



2000



STORIES

ICN
TODAY

ICNP Research groups work on translation

Expansion of International Classification for Nursing Practice (ICNP®)

The identification and organisation of nursing practice remained the primary aim of ICNP® (Oud 2001). ICN worked during the early years of this decade in attempting to achieve the goal of an international language for nurses and had published several manuscripts related to ICNP. Its focus from then moved on to nursing's language system development and cross-mapping. ICN's goal for the following years was to continue to bring the work of nurses in this endeavour to the attention of other nurses who were also working toward the goal of developing a standardised international nursing language.

ICNP® was defined by ICN (2001) as a classification of nursing phenomena, nursing actions, and nursing outcomes that described nursing practice. Although ICNP has been an ICN project since 1990, it was only in 2000 that a formal ICNP Programme was established. The vision of the ICNP Programme was to have nursing data readily available and used in health care information systems worldwide. To achieve ICN's vision activities were organised around three clusters: communication and dissemination; research and development; and coordination and programme management. In order to meet their vision Coenen (2003) advised the need for ongoing organisational support and strategic planning to advance the ICNP and meet the vision of the ICNP Programme.

Hyun (2002) had written on cross mapping of ICNP with other nursing languages in order to obtain a unified nursing language system. The purpose of Hyun's study was to evaluate the inclusiveness and expressiveness of the ICNP terms by cross-mapping them with existing nursing terminologies, specifically the North American Nursing Diagnosis Association (NANDA) Taxonomy 1, the OMAHA System, the Home Help Care Classification (HHCC) and the Nursing intervention Classification (NIC). The results of this study, that influenced future work in the area, suggested that the ICNP had a sound starting structure for a unified language system that could be used to describe most of the existing terminologies.

ICN launched Version 1 of its ICNP at the 23rd ICN Quadrennial Congress in Taipei in 2005. ICNP facilitates the documentation of nursing interventions by establishing a common language for describing nursing practice. In 2007, ICN agreed to terms with Medicos Na Internet (MNI) to incorporate the INCP into its software products in order to support the vision of ICNP as an integral part of the global information infrastructure, thus improving patient care through enlightening healthcare practice and policy.

Oud N (2001) The International Classification for Nurses Practice (ICNP): an introduction.

Coenen, A (2003) The International Classification for Nursing Practice (ICNP®) Programme: Advancing a Unifying Framework for Nursing. © Online Journal of Issues in Nursing 8(2)varies: published April 3

Hyun S. (2002) Cross mapping the ICNP with NANDA, HHCC, OMAHA System and NIC for unified nursing language system development in International Nursing Review 49(1):99-110

The ICN Code of Ethics for Nurses

Code of Ethics for Nurses

ICN first worked on developing a global *code of ethics* in 1923. Work was interrupted by World War II and, in 1953, the first Code of Ethics was adopted. Many revisions followed but the values remained essentially the same. In 2000, ICN presented its newly revised *Code of Ethics for Nurses*. The *Code* outlined standards of ethical conduct and reflected the result of invaluable input from nurses throughout the world, including a nine-person advisory group of ethicists.

The *Code* described nurses as having four fundamental responsibilities: to promote health, to prevent illness, to restore health and to alleviate suffering. Inherent in nursing is respect for human rights, including the right to life, to dignity and to be treated with respect. The revised *Code* was concisely articulated and publicly acknowledged and with shared values to guide actions and decision-making, inform the public and assure patients and other professionals of the nurses and midwives values and standards.

The *Code of Ethics for Nurses* reflected long standing values while responding to the realities of nursing and remaining central to practice by guiding nurses in their choices and supports refusal to participate in actions that conflicted with caring. The 2000 ICN *Code of Ethics for Nurses* had four principle elements that outlined the standards of ethical conduct: Nurses and people; Nurses and practice, Nurses and the profession and Nurses and co-workers. (ICN 2000).

ICN Code of Ethics for Nurses (2000) International Nursing Review 47(1) 137-139





2000



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ICN TODAY



ICN TODAY

Expansion of International Classification for Nursing Practice (ICNP®) (see story for background)

In 2019, ICN released an updated version of ICNP, making ICNP even more relevant to nursing practice in the digital age.

