




# TRANSFORMATION AND INNOVATION

# 2016-17

## BIENNIAL REPORT

THE INTERNATIONAL  
COUNCIL OF NURSES





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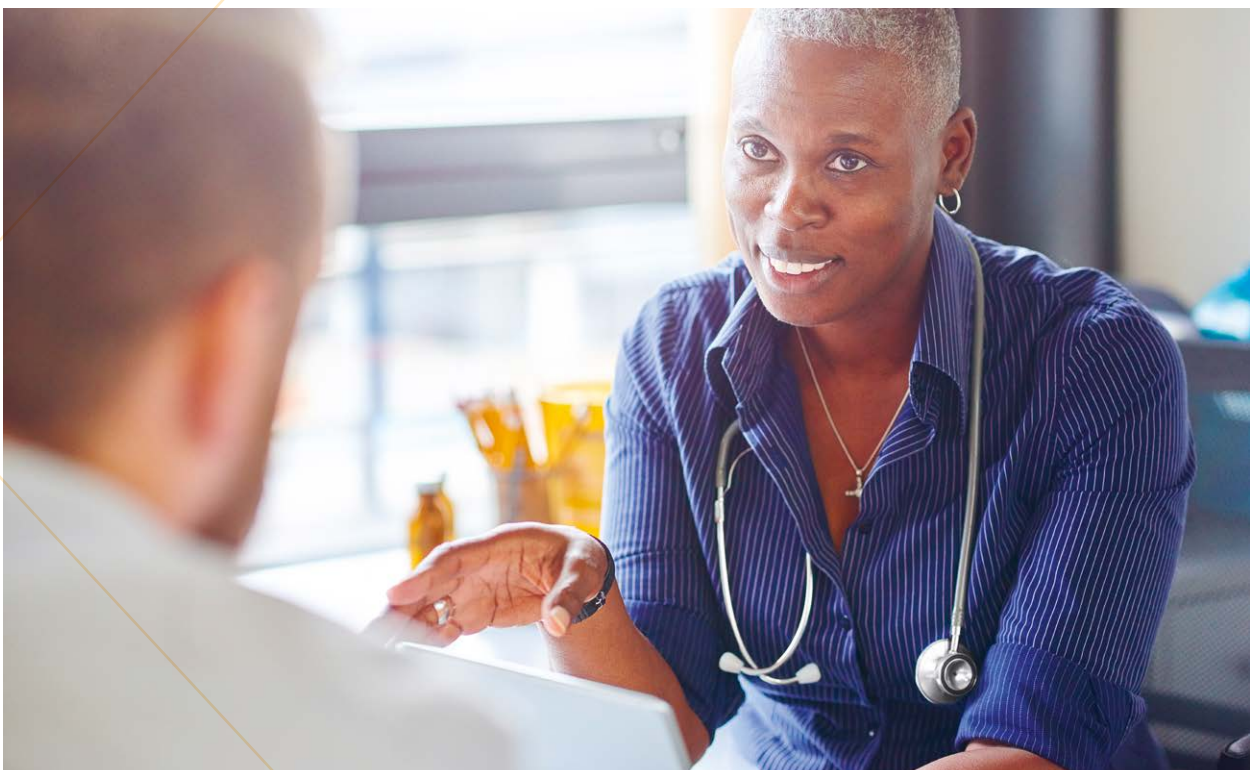
# THE INTERNATIONAL COUNCIL OF NURSES

The International Council of Nurses (ICN) is a federation of more than 130 national nurses associations (NNAs), representing more than 20 million of nurses worldwide. Founded in 1899, ICN is the world's first and widest reaching international organisation for health professionals. Operated by nurses and leading nurses internationally, ICN works to ensure quality nursing care for all, sound health policies globally, the advancement of nursing knowledge, and the presence worldwide of a respected nursing profession and a competent and satisfied nursing workforce.

ICN's ever-increasing networks and connections to people reinforce the importance of strong linkages with national, regional and international nursing and non-nursing organisations. Building positive relationships internationally helps position ICN, nurses and nursing for now and the future. Our work with the specialised agencies of the United Nations system, particularly with the World Health Organization, the International Labour Organisation and the World Bank, are important for nurses everywhere. In addition, we work closely with a range of international non-governmental organisations.

## ICN'S VISION

ICN represents the voice of nurses around the world. We influence health, social & economic policy at country, regional and global level through the sharing of evidence & best practice. ICN envisions a world in which human rights are respected and protected including the right of present and future populations to a safe, healthy and sustainable environment. We work in partnership and collaboration to advance the profession and improve the wellbeing of nurses and the health of populations everywhere and advocate for the respect of cultural values, customs and spiritual beliefs.



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**118**  
YEARS  
OF EXISTENCE FOR ICN

# MESSAGE FROM THE ICN PRESIDENTS

**ICN's mission is to represent nursing worldwide, advancing the profession and influencing health policy. To this aim, our 2014-2018 Strategic Plan covers four main focus areas: the global voice; strategic leadership; policy impact; and diversification.**

We have made great progress in all areas and continue to remind the world of the importance of nursing, making a significant impact on global health policy; providing strategic leadership to empower nurses; and bringing solidarity and cooperation across the profession in collaboration with other stakeholders while building a stronger financial base in order to support our important work.

As an organisation, which celebrated its 118th birthday in 2017 and which represents the over 20 million nurses all over the world, ICN is at the forefront of healthcare, advancing and sustaining the nursing profession and its contribution to peoples' health and public policy; and working to achieve equity and equality for society and the profession.

As the global voice of nursing, ICN works to place nurses and nursing as key contributors and essential partners in formulating and implementing public policy, systems design and services delivery. Our journey has continued over the past two years in which we have had many achievements: representing all health professions on the UN Commission for Health Employment and Economic Growth; bringing the nursing voice to high-level events and the development of policy documents; and advocating for nurses and patients around the world.

## BUT THERE IS STILL MUCH TO DO!

We have identified nine priority areas of work for 2017-2020:

- universal health coverage
- person-centred care
- human resources for health
- antimicrobial resistance
- mental health
- ageing
- non-communicable diseases
- immunisation
- the Sustainable Development Goals

And we play an active role in advocating for advancement of the human right to health.

We have a challenging and full agenda, but we are encouraged and stimulated by the transformation we have brought to ICN over the past two years and the innovative work we have planned ahead. We hope you will enjoy perusing the achievements we have made and would like to thank the over 20 million nurses around the world for their incredible work!

Sincerely,



Judith Shamian  
ICN President,  
2013-2017



Annette Kennedy  
ICN President,  
2017-2021

**OVER 20  
MILLION  
NURSES ALL OVER THE WORLD**

# GOVERNANCE

ICN IS GOVERNED BY A BOARD OF 14 DIRECTORS ELECTED ON THE BASIS OF ICN VOTING AREAS. THE BOARD SERVES AS THE AGENT OF THE COUNCIL OF NATIONAL NURSING ASSOCIATION REPRESENTATIVES (CNR) AND CARRIES OUT POLICY CONSISTENT WITH THE FRAMEWORK ESTABLISHED BY THE CNR.

## COUNCIL OF NATIONAL NURSING ASSOCIATION REPRESENTATIVES

**The Council of National Nursing Association Representatives (CNR) is the governing body of ICN and sets policy at the macro level, including admission of members, election of the Board of Directors, amendments to the constitution, and setting of fees. In 2017, the CNR met in Barcelona, Spain just prior to the ICN Congress (see page 24).**

A special **Policy Forum on Displaced Populations** was held during which participants reviewed the draft policy position statements on the Health of Migrants, Refugee and Displaced persons and Safe Nurse Staffing levels. NNA panellists presented the situation in their countries, with respect to displaced populations, from the nursing perspective. More insights were provided on how international organisations tackle the problem and help where they are the most needed. CNR also debated governance matters and made a number of important decisions, including potential changes to ICN areas; agreement on a smaller ICN Board; and change to the tiered voting system. A redesign of the Board Committees was also discussed along with a modification to the gentle “take-off” scheme for membership dues.

CNR agreed to a range of amendments to the ICN Constitution including clarification of the not for profit status of ICN; reducing the number of membership categories, changing the conditions for membership reinstatement following termination; and collection of census information every two years instead of annually.

Members at CNR 2017 celebrated the clear demonstration of ICN’s success in increasing and diversifying income sources. In 2015, 84.4% of ICN revenue came from membership dues. By 2017 this had reduced to 69.2%. Lastly, the CNR undertook the very important function of electing a new Board to govern the organisation from 2017-2021



## ICN BOARD OF DIRECTORS 2013-2017

### OFFICERS

Judith Shamian (Canada) President  
Masako Kanai-Pak (Japan) 1st Vice-President  
Bagooaduth Kallooa (Mauritius) 2nd Vice President  
Annette Kennedy (Ireland) 3rd Vice President

### MEMBERS

Marlen Calvo Solano (Costa Rica)  
Elsa B. Friðfinnsdóttir (Iceland)  
Sheuan Lee (Taiwan)  
Ioannis Leontiou (Cyprus)  
Elba Olivera Choque (Bolivia)  
Jürgen Osterbrink (Germany)  
Paul Pace (Malta)  
Peter Požun (Slovenia)  
Eva Reyes Gómez (Mexico)  
Marlene Smadu (Canada)  
Pierre Théraulaz (Switzerland)  
Jintana Yunibhand (Thailand)



## ICN BOARD OF DIRECTORS 2017-2021

### OFFICERS

Annette Kennedy (Ireland) President  
Pamela Cipriano (USA) 1st Vice-President  
Thembeke Gwagwa (South Africa) 2nd Vice President  
Sung Rae Shin (South Korea) 3rd Vice President

### MEMBERS

Fatima Al Refai (United Arab Emirates)  
Karen Bjoro (Norway)  
Erika Caballero (Chile)  
Lian-Hua Huang (Taiwan)  
Marja Eulália Juvé (Spain)  
Roswitha Koch (Switzerland)  
Ioannis Leontiou (Cyprus)  
Lisa Little (Canada)  
Brigita Skela.Savic (Slovenia)  
Wu Ying (China)



## TRANSFORMATION

In the period 2016-2017, ICN continued its transformation to better meet the needs of our members. A new Chief Executive officer, Dr Frances Hughes, was engaged and the organisation was restructured to more closely align its functions with the Strategic Plan. In 2017, Dr Hughes left the organisation and an Interim CEO, Professor Thomas Kearns, was engaged to continue the work.

