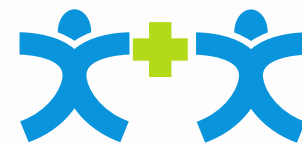




# Joint Action Health Workforce Planning and Forecasting



The project is co-funded by the European  
Union as part of the European Social Fund



Joint Action Health Workforce  
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KAPITAŁ LUDZKI  
NARODOWA STRATEGIA SPÓJNOŚCI



MINISTERSTWO  
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*człowiek - najlepsza inwestycja*

# In a changing environment, how to upgrade the skills of ‘under trained’ nurses to fit with the new current and future roles of nursing? – The nursing bridging program in Poland

Dorota Kilańska PhD, MSc, RN, Beata Cholewka PhD, MSc, RN

Ministry of Health

Department for Nurses and Midwives

Varna, 18-19 February 2016

# POLAND

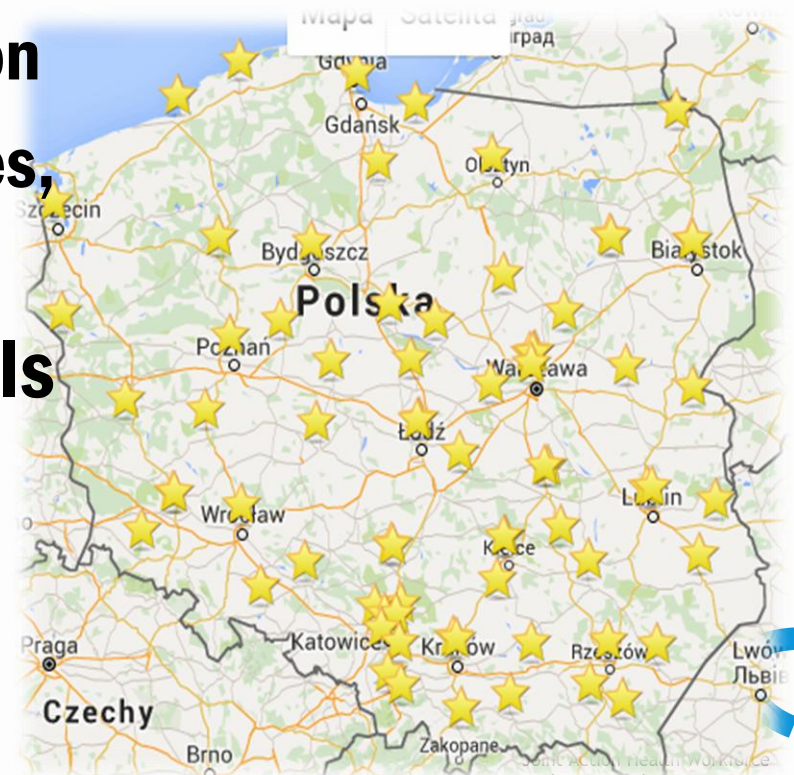
- 38,53 mln Inhabitants
- 942 General Hospitals
- 279 979 Nurses



**National Council for Accreditation  
of Schools of Nurses and Midwives,  
MOH**

**76 - Accredited Nursing Schools  
in Poland (2014)**

**16 - Universities**



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*Detailed characteristics of the project's participants  
„ Professional training of nurses and midwives as part of  
bridging studies” - as of 31.12.2015*



2008



2009



2011

# The Directive 2005/36/EC

- Article 33 paragraph 3 and article 43 paragraph 4 of the Directive 2005/36/EC establish the rights acquired, taking into consideration regulations concerning bridging programs



# Implementation procedure

## Legal aspects

- ❑ The act on the professions was changed to implement the directive
- ❑ Regulations concerning bridging programs and the authorization to issue an executive act on bridging programs were added to the act
- ❑ The order details the number of hours to be delivered in bridging programs, which would supplement vocational training  
**(5 different paths of bridging education)**

# Implementing entity

## □ Beneficiary



Ministry of Health - Department of Nurses  
and Midwives

## □ Project time frame

From 01.05.2008 until 30.06.2015.

