FINE

EUROPEAN FEDERATION OF EDUCATORS IN NURSING SCIENCE

FÉDÉRATION EUROPÉENNE DES ENSEIGNANTS EN SCIENCES INFIRMIÈRES

General Assembly

12 December 2025

General Assembly agenda

1. Approval of the agenda
2. Approval of the minutes of the AGM of 5th of December 2024
3. About FINE and who we are
4. Report Activity 2025
5. Finance Report
6. Members' Feedback
7. Any Other Business (AOB)
8. Closing Remarks

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1. Approval of the agenda

2. Approval of the minutes

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3. About FINE and who we are

- Established **1995**
- Advancing **nursing education**
- Platform for **collaboration**
- Pan-european **network**

Who we are?

Executive board
Membership

FINE Executive members 2024-2027

Cécile Dury
PRESIDENT
Belgium

Maria Cassar
VICE-PRESIDENT,
Malta

Jean-François Jézégou
TREASURER, France

Dimitris Theofanidis
Greece

Mirko Prosen
Slovenia

Helga Bragadottir
Iceland

Antonio Bonacaro
Italia

Sara Pinto
Portugal

Olivier Morenon
Switzerland

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454 individual Associates members

National professional organisations,
Institutional members,
International educational affiliates (associates)
and
Individual affiliates (associates)

working in the field of nursing education

ESCOLA SUPERIOR DE ENFERMAGEN DE LISBOA, Portugal, National, Portugal
FINE BEL-LUX, BELGIUM Luxembourg, National, Belgique-Luxembourg
ESCOLA SUPERIOR DE SAUDE IP SETUBAL, Portugal
ESCOLA SUPERIOR DE ENFERMAGEM PORTO, Portugal
ANGELA BOSKIN FACULTY OF HEALTH CARE,JEZENICE, Slovenia
UNIVERSITY OF PRIMORSKA, Slovenia
CEFIEC, PARIS, France
IFSI FRANCO BRITANNIQUE PARIS, France
SYNDICAT NATIONAL PROFESSION INFIRMIER, PARIS, France
CONSEIL NATIONAL PROFESSIONNEL INFIRMIER, PARIS France
UNIVERSITY OF MALTA, Malta
HAUTE ECOLE ARC SANTE NEUCHATEL, Switzerland
JAMK UNIVERSITY OF APPLIED SCIENCES, JYVASKYLA, Finland
UIVERSITY OF TURKU, OULU, TAMPERE, EASTERN FINLAND, National, Finland
UNIVERSITY OF ICELAND, REYKJAVIK, Iceland
UNIVERSITY OF PARMA, Italy
LYCEE TECHNIQUE PROFESSIONNEL DU Luxembourg
UNIVERSITY OF Luxembourg, Luxembourg
UNIVERSITY OF THESSALONIKI, Greece
UNIVERSITY OF GEORGIA, Georgia
ERASMUS HOGESHCULE BRUXELLES, Belgium
UNIVERSIDAD EUROPA MADRID, Spain
MAYNOOTH UNIVERSITY Co KILDARE, Ireland

Mission

FINE is an international, non-governmental, non-profit organization dedicated to promoting **excellence in nursing education** and the continuous development of **nursing educators' skills** across Europe and globally.

Values

- Excellence in nursing education
- Shared governance and leadership
- Openness
- Ethics and integrity
- Interprofessional collaboration
- Research and innovation for evidence-based teaching and practice
- Sustainability in nursing education and practice

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4. Activity report | 2025

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FINE is moving on to the Nursing Education Action in EU countries.

Our energy, expertise and passion are fully focused on helping countries move from identifying challenges to implementing solutions to transform nursing education in Europe and, by extension, build a resilient nursing workforce.

