



# WHO

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## *SECOND WORKSHOP ON MONITORING OF THE LEARNING MATERIALS ON NURSING*

Report on a WHO Meeting

Maribor, Slovenia  
7-10 November 1998

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## EUROPEAN HEALTH21 TARGET 18

### DEVELOPING HUMAN RESOURCES FOR HEALTH

By the year 2010, all Member States should have ensured that health professionals and professionals in other sectors have acquired appropriate knowledge, attitudes and skills to protect and promote health

*(Adopted by the WHO Regional Committee for Europe at its forty-eighth session, Copenhagen, September 1998)*

#### ABSTRACT

The Learning Materials on Nursing (LEMON) Project, launched in 1993, addressed the need for basic learning materials in central and eastern Europe and the newly independent states and facilitated a movement away from the traditional medical model. The pressing public health issues of the next century require a more Region-wide initiative to prepare nurses and midwives to take on these challenges. To this end a WHO education strategy for nursing and midwifery in Europe has been prepared as a natural progression of the LEMON Project. Building on the work of the first workshop in 1995 (the First Meeting of LEMON Coordinators, Group Members and the International Advisory Group), the participants of the Second Workshop decided on a process for the final evaluation of the LEMON Project and considered mechanisms to best integrate the knowledge and experience gained into the new education strategy. The Workshop recommended that evaluation data for the LEMON Project be collected by the end of March 1999. The participants from 11 countries from the eastern part of the European Region endorsed the new WHO education strategy, seeing the LEMON Project as a catalyst to support it.

#### Keywords

TEACHING MATERIALS  
EDUCATION, NURSING  
MIDWIFERY – education  
EUROPE, EASTERN  
COMMONWEALTH OF INDEPENDENT STATES

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## 1. Introduction

When the countries of central and eastern Europe (CCEE) began the process of change in the education and practice of nursing, the lack of professional literature was one of the largest handicaps. Very few nurses in those countries spoke English and for those who did even fewer books were available. The nurses in these countries therefore approached the WHO Regional Office for Europe (WHO/EURO) for permission to translate quality books without having to pay for expensive copying and publishing rights and permission. The same issues were discussed within the Global Network of WHO Collaborating Centres for the Development of Nursing, but the Network saw no opportunity at that time to pay for translation and publishing rights. On this backcloth, the Nursing and Midwifery Programme at WHO/EURO decided in 1993 to launch the LEMON Project<sup>1</sup> to address the need for learning materials in the CCEE and newly independent states (NIS) of the former USSR. From the start, the participating countries have seen the Project as a concrete and tangible activity, welcome at a time of profound social and political change.

The LEMON Project was an important initiative as it introduced many nurses, for the first time, to the art and science of nursing and facilitated a movement away from the traditional medical model and the physician's role. Throughout the five years of the Project's life, many countries managed, in innovative ways, to translate the 12 chapters of the LEMON package, and to have them printed and published, while others have succeeded at least in part with this endeavour. As the new millennium approaches and the new HEALTH21<sup>2</sup> is published, it is time for countries to take the successful LEMON Project ahead on their own initiative and for the Nursing and Midwifery Programme at WHO/EURO to commence a Region-wide initiative to prepare nurses and midwives to take on the challenges described in the HEALTH21 policy document. To this end, a new Nursing and Midwifery education strategy for Europe<sup>3</sup> has been prepared by the Programme, with the support of an Expert Group representative of the Region. This strategy will build on the lessons learned in the implementation of the LEMON Project and will be a strategy which is applicable across the entire Region.

## 2. Aims

Building on the work done during the first meeting of LEMON Coordinators, Group members and the International Advisory Group<sup>4</sup>, eleven countries were represented at this workshop including Croatia, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Romania, the Slovak Republic and The Former Yugoslav Republic of Macedonia, (see Annex 1 – list of participants).

The aims of this workshop were to decide on the process for the final monitoring and evaluation of the LEMON Project and to consider how best to integrate the knowledge and experience

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<sup>1</sup> The LEMON Project documentation 1993 – July 1997. Copenhagen, WHO Regional Office for Europe, 1997.

