



1920



STORY



AUDIO

ICN
TODAY

Sister Agnes Karll, ICN President, 1909-1912

Following the War

Following the end of World War I, efforts were made to re-establish contacts among ICN member associations that had lain dormant during the war years. The American Nurses Association invited members of ICN's Executive Committee to meet in Atlanta, Georgia, in 1920 to discuss its revival. Overseas representatives came from just two national nurses' associations: the Finnish Nurses Association and the Danish Nurses Organization and locally from the United States and Canada. It appeared that the only question discussed was the revival of ICN.

Nurses had suffered during the war years. Williamson (2014) highlighted the role of nurses following the war in linking the role of ICN to nurses' role in healthcare delivery saying:

"The outbreak of World War I and the four years of conflict disrupted the activities of ICN. The results obtained before the war, notably with regard to the improvement of women's working conditions, were thrown into question, and the international spirit which characterised ICN was threatened. After the war, nurses were nevertheless considered as having a key role to play in public healthcare." (Williamson 2014)

Sister Agnes Karll, former ICN President (1909-1912) and President of the German Nurses' Association, gave this harrowing account of the conditions under which nurses were working in:

"The only thing we nurses are trying to do is to endure the hard times, helping our surroundings as far as we can, and hope for better times to come in the future." (Karll 1923)

She reported:

"The work of the nurses in Germany has during the past year daily grown more and sadder until it now – at the end of the year – is heart breaking. ... The nurses endure probably twice or three times as much as people of other professions, because they in their work are witness of the greatest human suffering and grief. It is no wonder, that there are a growing number of suicides even among the nurses." (Karll 1923)

Her illuminating words continued:

"On January 11th 1923, the 25th anniversary of our association, the occupation of the Ruhr District occurred, which gave us a continuous feeling of unsafety for hundreds of our nurses in the occupied district. One of their greatest difficulties is to be allowed to come back to their places of work, when they once have left the district, for instance on leave or called away to some sick member of their family."

Sister Agnes finished her report by saying that

"The only thing we nurses are trying to do is to endure the hard times, helping our surroundings as far as we can, and hope for better times to come in the future." (Karll 1923)

Importance of the International Council of Nurses

Why was ICN of importance to nurses in these early years? The answer lies in the fact that ICN was an organisation that was responsible for collecting information about nurses and nursing that it received from each national nurses association which formed its member bodies, and for the distribution of such information when required. ICN existed to serve the profession and could only survive if the national associations in each country actively supported it. This purpose and structure remain largely the same to this day.

ICN worked in three ways: firstly, through a headquarters which had been originally based in London and then, in 1927, moved to Geneva. After the war the need for further developments along international lines was realised, and headquarters with a permanent personnel and complete technical equipment was established in Geneva, the first international professional organisation to do so. (ICN 1929) This bestowed great benefits to ICN in terms of location, collaborative arrangements with other international organisations and the ability to pursue difficult subject after congresses.

Secondly, ICN also worked through its committees – Active Standing and Special Committees on all important nursing subjects, such as Nursing Service, Nursing Education, Nursing Ethics, Social and Economic Welfare of Nurses and Legislation, as it pertained to nurses and nursing. These committees worked mainly by correspondence and met, if possible, to prepare a report for each meeting of the ICN Board of Directors.

Thirdly, ICN worked in and through its members through individual nurses who were members by virtue of membership in their own national nurses associations, which in turn were members of ICN. Membership conferred privileges and responsibility so that individual nurses from national nurses associations were expected by ICN to feel responsible for the wellbeing of other nurses from any other country. (Stewart IM 1948)

Karll, A (1923) Report on Nursing in Germany during the Year 1923. *ICN Bulletin* No 10 Pgs. 28-29. ICN Archives, Geneva

Williamson, L. (2014) The International Council of Nurses during the First World War. *Soins: La Revue de Reference Infirmiere*, Jun (786): 116

