Partnership - Solidarity - Responsibility

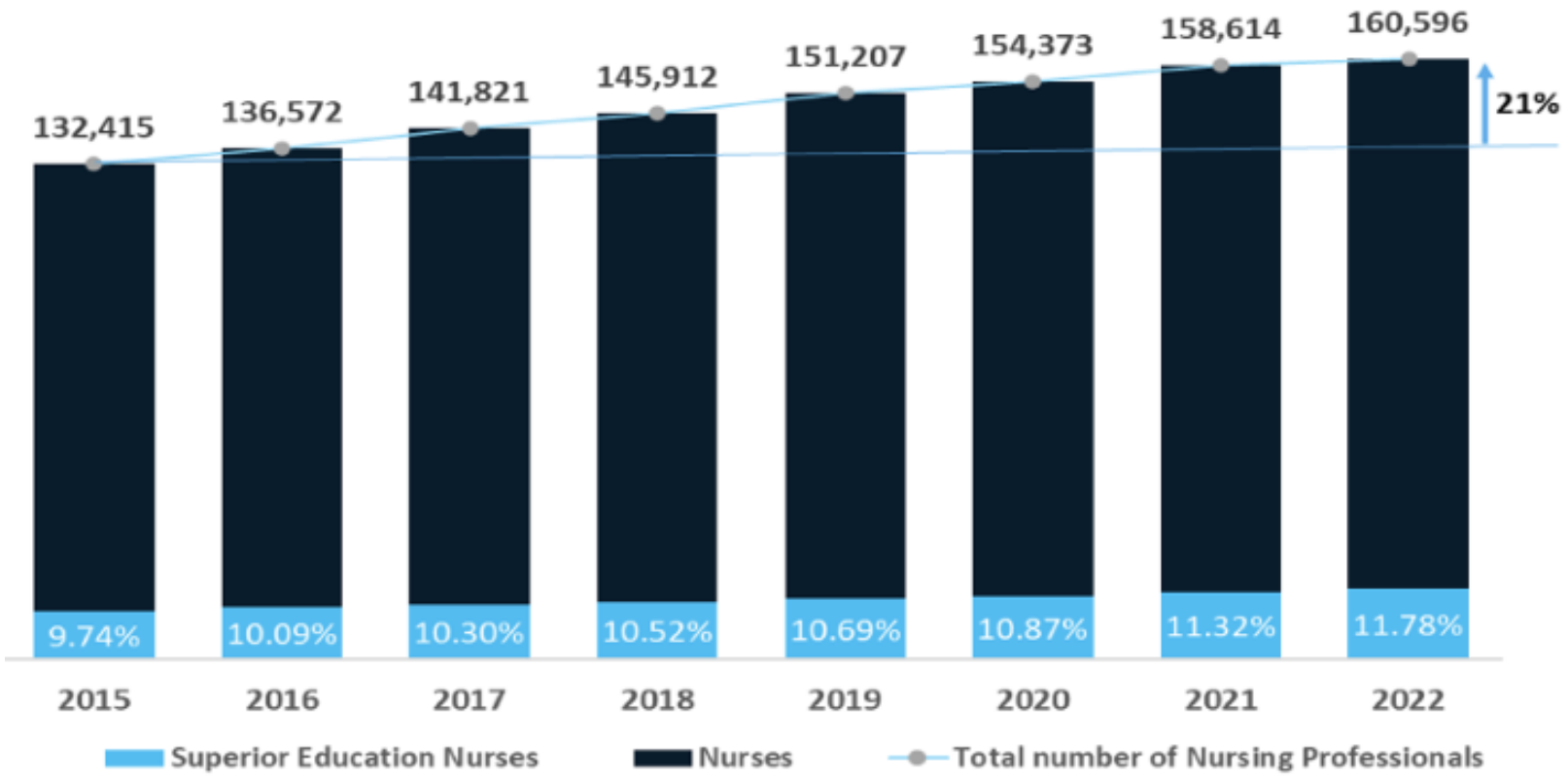
Decentralized Cooperation
Belgium - Romania
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Nursing Education and Professional Development in Romania

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Nursing Workforce Challenges in Romania



Source: Zapata T, et al, 2022; https://link.springer.com/content/pdf/10.1186/s12960-025-01003-5.pdf

- Workforce growth must be accompanied by investment in nursing education, professional development and the effective use of nurses' competencies to support value-based care.

European Recommendations: Strengthening the Role of Nurses



Implications for Romania

- Better use of nurses' qualifications, competencies and clinical expertise
- Exploring expanded nursing responsibilities within clear regulatory and competency frameworks
- Strengthening clinical specialisation and exploring pathways towards advanced nursing practice
- Supporting continuing education, career progression and professional recognition
- Expanding nurses' contribution to prevention, chronic disease management and care coordination

Nurse Empowerment: Enabling Value-Based Healthcare Strengthening nurses' capacity to respond to healthcare challenges in Romania

Professional autonomy
Recognising nurses' clinical judgement and responsibility within their scope of practice.

Competence development
Strengthening clinical expertise through education, specialisation and evidence-based practice.

