



EUROPE



# Eleventh annual meeting of the European Forum of National Nursing and Midwifery Associations and WHO

Report on a WHO meeting  
Copenhagen, Denmark  
29–30 October, 2007





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## ABSTRACT

The theme of the Eleventh Annual meeting focussed on Strengthening Health Systems with reference to the WHO European Ministerial Conference on Health Systems: "Health Systems, Health and Wealth", June 2008. The two keynote speakers presented *Nursing and Midwifery input to and the impact on outcomes for Health Systems, Health and Wealth* to start the technical discussions. Three workshops discussed nursing and midwifery's contribution to health and wealth, covering the role of nurses and midwives in acute and primary care; in leadership and strategic influence and on funding options. Workforce issues such as the global and national migration of nurses and midwives, safe staffing and safe working environments were addressed. Clinical development concentrated on clinical outcomes, education, research and regulation.

Results from the working groups: recommendations were produced and distributed to participants and are on the web page: [www.who.euro.int/efnma](http://www.who.euro.int/efnma) to be used by National Nursing Associations and National Midwifery Associations in their dialog with policy makers in the Member States.

### **References:**

WHO European Ministerial Conference on Health Care Systems: an Introduction

[www.euro.int/healthsystems2008](http://www.euro.int/healthsystems2008)

Islamabad Declaration on Strengthening Nursing and Midwifery 4-6 March 2007, Federal Ministry of Health Pakistan, ICM, ICN, WHO

### **Keywords**

SOCIETIES, NURSING - congresses

NURSING - trends

MIDWIFERY - trends

DELIVERY OF HEALTH CARE

NURSING - manpower

ECONOMICS, NURSING

PROGRAM EVALUATION

EUROPE

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## Opening of the meeting

The meeting was opened by the Acting Nursing Policy Adviser, WHO Regional Office for Europe, Ms Bente Sivertsen. Ms Sivertsen introduced the programme, welcomed participants from twenty-five countries within Europe, and introduced the **Acting Director of the Division of Country Health Systems, WHO Regional Office for Europe, Mr Gerard Schmets**, who provided a welcome address and thanked the EFNNMA Steering Committee and the WHO secretariat for organizing the conference. He spoke of the importance of the role of nurses and midwives in health systems.

Mr Schmets mentioned the four functions important in WHO health systems: stewardship, creating resources, service delivery, and financing. He emphasized the nursing component can help shape the workforce to meet future challenges, including harmonizing curricula and standards; technological and organizational change; two major problems seem to be ageing of the workforce and migration, as well as political and economic changes. He emphasized that nurses and midwives are seen as comprehensive workers not just for the clinical aspects but also with a public health focus.

By 2020 it was estimated that there will be a 20% deficit in the registered nurse workforce. Burn-out was a problem in the supply of health care professionals; a high proportion of trained nurses were not practising. There was the added problem of an ageing population of health care workers. Pull and push factors drew health personnel from poorer health systems into those of richer countries. These issues need to be addressed to stabilize the health situation, and management of human resources for health was critical to achievement of the Millennium Development Goals.

Mr Schmets' slide presentation can be found on the website: [www.who.euro.int/efnma](http://www.who.euro.int/efnma).

The participants nominated and approved Ms Sylvia Denton, Chairperson of EFNNMA, as Chair of the meeting. The meeting adopted the programme and agreed upon the rapporteurs, Prof Liz Wagner and Ms Frances Day-Stirk.

## Report by the Chairperson

Ms Denton thanked the WHO nursing team in Copenhagen for organizing the meeting on very short notice. She thanked WHO for their hospitality along with the Danish Nurses Organization, the Irish Nurses Organization, and the Danish Association of Midwives. The forum has been without an adviser for most of the year. The advisory post is in the recruitment process. (NB: 22 November 2007 Ms Sivertsen was appointed to the position as Policy Adviser for Nursing and Midwifery.) She thanked Ms Wagner for her work in WHO over the past 3 years. The EFNNMA and WHO Strategic Plan was presented and is to be followed up by the new steering committee. The financial status needs to be addressed, and a suggestion from Ms Denton was to seek additional funding in 2008. She pointed out the importance of the theme of this meeting and stressed that human resources matter to nurses and midwives and most of all to the populations in the European region.