## NURSING AND HEALTH POLICY

The **Nursing and Health Policy** team, with a new Director of Nursing and Health Policy, was established as a resource for ICN and its member countries and works in partnership with other international health and non-government organisations. The team leads the development of policy and seeks to influence and shape global policy processes and decision making. The nursing team is committed to develop and implement viable innovative solutions to nursing issues through strategies with the National Nursing Associations (NNAs) and nursing experts for improving health and healthcare services as well as optimising of the nursing workforce. Over this period, the structure of the nursing team has changed from a siloed pillar approach to a collaborative matrix. This approach reflects the interconnecting factors between the various topics and themes.

## COMMUNICATIONS

The **Communications** team plays a key role in how staff, NNAs, international and non-governmental organisations, consumers and the public perceive the ICN and its work. The team serves as advisors in managing ICN's image, reputation and promoting its work and develop new initiatives to keep ICN on the cutting edge of communication with our stakeholders.

## BUSINESS DEVELOPMENT AND FUNDRAISING

The **Business Development and Fundraising** team, which was established late 2015 as part of the transformation plan, is critical to both the sustainability and financial viability of ICN and delivering projects that support nursing and the health and wellbeing of communities. The BDF team seeks to increase income into the organization and the provision of quality services to meet the needs of its members and consumers, as well as to develop the network of partners and donors. The team is also responsible for the management of major events and programmes, that contribute to both the global reach and the regionalisation of the organisation.

## HUMAN RESOURCES & CORPORATE SERVICES

The **Human Resources & Corporate Services** team is responsible for planning and coordinating the administrative functions of ICN headquarters. This includes office management, information technology, recruitment, employee relations, payroll and benefits and training.

A re-organisation of the **CEO's office** strengthened the delivery of governance support and membership support.

## THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

**The Florence Nightingale International Foundation (FNIF) is ICN's premier foundation; it supports and complements the work and objectives of ICN. Its purpose is to support the advancement of nursing education, research and services for the public good. Its signature project is the Girl Child Education Fund (GCEF).**

In 2017, FNIF recognised the work of Dr Nancy Glass, an American nurse researcher in women's health, with the 2017 International Achievement Award. An expert in Intimate Partner Violence (IPV), public health and global health, Dr Glass' work has led to the implementation of evidence-based strategies to prevent IPV and gender based violence. The International Achievement Award is given every two years to a mid-career practising nurse who is currently impacting nursing internationally in two of nursing's four domains: direct care, education, research and management. The award accords worldwide recognition of the recipient's achievements and contribution to nursing internationally.

ICN and FNIF commenced a significant review of the administration of the Foundation.



# MEMBERSHIP

ICN IS A FEDERATION OF OVER 130 NATIONAL NURSES ASSOCIATIONS, REPRESENTING MILLIONS OF NURSES WORLDWIDE. WE WORK DIRECTLY WITH THESE MEMBER ASSOCIATIONS ON ISSUES OF IMPORTANCE TO THE NURSING PROFESSION. THERE IS NO INDIVIDUAL MEMBERSHIP TO ICN.

**Nurses who are part of their national nurses' association (NNAs) are automatically part of ICN. Member NNAs may be professional associations, unions, regulatory authorities or organisations that undertake a combination of these functions. By the end of 2017, ICN had 133 members from 130 countries, representing over three million nurses worldwide and the views of over 23 million nurses.**

In 2017, we welcomed the Colegio de Enfermeros del Perú as a new member and the re-admission of the Conselho Federal de Enfermagem of Brazil. Nurses associations from the Czech Republic and Slovakia relinquished their membership.

ICN works with its member NNAs to strengthen their associations and assist them to meet their objectives for their country. To do this there was significant engagement with members from the President, Board, CEO and staff. ICN is increasing its focus on regionalisation under its transformation and this will increase the accessibility of ICN to its regions.

In 2017, ICN reviewed and simplified its membership categories. It has also improved the collection of nursing workforce information from member countries, which will improve the quality of ICN's advice and contribution to the development of global, regional and national health and health workforce policy.