<sup>2</sup> *HEALTH21: the health for all policy framework for the WHO European Region*. Copenhagen, WHO Regional Office for Europe, 1999 (European Health for All Series, No. 6).

<sup>3</sup> *Nurses and midwives for health. A WHO strategy for nursing and midwifery education in Europe*. Copenhagen, WHO Regional Office for Europe, 1998 (document EUR/ICP/DLVR 02 03 01).

<sup>4</sup> *First Meeting of LEMON Country Coordinators, Group Members and LEMON International Advisory Group* Copenhagen, WHO Regional Office for Europe, 1995 (document EUR/ICP/HRH031).

gained with LEMON into the new WHO education strategy for Nursing and Midwifery in Europe.

### **3. Objectives**

The following objectives were set:

- (a) to systematically evaluate the position of each individual country represented at the Workshop in relation to the implementation of the LEMON Project;
- (b) to agree the means of obtaining the evaluation data (i.e. the final version of the draft questionnaire; the sample; the process of distribution of the questionnaire; the collation and analysis of results; the return of data to WHO/EURO; and the process of dissemination of the results);
- (c) to inform the representatives of the National LEMON Coordinating Groups about the new WHO education strategy for Nursing and Midwifery in Europe;
- (d) to prepare participants to become involved in the new WHO education strategy for Nursing and Midwifery in Europe by building on their knowledge and experience in implementing the LEMON Project;
- (e) to consider and agree strategies for integrating LEMON with the new education strategy; and
- (f) to make recommendations in relation to the above points.

### **4. Programme and structure**

The programme (see Annex 2) was laid out over three days.

#### ***Day one:***

Following a welcome address by Ms Majda Slajmer Japelj, WHO Coordinator for the LEMON Project and Ms Bojana Filej, Director of the WHO Collaborating Centre for Primary Health Care Nursing, Maribor, Slovenia, the participants were provided with the background for the LEMON Project. Professor Margaret Alexander (invited speaker and facilitator) introduced the new WHO education strategy for Nursing and Midwifery in Europe, setting it within the context of the new health policy document HEALTH21 and explained how the strategy builds upon the LEMON Project.

A draft questionnaire for the LEMON evaluation was discussed through group work, with the results of discussions presented during a plenary session. A second draft of the questionnaire was then prepared, including the appropriate sampling framework.

A special evening session discussed the ICNP<sup>5</sup> and the possibilities for its use by the CCEE which are in membership of or in the process of applying for membership to the International Council of Nurses.

**Day two:**

Professor Marta Stankova (invited speaker) presented a paper on how the LEMON Project had supported and could continue to support the development of advanced nursing and midwifery in the CCEE. Participants were then requested to indicate their views on how LEMON contributed to nursing practice in the CCEE. This was done through individual written contributions, group work and in plenary.

Guidelines<sup>6</sup> were provided as a framework for group discussions regarding strategies to enable integration of the learning materials with the new education strategy. Initial presentation of group work results and recommendations for possible strategies for integration were presented.

**Day three:**

The final morning plenary session elaborated on recommendations made during the previous day's group work. Agreement was also reached on the final version for the evaluation questionnaire (see Annex 3); the sampling framework (see Annex 4); the effective means of issuing the questionnaire; and the process of collation and reporting of results. Ideas for the issuance of the questionnaire included its publication in country-specific nursing journals and copies being sent to Government Chief Nurses, national nursing associations and to Directors of nursing schools.

## 5. Conclusions and recommendations

The following conclusions were reached:

- (a) The evaluation data for LEMON will be forwarded to the Nursing and Midwifery Programme at WHO/EURO by end-March 1999.
- (b) The process of obtaining the evaluation data was agreed as follows:
  - (i) the questionnaire and sampling framework will be sent to all participants, as the LEMON representatives for their countries, by fax, within two days following the Workshop;
  - (ii) the country national LEMON Coordinating Groups will be responsible for: translation of the questionnaire; issuance of the questionnaires according to the sampling framework; decisions about the most effective way to issue the questionnaires; arrangements for return of the completed questionnaires; collation of the response rate and responses to closed questions; and back translation of all responses to open-ended questions.

