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Concerns: TAIEX workshop National Nursing Strategy in EU-perspective;
31 January – 2 February 2008, Zagreb
Unanimous recommendations

Date: 22 February 2008

Dear Sir, Madam,

TAIEX-Assisted workshop January 2008

Early 2007, the Croatian Nursing Association (HUMS) successfully conducted a seminar with assistance from the EU – DG ENLARGEMENT TAIEX unit. The topic was EU-accession and its consequences for the nursing and midwifery professions. A report of that seminar has been sent to many of you last year, by email.

One of the recommendations of that seminar was to develop a national nursing strategy. A similar recommendation was made during a twin-seminar, specifically aimed at midwives, in April 2007, Trogir. HUMS took the challenge and developed a draft. This draft was discussed by all the HR stakeholders in a TAIEX workshop, held from 31 January until 2 February 2008. Its aim was the *development of a long-term strategy for nursing in the Republic of Croatia in the light of EU-accession*. For the detailed programme and list of participants, see ANNEX 1. The list of participants includes trade-unions, employers, Council, professional representations from more than one profession, educators including universities, co-professionals, as well as several ministries (Health, European Integration, Ministry of Science and Education).

Programme

At the request of HUMS and financed through TAIEX, we - a team of outside experts - were present to provide the participants with relevant information related to Directive 2005/36/EC and other relevant EU developments, which we did on day 1. We were honoured that Ms. An Baeyens, representative of the EC DG Internal Market and Services and within that DG responsible for nursing issues, was present. She was so kind as to provide the audience with an overview of Directive 2005/36 EC as well as of the IMI-initiative for competent authorities.

Day 2 was aimed at developing a mutually agreed implementation strategy including the development of clear recommendations (vide infra) in 2 x four working sessions, under the guidance of these same experts. The working sessions, held with Croatian Chairs but with expert guidance available upon request, dealt with:

- Developing the Croatian National Nursing (and Midwifery) Strategy;
- Developing the Croatian National Nursing (and Midwifery) Strategy in the light of EU-accession;
- Curricula;
- Peer reviews.

During the workshops participants discussed regulation and registration matters as well as issues concerning new curricula, such as the one for midwives as it currently is being developed, including consequences of curricula for future professional status. The workshop adopted a highly interactive approach, reflecting that this is a Croatian process that requires efforts by all involved.

Day 3 aimed to seek options with key players to bring the recommendations further, but was used to develop unanimity. The result is that **all recommendations in this report have received unanimous support of key players present**.

Fringe meeting with Dr. Golem

Finally, the experts had the opportunity to – in the fringes of the workshop - discuss all relevant matters with Dr. Ante Zvonimir Golem, State Secretary of Health of the Republic of Croatia. This meeting was both open and positive as well as fruitful and in line with the overall direction of the seminar. From this place we would like to express our sincere gratitude to Dr. Golem for the time he had available for us, as well as for the way relevant issues could be discussed.

REPORT OF THE SEMINAR

It is on behalf of both experts and participants of the workshop I write you this letter, containing the final outcomes of the workshop, that may concern you. For this reason, we would like to suggest that you regard this letter, sent to you by email, as an official incoming document.

Representatives of relevant bodies – participants of the workshop – will receive a copy of this report and are encouraged to publish this document on their respective websites or to forward it to any organisation they see fit, for the sake of transparency in the light of EU-accession of the Republic of Croatia.

Please note that, unless explicitly stated otherwise, the following holds relevance for both the profession of nursing as well as that of midwifery.

General expert findings

The experts have made a number of observations during the seminar that may be of use:

1. Compared with the two seminars held last year and in line with some of the recommendations then made, more key actors were present. This is seen as a crucial and very positive aspect in developing the outcomes as delivered below.
2. The atmosphere of the workshops was highly interactive, just as intended.
3. Key participants and stakeholders contributed in a positive manner to its outcomes, all sharing a common desire for the workshops to become a success.
4. Thus, irrespective of their position and background, all participants contributed to:
 1. seek common solutions to common challenges, even though this was sometimes difficult;
 2. develop statements about their common future (see below).