Leadership and participation
Involving nurses in clinical decisions, care improvement and service development.

Supportive practice environments
Ensuring the organisational conditions, resources and interprofessional collaboration needed to make effective use of nurses' competencies.

- Empowered nurses can contribute to safer care, better patient outcomes, improved care experiences and more effective use of healthcare resources.

Regulated Nursing Professions in Romania

- Romanian legislation distinguishes three professional categories represented by OAMGMAMR:

General Care Nurses
General nursing care, assessment, planning and coordination.

Midwives
Maternal and newborn healthcare.

Medical Assistants
Specialised healthcare activities according to their qualification.

- "Medical assistants" in the Romanian regulatory context should not be confused with nursing aides or support workers.

  E.g., Radiology nurse / radiology technician, laboratory nurse /laboratory technician, etc.

Nursing Education, Specialisation and Professional Autonomy in Romania - The Romanian framework: existing pathways and future development

Postsecondary Nursing Education
3-year programme
An established pathway to the regulated nursing profession.

University Nursing Education
4 years · 240 ECTS
Bachelor-level nursing education, with opportunities for further academic development.

Same regulated profession · Same core clinical responsibilities
No separate level of clinical autonomy solely based on the initial educational pathway (DIRECTIVA 2005/36/CE).

Clinical Specialisation — Currently Organised through INMSS
Accessible to eligible nurses from both educational pathways, regardless of additional master's or doctoral qualifications.
Employer-supported or limited individual enrolment · Theoretical and clinical training · Formal assessment and certification.
Professional reconversion or development of specialised professional skills.

Future Development — PerForm Project
Modernising specialisation programmes, strengthening academic involvement and developing pathways towards advanced nursing roles and differentiated competencies.

- Education and specialisation should lead to the development of recognised competencies that are effectively applied in practice and contribute to improved patient outcomes.

Continuing Medical Education
National Online Platform and CME Registry

- Minimum **30 CME credits annually** – a requirement for obtaining the annual authorisation to practise.

208.000	**420.000**	**100 +**
unique users	**courses taken**	**active courses**

National Online CME Platform:

- Launched by OAMGMAMR in 2020.
- Free access, regardless of geographical location or device used.
- Courses covering general, transversal and specific professional competencies.
- Self-paced learning and assessment of acquired knowledge.
- Automatic recording of CME credits in the National Register.

Since 2026: Development of **interactive SCORM-based courses** to enhance the learning experience.

Professional Practice and Autonomy

- **Professional Scope of Practice**

Nursing assessment, care planning, implementation, monitoring and evaluation, within legally defined professional competencies.

- **Professional Autonomy**

Independent professional judgement and responsibility for nursing decisions within the legally recognised scope of practice.

- **Independent Nursing Practice**

A legally recognised way of exercising the profession, subject to specific professional and organisational requirements.

- **Interprofessional Collaboration**

Autonomous and collaborative nursing care services, provided based on medical recommendations or with physician involvement.

- Professional autonomy enables nurses to exercise clinical judgement and take responsibility for nursing care within their scope of practice.

Nursing in Primary and Community Healthcare

Community Nurses

- 1,931 - Reported by the Ministry of Health, 2024
- Identification of vulnerable populations and unmet health needs.
- Prevention, health education, community outreach and home visits, in collaboration with family physicians.
- Facilitating access to healthcare and social services.

Nurses in Family Medicine Practices

- Nursing assessment and monitoring within primary care.
- Supporting preventive services, vaccination activities and patient education.
- Nursing interventions and support for patients with chronic conditions, in collaboration with family physicians.

Complementary nursing contributions to prevention, access to care and the management of health needs closer to people's homes, in collaboration with family physicians.

Optimising Nursing Roles in Romania

- **Making Better Use of Nursing Competencies**

Enabling nurses to fully exercise their existing professional competencies and clinical judgement.

- **Strengthening Nursing Contributions**

Enhancing nurses' roles in prevention, chronic disease management, patient education and care coordination.

- **Clear Professional Responsibilities**

Aligning responsibilities with recognised competencies, professional standards and clinical protocols.

- **Education and Organisational Support**

Supporting clinical specialisation, evidence-based practice, interprofessional collaboration and supportive work environments.

- Optimising nursing roles means using professional expertise effectively to improve patient outcomes, care quality and resource use.

OAMGMAMR Priorities for Nursing Development and International Cooperation

- **Community-Based Prevention and Chronic Care**

Exchange effective nursing approaches to prevention, chronic disease monitoring, patient education and home-based support.

- **Integrated Care and Care Coordination**

Explore models linking hospitals, primary care, community services and home care, including nurses' roles in case management.

- **Nursing Competencies and Professional Development**

Exchange of expertise in community nursing care, clinical specialisation, multidisciplinary team practice and evidence-based care.

- **Patient Involvement and Nursing Outcomes**

Explore patient participation, nursing-sensitive outcomes and appropriate use of PROMs and PREMs.

- **Joint Learning and Practical Initiatives**

Professional exchanges, shared learning, collaborative research and small-scale pilot initiatives adapted to national contexts.

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