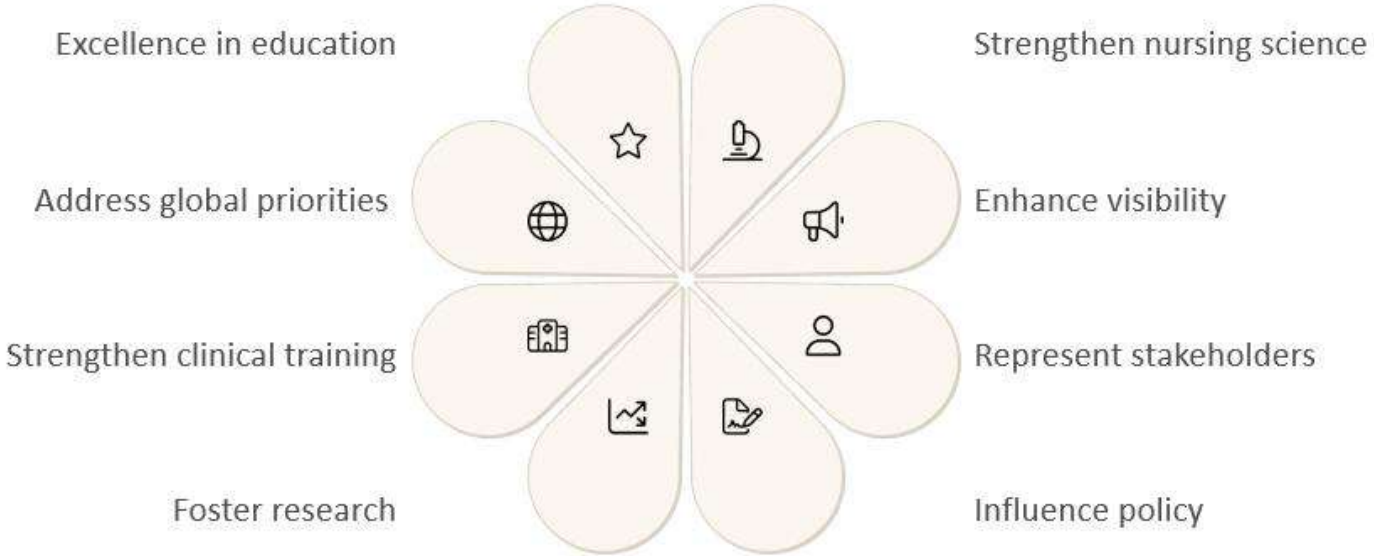
WHO Europe, in partnership with the European Commission and the Polish Presidency of the EU, has launched the #EUNursingAction. This action aims to address the shortage of nurses in the EU by improving the retention and attraction of nurses.

Over the next 36 months, we will work closely with countries, the European Commission, European nursing associations and other social partners to implement evidence-based policy interventions.

Concrete actions include:

- developing evidence-based strategies to improve nursing education, nurse retention and recruitment
- developing mentoring programmes to support the next generation of nurses
- promoting measures to protect the health and well-being of nurse educators, students and nurses

A new executive committee 2024 - 2027 | Strategic goals



FINE Set up effective leadership and management within the federation to maximize its chances of success.

Executive meetings
Newsletters
Close contact with members

Political agenda | Main activities

FINE LUXEMBOURG DECLARATION FOR THE FUTURE OF NURSING EDUCATION IN EUROPE

FINE aims to:

- Identify the strengths and weaknesses of current nursing education systems.
- Describe and discuss the challenges and opportunities for the development of nursing education.
- Share the countries' experiences that have changed or aligned pre-registration nurse education to the *European Qualifications Framework* (EQF) level 6.
- Develop a case for establishing a clear continuum of nursing education across Europe.
- Discuss how innovation may influence the education and career pathways of nurse educators.
- Sustain a network of partners to pursue the discussion on pre-registration and continuing nursing education.

Political agenda : 14.01.2025

	SESSION 3 – Education and certification: a pre-condition	
13.45 -14.00	Global collaboration, Credibility by Certification,	Dr. Peter Preziosi
14.00-14.15	Challenges in the field of Nursing education in Europe, and opportunities. FINE Position statement	Dr. Cecile Dury
14.15 – 14.45	Entrustable Professional, Activities and Entrustment and Decision-Making in Health - Professions Education	Prof. Olle Ten Cate
14.45- 15.15	Uniformity in Nursing professionals Narratives	Dr. Maurizio Zega
		MODERATOR: S. Gibbins

ESNO days
3 and 4 November 2025

European Parliament

E.C.H.O.

European Union of Private Hospitals

CANCER PATIENTS EUROPE

ESN EUROPEAN SPECIALIST NURSES ORGANISATION

PROGRAM MONDAY 3 NOVEMBER PRE-MEETING AT THE EUROPEAN PARLIAMENT

TITLE: "BRIDGING POLICY AND PRACTICE: STRATEGIC DIALOGUE ON THE EU HEALTH WORKFORCE CRISIS".

