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EUROPEAN
AGEING
NETWORK

EUROPEAN AGEING NETWORK

European association to foster co-operation and raise visibility of the long-term care for older persons in Europe.

2024

FOREWORD



Long-term care is a very important sector in all the European countries. Not only it's growing very rapidly representing around 5 % of all EU employment but this growth and raising demand is linked with serious problems and great challenges now and in the future.

One of the biggest successes of last decades is more and more accessible health care, health prevention including vaccination, better nutrition, healthier lifestyles, new medicines, methods, approaches, technologies and even more public spending for health care that resulted worldwide (though not equally) in a great success. We all live longer.

The life expectancy has been increasing for the last 200 years (yet not equally and with some pandemic or war related swings). Along with that progress, the life expectancy in health has been increasing not at the same pace or we could also say significantly slower than the life expectancy rate. This has one simple outcome. We are living longer but at the end of our lives with need help, support, assistance, and care with our activities of daily living (ADL) and instrumental activities of daily living (IADL).

This means that at the end of our lives we need, and we are going to need support, help and care. We will need this help, care, and support to live our lives with dignity, to be respected as human beings thus not care recipient but a client determining the structure and content of the help/care/support. Even though to be respected, treated, and looked after with dignity is one of the fundamental basic rights it's not that obvious in relatively many countries.

EUROPEAN AGEING NETWORK is there for its members to help and support them in the time of changes, challenges, issues, problems but also new opportunities and approaches.

We try to contribute to some solutions, we disseminate and share good practices, we open discussion about current issues like recruiting and retaining the staff, migrant workers, quality of life (of our clients but also employees), oncoming digitalization of the social sector, detecting taboos and prejudices, finding sustainable funding models, or showing our vision for the future of long-term care.

And we are also raising the qualification and knowledge of managers in the long-term care sector and lastly, we are not only through networking contributing to a better European environment for long-term care providers.

And we have been demonstrating our passion and commitment to these goals in several concrete outputs of our activities.

Jiri Horecky

President

WHY BECOME A MEMBER

The European Ageing Network (EAN) groups **more than 12.000 care providers across the European continent.** Members represent all types of organizations and individuals active for older persons and all types of ownership including for profit, not-for-profit and governmental organizations. It is their vision and mission to improve the quality of life for older persons and support them in making each day a better day by providing high quality housing, services and care.

**12.000
CARE
PROVIDERS**

The European Ageing Network (EAN) is present in 27 European countries. With EAHSA well represented in Northwestern Europe and E.D.E. in the South-East, the combination makes of the European Ageing Network a truly pan-European organization. EAN does not stand alone in pursuing its vision, values and mission. It is affiliated with the Global Ageing Network (GAN), a global network with its office in Washington D.C. EAN and GAN bring together experts from around the world, lead education initiatives and provide a place for innovative ideas in senior care. They pave the way to improve best practices in elderly care so that older people everywhere can live healthier, stronger, more independent lives.

**27
EUROPEAN
COUNTRIES**

The members of the European Ageing Network (EAN) are servicing over 1.2 million older people in Europe. Longevity is one of the biggest achievements of modern societies. The Europeans live longer than ever before and this pattern is expected to continue due to unprecedented medical advances and improved standards of living. By 2020, a quarter of the Europeans will be over 60 years of age. Combined with low birth rates, this will require significant changes to the structure of European society, which will impact on our economy, social security and health care systems, the labor market and many other domains of our lives.

**MILLIONS
OF OLDER
PEOPLE**

The vision of EAN is to improve the quality of life for older persons; support its members in making each day a better day for their clients by providing high quality housing, services and care; establishing good contacts with EU institutions like the relevant Directorates General of the Commission, the Council and the Parliament and its Intergroup on Ageing; becoming a key network for the providers in the ageing domain.

The purpose of EAN is to promote cooperation between national associations for directors and providers of long-term care services, institutions and organizations or persons associated with/related to the care for the older people, chronically ill and disabled people and to represent them at the European level.