### **Follow-up questionnaire on statement on nursing and midwifery in HIV/AIDS client care**

Ms Sivertsen presented the follow-up of the HIV/AIDS statement obtained in St. Petersburg in June 2006. Results showed that 15 countries responded that the statement has been useful in engaging the Ministry of Health and national nursing and midwifery associations with articles in their journals, 11 associations had contacted the Ministry of Health, 14 had reported articles in national journals, and 5 published the HIV/AIDS statement on their websites.

### **Report from the 57<sup>th</sup> session of the WHO Regional Committee for Europe**

Ms van Huis, Vice-Chair of the Forum, represented EFNNMA and WHO in Belgrade at this meeting. She stated that the Regional Director, Dr Marc Danzon, the Director General, Dr Margaret Chan, and President Tadic, of Serbia, were present when Ms Nestic of the ICN presented a statement on behalf of nursing and midwifery in Europe. The EFNNMA document based on the Islamabad declaration was tabled during the meeting along with the adoption of the Resolution (EUR/RC57/R1) on Health workforce policies in the European Region. Dr Chan emphasized the importance of the role of nurses and midwives in her presentation.

### **Adoption of Operational Principles - Bente Sivertsen**

**The Operational Principles were adopted following discussion and minor amendments.**

### **Financial report and decision on future fees**

Ms Madeline Spiers, Treasurer of the Forum, presented the financial report stating that while the Forum is not in debt, the finances are very low. The cost of administrative support is increasing and the percentage of the membership expenditure toward this cost is a concern that the Steering Committee will raise with the WHO Regional Office for Europe.

### **Election**

Ms Sivertsen introduced this item confirming that three members of the Steering Committee were up for election:

Ms Sylvia Denton – Chairperson

Ms Marian van Huis - Vice-Chairperson

Ms Madeline Spiers – Treasurer

Ms Marian van Huis and Ms Madeline Spiers were both candidates for chairperson.

Ms Frances Day-Stirk was the single candidate for vice-chair.

Ms Spiers was elected as chairperson and Ms Day-Stirk was elected as vice-chair.

## Technical Discussion – Part 1

There were two presentations on ***Nursing and Midwifery input to and the impact on outcomes for Health Systems, Health and Wealth*** to start the technical discussions.

**Dr Mireille Kingma**, Consultant, Nursing and Health Policy, International Council of Nurses, defined the concepts of *health systems, health and wealth* and demonstrated their interaction and impact on each other. In particular, she focussed on the lack of an adequate nursing and midwifery workforce to offset the projected shortfalls in the global labour market over the next 10 years. Ms Kingma stressed however, that there is an element of myth involved when one considers the rates of unemployment and inactive nurses in some countries. The impact of environmental and educational factors was discussed; attrition and turnover were key issues which related to dissatisfaction, dysfunctional health systems and the disruption caused by change. The concept of self-sufficiency, without resorting to external resources had a different implication in developing and industrialized countries and could lead to a self-sustainable model. See slides on the website.

**Professor Anne Marie Rafferty**, Head of Florence Nightingale School of Nursing and Midwifery, King's College, London, presented on Health as Wealth: the contribution of nurses to outcomes for patients.

Prof Rafferty also considered the challenges shared by the health and human resources agenda, reviewed the nursing workforce research and its impact on patient outcomes and reflected on implications for policy and practice. Prof Rafferty pointed to a dynamic European healthcare labour market and gave key drivers for better patient care, including more investment, better recruitment and higher proportions of skilled staff. She presented results of diverse research that showed that the higher the patient-to-nurse ratio, the fewer deaths occur, and discussed the impact on outcomes of staff dissatisfaction and burnout. Challenges for the future include sustainability and support systems, e.g. flexible working and development opportunities, together with strengthening the nursing voice, presence and the democratic process. See slides on website.

The Chair then introduced the workshop on Health Systems: Strengthening the role of nurses and midwives in the European Region.

## Workshops

### A. ***Changing Health Systems***

*Think Global – Start Local.* A national and a European initiative.

Presented and facilitated by Prof Wagner, Research Unit for Nursing, Odense University, Denmark. Rapporteur: Ms Norman, Steering Committee member, EFNNMA and WHO.