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<sup>5</sup> *The International classification for nursing practice (alpha version). Telematics for health.* Copenhagen, The Danish Institute for Health and Nursing Research, 1996.

<sup>6</sup> Tichen, A. & Binnie, A. Action research, a strategy for theory generation and testing. *International journal of nursing studies*, 31: 1-12 (1994).

- (c) The participants, as representatives of their respective National LEMON Coordinating Groups, endorsed the new WHO education strategy for Nursing and Midwifery in Europe.

The following recommendations were made:

- (a) The LEMON Project should be seen as a catalyst to support the implementation of the new WHO education strategy for Nursing and Midwifery in Europe.
- (b) Members of the National LEMON Coordinating Group in each country should be integrated into the membership of the specific country's education strategy steering group.
- (c) Results of the final evaluation of the LEMON Project should now be collated and disseminated, as considered appropriate, by the Nursing and Midwifery Programme at WHO/EURO.
- (d) Clarification should be given, in future communications about the education strategy, of the level of the family health nurse as a post-basic qualification which builds upon the initial graduate level qualification which is the focus of the education strategy.
- (e) The role and status of the family health nurse as an equal member of the health care team should be clarified, particularly for countries in transition.
- (f) Clarification should be given on the concept of "family" as outlined in the HEALTH21 policy document, to indicate that it is inclusive of individuals, patients and communities.
- (g) The serious concerns of the LEMON representatives about the detrimental effort for accessing countries, of the low level of the 1977 EC Directives<sup>7</sup> should be expressed in a letter to the President of the Standing Committee on Nursing of the European Union (EU-PCN). This is a matter of urgency.
- (h) Countries should consider including an Audit Group within the national Steering Group for the education strategy.
- (i) Given that nursing and midwifery education in most countries represented at the Workshop come under the auspices of the Ministry of Education, the Nursing and Midwifery Programme at WHO/EURO should consider including ministers of education in the list of receivers of the education strategy.
- (j) Information about developments with respect to the new education strategy should be widely disseminated by the WHO/EURO Nursing and Midwifery Programme, by means of a news bulletin.
- (k) Countries that wish to do so, should be permitted to use elements of the education strategy in advance of its final publication.

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<sup>7</sup> EU Council Directive 27.6.1977. *Official journal of the European Communities*, 20: LI 7615 (1995); and *The role and education of nurses*. Strasbourg, Council of Europe Press (Health and Society Series, C1995).

Second Meeting of Country Monitoring Persons  
 For Learning Materials on Nursing  
 Maribor, Slovenia, 7-10 November 1998-11-05

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Second Workshop on Monitoring of  
the Learning Material on Nursing

Maribor, Slovenia, 7-10 November 1998

**PROGRAMME**

**Sunday, 8.11.1998**

09.00-09.30

-WELCOME  
-Health centre Maribor and WHO  
Collaborating Centre for PHC  
Nursing  
-WHO/EURO/NUR

09.30-10.30

**Setting the scene, the new educated nurse in  
Europa**

Prof. Margaret Alexander, Director,  
Collaborating Centre for Nursing and Midwifery  
Education, Research and Practice, Glasgow

10.30-11.00

Coffee break

11.00-12.00

**Introduction to the Workshop and LEMON  
Project Process and Expectations**

Ms. Majda Šlajmer-Japelj  
Short-term Professional, Nursing and Midwifery  
WHO Regional Office for Europe

12.00-13.30

Lunch

13.30-15.00

Group work

15.00-15.30

Coffee break

15.30-16.30

Group work (continued)

16.30-17.00

General Discussion

17.15-18.00

Evening session: ICN, ICNP,, development of  
computer supported nursing informatics