ORGANIZATION

PROCESS

Both EAHSA (founded in 2010) and E.D.E. (founded in 1989) are representing the service providers providing care for older people in Europe. For many years, both associations have promoted the interests of the elderly care industry separately. Now it is time to join forces, increase effectiveness and efficiency and to foster the representation of the sector through one voice.

For practical reasons, EAHSA and E.D.E. have decided to create a new association: the European Ageing Network. EAHSA, E.D.E. and its subsequent members will become members of EAN and will have an equal number of Board members in it. The EAN is a formal association and is registered in Luxembourg. The Secretariat is located in Prague and the branch office in Brussels.

TASKS

- working in and counseling the organizations and committees active in the area of the social and health care for the older people, chronically ill and disabled people at the European level,
- counseling national associations for directors and providers of long-term care services on questions of residential and day-patient care for the older people, chronically ill and disabled people,
- promoting exchange of information concerning national developments in the area of social and health care of the older people, chronically ill and disabled people,
- organizing international conferences, training programmes and study trips,
- initiating and participating in cross-border projects, notably in the area of long-term care,
- developing standard guidelines for the professional training of directors of long-term care services and raising the qualification standards of those directors,
- improving the social status of the profession of the director of long-term care services,
- carrying out public relations work and influencing lawmaker decisions in the area of long-term care.

EUROPEAN CHARTER AND CODE OF PROFESSIONAL CONDUCT

The EAN value standards as well as standards of professional conduct for its member associations, thus providing them with a framework for effective action. One of the most important principles of the European Charter of the rights and freedoms of elderly people accommodated in homes includes the obligation that the fundamental principle of human rights will be heeded without limitation and applied to all people regardless of their age, their mental or physical state, their level of income, their social situation or their level of education. The code of professional conduct further stipulates that exemplary employment conditions must be worked out for professional care-givers and voluntary helpers.

STRUCTURE

GENERAL ASSEMBLY

The General Assembly consists of the representatives of one or more associations in a country. The body is responsible, among other things, for the approval of the budget, the setup of annual membership fees, election and dismissal of the members of the Executive Board, establishing working groups and electing their members and making decisions about bi-annual congresses.



EXECUTIVE BOARD

The Executive Board is notably responsible for lobbying and publicity work, appointing working groups, conducting all business relations, defining the Association's activities, maintaining the relationships to the member associations, signing contracts and any day-to-day business, as necessary.

EXECUTIVE BOARD



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EUROPEAN TRAINING PROGRAMME FOR MANAGERS IN LONG-TERM CARE

THE HISTORY OF THE EDE HOME MANAGER CERTIFICATE

The first training course for home directors was launched in Austria in 1986 at the Cardinal König Academy in Vienna. This and the following courses, which later also took place in other training institutes, were each held over a period of two years and organized in a block system in order to make this training possible alongside active professional practice. The objective of the training was to prepare the managers of the facilities, who were mainly from the administrative sector, in the best possible way for their new tasks and to provide them with the necessary knowledge within the framework of a further training program. The idea of a uniform European training certificate was brought to the attention of the then European umbrella organization E.D.E. by the Austrian regional associations, which were already working closely together at the time, and was adopted there with great interest. Thus the first EDE certificates were presented to the graduates already in 1989. Due to the initiative of the Austrian Federal Association and the EDE, it was achieved that in some countries this EDE certificate became the prerequisite for obtaining a management position in a nursing facility. Over the years, the contents of the courses were revised several times until the certificate was finally completely redesigned in terms of both content and structure within the framework of the Erasmus+ project and launched in 2021.

ENROLMENT CONDITIONS FOR THE EAN CERTIFICATE 2021+

The EAN certificate 2021+ can be awarded to a person:

- who has successfully passed the training according to the EAN framework curriculum at a European VET provider accredited by the EAN and
- who demonstrates additional professional skills through two years of experience in social or health services (hospital/nursing home/care home) or one year of experience in social or health services (hospital/nursing home/care home) in management.

