



ReFFEHS Project Structural Study Visit
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NURSES AND OTHER HEALTH CARE PROFESSIONALS' EDUCATION

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HISTORICAL PERSPECTIVE ON HEALTH CARE TASKS AND ROLES

PAST - PRESENT



CHANGES in PARADIGM & TECHNOLOGY



Casualty 1907, BBC Drama
London Hospital Matron

1907 LONDON, UNITED KINGDOM



2008 MELBOURNE, AUSTRALIA



Medical Emergency, The Alfred Hospital
Melbourne, 2008



Casualty 1907, BBC Drama
London Hospital Matron

1907 LONDON, UNITED KINGDOM



2008 MELBOURNE, AUSTRALIA

NURSING ≠ Servility!

Modern Nursing: to carry out the variety of autonomous tasks by using the knowledge, skills and conscience of highly qualified nurses who are accountable for his work.



Medical Emergency, The Alfred Hospital
Melbourne, 2008



Background, overview



- growing labour shortage of healthcare staff and the unbalanced workforce coverage (WHO, 2006, 2009)
- growing masses of the healthcare workers' migration (Commission of the European Communities, 2008)
- number of people in the healthcare staff, and the composition of the human resources, is the fundamental determinant of the viability and competitiveness (Aiken, 2007)
- The impact of the above mentioned phenomenon in the society is not valued enough





HR situation of the health care staff (excluding MD's)



- 102 000 persons working in the sector (KSH, 2015)
- The largest group among them are nurses and assistants: 68 000 persons
- The most heterogeneous group: entrance from 8 classes upto university degree
- Educational structure changed a lot in recent years
 - Bologna Process
 - Copenhagen Process
 - ISCED
 - High Garde Vocational Education





Practising nurses and doctors per 1.000 population in 2014 (or nearest year) (source OECD, 2016)

Countries	Healthcare workforce	
	Practising doctors	Practicing nurses
Austria	6.1	8
Czech Republic	3.7	7.9
Croatia	2.3	5.8
Hungary	3.3	6.4
Romania	2.7	6.2
Serbia	3.1	5.9
Slovak Republic	3.4	5.8
Slovenia	2.8	8.6
EU 28 average	3.5	8.4

The skill mix of the professions, the level of the nursing education, the nursing roles and the staffing are strong determinants of the quality of care.

'that patients in hospitals in which 60% of nurses had bachelor's degrees and nurses cared for an average of six patients would have almost 30% lower mortality than patients in hospitals in which only 30% of nurses had bachelor's degrees and nurses cared for an average of eight patients.'

