

# Some reflections from Germany

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# What happened recently in nursing education?

- 3 vocational training programmes until the end of 2019
  - Nurse for adults
  - Nurse for the elderly
  - Paediatric nurse
- 2020: new law regulating nursing education, substitution of three trainings by joint 2-yrs training plus one yr special focus

# Nursing education in Germany in 2021

- Started vocational nurse training (3 yrs): n=61.458
- Started Bachelor of Nursing at Universities or Universities of Applied Science: n=1.091 students
  - 1.7 % of all nursing trainees
  - German Science and Humanities Council 2012 requested 10 to 20 %

BIBB Discussion Paper

2022



ELSEVIER

Contents lists available at ScienceDirect

Z. Evid. Fortbild. Qual. Gesundh. wesen (ZEFQ)

journal homepage: <http://www.elsevier.com/locate/zefq>

Bildung im Gesundheitswesen / Education in Health Care

## Einbindung von Pflegefachpersonen mit Hochschulabschlüssen an deutschen Universitätskliniken: ein Follow-up-Survey

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Wissenschaftsrat – Research Council 2012:  
10 to 20 % Bachelor degree nurses  
recommended



### A B S T R A C T

**Introduction:** The effective integration of professional nursing staff with university training into care processes is associated internationally with better patient outcomes. In Germany, there is a current lack of reliable figures on graduates and their areas of responsibility. Therefore, the aim of this follow-up survey, designed as a repetition of a previous one, was to ascertain the number of nurses with a Bachelor's or Master's degree involved in direct patient care at university medical centers.

**Method:** In a cross-sectional study, chief nursing officers in university medical centers were asked to quote the number of professional nurses with a university degree (Bachelor, Master, Doctorate). Additional questions focused on their tasks and responsibilities and the measures undertaken to facilitate their integration into the organization. The data were analyzed using descriptive statistics.

**Results:** In total, n = 29 valid questionnaires from 35 university medical centers were included in the analysis, resulting in a response rate of 82.85%. For a total of 18 centers, the number of university-qualified nurses had increased by n = 786 between 2015 (n = 593) and 2018 (n = 1,379).

The overall percentage of nurses with a university degree working at a university medical center in the study was 3.16% (SD = 1.66; min – max = 1.09 – 6.69; Q1 – Q3 = 1.49 – 4.04; 95% CI 2.30 to 3.95). In direct patient care, the quota was 2.11% (SD = 1.40; min – max = 0.47 – 5.42; Q1 – Q3 = 0.87 – 3.16; 95% CI 1.36 to 2.76). The main focus of their duties was on standard care and patient education (graduates with a Bachelor's degree), evidence-based nursing practice development (Master's degree) and research activities (doctoral degree).

**Discussion:** Compared to 2015, the proportion of professional nursing staff with university training has increased but remains at a very low level. These nurses perform relevant clinical tasks and are involved in the development of good practice. However, there is a need for better competence-based differentiation.

# Nursing training profession - Urgent problems

- Available primary education training programmes at Universities are undermanned (50% of University places occupied)
- Advantage of University training not easy to convey
  - few role models in clinical practice
  - no or only low reimbursement of practical training
  - lack of extended roles and poorly defined roles for academic nurses
- Pronounced increase of trainees in recent years, but high intention to leave rate
- Approx. 30 % do not complete training (Sell et al. 2021); 25 % leave within 5 years after training

# German political campaigns – Public awareness

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**mehr**  
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## Plans for the future

- University training: Payment of practical work (2300 hrs)
- Substitution of doctors by nurses in primary care (community health nurses)
- Digital competencies in nursing training and continuous nursing education