Prof Wagner began with the following questions:



- How can nursing and midwifery support the development and implementation of better health care systems in the European Region?
- Where do we have good practices of health systems?
- Where do we need to focus on developing such health systems?
- How can we share experiences across borders?

Prof Wagner presented a nursing and midwifery perspective. She underlined the need for local initiatives in health care systems throughout Europe. A local initiative called the Skaeving Project in Denmark developed integrated homecare for elderly in the period 1984 to 1987 and had internationally recognized results. Some results shown 10 years later were:

- 1) Perception of own health has improved
- 2) Fewer hospital bed days
- 3) Lower health care costs for the elderly

**Source:** Wagner, L. Two decades of integrated health care in Denmark – Clinical action research with respect for the autonomy of individual citizens. *Journal of Nursing Research* 2/2006, 13-20.

Prof Wagner also presented the Family Health Nurse (FHN) Multinational study concept:

...combined “*all the elements of public health including health protection and promotion as well as curative and palliative care and facilitates cooperation between the family, the community and the health care system...*”(WHO Europe, 2001,b). Eleven countries throughout Europe participated. A resolution from the fifth meeting of the WHO Family Health Nurse Project held in Germany on 22-23<sup>rd</sup> February 2006. The meeting’s recommendation:

*Disseminated evidence, obtained from the WHO FHN Multi-national study, showed that the concept of the FHN is feasible, has support from many governments across Europe, and has the capacity to form an integral component of public health, including prevention and health promotion, and care provision across Europe.* (The meeting report can be found on the website [www.euro.who.int/nursingmidwifery](http://www.euro.who.int/nursingmidwifery))

The ensuing engaged discussion underlined the importance of nurses and midwives taking leading roles in planning of health care systems.

## ***B. Workforce Issues***

Health Systems: Strengthening the Role of Nurses and Midwives in the European Region – Workforce issues

Presented and facilitated by Ms Kingma, International Council of Nurses. Rapporteur: Ms Madeline Spiers, Steering Committee member, EFNNMA and WHO

Questions to be discussed in the workshop:

- Strengthen leadership capacity and decision-making authority?
- Estimate the numbers and the skill pool needed for an effective and sustainable workforce?
- Recruit and retain?
- Ensure equitable deployment and safe staffing levels?
- Manage migration?

Ms Kingma discussed the global labour market factors – recruitment and retention, ethical dimensions and the paradigm shift from self-sufficiency to self-sustainability. From the

standpoint of 'quality workplaces = quality patient care', the workshop discussed HR actions, including geographic distribution, remuneration, systems support, leadership and education.

Some ways to address these questions were suggested:

- Invest in those you have and build on own strength and motivate
- Improve skill mix and leadership development
- Find out where the best practice is located
- Build alliances
- 'Blow on the trumpet'

### ***C. Clinical Development***

A successful clinical development in nursing demands a systematic approach and academic-service partnerships.

Presented and facilitated by Ms Spirig, Department of Clinical Nursing Science, University Hospital Basel & Institute of Nursing Science, Switzerland. Rapporteur: Elisabeth Rappold, Steering Committee member, EFNNMA and WHO

A systematic approach demands the triad of education (ongoing, career ladder, portfolio of nurse leaders), research (more and better utilization of research) and practice (evidence-based, Advanced Practice Nurses). Recommendations were given in response to the following questions:

- What are the outcomes of practice development of nurses/midwives?
- Which strategies are needed for the future?
- Which educational levels are needed?
- What role can nursing/midwifery play in the interdisciplinary team and who are the other team members?
- What are the most important indicators of quality nursing/midwifery care – what data do we have?

Some ways to address these issues follow:

- Excellent educational preparation
- Prepared clinical settings
- Defined clinical roles
- Supportive management
- Pro-active politicians

Ms Denton closed the first day and participants were invited to dinner sponsored by the Danish Nursing Organization at Hotel Admiral, Copenhagen.

## Technical Discussion – Part 2

### Plenary and Concluding Sessions

Presentation of the results from the working groups A, B and C.

The workgroups presented the results from the intensive discussions from the previous day.