# Main Partners for the project and their role

- ❑ Ministry of Health / Ministry of Science and Higher Education – quality control of education, legislative tasks
- ❑ The National Chamber of Nurses and Midwives, nurses' professional organizations, labor unions, Polish Nurses Association, European Federation of Nurses Associations – consultations and opinions





# The party of the dialogue with the European Commission is THE GOVERNMENT – the Ministry of Health

1. The government party has the possibility to use the knowledge of the partners, who know the educational and practical aspects of the profession perfectly.
2. This knowledge is used via consultations and opinions.



To the Members of the Committee on Mutual Recognition  
European Commission  
DG Internal Market  
B-1049 Brussels  
Belgium

Brussels, 18 May 2009

Concerning: Re-evaluation of the bridging programme provision in Poland

Dear Members of the Committee on Mutual Recognition,  
Dear Mrs Pamela Brundler-Coré,

Following Poland accession to the EU in 2004, two different patterns of bridging programme were initiated for nurses to comply with the European Directive on Mutual Recognition of Professional Qualifications. The current situation is that of the 200,000 nurses registered in Poland, 100,000 are in practice, 13,000 are of the 23,000 agreed with the Commission prior to EU accession have already done the bridging programme, the vast majority of nurses joining the programmes themselves. Despite its duration, there is no observable end to the numbers coming forward for this training and subsequent analysis of all training programmes revealed that even the shorter bridging programme as proposed by the Polish Government, exceeds any real or notional shortage of hours required for compliance with 2005/36. An awareness has increased about the mismatch between the duration of the bridging courses and the duration of previous trainings, a proposal for a shorter curriculum has emerged.

After analysis of the proposal, EFN believes that the new proposed bridging courses in Poland meet the requirements for bridging and in taking the discussion further, provides a fair assessment of the ongoing continuous professional development a nurse may have accumulated during her/his career, which should play an recognised part in setting out a tailored bridging programme. Bridging by individual portfolio of professional development and achievement is supported by EFN as such an approach has a number of benefits:

1. Fair and proper assessment of individual learning and development during their career;
2. Adequate comparison of previous training with the requirements of the directive 2005/36;
3. A level of responsibility from institutional assurance over to personal professional accountability, and therefore greater compliance with international codes of professional nursing practice;
4. Better and fuller integration of any subsequent training prescribed after assessment with the wider provision of nurse education and training already available in Poland

Assessment of individual achievement is well recognised as a principle of practice, both in the General System component of 2000/36 and in a number of 'cases' which have progressed through the courts.

To conclude, acceptance by the Committee for Professional Qualifications of the new proposed bridging programme proposed by the Polish Government is supported by EFN. We highly recommend the members of the Committee to do the same.

Yours sincerely,

*Grete Christensen*  
Grete Christensen  
EFN President



To the Ministry of Health  
Mr. Tomaž Gantar  
Minister for Health  
Stefanova 5  
1000 Ljubljana  
Slovenia

Brussels, 19 July 2012

Concern: EFN support to the Nurses and Midwives Association of Slovenia as regards the education and training of Slovenian nurse assistants

Dear Minister,

The European Federation of Nurses Associations (EFN) has been informed on the recent changes you have proposed to the system regulating health professions, including the nurse assistants.

Being the nurses' voice at EU level, representing National Nurses' Associations from 34 European Countries, and working to ensure a high quality and equitable health service in the EU by a strategic contribution to the development of an effective, competent and motivated workforce of nurses, the European Federation of Nurses Associations (EFN) is worried about the implications of the changes proposed that will affect directly the quality and safety of healthcare.

The EFN believes that nurses and national nurses' associations have a responsibility to work towards an open learning safety culture in the healthcare system that encourages a safe working environment and high-quality patient care in which constant education and professional training is required in order to effectively tackle the changing demographics of society, the increased healthcare needs within serious restrictions in economic resources.

