

**First Pan-European Nurse Educators Conference
Udine, November 2007**

**The Career Pathways of Nurse Educators in Europe: A
Collaborative Project**

BASELINE INFORMATION GATHERING SHEET

One of the important early stages of this project is to gather baseline information from each of the 12 participating countries on:

- the country and its health care services;
- pre-qualification student nurse education and training;
- the preparation and role of nurse educators or teachers; and
- organisational factors.

This information, together with the literature review, will inform the development of a more detailed and focused questionnaire for the next stage of the project.

County: Italy

Section 1: Background to the country and its health care services

Please provide a brief summary of your country (geography, population, economy) and the current health care services (organisation and funding arrangements).

Geography

History/Politics

Demography

Italy is a large country, with 59.5 Million inhabitants and it is divided in 20 regions.

- 56.000.000 Population -> 59.000.000
- Child Ratio - > below 1
- Life expectation - > 80 year

Climate

Economy

Current Health Services (organisation and funding)

There are 6.2 hospital beds/1000 inhabitants (5.1 public service; 1.2 private services; 0.9 for long term care-rehabilitation) and the percentage

of elderly population (>65 years) is 19.1% (data 2003) (Germany 17.7, Greece 17.4, Sweden 17.2)

We have a National Health Service. The network of home care and district care is well developed in northern regions but not in the south of Italy. Hospital recently started a reorganisation with Departments that aggregate also wards of different hospitals. The private hospitals are the exception. Only a limited number of nurses work as a free lance. We have actually a shortage of 40.000 nurses for some point of view and 100.000 for other. To relieve nurses' workload courses for nurses aids have been started in several regions (1000 hours courses, ruled at national level).

The doctors/nurses ration is quite unique 237.000 doctors (94.000 women) in the NHS + 130.000 (GPs, dentists - 4.4 doctors per 1000 inhabitants). The nurses are 342.000 (225.000 in the NHS, 5.4 per 1000 inhabitants) (Health data, 2005, OCSE). Just to give you an idea on the nurse to patient ration, in a general medical ward, every 35 inpatients, we have 3 nurses and 2-3 nurses' aids in the morning (0700-1400), 2 nurses and 2 aids in the afternoon shift (1400-2100) and 2 nurse and 1 aid in the night shift (2100-0700). A nurses aid attended about 1000 hours course (with some differences between region depending on the local laws) and his/her activities are defined by the National Law. Their main functions are related to basic care under nurses' responsibility.

Nurses' shift work, the number of hours given by nurses each week, the amount of salary and the career opportunities in the Hospitals are defined by the law at national level. Nurses work on average 36 hours per week. About 80% of nurses work full-time. The rest of nurses are allowed to work part-time (reducing the number of working hours per week).

In order to cope with the national shortage, international recruitment of nurses has been started since 2000. The numbers of foreign nurses is very limited but is growing. These Nurses are recruited by private agencies mainly from Eastern European countries, after having obtained recognition of their nursing titles from our Health Ministry and Board of Nurses.

Nursing profession underwent important changes in the last 10 years. In 1999 a law with the list of tasks that nurses were allowed to perform was abolished (now nurse can do what they are prepared for). We cannot prescribe drugs, make a medical diagnosis, surgery. The level and extent of what nurses actually do varies from site to site.

- 340.000 nurses – around 340.000 doctors
 - We estimated a nurses shortage of 40.000/100.000 nurses
 - Medical Ward nurse to patient 1:20 (night)
 - To relieve nurses' workload courses for nurses aids have been started in several regions (1000 hours courses, ruled at national level).

Section 2: Pre-qualification student nurse education and training

History

The maximum number of students that can attend to nursing and other allied professions is proposed by the Regions and defined by a Decree of the Health Ministry for each university. The shift of nursing education to the university caused a drop in applications to nursing courses (from 22000 to less than 5000 in the first year). From 2000/2001, the numbers of applications increased from 10135 to 13320 (+31.4%). The number of applications needed is estimated at 15.265 according to the Regions and 17.200 according to Federazione IPASVI (the National Board of Nurses). There are actually 40 main nursing schools plus affiliated courses in towns without universities.

- Nursing Education at the university level since 1996

Type of training

Describe the type of student nurse education and training. For example, is the training generic or specialised (mental health, adult, child, learning disabilities and/or community)?