THE PRINCIPLE OF FLEXIBILITY

The EAN certificate 2021+ has a modular form and is very flexible to ensure it reflects the current state in social services in the various countries and their specific topics. The training programme consists of 13 modules with different contents and time spans. Each level of the programme (BASIC, ADVANCED, PROFESSIONAL) contains a minimum and maximum number of teaching units so that every VET provider can adjust the whole programme to the demand, needs and expectations as required.

EAN CERTIFICATE ACROSS EUROPE



since 1989 in Austria, Germany and Italy
since 1999 in Slovenia
since 2021 in the Czech Republic

BASIC CERTIFICATE

Awarded to students who complete the training at a VET provider accredited by the EAN with a duration of **200 teaching units** of 45 minutes each.

200
units

ADVANCED CERTIFICATE

Awarded to students who complete the training at a VET provider accredited by the EAN with a duration of **520 teaching units** of 45 minutes each.

520
units

PROFESSIONAL CERTIFICATE

Awarded to students who complete the training at a VET provider accredited by the EAN with a duration of **800 teaching units** of 45 minutes each.

800
units



13

**TRAINING
MODULES**

1. The structures of long term care and networking
2. Care concepts and the future of care
3. Professional ethics, awareness and profile
4. The legal basis for the management of care / social facilities
5. Human resources management, leadership
6. Business and financial management, fundraising
7. Strategic and organisational development
8. Quality, risk, emergency and crisis management in care, health and the social economy
9. Facility management
10. Process and project management
11. Digitalisation, technologies
12. Communication, public relations, marketing
13. Country-specific topics



WE RUN SUCCESSFUL PROJECTS



Europe's aging population is creating a growing need for affordable, preventive, and curative long-term care. The COVID-19 pandemic exposed challenges in the long-term care sector, highlighting the need for a more prepared workforce. **Project Eldicare 2.0** tackles this head-on by strengthening cooperation between elderly care providers and educational institutions. This initiative will equip professionals with the skills they need to meet the evolving demands of tomorrow's elderly care landscape.



The **WELL CARE** project focuses on improving the resilience and mental wellbeing of informal carers and long-term care (LTC) workers by strengthening care partnerships. By care partnership we mean the coordination, integration, and mutual recognition of care and caring activities performed by LTC workers and informal carers, in a vision of integrated LTC. The WELL CARE project aims to increase the understanding of successful ways of preventing and managing mental health issues among informal carers and long-term care workers. This includes looking at personal factors, the environment, and how organizations can make solutions successful.

Care4Skills

Building on the large-scale skills partnership on long-term care, the Care4Skills project creates a new strategic approach for skills development solutions in the long-term care sector through

cross-European and both cross- and inter-sectoral collaboration, mobilising relevant stakeholders and developing actions for the upskilling and reskilling of the workforce in the LTC and in support of the achievement of the targets set by the partnership. The project will look into two particular skill sets considered a priority for the sector - Person-centered skills & Digital skills.



The HELPDESK is a 2-years project (May 2022 – April 2024) funded by the European Commission which aims to launch the building blocks for a Social Services Helpdesk. The ultimate goal of this project is to increase the use of ESF+ (European Social Fund Plus) and ERDF (the European Regional Development Fund) funding by social services and to make it easier for social service providers to access these funds.



The **PROCARE** Project is aimed at the training of Managers of Long-term Care Units, so they will be able to act as Mentors and support their Caregiving Staff in their efforts to prevent and manage Occupational Burnout.