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1920



STORY



AUDIO



Re-establishing Contacts

– Agnes Karl, ICN President, 1909-1912



ICN
TODAY



The war is over and now we need to concentrate on reviving ICN. Nurses suffered during the war years. “The only thing we nurses are trying to do is to endure the hard times, helping our surroundings as far as we can, and hope for better times to come in the future.” “The work of the nurses in Germany has during the past year daily grown more and sadder until it now – at the end of the year – is heart breaking. ... The nurses endure probably twice or three times as much as people of other professions, because they in their work are witness of the greatest human suffering and grief.” “On January 11th 1923, the 25th anniversary of our association, the occupation of the Ruhr District occurred, which gave us a continuous feeling of unsafety for hundreds of our nurses in the occupied district. “The only thing we nurses are trying to do is to endure the hard times, helping our surroundings as far as we can, and hope for better times to come in the future.”





1920



STORY



AUDIO



ICN TODAY



ICN TODAY

Following the War

(see story for background)

ICN is closely involved in the **Health Care in Danger** 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, aims to improve security and delivery of impartial and efficient healthcare in armed conflict and other emergencies.

ICN is a member of the **Safeguarding Health in Conflict Coalition (SHCC)** 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.

ICN represents the voice of nurses around the world. We influence health, social and economic policy at country, regional and global level through the sharing of evidence and best practice. 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.





1922



STORY



Meeting of ICN Grand Council at Copenhagen, Denmark. Seated L-R Miss Pearse, Great Britain., Baroness Mannerheim, Finland, Mrs. Henny Tscherning, Denmark, Sister Larson, Norway, Miss Child, South Africa, Countess D'Ursel, Belgium and Mrs. Valenzand, Italy standing.

Grand Council Meeting, Copenhagen

A Grand Council meeting was held in Copenhagen in 1922 where another Scandinavian nurse, Baroness Sophie Mannerheim ([read more](#)) of Finland, was elected president with the Watchword "Peace". Both she and Henny Tscherning ([read more](#)) were very active among European nursing leaders in keeping the spirit of ICN alive throughout the hardships of World War I.

The Congress concentrated on nursing education through the lens of certification and state registration, both needed as the recognised standard for training professional nurses. A minimum of 3 years continuous training in qualified training schools, under the direction of trained nurses was deemed critical to ensuring that nursing standards met the health needs of society. To make this happen ICN called on countries with well organised systems of professional nursing education to support countries calling for ICN support.

ICN Member Associations affiliated to ICN were: in 1922, the National Federation of Nurses of Belgium, the Chinese Nurses Association, the Italian Nurses Association, the South African Nurses Association and the Norwegian Nurses Organisation.

Karll, A (1923) Report on Nursing in Germany during the Year 1923. *ICN Bulletin* No 10 Pgs 28-29) Accessed from ICN Archives July 2018

Danish Nursing history museum <https://dsr.dk/dshm/sygeplejens-historie/dansk-sygeplejersaads-formaend/henny-henriette-tscherning>