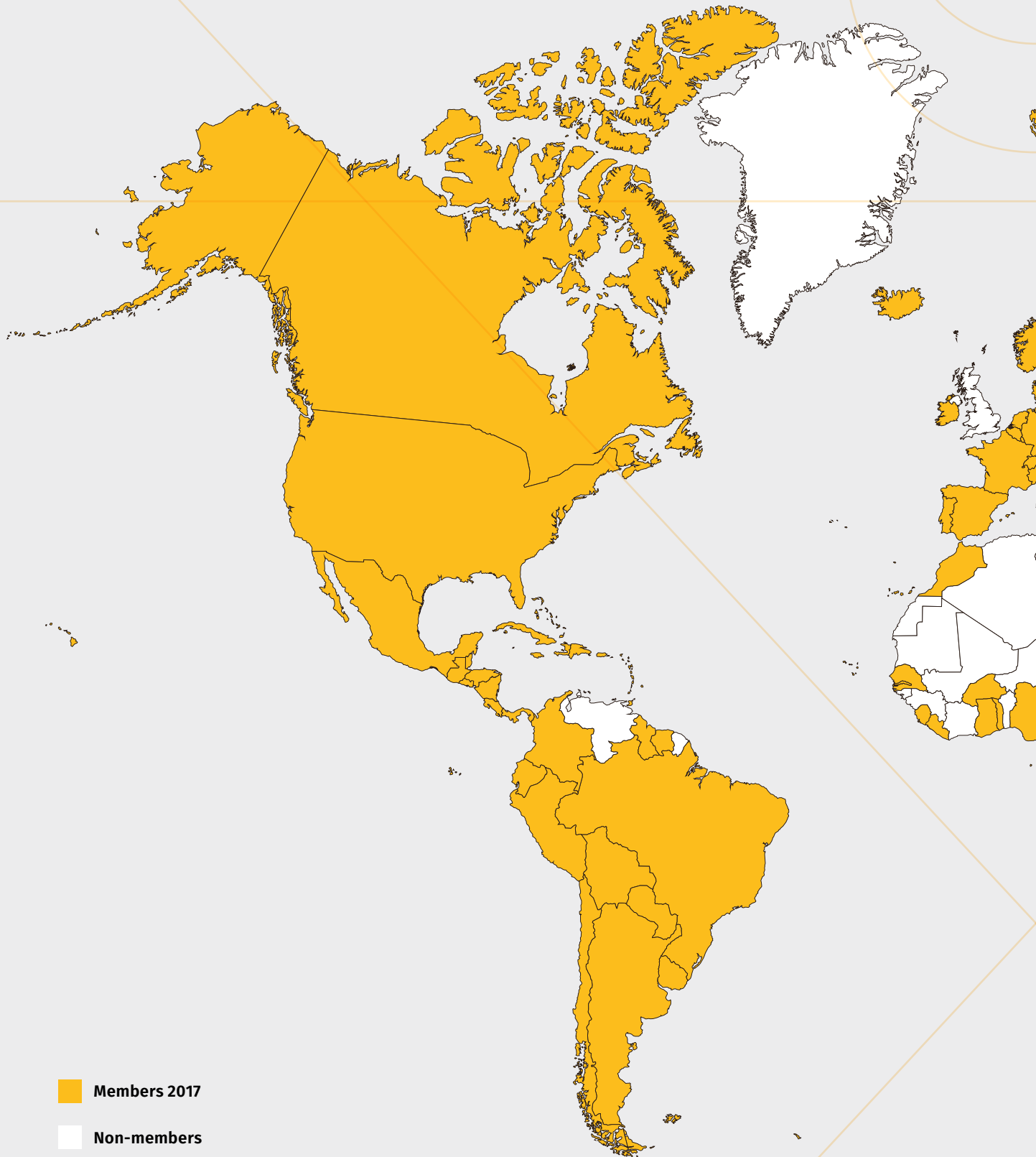
## NNA MEETINGS

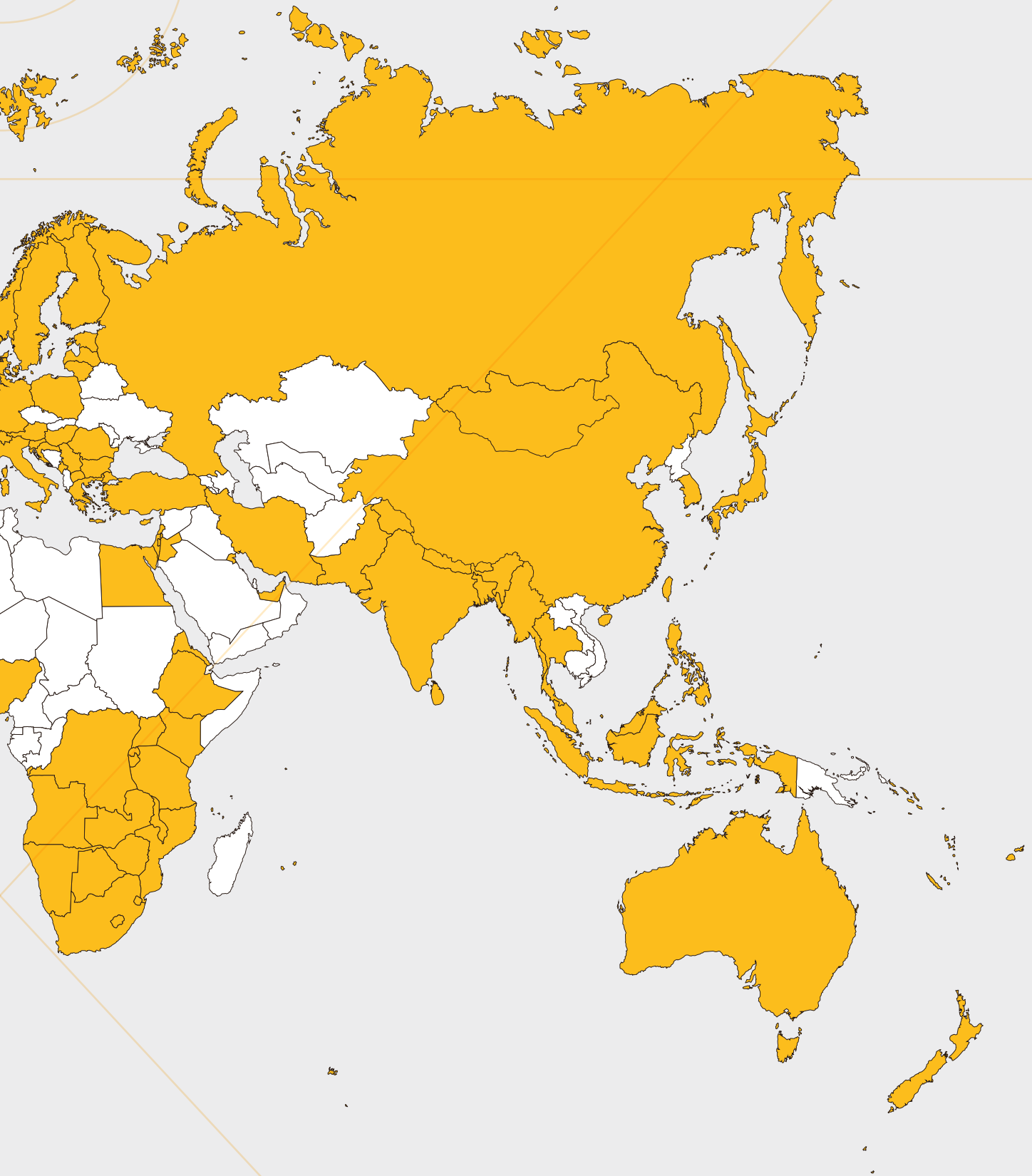
Every two years, ICN hosts a meeting of its member organisations in Geneva in advance of the World Health Assembly in order to discuss relevant topics. The NNA meetings held in May 2016 focused on strengthening NNAs and policy influence as well as addressing key challenges of Universal Health Coverage. The 81 representatives of ICN's national nursing association members from 47 different countries discussed strengthening NNAs and policy influence as well as addressing the contribution of the nursing and midwifery workforce to the global health mandates of UHC and the SDGs.

## ICN INNOVATION AWARD

The 2017 [ICN Innovation Award](#) for demonstrating innovation and creativity in their efforts to improve nursing both at national level and international level was given to The Order of Nurses, Lebanon. The Chinese Nursing Association was runner-up. Both NNAs deployed extensive means and efforts in the service to their communities – the Order of Nurses in Lebanon through a country-wide campaign to promote nursing as a career choice to the general public and the Chinese Nursing Association through their development action plan to increase their NNA's reach and international relations, thus significantly raising the profile of nursing in each respective country.

# MAP OF ICN MEMBERS 2017





# NURSING AND HEALTH POLICY

ICN, IN CONJUNCTION WITH OUR PARTNER ORGANISATIONS, HAS IDENTIFIED SEVERAL SPECIFIC HEALTH TOPICS PRIORITIES FOR A GLOBAL FOCUS AND ADVANCEMENT IN THE 2017-2020 PERIOD.

## UNIVERSAL HEALTH COVERAGE

**As the largest health profession in the world, nurses are critical to achieving Universal Health Coverage. UHC is an overarching topic that is addressed in many ICN projects and policy initiatives.**

ICN is a global partner of the Universal Health Coverage Coalition which urges governments to accelerate universal health coverage so that everyone, everywhere, can access quality health services without financial hardship.

## PERSON-CENTRED CARE

At a 2016 WHO Special Session on the Coordination and Implementation of WHO Strategies during the 9th Geneva Conference on Person-Centred Medicine, ICN called for more involvement of nurses as well as emphasis on leadership, health literacy for consumers, in the context of universal health coverage and primary health care. Calling for health funding to be aligned to patient outcomes to enable person-centred care, ICN committed to providing the leadership to deal with complex, global challenges in human resources for health and health systems, to ensure a strong nursing voice in this process, with the focus ultimately on building healthier, resilient and robust communities. WHO's [Global strategy on people-centred and integrated health services](#) represents a call for a fundamental shift in the way health services are funded, managed and delivered. Its vision is "of a future in which all people have access to health services that are provided in a way that responds to their personal preferences, are coordinated around their needs and are safe, effective, timely, efficient and of an acceptable quality, throughout their life course."

## HUMAN RESOURCES FOR HEALTH

ICN President, Annette Kennedy, attended and presented at several sessions of the WHO's Fourth Global Forum on Human Resources for Health, in November 2017. With the theme, **Building the health workforce of the future**, the Forum is the largest open conference on human resources for health-related issues, gathering delegates from across the globe. Annette Kennedy spoke at three sessions including a World Bank/ICN/Jhpiego joint side session on Health Workforce Performance and Health Systems Efficiency: What are the links?; a session on Transforming Ireland's Nursing Workforce: Evidence for Action; and the Closing Plenary, where she pledged ICN's commitment to the [Dublin Declaration](#).

The final draft of the WHO report **Global Strategy on Human Resources for Health: Workforce 2030** was submitted to the WHO Executive Board at its January 2016 session for its consideration. ICN encouraged its members to ensure that the nursing role and contributions are appropriately recognised throughout the development and endorsement process. ICN developed a series of policy briefs for national nursing association to use in meetings with government officials.

## ANTIMICROBIAL RESISTANCE

**Antimicrobial resistance (AMR) is one of the biggest threats to global health today. It leads to longer hospital stays, higher medical costs and increased mortality. Nurses have a key role in public and patient education; infection prevention and control; ensuring responsible use of AMRs and monitoring and evaluating treatment and reporting of AMR events.**

In the 2016-2017 period, ICN participated in a WHO meeting of professional organisations on the health workforce implications on AMR and called on governments to support the Global Action Plan on AMR and stresses the key role of nurses in reducing the impact and limiting the spread of this major threat to public health. The AMR meeting brought together healthcare professional organisations to identify the best methods to address knowledge and information delivery to prescribers and healthcare workers and the ways to achieve effective behaviour change.

ICN also took part in a WHO consultation on the global development and stewardship framework to combat antimicrobial resistance. This roadmap has been developed in close collaboration with the UN Food and Agriculture Organisation and the World Organisation for Family Health. ICN attended the World Health Professions Forum and Commonwealth Civil Society Policy Forum which addressed AMR, patient reported outcome measures and the SDGs; and we were the only nursing representative at the Expert Consultation on Health Workforce Education and Antimicrobial Resistance Control held at WHO's Geneva headquarters to identify educational needs and implementation strategy.

On the occasion of World Hand Hygiene Day 2017, ICN partnered with the European Wound Management Association (EWMA) to promote the WHO's SAVE LIVES: Clean Your Hands campaign focused on tackling antimicrobial resistance through highlighting how it can be prevented through hand hygiene and infection prevention. A Hand Hygiene workshop was held at the ICN Congress in Barcelona in May 2017.

ICN attended the launch event for Antibiotic Awareness Week in November 2017 with the theme "seek advice from a qualified healthcare professional before taking antibiotics". ICN made an intervention highlighting the critical role of nurses in the safe, management and administration of medicines, as prescribers and as health educators and promoters.

## MENTAL HEALTH

**One of ICN's priority areas, mental health is a fundamental component of wellbeing and governs and impacts all other aspects health.**

Poor mental health can have mild to severe detrimental effects on the individual, her/his family and community, both in the short and long-term. Nurses working with individuals on a recovery-focused approach, tackling stigma and discrimination and addressing the social determinants of mental illness are crucial in carrying out effective prevention.

ICN is actively involved on several levels:

- In policy making, by formulating viable solutions and providing best practice recommendations at the highest levels.
- In educational reforms, by disseminating evidence regarding models of care, advocating for the integration of mental health training in nursing curricula at both undergraduate and postgraduate levels and contributing to the strengthening of the workforce.
- In advocacy, by representing nurses and patients' interests at the global level and pushing for investment in healthcare.

## HEALTH AND HUMAN RIGHTS

ICN, along with other civil society groups, took part in a high level working group on the Health and Human Rights of Women, Children and Adolescents convened by WHO and UNHCHR (United Nations High Commissioner for Human Rights).

The group is also exploring the human rights issues that are relevant to responding to the rise in NCDs and promoting a human rights' based approach to the delivery of healthcare.

At the ICN 2017 Congress in Barcelona Spain (see page 27), Mr. Yohei Sasakawa, Chairman of The Nippon Foundation, was awarded ICN's Health and Human Rights Award for his outstanding contribution to the fight against leprosy and his exemplary achievements in the field of health and human rights.

## NON-COMMUNICABLE DISEASES

ICN participated in the **First WHO Global Meeting of National NCD Programme Managers and Directors** in organised by the WHO Global Coordination Mechanism on non-communicable diseases (NCDs). The aim of the meeting was to discuss among peers how countries can develop ambitious national responses to the NCD-related targets in the Sustainable Development Goals. ICN presented examples of primary healthcare (PHC) models from different regions in which nurses play a significant role in effective prevention and management of NCDs.

ICN also attended the Seminar on Non-communicable Diseases and Human Rights hosted by the UN Inter-agency Taskforce on NCDs and the WHO Global Coordination Mechanism on NCDs.

In 2016, ICN attended the International Atomic Energy Agency (IAEA) meeting on nursing education for cancer services. The aim of the meeting was to discuss key challenges faced by oncology nurses, with a focus on Africa; understand capacities/needs and define country roadmaps to reform oncology nursing system; and identify education and training needs in oncology nursing and propose an outline for oncology nursing syllabus along with comprehensive cancer control. We also worked on a proposal with the Union for International Cancer Control and the International Society of Nurses in Cancer Care, regarding building capacity of nurses in Eastern and Central Europe. The ICN President attended the European Cancer Congress in Amsterdam in January 2017 and spoke on "Cancer Nursing in Europe 2017: Opportunities and Challenges".

