



**Paul De Raeve**

**Secretary General**

**European Federation of Nurses Associations (EFN)**

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Paul De Raeve is born in Belgium on the 23rd December 1963. Paul De Raeve graduated as registered nurse in 1984. He obtained a Master degree in Nursing Science at the Free University of Brussels in 1989. In 1996 he received a Master degree in Statistics from the Catholic University of Brussels. He is actually Doctoral Student at the Kings College University of London.

Since 1984 Paul De Raeve worked full time as a Registered Nurse in a centre for children with muscular disease. He was a Head nurse Neonatology in the Al Hada Hospital in Saudi Arabia from 1990 up to 1992. On his return from the Middle East, he was appointed as a staff manager at the Free University hospital of Brussels, part-time delegated to the Belgium Ministry of Health and Environment. He was responsible for developing a national comparable data warehouse for nursing, introducing qualitative indicators within the hospital financing system and providing data for the political decision-making process.

In 2002, Paul De Raeve was appointed as General Secretary of the European Federation of Nurses Associations (EFN). EFN activities relate to the promotion and protection of nurses and the nursing profession with particular reference to the EU and Europe. Working towards this mission includes ensuring that nursing is central in the development, implementation and evaluation of the European Health Policy in the field of education, workforce, and quality and safety. Outcomes are achieved in partnership with other health providers, patients' organisations, civil society and many other European stakeholders.

## Europass curriculum vitae



### Personal information

**Surname(s) / First name(s)** **De Raeve Paul**

**Address(es)** 11A, Clos du Parnasse, 1050, Brussels, Belgium

**Phone** +32 2 512 74 19

**E-mail(s)** [efn@efn.be](mailto:efn@efn.be)

**Nationality(-ies)** Belgium

**Date of birth** 23 December 1963

**Gender** Male

### Current Post

**Secretary General – European Federation of Nurses Associations**

### Work experience

Dates	March 2002 onwards
Occupation or position held	Secretary General
Main activities and responsibilities	Lobby European Commission, European Parliament, Council of Europe, WHO Europe
Name and address of employer	European Federation of Nursing Associations
Type of business or sector	European Non Governmental Organisation – Professional Organisation
Dates	1992 – 2002
Occupation or position held	National Nursing Minimum Data Set Coordinator
Main activities and responsibilities	Visualising Nursing and Nurses – Policy making
Name and address of employer	Ministry of Health - AZ-VUB Jette - Belgium
Type of business or sector	National Government and University

Dates	1990 – 1992
Occupation or position held	Senior Nurse and Quality Assurance Nurse
Main activities and responsibilities	Management Neonatal ICU and Quality Assurance
Name and address of employer	Al Hada Hospital, Taif, Saudi-Arabia
Type of business or sector	Health Care Sector

Dates	1984 – 1990
Occupation or position held	Nurse
Main activities and responsibilities	Client & Nursing Care
Name and address of employer	De Bijtjes, Vlezenbeek
Type of business or sector	Health Care Sector

### Education and training

Dates	2005 – onwards
Title of qualification awarded	Mphil - PhD
Principle Subject	Is the EU Enlargement a Policy Window Opportunity for the Nursing Profession? A Comparative Case Study following an Ethnographic Approach
Name and type of organisation	Kings College - UK
Classification	ISCED 7

Dates	1995 – 1996
Title of qualification awarded	Master in Quantitative Analysis in Social Science
Principal subjects	Thesis Title: 'Analyses of Psychosocial and Administrative Activities of Public Health Nurses'
Name and type of organisation	Catholic University of Brussels, Belgium
Classification	ISCED 6

Dates	1986 – 1989
Title of qualification awarded	Licence in Nursing Science: option Administration & Management
Principal subjects	Thesis Title: 'Independent Living of Physical Disabled People in Flanders & Brussels'
Name and type of organisation	Free University of Brussels, Belgium
Classification	ISCED 6

Dates 1981 – 1984  
 Title of qualification awarded Bachelor in Nursing  
 Principal subjects Nursing Care Process  
 Name and type of organisation Sint-Elisabeth School for Nursing, Belgium  
 Classification ISCED 5

**Personal skills and competences**

Mother tongue(s) **Dutch**

Other language(s)

Self-assessment

European level (\*)

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	

**English**

**French**

**German**

**Arabic**

C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user
C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user
C1 Proficient user	C1 Proficient user	B1 Independent user	B1 Independent user	A2 Basic user
A1 Basic user	A1 Basic user	A1 Basic user	A1 Basic user	A2 Basic user

*(\*) Common European Framework of Reference (CEF) level*

**Social skills and competences**

Networker, Lobby skills, Very good communication skills, Intercultural skills, Mediating skills, Adopt an analytical and critical approach and makes sound judgments.