59 participants

13 countries
2 continents (Europe & Africa)

Advancing excellence in education| Main activities

I. Webinar

15.05.2025

250 participants

Artificial Intelligence in Nursing Education: Transforming Learning and Ethical Frontiers

FINE

Webinar – 15.05.25 – 15:00 CET

Presentation Overview

This presentation will explore the evolving role of artificial intelligence (AI) in nursing education, drawing from a comprehensive scoping review that identifies key applications such as simulation training, predictive analytics, debriefing, tutoring, and curriculum development. Attendees will gain insights into how AI is shaping nursing pedagogy, improving educational outcomes, and presenting new challenges. The discussion will also address critical ethical considerations, including data privacy, algorithmic bias, and the impact of AI on the educator-student relationship. By examining AI's potential and its ethical complexities, this session aims to equip international nurse educators with the knowledge needed to integrate AI responsibly into nursing curricula.

Presenter

Dr. Justin Fontenot, DNP, RN, NEA-BC, FAADN,
Associate Professor, Tulane School of Medicine,
Program of Nursing, New Orleans, LA, USA

Bio

Dr. Justin Fontenot is an Associate Professor in the School of Medicine, Program of Nursing, at Tulane University and an Adjunct Lecturer at the Johns Hopkins School of Nursing teaching Bio Statistics. He is the Editor-in-Chief of Teaching and Learning in Nursing. He is a board-certified nurse executive advanced and an inducted fellow of the Academy of Associate Degree Nursing. His program of research grapples with educational equity in nursing. Additionally, Dr. Fontenot is in his dissertation at Texas Woman's University where he is constructing grounded theory on nursing confidence building. He is well published and a speaker at regional, national, and international spaces on various topics such as Artificial Intelligence.

II. Webinar organised by WHO
with Ukrainian colleagues

WORLD HEALTH ORGANIZATION
REGIONAL OFFICE FOR EUROPE

WELTGESUNDHEITSORGANISATION
REGIONALBÜRO FÜR EUROPA

ORGANISATION MONDIALE DE LA SANTÉ
BUREAU REGIONAL DE L'EUROPE

ВСЕМИРНАЯ ОРГАНИЗАЦИЯ ЗДРАВООХРАНЕНИЯ
ЕВРОПЕЙСКОЕ РЕГИОНАЛЬНОЕ БЮРО

Science in Nursing: Bringing the Lamp Back to Ukraine
September 12-13, 2025, |
Ivano-Frankivsk, Ukraine
Hosted by the WHO Regional Office for Europe and WHO Country Office in Ukraine, in collaboration with the Ministry of Health of Ukraine

III. Webinar in collaboration

Online Webinar
Promoted by
University of Pavia

UNIVERSITÀ DI PAVIA

In collaboration with...

FINE

FoNSE
Foundation of Nurse Specialists Europe

THE UNIVERSITY OF BRITISH COLUMBIA
School of Nursing

1773
FONDAZIONE TEATRO FRASCHINI
TEATRO DI TRADIZIONE

cultivating communication skills.

Scientific Director: Prof. Cristina Arrigoni

Speakers: Dr. Arianna Magon - Prof. Suzanne Campbell

On 12 December 2025

April 2025

Poster presentation WHO symposium

Copenhagen 28 – 30 April 2025

Health Professions Educators: A missing link to a sustainable future workforce

FINE

Health Professions Educators: A missing link to a sustainable future workforce

Mario Cassar (Malta);[1] Cecile Dury (Belgium);[2] Antonio Bonacaro (Italy);[3] Helga Bragadottir (Iceland);[3] Jean-Francois Jozogou (Strasbourg);[4] Olivier Hannonen (Switzerland);[5] Sara Finto (Portugal);[5] Mirita Prosen (Slovenia);[5] Dimitris Theofanidis (Greece);[5]

[1] FINE Vice-president; [2] FINE President; [3] FINE Executive Board Member; [4] FINE Treasurer. **Contact details:** cecile.dury@horalfus.be. **Website:** www.fine-europe.eu

1. *The Challenge of Attracting and Retaining Talent*

- The quality of healthcare is linked to the **quality of Health Professions Educators** (HPEs).
- Current **recruitment & retention** issues jeopardise workforce sustainability.
- Elevating the HPEs role to a respected and rewarding career is crucial for **workforce sustainability**.