The **UNIC** (towards User-centred funding models for long term Care) project aims to develop, test and validate a set of innovative tools to help key stakeholders to implement Personal Budgets funding model. These tools, together with a set of policy recommendations

& capacity building activities, will result in a comprehensive preparatory reform mechanism to support public authorities in the deployment of a user-centred funding model – based on the concept of personal budgets – for Long Term Care. Tools developed by UNIC will be tested for 12 months in Belgium by VAPH and will then be transferred to the Austrian, Czech, Finnish and Spanish contexts.



The **ICT4Elders** project aims to promote ICT education and lifelong learning of older adults, to increase motivation through guided learning, to give elders the opportunity to progress and have a quality life via active ageing and being full members of the society, to provide elder care givers the opportunity to upskill their knowledge and competences in their work field and to assist active ageing organizations and nursing homes in providing elders and their families services of high quality.

CEN/TC 449

Quality of care for older people in ordinary or residential care facilities. The goal of this project is to create European standards for home and residential care.

The objectives of the **Older-EU** project are to support professionals in the evolution of their professional practices through the exchange of practices, to promote the evolution of our organizations for the production of innovative solutions, and to structure transnational interactions and initiate cooperation with other European countries.



E-Qalin

In the context of the Leonardo da Vinci project “E-Qalin” (2004 - 2008), a practical and user-friendly quality management model was developed in special sector-specific versions for long-term residential care homes for the older people, homes and services for the impaired as well as day-patient/mobile services.

E-Qalin is a comprehensive, innovative and dynamic quality management system which is oriented towards practice in the following areas:

- residential care for older people,
- community care,
- services for people with disabilities,
- social work.

The EAN currently co-owns the E-Qalin GmbH company that provides services related to the quality management system in health and social care sectors.

The aim of the **AVEC** project is to create a professional educational program in full-time and e-learning form. The educational program will focus on 3 modules (international part): prevention of violence, detection and identification of violence, responding to and defending against violence.

Modification of the educational module

E.D.E. - certificate for long-term care

providers - the goal of the project is to increase the quality and reputation of educational activities and the international dimension of the professional education of management staff in social services on the European level to support quality care for seniors with the EU.

LONG-TERM CARE

2030

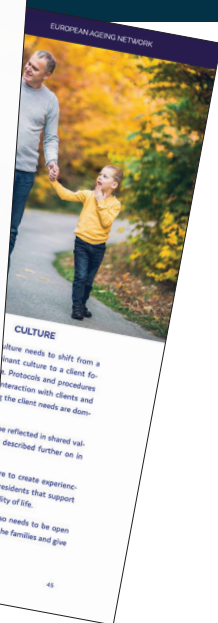
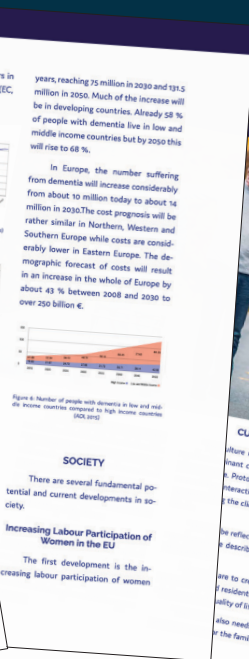
Long term care in Europe is undergoing crucial changes. We are going to face and are already facing key challenges. We also have to change to be able to ensure we can provide relevant support and care to elderly in the future. The people of Europe are getting older. The number of people living with dementia is going to be doubled in the next two decades. All of Europe is generally experiencing a lack of staff in social services. New technology and thus digitalization for social services is coming which arises many questions, expectations but also ethical dilemmas. The structure of long term care providers, the approaches, the paradigms are changing. Families are fragmented. Long term care costs are rising and the demand fails to meet the supply. In between all of those changes

and storms stand the long-term care provider.

We as the European Ageing Network (EAN) fully realize that the role of providers will and shall be crucial in those processes and changes for the providers are the experts, knowing the demands of public authorities, the needs of clients, the expectations of family members and the possibilities of the employees.

Therefore, EAN appointed a working group with a single task – to create our VISION 2030 for long term care in Europe. To open the key questions, data, and information. To show the ongoing changes. To bring recommendations to the providers.

