

# Provision of advanced uro-oncological care

## Part II: Building a resilient nurse workforce to provide quality care



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The World Health Organisation and the International Council of Nurses expect that there will be a shortage of 5.7 million nurses internationally until 2030. [1,2] The United States' cancer care workforce lacks more than 2,300 medical oncologists until 2025. [3] After the current COVID-19 pandemic, it is expected that more (specialised) nurses will leave the profession because they miss physical and psychological safety. [4]

### Introducing advanced practice nurses

To meet patients' demands and to cope with the shortage of health care professionals, many countries see potential in the introduction of advanced practice nurses (APNs) and their services to national health care systems, as presented in Part I of this EUT series. [5] These specialised nurses with a master degree provide comprehensive care through multi-dimensional interventions, e.g. coordinative activities to manage needs in the interprofessional care team and by counselling to increase patients' symptom management. [6] The advanced nursing practice services are intended to achieve an improvement in patient quality care. [6]

### Job satisfaction

Nonetheless, a range of organisational and personal factors have an impact on APNs' job satisfaction and thus on their job performance and patient quality of care. [7] Job satisfaction is understood as a personal feeling that indicates whether an employee is satisfied or dissatisfied with the work, including a number of factors such

as psychological, physiological, and environmental/organisational. [8] Satisfaction-related factors are divided into intrinsic, which usually increases the feeling of satisfaction, and extrinsic factors, which relates to dissatisfaction. Relevant factors vary regarding the country and organisation-specific environment. Especially APNs working in the primary care setting quite often experience a high case load when providing their services. Even though these APNs enjoy a broad scope of practice, which might relate to a higher level of satisfaction, the remoteness in primary care and the missing educational resources can intensify the feeling of being alone and not supported, which can cause dissatisfaction with the job. [9]

**“Supportive interventions for APNs and registered nurses are necessary to help them cope with the demanding work.”**

### Organisational and personal factors

Organisational factors - which are relevant in every care setting, such as the lack of legal regulation of advanced practice competencies and the lack of supervision in clinical training, are negatively related to APNs' job satisfaction. [10] Nonetheless, personal factors, such as a higher number of years of professional experience, a low number of overtime hours, and increased confidence in one's own role are associated with job satisfaction. [11] Variety in work between clinical practice, research, scientific and professional training, and consulting activities leads to a better role satisfaction and favours retention in the role. [12] Nevertheless, if the APNs' extended scope of practice is not fully exercised, this can cause job dissatisfaction. [13] However, job-satisfaction-related factors that are relevant in the context of patient care (e.g. caring for patients with a uro-oncological condition) was not found in the latest published literature. The author assumed that relevant factors are more associated with organisational and personal factors than with patient characteristics (e.g. diagnosis) or the complexity of care that needs to be provided to patients.

### Coping with work stress

Providing care to patients in a complex care situation (e.g. patients with a cancer diagnosis) under time pressure leads to work stress and is known as a barrier in providing good nursing care. [14] Literature shows that work stress can result in psychological effects such as burnout, depression, anxiety, and post-traumatic disorders, which are associated with an increased absence from work and the intention to leave the nursing role or profession. [15-17] Supportive interventions for APNs and registered nurses working in specialised care (e.g. uro-oncological care) are therefore necessary to empower them with relevant knowledge and to help them cope with the demanding work. [18] An example of a supportive strategy is the educational resources offered by the European Association of Urology Nurses (EAUN). If time is allotted for nurses (e.g. in Urology) to attend conferences, meetings, and/or webinars, they may gain knowledge (e.g. learn skills to reduce stress in a demanding working environment). Furthermore, compensation of overtime and the opportunity for personal development might give the needed support. [19]

### Educational resources

To build a resilient nurse workforce in uro-oncological care, the EAUN is working hard to provide different kinds of educational resources. A number of these resources are:

- Bimonthly webinars developed by special interest groups (SIG prostate cancer, bladder cancer, continence, endourology);
- E-courses available to members;
- One to two-day ESUN courses;
- The fellowship programme to get an insight into other national nursing care programmes.

Especially in the time of COVID-19, online resources seem to be the most effective way to reach urology nurses internationally. To stay up to date, it is important that national urology nurses organisations and the EAUN collaborate on providing further educational resources about relevant topics. The EAUN is therefore happy to receive further feedback. Please send your ideas or inquiries to [eaun@uroweb.org](mailto:eaun@uroweb.org).