THE LANCET

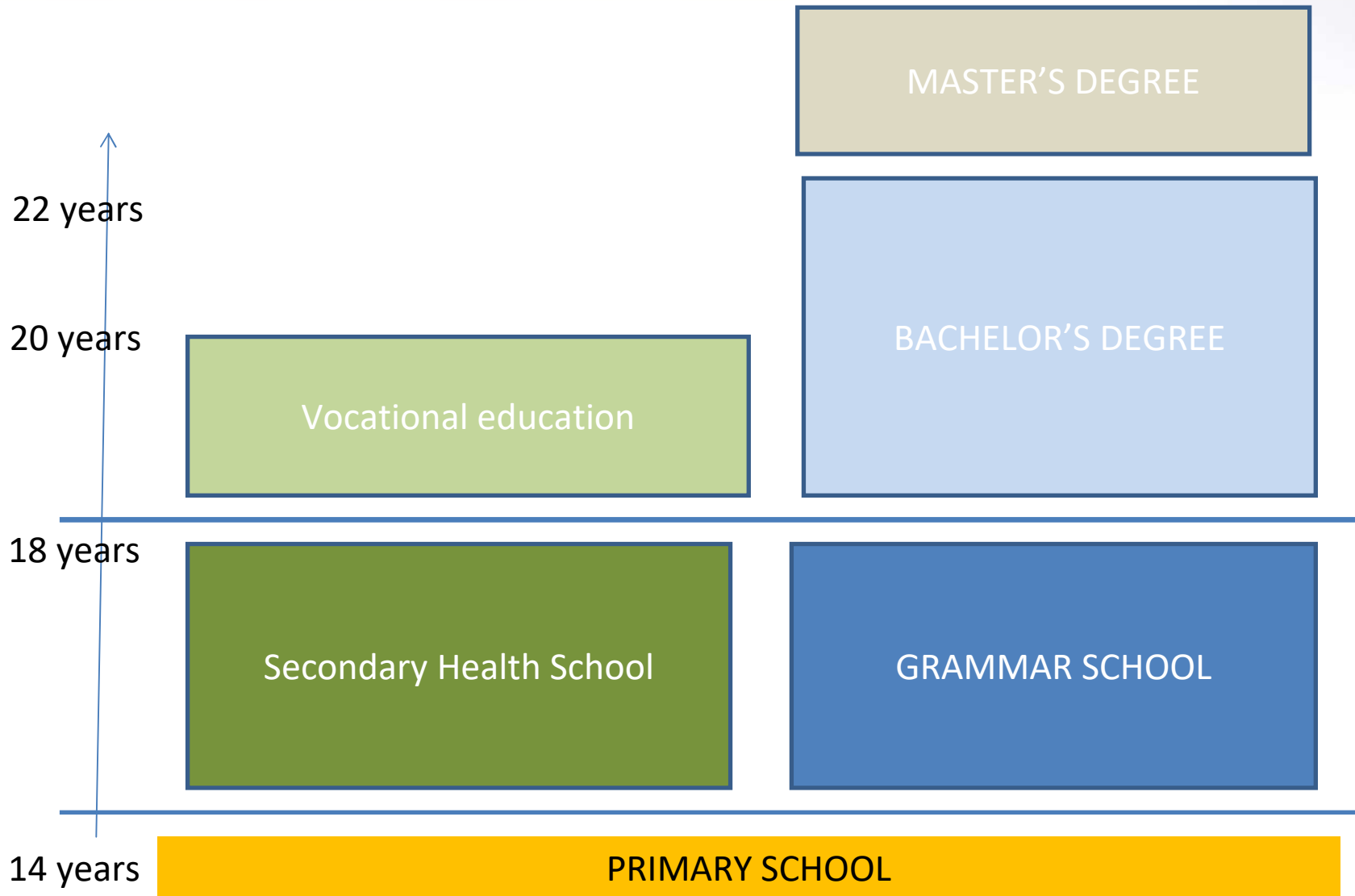
Aiken et al. Nurse staffing and education and hospital mortality in nine European countries: a retrospective observational study. Lancet. 2014;383(9931):1824-30.