Thereafter, the Forum worked very actively in order to formulate a joint recommendation from the meeting on the theme Strengthening Health Systems with reference to the WHO European Ministerial Conference on Health Systems: "Health Systems, Health and Wealth", June 2008.

The Forum adopted the following recommendations.

#### **Preface:**

- Health is central in people's lives and needs to be supported with effective policies and actions
- Health systems should be effective, responsive and fair
- This can only be delivered by a strong, sustainable workforce

#### **Workforce:**

The morale and efficiency of healthcare workforce has a major impact on the effectiveness of a health system. We therefore urge policy makers to develop:

- A wide package of measures for a sustainable workforce
- Long-term workforce planning both in source and receiving countries
- Internationally recognized ethical principles, good practice employment rights and career development
- Patient safety by reviewing working conditions for health workers in relation to safety, health and workload.

#### **Health System – Health and Wealth:**

We support greater investment in health service delivery and urge national governments to:

- Enhance the key contribution nursing and midwifery has in planning the provision of care
- Address the gap between different levels of care creating coherent referral systems
- Improve the coordination between health and related sectors.

#### **Clinical development:**

Nursing and midwifery is essential to delivering quality outcomes in health. Therefore urge policy makers to:

- Deliver educational preparation that prepares nurses and midwives to respond to current and future health needs
- Make available clinical settings that offer and support excellent learning environments
- Secure shared governance
- Establish legislation that addresses the education service gap
- Strengthen leadership and competencies
- Invest in existing nursing and midwifery workforce.

#### **Closing remarks:**

Nurses and midwives are eager to build alliances with health professionals and policy makers to strengthen the delivery of healthcare services and contributions to national health and wealth.

### **Dates and venue of the 12<sup>th</sup> Annual Meeting of the Forum**

The dates agree are the 3<sup>rd</sup> and 4<sup>th</sup> of July, 2008. The venue is to be agreed at the Steering Committee meeting in January, 2008.

### **Closing of the Meeting**

Ms Sivertsen thanked the Forum for the excellent work and the good results as well as all the sponsoring organizations, i.e. INO, DNO, DMA, and the associations that have subsidized participants' flight and accommodations.

## Annex 1

WORLD HEALTH ORGANIZATION  
REGIONAL OFFICE FOR EUROPE



WELTGESUNDHEITSORGANISATION  
REGIONALBÜRO FÜR EUROPA

ORGANISATION MONDIALE DE LA SANTÉ  
BUREAU RÉGIONAL DE L'EUROPE

ВСЕМИРНАЯ ОРГАНИЗАЦИЯ ЗДРАВООХРАНЕНИЯ  
ЕВРОПЕЙСКОЕ РЕГИОНАЛЬНОЕ БЮРО

11th annual meeting of the European Forum of National  
Nursing and Midwifery Associations and WHO



5065420/3

14 May 2008

29-30 October 2007 – Copenhagen, Denmark

### PROGRAMME

**Monday,  
29 October 2007**

08.30 - 09.30 Registration

### **Business Meeting**

09.30 - 12.00 Opening session and welcoming addresses  
*Ms Nata Menabde, WHO/EURO*  
*Ms Sylvia Denton, Chairperson of EFNNMA and WHO*

Nomination of Chairperson  
Adoption of the Programme  
Announcement of Rapporteur

#### ***Annual Report***

Follow-up Questionnaire on Statement on nursing and midwifery in  
HIV/AIDS client care  
*Ms Sylvia Denton/Ms Bente Sivertsen, Policy Adviser a.i, NMP*  
Report from 57<sup>th</sup> Session of the WHO Regional Committee for Europe  
*Ms Marian van Huis, Vice-Chair of EFNNMA and WHO*  
Adoption of new Operational Principles  
*Ms Bente Sivertsen/*

10.30 -11.00 Coffee/tea break

11.00 -12.00 Financial Report and decision on future fees  
*Ms Madeline Spiers, Treasurer of EFNNMA and WHO*

Election

*Three members of the Steering Committee are up for election:*

*Ms Sylvia Denton Chairperson*  
*Ms Marian Van Huis Vice – Chairperson*  
*Ms Madeline Spiers Treasurer*