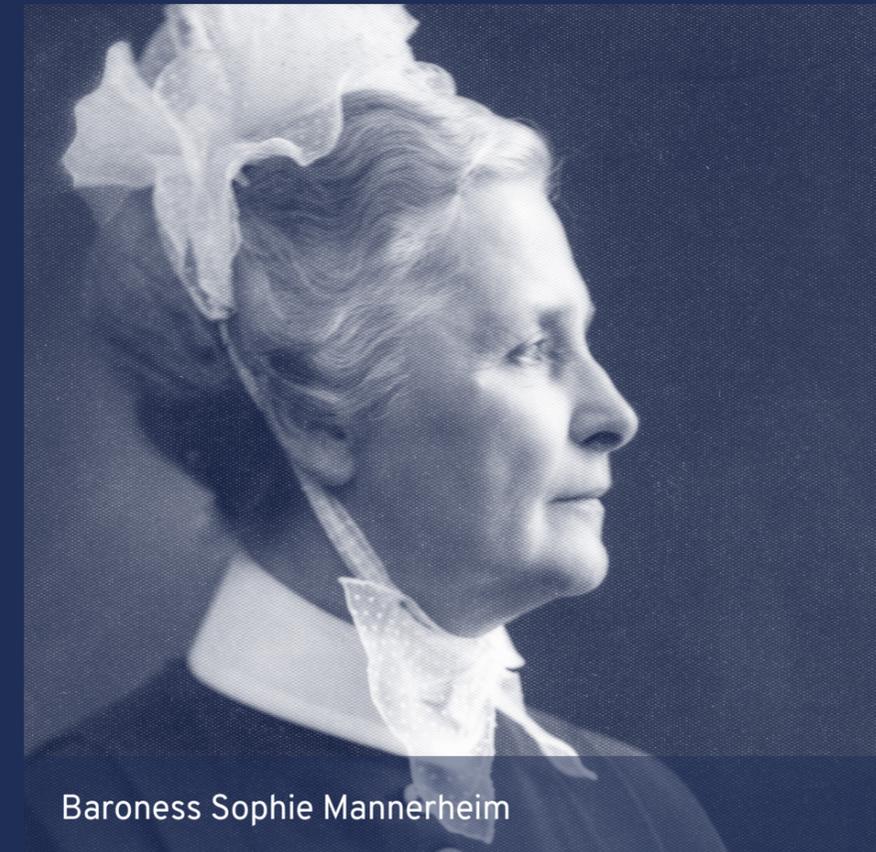
Williamson, L. (2014) The International Council of Nurses during the First World War.. *Soins: La Revue de Reference Infirmiere*, Jun (786): 116





Baroness Sophie Mannerheim

Baroness Sophie Mannerheim (1863-1928) is known as the pioneer of modern nursing in Finland. Daughter of a count and sister of the Finnish President, Carl Mannerheim, she was trained in nursing at the Nightingale School at St Thomas' Hospital in London. Returning home, she was appointed as head nurse of Helsinki Surgical Hospital and started a preliminary training programme there for nurses. She was later elected President of the Finnish Nurses' Association, a position she held for 24 years, and was founder of the Children's Hospital in Helsinki. As a result of her international involvement she was also elected President of ICN from 1922-1925.



Baroness Sophie Mannerheim





1924



AUDIO



The First ICN Publications

– Nina Gage, ICN President, 1925-1929



The aim is to “raise even higher... the public usefulness of their members”. “The International of Nurses stands for that full development of the human being and citizen in every nurse which shall best enable her to bring her professional knowledge and skill to the many-sided service that modern society demands of her.

The founders of the federation of nurses realised that there are no national boundaries in the service of society, but that the fundamental needs of man are the same the world over – health of mind, body and spirit – if he is to do his work in the world.”

“Only by a worldwide organisation can we do this, as only by world-wide research and mutual help can we evaluate causes and effects and find how best to solve our problems, and do our part in making the world better and happier.”





1925



STORY



AUDIO



ICN TODAY



Lillian Clayton

Fifth ICN Congress Helsinki, Finland

In 1925, the fifth ICN Congress was held in Helsinki, Finland. ICN welcomed more than 2,000 nurses from 35 countries to the Congress. Nina Gage ([read more](#)) (an American nurse who was a leading teacher of modern nursing in China), the incoming president, spoke of the need for ICN to throw light on the meaning and effects of good nursing and to learn what political, social, economic, physical and mental factors were influencing good nursing care. She was given the new Watchword, “Service”.