This document has therefore more goals. We would like to



open and stimulate an expert discussion about the present and future of long-term care in Europe. We want this document to be a tool for national Associations for their expert dialogue with the national public authorities about the needed and coming changes. We would like to help everyday providers in their planning and strategic goals.

Available in:



ENGLISH



FRENCH



GERMAN

PROMOTING WELL-NUTRITION IN ELDERLY CARE

In line with the LTC 2030 Working group, EAN facilitates discussions of experts in nutrition, elderly care and cooking to formulate recommendations and identify best practices. This exercise results in practical guidelines for elderly care providers and a report / position paper to hand over to relevant stakeholders at a national and EU level. The working group operates in cooperation with the DSM.



One of the main goals of the European Ageing Network (EAN) is to help enhancing the quality of long-term care. Nutrition is an important part of the quality of elderly care and good nutrition promotes generally health related quality of life. Therefore it is important to not only be aware of this fact and make nutrition an element of the complex approach to elderly but also to share good practices examples, knowledge, recommendations and innovative solutions.

The European Ageing Network's Nutrition Working Group was created to come up with guidelines for nutritional care in social services facilities for elderly people. The guidelines focus on the nutritional journey in elderly care and include key principles, procedures

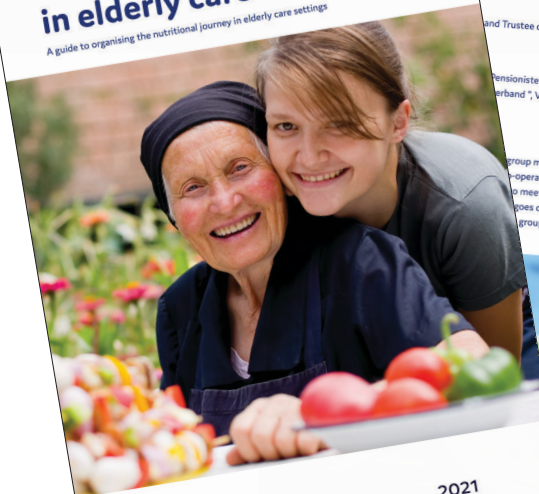
and processes, good practices, examples and solutions. The guidelines promote well-nutrition and should be helpful for managers, carers, cooks and hosts in elderly care facilities, and fuel the discussions about raising appetites to benefit residents.

The working group focused on many aspects of the issue of nutrition and has based its opinions and suggestions on discussions about:

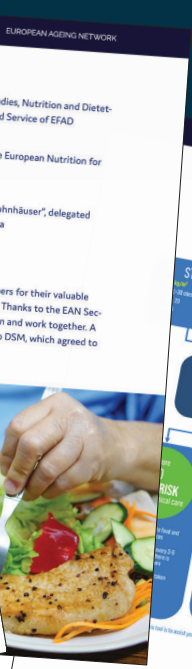
- *The issue of malnutrition in older persons in care settings: stock-taking of the issue, prevalence (especially in elderly care settings (residences, assisted living, community), policies and labelling systems in place, best practices;*
- *The different relevant aspects of*

Promoting well-nutrition in elderly care

A guide to organising the nutritional journey in elderly care settings



2021



"MUST" TOOL



malnutrition in older people: what makes older persons malnourished, what are the determinants, what and who are responsible for identifying solutions to malnutrition?