Structure of Health Sciences Education in Hungary

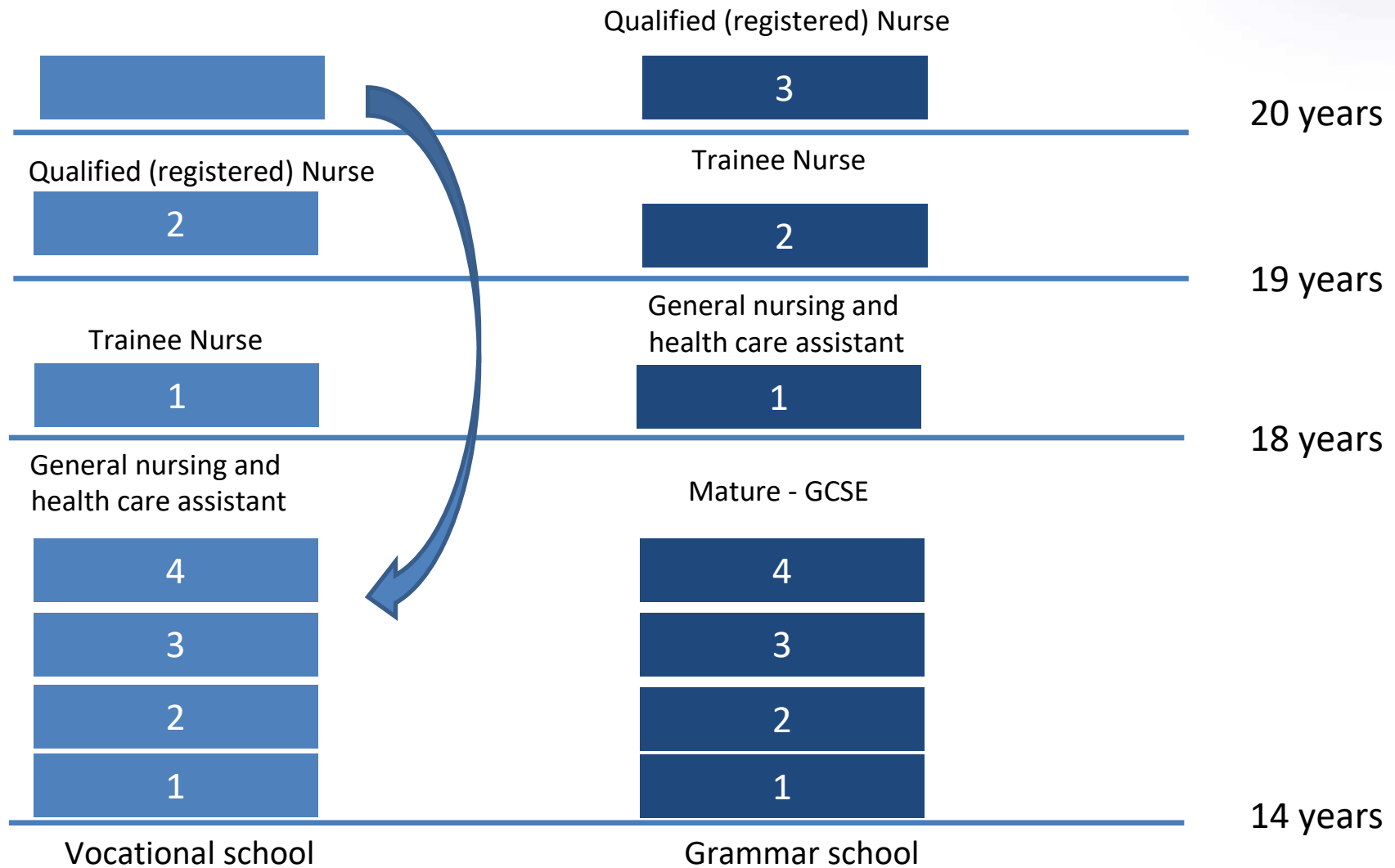


PATHWAYS OF EDUCATION

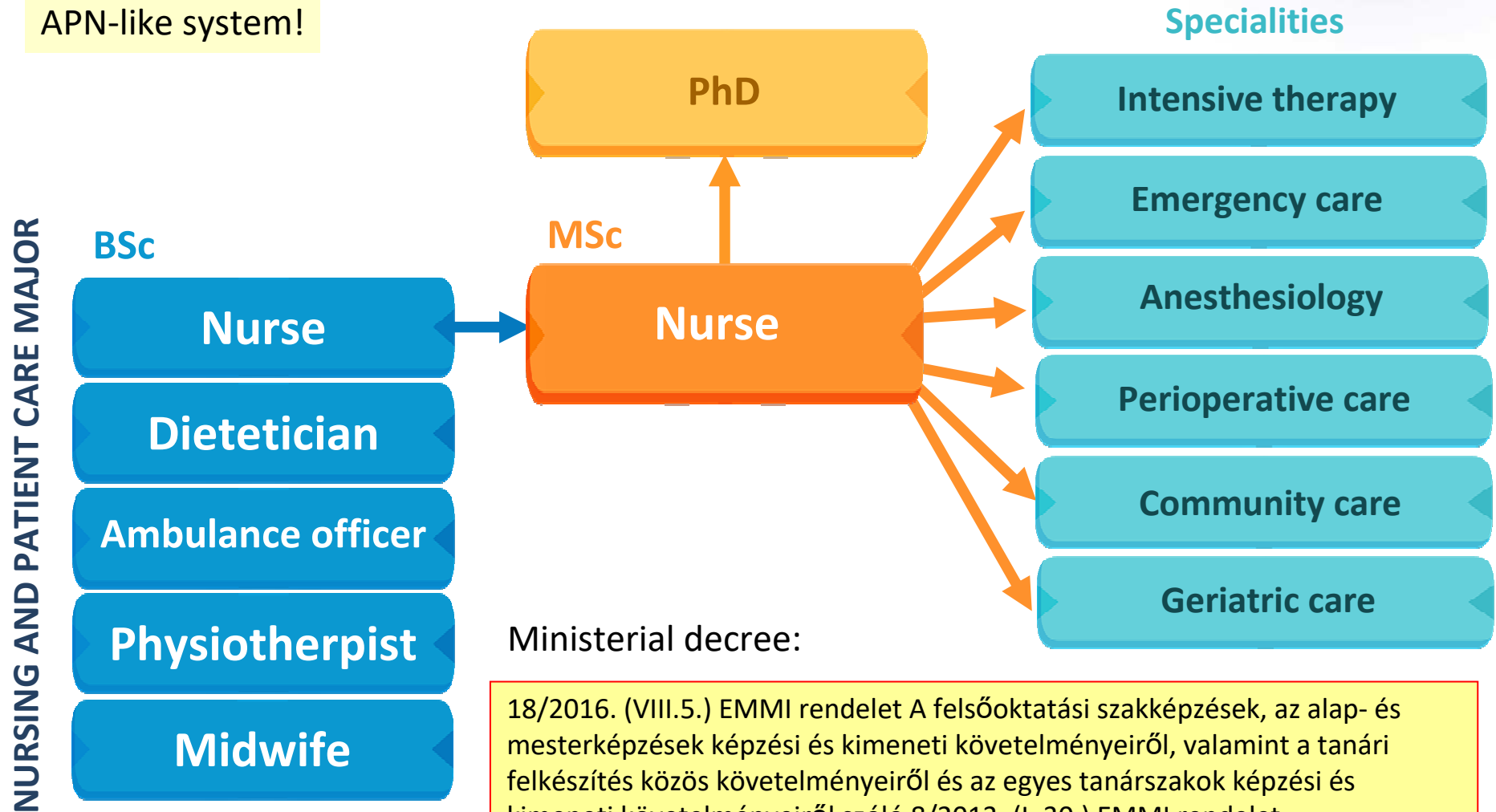




Secondary – VOCATIONAL EDUCATION from September 2016



APN-like system!



Ministerial decree:

18/2016. (VIII.5.) EMMI rendelet A felsőoktatási szakképzések, az alap- és mesterképzések képzési és kimeneti követelményeiről, valamint a tanári felkészítés közös követelményeiről és az egyes tanárszakok képzési és kimeneti követelményeiről szóló 8/2013. (I. 30.) EMMI rendelet

módosításáról

European Qualification Framework (EQF)

A qualification framework is a tool to render, develop and classify skills, knowledge and competencies.

- In each countries involved in the Bologna process has to elaborate and implement the **national qualification framework** which should make them compatible with EQF of the European Higher Education Area and define the Learning Outcomes of each education circle.



