

How did we achieve compliance in Croatia – Where did it go wrong

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TAIEX WORKSHOP
*Clarification of Educating nurses and
midwives in Serbia*

*Related Directives in the EU Acquis
before the adoption of the National
Programme*

*15 – 16 September 2015, Belgrade,
Serbia*

At the very beginning...

- 30th and 31st of January 2007 - workshop in Zagreb, organized by DG Enlargement – within the framework of TAIEX - in close co-operation with the Croatian Nurses Association
- TOPIC: clarifying issues in the process of the accession to the EU, especially in the field of the education of nurses and midwives and the mutual recognition of their qualifications (INT MARKT 23350)
- 60 participants from governmental and professional organizations in Croatia, international experts, TAIEX-representative
- CONTENT: information about
 - The EU-Acquis Communautaire, especially Directive 2005/36 EC, successor of both General System Directives as well as the so-called Sectoral Directives
 - The consequences for the accession process of Croatia with regards to this Directive and these health professions

TAIEX Workshop 2007

RECOMENDATIONS:

- To develop a *peer review related to education, training and practice of nurses and midwives*, possibly to be expanded to other health professions (doctors, dentists, pharmacists) and act in conformity with the outcomes thereof
- To ask *assistance from the EU in this field*, by means of further TAIEX missions, one or more Twinning-projects or other options
- To *bring the general educational system up to European standards*, required for the process of mutual recognition of qualifications to become relevant
- To *bring the regulatory system for nurses and midwives (and possibly: for other health professions) in line with European requirements*, effectively implementing the mutual recognition system for nurses and midwives (and other health professions)
- To not only *safeguard the required legal changes* but to *develop and execute clear implementation plans as well*

TAIEX Workshop 2007

RECOMMENDATIONS

With regards to regulations

- To develop *minimum quality criteria for nursing and midwifery in Croatia* as well as a strategy for career-development of nurses and midwives in the perspective of the future health care needs in Croatia

With regards to competences and continued professional development

- To develop and furthermore enhance the possibilities for the nursing and midwifery professions to *improve their professional competences*
- To *introduce systems of Continued Professional Development in the health care professions in Croatia, including university education and the development of nursing and midwifery science*
- To find means for *Croatian nurses and midwives to get scholarships allowing* them to take part in academic curricula at EU universities and to stimulate these professionals to improve their qualifications in order to enhance the development of nursing and midwifery science in Croatia

TAIEX Workshop 2008

- TAIEX workshop : 31 January - 2 February 2008 – AIM: *development of a long-term strategy for nursing in the Republic of Croatia in the light of EU-accession*
- The working sessions 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
- Workshops - discussed regulation and registration matters, new curricula, consequences of curricula for future professional status
- highly interactive approach, reflecting process that requires efforts by all involved
- all recommendations have unanimous support of key players present

TAIEX Workshop 2008

➤ RECOMMENDATIONS:

- *Within the Croatian government, identify a leading government department that will co-ordinate the issues concerning nursing (and midwifery) education and training*
- *Within the Croatian Ministry of Health, develop and implement a department for nursing and midwifery*
- *Develop a work group to analyse and update health care legislation and regulation according to the current needs, while taking the suggested PEER into account*
- *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 noncompliance*
- *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 the representatives of these professions*
- *The necessary means and possibilities should be created by HR authorities so as to allow these upcoming changes to occur without undue disruptions and/or delays*
- *Duration of primary education in Croatia, in line with Directive 2005/36/EC, to be changed from 8 to 10 years*

TAIEX workshop 2008

RECOMMENDATIONS:

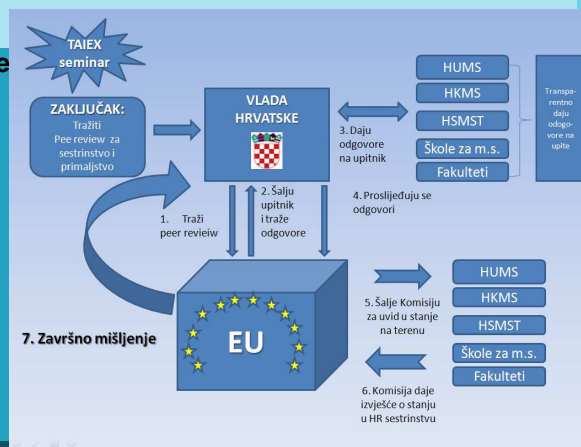
- To develop a full and integral **skill-mix review** in the Croatian health care system that will identify the necessary changes in role boundaries and performance
- To build further on the **atmosphere of positive and mutually enriching discussions** that arose during this workshop (more carefully thought through-out solutions, better and more fruitful process, better inclusion of *all relevant stakeholders*, even more public support, better planning)
- Urgent need for PEER REVIEWS to **create clarity** about the status of the Croatian health care system in the context of EU-Acquis
- 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**)
- All nursing and midwifery education to be linked with higher (vocational) education** and should provide the option of continued professional education
- All **players to be absolutely transparent and concrete** about content and meaning in the framework of discussing (higher) vocational and/or full academic education and training concerning nursing and midwifery
- To develop a special **Fund** aimed at providing **scholarships** to employed nurses for their further education