- *The best ways to tackle malnutrition, for older people and for elderly care providers: best practice examples, innovations, new food, hospitality, culture and usage, availability, economics, etc.;*
- *How to provide guidance on raising awareness of problems and implementing solutions at all levels.*

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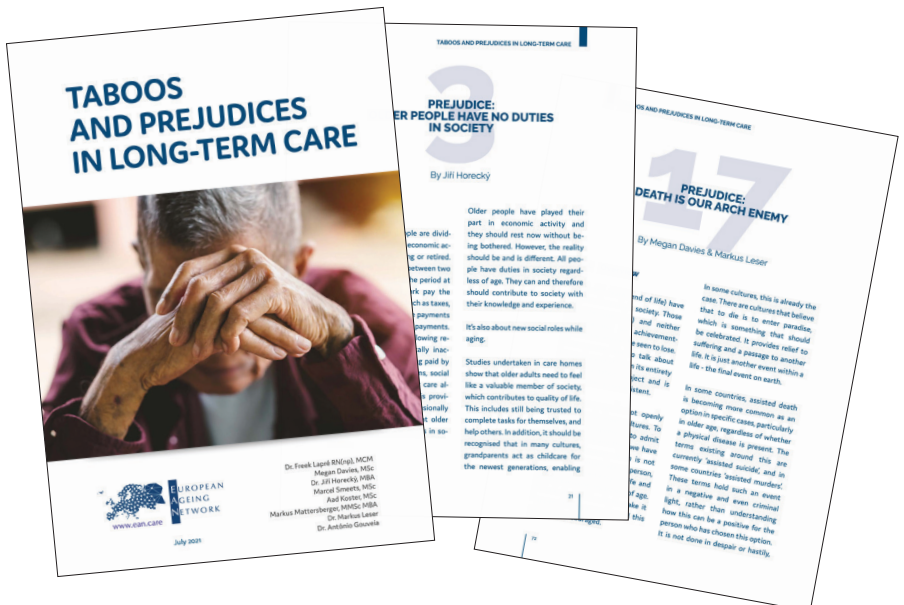
-  ENGLISH
-  FRENCH
-  CZECH
-  GERMAN
-  SLOVENIAN
-  CROATIAN
-  SPANISH

DOGMAS AND TABOOS IN LONG-TERM CARE

The aim of the working group is to describe main dogmas and taboos in long term care. The working group consists of LTC experts across Europe. The outcome of the work was published in July 2021.

Prejudices and taboos are everywhere in society. In an ageing population, more and more stereotyping of older people is taking place. A general term for this is ageism, used by Robert Neil Butler in 1969, to describe discrimination against the older population based on old age and the ageing process. The EAN has a sense that ageism is stuck being used in more general,

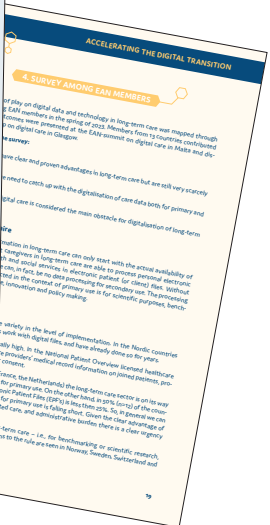
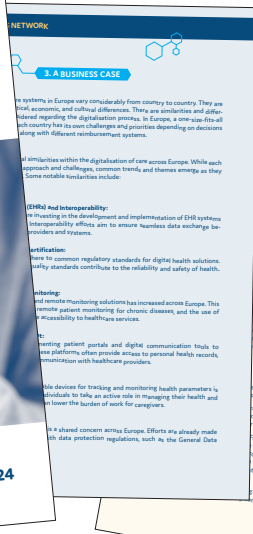
not particularly concrete terms. Therefore, the EAN has formed a working group of experts to give the EAN membership more insight about what prejudices and taboos exist about old people in the context of residential care facilities. The goal of this report is to give the EAN members tools to deal with prejudices and taboos.



ACCELERATING THE DIGITAL TRANSITION

Digitalization of social services in Europe is another Expert Report in a roll of up-to-date topics and challenges European Ageing Network has been contributing. It's our aim to open current issues and discussions about the needs and future of the Long-term care sector.

The group of experts on digitalization in social services from several European countries have been meeting and working together for over a year to collect European experience, needs and challenges and to summarize them into the expert report published in May 2024.