19.00

Dinner

## Monday, 9 November 1998

- 09.00-10.30 Linking theory and practice  
**"Learning material on Nursing as support to the development of modern Nursing in the CCEE and NIS countries"**  
Dr. Marta Stankova, Associated Professor  
Institute for Nursing, Theory and Practice  
Charles University, Prague
- 10.30-11.00 Coffee break
- 11.00-12.00 Group work - based on the morning presentation
- 12.00-12.30 Photographing
- 12.30-14.00 Lunch
- 14.00-14.45 Presentation of Country reports
- 14.15-15.15 Feedback of group work.  
-the readers' samples for the monitoring
- 15.15-15.45 Coffee break
- 15.45-17.00 **Strategies for ensuring the integration of the Learning Materials with the new Education Strategy for Nursing and Midwifery in Europe.**  
**-Guidelines for the group work**  
**-Group work**  
Professor Margaret Alexander and  
Mrs. Majda Šljajmer-Japelj
- 17.00-17.30 Feedback of the group  
-Ideas for the recommendations

## Tuesday, 10 November 1998

- 08.00-08.30 The reminder of all feedbacks
- 08.30-09.45 -Decision on Recommendation  
-Integration of the National Lemon groups into the National groups for the Educational Strategy.
- 09.45-10.00 Conclusion of the workshop and farewell

## Learning Materials on Nursing Readers' QUESTIONNAIRE

We would be very grateful if you would answer the questions in this questionnaire, which seeks your opinions in relation to the important evaluation of the World Health Organisation LEMON project. Please be assured that all responses will be completely confidential. There is no right or wrong answer. It is your own personal opinion which is valuable to us.

Your age: \_\_\_\_\_

Your sex: \_\_\_\_\_

Your country: \_\_\_\_\_

Please tick the appropriate box or boxes for each question.

- |      |                   |                          |
|------|-------------------|--------------------------|
| I am | a nurse           | <input type="checkbox"/> |
|      | a midwife         | <input type="checkbox"/> |
|      | a student nurse   | <input type="checkbox"/> |
|      | a student midwife | <input type="checkbox"/> |

Length of practice (Please write in the number of years) \_\_\_\_\_ years

1. If you are a qualified nurse and/or a qualified midwife, please tick the box corresponding to your present position:

- |                                    |  |                          |
|------------------------------------|--|--------------------------|
| a. Nurse or midwife manager        |  |                          |
| - in a hospital                    |  | <input type="checkbox"/> |
| - in a Primary Health Care setting |  | <input type="checkbox"/> |
| b. Nurse or midwife teacher:       |  |                          |
| - in a vocational school*          |  | <input type="checkbox"/> |
| - in a college*                    |  | <input type="checkbox"/> |
| - in a university                  |  | <input type="checkbox"/> |
| c. Nurse or midwife in practice    |  | <input type="checkbox"/> |
| d. Other: please specify _____     |  |                          |

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\* Vocational school is equivalent to secondary school,

\* College is equivalent to post-secondary school

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10. How did you acquire the chapters?

- I bought them
  - I received them free of charge
  - They were given as an award to me
  - I have borrowed them from the library
  - They are available in the institution where I work
  - Other: please explain
- 

11. Please list any other nursing literature which you are using in addition to the Learning Materials on Nursing?

If you know only part of the information, please just give us as much as you can

**Title:**

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**Author**

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**Publishing year**

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**Language**

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**Title:**

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**Author**

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**Publishing year**

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**Language**

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**Title:**

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Author

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Publishing year

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Language

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**Title:**

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Author

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Publishing year

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Language

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12. Please add any other comments you would like to make.

Thank you very much for your co-operation.  
A summary of the results will be published in your Nursing Journal, but of course they will be anonymous and there is no way that you, as an individual, can be identified.

**Sampling Framework  
for the  
Learning Materials on Nursing - Readers' Questionnaire**

Essential to take a random sample from different institutions.

The minimum numbers should be as under-noted, and in the following proportions:

- |   |   |    |
|---|---|----|
| 1 | Student nurses - in the final year of their nursing education | 30 |
| 2 | Nurses in practice: including nurse managers of all levels    | 70 |
| 3 | Nurse teachers - only those who are teaching Nursing Sciences | 30 |

If a country finds it impossible to get the above numbers, then it should send as many as possible from each of the three groups.

If a country finds that it can get more than the minimum numbers listed above, then it should send all it can.