Ethics was the central topic with a discussion on *How may we Reach the Best Code of Ethics?* Miss Lillian S. Clayton, Superintendent of Nurses, Philadelphia General Hospital presented her view:

“That ethics must, as a subject, be an ever present one in the minds of the entire staff, and students must feel the influence of its continued application to their daily lives. We must guard against imposing uniform practices on different nations: its traditions, tendencies, and aspirations, its social and religious ideals.” The introduction of the principles of ethics requires a certain unity to be preserved in dominant general ideas and Sister Andrea Arntzen urged the importance of good ethics becoming a habit (ICN 1926).

Presentations in nursing education, the eight-hour day, economic condition of nurses, nursing ethics and cooperation and the exchange of nurses between the northern countries and Europe took place. Resolutions passed included those relating to three years’ training in hospitals of good standing being the minimum required for nursing education and that the nursing profession should aspire to homogeneous improvement of the salaries and working terms for nurses.

The Executive Committee of the Council of Nurse Representatives (CNR) held a meeting after the Congress in the large State Tuberculosis Sanatorium at Halila, which had been placed at the disposal of the Council, by the Finnish Government. During the meetings of the Grand Council, important alterations made to the ICN Constitution provided for a greater number of Standing Committees, thereby permitting a greater, and a more representative, number of nurses to actively assist the work of ICN. (ICN 1926)

Also, of interest during this decade was the annual meeting of the Nurses’ Association of Korea held in 1926 and the Second Pan-American Red Cross Conference in Washington the same year. In 1927, the first meeting of the ICN Board of Directors took place in Geneva

ICN (1926) V Quadrennial Congress Helsingfors, Finland *I.C.N.* Vol 1, No (4):231 ICN Archives Geneva





Nina Gage

Nina Gage (1883-1946) was an American nurse who was a leading teacher of modern nursing in China. She attended the Roosevelt Hospital School of Nursing in New York and became a fully qualified registered nurse in 1908. Her older brother Brownell (later Rev. Brownell Gage) and his wife Helen Howe Gage had been at the Yale-in-China mission in Changsha, Hunan since about 1904.[Nina Gage went there in 1909 and began work as a dispensary nurse. In 1912, she became the first president of the Nurses Association of China, and after a two-year term went on to be chairman of its education committee. She played a leading role in establishing a school of nursing at the missionary-founded Hsiang-Ya (Xiangya) Hospital and by 1919 was Dean of the school. With the outbreak of World War One. Gage returned to the US to join the faculty of the Vassar Training Camp, which offered an intensive short course in 1918 for women students wishing to help with wartime nursing. She served as president of the International Council of Nurses from 1925 to 1929. Her work in Changsha then continued until about 1927 when political upheaval made it impossible for her to stay. After returning from China to the US, she held various senior nursing posts in nursing education, including executive secretary of the National League for Nursing Education, Director of the new Nurses Training School at the Hampton Institute, Director of the Newport, Rhode Island, Hospital School of Nursing, and Director at Protestant Hospital, in Nashville, Tennessee.



Nina Gage





1925



STORY



AUDIO



Fifth ICN Congress, Helsinki, Finland

- Lillian Clayton, Superintendent of Nurses,
Philadelphia General Hospital



ICN
TODAY



My name's Lillian Clayton and I'm the Superintendent of Nurses at the Philadelphia General Hospital.

We are so excited to be at this fifth ICN Congress in Helsinki. I'm here to talk about how we can reach the best Code of Ethics. I believe "That ethics must, as a subject, be an ever present one in the minds of the entire staff, and students must feel the influence of its continued application to their daily lives. We must guard against imposing uniform practices on different nations: its traditions, tendencies, and aspirations, its social and religious ideals."

Education is also a big topic here at Congress and we have agreed that three years' training in hospitals of good standing is the minimum required for nursing education.





1925



STORY



AUDIO



ICN TODAY

Fifth ICN Congress Helsinki, Finland (see story for background)

Since 1953, ICN has produced an International code of Nursing Ethics. Widely used as a national code or as the basis of national nurses association's codes of ethics, a new, revised version of the Code will be published in 2020. A guide for action based on social values and needs, the Code guides nurses in everyday choices and it supports their refusal to participate in activities that conflict with caring and healing.