## IMMUNISATION

**One of ICN's priority areas, immunisation is recognised as one of the most effective means to ensure global health security by preventing roughly three million deaths per year.**

Nurses play a crucial role in supporting immunization, administering vaccines; working with consumers, families and communities to improve health literacy on immunisation including dispelling false information; and advocating to increase access to vaccines for at-risk groups. Nurses working in the design and delivery of healthcare services ensure the success of vaccination programmes by integrating vaccination with other health services, such as postnatal care for mothers and babies, and towards strengthening health systems so that vaccines continue to be given

even in times of crisis. Supporting and strengthening nurses' role in deploying immunization programmes also goes towards combatting antimicrobial resistance by monitoring prescriptions and reducing the superfluous use of antibiotics on preventable diseases.

In 2016 and 2017, ICN participated in a meeting of the **Strategic Advisory Group of Experts on Immunization (SAGE)**; and a meeting of the Working Group on Nurses' role in Immunisation. We promoted our strategy and an emphasis on the necessity to involve nurses on all levels, especially on patients' advocacy and literacy through stronger educational/training opportunities. On the occasion of World Immunisation Week, ICN called for nurses to gain greater autonomy in administration of vaccines.

## AGEING

**Nursing plays a vital role in improving and maintaining the health of the older person. Nurses are often the primary care provider for the older person, particularly when their health needs require them to be placed in an aged care facility.**

However, nurses are also crucial in ensuring the health and wellbeing of people to enable them to live their lives to their potential. Nurses also play an active role in the diagnosis and treatment of many conditions in the older person. ICN aims to foster attitudes, knowledge, skills and maximise the functional ability of ageing populations and support age-friendly supportive environments and public health policies. ICN attended the World Congress on Ageing, and gave a speech on health literacy for the empowerment of older adults. The event was organised by the International Association of Gerontology and Geriatrics.



## MATERNAL AND CHILD HEALTH

In 2016, ICN joined the International Federation of Gynecology and Obstetrics (FIGO), the International Confederation of Midwives, and the International Pediatrics Association to launch the Together We Can campaign to tackle the **global burden of mother, baby and young child deaths**.

As part of this campaign, we endorsed a joint statement on the implementation of the Kangaroo Mother Care method for preterm and low birthweight infants. The Together We Can campaign advocates for safer pregnancy, better birth and healthier childhoods and ensure that the experts who care for mothers, newborns and children are at the centre of health policy decisions. A report and a short film were also released. Visit [www.TogetherWeCan.world](http://www.TogetherWeCan.world) to find out more.

## ALL-PARTY PARLIAMENTARY GROUP ON GLOBAL HEALTH

ICN took part in the consultation process of the UK's All-Party Parliamentary Group (APPG) on global health and provided evidence and case studies on the status and potential of the nursing profession in the achievement of universal health coverage, with particular focus on length of stay, clinical outcomes, inpatient mortality, wait times and access to care, productivity and efficiency, cost and adverse events. The APPG's report, Triple Impact – how developing nursing will improve health, promote gender equality and support economic growth”, recognised that the status of nurses within the healthcare workforce is still undermined. It has resulted in the creation of the Nursing Now! Campaign (see page 18).

## UNITED NATIONS HIGH-LEVEL COMMISSION ON HEALTH EMPLOYMENT AND ECONOMIC GROWTH

**In 2016, ICN's President, Judith Shamian, was appointed to the United Nations Secretary-General High-Level Commission on Health Employment and Economic Growth (HEEG).**

Co-chaired by H.E. Mr. Francois Hollande, President of France, and H.E. Mr Jacob Zuma, President of South Africa, the objective of the Commission was to propose actions in support of the creation of around 40 million new jobs in the health and social sector by 2030, paying specific attention to addressing the projected shortage of 18 million health workers by 2030, primarily in low- and middle- income countries.

ICN took part in a consultation of the Expert Group of the HEEG and health professions associations and submitted two contributions to the HEEG's Call of Evidence. In May 2016, we hosted a consultation with 50 national nursing associations; and provided them with a series of background documents. We also made a series of written submissions to the Commission in which we highlighted the work of the [International Centre on Nurse Migration \(ICNM\)](#).and, following the launch of the report and its recommendations, held discussions with 35 National Nursing Associations at Forums in Washington and Beijing.

## HIV/AIDS

In July 2016, ICN co-hosted **Nursing HIV 2016** just prior to the 21st International AIDS Conference (AIDS 2016) in Durban, South Africa. Convening a wide range of experts to celebrate and explore the contribution of nurses and midwives to combating the HIV epidemic, the meeting included robust discussion on current trends, best practices, issues, and challenges in HIV nursing and midwifery, including topics related to workforce development, regulation, policy, education and quality of care. Particular attention was given to developing a priority agenda for HIV nursing workforce strengthening in order to achieve UNAIDS 90-90-90 targets.

## VIOLENCE IN THE HEALTH SECTOR

ICN participated in the **5th International Conference on Violence in the Health Sector** in October 2016 in Dublin, Ireland and spoke on nurses' experience of violence and abuse in the workplace and strategies to prevent and mitigate harm. We highlighted the particular case of healthcare workers who live and work in war zones and areas of conflict. The International Conference on Violence in the Health Sector is the largest global conference dedicated to work related aggressions and violence within the health services. It addresses a significant and pervasive concern that not only affects the health of the workforce but also impacts negatively the course of care delivery and patient outcomes.

In 2016, the conference took a multi-dimensional approach and explored the biological, spiritual, experiential, legal, political and societal perspectives of violence. This broad outlook aims at encouraging the development of more collaborative response strategies and sensitizing stakeholders to the issue.



## PATIENT AND HEALTH WORKER SAFETY

ICN presented at the **Global Conference of Parliamentarians on Population and Development** toward the 2016 G7 Ise-Shima Summit in Tokyo, Japan on the importance of protecting healthcare workers. ICN emphasized the need for global parliamentarians to work hand in hand with nurses and other healthcare workers to ensure effective policymaking and implementation. Governments must ensure that those working in conflict zones, in disaster areas or with infectious diseases, such as Ebola, have the protection they need to care for others.

ICN participated in an expert consultation for **WHO's Global Patient Safety Challenge Medication Without Harm**: Early global action to support implementation. The meeting discussed the development of an educational curriculum for multi-professionals on "Improving Medication Safety" based on a previous edition. ICN provided the nurses' perspective on updating the curriculum. Key points included greater emphasis on the patient's role in medication use, the growing scope of practice and authority of nurses and interprofessional collaboration. The meeting also identified research priorities for medication safety; informed the development of a patient tool; and helped develop an evaluation framework for measuring progress in implementation.

ICN staff attended the **Global Patient Safety Summit** in Bonn, Germany, which is designed to bring policy makers, health ministries and ministers together to drive forward patient safety. A report presented to the Summit by the OECD identified the financial savings that can be made through preventing errors and adverse events and estimates patient harm to be the 14th leading cause of the global disease burden, putting it on a par with tuberculosis and malaria. The

Summit also focused on improving safety through the use of data and technology, the control of infectious diseases and a new WHO global patient safety challenge was launched focused on Medication Safety. Entitled "Medication Without Harm" the aim is to reduce severe avoidable medication-related harm by 50% globally in the next 5 years.

## STRATEGIC DIRECTIONS FOR NURSING & MIDWIFERY

**WHO launched its new Strategic Directions for Nursing & Midwifery (SDNM) 2016-2020 at a joint ICN/WHO event in May 2016.**

The SDNM 2016-2020 aim to ensure that the nursing and midwifery workforce contributes to Universal Health Coverage and the Sustainable Development Agenda by ensuring equitable access to skilled and motivated nursing and midwifery workforces within performing and responsive health systems.

The SDNM 2016-2020 address four key themes:

1. Ensuring an educated, competent and motivated nursing and midwifery workforce within effective and responsive health systems at all levels and in different settings
2. Optimizing policy development, effective leadership, management and governance
3. Working together to maximise the capacities and potentials of nurses and midwives through intra- and interprofessional collaborative partnerships, education and continuing professional development
4. Mobilizing political will to invest in building effective evidence-based nursing and midwifery workforce development



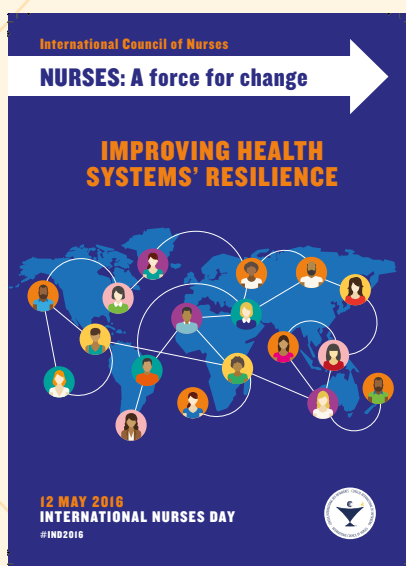
# ADVOCACY

ICN'S EXTENSIVE NETWORK OF CONTACTS IN KEY LEADERSHIP POSITIONS ACROSS SECTORS, AND ITS CAPACITY TO MINE AND PROVIDE FACTUAL, ACCURATE AND RELIABLE INFORMATION ON A BROAD RANGE OF ISSUES, MAKE THE ORGANISATION AN ACTIVE AND EFFECTIVE ADVOCATE ON KEY ISSUES.

## NURSES: A FORCE FOR CHANGE IMPROVING HEALTH SYSTEMS' RESILIENCE

In 2016, ICN stressed nurses' contribution to creating resilient health systems in its 2016 International Nurses Day information and action toolkit.

Under the theme, "Nurses: A Force for Change: Improving health systems' resilience", the kit examines the many ways in which nurses can contribute to developing strong and resilient health systems, and provides guidance for nurses and policy makers. The kit's tools, information and ideas for action assist and encourage nurses and national nurses associations to become engaged in policy. Nurses' input into health sector policies will help ensure that supportive work environments for practice are taken into account when policies are reformed.



## NURSES: A VOICE TO LEAD ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS

In 2017, ICN introduced an exciting brand new identity and format for its International Nurses Day resources, supported by several media to offer a broad and interactive range of insights on the profession and to highlight the outstanding work carried out by nurses everywhere who strive to care for their communities.