5. The recommendations were formulated by a broad and relevant group of participants and unanimously accepted by them. We believe, therefore, that these recommendations:
 1. represent the wishes of most, if not all, the stakeholders in the nursing and midwifery professions;
 2. reflect their unanimously shared perspective on the need and way to support and further improve the nursing and midwifery professions in Croatia.
6. Thus, the experts believe that, together with the previous seminars, the outcomes of this seminar provide a clear foundation for a fruitful process of accession to the EU in this field.
7. The experts therefore suggest you to take the recommendations below, as drawn up by the participants, seriously for the following reasons:
 1. their unanimous acceptance,
 2. their relevance of most of them in the light of EU-accession,
 3. their potential effects on patient safety,
 4. as well as their potential effect on the efficiency and effectiveness of the Croatian health care system.
8. The recommendations of the two previous TAIEX-funded seminars last year - on nursing and midwifery issues - have shown their value, as can be judged by progress made between these seminars and the one I am reporting now. However, several of the earlier recommendations still require follow-up.
9. Finally, **the participants, on more than one occasion during the workshop, requested the experts to, in the future, further assist them in their process of EU-Accession. The experts feel very honoured by this and have declared themselves willing to assist, when such opportunities should arise.**

Statements

The participants wish to make the following statements:

- 1 Even given understandable and logical differences between nurses and midwives, both groups share the desire to continue their good working relationship– in the run-up to EU accession and beyond.
- 2 All key players wish to continue their mutual co-operation that has greatly improved during this workshop. This is in full conformity with recommendations made after the TAIEX seminar of January 2007.

Recommendations

General recommendations

- 3 It is recommended to all actors to take into account all recommendations of
 - a. the TAIEX seminar held in **Zagreb, January 30-31, 2007**, co-organised by the Croatian Nurses Association in conjunction with the European Commission, Technical Assistance and Information Exchange unit of DG Enlargement. These recommendations were sent to you previously.
 - b. the TAIEX-assisted seminar, held in **Trogir, 26-27 April 2007**, organised by the Croatian Midwifery Association. These recommendations were sent to you previously.
- 4 Given the complexities that the HR health care system faces due to EU-accession, **it is recommended to**,
 - a. within the Croatian government, **identify a leading government department** that will co-ordinate the issues concerning nursing (and midwifery) education and training.
 - b. Within the Croatian Ministry of Health, **develop and implement a department for nursing and midwifery**.
 - c. **develop a work group to analyse and update health care legislation and regulation according to the current needs**, while taking the suggested PEER REVIEWS into account (see below).
 - d. As a direct follow-up of the above, **it is recommended to evaluate compliance of existing HR (primary and secondary) legislation with Directive 2005/36/EC** before Accession and take the necessary steps in cases of non-compliance.
- 5 **It is recommended that the following statement is always applied:** no policy about nursing or nurses / midwifery or midwives should be developed and/or implemented without the active participation of representatives of these professions.
- 6 Implementing these and other required changes takes time as well as funding. We recommend therefore, that
 - a. **the necessary means and possibilities be created by the HR authorities so as to allow these upcoming changes to occur without undue disruptions and/or delays;**
 - b. **in order to facilitate the implementation of these recommendations without delay.**
- 7 **It is strongly recommended that the duration of primary education in Croatia, in line with Directive 2005/36/EC, be changed from 8 to 10 years.**

Skill-mix review, national nursing and midwifery strategy and peer review(s)

- 8 The upcoming EU-integration of Croatia, and thus of nurses and midwives, will require them to be able to work independently in practice. This development should be seen as a trigger to further review the current health care system. Thus, **it is recommended to develop a full and integral skill-mix review in the Croatian health care system** that will identify the necessary changes in role boundaries and performance. This review should take place following
 - a. the recommended PEER REVIEWS as well as
 - b. the further development of the National Nursing (and midwifery) Strategy, as discussed during this seminar and proposed by -amongst others- the Croatian Nursing Association (HUMS).