12.00 - 13.00

**Lunch**

*Sponsored by Irish Nurses Organisation*

13.00 - 17.00

**Technical Discussions - Part 1**

13.00 -14.30

Nursing and Midwifery input to and impact on outcomes for "Health Systems, Health and Wealth"

*Dr Mireille Kingma, Consultant, Nursing and Health Policy, International Council of Nurses*

*Prof Anne Marie Rafferty, Head of Florence Nightingale School of Nursing & Midwifery, Kings College*

Respondent: DCS representative

14.30-15.00

**Coffee/tea break**

15.00 - 16.45

Introduction to Workshops on Health Systems: Strengthening the role of Nurses and Midwives in the European Region

*Chair: Ms Sylvia Denton*

A. Changing health systems.

*Presenter and facilitator Prof Lis Wagner, Research unit for Nursing, Odense University, Denmark*

*Rapporteur Ms Lisbeth Norman, Steering Committee member, EFNNMA and WHO*

B. Workforce issue.

*Presenter and facilitator Dr Mireille Kingma*

*Rapporteur Ms Madeline Spiers, Steering Committee member, EFNNMA and WHO*

C. Clinical development.

*Presenter and facilitator Prof. Dr. Rebecca Spirig, Department of Clinical Nursing Science, University Hospital Basel & Institute of Nursing Science, Switzerland*

*Rapporteur Ms Elisabeth Rappold, Steering Committee member, EFNNMA and WHO*

16.45 -17.00

Closure of first day

**Ms Sylvia Denton**

19.00

Dinner

*Sponsored by Danish Nursing Organization*

**Tuesday 30 October**

**Technical Discussions - Part 2**

09.00 -10.30

Plenary session:

***Presentation of the results from the working Groups A, B and C***

10.30 - 11.00 Coffee/tea break

11.00 - 13.00

<b>CONCLUDING REMARKS</b>
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Conclusions and recommendations  
*NNM Policy Adviser and Planning Group*  
*Ms Bente Sivertsen*  
*Ms Lisbeth Normann*  
*Ms Madeline Spiers*  
*Ms Elisabeth Rappold*

Dates and venue of the 12<sup>th</sup> Annual Meeting of the Forum  
*Chairperson*  
Closure of the meeting

13.00

Lunch  
*Sponsored by Danish Association of Midwives*

## Annex 2

WORLD HEALTH ORGANIZATION  
REGIONAL OFFICE FOR EUROPE

WELTGESUNDHEITSORGANISATION  
REGIONALBÜRO FÜR EUROPA



ORGANISATION MONDIALE DE LA SANTÉ  
BUREAU RÉGIONAL DE L'EUROPE

ВСЕМИРНАЯ ОРГАНИЗАЦИЯ ЗДРАВООХРАНЕНИЯ  
ЕВРОПЕЙСКОЕ РЕГИОНАЛЬНОЕ БЮРО

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**11th. EFNNMA Annual Meeting, 29-30 October 2007,  
Copenhagen**

**5065420/4**

**14 May 2008**

**Copenhagen, Denmark, 29 - 30 October 2007**

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## Annex 3

### Budget January – December 2008

<b>INCOME US\$</b>	<b>Proposed budget 2008</b>
Balance carried over from 2007	23 000.00
Membership fees 2008	30 000.00 <sup>1</sup>
<b>TOTAL</b>	<b>53 000.00</b>
<b>EXPENSES:</b>	
<b>Steering Committee and Secretariat:</b>	
Administrative support	43 000.00
Chair (travel etc.)	0 <sup>2</sup>
Programme support costs	3 500.00
Steering Committee meetings	500.00
<b>Total</b>	<b>47 000.00</b>
<b>Annual Meeting 2008</b>	
Printing/ mailing & editing of Forum report	500.00
Secretariat travel and per diem	3 000.00
Annual meeting facilities	500.00
<b>Total</b>	<b>3 000.00</b>
<b>TOTAL</b>	<b>51 000.00</b>
Balance expected to be brought forward to 2009	<b>2.000.00</b>

<sup>1</sup> Estimated fees on 38-40 Nursing and Midwifery Associations

<sup>2</sup> To be sponsored by NA/MA or others

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