Therefore, the EFN totally supports its member organisation, the Nurses and Midwives Association of Slovenia, who is strongly opposed to attempts at deregulation of professions that are part of the nursing and midwifery care, as this leads to decreased safety and quality of health services, and totally support the preservation of the regulatory system, which will call for and encourage education, training, professional progress and professional competence of all health professionals to the largest extent possible, as this is of great importance for high-quality and safe healthcare.

Therefore, the EFN calls on the Slovenian Ministry of Health to:

- Keep the existing regulation system for all healthcare professionals, including the nurse assistants;
- Include all representatives of nursing and midwifery care in Slovenia in any decision related to the healthcare system.

I am looking forward to a positive outcome.

Best regards,

*Paula Knapik*  
Paula Knapik  
EFN General Secretary





# Goals of the project

- ❑ to initiate bridging studies for 36 000 nurses and midwives,
- ❑ to increase the number of nurses and midwives, who graduate from bridging studies (as part of the project) by 300% (from 12 000 to 48 000) in relation to the total number of nurses and midwives,
- ❑ to supplement the professional qualifications to the level of Bachelor of nursing or midwifery,
- ❑ to increase the motivation of nurses and midwives to raise their professional qualifications and develop their professional career,





# Goals of the project – cd.

- ❑ to raise self-confidence by gaining professional qualifications on a level which would enable their automatic recognition in EU Member States without any additional requirements,
- ❑ to raise the professional and social prestige of nurses and midwives,
- ❑ to enhance the quality of nursing/midwifery care provided for the society,
- ❑ to promote bridging studies among nurses and midwives,

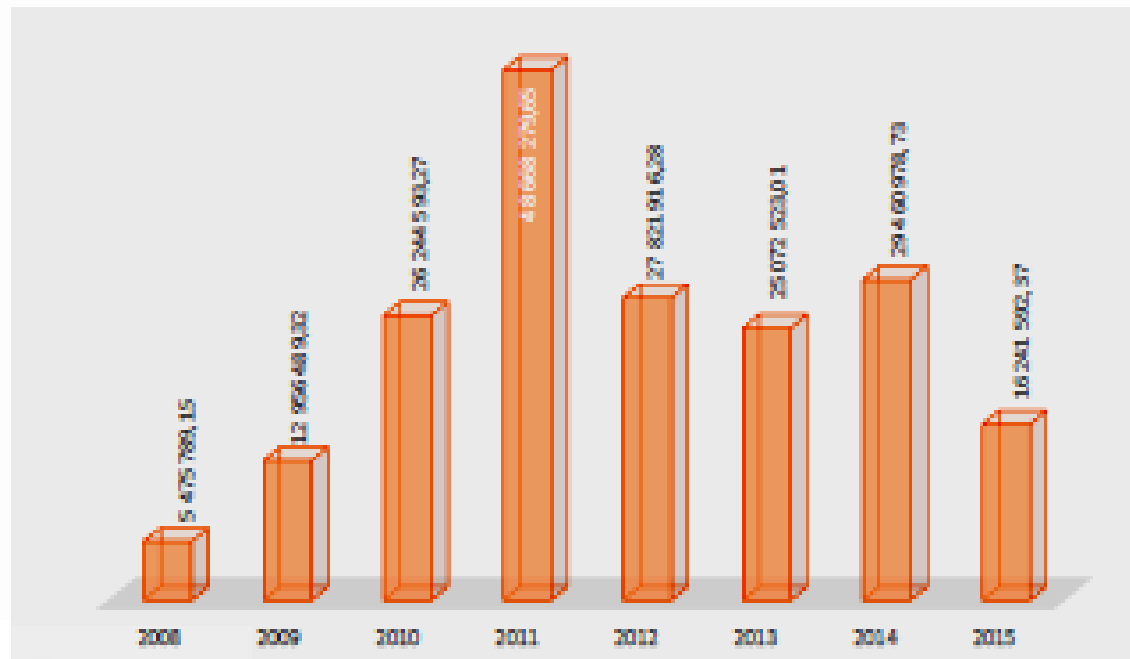


# The amount of co-funding

- The following amount has been planned for the entire duration of the project:

