



EFN Policy Statement

Skill Needs, Skill Mix and Task Shifting in Nursing

The need for healthcare is changing in society and therefore the nursing profession must redefine and clarify occupational qualifications, roles and responsibilities. It is critical that the profession actively leads these developments and governments and policy-makers adapt legislation in order to support these changes.

Therefore EFN members believe governments need to:

- Define and support together with the professionals involved, the conditions and culture change required under which the new roles and responsibilities and innovation in care delivery can develop. Governments should support the good models for practice already acquired in some European countries;
- Optimize patient care. Tasks and responsibility must be defined and allocated to the healthcare groups in accordance with their educational qualifications and competencies – without compromising the quality of care;
- Initiate strong human resource strategies and workforce planning and reduce the administrative workload of nurses;
- Significant investment in nursing education to ensure appropriate education, lifelong learning and continuous professional development and established patterns of career pathways and an extended career ladder to successfully introduce new skills and implement skills mix;
- Accompany the expansion of responsibilities or any transfer of skills by appropriate remuneration to all professional groups involved.

Nurses deliver a substantial contribution to the increase of effective healthcare. Based on their knowledge and experience, nurses assess care needs, provide and deliver care, at the same time considering the cost and labour effectiveness. As such, there is an economic as well as a qualitative incentive in creating an optimal skill mix.

Please contact **Mr. Paul de Raeve**, General Secretary of the European Federation of Nurses Associations for a position paper on this issue.

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