2. *Innovative Approaches for a Sustainable System*

URGENT TO ELEVATE THE ROLE OF HPES INTO A RESPECTED/ ATTRACTIVE CAREER:

- Implementation of global initiatives focused on HPEs recruitment, development, and career pathways.
- Improve career progression and support structures to strengthen the profession.

3. *Migration as an Opportunity?*

- Low-resource health systems struggle with **workforce shortages.**
- Strengthening global partnerships/ transnational training reduces disparities.
- **Ethical recruitment**, fair bilateral agreements, and local system support prevent brain drain.
- Leveraging migration for **knowledge exchange and innovation** benefits global healthcare.

Global HPE Initiatives

Need to invest in:
Career pathways
Leadership roles
Long-term retention

Harness Migration for Innovation

Promote:
Transnational training
Ethical recruitment
Bilateral agreements
Investment in local systems

Attract New Generations

Offer:
Competitive salaries
Development opportunities
Mentorship programs
Systems-thinking education

CALL TO ACTION !

- Recognise HPEs as critical drivers of sustainable healthcare.
- Build supportive systems and policies that value their contributions.
- Ensure equity, innovation, and future-readiness in health professions education.

References: European Federation of Educators in Nursing Science. *FINE Luxembourg declaration for the future of nursing education in Europe*. Place: European Federation of Educators in Nursing Science; 2025. Available from: https://www.fine-europe.eu/

International meetings and conferences

FINE participation to the ICN Congress

Helsinki, 9 -13 June 2025

FINE participation to the SIDIIEF Congress

Lausanne, 2 -5 June 2025

Research projects

The First Global Nursing Lancet Survey

On Climate & Planetary Health Education

Partnering to shape the future of nursing education in climate and planetary health

- Nurses are the **largest health workforce globally**, with unique roles as caregivers, educators, and advocates
- Climate change is reshaping health systems — training nurses is essential for resilient responses
- This survey will:
  - Illuminate global progress in nursing curricula
  - Identify gaps in education & preparedness
  - Strengthen nursing leadership in climate & planetary health

COST ACTION proposal

1. Synergistic Network for Translation of AI in Nursing Science : SUSTAIN

The main objective of the SUSTAIN Action is to develop strategies and establish **a networking platform that enables the responsible and ethical utilisation of AI in nursing** in three thematic areas: *1) AI literacy for nurses, 2) ethics of AI in healthcare, and 3) AI in nursing education* across European and international partners.

2. NuPhaC research consortium

The main aim of our COST Action is to gather experts to work together towards **a unified European Nurse Prescribing Strategy**, through a cross-national description and evaluation of nurse prescribing models, policies, and education for the data-informed development of a European **nurse prescribing guidance, a white paper with policy recommendations, a repository of digital tools to support nurse prescribing, and an international train-the-trainer program**. The definition of a core outcomes set for nurse prescribing (including access, equity, and cost-effectiveness) and the creation of an international data framework provide a strong scientific foundation for sustainable monitoring of nurse prescribing. The guidance, the repository, and the international train-the-trainer provide guidance to countries that newly implement nurse prescribing and opportunities for improvement and alignment.

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Erasmus+ Alliance for innovation

DiWorkEdu

The project aims to evolve digital work-based learning (WBL) in four different education fields. Through co-creative knowledge sharing, the teachers, teacher educators, students, and supervisors from teacher education, vocational teacher education, nursing, and practical nursing education, together with industry partners, enhance skills development, education, and service innovations. In addition, the project facilitates the exchange of knowledge to improve the sustainability and resilience of the individuals and the society by building and modelling an innovation ecosystem for digital WBL development.