**45 000 000 EUR.**

The budget in subsequent years of running the project 2008-2015



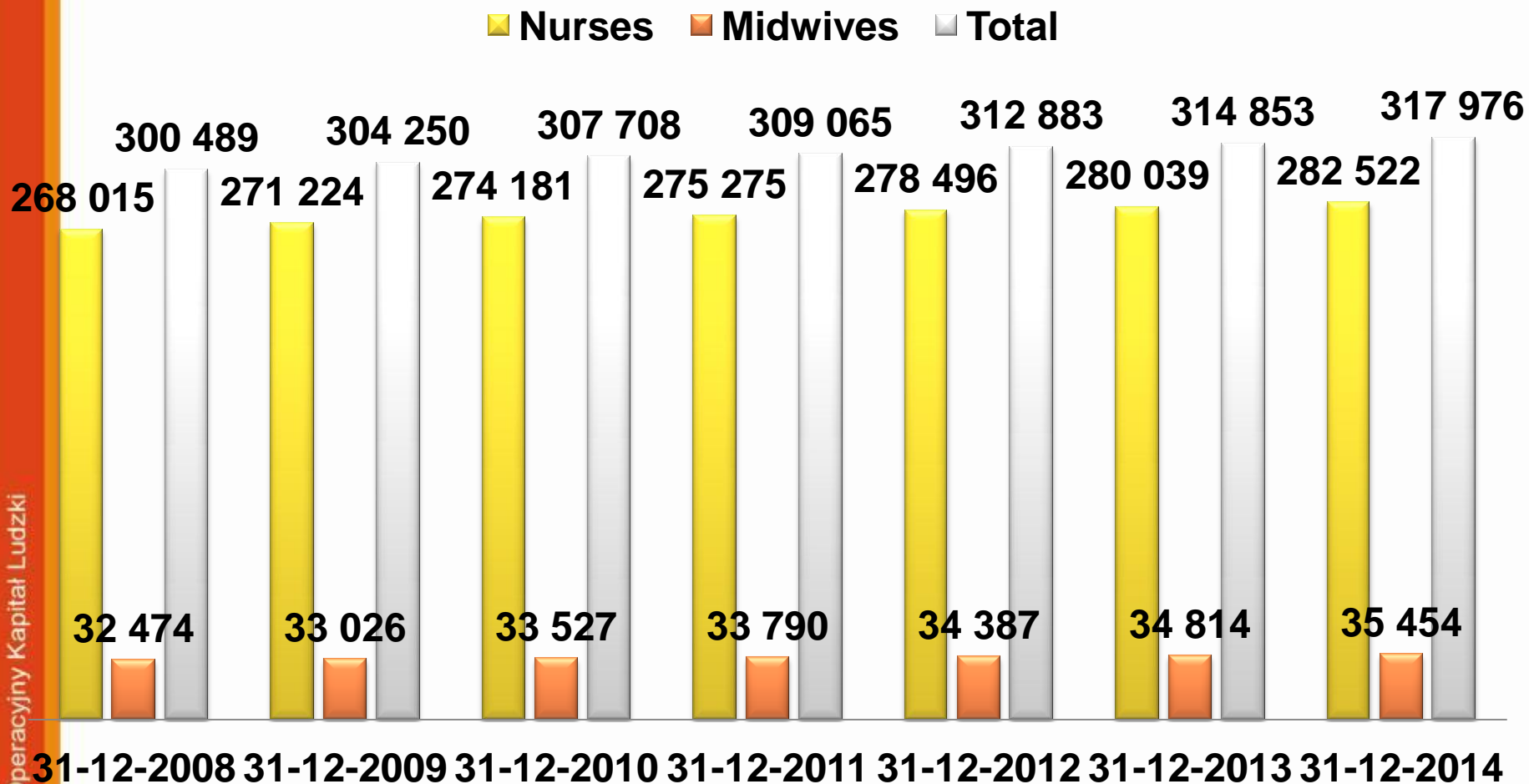
# Target groups for the project

- ❑ **nurses and midwives**, holding a certificate of secondary education (Polish: matura), who are graduates of:
  - five year medical secondary schools,
  - two year medical vocational schools,
  - two and a half, as well as
  - three year medical vocational schools, qualified to participate in bridging studies.