ICN TODAY





1926



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ICN TODAY



The I.C.N.

In 1926, ICN issued its first edition of the quarterly publication, *The I.C.N.* Publication of *The I.C.N.* was decided upon by the ICN Board of Directors in Halila, Finland in July 1925, its name having been suggested by Baroness Sophie Mannerheim (ICN President 1922-1925).

ICN President Nina D. Gage ([read more](#)) (1925-29), in the first edition of *The I.C.N.* in January 1926, wrote that ICN, by its constitution, united nurses of various countries in efforts to advance:

“The profession of nursing by greater unity of thought, sympathy, and purpose ... to improve our work in the care of the sick, to promote the health of the nations.”. The aim is to “raise even higher... the public usefulness of their members”. “The International of Nurses stands for that full development of the human being and citizen in every nurse which shall best enable her to bring her professional knowledge and skill to the many-sided service that modern society demands of her.” (Gage 1926)

Gage continued:

“...the founders of the federation of nurses realised that there are no national boundaries in the service of society, but that the fundamental needs of man are the same the world over – health of mind, body and spirit – if he is to do his work in the world.” (Gage 1926)

She continued with her insightful view of nursing and the problems it faced by describing what she meant by the comprehensiveness of this triangle of health needs. Nurses were being asked to assist people to seek and obtain positive health, not just what not being ill meant by increased efficiency and ability to work, but by showing them what this meant and how to obtain it. New and more complex demands were being placed on nurses and it was only through intercommunication and exchange of ideas, methods and plans that these new demands could be met. Epidemics, such as the influenza pandemic of 1918-19 which killed an estimated 20 to 50 million people worldwide, could devastate the world and nurses could help in preventing their spread if they knew the best methods to employ.

Gage, writing in *The I.C.N.*, delivered her opinions saying that through research, ICN was endeavouring to shed light on the meaning and effects of good nursing, to find out what was required of nurses in providing good nursing care and to learn what factors influenced good nursing: political, economic, social, spiritual, physical and mental. She continued by writing that working with people of different nationalities, as ICN does, by attending and participating in conferences can break down national barriers and make for international peace and by all working toward the same aim of mutual helpfulness will determine what nursing services should mean to a community. Gage ended her Editorial with these words:

“Only by a worldwide organisation can we do this, as only by world-wide research and mutual help can we evaluate causes and effects and find how best to solve our problems, and do our part in making the world better and happier.” (Gage 1926)

In responding to the request to write for the first edition of *The I. C. N.*, Ethel Gordon Fenwick, wrote on *The International Idea – A Retrospect*. She confirmed that the development of ICN had been guided through the *Watchwords* chosen for each presidency. Material welfare did not prompt the founders to establish ICN. but what did prompt them she wrote:

“...was the aspiration that in our effort to attain to the highest possible we might be strengthened and might strengthen our sisters in other lands, by uniting in the promotion of common purpose.” (Gordon Fenwick 1926)

Gordon Fenwick then provided her insightful view of what her generation’s purpose was:

“To light and tend the growing flame of the ICN. At the end of 26 years it burns with a steady and hopeful glow. To have had visions and dreamed dreams, to have seen those visions materialise, and those dreams come true, has been my happy experience as Founder of the International Council of Nurses. Having written down its Constitution it was necessary to make it live and to do so they had to inspire it with the vital force of a fine powerful spirit.”. (Gordon Fenwick 1926)

In keeping with the themes identified by the early presidents, Mary Adelaide Nutting ([read more](#)), an American nurse and educator, writing in *The I.C.N. Journal* in 1928 spoke of the endowment of nursing education. She remarked that past history was marked by great advanced in science, research, increased development in the number of hospitals, prevention of disease and protection of health and increased complexity in tasks being delivered by nurses. She noted in her Editorial:

“Knowledge and ability of nurses have become progressively exacting and difficult to meet with new and wider range of duties all of which has led to a movement of nursing schools moving toward university education and the beginning of endowment for nursing education.” [36]

Nina D. Gage (1926) writing in the first edition of the *I.C.N. Journal* Vol 1(1) 1 ICN Archives, ICN Headquarters, Geneva. (January)

Ethel Gordon Fenwick (1926) 'Work' was their first Watchword *I. C. N Journal* Vol 1 (1)3 ICN Archives, Geneva.



Henri Dunant

ICN and the International Red Cross Society

The relationship between ICN and the Red Cross began with Florence Nightingale and Henri Dunant of the Red Cross. It transpired that Florence Nightingale had inspired Henri Dunant, founder of the Red Cross, to seek help for wounded war victims. He had placed a proposal for a relief society to help the treatments of the wounded in war before the Society of Public Utility of Geneva, later to become the International Red Cross Treaty. Nightingale had laid the foundations upon which modern nursing was based and both worked towards a similar ideal of treating the sick and wounded.

The Treaty of Geneva laid down obligations to the sick and wounded; consequently, in times of war, nurses were required to take care of wounded soldiers. As few civilian schools of nursing were available, Red Cross hospitals and schools of nursing undertook this work and national nurses associations affiliated with ICN provided the needed instruction as well. Thus, the Red Cross was free to function as a relief agency in times of war and nurses were free to develop professionally, both benefitting whilst maintaining their own ideals. The Red Cross, although neutral and humane, was not a professional organisation but required the services of professional nurses at certain times. When working together, they were of mutual assistance to each other and to the society they served in fulfilling their ideals. (Noyes 1926)

ICN was involved with the Red Cross Society in an advisory capacity during this period. During the Second Pan-American Red Cross Conference held in Washington in 1926, under the auspices of the League of Red Cross Societies, resolutions were passed calling for International Societies to work toward the advancement of nursing education. To achieve this aim, it was necessary to promote, in the minds of the public, the national importance of nursing. This move was expected to assist in improving the social and economic status of the nurse. A further resolution called for each National Red Cross Society to constitute an Advisory Nursing Committee to be composed of representative nurses, whose appointment was recommended by the national nurses' associations and that Red Cross Societies endeavour to stimulate the development of schools of nursing, in co-operation with universities or other educational institutions. (League of Red Cross Societies 1926)

Ways and means of promoting co-operation between Red Cross Societies and professional nurses' organisations were discussed during the Round Table on *Organisation of the Nursing Service of the Red Cross*. J.E. Browne (Canada) described the co-operation existing between the Canadian Red Cross and nurses' organisations. During the war, the Canadian Red Cross referred matters relating to nursing to the President of the Canadian Nurses' Association. It was not until after the war that the provincial division of the Red Cross invited representatives of the provincial nurses' association to become members of the Red Cross Executive, both organisations having close cooperation in matters operational including the planning of Red Cross Outposts. This cooperation extended to nurse education. All post-graduate courses for nurses in universities in Canada were made possible by grants from the Red Cross. The nursing profession warmly welcomed this level of cooperation, including in 1923, when the Canadian Red Cross launched its scheme for home nursing classes when registered nurses offered their services. (Browne 1926) The Red Cross had official dealings only with the responsible officers of the Registered Nurses' Associations.

Noyes C. D. (1926) The Red Cross and its Relations to National Organisations of Nurses ICN Journal Vol 1(2)71-72).

League of Red Cross Societies (1926) The Second Pan-American Red Cross Conference, Washington. *ICN Journal* Vol 1(2)71-72).*ICN Archives* Geneva

Browne J. E. (1926) Ways and means of promoting co-operation between Red Cross Societies and professional organisation of nurses' ICN Vol 1(2) 73.