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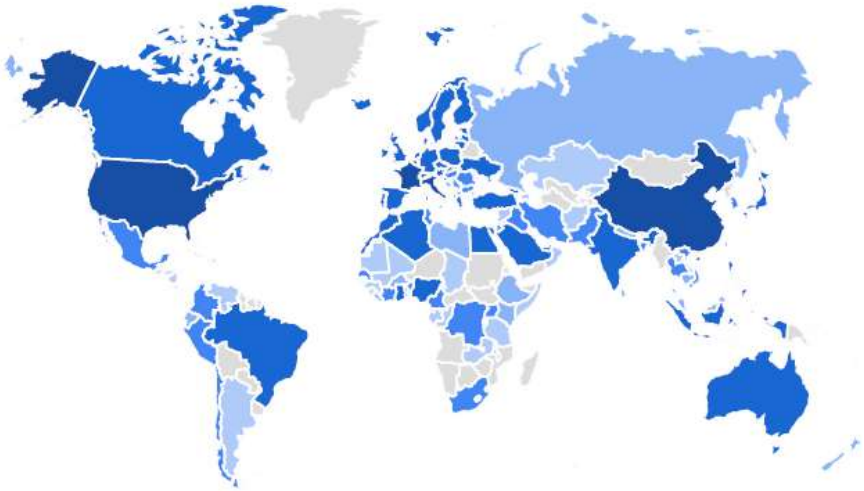
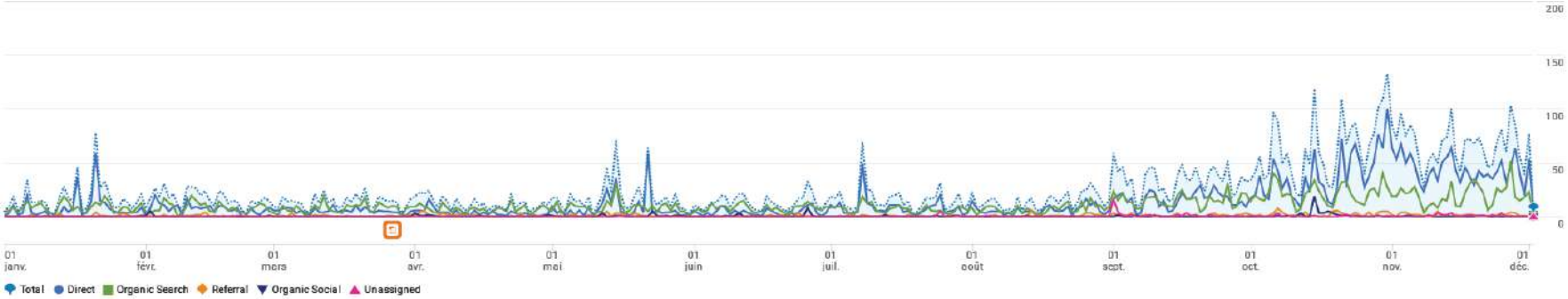
Website statistics

Utilisateurs actifs par Pays



PAYS	UTILISATEURS ...
China	1,6 k
Singapore	701
France	594
United States	557
Belgium	483
Italy	406
Ireland	274