- 9 Irrespective of the direct EU-accession process, but within the momentum gained during this workshop, **it is recommended that all parties use the momentum** gained and build further on the atmosphere of positive and mutually enriching discussions that arose during this workshop in the light of recommendation 1 of the Zagreb-2007 seminar. This momentum could lead to
 - a. more carefully thought through-out solutions;
 - b. a better and more fruitful process;
 - c. better inclusion of *all* relevant stakeholders;
 - d. even more public support;
 - e. better planning.

Peer review

- 10 All participants agreed on the urgent need for PEER REVIEWS, to be funded by TAIEX, which should –at the very least- deal with the nursing and midwifery processions (see also recommendation no. 2 of the Zagreb 2007 session).

- 11 The process of PEER REVIEWS would be even more beneficial to the accession process if it were executed for **all** so-called sectoral professions (nurses general care, midwives, pharmacists, dentists and doctors, possibly veterinarians), in a co-ordinated action, as the PEER REVIEWS would create clarity:
 - a. about the status of the Croatian health care system in the context of EU-Acquis;
 - b. for both sides in the negotiations on Accession;
 - c. to the professions in question about the opportunities and threats that may be part of the Accession process. **Thus we strongly recommend Croatian authorities to, as soon as possible, start the procedure for co-ordinated PEER REVIEWS linked to the following health professions: doctor, dentist, nurse, pharmacist and midwife.**

- 12 All workshop participants agree on:
- a. the need for and desire by all relevant Croatian partners participating in the seminar to be actively involved in the PEER REVIEWS for their professions;
 - b. the need to avoid disappointments later in the process; obliging these parties to fully, openly and in full transparency co-operate with the PEER REVIEWS process;
 - c. the need for the PEER REVIEWS to also include private educators (if available) in order to avoid non-equivalence of qualifications.

On midwifery

- 13 Given the outcomes of the Trogir-seminar (April 2007) and the current seminar, taking into account the developments in Croatia since April 2007, such as the planned development of, inter alia, a law on midwifery in line with Directive 2005/36/EC
- a. and subsequent changes in education
 - b. and subsequent changes in practice,
- It is recommended to the Croatian Ministry of Health, to actively support and endorse a request by the Croatian Midwifery Association to DG ELARG TAIEX for a further workshop on midwifery issues, just as we recommend TAIEX to agree with such a request.**
- 14 From the perspective of patient safety and quality – as well as the requirements of Directive 2005/36/EC, **it is recommended to develop a quality register for midwives¹.**

Nursing and midwifery education, nursing and midwifery science

- 15 **It is recommended to reform nursing and midwifery education** to ensure compliance with EU-Directive 2005/36/EC, while protecting the status of those trained on programs that do not comply (through the creation of bridging courses). The outcomes of the recommended PEER REVIEWS should serve as a basis for this.
- 16 **It is recommended that all nursing and midwifery education in Croatia should be linked with higher (vocational) education** and should provide the option of continued professional education in the framework of both improved and up-to-date professional skills as well as in the light of patient safety, effectiveness and efficiency of the Croatian health system.
- 17 **It is strongly recommended to all players to be absolutely transparent and concrete about content and meaning in the framework of discussing (higher)**

¹ In a subsequent development NL experts Tjadens and Van Ormondt have suggested to HR MoH to make use of external support in developing a comprehensive Bill on midwifery later in 2008 with the dual purpose of 1) guaranteeing that this Bill will be in conformity with the Acquis and 2) contribute to the raising of awareness amongst the professions involved.

vocational and/or full academic education and training concerning nursing and midwifery. The latter involves – amongst others – a full nursing science and is aimed at advancing nursing sciences on all academic levels, including nursing research and a professorship in nursing. Existing HR legislation should be brought into conformity with Directive 2005/36/EC that distinguishes between *professional* and *academic* recognition of qualifications..