1926



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ICN TODAY



ICN TODAY

The I.C.N.

(see story for background)

The *International Nursing Review (INR)* is ICN's official journal. A quarterly, peer-reviewed journal, it focuses predominantly on nursing and health policy issues of relevance to nurses and has an increasing impact factor. Published both in hard copy and on-line, INR is a key resource for nurses worldwide.

ICN and the International Red Cross Society

(see story for background)

ICN continues to collaborate with the ICRC as part of the ICRC Health Care in Danger project and the selection committee for the Florence Nightingale Medal which recognizes nurses' exceptional courage and devotion to victims of armed conflict or natural disaster.





Mary Adelaide Nutting

Mary Adelaide Nutting (1858-1948) was one of the key figures in modernizing the nursing profession. Born in Canada, she trained to be a nurse at the newly opened John Hopkins Hospital Training School in 1889, at the age of 31. Upon graduation, she was offered the position of head nurse and quickly moved up the ranks within the university's Hospital Training School. She was appointed to assistant superintendent of nurses, then superintendent of nurses, and finally, principle of the training school. In each of these positions, Nutting developed the nursing program, creating positive and more formalized standards for nursing education at the school. She extended the training program from two to three years, persuaded the school to offer scholarships to promising students, and restructured the curriculum to include field experience as part of the process.

In addition to Nutting's many accomplishments at Johns Hopkins University, she also made significant contributions to the profession of nursing nationwide. She helped found the American Journal of Nursing in 1900; was first president of the newly created State Association of Graduate Nurses in Maryland in 1903; and worked with others in the profession to draft the first nurse practice law in Maryland in 1904, when she also became the first registered nurse in the state.

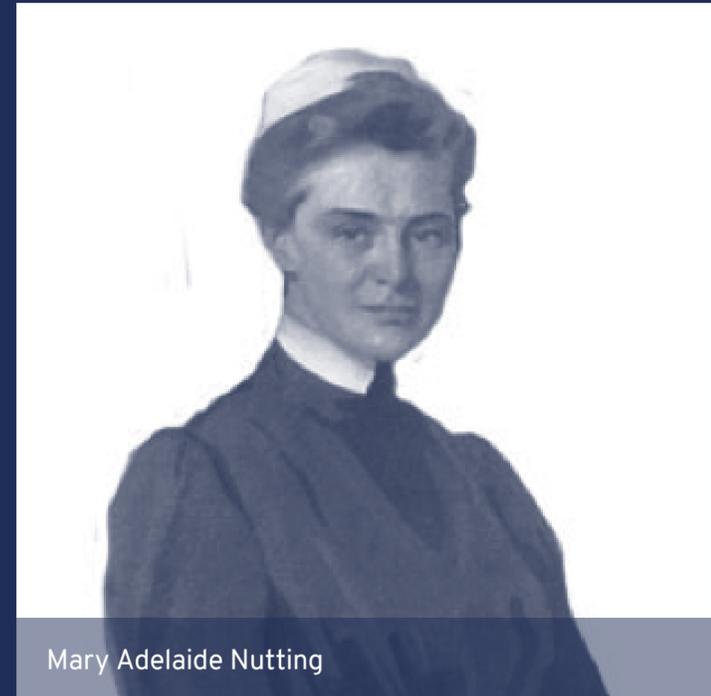
Nutting the first woman in America to hold a professorship in nursing, from Columbia University where she worked to create a graduate program for advanced training in the field of nursing. In 1910, she was named head of the newly created Department of Nursing and Health at Columbia.

With the advent of World War I and America's entry into the war in 1917, Nutting served as the chairman of the Committee of Nursing of the General Medical Board of the Council of National Defense, which coordinated nursing resources during the conflict. She also helped to promote the field of nursing and recruit women to this form of war work. For her wartime efforts, she was awarded the Liberty Service Medal from the National Institute of Social Sciences.