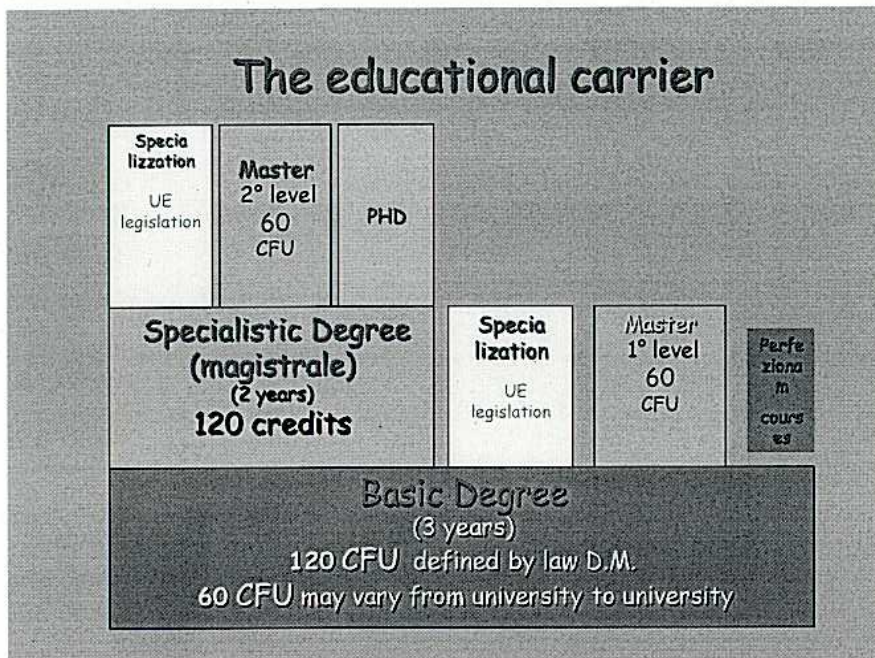
The University Bachelor Nursing training is considered a basic training in nursing care. In fact, as indicated in the Law, when students finish the School of Nursing, they could assume the responsibility of nursing care at a general level. They could start work in a specialist area but giving general nursing care.

After this step, nurses could follow Clinical Masters in specific topics to develop particular knowledge and competences (e.g. oncology nursing care, psychiatry care, pediatrics..)

Academic level and length of training

What is the academic level of pre-qualification nurse education and training? For example is it at diploma or degree level? How long (in years) is the pre-qualification nurse education and training?

The educational ladder is described below.



The level of nursing education opportunities in Italy are:

1. Basic Degree: is the Bachelor in Nursing Science
2. Master Degree: actually we have three different types of Masters Degree: The first is for nurse who will follow the career as a nurses manager (organisation and coordination of care); The second type is focused on a specific clinical topic (e.g. critical care, oncology, palliative care, pediatric care, family nursing, geriatric nursing); The third is designed for new emerging roles: e.g. Masters in Forensic Nursing, Master in tutorial strategies and clinical supervision
3. Specialist degree: is a two year course of advanced education preparing nurse teachers and managers. Under the Bologna Declaration, the specialist degree could only be considered as a Masters.
4. PhD programmes: Actually only 5 universities started with PhD programmes

Funding arrangements

How is pre-qualification nurse education and training funded? For example, is it government funded or self-funded?

Each Region supports nursing education giving money directly to the University and/or to the hospitals in order to sustain clinical placements, lessons, students assurances about safety and security. In our research experience made two years ago, the cost of nursing education per student is around 10.000 Euros for three years. Students do not receive any funding from the University, from National Health Services or from the Government. They have to pay by themselves the university registration fees (about 1.200 Euros per year).

Type of institution/s providing education and training

Where does the education and training of pre-qualification student nurses take place? For example, in universities, polytechnics, colleges of further education, technical colleges, independent schools of nursing or hospitals/health services?

Nursing Education takes place in the University: the teachers are prevalently professors and, for some disciplines, the University involve teacher from the National Health Service (e.g. when the local university doesn't have a teacher in a specific topic). Clinical training takes place in the hospitals and in the districts.

Number of institutions providing pre-qualification nurse education and training

How many institutions provide pre-qualification nurse education and training?

We have 40 faculties of Medicine with Schools of Nursing. Inside each Faculty, there are more than one School of Nursing. For this reason it is hard to have the exact numbers of the schools.