ICNP is a standardised terminology used to represent nursing diagnoses, interventions and outcomes. It provides a dictionary of terms and expressive relationships that nurses can use to describe and report their practice in a systematic way. The resulting information is used reliably to support care and effective decision-making, and inform nursing education, research and health policy.

In Norway, a group of dedicated nurses from the Norwegian Nurses Organisation is working to ensure that using the systematic data contained in ICNP will improve patient safety, raise the quality of patient care and give nursing the greater visibility it deserves. After more than ten years work on the topic, they achieved a significant milestone in 2018 when the Norwegian government recommended the integration of the ICNP into the country's electronic health records.

An open forum was held at the ICN Congress in Singapore in 2019 where representatives from Portugal and Norway spoke about their introduction and use of ICNP and the benefits delivered to nursing and the local health service. Reports were also provided from the 15 Research and Development Centres that are based around the world.

Code of Ethics for Nurses

(see story for background)

In 2020, ICN will release a new version of the ICN Code of Ethics for Nurses. This 2020 revised *ICN Code of Ethics* will provide ethical guidance in relation to nurses' roles, responsibilities, behaviours, decision-making and relationships with all who are in need of nursing care or advocacy. It is to be used in combination with the laws, regulations, and professional standards of countries that govern nurses' practice. To achieve its purpose, ICN affirms that the *Code* be understood and used by nurses in all aspects of their work.





2001



STORIES



AUDIO

ICN
TODAY

Jane Fonda at the ICN Congress 2001

22nd ICN Congress, Copenhagen, Denmark

The theme for the 2001 Congress, which was co-hosted by the Danish Nurses Organisation, was *Nursing: A New Era for Action*. The Congress was attended by approximately 6000 nurses from 111 countries. At the Congress, nurses shared their knowledge and experience in more than 700 concurrent sessions on topics as diverse as Ebola fever, medication errors and safety in the workplace.

Jane Fonda, actress, activist and recipient of two Oscars, screened her documentary film entitled *Realities of Girls Lives: How we can act now*. Ms Fonda both researched and narrated the 15-minute documentary on adolescent girls in Nigeria, describing three projects to reduce pregnancy and abortion among teenagers and to help them build a sense of control over their own lives.

Rudolf Adlung, senior economist of the World Trade Organisation, spoke on international trade agreements and their impact on health services. Bertrand Piccard, the captain of the first non-stop around the world balloon flight, described how he moved from vision to action to achieve the longest flight in the history of aviation. Dr. Sheila Dinotshe Tlou, a leader in health and nursing in Africa, discussed the impact of globalisation on healthcare and how nurses could maximise their influence and strengthen healthcare.

Korean nurse, Susie Kim, was presented with ICN's international achievement award for 2000 by ICN President Kirsten Stallknecht who ended her tenure as ICN's 23rd President during the Congress. Christine Hancock ([read more](#)) was elected ICN President for the next quadrennial with the watchword "Care".

The Plight of Refugees

In 2001, nurses supported refugees as ICN had recognised that fleeing violence was a major problem for people from many countries. War and fleeing from war were major problems in Angola, where the UN High Commissioner on Refugees stated that Angola ranked amongst the 10 countries with the largest number of refugees in 1999 and that women and children being particularly vulnerable. Communicable disease was the number one health problem and large numbers suffered from tuberculosis, HIV/AIDS, measles, malaria and diarrhoea. Nurses were critical to the provision of immunisation programmes. A primary goal of the Angolan Nurses Association, in collaboration with their government, was to support the organisation's nurses in their work. The Angolan Nurses Association appealed to other ICN member associations to provide technical leadership and materials for nurses in Angola. (Guilhermo 2001).

Guilhermo L. (2001) Nurses support Refugees *International Nursing Review* 48(3) 2000