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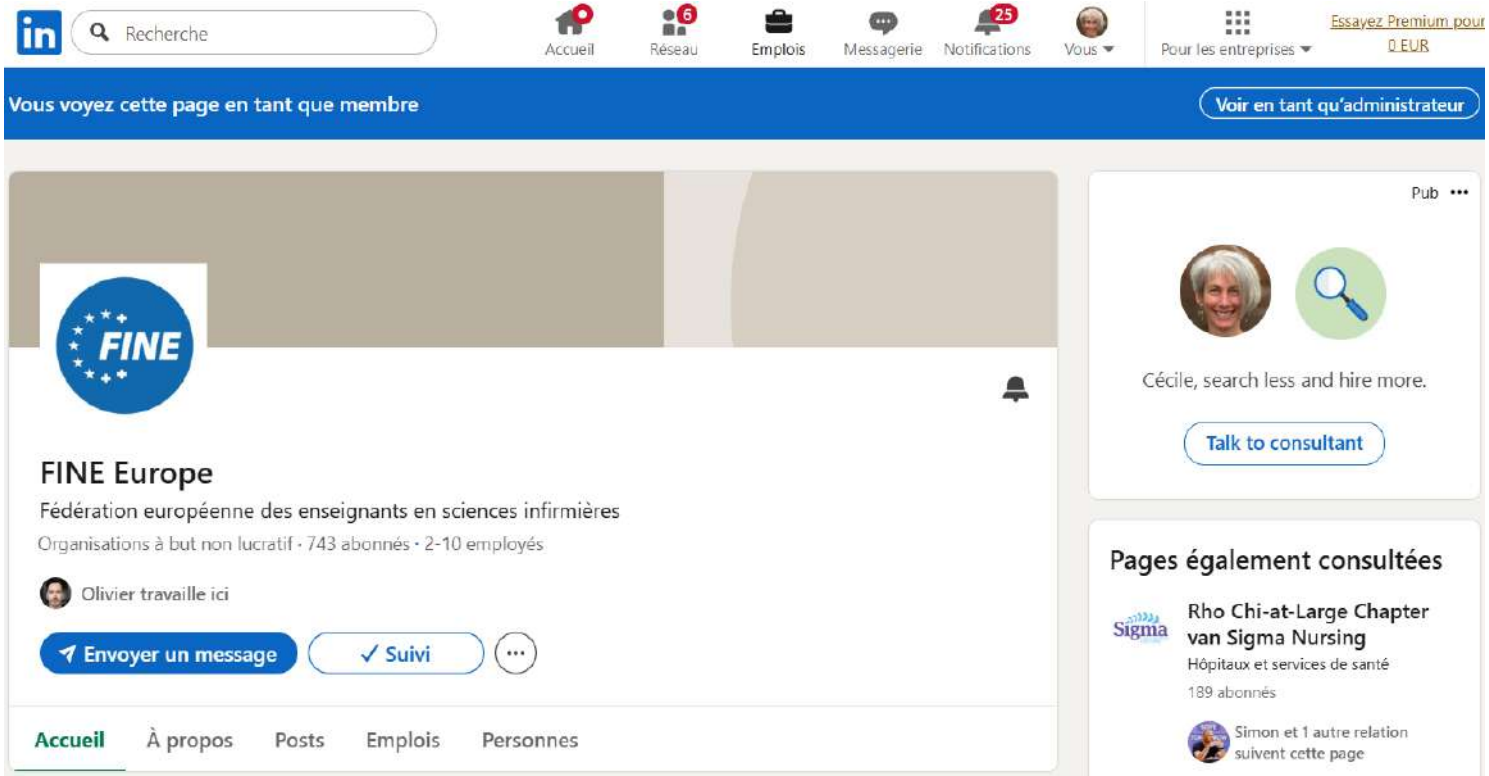
		Groupe de canau...ux par défaut)	Nombre total d'utilisateurs	Nouveaux utilisateurs	Utilisateurs connus	Durée d'engagement moyenne par utilisateur actif	Sessions avec engagement par utilisateur actif	Nombre d'événements Tous les événements	Événements clés Tous les événements	Taux d'événements clés par utilisateur Tous les événements
☑		Total	6 974 100 % du total	6 802 100 % du total	1109 100 % du total	1 min 08 s Égal à la moyenne	0,70 Égal à la moyenne	58 032 100 % du total	0,00	0 %
☑	1	Direct	3 953 (56,68 %)	3 874 (56,95 %)	408 (36,79 %)	51 s	0,44	25 796 (44,45 %)	0,00 (–)	0 %
☑	2	Organic Search	2 572 (36,88 %)	2 522 (37,08 %)	628 (56,63 %)	1 min 31 s	1,09	28 238 (48,66 %)	0,00 (–)	0 %
☑	3	Referral	253 (3,63 %)	241 (3,54 %)	53 (4,78 %)	2 min 03 s	1,03	2 669 (4,6 %)	0,00 (–)	0 %
☑	4	Organic Social	104 (1,49 %)	104 (1,53 %)	5 (0,45 %)	14 s	0,67	536 (0,92 %)	0,00 (–)	0 %
☑	5	Unassigned	61 (0,87 %)	60 (0,88 %)	13 (1,17 %)	1 min 53 s	1,21	773 (1,33 %)	0,00 (–)	0 %
☐	6	Email	4 (0,06 %)	1 (0,01 %)	2 (0,18 %)	39 s	1,33	20 (0,03 %)	0,00 (–)	0 %

FINE Europe on **Linkedin**



FINE promotes the added value and image of nursing education in Europe

FINE monitoring **in connection with :**

- international association ICN, ESNO, ENSA, UDINE and WHO
- National association : FINE Bel-Lux, CEFIEC, LTPS, (Luxembourg), Portuguese Council of Nurses, CNPI, SNPI
- Partner of the “Institut Européen du Thermalisme” wich have open in April 2022 at the Faculty of Medicine, Biology and Health Campus in Vandœuvre-lès-Nancy.
- Promotion of Fine Europe in diverse national events and lecturer

Looking to the future

4 exceptional keynote speeches
142 abstracts received and reviewed

- **Strengthen policy influence**
  Shape European nursing education directives
- **Champion professional development**
  Create advancement pathways for educators
- **Foster international collaboration**
  Build transcontinental partnerships
- **Integrate digital innovations**
  Embrace virtual reality and AI-assisted learning

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6. Member’s feedback
7. AOB

Closing remarks

Thank you!