### References

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The full list of references of this article is available from the EUT Editorial Office. Please send an e-mail to: [EUT@uroweb.org](mailto:EUT@uroweb.org) with reference to the article "Provision of advanced uro-oncological care" by Franziska Geese, Aug/Sep issue 2021.



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# Join the ERUS-EAUN Robotic Urology Nursing Meeting

## One or three-day update available as part of ERUS-DRUS21 meeting

The EAUN is working together with the EAU Robotic Urology Section to offer nurses a three-day meeting in Dusseldorf this November. There will be a full-day nurses' programme on November 11th, with nurses invited to join the rest of the ERUS meeting on 11-13 November.

The meeting will give participants a complete update on robotic urology and how it differs from conventional surgery, with special attention given to the nurses' roles in the team. We spoke to Ms. Anna Mohammed, Chair of the EAUN Special Interest Group for Endourology and also Chair of the Nurses' Programme at ERUS-DRUS21 from London (GB).

### The programme

"The programme for the 2021 ERUS-EAUN meeting will look at various aspects relating to robotic surgery," said Ms. Mohammed. "For instance the differences in prostate cancer treatment, nerve-sparing surgery, the controversial topic of lymph node dissection and whether it makes a difference in cancer surgery. We will also be getting an update on team training and 'lean methodology' for efficiency within the theatre team and robotic surgery environment."

Register now for the late fee!  
Deadline: 27 October 2021

"We will also be examining innovative reconstructive surgery, utilising the robot for more than cancer surgery. Finally, we will have an extensive introduction to the idea of developing a curriculum for training and appraisal for all members of the surgical robotic team. It's quite a packed programme but hopefully everyone will gain as much knowledge and insight into new and upcoming ideas and approaches within the robotic field."

This nurses' programme is part of the larger ERUS-DRUS21 meeting which will be offering (live) surgery to a broader audience of surgeons and other urology specialists. The full programme includes many live and pre-recorded surgery sessions, courses on robotic urology by the European School of Urology and a further nursing and patient sessions (in German). Find out more about ERUS-DRUS21 on p. 38

For the complete Scientific Programme visit [www.erus21.org](http://www.erus21.org)

### Challenges in the field

Ms. Mohammed also weighed in on some of the challenges for nurses who are starting to get involved in robotic urology teams. "I believe the current challenges in the field are continuous and up-to-date evidence-based training for all members of the theatre team. By developing and investing in education for the theatre team, we would be able to retain staff as there is a high rate of attrition in the theatre environment. By making a scientific programme of value to all members of the team, we can share best practice and innovative ideas within the robotic field."

**“...an update on team training and 'lean methodology' for efficiency within the theatre team and robotic surgery environment.”**

"I would say the entire day is a must-attend event for nurses who are getting involved in robotic urology, but I would say that some highlights for me are the talk on radiology by Prof. Barentsz, about interpreting

and understanding MRI, and Prof. Canda's presentation on nerve sparing, its mechanisms, functional outcomes and grade. Particularly useful for nurses are the presentations on team training and lean methodology and the development of a curriculum for training and appraisal for all members of the surgical robotic team."

"These updates will enable all members of the robotic team to gain insight and understand the nuances associated with surgery as well as building efficiency within the team. It will also allow individuals to voice their opinions and ideas to improve and allow for further development of our field."

Find out more about the ERUS-EAUN meeting and register on [www.erus21.org](http://www.erus21.org)



The robotic nurse plays an essential role in a successful robotic surgery

Save the date!

## ERUS-EAUN21

### ERUS-EAUN Robotic Urology Nursing Meeting

11-13 November 2021, Dusseldorf, Germany

In conjunction with the 18th Meeting of the EAU Robotic Urology Section (ERUS-DRUS21)



# EAUN: Latest developments

EAUN board to take on new responsibilities in fast changing environment



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are often faced with very different challenges in different continents, but sharing these experiences is vital to all our learning. COVID-19 has reiterated how important it is to ensure we keep everyone updated quickly about changes in the field. By using all communication platforms and channels to promote and share information with our members who follow us on social media, our social media group will be reaching out more frequently to our members. This conduit of communication includes articles, advertising our education programmes and sharing new developments and guidelines that we hope everyone will find useful.