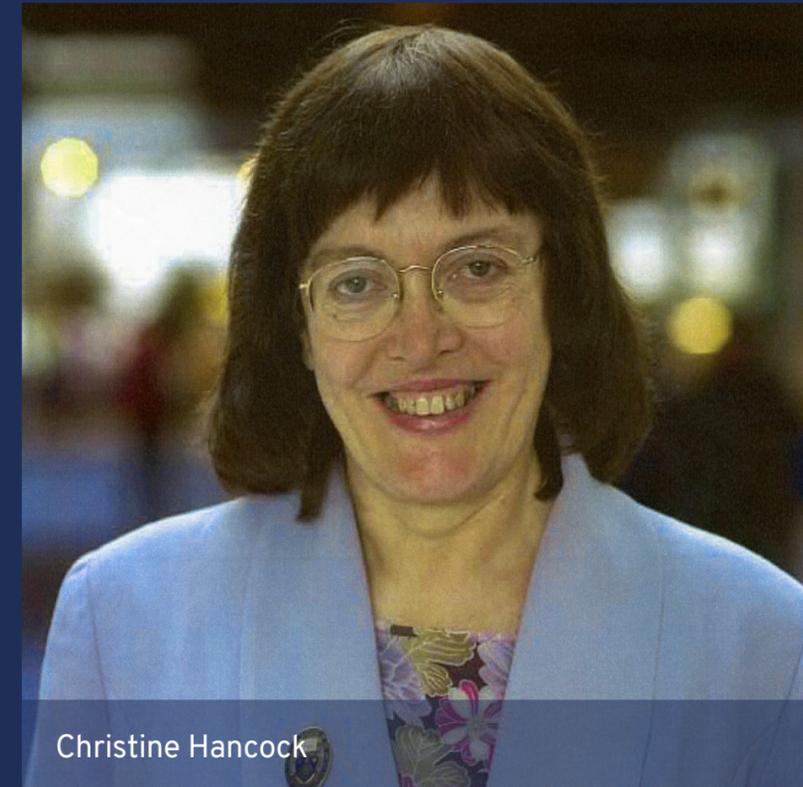


Christine Hancock

Christine Hancock (1943-),RGN; BSc(Econ) began her nursing career at King's College Hospital, London, where she trained as a registered nurse, later working in midwifery, family planning and mental health. After various clinical nursing posts, Christine became a ward sister at the National Heart Hospital in London. Following a degree at the London School of Economics, she held a number of senior clinical and nursing management positions before her appointment as Chief Nurse at Bloomsbury Health Authority in central London.

In 1985 Christine was appointed Chief Executive of Waltham Forest Health Authority in northeast London, the first woman nurse to hold such a post.Christine became General Secretary of the Royal College of Nursing of the United Kingdom, the UK's largest professional association of nurses, in 1989. The RCN has a membership of one-third of a million registered nurses and student nurses.

As General Secretary, Christine was a member of the management committee of the King's Fund and the health advisory committee of the British Council. She was a council member of the Institute for Employment Studies and served on the advisory board of the Health Quality Service. She served as President of the Standing Committee of Nurses of the European Union from 1995-2001. Christine has also served on the Economic & Social Research Council, and the Health Advisory Committee, British Council. She was a consultant to Aga Khan on nursing & paramedical staff and International Fellow, King's Fund. She served as ICN President from 2001-2005 and is the Founder and Director of C3 Collaborating for Health, a multi-sector collaboration to catalyse action in the global community to address the leading risk factors of non-communicable diseases.



Christine Hancock





2001



STORIES



AUDIO



ICN TODAY



ICN TODAY

The Plight of Refugees (see story for background)

As the number of refugees and migrants increases, so does the role of nurses in responding to their complex and multidimensional health needs. Nurses are at the front line of migrant and refugee health service provision, and they have a key role to play in programmes that increase access to health care and enhance the capacity to address the social determinants of health among these populations.

In 2019, ICN intervened on the topic of refugee health at the 72nd World Health Assembly in Geneva. The intervention encouraged the World Health Organization (WHO) and governments worldwide to continue to work co-operatively with nurses in the planning, implementation and evaluation of strategies and to promote refugee and migrant health.

ICN also issued a position statement, Health of Migrants, Refugees and Displaced Persons (MRDPs), which gives guidance to nurses about appropriate care for these vulnerable people. It urges nurses and others involved in the healthcare of MRDPs to develop their cultural competence, empower and support them to navigate the health system of their host country, and to provide ethical, respectful, culturally sensitive and dignified care.

Many refugees become victims of human trafficking, an issue which was addressed at the ICN Congress in Singapore when ICN, supported by the HR Directorate of the Health Service Executive (HSE) and the Faculty of Nursing & Midwifery, Royal College of Surgeons, Ireland launched a pamphlet on Human Trafficking, the Basics of what nurses need to know which describes the types of human trafficking, general signs to look out for, and which actions to take if human trafficking is suspected.