PEER REVIEW 2008

Evaluation report of the peer assessment mission

concerning the recognition of professional qualifications

7.7.-10.7.2008



PEER REVIEW 2008

➤ CONCLUSION

- **Education of nurses at the lower level, does not meet the requirements of Directive 2005/36/EC for the nurses responsible for general care**
- **Nurses graduated from this type of education need to upgrade their knowledge and skills up to the minimum level that is required by the European Directives**
- **The education of nurses at the higher level presents limitations as regards the content of the theoretical part of education and especially as regards the total number of hours required**

PEER REVIEW 2008

➤ RECOMMENDATIONS

- **The secondary level education of nurses cannot be considered as “nurses”**
- **To develop a higher level of education to reach the minimum standards required by the Directive 2005/36/EC for the nurses responsible for general care. These developments may include:**
 - Rescheduling of the curriculum as regards the content and follow the guidelines of Annex V.2. of Directive 2005/36/EC
 - Increase the hours of the theoretical part of the study
 - Incorporation of the internship period in the practical element of the basic studies so as to compensate for the hours of clinical practice that is missing from the curriculum
 - The total number of hours needs to be increased to the minimum requirement of Article 31 (3) of Directive 2005/36/EC, which is 4,600 hours
 - Clinical practice areas should include the areas included in Annex V.2. of Directive 2005/36/EC
- **To upgrade the qualifications of nurse teachers working in the lower level education**
- **To introduce programmes leading to academic degrees at the University (e.g. University Bachelor or Master's degrees)**
- **To introduce sections in the Nurses Act that will specify the requirements of registration**
- **To introduce post graduate specialization courses**
- **To apply for a Twinning Project to ensure full compliance with Directive 2005/36/EC on the date of the Croatian accession.**

So far so good.....

- NURSING STRATEGY (non-formal document) - Croatian Nursing Development Strategy 2007 – 2014: *One profession – One voice, Croatian Nurses Association*

The main strategic guidelines by section:

Section I. Nursing practice

- Priorities:
 - Nursing shortage
 - Disproportionate ratio of educational degrees of employed nurses

Section II. Nursing education

- Priorities:
 - Maximal educational mobility
 - Life – long learning and CPD

Section III. Nursing research

- Priorities:
 - Launch of research projects in the field of nursing
 - Selection of technical literature in the field of research

- **START of the work on nursing curriculum on UNIVERSITY LEVEL (Zagreb University, Osijek University) – BACHELOR DEGREE**

TAIEX Workshop 2009

- Title: Education of Nurses – Mutual Recognition of Diplomas – workshop organized in Zagreb 14.-16. 10. 2009
- Around 90 participants from Croatia, and representatives from Bosnia and Herzegovina, Serbia, Macedonia, Montenegro, Kosovo
- *Provisional closure of Chapter 3 (Chapter under which Mutual recognition of qualifications was negotiated) on 21 December 2009*
- *Concentration on bridging programmes*

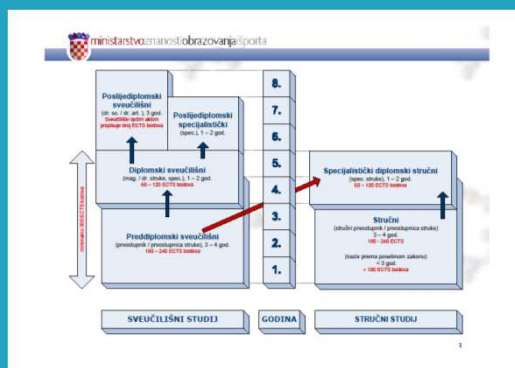
The beginning of the PROBLEMS.....

- **Governmental "silence", lack of cooperation, personal agendas**

Year 2010 onwards....

- Secondary Nursing school enrollment (age14-15) - 24 secondary schools in the country – total of 3.900 students enrolled in the academic year 2014, full time employed teachers 280 + 100 external associates, 5 year curriculum
- Primary education – intention to introduce 10 years
- The first two years of the secondary nursing school general education subjects
- Three years only for nursing profession (4600 hours)

Year 2010 onwards....



Nursing studies

Newly established nursing studies in Croatia:

- University of Applied Health Studies Zagreb – polytechnics
- Professional studies at the School of Medicine; Rijeka, Split, Osijek
- Nursing studies in Dubrovnik, Bjelovar, Zadar, Varazdin, Karlovac
- University nursing graduate studies at the Faculty of Medicine, University of Zagreb
- University nursing graduate studies at the Faculty of Medicine Osijek
- University of Rijeka (midwifery studies)

Problems we face today...

- Bachelor of nursing – undergraduate nursing studies - still not recognized as the basic nursing education
- Nurses finishing a 5-year secondary school for nurses receive the title “general care nurse”, 4600 hours in curriculum – same as nurses with bachelor (university study)
- Secondary school nurses have problems with final examination (state level) for entering the university (not enough knowledge since they had Croatian, Math etc...- general subjects only for two years and the rest of secondary schools/i.e. gymnasiums/ four years – discrimination!)
- Secondary school nurses working in hospitals – their degree is not recognized and they cannot work in EU as nurses

Thank you for your attention!



Pitanja ?
Questions?

Greetings from
Zagreb!