#### Guidelines

Our guidelines are recognised as best practice, and we are always very proud when we write a new guideline or update one as we know how valuable they are to nursing teams. The guidelines are very time consuming for the experts who kindly offer their knowledge and help write or review them, as it entails doing extensive data extraction and reviewing the published work. Due to the time and demand it takes to write guidelines, we have devised a plan and expanded our resources to gain more expertise to help with each subspecialty area in urology. We have put a time framework in place to help with the planning and updating of guidelines.

#### EAUN long-term strategy

One of the new board responsibilities is to provide urology nurses and allied professionals further support by sharing good practice and initiating global collaboration and networking. The long-term strategy is currently being reviewed and adapted to fit in with this fast changing environment we are all experiencing. You will find this on our website in the near future and read about it in this newsletter. The start of this decade was not what we hoped for, but I will end by saying a massive thank you to all EAU and EAUN members for your selfless, hard work and resilience during incredibly difficult times. I appreciate the support you gave each other, your families and your patients.

I am pleased and honoured to be able to address you as your new chair, since the ratification of my candidacy by the members at the AGM on 4 September last at the EAUN21 Virtual Meeting. We are living in challenging times, but I will do all that is in my power to step in the shoes of my predecessor and by following her excellent example lead the EAUN to an even stronger organisation to support urology nurses across the world.

*“...our social media group will be reaching out more frequently to our members.”*

#### Accreditation

The EAUN has been working with the EU-ACME on the development of an accreditation system for online and face to face education. Besides offering online education ourselves, we want to include other organisations that offer useful and accessible education to our urology nurses. So educators and organisers of Education Events for urology nurses worldwide are invited to apply for accreditation. Accredited education will appear in the event calendar at [www.EU-ACME.org](http://www.EU-ACME.org).

#### Social media

As our EAUN members live all around the globe, we

European Association of Urology Nurses

## EAUNwebinar

### Updates in bladder cancer treatment and care

**A multidisciplinary team of experts in the field of bladder cancer will give short presentations on key aspects of bladder cancer care, epidemiology, up to date oncological options available, prehabilitation, quality of life and psycho-social aspects of bladder cancer care.**

**Learning objectives**  
To enable EAUN members to feel confident in current practices and research available – enabling them to feel updated and confident in managing their bladder cancer patient cohort.

During this webinar participants will be updated on:

- Epidemiology and prognosis in bladder cancer
- The 2021 status of bladder cancer treatment in medical oncology
- The psycho-social aspects in patients undergoing BC treatment
- Prehabilitation in patients undergoing radical cystectomy
- Quality of life in bladder cancer patients receiving chemo- or immunotherapy

**Moderator**  
Dr. B. Thoft Jensen (DK)

**Presenters**  
Prof. Jorgen Bjerggaard Jensen (DK)  
Dr. Helen Pappot (DK)  
Drs. Elke Rammant (BE)  
Dr. G.A. Taarnhoej (DK)  
Dr. Susanne Vahr Lauridsen (DK)

**Date & time**  
Wednesday, 29 September 2021, 19.00 – 20.30 CEST (18.00 – 19:30 GMT)

**Aim**  
The purpose of this EAUN webinar (provided by the EAUN Bladder Cancer Special Interest Group) is to support and update nurses virtually on current research, practice and bladder cancer treatments available to our patients. Engaging the audience with the hope to offer the opportunity to discuss and share practice from around the globe.

**CNE & Certificate**  
This activity has been accredited with 1 CNE credit. After attendance a Certificate of Attendance is available in your MyEAU account.

**Registration**  
Registration is free.

**Support**  
This activity is supported by an educational grant with no involvement in the programme nor speakers.

**More information and registration at**  
[www.eaun.uroweb.org](http://www.eaun.uroweb.org)

**eaun SIG**  
Special Interest Group Bladder cancer

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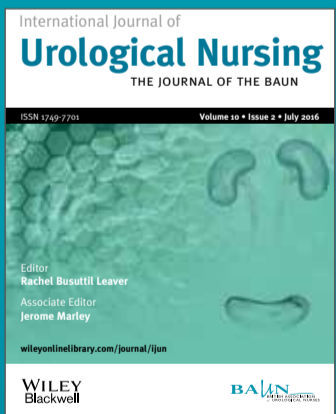
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