**Organisational skills and competences**

Goal-driven, Management skills, Knowledge of Financial management and reports, Coaching staff, Desire to advance nursing as a profession in all of its branches

**Computer skills and competences**

Competent with most Microsoft Office programmes and Statistical programmes such as Statistica and SPSS

**Additional  
Information**

Reviewer – Expert European Union – DG Employment – Skill Mix Skill Needs  
Reviewer – Expert European Union – DG Research - FP7-REGIONS-2010  
Peer Reviewer – Expert European Union – DG Enlargement – Taiex Mission  
Peer Reviewer – Expert European Union – DG Employment – Health Care  
Reviewer Journal of Advanced Nursing  
Reviewer WHO Regional Office – Health Evidence Network (HEN)  
Reviewer Health Promoting Hospitals Network

**Additional  
Information**

**PUBLICATION - Books**

De Raeve P. ao. (1998). 'Het Verpleegkundig Wetenschappelijk Onderzoek, praktisch bekeken', Kluwer, ISBN 90 6716 5107

De Raeve P. & Negri J.F. (2000) 'La Recherche Infirmière, Approches Pratiques, Kluwer, ISBN 90 5062 308 5

## Additional Information

### PUBLICATION - Articles

De Raeve P (2010) Sharps Injuries – Stepping Up to the Challenge in Europe, Hospital Healthcare Europe

De Raeve P. (2007) The Future EU Health Services, Parliament Magazine, Issue no. 259

De Raeve P. (2007) EU Patient and Workplace Safety, Issue no 257

De Raeve P (2007) EU Health Pro Elderly, Parliament Magazine, Issue no. 256

De Raeve P. & Kennedy A. (2006) EU Challenges to Safeguard Quality of Care and Patient Safety. Health First Europe

De Raeve P. (2005) The political 'state of art' on the Directive on Mutual Recognition of Professional Qualifications. EFN

De Raeve P. (2004) Nursing and Health Developments in Central and Eastern Europe. Nursing Standard

De Raeve P. (2004) The Free Movement of Nurses: A win-win situation if based on ethical recruitment guidelines. EuroHealth

De Raeve P. (2003) The Nursing Shortage: A European Perspective. Journal of Advanced Nursing

De Raeve P. (2003) Nursing Powers in the EU: The Role and Outcomes of the Standing Committee of Nurses of the EU. European Journal for Hospital Managers

De Raeve P. (2003) The Interaction between Politics, Doctors and Nurses. European Journal for Hospital Managers

De Raeve P. (2001) The added value of joining process indicators within hospitals. Transparenz und Klarheit auf dem Weg zum neuen Entgeltsystem in Deutschland. Deutsche Casemix-Konferenz, Konferenzdocumentation, 58-64.

De Raeve P. (2001) Link between parent participation and financing system as incentive for the paediatric sector. News from Hospital Registration Systems, Ministry of Health Care and Environment.

De Raeve P. (2001) The added value of Nursing Audit. News from Hospital Registration Systems, Ministry of Health Care and Environment.

De Raeve P., Vercruyse R., Waterschoot T. and Vandrogenbroeck G. (2001) Two mattresses for neonates compared for cost and quality of nursing care. Connect –Critical Care Nursing in Europe, 1, 1, 5-10.

De Raeve P. (2000) Financing Nursing Care from a different perspective. News from Hospital Registration Systems, Ministry of Health Care and Environment, 17, 13-14.

De Raeve P. (1999) Attribution du personnel sur base du RIM et du modèle de Performance. Soins Infirmiers & Informatique SIXI, 31, 3-15

De Raeve P., Vercruyse R., Raymackers F., Van de Maele W. (1998) Calculating the need of Human resources within the nursing care process. VBVK, Nursing Management, 17, 5, 3-14.

De Raeve P. (1998) Nursing Minimum Data Set and Supplementary Financial Index. Nieuwsbrief MVG.