She continued her career at Columbia University after the war until she retired in 1925. After retiring, Nutting remained active in the profession, helping to champion nursing. Nutting died in October 1948, but her work continues to have a lasting impact on the nursing profession.

<https://www.revolv.com/page/Nina-Gage?cr=1>

Spring KA (2017) Mary Adelaide Nutting, National Women's History museum, <https://www.womenshistory.org/education-resources/biographies/mary-adelaide-nutting>



Mary Adelaide Nutting





1928



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ICN TODAY



First Board Meeting, Geneva

Nursing Recruitment

In the years following the First World War, a large amount of work was done to recruit young women to enter the nursing profession as it had been felt, in Europe and in North America, that the numbers entering were insufficient to meet the needs of the countries. In 1928, the International Labour Office asked ICN to look at conditions for nurses, which would then be included in the Office's Report on *Unemployment among Intellectual Workers*, which was being submitted to the *Advisory Committee on Intellectual Workers*. It was evident that little statistical data relating to supply and demand was available, and it was only in Denmark that over supply was being felt, apart from seasonal instances in some countries. (ILO 1928)

International Labour Office (1928) Report on "Unemployment among Intellectual Workers," *The International Nursing Review* (1933) Vol VIII (1-4):1

Leprosy and Tuberculosis

Two distressing diseases causing loss of life and difficult living conditions for those affected were Leprosy and Tuberculosis. Several Red Cross conferences, including in Rome in 1928, focused on the growing need to tackle Tuberculosis and Leprosy. Leprosy was the main health issue for ICN nurse member associations during this decade. Great improvements in treatment had opened up a field of work for the reduction and eventual stamping out to this disease. Leprosy had been known in Africa, India and China for over 3,000 years and it was in 350 BC that it invaded Greece. In about the eighth century it had spread over all of Europe including Great Britain. The disease died down in the latter half of the 14th century with the Black Death that killed almost half of the population of Europe. In 1929, modern treatment of iodide of Potassium administered by mouth was having good result. (League of Red Cross Societies 1926)

League of Red Cross Societies (1926) Resolutions Passed Second Pan-American Red Cross Conference Washington I C N, Vol 1(2) 73





1928



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ICN TODAY



ICN TODAY

Nursing Recruitment

(see story for background)

ICN holds annual Workforce Forums to discuss issues of concern to the nursing profession including workforce shortages, working conditions, violence in the workplace, retention and recruitment, and remuneration.

In 2018, ICN developed a [Policy Brief](#) on nurse retention which focused on identifying which policies are effective in keeping nurses in work and practice.

Leprosy and Tuberculosis

(see story for background)

Today, 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. Over more than a decade, the ICN TB/MDR-TB Project built global nursing capacity in the prevention, care and treatment of TB. This was 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.





1929



STORY



Nurses in Montreal (circa 1929)

Sixth Congress Montreal, Canada

ICN held its sixth Congress in Montreal, Canada, 8-13 June, 1929. Leonie Chaptal (France) was elected President with the Watchword “*Concord*”. Focus remained on education.

In 1929, the Education Committee under the chair of Isabel Stewart had met to discuss the plan to outline the basic essentials in the preparation of a trained nurse. Since the committee had not been established, only a preliminary meeting could be held at that time, which was composed of temporary representatives of member associations. Due to travel costs and logistical difficulties this work was done through correspondence. This report was then sent to the 15 committee members who conferred with their national organisations and a report was then prepared for discussion. The Education Committee met with other groups in the week preceding the Congress and following ICN’s Board approval, the 28-page pamphlet *Report of the Committee on Education of the International Council for Nurses* was published. This publication was later translated into seven different languages and would go on to become the most important ICN education publication of this decade. Work continued on this report in outlining curriculum for presentation at the ICN Paris-Brussels Congress in 1933.

Stewart I. (1959) The past is inspiring *International Nursing Review*. July: 14-18)