## Note!

- having the right to practise;
- employed within the healthcare system (own companies)

# Nurses & Midwives absolute number



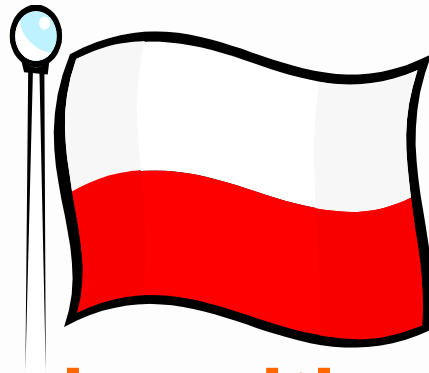
Program Operacyjny Kapitał Ludzki

Source



Joint Action Health Workforce  
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**In the years 2008 – 2010 a total of 57 universities from entire Poland took part in the project.**



**There are 71 universities in Poland which train nurses and midwives in bridging**



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# Dissemination of Project:

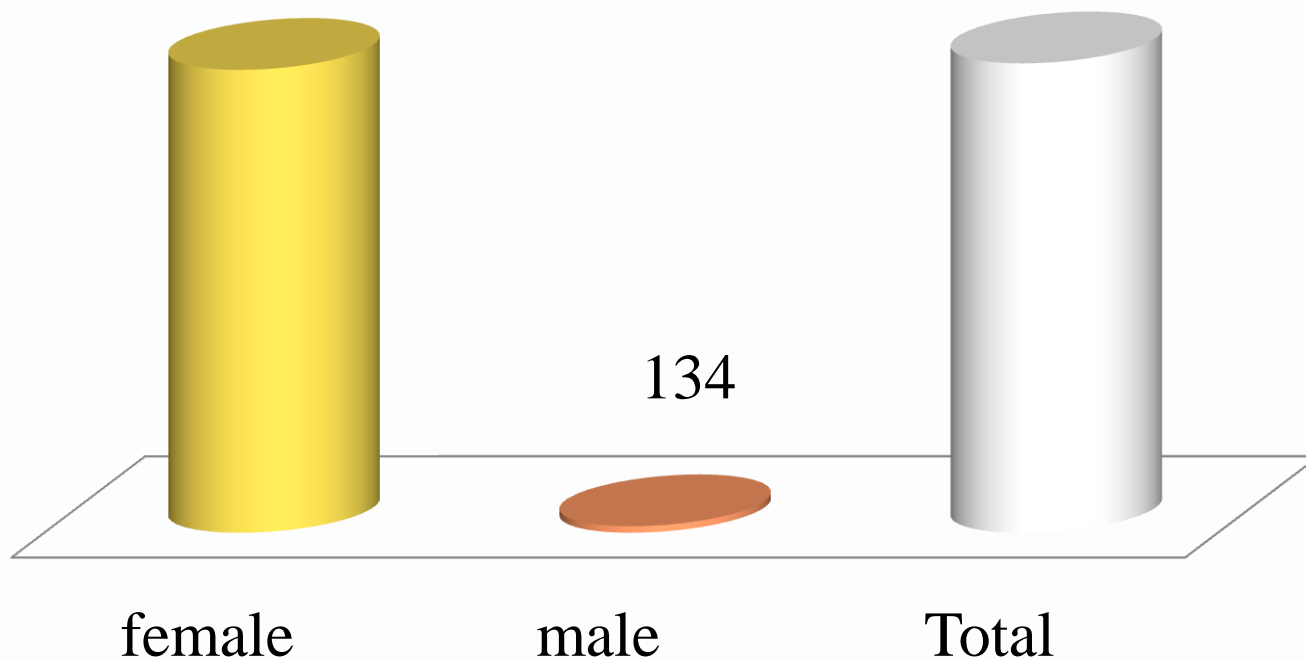
- ❑ 26 radio broadcasts
- ❑ 4 radio spots
- ❑ 73 articles in Press
- ❑ 290 000 leaflets
- ❑ 97 000 information brochures
- ❑ 41 230 callendars
- ❑ 32 500 Reports
- ❑ 28 000 Posters
- ❑ 81 banners
- ❑ 72 tables of visualization
- ❑ 1050 email addresses