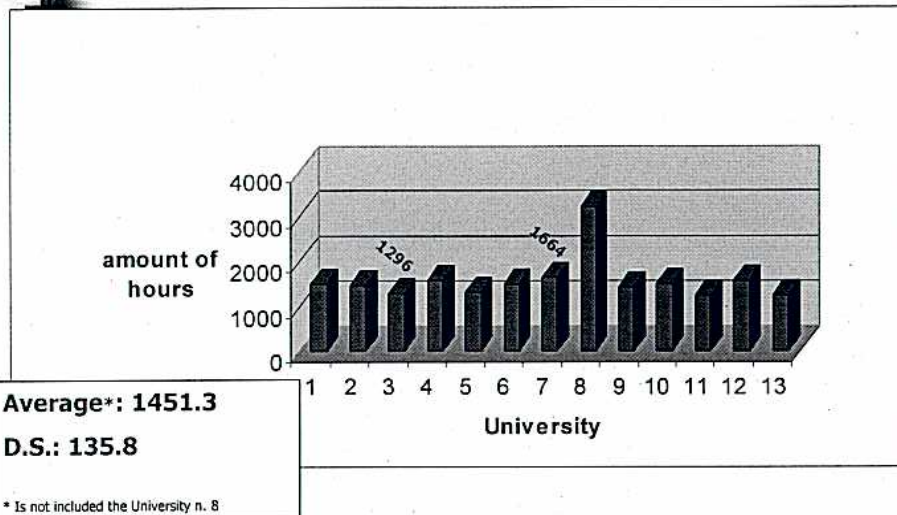
Italian Nursing Education Survey

13 Universities (4.248 candidates; 32,8%)

40 Universities (13.975 candidates; 100%)

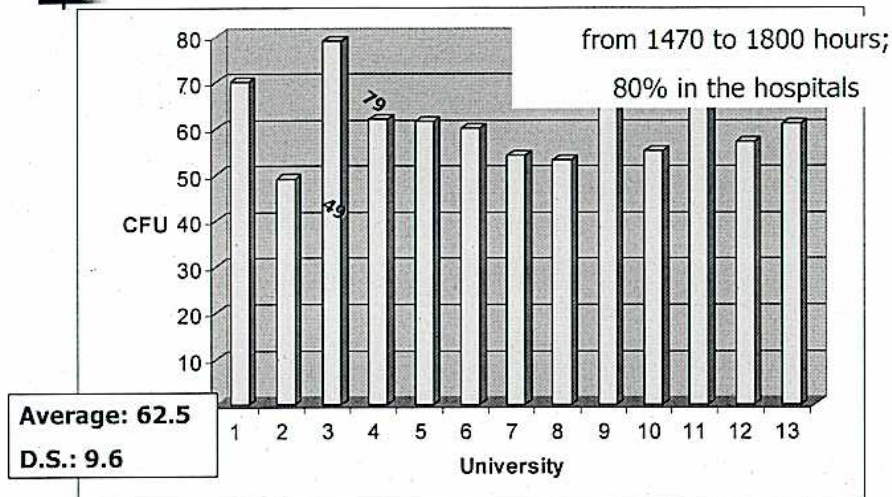
- 1) Framework of the nursing curricula
- 2) How many hours nursing students spend on theoretical courses
- 3) How many hours nursing students spend on clinical placements
- 4) Which kind of courses focused on nursing care for elders students followed, if any

1) Italian Nursing Education Survey: hours dedicated for theoretical courses

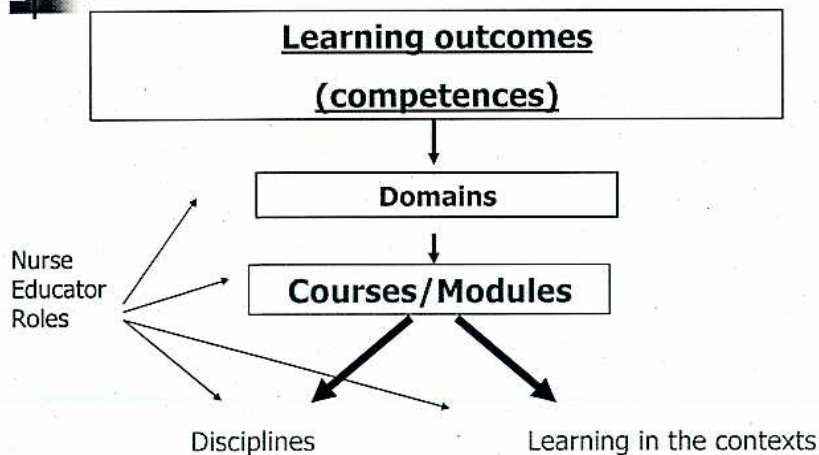


- a) from 15 to 21 hours/CFU;
 - a) Depending of the year followed by the students:
 - 1) 18 hours/CFU for the first year;
 - 2) 16 hours/CFU for the second year;
 - 3) 14 hours for the third year
 - c) Depending on the nature of the discipline:
 - 1) 'practical' disciplines: 15 hours
 - 2) 'theoretical' disciplines: 10 hours
 - d) Modelling the hours under different learning strategies: 1 CFU = 30 hours
 - 1) 4 hours for formal lessons
 - 2) 4 hours dedicated for students' self learning
 - 3) 4 hours for laboratory session
 - 4) 18 hours for clinical training

1) Italian Nursing Education Survey: Clinical Training Credits



3) New model of Nursing education: the conceptual pathway



Minimum educational qualifications

What are the minimum education qualifications needed to enter pre-qualification nurse education and training?

