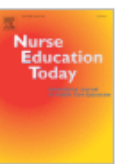
European educational practices for the critical care nursing profession – Let's align for the future

Alicia San Jose^{a,b}, Pierre-Yves Blanchard^{a,c}, Margo van Mol^{a,d}, Paul J.T. Rood^{a,e,f}, Willemke Stilma^{a,g,h}  










Nurse Education Today

Volume 120, January 2023, 105646

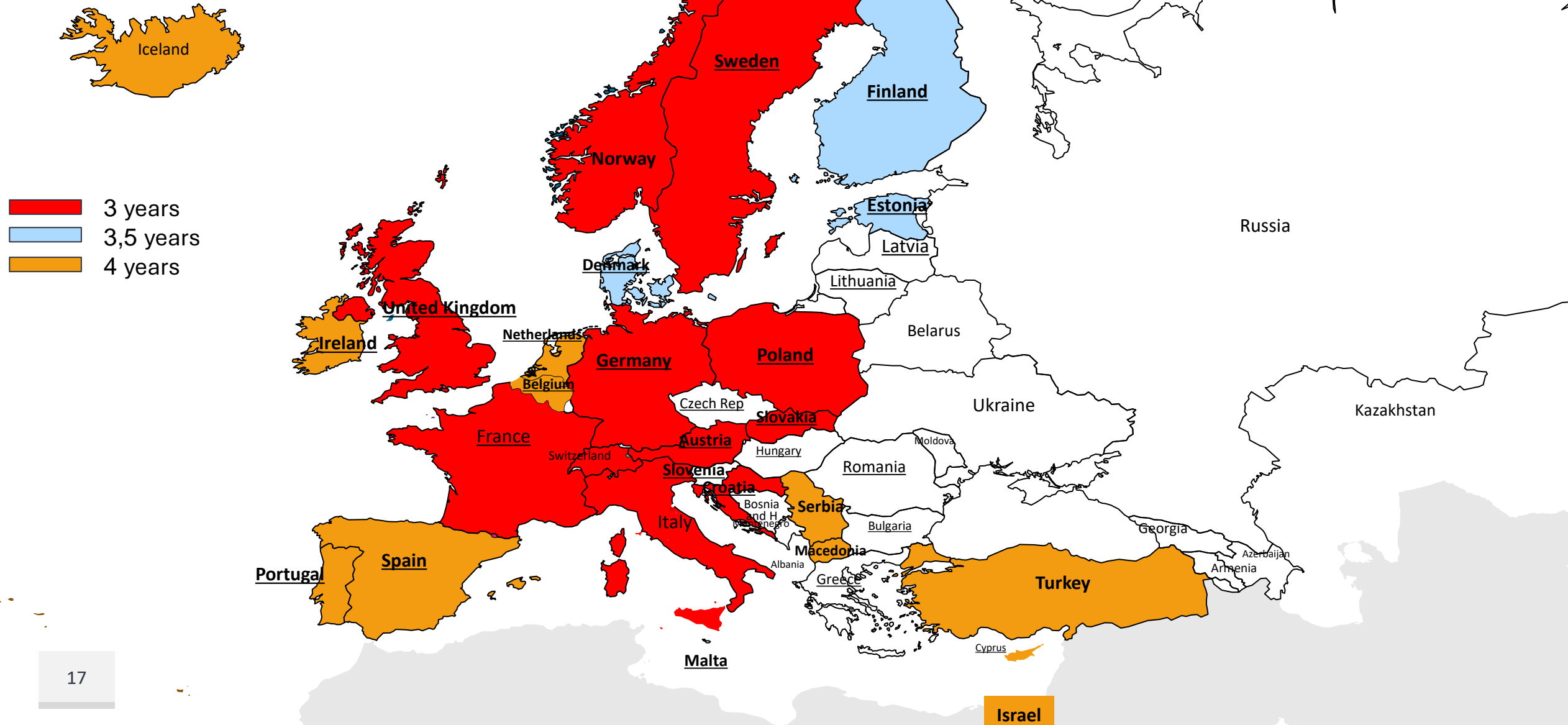


Review

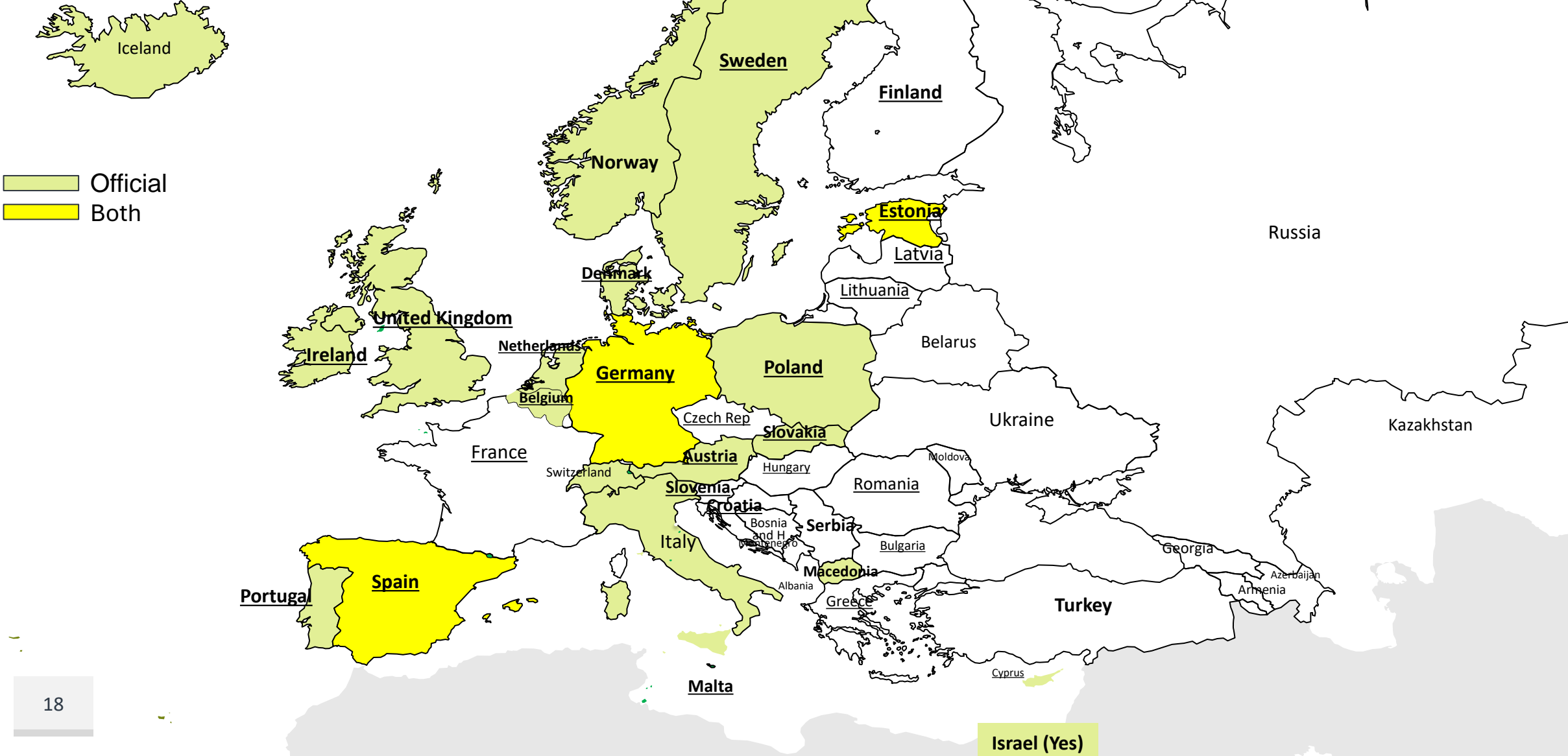
Uniformity along the way: A scoping review on characteristics of nurse education programs worldwide

Julia van Kraaij^a  , Marloes Veenstra^b , Dewi Stalpers^b , Lisette Schoonhoven^b , Hester Vermeulen^a , Catharina van Oostveen^{c,d} , RN2Blend Consortium¹