- 18 Given the imbalance in representation of employed nurses with different educational levels **it is recommended to, within a year from now, develop a special Fund, aimed at providing scholarships to employed nurses** for their further education.
- 19 Given the current non-existence of possibilities for nurses to achieve academic credentials, **it is recommended to develop and implement a full academic curriculum for nursing sciences including a professorship** in nursing sciences. This should be achieved within four years from now. Outcomes of the PEER REVIEW may well be crucial in this.
 - a. The advance of nursing and midwifery studies as just mentioned is a prerequisite for integration into the European research community (FP7).
- 20 In order to achieve the above-mentioned goal, **it is recommended to stimulate a range of developments.** During the workshop issues were mentioned such as:
 - a. **study visits to other European countries with well-developed nursing curricula,**
 - b. (also in the framework of the development and implementation of) **“train the trainer” programmes,**
 - c. the availability and accessibility of **academic nursing literature,**
 - d. the development of a **Croatian international journal of nursing.**
- 21 **It is recommended to offer a possibility for registered nurses and midwives to get regular (continued) professional development** with the support of the healthcare system. The envisaged time-schedule for implementation as mentioned in the workshop would be 2009.

Outside assistance

- 22 With respect to the possibilities of an EU-twinning project, **it is recommended** that the HR authorities apply to the EC for **a Twinning project concerning the mutual recognition of healthcare professions.** To this end, **it is also recommended** that the HR authorities , in co-ordination with EC DG-Enlargement and possibly with other external support, develop **an EU-twinning fiche** as a preparation to this Twinning. This project should include all health professions that are regulated in HR.
- 23 Other forms of outside assistance, such as in the Dutch Matra-programme (specifically Matra-flex), the World Bank or EU-TAIEX should also be explored

Given the short time remaining before Accession, **we recommend Croatian authorities to start the requests for any outside assistance as soon as possible.**

The experts:

Mrs. Kerstin Belfrage, Swedish Association of Health Professionals, Sweden
Mrs. Olga Riklikiene, Kaunas Medical University, Lithuania
Mr. Thijs van Ormondt, Law Online, the Netherlands
Mr. Tom Keighley, University of Sheffield, UK,
Mrs. Amanda Keighley, UK.

On behalf of the experts and participants:



Frits Tjadens, Vilans, the Netherlands (Chair, rapporteur)

c.c.: Participants of the Zagreb 31 January – 2 February Workshop
Dutch Ministry of Foreign Affairs, Mrs. Ida de Kat
Dutch embassy in Croatia
Dutch Ministry of Health, Welfare and Sport, Mrs. Anne-Mieke Alkemade

Acknowledgements:

The experts and HUMS wish to thank:

- TAIEX for its flexibility, by providing the means for all experts to join the workshop;
- DG Internal Market and Services for its willingness to join the workshop and provide clarification;
- the persons who were willing to chair, on an ad hoc basis, the workshops;
- Mr. Tom Keighley for (after a last-minute change) chairing the Saturday morning session.

The experts wish to express their gratitude to all participants for

- the overall positive atmosphere, the warm welcome given, as well as the hard work that all participants were willing to put in the seminar

Mr. Frits Tjadens wishes express his personal gratitude to:

- his own organisation, VILANS, for the flexibility applied, enabling him to join and chair the workshop;
- TAIEX for its flexibility made necessary due to dire personal circumstances during the workshop
- the experts for their willingness and efforts to do much more than originally requested, by co-developing the workshop, thus contributing tremendously to the success of the workshop.