2001



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AUDIO



22nd ICN Congress, Copenhagen, Denmark



Jane Fonda at the ICN Congress 2001

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Korean nurse Susie Kim was presented with the ICN's International Achievement award for 2000 by ICN President Kirsten Stallknecht who ended her tenure as the 23rd President during the Congress. Christine Hancock was elected President for the next quadrennial."





2003



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ICN TODAY



The ICN Booth at the 2003 Conference in Geneva

First ICN Conference, Geneva, Switzerland

In 2003, ICN sponsored a special conference in Geneva (originally to take place in Marrakech, Morocco) from 27-29 June, 2003, initiating ICN's new series of biennial conferences that focused on critical priorities in delivering quality health care internationally. Christine Hancock, ICN President, welcomed speakers and Judith A Oulton, Chief Executive Officer, gave the *Inside View from ICN*. The keynote speaker was Dr Linda Aiken, renowned researcher and Director of the Centre for Health Outcomes and Policy Research, in the University of Pennsylvania, Philadelphia, USA. Her presentation was titled *Building Excellence through Evidence*. The Conference was followed by a Council of National Representatives meeting. An ICN network meeting for International Nurse Practitioners/Advanced Practice, Regulation and Research also took place during the conference. (ICN 2003).

ICN (2003). Building Excellence through Evidence (2003) ICN Conference, Geneva, Switzerland International Nursing Review 4-13

Framework of Competencies for the Generalist Nurse

In 2003, ICN provided guidance on global nurse competencies by issuing *The Framework of Competencies for the Generalist Nurse*. The Framework was broad enough to apply internationally, yet specific enough to offer guidance to countries developing their own. This was developed as nurses may move freely between regions and countries leading to a growing interest in competencies and standards. In view of ICN's global leadership role, Judith Oulton, ICN's Chief Executive Officer, said it was timely for ICN to establish international competencies for the generalist nurse, at the point of entry to practice, in order to clarify the nurses' role and guide future mutual recognition agreements. She expected that the competency framework would be discussed and interpreted in-country.

Oulton J. (2003) ICN establish international competencies for generalist nurse, International Nursing Review 50, (1): 71





2003



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ICN TODAY



ICN TODAY

Framework of Competencies for the Generalist Nurse (see story for background)

Throughout the years ICN worked to identify international frameworks and core competencies for the levels of nursing personnel most commonly recognised across countries. Examples include, Core Competencies for the Family Nurse (2003), Competencies for Telenursing (2007), and Competencies for the Nurse Specialist (2009). In 2008, recognizing the shortage of nurses around the world, was convinced of the need to complete work on defining the range of knowledge, skills and competencies expected of those providing care. We therefore produced the ICN Nursing Care Continuum Framework and Competencies. In 2009, ICN and the World Health Organization (WHO) published the first edition of ICN Framework of Disaster Nursing Competencies. ICN updated its [Core Competencies in Disaster Nursing](#) in 2019.





2004



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ICN
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Global Nursing Workforce Review

In 2004, ICN conducted the first systematic investigation of the nursing workforce globally. The global analysis aimed to identify the policy and practice issues and solutions that should be considered by governments, international agencies, employers and professional associations when addressing the supply and utilisation of nurses. As part of the project, ICN published a global overview of the nursing workforce, priority areas for intervention, and a series of Issue Papers, providing a unique, substantive and international analysis addressing the global shortage of registered nurses.



Refugee girl drinking clean water

Clean Water

WHO declared 2003 the year of Safe Water, and 2005-15 the *Decade of Clean Water*. The UN estimated that worldwide one person in six were without regular access to safe drinking water. In developing countries, diarrhoea is a major cause of illness and death in children under five. Children living in orphan centres are particularly vulnerable as their access to safe, clean water is far from guaranteed. A new initiative, launched by ICN, the Ugandan, Kenyan and Malawi national nurses associations and the Procter & Gamble Health

Sciences Institute, in 2005 delivered access to safe drinking water to orphaned and vulnerable children and saw diarrhoea rates drop by as much as 90% where the programme was implemented. In Malawi, the Norwegian Nurses Association was also a key partner. The project involved the donation of a point of use water purification product, PuR, to AIDS orphanages in Uganda, Kenya and Malawi and a nurse-led sanitation and hygiene education and monitoring programme. This was supplemented by research on the impact of the intervention on the children's health. A further component was outreach and education for nurses and midwives so that they, in turn, could educate other health providers and their local communities.