BASIC NURSING TRAINING



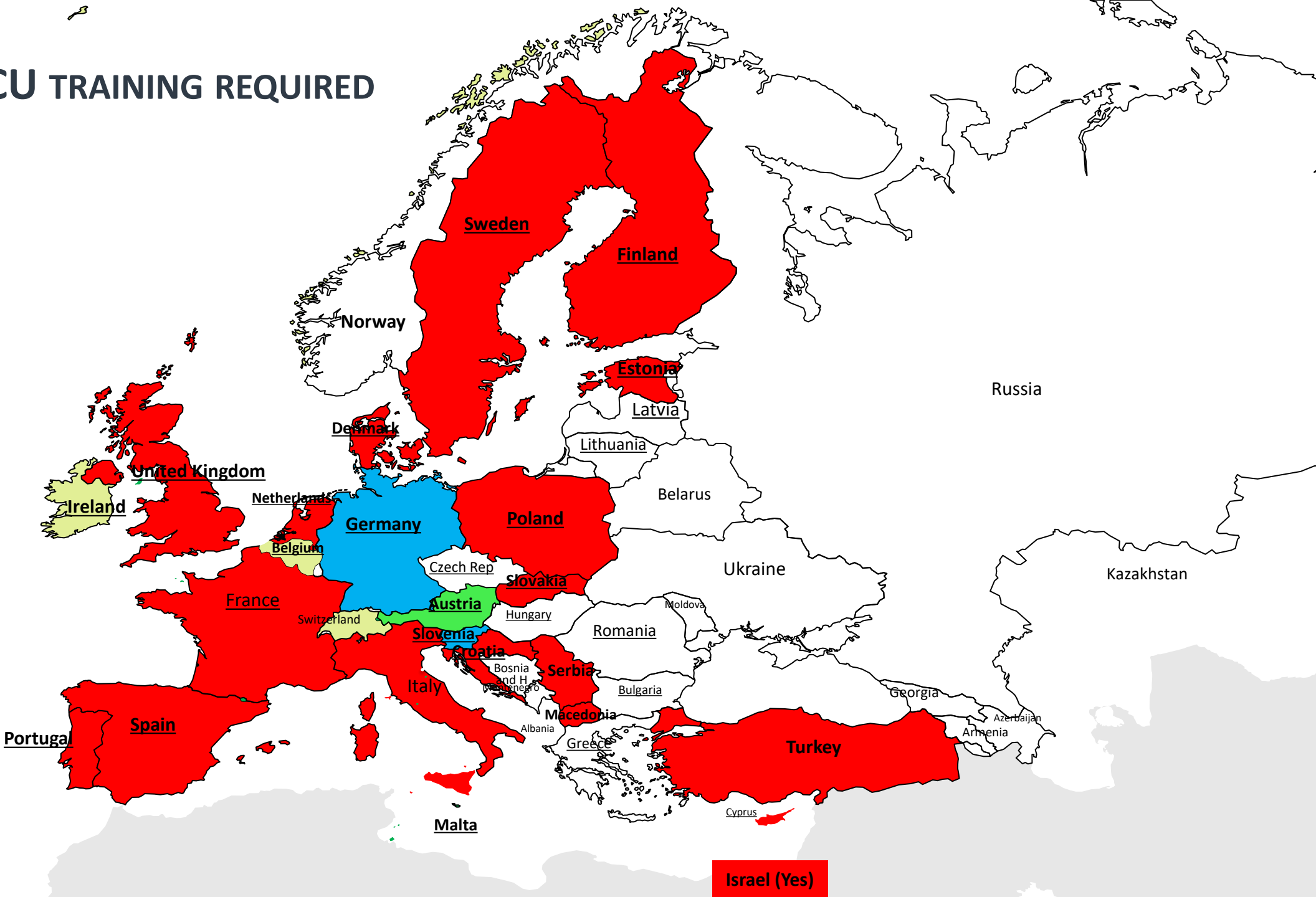
OFFICIAL POST GRADUATE ICU TRAINING



DEDICATED ICU TRAINING REQUIRED



- No
- Yes
- Depends



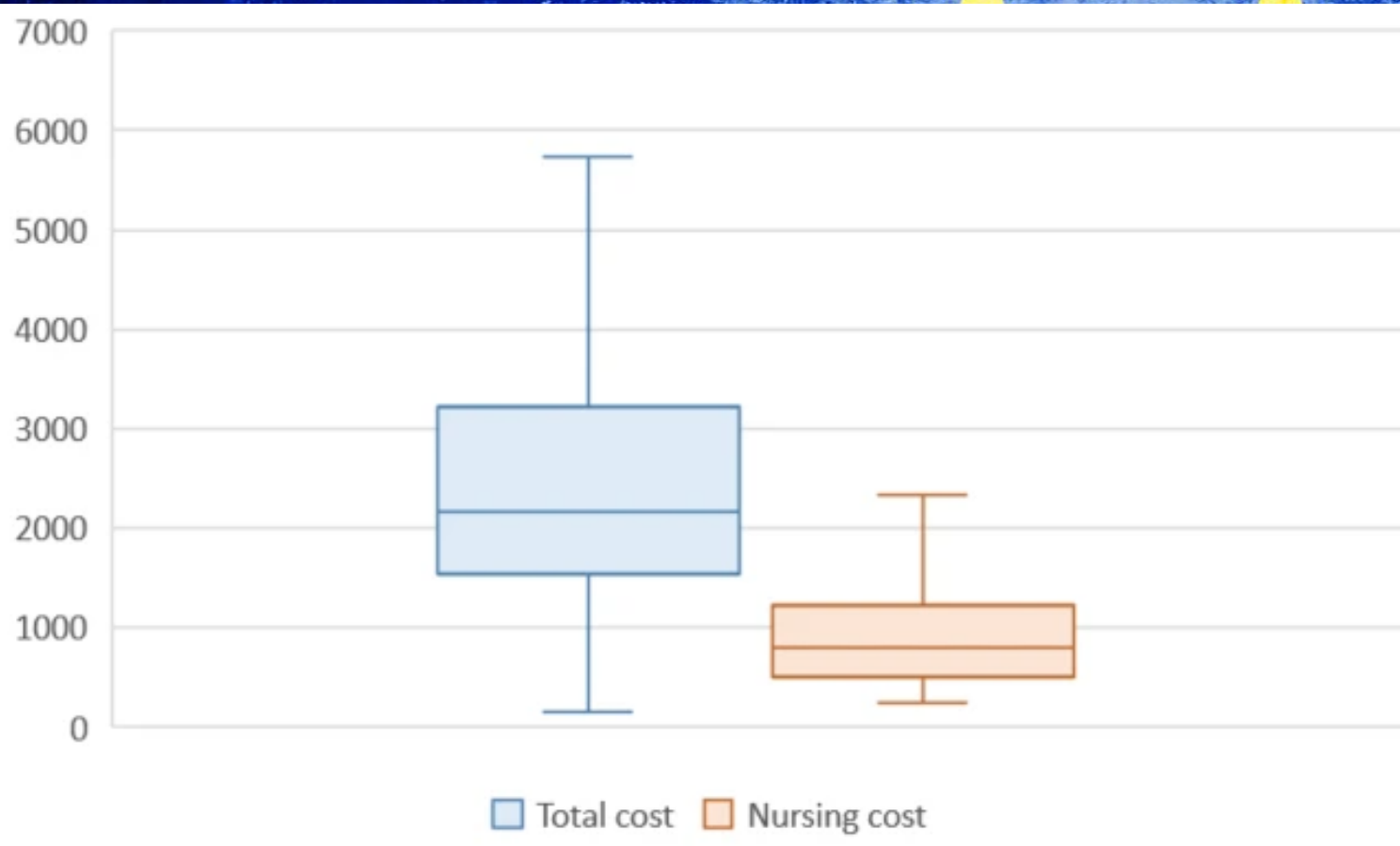
CONCLUSIONS

1. Standardization Across Borders
2. Implement a European system of Entrustable Professional Activities (EPAs)
3. Role of the European Commission. Protecting Healthcare Systems
4. Educational Reforms. Curriculum Alignment
5. Financial and Political Support
6. Workforce Development. Recruitment and Retention
7. Health Labor Market Analysis
8. Call to Action for Policymakers
9. Treat nurses better, save money

Cost comparisons and factors related to cost per stay in intensive care units in Belgium

[Arnaud Bruyneel](#) , [Lionel Larcin](#), [Dimitri Martins](#), [Julie Van Den Bulcke](#), [Pol Leclercq](#) & [Magali Pirson](#)

[BMC Health Services Research](#) **23**, Article number: 986 (2023) | [Cite this article](#)



**ICU cost per day:
€2,160 [1,545–
3,221]
Nursing cost per
day: €789 [496–
1,229]**

**I AM A NURSE,
WHAT'S YOUR SUPER POWER?**



**WORKING TOGETHER,
ACHIEVING MORE**

ICU SOON!!