# Number of persons who started participating in the system project

9 545  female  male Total 9 679



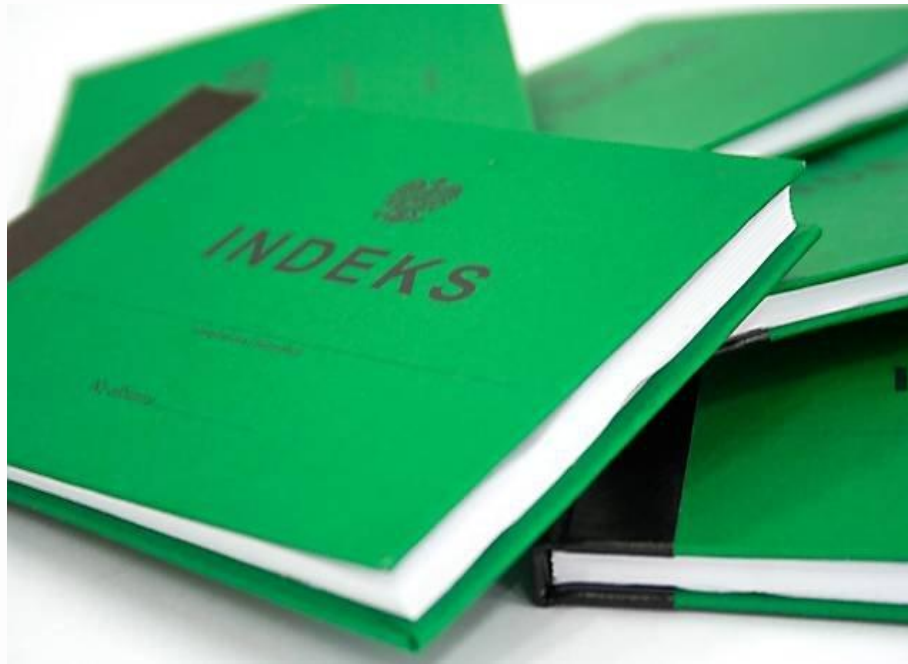
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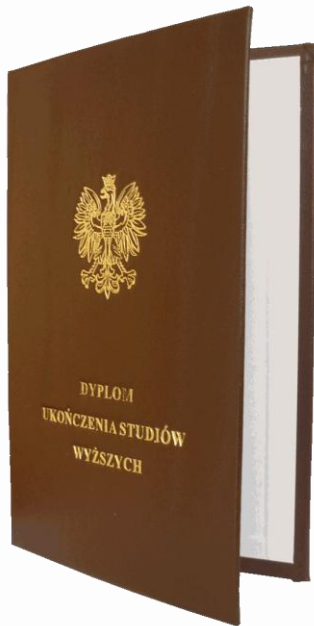




**Since the project began, till 30. November 2015**  
**40 981 participants**  
**started bridging studies**

# Bridging studies graduates

40 813 graduates





# Project outcomes from the point of view of nurses and midwives

## Results of evaluation measures



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- ❑ **96 % of participating nurses say that bridging studies increased their self-esteem**
- ❑ **95 % of participating nurses think that bridging studies enable them to broaden their knowledge in the fields which they are dealing with every day**
- ❑ **86 % of participating nurses claim that bridging studies make them consider studying**

# What we offer

As an EU Member State with 8 years of experience in carrying out a system of supplementing the professional qualifications of nurses and midwives, we offer our help and invite you to get in contact with us.



Joint Action Health Workforce  
Planning and Forecasting

# Thank you for your attention.



**Beata Cholewka**

Director

Department for Nurses and Midwives

Ministry of Health

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GSM: +48 600 344 050

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