2004



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ICN TODAY



ICN TODAY

Global Nursing Workforce Review (see story for background)

In 2020, WHO will publish the first *State of the World's Nursing* report which will describe how the nursing workforce will help deliver Universal Health Coverage and the Sustainable Development Goals (SDGs) and highlight areas for policy development for the next three to five years. It will also provide a technical description of the nursing workforce, including the number and types of nurses, education, regulation, practice, leadership, and gender issues.

ICN is a co-Chair of the State of the World's Nursing Steering Committee and active in ensuring the collection of data as well as ensuring the report makes a strong case for investment in nursing.





2005



STORIES



AUDIO

ICN
TODAY**23rd Quadrennial Congress 2005**21-27 May 2005 Taipei, Taiwan
Taipei International Convention Centre**Nursing on the Move:
knowledge, innovation and vitality****23rd ICN Congress, Taipei, Taiwan**

The 23rd ICN Congress was attended by nearly 4,000 nurses from 148 countries who had gathered together in seeking to identify the professions' priorities and future directions. The Congress theme was *Nursing on the move: knowledge, innovation and vitality*. Dr. Hiroko Minami (Japan) ([read more](#)) was elected as the 25th President of ICN with the watchword "Harmony".

The scientific programme included 28 main sessions and 400 concurrent presentations covering innovation, new nursing roles and cutting-edge research. The Congress featured discussion on health challenges including HIV/ Aids, Malaria, Tuberculosis, SARS, patient safety and drug counterfeiting. Stephen Lewis, UN Special Envoy for HIV Aids in Africa, encouraged nurses to deal with today's healthcare challenges because he believed that nurses were carrying the burden of the HIV/AIDS pandemic in Africa. Pelenatete Leremia Stowers, Chief Nursing Officer of Samoa and a prominent leader in health and nursing in the South Pacific region, gave the Virginia Henderson lecture linking the Congress theme to Henderson's legendary approach to nursing care. An exciting debate on the value and future of legislated nurse/patient ratios was led by Gill Iliffe, Australia, and Karen Ballard, United States of America.

Several dignitaries were celebrated. The Christiane Reimann Prize was presented to Dr Margretta Madden Styles for her remarkable achievements and contributions to the nursing profession internationally. ICN's Health and Human Rights Award was presented to Stephen Lewis, United Nations Special Envoy for HIV/AIDS in Africa for his outstanding humanitarian contribution and achievements in the domain of health and human rights.



TB training in South Africa, 2005

TB Training

More than 3.5 million people with tuberculosis go undiagnosed and untreated each year. In order to build global nursing capacity in the prevention, care and treatment of TB, the ICN TB/ MDR-TB Project was launched in 2005 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.



Swaziland schoolgirls supported by the Girl Child Education Fund

The Girl-Child Education Fund

In 2005, ICN and its sister organisation, the Florence Nightingale International Foundation, launched the *Girl-Child Education Fund*. The Fund paid for uniforms and schoolbooks and provided school fees and lunch allowances for girls whose nurse parent or parents had died. ICN Christine Hancock, when launching the Fund at the 23rd Congress in Taipei, said that girls account for the 60% of the estimated 113 million out-of-school children, the majority of whom are living in sub-Saharan Africa. This initiative was the extension to ICN's Girl-Child work that focused on building sound national public health policy for the healthy development of girls.





Dr. Hiroko Minami

Dr. Hiroko Minami (1942-) (BSN, MPH, DNSc) has served as an outstanding leader in nursing education, research, and administration, not only in her native Japan but throughout Asia and internationally.

She began her nursing career as a staff nurse at Yokohama City Hospital in 1965. Following various teaching positions at several Japanese universities, Dr Minami became a member of the ICN Board of Directors in 1985. She also served as a member of WHO Global Meeting on Nursing/Midwifery from 1992-1993 and Director of the Japan China Medical Association and the Japanese Academy of Nursing Science. In 1999, she became President of the Japanese Nursing Association and the Japanese Society of Disaster Nursing. In 2004, Dr Minami was appointed Vice President of the University of Hyogo and Director of the Research Institute of Nursing Care for People and Community.