With the theme, Nurses: A Voice to Lead, Achieving the Sustainable Development Goals, the 2017 resources included: a printed publication including case studies, showcasing nurses' contribution to the achievement of the SDGs; a [video](#); a [website](#); and a selection of posters.



## NURSING NOW CAMPAIGN

ICN has joined a campaign called **Nursing Now!**, based on the report **The Triple Impact of Nursing published by the All-Party Parliamentary Group on Global Health (APPG) following its review of nursing globally.**

Concluding that Universal Health Coverage will not be achieved without developing nursing globally and that developing nursing will have the triple impact of contributing to three of the Sustainable Development Goals - improving health, promoting gender equality, and strengthening economies, the report was so well received that a new campaign will be launched in 2018 to put the recommendations into practice. Nursing Now! aims to raise the status and profile of nursing globally so that it can make an even greater contribution to improving health and well-being. The campaign will seek to influence policy and decision makers by demonstrating what nurses can achieve and advocating for specific objectives and goals; and create a grassroots movement among the global nursing workforce to generate energy, boost morale and encourage recruitment.

## ELIMINATION OF NUCLEAR WEAPONS

**ICN, the International Physicians for the Prevention of Nuclear War, the World Medical Association and the World Federation of Public Health Associations released a joint statement welcoming and supporting the new Treaty on the Prohibition of Nuclear Weapons.**

ICN abhors the accidental or deliberate use of nuclear, chemical, biological and conventional weapons and land mines; all of which undermine health and threaten survival. ICN believes nurses have a responsibility to work towards eliminating any threats to life and health.

## HEALTH CARE IN DANGER

**ICN is closely involved in the Health Care in Danger (HCiD) project, which ultimately aims to make access to healthcare in situations of armed violence more secure. The project, which is led by International Committee of the Red Cross (ICRC), aims to improve security and delivery of impartial and efficient healthcare in armed conflict and other emergencies.**

In May 2016, ICN signed a joint statement by members of the Health Care in Danger initiative, calling on the United Nations Security Council to adopt a resolution to protect healthcare workers.

In December 2016, ICN renewed a joint call for access to healthcare of wounded and sick during an armed conflict to be respected and protected, and for attacks on health personnel and facilities to stop. The joint statement reinstates the initiative's strong commitment to the protection of the wounded and sick, health-care personnel, facilities, and medical transports.

In August 2016, we issued a joint statement with the World Medical Association to condemn the continuing violence against health personnel in Syria and other nations. We confirmed our support of the UN resolution (2268) which calls for a cessation of hostilities in Syria, and a respect for ceasefires of sufficient periods for the provision of humanitarian aid, stating that, "We in the international health community have an obligation to speak out to urge world leaders to enforce an immediate truce to protect the hundreds of thousands of innocent victims caught up in this carnage."

## FIGHT THE FAKES

**ICN is very concerned with the growing problem of counterfeit medicines and the negative consequences on the prevention and treatment of disease, which can include poor treatment outcomes or failure of treatment, loss of confidence in healthcare, resistance to antibiotics and poisoning due to harmful ingredients.**

ICN supports international initiatives to combat counterfeiting and urges nurses and national nurses associations to collaborate with pharmacists, physicians and others to disseminate accurate information on detection and elimination of counterfeit medicines. Alongside our work with our colleagues in the World Health Professions Alliance (see page 28), we have also joined forces with the Fight the Fakes Campaign to raise awareness of the dangers of fake medicines. In 2017 the number of partners in the Fight the Fakes campaign reached 35. ICN met with campaign partners to work on future plans to raise awareness of the widespread sale and use of falsified medicines across the world and the dangers associated with these fake products. We also attended the launch of two new WHO reports highlighting the scope and impact of falsified medical products, especially in the world's poorer countries.



## PARTNERS IN DEVELOPMENT AWARD

**ICN also recognised the work of others advocating for nurses and patients.**

For its generous grants allocated to nurse-led projects, The Burdett Trust for Nursing received the 2017 ICN Partners in Development Award, thus recognising the importance of investing in the profession to empower nurses and support its development.

Also in 2017, Her Royal Highness Princess Muna al Hussein of Jordan was honoured for her advocacy work, involvement in policy matters and overall commitment to the development of nursing in Jordan and worldwide.

## **ICN AWARDS NURSES**

In 2017, ICN awarded the [Christiane Reimann Prize](#), nursing's most prestigious international recognition, to Dr Sheila Dinotshe Tlou, Director of the UNAIDS Regional Support Team for Eastern and Southern Africa and to Dr Linda H. Aiken, director and founder of Penn Nursing's Center for Health Outcomes and Policy Research.

The inaugural [Kim Mo-Im Award](#) which was bestowed to Dr Miofen Yen, Professor at the National Cheng Kung University in Taiwan, for establishing an educational programme in South Eastern Asia in an effort to improve higher education in the region by training advanced nurses. Runners up for this new award were Katrine Seier Fridthjof, Dr Beth Oliver and Arlene Travis for their innovative and forward thinking which strongly impacted nursing and patient outcome.

In 2017, ICN signed an Agreement with the Instituto Español de Investigación Enfermera (IE) in Spain to establish an award in honour of Máximo González which will acknowledge and reward a registered nurse in a country represented by ICN who has made a substantial and relevant contribution to nursing education, practice, research, or management, nationally or internationally. This award will be presented every two years from 2019.

## SAFEGUARDING HEALTH IN CONFLICT COALITION

ICN is a founding member of the Safeguarding Health in Conflict Coalition, whose purpose is to promote respect for international humanitarian and human rights laws that relate to the safety and security of health facilities, health workers, ambulances and patients ensuring they are safe and secure during periods of armed conflict or civil violence. Through this effort, the Coalition promotes the effective functioning of health services, the protection of health infrastructure, and the safety of health workers during periods of armed conflict. In May 2016, the Coalition released a new report **No Protection, No Respect: Health workers and health facilities under attack, 2015 and early 2016**, showing the extent to which health workers, patients, health facilities and transport have been subjected to attacks.



# EDUCATIONAL PROGRAMMES AND PROJECTS

ICN ADVANCES NURSING, NURSES AND HEALTH THROUGH ITS EDUCATIONAL PROGRAMMES AND SPECIAL PROJECTS WHICH HELP TO ENSURE THAT NURSES RECEIVE THE SUPPORT, SKILLS AND TRAINING THEY NEED TO PROVIDE QUALITY CARE.

## **LEADERSHIP FOR CHANGE (LFC™)**

**Established in 1995, the ICN LFC™ programme aims to prepare nurses with the leadership skills that are required to implement organisational change for the purpose of improving nursing practice and achieving better health outcomes. The LFC programmes are tailored to respond to the specific needs of the countries in which they are implemented.**

This is achieved through close collaboration with the national nurse associations. The programmes may also involve national Ministries of Health or other health care related organisations. They provide participants opportunities to develop understanding of global health challenges, obtain insight into international leadership styles, and be exposed to and analyse change management in the context of health system redesign and transformation and health and social policy. The LFC Training of Trainers (TOT) workshop that concludes every LFC ensures the sustainability of the benefits of the programme locally by giving to the trainers in country the capacity to train other cohorts of nurses. Based on the success of the current programmes and methodology, the LFC programmes build a stronger and more efficient workforce which in turn, brings significant benefits to the populations they serve. ICN LFC programmes have been implemented in more than 40 countries.

**Three new LFC programmes were started in the 2016-2017 period.**

- In 2016, the first ICN LFC™ programme workshop was held in Oslo, **Norway**, with 34 senior nurse administrators from all regions of Norway taking part. With generous financial support from the Norwegian Nurses Organisation, this three-part programme aims to develop capacity for leader-

ship among healthcare managers who can lead change to improve healthcare services and delivery in their home country.

- In June 2017, the first workshop of the LFC in **China** was officially launched with the collaboration of the Chinese Nursing Association. The programme will be rolled out throughout China for the next three years. Aimed at training some 500 nurses from 13 provinces, the programme is part of the campaign sponsored by Johnson & Johnson in order to raise the profile of nurses in China.
- In July 2017, a new LFC programme started in **South Korea**.
- In September 2017, the second LFC programme commenced in Taiwan with participants from **Taiwan, Indonesia, Malaysia and Myanmar**.

## **LEADERSHIP IN NEGOTIATION**

**The ICN LIN project seeks to equip nurses with skills to help achieve safer working environments and fair levels of remuneration and be recognised as valued members of society.**

The project facilitates the training of nurse leaders worldwide in problem solving, negotiation, communication, human resources development, occupational health and safety, association management, and marketing. At the same time, it sensitises participants to the impact of labour issues and the work environment on the delivery of care.

The focus of this active-learning project is the personal and professional development of nurses, resulting in an effective voice in health sector decision-making bodies, improved workplaces and stronger professional organisations.



The LIN project in six Southern African countries (Ethiopia, Lesotho, Malawi, Swaziland, Uganda and Zambia), which commenced in 2014 with the support of the Swedish Association of Health Professionals (Vardförbundet) held a workshop in Ethiopia in September 2016 and was completed in November 2016 with a final workshop held in Johannesburg.

## **GLOBAL NURSING LEADERSHIP INSTITUTE**

**The ICN Global Nursing Leadership Institute (GNLI) offers senior and strategic leadership development at the executive level for nurses from countries across all world regions. The programme draws on the expertise of international expert faculty, allowing participants to review and enhance their national and global leadership skills and behaviours within a collaborative and stimulating learning culture.**

The programme receives generous funding from the Burdett Trust for Nursing, which has supported the GNLI since 2011. The GNLI has been supported over the years by additional sponsors, starting with Pfizer Inc., the founding sponsor, the Taiwan government, the State of Geneva and the WHO, all willing to support the programme and assist in developing continued leadership and management education opportunities for the GNLI alumni using web-based technologies.

The 2016, the GNLI was held in Switzerland with 26 nurses from 22 countries. With the theme “Nursing opportunities in a world focused on sustainable development”, the residential programme enabled selected participants to understand their role in developing a workforce able to meet new challenges; contribute to strengthening health systems; and influence the development and implementation of policy at the international, national and local levels. Following this intensive programme, which was marked by the release of the recommendations of the UN Commission on Health Employment and Economic Growth, the GNLI 2016 participants called on nations and WHO to invest in nurse leadership for the successful attainment of the United Nations Sustainable Development Goals (SDGs). Responding to the UN report findings that investing in the healthcare workforce will create jobs and drive economic development – two essential aspects of promoting the health of nations – participants identified nursing leadership as critical for developing and implementing national workforce plans and helping nations to address the SDGs, including reducing gender inequality.

