



EFN Policy Statement on EU Nursing Workforce Matrix 3+1

The European Federation of Nurses Associations (EFN) represents over three million nurses and is the independent voice of the profession. Its mission is to promote the interests, status and practice of the profession of nursing in the EU.

The correct composition of the nursing workforce is of major importance for the functioning of the health and social care ecosystems throughout the EU. Depending on the capacities, skills and educational background of each of the actors, a coherent composition is needed, to achieve maximal outcomes while utilising everyone's competencies to deliver patient centred care.

In this context, the EFN designed the [EFN Workforce Matrix 3+1](#) that incorporates three categories of nurses (General Care Nurse, Specialist Nurse, Advanced Nurse Practitioner) as well as the competences that each of those should have. The Matrix also encompasses the Health Assistants (HCAs) as the only category supporting the delivery of nursing care.

The categories developed are included in the European multilingual classification system [ESCO](#) (European Skills/Competences, qualifications and Occupation). Due its clear structure, ranking the qualification levels in different ways, the Matrix provides a tool to support comparative data analyses and as such design policies that are "fit for purpose".

Therefore, the EFN:

- Advises national and European policy-makers to use the EFN Nursing Workforce Matrix 3+1 to plan their nursing workforce;
- Encourages Member States to invest in the basic education of the nursing workforce in order to comply with Directive 2013/55/EU;
- Promotes the design of advanced roles in nursing that contribute in creating a sustainable health and social care ecosystems throughout the EU;
- Contributes to the implementation of ESCO and the Internal Market Strategy, boosting the free movement of professionals.

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