## Additional Information

### PUBLICATION - Articles

- De Raeve P. (1998) The strength of Nursing through NMDS, *Nursing Standard*
- De Raeve P. (1998) Approche méthodologique de la mesure de la production infirmière en Belgique. ULB, MISS - Maîtrise en Management des Institutions de Soins et de Santé, 87-100.
- De Raeve P., Sevenois M., Van Riel J., Vanhemelrijck M., Suys E., De Win M. (1997) Visualising the reality by nursing research. Improving Clinical Outcomes through Education, *Journal of Wound Care*, Harrogate, 111-113.
- De Raeve P. (1997) La Forza del Nursing attraverso I Dati Infermieristici Minimi, *Professioni Infermieristiche*, 4, 11-20.
- De Raeve P. (1997) Nursing Profession and Employment. The white book in terms of employment. *The Belgium Hospital - Het Belgisch Ziekenhuis*, 2, 44-47.
- De Raeve P. (1997) The nursing performance in practice: Challenges of the XXI century. *International Conference NNBVV-FNIB*, 57-67.
- De Raeve P. (1997) Which future for which hospital? New developments in Nursing. *Het Belgisch Ziekenhuis*, 3, 33-39.
- De Raeve P. (1996) Human Resources in Neonatal ICU. Financing of Perinatal Hospital Care in Belgium, Ministry of Scientific, technology and Cultural Affairs, KUL, 110-114.
- De Raeve P. (1996) New challenge: to achieve maximum quality output concerning prevention of pressure sores with high-risk patients, with specific financial input. *Wound Management Harrogate*, 39-42.
- De Raeve P. (1996) Identifying Cost Indicators for Belgium Hospital Financing System – part Nursing Care Process. Centrum of Health Economics and Hospital Management, Ministry of Health Care and Environment, AZ VUB
- De Raeve P. (1996) Analysis of Psychosocial and Administrative Activities of Public Health Nurses in the Free University of Brussels. Canonical Correlation Analysis, *Hiclas en Lisrel, Quantitative Analysis in Social Science*.
- De Raeve P., Delmotte N., Speltincx V., Van Genechten V. (1995) Reliability and Validity of Nursing Data, *News from Hospital Registration Systems*, Ministry of Health Care and Environment, 11, 5-6.
- De Raeve P., Schoupe L, Delmotte N., Speltincx V., Fabry P., Goffard A., Maricaux P. (1994) Evaluation of feedback, *News from Hospital Registration Systems*, Ministry of Health Care and Environment, 9, 5-6.
- De Raeve P. (1994) Human Resources allocation based on the Nursing Minimum Data Set and the Performance Model. *The Belgium Hospital - Het Belgisch Ziekenhuis*, 2, 217, 8-17.
- De Raeve P., Schoupe L, Delmotte N., Speltincx V., Fabry P., Goffard A., Maricaux P. (1993) Feedback for practice, *News from Hospital Registration Systems*, Ministry of Health Care and Environment, 6, 11.

**ORAL PRESENTATIONS**

2009

PRAAG, EU Presidency, EU Workforce for Health

PRAAG, EU Presidency, DIRECTIVE 36 & BOLOGNA

BRUSSELS, EUREGHA, The Pharmaceutical Package: Information to Patients

OSLO, WHO, The Financial Crisis – Impact on Nurses and Nursing

BRUSSELS, European Parliament, The EU Workforce for Health

BRUSSELS, European Policy Centre and EPP, The Financial Crisis

BRUSSELS, EMSP, Social Cohesion Funds – EFN Approach

PAMPLONA, Edad & Vida, Long Term Care – Nurses Views

RIGA, EFN Lobby Priorities and Outcomes

DURBAN, ICN Congress, Synergies DIRECTIVE 36, Bologna and EQFW

COPENHAGEN, NFF, EFN Lobby Priorities and Outcomes

2008

FINLAND, Arcade University, EFN Role in EUNETPAS – Patient Safety

BRUSSELS, European Commission, DG Sanco, Launch Green Paper on EU Workforce for Health

EDINBURG, ENSA, The Bologna Agreement and Student Futures

BRUSSELS, European Policy Centre, Mobility of Health Professionals

PARIS, EU Presidency, Patient Safety

BRUSSELS, EPPOSI, Workshop on Chronic Conditions - A European strategy for Chronic Conditions

CHARLEROI, FNIB, Vers un Titre Unique, DIR 36 and BOLOGNA

GREECE, 35th Pan-Hellenic Congress, Quality and Safety in Health Care – EU Initiatives

BRUSSELS, Health First Europe, EU Workforce for Health

STOCKHOLM, HIV-AIDS, Needle stick Injuries

2007

CYPRUS, Equality, 14th Cyprus Nursing Conference, Quality and Safety in Health Care

BRATISLAVA, Council of Europe Health Ministers Summit, Working for Ethically Sound Solutions

BERLIN, European Commission Conference on Health Services

BRUSSELS, Belgium Parliament Legislative Proposal on Sharp Injuries

STRASBOURG, European Parliament Intergroup on Health Services

BRUSSELS, European Parliament, Green Learning Seminar on Health services and Health care across the EU

GREECE, 34th Pan-Hellenic Congress, Nurses Influencing EU Policy Making



## **ORAL PRESENTATIONS**

2007

BRIGHTON, RCN Joint Education Forums' 1st International conference "Beyond the borders: International nursing education in the 21st Century"

PORTUGAL, "Yesterday! Today...Tomorrow? To Think Nursing Reflecting about a future"

BRUSSELS, EHMA Conference on "Shaping the future for Community action in health services"

2006

TAIWAN, National Government, Human Resources for Health

ROMANIA, Capacity Building Health NGOs, Council of Europe

LUXEMBOURG, EUROFEDOP, The Health Grouping of the Council of Europe

BRUSSELS, European Health Management Association, The scope of the Health Directive

BRUSSELS, FNIB, La Dimension Européenne de l'art Infirmière

BRUSSELS, European Commission, High Level Group, Continuous Professional Development

PORTO, Portuguese Student Organization, To Think in Nursing: Dynamics of to Take Care - Nurses Influencing EU Policy Making

BRUSSELS, European Commission, DG Enterprise, Pharmacovigilance

BRUSSELS, European Commission, DG Sanco, High Level Group, 1 Million Nurses Recruited to the US by 2012 - Does Europe and Member States Need to Act?