In 2017, in response to the changing needs of nurse leaders to support them in their efforts to shape and influence policy to meet growing global health challenges, the GNLI launched a new policy focused programme. Attended by some 27 nurse leaders from 19 countries, the programme included a three-month Induction, a one-week residential workshop, and a two-month Implementation Module. The 2017 edition was supported by the Burdett Trust for Nursing, the World Health Organization and the State of Geneva, with support for 10 bursaries provided by the Taiwan Nurses Association and the Ministry of Health and Welfare in Taiwan.

**OVER 20  
COUNTRIES  
REPRESENTED AT GNLI EACH YEAR**

## **ICN TUBERCULOSIS / MULTI-DRUG RESISTANT TUBERCULOSIS (TB /MDR-TB) PROJECT**

**More than 3.5 million people with tuberculosis go undiagnosed and untreated each year. Many of those missed will either die or be placed on inappropriate treatment –many will not be treated and continue to infect others in their communities. Furthermore, nearly half a million will be diagnosed with multidrug-resistant TB (MDR-TB) which is more difficult and more expensive to diagnose and treat. Major efforts are needed to close this gap and nurses on the front lines play an important role in detecting, diagnosing, and treating these patients.**

The ICN TB/MDR-TB Project aims to build global nursing capacity in the prevention, care and treatment of TB. This is achieved by training experienced nurses to cascade information to nursing colleagues and other health workers with the purpose of making improvements to patient care delivery. The practice-oriented nature of our training programme enables nurses to improve the implementation of policies and guidelines relating to TB and MDR-TB using a patient-centred approach. The project has been part of the Eli Lilly MDR-TB Partnership since 2005. The training courses are run in countries with a high burden of TB and MDR-TB where ICN has a strong working relationship with the national nurses association.



The ICN TB/MDR-TB Project has trained 2,224 nurses through the Training for Transformation (TFT) courses in 17 countries in Africa, Asia, and the Russian Federation since 2005. These nurses have in turn rolled out the training to more than 166,000 nurses, doctors, allied health workers and community members – which equates to each nurse training approximately 76 additional people.

The ICN TB/MDR-TB Project is currently working in the Russian Federation and China – two countries greatly affected by TB and MDR-TB – as well as six countries in sub-Saharan Africa (Ethiopia, Lesotho, Malawi, Swaziland, Uganda, and Zambia). In 2016-2017, the TB Project conducted a Training for Transformation workshop for 30 TB nurses from across Malawi in conjunction with National Organisation of Nurses and Midwives of Malawi (NONM); as well as TB training reviews in China, Ethiopia, Lesotho, Uganda, and Zambia. A Training on nursing interventions for the management of side effects to second-line (MDR-TB) medications was held in Beijing, China. We also held master classes for TB nurses in Uzbekistan and supported many TB nurses to attend and present at high-level conferences around the world.

ICN attended the first WHO Global Ministerial Conference on ending TB in the Sustainable Development Era held in Moscow on 16-17 November 2017. Leading up to the first UN high-level meeting on TB to be held in 2018, the Global Ministerial Conference resulted in the Moscow Declaration to End TB which aims to accelerate country implementation of the WHO End TB Strategy in order to reach the End TB targets set by the World Health Assembly and the SDGs. The Moscow Declaration to End TB calls for increased funding and multisectoral commitment to End TB.

## **ICN WELLNESS CENTRES FOR HEALTHCARE WORKERS**

**The ICN Wellness Centre for Healthcare Workers programme aims to strengthen health systems through the provision of quality comprehensive health services for all cadres of healthcare workers and their immediate families. The Wellness Centres are responsive to needs, managed by nurses and supported by inter-sectoral partnerships.**

Since 2006, it has continually strived to develop and provide an innovative model of healthcare tailored to the specific needs and challenges encountered by professionals in the health sector and especially those located in sub-Saharan Africa. ICN's Wellness Centres work to achieve a strengthened health work-

force, better able to meet the population needs, in the following countries: Ethiopia, Lesotho, Malawi, Swaziland, Uganda and Zambia.

The entirely nurse-managed and nurse-staffed centres are an important source of primary healthcare services and psychological care, home based care and vaccination for healthcare workers and their families. They address the key factors affecting their health, such as their heightened risks of contracting illnesses in a setting where HIV infection rates are the highest in the world, along with a high burden of TB, Hepatitis B infections and high levels of other co-morbidities. Put under considerable strain physically and mentally, healthcare workers have to perform in extremely poor working conditions with limited resources. By caring for and valuing the hard-working healthcare personnel, the Wellness Centres have been successful in addressing these issues.

### **GIRL CHILD EDUCATION FUND**

**The Girl Child Education Fund (GCEF) supports the primary and secondary schooling of girls under the age of 18 in developing countries whose nurse parent or parents have died.**

Your donation to the Girl Child Education Fund will go towards school fees, uniforms, shoes and books. Donations to the Girl Child Education Fund can be made by credit card, bank transfer or cheque. A contribution of just US\$ 500 will help cover the costs of uniforms, school books, and fees for the primary education of a girl child for one year, and US\$ 600 for secondary education. Approximately US\$ 10,000 can secure the education of a girl throughout her primary and secondary schooling years.

Since the initiation of the project over 350 girls have been supported by the GCEF. In November 2017, the GCEF coordinators, who are critical to the implementation of the project in country, had their annual meeting in Maseru, Lesotho. ICN took the opportunity of this meeting to confirm our commitment to this project and its sustainability.

### **EHEALTH**

**ICN believes that information and communication technology must be used, even exploited, in health-care to bring scientific knowledge and well-informed practice to individuals, families and communities with health-related needs. The goals of the ICN eHealth Programme are to support eHealth practice, to be recognised as an authority on eHealth, and to be positioned centrally in the eHealth community. With policies and strategies applicable throughout the work of ICN as well as external partnerships, the ICN eHealth programme seeks to advance nurses'.**

knowledge of and involvement in eHealth worldwide. One of the main tools of the eHealth Programme is the International Classification for Nursing Practice, or (ICNP®), which is an international standard that facilitates the description and comparison of nursing practice locally, regionally, nationally and internationally. The ICNP terminology serves a critical role for ICN in facilitating representation of the domain of nursing practice worldwide to promote evidenced based quality care. ICNP provides nurses with content solutions for electronic health records (EHRs) at all levels to support data-based information for use in practice, administration, education and research. In 2016, ICN announced the accreditation of a new International Classification for Nursing Practice (ICNP®) Research and Development (R&D) Centre at the Dublin City University (DCU) School of Nursing. ICN-Accredited Centres provide nursing resources in terms of information, services, research and training. ICNP R&D Centres, which focus on the development, implementation and use of ICN's ICNP, are organised into a consortium that meets biennially. The DCU School of Nursing and Human Sciences ICNP User Group is the 13th Centre to join the consortium.

Also in 2016, ICN joined with the International Health Terminology Standards Development Organisation (IHTSDO) to announce the delivery of an equivalency table for nursing interventions between ICNP and SNOMED CT. ICN and IHTSDO have a collaboration agreement with the goals of advancing terminology harmonization and fostering interoperability between health information systems. This latest product provides a resource to address these objectives. SNOMED CT, a multidisciplinary international healthcare terminology, is designed to support the entry and retrieval of clinical concepts in electronic record systems and the safe, accurate, and effective exchange of health information.

**2,224**  
**NURSES**  
**TRAINED IN TB**

# EVENTS

ICN HOLDS A NUMBER OF CONGRESSES, CONFERENCES, FORUMS AND OTHER EVENTS FOR NURSES THROUGHOUT THE YEAR AND IN DIFFERENT LOCATIONS ALL OVER THE WORLD TO ENSURE THAT EVERY NURSE HAS THE OPPORTUNITY TO SHARE THEIR KNOWLEDGE, NETWORK AND LEARN FROM OTHERS.

## ICN CONGRESSES

ICN holds an international gathering of nurses every two years, hosted by one of our members associations. These conferences enable us to offer the latest information on a rich array of subjects and feature inspiring plenary speakers. They are a fantastic opportunity for nurses to build relationships and to disseminate nursing knowledge and leadership across specialities, cultures and countries.

The ICN 2017 Congress was held in Barcelona, Spain, 27 May-1 June 2017 with the theme Nurses at the forefront transforming care with a particular focus on universal health coverage, the Sustainable Development Goals and human resources for health. Over 8,000 nurses representing 135 nationalities registered for the Congress which was hosted by the General Council of Nursing of Spain. The Congress included over 1,900 posters, 70 concurrent sessions, 18 symposium sessions, along with integrated and sponsored symposiums.



## WORKFORCE FORUMS

Held annually and hosted by volunteer member NNAs., ICN's workforce forums aim to stimulate thinking, enhance learning and, ultimately, develop proactive strategies. The Forums also assist to maintain the relevance of ICN programmes and support international work.

In 2016, the 22nd annual [International Workforce Forum](#) (IWFF) was held in Washington D.C. and hosted by the American Nurses Association. Following the meeting, participants called on all governments to do more to educate and retain nurses and achieve a greater level of self-sufficiency in the supply of

nurses. The Forum raised its concerns that nurses are currently stretched, under resourced and feeling undervalued. The Forum identified that investment and support in nursing workforce is urgently needed not just for wellbeing of nurses but also for the health and safety of patients.

In 2017, the IWFF took place in Lisbon, hosted by the Ordem dos Enfermeiros in Portugal. Participants adopted and endorsed the WHO Global Priorities including the Sustainable Development Goals, Universal Health Coverage, Integrated Person Centred Care, and the Human Resources for Health (HRH) Declaration that



HRH must be viewed as an investment not as a cost. The Forum called on all governments to immediately work on HRH planning with all partners in health, education and human resources to do more to educate and retain nurses so each country can achieve a greater level of self-sufficiency in the supply of nurses.