ANNEX: WORKSHOP PROGRAMME AND PARTICIPANTS PER DAY

Workshop on Education of Nurses – Follow Up INT MARKT 25756

organised in co-operation with
Croatian Nurses Association

**Venue:
Hotel Antunovic
Zagrebacka Avenija 100°
10000 Zagreb**

**Zagreb,
31 January – 2 February 2008**

For more information on TAIEX assistance and to download presentations of this event, please go to: <http://ec.europa.eu/enlargement/taieux>.

Aim of the meeting:

The aim of the meeting is to learn and experience EU standards on education of nurses - mutual recognition of diplomas in order to harmonise easier and quicker. The field of nursing a health is essentially important and sensitive regarding the rights of patients and nurses credentials.

**This meeting is being organised by the
Technical Assistance Information Exchange Instrument
of the European Commission**

CHAR 03/149, B - 1049 Brussels
Telephone: +32-2-296 73 07, Fax: +32-2-296 76 94
Web site <http://taieux.ec.europa.eu/>

Day I : Thursday January 31, 2008

Chair : Mr. Frits Tjadens

- 08.30 Registration of participants
- 09.00 **Welcome address**
Mrs. Dubravka Vlašić Pleše, MSc, Ministry of Foreign Affairs and European Integrations: Head of Department, Department for Coordination and Monitoring of Adaptation to EU System, DIRECTORATE IX – Directorate for Coordination and Monitoring of Adaptation to EU System and Secretariat of the Negotiating Team
- 09.10 **Welcome address by the Chair**
Mr. Frits Tjadens, Vilans NL
- 09.30 **Croatian accession to EU: the national strategy with a focus on the National Nursing Strategy**
Mr. Ante Zvonimir Golem, dr.med., Ministry of Health and Social Welfare, State Secretary for Health
- 09:50 Questions and answers
- 10.00 **Current situation in Croatia, nursing**
 - National Nursing Strategy on governmental level;
 - Midwifery: State of play early 2008.*Mrs. Branka Rimac, President of the Croatian Nurses Association*
- 10:20 Questions and answers
- 10:30 **Coffee break**
- 11.00 **Implementing Directive 2005/36/EC:** An outline, with a focus on acceding countries, peer review and the nursing profession
Ms An Baeyens, European Commission, DG MARKT (confirmed)
- 11:20 Questions and answers
- 11:30 **Nursing curricula, an EU perspective**
Mrs. Amanda Keighley, UK
- 11:50 Questions and answers
- 12:00 **Lunch**
- 13.30 Peer Review, theory, practice, experiences and warnings from a *nursing* perspective
Mr. Tom Keighley, University of Sheffield, UK
- 13.50 Questions and answers
- 14.00 Peer Review, theory, practice, experiences and warnings from a *midwifery* perspective
Mrs. Kerstin Belfrage, Swedish Council
- 14.20 Questions and answers
- 14.30 Accession in practice, perspectives from a “new” Member State:
 - Experiences;
 - Necessary steps.*Ms Olga Riklikiene, Kaunas University of Medicine, Lithuania*
- 14.50 Questions and answers
- 15.00 **Coffee break**
- 15.30 What needs to be done for successful entry into the EU?
Mr. Thijs van Ormondt, Law Online NL.
- 15.50 Q&A
- 16.00 Setting the agenda for day 2 and conclusion
Mr. Frits Tjadens, Vilans NL
- 16.10 End of day 1

Day II : Friday, February 1, 2008

Chair : Mr. Frits Tjadens

09.00 Registration and welcome for day 2

09.30 introduction by the Chair

Mr. Frits Tjadens, Vilans

09.45

Workshops.

