

Abstract

ANCHOR: A New Vision for Nursing in the Italian National Health Service

Francesca Micelli¹

¹ Freelance Nurse, Rehabilitation and Primary Prevention Nurse, Brescia, Italy
(Corresponding Author: francesca.micelli92@gmail.com)

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Introduction. The Italian NHS faces challenges including nursing shortages, high turnover, adverse events, and the need for effective, humanized care. Rethinking nursing's role is essential to create an attractive environment that values clinical and managerial skills. Integrating the Nursing Minimum Data Set (NMDS) with a conceptual framework inspired by the principles of the Magnet Recognition Program provides tools to improve organizational performance, professional autonomy, and clinical outcomes.

Methods. A scoping review of national and international literature on workforce well-being, empowerment, and care quality was conducted. Based on these findings, a pilot model, ANCHOR (Attractive Nursing and Care for Health Outcomes Reform) was designed. Combining transformational leadership, advanced education, vertical (management) and horizontal (clinical roles) professional development, soft skills training (role-playing, peer learning, feedback), adverse event monitoring via NMDS, and staff well-being assessment with validated tools (PES-NWI).

Results. The model promotes professional satisfaction, clinical autonomy, empowerment, and well-being, reducing turnover and adverse events. Data standardization supports transparency, identifies critical issues, and facilitates evidence-based management decisions, fostering an innovative and sustainable environment.

Discussion. ANCHOR provides an opportunity to redefine nursing in Italy, consolidate a shared professional language, develop a national model of attractiveness, and integrate safety, effectiveness, and sustainability into NHS decision-making.

Keywords: Patient-Centered Care, Humanization of Care, Transformative Healthcare, Workforce Empowerment

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