HUNGARIAN QUALIFICATION FRAMEWORK (HQF)



Hungarian Qualification Framework (MKKR)

SECONDARY EDUCATION

HIGHER EDUCATION

	Knowledge	Skills	Attitudes	Autonomy/ Responsibility
Level 1				
Level 2				
Level 3				
Level 4				
Level 5				
Level 6				
Level 7				
Level 8				

„coherency among the rows”

„coherency among the content of levels”



Educational Programs



Bachelor's degrees

Nursing and Patient Care (BSc)

- Nursing
- Dietetics
- Physiotherapy
- Paramedic/Ambulance Officer
- Midwifery

Health Care and Prevention (BSc)

- Health Visiting
- Public Health Inspection
- (Dental Hygiene)





Bachelor's degrees

Health Care Management (BSc)

- Health Insurance
- Health Care Administration
- Health Tourism Management

Laboratory and Imaging Analyst for Medical Diagnostic (BSc)

- Laboratory Analyst for Medical Diagnostic
- Medical Research Laboratory Analyst
- Radiography
- (Optometry)



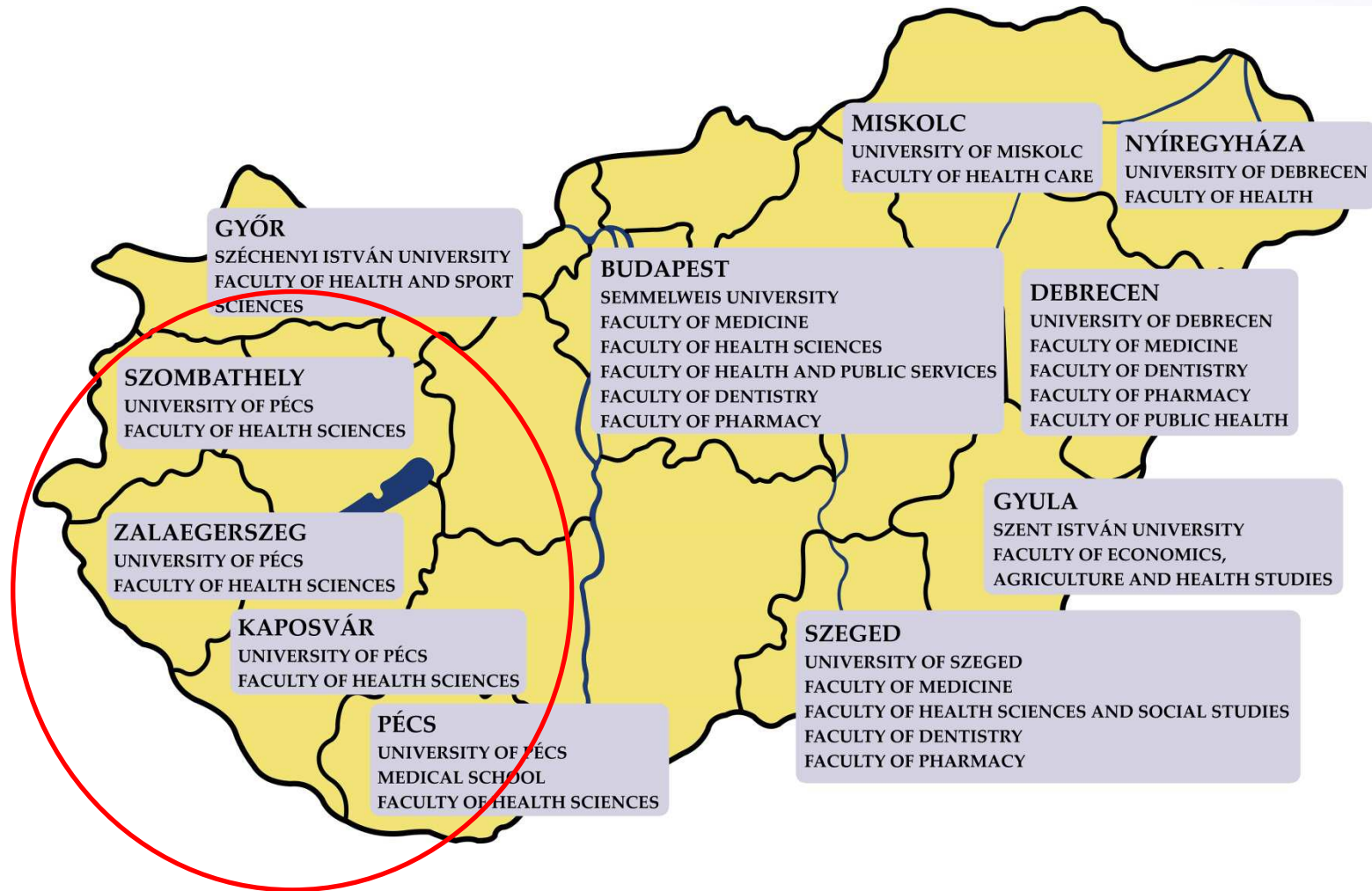


Master's degrees

Area	Master's program
Health Sciences	<ul style="list-style-type: none">- Nursing- Complex Rehabilitation
	<ul style="list-style-type: none">- Public Health- Human Nutrition
	<ul style="list-style-type: none">- Health Care Management- Research Laboratory Analysis
	<ul style="list-style-type: none">- Radiography- Social Work in Health Care



The Location of medical and health sciences institutions





New Roles in the Field of Nursing

- Changes in the health care system are dynamic and complex
- New Technology and expertise
- Specialized skills for nurses



Goal: to deliver quality care and maximizing patient outcome!



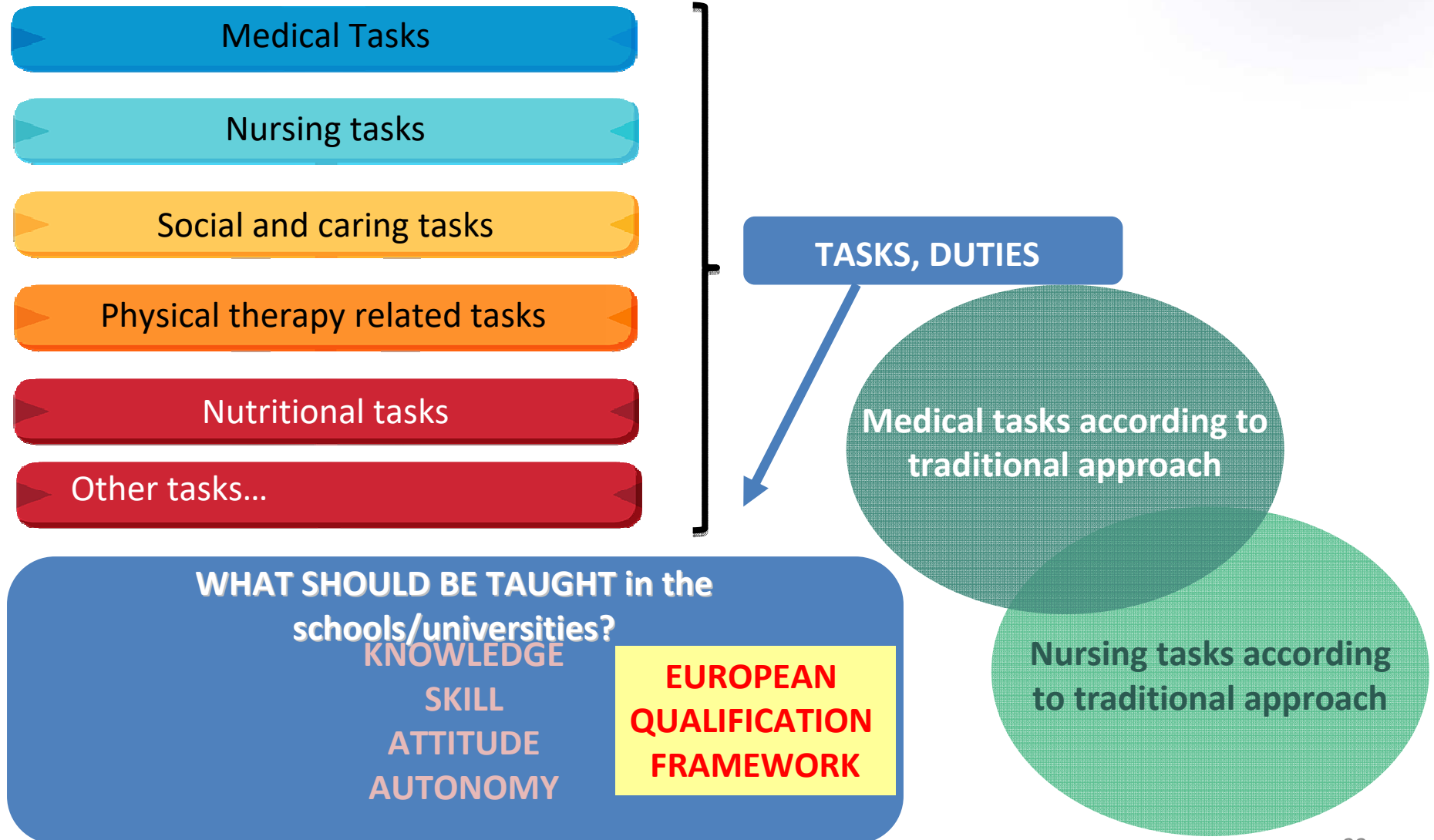
**Nursing roles will continue to change and develop!
Natural or forced evaluation?**