CONGRESSES & CONFERENCES

- 2024:** 4th EAN Congress
Athens, Greece
21st century Skills in Long-Term Care
- 2022:** 3rd EAN Congress
Vienna, Austria
Care 4.0 – Change in Competences
- 2021:** 2nd EAN Congress
Alicante, Spain
Workforce in Long term care in Europe
- 2019:** ANSDIPP Congress (EAN as a supporting partner)
Matera, Italy
Evolution of Personal Care Models and Health and Social Care Integration in the Third Millenium
- 2018:** 1st joint EAHSA - E.D.E. Congress
Prague, Czech Republic
Is there a future of long-term care in Europe?
- 2017:** 15th E.D.E. Congress, Torun, Poland
Care home director today and tomorrow. Pressure, concessions, compromises and solutions
- 2016:** 6th EAHSA Conference, Lyon, France
THINK EUROPEAN – ACT LOCALLY: New business models and success stories in the provision of care, housing and services for the elderly.
- 2015:** 14th E.D.E. Congress, Montreux, Switzerland
*From managing to networking.
Building partner networks in long-term care.*
- 2014:** 5th EAHSA Conference, Netherlands
Innovation in ageing services: pathways to the future
- 2013:** 13th E.D.E. Congress, Tallinn, Estonia
Let's network our care! Technology in care - opportunities and limits.
- 2012:** 4th EAHSA Conference, Malta
Active ageing - the challenge for providers.
- 2011:** 12th E.D.E. Congress, Prague, Czech Republic
The big taboos in long-term care
- 2010:** 3rd EAHSA Conference, Stockholm, Sweden
- 2009:** 11th E.D.E. Congress, Luxembourg, Luxembourg
Time out!
- 2008:** 2nd EAHSA Conference, Vienna, Austria
Creating and Sustaining Quality European Aged Care.
- 2007:** 10th E.D.E. Congress, Berlin, Germany
Overcoming borders, shaping the future.
- 2006:** 1st EAHSA Conference, Brussels, Belgium
Informal discussions



The EAN considers it one of its main tasks to supply its members and interested care service providers with extensive information on developments and trends in the care sector. Congresses and conferences are the most important forums in this respect.

WE ARE ACROSS EUROPE

Austria
 Belgium
 Bulgaria
 Croatia
 Czech Republic
 Estonia
 Finland
 France
 Germany
 Greece
 Hungary
 Italy
 Ireland
 Latvia
 Lithuania
 Malta
 Netherlands
 Norway
 Poland
 Portugal
 Romania
 Slovenia
 Slovakia
 Spain
 Sweden
 Switzerland
 United Kingdom



Any national association which represents a federation or association for directors and providers of long-term care services, whether vested with legal capacity or not, may become a regular member. Any institution providing long-term care or organization or individual associated with long term care may become a regular member. Only regular members are entitled to vote in the General Assembly.

Honorary members are recommended by the Executive Board and elected by the General Assembly. Honorary members are exempted from paying membership fees.

Membership is granted by the decision of the Executive Board in response to a written application. The application should contain information on how many members (directors or providers) of long-term care services the applicant represents (umbrella associations) or the preceding year turnover (care providers) and the aims pursued by the applicant on the national level.

Members have the right to participate in events of the EAN to the extent laid out in the statutes and to receive counseling and support in accordance with the objectives of the Association.

The EAN brings together the following members - umbrella associations, institutions or organizations dealing with or related to the care for older people, academic institutions and individual professionals (except for employees of care providers, umbrella associations and academic institutions). The EAN may also name honorary members. Membership is voluntary.