*National
Strategy for
Nursing in EU-
perspective*

Peer Reviews

Curricula

*National Nursing
Strategy: a Croatian
Discussion*

*Guidance by Mr.
Tom Keighley,
UK*

*Guidance by Mrs.
Kerstin Belfrage*

*Guidance by Mrs.
Amanda
Keighley, UK*

*Guidance by Ms.
Branka Rimac
(HUMS)*

11.00

Coffee break

11.30

Repeat workshops

12.30

Lunch

14.00 *plenary* Outcomes of workshops: workshop reports

Mr. Frits Tjadens, Vilans (NL)

14.45 Discussions & preliminary conclusions

Mr. Frits Tjadens, Vilans (NL)

15.00 Process: How to get there

Zagreb & Trogir 2007 and beyond: towards an integrated strategy

Mr. Thijs van Ormondt

15.20

Coffee break

15.45 Discussion, conclusions, recommendations

Mr. Frits Tjadens, Vilans (NL)

16.00 End of day 2

Day III : Saturday 2 February 2008

Chair : Mr. Frits Tjadens

Evaluative meeting for government representatives and officials of stakeholder groups.

09.30

Welcome participants

09.45 *Open debate about Croatian progress in the field of health professionals in the light of EU-Accession.*

suggested issues: feedback on outcomes; discussion about relevance; joint perspectives; potential divergence; other professions: state of play; outlining the road ahead; other remaining issues (coffee break included)

Conclusions: the way ahead

Mr. Frits Tjadens, Vilans (NL)

13.00 End of day 3

INVITEES AND PARTICIPANTS OF TAIEX WORKSHOP 25756: TOWARDS A CROATIAN NATIONAL NURSING STRATEGY,									
31 January - 2 February 2008									
participation per day*					Surname	Institution	City	Country	
1	2	3							

			Ms.	A.	Antonovic	County Hospital Cakovec	Cakovec	HR	
X			Ms.	D.	Bestak	University Hospital Center Zagreb	Zagreb	HR	
X	X	X	Mr.	P.	Budim	Psychiatric Clinic dr Ivan Barbot	Popovaca	HR	
			Ms.	M.	Cizmic	University Hospital Split	Split	HR	
			Ms.	S.	Dalic Pavelic	VET Agency	Zagreb	HR	
X	X	X	Ms.	A.	Delalic	University Hospital Dubrava	Zagreb	HR	
X	X	X	Ms.	Z.	Delibasic	University Hospital for Infectious Diseases	Zagreb	HR	
			Ms.	M.	Dumancic	University Hospital for Infectious Diseases	Zagreb	HR	
X			Ms.	M.	Fajdetic	Education and Teacher Training Agency	Zagreb	HR	
X			Ms.	S.	Frankovic	Secondary School for Nurses Mlinarska	Zagreb	HR	
X	X	X	Ms.	S.	Ganza	University Hospital Split	Split	HR	
X	X		Ms.	M.	Gilja	General Hospital Sveti Duh	Zagreb	HR	
			Ms.	Z.	Gizdic	Croatian Trade Union of Nurses and Medical Technicians	Zagreb	HR	
X	X	X	Ms.	B.	Grguric	General Hospital Sveti Duh	Zagreb	HR	
X			Mr.	N.	Hudorovic	University Hospital Sestre Milosrdnice	Zagreb	HR	
X		X	Ms.	V.	Hudorovic	Secondary School for Nurses Vrapce	Zagreb	HR	
			Ms.	J.	Ivasic	Secondary School for Nurses Mlinarska	Zagreb	HR	
			Ms.	J.	Jakubek	County Health Care Center	Novska	HR	
X	X	X	Ms.	J.	Jerkovic	General Hospital Dr J Bencevic	Slavonski Brod	HR	
X	X	X	Ms.	V.	Jurkovic	General Hospital Dr J Bencevic	Slavonski Brod	HR	
			Ms.	T.	Knego	General Hospital Dubrovnik	Dubrovnik	HR	
X	X	X	Ms.	F.	Krajnovic	General Hospital Zadar	Zadar	HR	
			Ms.	V.	Kresic	Paediatric Hospital Zagreb	Zagreb	HR	
			Ms.	L.	Lujanac	Croatian Nursing Council	Zagreb	HR	
			Ms.	S.	Sepec	Croatian Nursing Council	Zagreb	HR	
X	X	X	Ms.	D.	Simunec	Croatian Nursing Council	Zagreb	HR	
			Ms.	M.	Orlic Sumic	Croatian Nursing Council	Zagreb	HR	
X	X	X	Ms.	D.	Matijasic Bodalec	Ministry of Health and Social Welfare	Zagreb	HR	