TASKS, DUTIES

Medical tasks according to traditional approach

Nursing tasks according to traditional approach





RE-CONSIDERATION of the POSSIBILITIES for CHANGING the COMPETENCIES and ROLES in the Hungarian Health Care System

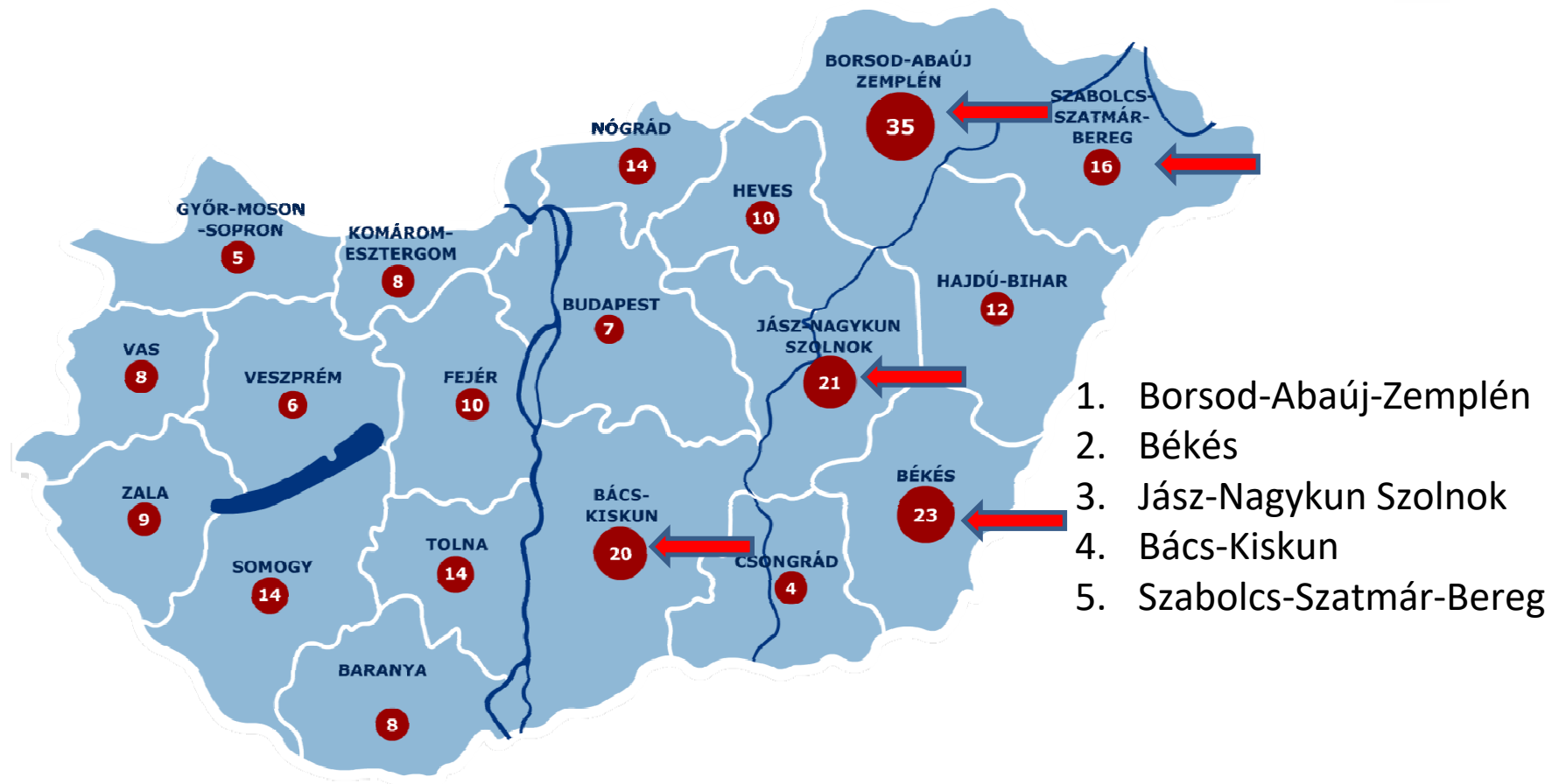


THE HUMAN RESOURCE IN HC



- Increasing demand for HC services is placing great strain on the system
- Role and scope of nursing is changing
- **The shortage of nurses** is crucial in Hungary
 - *Primary health care*
 - *Community care*
 - *Geriatric care*
 - *Intensive care*
 - *Anesthesiology*
 - *Emergency care*

Unfilled GP posts in PHC (Source: National Institute of PHC, March 2016)





NEW ROLE

Advanced Practice Registered Nurse (APRN)



Definition of APN (ICN)

“A registered nurse who has acquired the expert knowledge base, complex decision making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to practice.”

Scope of the role:

APNs possess the competency to **assess, diagnose** and **treat** normal and/or acute health problems and situations and to **provide follow-up care** and **treatment** for chronic conditions.



IS THERE A NEED FOR RE-DEFINING HC TASKS, COMPETENCIES AND ROLES?



ANSWERS FROM THE SIDE OF EDUCATION....

- Komplex ismeretekkel rendelkezik a sürgősségi tünetegyüttesekről, azok diagnosztikájáról, terápiájáról, szakápolási és betegoktatási feladatairól.

- Ismeri a

- Tisztán
képvi

- Ismeri
adag
alkal

- Ismeri