Dr Minami is the founder of the first doctoral programme and mental health nursing specialist programme in Japan and has notably contributed to the development of the nurse specialist systems in Japan. She played an active leadership role in developing a nursing network system at the time of Hanshin-Awaji Earthquake. From this experience, she established the Japan Society of Disaster Nursing to promote disaster nursing in Japan. She also assumed leadership in the JNA activities of supporting disaster victims in Taiwan, Turkey, India and Iran.

Hiroko Minami was elected President of the International Council of Nurses in May 2005.



Dr. Hiroko Minami





2005



STORIES



AUDIO



ICN TODAY



ICN TODAY

TB Training

(see story for background)

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 Girl-Child Education Fund

(see story for background)

Since the initiation of the programme over 350 girls have been enrolled in the GCEF. In 2019, the programme is supporting 77 girls across four countries – Kenya, Eswatini, Uganda and Zambia. The GCEF aims to ensure that all the girls in our programme complete their secondary schooling, giving them the opportunity to move on to higher education or employment. In 2019, we are working to build the GCEF's funds to ensure we can continue to help more girls in the future.





2005



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AUDIO



23rd ICN Congress, Taipei, Taiwan



23rd Quadrennial Congress 2005

21-27 May 2005 Taipei, Taiwan
Taipei International Convention Centre

Nursing on the Move:
knowledge, innovation and vitality



The 23rd congress held in Taiwan was attended by nearly 4,000 nurses from 148 countries who had gathered together to identify the profession's priorities and future direction. The theme was Nursing on the move: knowledge, innovation and vitality. Dr. Hiroko Minami of Japan was elected as the ICN's 25th President, and a delegation from the newest ICN member, the United Arab Emirates, was present for the first time. The scientific programme included 28 main sessions and 400 concurrent presentations covering innovation, new nursing roles and cutting edge research. There was discussion on health challenges, including HIV/AIDS, Malaria, Tuberculosis, SARS, patient safety and drug counterfeiting. The Christiane Reimann Prize was presented to Dr Margretta Madden Styles for her remarkable achievements and contributions to the nursing profession internationally. The ICN's Health and Human Rights Award was presented to Stephen Lewis, United Nations Special Envoy for HIV/AIDS in Africa for his outstanding humanitarian contribution and achievements in the domain of health and human rights.





2006



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ICN
TODAY

ICHRN

International Centre for
Human Resources in Nursing



International Centre for Human Resources in Nursing

The International Centre for Human Resources in Nursing (ICHRN) was established in 2006 by ICN and its premier foundation, the Florence Nightingale International Foundation. The Centre was dedicated to strengthening the nursing workforce globally through the development, ongoing monitoring and dissemination of comprehensive information, standards and tools on nursing human resources policy, management, research and practice. ICHRN was a unique, online resource serving policy makers, planners, educators, associations, employers, regulators, researchers and practitioners in the field of nursing human resources. The ICHRN Knowledge Library, a web based, interactive and fully searchable database holding a comprehensive range of information and documents covering all aspects of nursing human resources, grew to over 800 publications in 2010-2011.

The ICHRN also commissioned and produced original monographs on a wide range of topics including nursing pensions, skill mix; turnover; planning and management competencies; the impact of the global financial crisis; reforming Primary Health Care; unemployed and underemployed nurses; flexible employment models; and safe staffing.



United Nations Entity for Gender Equality
and the Empowerment of Women

UN Women

In 2006, ICN called on the UN to fund a women's agency as a matter of urgency, adding its voice to others demanding the creation of an international women's agency that would have sufficient resources, power and authority to make a real impact on the condition of women worldwide. Dr Hiroko Minami, ICN President, voiced her opinion that poverty, inequitable relationships between men and women, inadequate education, social disparity, cultural influences and poor access to health care all contributed to adversely affect the health and wellbeing of women and girls worldwide. She also advised that nurses should make their voices heard as they could be powerful advocates for the rights and health of women and children (Minami 2006). In September 2009, ICN welcomed the UN General Assembly unanimous decision to create a new UN agency for women, mandated to vigorously strengthen UN work on gender equality and women's empowerment. The decision came after three years of negotiations following the strong recommendation from the UN High Level Coherence Panel delivered to the Secretary General in 2006.

Minami H. (2006) Guest Editorial ICN seeks to fund a women's agency *International Nursing Review* 53(1)162.