Candidates can apply for the national exam to entry into the School of Nursing when they have a minimum of 13 years of education. We have a limited number of student nurse places (13.000 during the last academic year) but with not enough candidates: just to give you an example, last year, candidates-places ratio was 1:1.

It is not considered that the typology of previous education and the candidate's scholastic success or results.

Pay scales for qualified nurses

Please describe the salary scales for qualified nurses.

We have only one salary clinical nurses' level: the entry the beginning position as a novice, where they remain for all their nursing career even if they have a Master Degree in a specific area or a Specialistic Education in Nursing Science. The national Law consider only one different level of salary reserved for line managers (chief of nurses) and for leaders (Directors of Nursing Services). For this reason, nurses decide to follow the manager education leaving their positions in the clinical environment. The salary is around 1,500 euros per month.

Section 3: the preparation and role of nurse educators or teachers

Number of nurse educators or teachers

How many nurse educators or teachers do you have?

Only 2 nurses are formally appointed as President of the Degree courses and we have 10 nursing associate professors and researchers (3 nursing researchers and 2 professors out of 20 are medical doctors!).

Number of nurse educators or teachers with a PhD or other doctorate

How many nurse educators or teachers have a PhD/doctorate?

We have just started with a PhD programme in 4 universities.

Pay scales of nurse educators or teachers

Please describe the salary scales for nurse educators or teachers.

The salary is the same for nurses.

The teachers receive something more for lessons (25 Euro for each hour)

- Clinical tutors: 1.500 Euros par month + 5 Euros/hour of clinical supervision
- University tutors (or supervisors) 1.500 Euros par month
- Teachers in charge 1.500 Euros par month + 25 Euros/hour of lessons
- Professors 1.900 Euros par month

Minimum academic and professional qualifications

What are the minimum academic and professional qualifications needed to become a nurse educator or teacher?

It is quite different between the Regions: some universities ask the maximum level of academic education available in Italy; other universities ask for the best clinical education and experience with patient in a specific area (e.g. in perioperative nursing). There are no formal decisions about

this question bit the profession is asking to define the criteria for becoming a teacher in nurse education.

Education and training for nurse educators or nurse teachers

Are there any specific education and training requirements for nurse educators or teachers? For example, a teaching qualification or a postgraduate diploma or Master's degree in Higher Education.

Some universities started with a Masters degree in Tutorial strategies and Teaching Methods at the academic level (e.g. Verona University and Campus Bio Medico in Roma). This is a great opportunity for nurses but is not mandatory education requested to entry in academic positions.

Role of nurse educators or nurse teachers

Please provide a brief summary of the role of nurse educators or teachers that includes: teaching, research, administration and practice. Is there an expectation to carry out research? How is clinical competence maintained?

We have 4 main roles:

2. Clinical tutors: nurses with great clinical experience and competence in clinical teaching. They usually start with this position after a specific course in clinical learning process and tutorial strategies. They function as a staff nurse with the responsibility to follow one or more students in a specific academic year (e.g the 1st or 2nd)
3. University tutors (or supervisors): they follow the students in the skills lab, in the tutorial groups; they plane students' clinical placements, they prepare the schedule of the different typology of experiences expected during the academic year. They don't have contact with patients. In some universities this position start to be more close with clinical practice: the supervisor follow a group of students in a ward playing two different roles, as a clinical tutor and supervisor.
4. Teachers: in charge for one year. They apply for a 'call for teachers' that each year university open for teacher recruitment. They are selected on the basis of curriculum and competence. They don't have connections with research.
5. Professors or University teachers: professors are very few in number. They have the responsibility to develop research.
 - Clinical tutors -Staff nurses + short course (Master?),1 or 2 students during clinical placements
 - University tutors (or supervisors)No links with clinical practice, Different level of education, Sometimes with previous experience in the regional School of Nurses
 - Teachers in charge, Each year University selected nurses teachers for max 50 h
 - Professors 15 Associate Professors without PhD

Career pathways

Please provide a brief description of the career pathway from clinical nurse to nurse educator or teacher. Is there a nationally recognised career pathway?

We don't have a national pathway for this career. Each university decides the criteria for recruitment of the human resources dedicated to nursing education

Section 4: Organisational factors

Professional and/or regulatory bodies

Please describe the national nursing professional and/or regulatory body and its role in the preparation of nurses and nurse educators or teachers.

We don't have a national body or rules for nursing education.

To practice in the NHS it is compulsory to be a member of the National college of Nurses (Federazione Nazionale Collegi IPASVI).

■ **National Board of Nurses (located in Rome)**

Academic autonomy

Are academic nursing departments/schools headed up and managed by nurses or by staff from other disciplines?