



European Oncology Nursing Society – Strategic Plan, 2018 to 2023

Brussels, February 2019

Introduction

The EONS Strategy 2018 to 2020 was developed by the EONS Executive Board and members in workshops and meetings that took place from February to May 2018. The strategic content and goals have been developed in response to the findings of the ongoing research project Recognising European Cancer Nursing (RECaN), current European healthcare challenges and the extensive knowledge and experience of EONS' cancer nurses who attended the strategic planning meeting.

To be inclusive, the term 'cancer nurse' is used to describe nurses¹ working with people affected by cancer, nurse teachers and researchers regardless of whether the individual has a specialist qualification relating to oncology. As an organisation, EONS strives for all cancer nurses to receive specialised training and qualifications, and continuous further education and training to keep up with developments in cancer care. However, in some countries where EONS has members this is not the case or not yet possible; therefore we aim to be as inclusive as possible in our definition of a 'cancer nurse'.

EONS has individual members and national society members in 31 countries across Europe, and also in Palestine. When the terms Europe or 'European continent' are used, this refers to the 53 countries in WHO Europe². The European Union (EU) refers to the smaller bloc of 28 nation states.

¹ EONS members are normally nurses who at the minimum have received nursing qualifications and are working with people with cancer.

² <http://www.euro.who.int/en/countries>



EONS' mission, vision and values

Mission

EONS is an umbrella organisation providing leadership in all areas of cancer nursing, research, practice, continuing education, communications and advocacy for better recognition of cancer nursing across Europe. Our mission is to ensure that all people affected by cancer benefit from the care of highly educated, well-informed and competent cancer nurses.

Vision

Our vision is that cancer nursing will be recognised by the cancer community and national and European-level policy makers, as a profession with specialised training and qualifications available across the continent. Working conditions for cancer nurses will be optimal, providing a commensurate financial income as well as protecting and promoting individual well-being. We anticipate that this will produce a relatable improvement in the health and clinical outcomes for people affected by cancer. Finally, we envisage that all our members will become confident and empowered cancer nurses operating as leaders in research, practice and education within multi-professional teams.

Values

The core strength of EONS comes from our members. We recognise the diverse aspects of nursing across Europe and strive for equality for all cancer nurses regardless of ethnicity, gender, religion, sexuality, or disability. The improvement of patient safety and better clinical outcomes for cancer patients and their families is central to our work. EONS supports nurses to facilitate equal access to treatment and cancer services. The Society firmly believes in working in partnership with sectors and professions which share our goals and values.

Strategic goals:

All strategic goals are equal and assume no hierarchy. By the end of 2023, EONS will have achieved the following:

- Patient and occupational safety will be promoted across Europe.
- Cancer nursing is recognised across Europe for its positive impact on the lives of people affected by cancer through C.A.R.E. – Communication, Advocacy, Research and Education.
- All cancer nurses have access to specialised education that is aligned with the EONS Cancer Nursing Education Framework .



- All cancer nurses gain official recognition, reward and respect as a result of RECaN and other EONS advocacy campaigns.
- All cancer nurses are connected in order to exchange and share information and support for their work.
- Facilitation, leadership and promotion of collaborative cancer nursing research across Europe.
- Leadership of European-wide advocacy initiatives.
- Provision of evidence-based advice to people and organisations working on behalf of people affected by cancer on healthy lifestyles and cancer prevention.

Organisational goals:

By 2023, EONS will have:

- Achieved financial sustainability.
- Established a collaborative system for each working group to be engaged in helping to achieve EONS' strategic and organisational goals.
- Integrated the Young Cancer Nurses network fully into all EONS' work.
- Engaged all our members to work on our mission and expanded the Society by recruiting, engaging and retaining national societies and individual members.
- Provided support for all nurses caring for people affected by cancer through working towards our strategic goals.

Monitoring and evaluating the EONS Strategic Plan

The EONS Strategy will be monitored by the EONS Executive Board and Chief Operating Officer (COO) with the support of the EONS staff and working group chairs. A mid-term evaluation of the strategy will take place against the indicators developed by the board and COO one year after the strategic and organisational goals have been approved.

Each of the CARE working groups have formulated their own objectives under the umbrella of the EONS' goals outlined in this document. It will be the responsibility of the working groups to develop their own indicators for the mid-term review and subsequent analyses.



Working Group Objectives

Communications Working Group

1. Informing and encouraging all stakeholders about the vision and mission of EONS and motivating them to join the cancer nurse network.
2. To inform EONS members, key stakeholders and other constituents regarding EONS activity and business using different media.
3. To support EONS in developing a strong working relationship with EONS National Member Societies and all key cancer organisations and agencies across Europe and Internationally.
4. To provide the opportunity for the membership societies to make their voice heard. To communicate feedback received from the membership societies to the board, for follow up actions.
5. To work closely in partnership with other EONS working groups looking at how the cancer nurse voice is communicated at a strategic and policy level.
6. To maintain & strengthen (continue to develop) EONS' social media footprint using different tools and enablers.

Advocacy Working Group

1. By the end of 2023, EONS Advocacy WG and EONS board, will be trained and experienced advocates.
2. By the end of 2023, the WG will have created a data set of how education is regulated for all EONS member countries and explore in parallel how the EONS Cancer Nursing Education Framework can be “translated” in the Common Training Framework.
3. Achieve improved patient safety across Europe by 2023.
4. Collaborative objective: The ECND will be embedded in Cancer Nursing Culture by 2023.

Research Working Group

1. To increase research literacy (knowledge, confidence and awareness) in nurses working in clinical practice, across the key areas of critical appraisal, research utilisation and dissemination.



2. To build capacity and provide opportunities for nurses to learn, network and develop research skills and experience.
3. To influence strategic priorities and funding, in order to promote person-centred cancer research.
4. To generate research evidence that will have a sustainable impact on clinical practice.

Education Working Group

1. Recognising and supporting the learning needs of cancer nurses who are working with people affected by cancer across Europe.
2. Promoting and creating opportunities so cancer nurses can learn from and teach each other and the multi-professional team.
3. Striving to ensure that all cancer nursing education which is developed, delivered and endorsed by EONS is standardised, sustainable and underpinned by the EONS Cancer Nursing Education Framework.
4. Providing a point of reference and a network of expertise to those who develop and deliver education and career development opportunities for cancer nurses across Europe.