UNITED KINGDOM, RCN, Education from a European Perspective - Nurses Influencing EU Policy Making

BRUSSELS, FINE, Vers une Dynamique Européenne en Soins Infirmiers - Formation / Compétences / Qualifications

UNITED KINGDOM, RCN, Nursing the World - How Europe is changing nursing education

SLOVAKIA, AEMH, Hospital Management Based on Quality and Safety

2005

BRUSSELS, EEN CONFERENCE, Policy Priorities on Environment & Health – Health Professional Perspective

BRUSSELS, NORWEGIAN DELEGATION to THE EU INSTITUTIONS, Policy impact

LUXEMBOURG, EU Presidency, Patient Safety, Luxembourg Declaration

LONDON, European Student Organisation, Nursing Lobby Work within the European Institutions

BRUSSELS, European Commission, DG Information Society and Technology, How to integrate nurses in Innovation.

MADRID, FEPI, The Role of the Nurses in Europe – How to speak with one voice?

**ORAL PRESENTATIONS**

2005

BERLIN, European Commission, DG Environment and Health Protection, European Public Health Today: New Challenges and Solutions.

LJUBLJANA, 5<sup>th</sup> Congress of the Nurses Association of Slovenia, Care for Patients, The Position of Nursing in the European Union Today.

LEVERKUSEN, Symposium – Choice: benefit or burden in Diabetes Care? – Choice in a changing environment – New legislation within the European Union effecting nurses and nursing – is this a cause for concern or an opportunity?

BRUSSELS, European Parliament, Balance between Long Term Global Horizon Scanning & Immediate Concrete Actions the EU needs to take to achieve the Lisbon Agenda.

BRUSSELS, European Commission, DG SANCO, High Level Group, Continuous Professional Development within Nursing

BRUSSELS, CHES, Stakeholder perspectives on the new EU Health and Consumer Strategy

ROMANIA, Romanian Nurses Association, Politics of Nurses Education and Employment in the European Union Member States

IZMIR, International Nursing Congress, Politics of Nurses Education and Employment in the European Union Member States

BRUSSELS, FNIB, Fièrè d'ètrè Infirmièrè, Autonomie et Responsabilité Professionnelles:  
Deux Réalités Quotidiennes

2004

BRUSSELS, EUCOMED, Advocacy and Policy: Patient safety is a European priority!

BRUSSELS, European Commission, DG INTERNAL MARKET, Advocacy and Policy:  
Patient safety is a European priority!

BRUSSELS, Madariaga European Foundation, Patient Mobility: Implementing the High Level Reflection Process

PARIS, AGORA EUROPEAN HEALTH VII, Mobility of Health Care Professions

LUXEMBOURG, European Commission, DG SANCO, Policy Formulation Capacity: the Effect of the European Mobility of Nurses on Citizens Needs & Patient Safety.

GHENT, Mental Health – European Comparison 2004 – Length & Content of Courses in Psychiatric Nursing, Role of Nursing Networks in Policy Development

BRUSSELS, European Parliament, Impact of Bologna Declaration on Nursing Education in Europe

LUXEMBOURG, 1er Salon Infirmier Luxembourgeois - La Qualité des Soins Infirmiers, Une Europe pour les Infirmières – des Infirmières pour l'Europe

PRAGUE, 12th United European Gastroenterology Week, The EU Health Strategy and the Opportunities for Nurses and Nursing

**ORAL PRESENTATIONS**

2003

BUDAPEST, DG Sanco, Conference on Community Action Plan, Influencing across Europe EU policy making.

DEN HAAG, Ninth Workshop EU Law and National Health Policies 2003. The position of health professionals (Nurses) in the enlarged European Union

BERLIN, PCN Enlargement Seminar, EU health policies and Future of Sectoral Directives

ZAGREB, First Croatian Congress on Preventive Medicine and Health Promotion, The Role of Nurses in Public Health

BRUSSELS, EUCOMED conference, The Role of Nurses in the Network of Care

GASTEIN, DG Sanco, Movement of Nurses, a win-win situation based on ethical recruitment guidelines - Concrete examples

Presentation before 2003 - on request.