X	X	X	Ms.	L.	Mendas	Health Care Station Botinec	Zagreb	HR
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			Ms.	M.	Miscancuk	University Hospital Center Zagreb	Zagreb	HR
X	X	X	Ms.	J.	Cepic	County Health Care Center	Rijeka	HR
X			Mr.	H.	Pokos	General Hospital Bjelovar	Bjelovar	HR
X	X	X	Ms.	A.	Prasnjak	University Hospital for Infectious Diseases	Zagreb	HR
X	X		Ms.	N.	Prlic	Medical School Osijek	Osijek	HR
X	X		Mr.	R.	Radic	Josip Juraj Strossmayer University Osijek, Medical Faculty	Osijek	HR
X	X	X	Ms.	B.	Rimac	Croatian Nurses Association	Zagreb	HR
X	X	X	Ms.	H.	Purgaric	Croatian Nurses Association	Zagreb	HR
X	X	X	Ms.	L.	Sambol	General Hospital Dr Tomislav Bardek	Koprivnica	HR
			Mr.	V.	Stankovic	University Oncology Hospital	Zagreb	HR
X	X	X	Ms.	D.	Subic	Health Care Center Zadar	Zadar	HR
X	X	X	Ms.	R.	Svetic Ciscic	Vuk Vrhovac University Clinic	Zagreb	HR
			Mr.	G.	Tomic	Hospital for Medical Rehabilitation Krapinske Toplice	Krapinske Toplice	HR
X	X		Ms.	V.	Vukovic Hoic	General Hospital Varazdin	Varazdin	HR
			Ms.	T.	Drakulic	Croatian Trade Union of Nurses and Medical Technicians	Zagreb	HR
X			Ms.	Z.	Zalar	General Hospital Koprivnica	Koprivnica	HR
X	X	X	Mr.	D.	Zec	University Hospital Osijek	Osijek	HR
			Ms.	G.	Sobol	Croatian Parliament Committee on Gender Equality	Zagreb	HR
			Mr.	I	Lukovnjak	Croatian Health Employers Association	Zagreb	HR
			Mr.	S.	Turek	Croatian Chamber of Commerce	Zagreb	HR
			Mr.	Z.	Sostar	Zagreb City City Governmental Department for Health Work Social Affairs and Veterans	Zagreb	HR
			Mr.	A.	Golem	Ministry of Health and Social Welfare	Zagreb	HR
			Mr.	R.	Mittermayer	Ministry of Health and Social Welfare	Zagreb	HR
X			Ms.	T.	Ivanda	Ministry of Health and Social Welfare	Zagreb	HR
			Mr.	N.	Lamer	Ministry of Health and Social Welfare	Zagreb	HR
			Mr.	I	Suker	Ministry of Finance	Zagreb	HR