hibaf

- Tisztán
alkal

- Ismeri a p
vonatkozó törvényi háttérrel, szabályozással.

- Strukturáltan kommunikál.

***Focus and base of the
education***

***Physiology and pathophysiology
Pharmacy***

***Patient examination skills
Clinical skills and practice***

alkal, azokat

yszerek

mentén azokat

orduló

nten

ja.

osztásban van a



ANSWERS FROM THE SIDE OF THE ORGANIZATION/MANAGEMENT OF HEALTH CARE SYSTEM...

Tools:

- Higher financing for the services (insurance)
- Increasing salaries
- Developing infrastructure
-

What are the indicators for the quality and safe care?



Summary

- nursing roles will continue to change and develop
- APNs can meet actual and future care needs, both in hospital and primary care settings
- APN can improve access to healthcare for more people
- act as case managers for older people's chronic health problems, unplanned admissions are reduced and compliance to care is improved.
- The efficacy, cost-effectiveness and quality of HC bettered
- NPs can reduce wait times for the ED, lead to high patient satisfaction and provide a quality of care equal to that of a mid-grade resident.

National adaptation:

- MSc Nursing specializations will be introduced from 2017 at 3 (4) universities in Hungary
- **There is a need for a reflective health care management and for a consensus among participants of the system**



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THANK YOU FOR YOUR ATTENTION!

