

France New Nursing Regulation Workforce and Training Model

Section I: Summary

In 2007, France amended its general agreement between the national sickness fund and the private nurses unions to enhance their role and position as self employed nurses in health and social services. In particular, the agreement reinforces nurse's role in clinical and technical care for dependent elderly, monitors the number of nurses throughout the country by managing the number of nurses, and rewarding them for following clinical guidelines when treating elderly with chronic conditions.

Section II: Statement of purpose

France has been struggling with a number of nurse workforce issues including the shortage of nurses, existing nursing workforce was unequally distributed over the country, significant variation in salary, and struggles over recognition of training and education.

In order to address these issues with private nurses, France finalized an agreement with them that specifies conditions of medical practice for private ambulatory nurses in France. This activity had multiple goals including to transfer more responsibility to nurses in management and coordination of care, especially for the elderly in home care.

The agreement has six specific sections including:

- Fees paid for certain nursing services were increased;
- Nurses were assigned new functions in managing health services for elderly with chronic conditions such as financial bonuses for nurses who follow diabetic care clinical guidelines;
- More autonomy in prescribing prescriptions and other health services usually reserved for physicians (such as administering vaccines and certain wound dressing);
- Recognize the nursing "diploma" obtained after professional education of "nursing" in the university system;
- More stringent regulations on the distribution of nurses throughout the country by limiting/denying contracts in over served areas and providing financial incentives to nurses in underserved areas; and
- Creating the council for nurses to hear issues impacting nurses.

Section III: Outcomes

Through these activities, France is planning for better coordination of care for elderly patients with complex chronic conditions, better access to home care, better

recognition of nursing profession, and expanding the role of nursing in the overall health care system and evolution.

Section IV: Contact Information

Contacts:

Michel, Naiditch. "New nursing regulation." Health Policy Monitor, October 2007. Available at <http://hpm.org/survey/fr/a10/2> (accessed August 2008).