			Mr.	G.	Jandrokovic	Ministry of Foreign Affairs and European Integration	Zagreb	HR
X			Ms	D.	Vlastic	representative for Mr. Jandrokovic		
			Ms.	M	Kontrec	Zagreb City City Governmental Department for Health Work Social Affairs and Veterans	Zagreb	HR
			Ms.	V.	Sutalo	Ministry of Science Education and Sports	Zagreb	HR
X			Ms.	S.	Tomic	representative for Ms. Sutalo		
			Mr.	Z.	Janjic	Ministry of Science Education and Sports	Zagreb	HR
X			Mr.	D.	Belovic	representative for Mr. Janjic		
			Mr.	I	Sutalo	State Agency for Vocational Education	Zagreb	HR
X			Ms.	M	Marcelic	Representative for Mr. Sutalo		
			Mr.	V.	Filipovic	Education and Teacher Training Agency	Zagreb	HR
			Ms.	M	Dubravic Sigr	Ministry of Science Education and Sports	Zagreb	HR
			Ms.	M	Zupanovic	Clinical Hospital Split	Split	HR
X	X		Ms.	D.	Malnar Dragojevic	Medical University Rijeka	Rijeka	HR
			Ms.	N.	Cikes	Medical University Zagreb	Zagreb	HR
			Mr.	S.	Jankovic	Medical University Split	Split	HR
			Mr.	I	Aganovic	Office of the President of Republic of Croatia	Zagreb	HR
x			Ms.	A.	Meliha	representative for mr. Aganovic		
			Mr.	M	Havelka	Health Polytechnics	Zagreb	HR
			Mr.	D.	Lucanin	Health Polytechnics	Zagreb	HR
			Ms.	S.	Cukljek	Health Polytechnics Nursing Studies	Zagreb	HR
X			Mr.	G.	Crpic	Centar for promotion of chatolic social doctrine	Zagreb	HR
			Ms.	J.	Biscan	Polyclinic Medikol	Zagreb	HR
			Mr.	V.	Jukic	Psychiatry Hospital Vrapce	Zagreb	HR
X			Mr.	N.	Kovacic	Health Care Center Donji Miholjac	Donji Miholjac	HR
			Ms.	T.	Farkas	Clinical Hospital Osijek	Osijek	HR
X	X	X	Mr.	I	Jajetic	Clinical Hospital Osijek	Osijek	HR
			Ms.	D.	Kramaric	Ministry of Health and Social Welfare	Zagreb	HR
X	X	X	Mr.	A	Bajan	Emergency Ambulance Osijek	Osijek	HR
X			Ms.	K	Babic	Clinical Hosiptal Center Zagreb	Zagreb	HR
X	X	X	Ms.	M	Felendes	General Hospital Virovitica	Virovitica	HR
			Ms.	M	Stanic	Clinical Hospital Osijek	Osijek	HR
			Mr.	S.	Ostarjas	Special Hospital Klenovnik	Klenovnik	HR

X	X	X	Ms.	I	Podhorsky Storek	Croatian Association of Midwives	Zagreb	HR
X	X	X	Ms.	E.	Spiric	Croatian Association of Midwives	Zagreb	HR
X	X		Ms.	D.	Svaljug	Croatian Association of Midwives	Zagreb	HR
			Ms.	K.	Ladis	Croatian Association of Midwives	Zagreb	HR
X	X		Ms.	B.	Finderle	Croatian Association of Midwives	Zagreb	HR
X			Ms.	D.	Milutinovic	Medical Faculty	Novi Sad	SV
X			Ms.	R.	Nesic	Union of Health Workers of Serbia	Belgrade	SV
X	X		Ms.	M.	Matijevic	Clinical Center Serbia Institute for Neurology	Belgrade	SV
X	X	X	Ms.	V.	Lukic	Macedonian Association of Nurses and Midwives	Skopje	MK
X	X	X	Ms.	N.	Spasova	Macedonian Association of Nurses and Midwives	Skopje	MK
X	X	X	Ms.	N.	Fakovic	Ministry of Health Sector for Preventive Health Care	Skopje	MK
			Ms.	I.	Franjic	Federal Ministry of Health	Sarajevo	BA
	X	X	Ms.	A.	Tomas	Croatian Hospital fra Mato Nikolic	Nova Bila	BA
			Ms.	S.	Svrakic	Clinical Hospital Center Kosevo	Sarajevo	BA

Additional attendees:

Ms. Prof.dr.Ana Stavljenic Rukavina; Ms. Sonja Kalauz

participation per day*:
 Due to underregistration of participants, actual participation during the sessions was higher than specified here