

Young Cancer Nurse Workshop

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Background

- At a number of previous advisory council meetings national cancer nursing societies expressed concerns about the challenges young European cancer nurses faced.
- To address this and to explore further the issues raised EONS invited a number of young cancer nurses to attend the advisory council in Athens in 2015. Each nurse 'shadowed' a representative from their own national cancer nursing society.

Background

- The following countries were represented:
- **Cyprus**
- **Estonia**
- **Greece**
- **Iceland**
- **Portugal**
- All nurses were female and under the age of 30

Themes

- **Relationships with older cancer nurses**
- It was suggested that some older cancer nurses were tired, afraid of change, and do not like to be challenged with new ideas by younger cancer nurses.
- There was a mixture of opinions regarding the clinical environment. some younger cancer nurses are expected to transfer to new clinical areas with little to no support from other nurses - “Hitting the ground running”. This was not everyone’s experience and some commented that they have really good support from older cancer nurses.

Themes

- **Relationships with older cancer nurses**
- The relationship with the nursing supervisor / older cancer nurses were considered to be extremely important for a number of reasons (promotion of new ideas, support of younger cancer nurses, education etc.)
- It was important to develop the relationships between younger cancer nurses and older cancer nurses

Nursing Migration

- All the young cancer nurses had personal experience of peers / nurse colleagues migrating to other countries to work
- The countries included USA,UK,UAE, & Australia/Asia
- Once these nurses left they did not return home with new skills/experiences but had left for good.
- Nurses migrate for financial reasons as well as professional development. It was felt that if the salary's increased at home this may prevent nurses leaving but it was also important to improve working conditions.
- Most of the nurses said they were staying for family, friends and to be at home

Education

- Most nurses had trouble accessing education and professional development.
- Cost was a factor as was protected study leave.

Gender

- Young cancer nurses had experience of being asked when looking at promotion / being interviewed for jobs if they had children / or were planning to have children?
- When colleagues / peers went on maternity leave their post were not back-filled leaving nurses to pick up the additional responsibility

Nursing Roles

- Advanced practice varied in different countries.
- Some nurses were able to cannulate and take blood from patients, others did this as outside of an extended role but were aware that if something went wrong they would not be protected
- Countries were in different stages of development regarding regulation

Networking

- Nurses enjoyed meeting others nurses and working with and learning from.
- Within smaller geographical countries this was easier as nurses could travel to meetings, in larger countries this was not possible

Strategy

- “Younger cancer nurses as decision makers at different levels of work need to recognise the contribution of professional knowledge in the full development of the cancer nurse role.”
There is a need to.. “evolve strategies to educate and assist young cancer nurses (role of social media, more attention and opportunities to young cancer nurses in EONS Events) ”

Moving Forward

- There was a need for national cancer nursing societies to consider the role of younger cancer nurses
- The role of social media in promoting networking and communication with younger cancer nurses (snapchat, what's app, Instagram, Facebook)
- Reduced fees (specifically for younger cancer nurses) to attend educational events
- Hosting a young cancer nurses workshop/meeting at each EON event
- Having a protected page on the EONS web site for young cancer nurses

Thanks to our young cancer nurses for
contributing