MEMBERSHIP FEES 2024

Basic membership fee per care provider or care related organization:

Budget <€ 10 Mio/year	500 EUR
Budget <€ 50 Mio/year	1.000 EUR
Budget <€ 100 Mio/year	1.500 EUR
Budget >€ 100 Mio/year	2.500 EUR
Umbrella associations	300 EUR fix plus 3 EUR per membership organization
Academic institutions	550 EUR
Individual professionals <i>Except for employees of care providers, umbrella associations and academic institutions</i>	250 EUR

OUR MEMBERS



AUSTRIA

- Lebenswelt Heim - Bundesverband
- SeneCura Kliniken- und HeimebetriebsgmbH.



BELGIUM

- L'Association des Directeurs de Maison de Repos
- Brussels Confederation of Construction
- Stad Gent, Departement Gezondheid en Zorg



BULGARIA

- Association of the Providers of Social Services



CROATIA

- Association "WOMAN"



CZECH REPUBLIC

- Asociace poskytovatelů sociálních služeb České republiky
- RoSa Management s.r.o.
- SeneCura CZ
- Pro CleanLife s.r.o.



ESTONIA

- Balti Sotsiaalteenuste Kvaliteedi Liit MTÜ
- Eesti Sotsiaalasutuste Juhtide Nõukoda



FINLAND

- Vanhustyön johtajat ja asiantuntijat ry



FRANCE

- Association des Directeurs au Service des Personnes Âgées
- Fédération Nationale des Associations de Directeurs d'Établissements et Services pour Personnes Âgées
- Fédération Nationale Avenir et Qualité de Vie des Personnes Âgées
- Adef Residences
- SYNERPA
- CLARIANE
- VYV 3
- University of Nimes



GERMANY

- Wohlfahrtswerk für Baden-Württemberg
- Brüsseler Kreis e.V.
- myneva Group GmbH
- SÄMSIC GERMANY HOLDING GmbH
- Evangelische Heimstiftung GmbH



GREECE

- METROPOLITAN COLLEGE
- PEMFI



HUNGARY

- SZIME – Szociális Igazgatók és Szakemberek Magyarországi Egyesülete
- Viktor Nagy



ITALY

- BFA/ADSA - Berufsgemeinschaft der Führungskräfte in der Altenbetreuung in Südtirol/ Associazione dirigenti servizi agli anziani dell'Alto Adige
- Istituto Regionale Rittmeyer per i Ciechi
- Medicura Holding Group



IRELAND

- Home & Community Care Ireland



LATVIA

- Latvijas sociālās aprūpes un rehabilitācijas institūciju direktoru asociācija - SARIDA



LITHUANIA

- Asociacija Rupesinga Globa
- International Social Academy
- Kaita International Services



MALTA

- Miriana Fenech Adami



NETHERLANDS

- AadKosterConsult
- ActiZ
- DVA Dementia Village® Associates
- QOLity BV
- Lopital Nederland BV



NORWAY

- Sintef Technology and Society, Dpt. Medical Technology



POLAND

- Ogólnopolskie Stowarzyszenie Organizatorów i Menadżerów Pomocy Społecznej i Ochrony Zdrowia
- Koalicja "Na pomoc niesamodzielnym"
- Nursing Home "Pogodna Jesień"



PORTUGAL

- ALI
- Residencias Montepio



ROMANIA

- A.D.I.V. - Association of Institution Directors for the Elderly
- Federatia Furnizorilor de Ingrijire pe Termen Lung



SLOVAKIA

- Asociacia poskytovatelov socialnych sluzieb SR



SLOVENIA

- Skupnost socialnih zavodov Slovenije



SPAIN

- ACRA - Associació Catalana de Recursos Assistencials
- LARES Asociación



SWEDEN

- Micasa Fastigheter I Stockholm AB



SWITZERLAND

- Spectren AG/Almacasa



UNITED KINGDOM

- St Monica Trust
- National Care Forum

BE PART OF THE NETWORK

As professionals we seek to improve the quality of care and supervision. Common training standards, reciprocal visits and observation, congresses and symposia all foster professionalism among care home directors and a greater understanding of the various forms of care and assistance. Creating humane living and working conditions in our homes is the vision we are all striving for in the EAN.

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