The 17th [Asian Workforce Forum](#) (AWFF) was held in Beijing, China in November 2016. In the wake of the recommendations of the [UN High-level Commission on Health Employment and Economic Growth](#), participants from 10 associations called for political leaders to view healthcare as a valuable and beneficial investment instead of a drain on economies. They identified adequate funding towards ensuring safer staffing and the expansion of educational opportunities as the main means to strengthen and retain a currently overworked, undervalued and rapidly shrinking workforce.

In 2017, another successful AWFF took place in Taiwan, attended by 10 NNAs and nearly 50 delegates and observers. The agenda covered a wide range of both nursing workforce and health policy issues and highlighted the leading role that NNAs are playing across the region.

## CREDENTIALING AND REGULATION FORUM

**The ICN Credentialing and Regulation Forum serves as a vehicle for countries with an interest in developing dynamic regulatory processes and credentialing programmes to communicate, consult, and collaborate with one another on trends, problems and solutions.**

In May 2016, 63 participants from 28 countries attended the ICN's Credentialing and Regulation Forum, co-hosted by the International Confederation of Midwives (ICM), to discuss key topics including evidence based regulation and credentialing; how regulation can advance the professions and protect the public; continuing professional development; and addressing the future of the nursing and midwifery workforce in light of the global health mandates.

## HEALTH POLICY SUMMIT

**In 2017, ICN held a Health Policy Summit in the USA, bringing together nurse and global health experts to discuss topics of particular relevance to the global nursing organisation.**

Generously supported by Johnson & Johnson and global top-tier universities, the Summit posed the question "What should nursing's response be to human rights

issues and in humanitarian crises?" The Summit was designed to harness the expertise of a carefully selected list of experts and offer a forum to share, learn and influence future decision making. Emphasis was put on the importance of creating partnerships across specialties, professions, nations and organisations as the nursing profession is faced with increasingly more complex and interrelated challenges to which it needs to respond and adapt if it is to carry out its central role in the health of populations. Featured stimulus talks by experts in key areas of concern focused on ageing, mental health, the health effects of climate change; and migrants, refugees and displaced persons.

## NURSE PRACTITIONER/ADVANCED PRACTICE NURSE NETWORK CONFERENCE

**The ICN INP/APNN Conference is the leading biennial conference for nurse practitioners, advanced practice nurses, clinical nurse specialists, nurses, researchers, educators, policy makers, and managers from all over the world. The Conference provides a distinctive arena to share and analyse issues on advanced nursing practice locally and globally.**

The 9th ICN Nurse Practitioner/Advanced Practice Nursing Network (INP/APNN) Conference was held in September 2016 in Hong Kong. The theme of this conference was "Advancing Health and Nursing: Emerging Possibilities." And included keynote lectures and panel discussions with experts from all over the world, themed pre-conference workshops, study visits.



# PARTNERSHIPS

BUILDING POSITIVE RELATIONSHIPS INTERNATIONALLY HELPS POSITION ICN, NURSES AND NURSING FOR NOW AND THE FUTURE. OUR NETWORKS AND CONNECTIONS TO PEOPLE REINFORCE THE IMPORTANCE OF STRONG LINKAGES.

## WORLD HEALTH ORGANIZATION

**As one of the first seven non-governmental organisations to be accepted into official relations with the World Health Organization in 1948, ICN has worked collaboratively on many projects of mutual interest over the years.**

### WHO EXECUTIVE BOARD

ICN took part in the WHO Executive Board (EB) meetings in January 2016 (138th session), May 2016 (139th session), January 2017 (140th session). ICN called on WHO and governments to ensure that nurses are involved in every aspect of the policy agenda recognising the contribution which nurses make and will continue to make to global health.

**During these sessions, ICN gave interventions on:**

- Health workforce and services
- Maternal, infant and young child nutrition
- Health in the 2030 Agenda for Sustainable Development
- 2014 Ebola virus disease outbreak and issues raised
- Multisectoral action for a life-course approach to healthy ageing
- Dementia and Health
- Climate Change
- Antimicrobial resistance
- Promoting the health of migrants
- Human resources for health and implementation of the outcomes of the UN High-Level Commission on Health Employment and Economic Growth

## WORLD HEALTH ASSEMBLY

The World Health Assembly is the decision-making body of WHO. It is attended by delegations from all WHO Member States and focuses on a specific health agenda prepared by the Executive Board. ICN represents the voice of nursing at these important meetings of health ministers and senior health officials from amongst the 194 WHO Member States, as well as representatives from civil society and other stakeholders. We also lobby for governments to include a nurse in their delegation, and we hold a nurses' luncheon during the Assembly, offering the opportunity for nurses from other NGOs and INGOs as well as nurse delegates to exchange and consult on the profession at a global policy level.

In 2016, ICN led a delegation of 69 participants, and spoke to a number of key agenda items at the 69th session of the World Health Assembly (WHA) in Geneva, 23-28 May. ICN made interventions and statements on the Draft global plan of action on violence; Health in the 2030 Agenda for Sustainable Development Goals; the Draft global strategy and plan of action on ageing and health; the Global action plan on antimicrobial resistance; Promoting the health of migrants; Health workforce and services; and the Global Strategy on Women's, Children's and Adolescent's Health.

In 2017, ICN brought a smaller delegation to the Assembly and made statements on the following items of particular interest to nursing: Human resources for health and implementation of the outcomes of the United Nations' High-Level Commission on Health Employment and Economic Growth; Promoting the health of refugees and migrants: Draft framework of priorities and guiding principles to promote the health of refugee and migrants; Global vaccine action plan; Draft global action plan on the public health response to

dementia; Report of the Commission on Ending Childhood Obesity: implementation plan; Cancer prevention and control in the context of an integrated approach; and, on behalf of the WHPA, Public health dimension of the world drug problem.

ICN staff attended several technical briefings and side events and made a statement at the technical briefing “Universal Health Coverage: sustained commitment and concrete achievements” on the importance of strengthening the health workforce and increasing interprofessional education to achieve UHC.

The 2017 WHA, also saw the election of a new Director General (see box).

ICN attended the WHO Global Health Clusters meeting which oversees the co-ordination of a wide range of agencies to prepare and respond to health and humanitarian emergencies around the globe. GHC is led by WHO, comprises 48 partner organisations and has recently agreed a strategy for 2017-19. ICN shared its work in relation to migrant and refugee health.

ICN met with WHO’s water sanitation and hygiene (WASH) programme leads and is actively involved in their work regarding standards for healthcare facilities. ICN participated in a WHO, UNFPA, UNICEF taskforce to revise and update the Definition of Skilled Attendance at Birth. The intention is to develop the definition to cover both the skilled attendant and what constitutes an enabled and supportive healthcare environment in order to achieve the SDG target on reducing global maternal mortality. It is planned to launch the new definition this summer.

ICN attended the WHO Collaborating Centers Global Network Biennial Conference and spoke in a panel on The Nursing Contribution to Global Health.

## INTERNATIONAL LABOUR ORGANISATION

ICN attended both the annual ILO Health Services meeting and the 106th ILO Conference. Addressing health worker shortages, improving working environments and supporting career development were key issues under discussion. There was also particular attention on safety in the workplace that included both eliminating violence against staff and ensuring appropriate nurse staffing levels. ICN’s intervention addressed these issues and highlighted its position statements and work in these areas.

## ICN AND DR TEDROS ADHANOM GHEBREYESUS

**Prior to the 2017 elections of the new Director General (DG) of the World Health Organization, ICN wrote to the three candidates for this position to ensure that nursing plays a stronger role in the development and implementation of WHO global action plans and policies. In particular, we urged them to take a crucial look at the impact of the absence of a Chief Nurse Scientist at WHO on global action plans and policies.**

Since his election, ICN has formed a close relationship with the new WHO DG, Dr Tedros, who made a special intervention at the ICN 2017 Congress, addressing the 8,000 nurses present in the audience via teleconference. In his message, Dr Tedros expressed his gratitude to the nursing profession, recognising its “invaluable contribution and sacrifices at the frontlines of health services around the world”. He emphasized the key role nursing leadership plays in bringing quality and affordable healthcare to communities worldwide, saluting ICN’s focus on the SDGs as a fitting agenda matching his own vision turned towards achieving universal healthcare. He also reaffirmed his pledge to collaborate with ICN to ensure that nurses are fully included in policy making processes and made the commitment to have a senior level nurse on his team. Following this supportive live call to the ICN Congress, Dr Tedros has met with ICN on several occasions. He clearly recognises the contribution that nurses make right across the life course and the many and varied settings that nurses work in. In October 2017, Dr Tedros kept his pledge to re-instate a very senior nursing role that will provide nursing advice to him across all WHO’s key priorities. We are delighted that Elizabeth Iro of the Cook Islands has been appointed as the WHO’s Chief Nursing Officer and we will work closely with her to ensure the nursing voice is represented in all of WHO’s work.

## ICN-WHO-ICM TRIAD

**The ICN-WHO-ICM Triad biennial meetings bring together government chief nursing and midwifery officers, representatives of national nursing and midwifery associations and nursing and midwifery regulatory bodies to address issues critical to the provision of safe, quality nursing and midwifery care, the development of the nursing and midwifery professions and the effective regulation of these professions.**

The May 2016 meeting centred around discussions on issues of common interest and concern resulting in sharing of ideas, experiences and collaborative actions. The main theme for the 2016 Triad was the future of the nursing and midwifery workforce and the dialogue took into account relevant global mandates such as the Sustainable Development Goals, the WHO Global Strategy on Human Resources for Health: Workforce 2030 and global commitments toward attaining Universal Health Coverage. The keynote speaker for the event was Her Royal Highness Princess Muna al Hussein of Jordan, WHO Patron of Nursing and Midwifery in the Eastern Mediterranean Region.

## WORLD BANK

ICN gave a presentation on the importance of scaling up nursing and midwifery” at a two-day planning session on nursing and midwifery at the World Bank in Washington, D.C. As a result, ICN and the World Bank will be launching a new initiative on education and workforce planning in English-speaking countries in Africa. ICN also participated in a Workshop hosted by the World Bank and OECD to discuss the challenges and opportunities for strengthening and supporting refugees who were health professionals in host countries. ICN were asked to present on workforce, regulation and legal processes from a nursing perspective.

## ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

ICN attended a meeting of the Expert Working Group on Health Workforce Skills Assessment organised by the OECD. The meeting brought together researchers and experts in health professional skills assessment from the OECD countries, with particular focus on medical and nursing professionals, to review and provide feedback and suggestion to improve on the OECD Feasibility Study on Health Workforce Skills assessment. We strongly advocated for outcomes based approach and not task based. We also participated in a panel on the legal and regulatory issues facing migrant health workers at an OECD hosted workshop entitled “Strengthening Human Resources for Health: Integration of Refugees into Host Community Health Systems”.

## GLOBAL ALLIANCES

**In 2016, the ICN developed a new approach to facilitating partnerships with other organisations.**

The Global Alliances are a framework for managing collaborative relationships with other organisations that can enhance ICN’s work and support to its members and boost our influence and visibility. It will enable ICN to harness the technical advice and expertise of a wide range of international and regional organisations through a co-ordinated structure and process. The Global Alliances create sector cluster groups (consortia) of organisations with high level expertise in the respective fields.

Global Alliance partners will not be involved in governance or membership of ICN. Rather it provides a network of partners with whom ICN can work to progress mutual goals. The framework will replace the current structure of networks and affiliate members, most of which are expected to transition into Global Alliances.

In 2017 there was steady progress towards implementation. The Global Alliances were presented in Barcelona to CNR, networks and other interested groups and subsequent discussions with a number of organisations have demonstrated great interest. The first organisation to transition was the Nurse Practitioner/Advanced Practice Nursing Network.

## WORLD HEALTH PROFESSIONS ALLIANCE

**The World Health Professions Alliance (WHPA) is a partnership between the global organisations representing the world's dentists, nurses, pharmacists, physical therapists and physicians which speaks for more than 26 million healthcare professionals in more than 130 countries.**

WHPA works to improve global health and the quality of patient care and facilitates collaboration among the health professions and major stakeholders. Notably, we have worked together on non-communicable disease, counterfeit medicines and positive practice environments. We issue joint statements and make interventions at the World Health Assembly and we hold a World Health Professionals Conference on Regulation every two years which brings together policy makers, health system managers, researchers, scientists and leaders in the health professions to explore the future of the healthcare system regulation and the role of the health professions in regulation for improvement in healthcare to the benefit of patients. The theme for the 2016 Conference was Health professional regulation – facing challenges to acting in the public interest.

It concentrated on three main themes:

1. Balancing regulation of individual health professionals and of health services
2. Health professional regulation and trade agreements: Protecting the public versus facilitating commerce
3. The Sustainable Development Goals 2016-2030 and WHO Global Strategy on Human Resources for Health: Workforce 2030 – implications for Health Regulation

As part of the WHPA's long-running campaign to protect people from substandard or falsified medicines and medical devices, a [video](#) was launched in 2016 accompanied by three sets of animated measures that consumers, health professionals and policymakers around the world can take to get rid of fake medicines and the harm that they do. Consumers, for instance, are given advice on how to make sure that medicines bought online are real, and healthcare professionals are reminded which features of medicines to inspect. Through the third set of measures, the WHPA calls on policymakers to strengthen laws against counterfeiting and to involve healthcare professionals in policy decisions so that these are appropriate to real-life and more likely to be put into practice.

## WORLD CONTINUING EDUCATION ALLIANCE

**In 2017, ICN announced a global partnership with the World Continuing Education Alliance (WCEA) to improve nurses' access to continuing education.**

The two organisations are working to create the largest central resource for continuing nursing education to change and improve nurses' access to education courses around the world. Through this partnership, the WCEA provides free Learning Management Systems to education providers to enable them to create and upload educational content to the ICN Continuing Education Network. Nursing associations and other organisations will be provided with Education Portals connected to the Continuing Education Network, and the administrators of each Portal can select what education they would like from the Network for their nurses' continuing education needs. The platform will broaden and ease the access to the successful ICN Continuing Education programme portfolio and will generate interactivity and network opportunities for all.

## JHPIEGO

**In 2017, ICN and Jhpiego announced a new nursing development programme to facilitate collaboration in areas of public health through nursing workforce development and capacity building.**

The two organisations will work together to position nurses in advanced practice roles; build nurse capacity to assume leadership roles; explore and create innovative community-focused nurse-led care models; and advanced nurse-led research.

## EASycARE ACADEMY

**ICN has signed a collaboration agreement with the EasyCare Academy to support their work in improving the quality of care to older people through developing training packages that reflect the principles of people-centred care.**

The training programmes will focus on improving quality of care and the quality of life of the older person through effective collaborative relationships between caregivers and other health professionals, particularly nurses.

# PUBLICATIONS

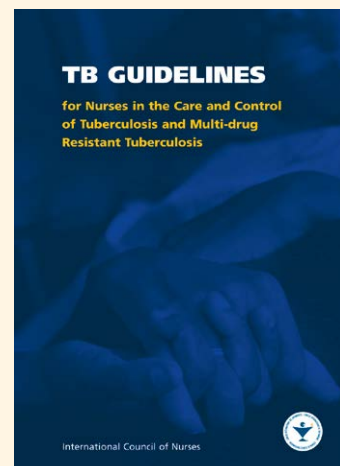
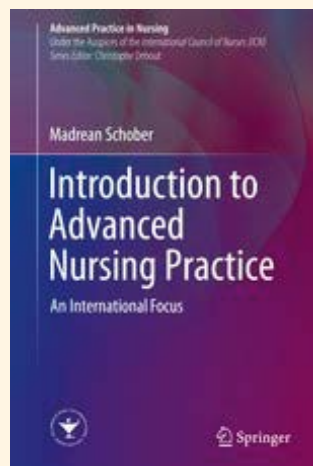
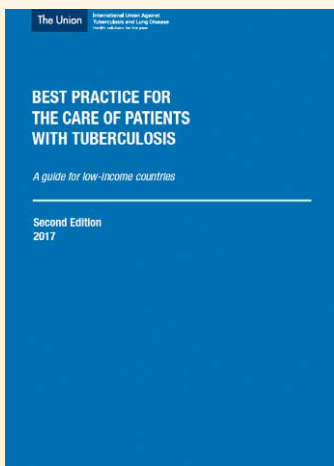
ICN PRODUCES POSITION STATEMENTS, FACT SHEETS, MONOGRAPHS, GUIDELINES AND TOOLKITS ON A VARIETY OF TOPICS. THESE PUBLICATIONS ARE AVAILABLE FROM THE ICN WEBSITE (WWW.ICN.CH) AND THE ICN ESHOP (WWW.ICN.CH/SHOP).

## ADVANCED PRACTICE NURSING SERIES

**Developed under the auspices of ICN, Introduction to Advanced Practice Nursing: An International Focus., was launched in 2016 as the first in Springer's new Advanced Practice in Nursing series.**

With a foreword from Dr Judith Shamian, ICN's President, this new publication highlights the importance of this rapid growing field in nursing. It explores how nurses can contribute to new healthcare challenges, setting the ground for innovation and professional development internationally. It delineates the fundamental characteristics of the field by exploring epistemological questions such as the definition of the role itself, its scope of practice, legislation and policy issues, its educational criteria, and raises questions of regulations and ethics. Building on country-specific case studies, it offers a valuable resource for nurses, educators, administrators at healthcare institutions and healthcare planners.

The second publication in this series, Strategic Planning for Advanced Nursing Practice, was launched in 2017. This eagerly anticipated book equips readers to understand the dynamics of policy processes, relevant decision-making and the significance of key decision-makers. It also emphasizes the usefulness of negotiation and diplomacy skills in order to support the development of an advanced nursing practice initiative that involves the identification of pivotal issues to ensure that nurses unlock their full potential. Topics include a definition of strategic planning, essential factors to bear in mind, and frameworks to use in the context of formulating effective policies. By addressing outcome indicators and research, this volume offers a comprehensive approach to coordinated planning, and will appeal to advanced practice nurses, healthcare planners and policymakers, as well as administrators at hospitals and healthcare institutions.





## POSITION STATEMENTS

**In consultation with our members, ICN produces position statements on a variety of topics.**

In 2016-2017, as well as developing new statements on important policy topics, we are also in the process of reviewing and revising several of our position statements to stay up to date on current evidence and for the same reason In 2016-2017, we published position statements on the following topics:

- [Antimicrobial resistance](#)
- [Occupational health and safety for nurses](#)
- [Prevention and management of workplace violence](#)

## GUIDELINES FOR NURSES WORKING IN THE CARE AND CONTROL OF TUBERCULOSIS AND MULTIDRUG-RESISTANT TUBERCULOSIS

**In 2016, ICN published updated guidelines for nurses working in the Care and Control of Tuberculosis and Multidrug-Resistant Tuberculosis.**

These guidelines are intended to help nurses in their important role of detecting Tuberculosis (TB) cases, providing care and managing TB treatment. It sets out a nursing approach to planning and delivering patient care, aimed at improving access and quality of care throughout the treatment period.

## **BEST PRACTICE FOR THE CARE OF PATIENTS WITH TUBERCULOSIS: A GUIDE FOR LOW-INCOME COUNTRIES**

**In 2017, ICN and the International Union Against Tuberculosis and Lung Disease (The Union) launched Best Practice for The Care of Patients with Tuberculosis.**

A guide for low-income countries which provides detailed guidance for the care and support of people in healthcare settings who present with symptoms suggestive of TB, and their subsequent care and support if found to be required.

## **INTERNATIONAL NURSING REVIEW**

**The International Nursing Review (INR) is the official journal of the International Council of Nurses (ICN). It is a quarterly, peer-reviewed journal that focuses predominantly on nursing and health policy issues of relevance to nurses and has an increasing impact factor.**

INR welcomes original articles that help to forward ICN's global mission by representing nursing, advancing the profession and shaping health policy. INR also contributes to the ongoing development of nursing internationally with its regular section on International Perspectives. The diverse international readership of INR is located in more than 130 countries. Published both in hard copy and online, INR is a key resource for nurses worldwide.



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