International Centre on Nurse Migration

The severe shortage of nurses worldwide was causing concern. A marked growth in the economic and social migration of women and increasing demand for nurses in tandem with a falling supply, had led to a shortage of nurses. Globalisation of the nursing workforce and its implications for education was the topic of the article by Prof Kate Gerrish, University of Sheffield in her guest editorial published in the *International Nursing Review*. She advised that that international collaboration in curriculum design provided an important vehicle whereby the core elements of nursing could be enhanced through the development of shared education programmes. But, she advised that it should not be assumed, that the values underpinning the nursing curriculum in one culture was directly applicable to the culture in another. She continued by saying that effective international collaboration required mutual respect for the values that inform health care in respective cultures. Consideration was also needed in developing the cultural competence of nurses. (Gerrish 2004)

Nurse migration was a topic of interest throughout the 2000s. In 2005, the ICN *Report on the Global Nursing Workforce* advised that the supply of nurses affected health care outcomes and that there was a link between adequate nurse staffing levels and positive care outcomes. The reported nurse population ratio varied in different countries with the average ratio in high-income countries almost eight times greater than in low-income countries. Many countries, particularly in Africa, Asia and Central/South America were struggling to provide a minimum level of nurse staffing and there was often a misdistribution of available nurses, with rural areas in developing countries being the most under observed.

In 2006, A new International Centre on Nurse Migration (ICNMM) was launched by ICN in partnership with CGFNS International Inc. (CGFNS) in partnership with the International Council of Nurses (ICN). ICNMM emphasized the development, promotion and dissemination of research, policy and information on global nurse migration and human resources in nursing. This resource center featured news, resources, and publications widely available to policy makers, planners and practitioners.

ICN President Dr. Hiroko Minami advised that too many short-term policy actions had negatively affected healthcare delivery in areas such as downsizing, reducing student places and ineffective retention strategies. ICN addressed these challenges by offering an on line resource serving planners, educators and all associated with nursing.





2006



STORIES



ICN TODAY



ICN TODAY

TB Training (see story for background)

ICNM continues to provide important resources. In 2018, ICNM published a [Policy brief on Nurse retention](#) and an [analysis of pay data](#) gathered from ICN's Workforce Forums.





2007



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ICN
TODAY

Nurses at the forefront: dealing with the unexpected

Second ICN Conference Yokohama, Japan

Nurses from all regions and 96 countries gathered in Yokohama to attend the ICN global conference titled *Nurses at the Forefront: Dealing with the Unexpected*. More than 3,000 delegates discussed and shared the cutting edge and pressing realities of nursing practice in dealing with the unexpected in society and health care. The scientific programme included more than 519 abstract presentations and 487 posters.

Highlights included a motivating keynote address by Daisy Mafubelu, WHO Assistant Director General responsible for Family and Community Health; a plenary session on *Practice Environments: Responding to Emergencies* by Jo Manion, a renowned author, international speaker and senior management consultant; an address by Her Royal Highness Princess Muna Al-Hussein of Jordan on *Strengthening Nursing and Midwifery* and a discussion on *International Nurse Migration* by Warren Jones, Permanent Secretary of Health Bermuda. Also highlighted at the conference was the Japanese Health System – its infrastructure, challenges and successes.

Participants joined in a lively debate on *Adverse Medical Events: Should there be a Blame-free Environment?*, with Dr Otmar Kloiber, Secretary General of the World Medical Association, and Dorothy Ngoma, Executive Director of the Malawi Nurses Association, leading the opposing teams.

Other highlights of the Conference included 26 main sessions given by international health care experts. Hot topics included disaster response; adult vaccines; human resources management; HIV/AIDS; workplace violence; hypertension; tuberculosis and mental illness. Concurrent sessions, symposia and posters will address the cross-cutting themes of clinical practice; pandemics, epidemics, sudden crisis, and disasters; nursing/health policy and services management; nursing education; nursing/health research and informatics; ethics, values and wisdom; labour and workplace issues; and regulation. The Conference also offered meetings of all nine of ICN Networks, an exciting commercial exhibition, and a “virtual classroom”, offering workshops on the go.

Presented during the conference were ICN’s inaugural Partners in Development Award to Merck & Co. Inc. awarded in recognition of MSD’s long-standing partnership with ICN in strengthening nursing education in developing countries. Anneli Eriksson, President of Medecins Sans Frontières Sweden received the Florence Nightingale International Foundation’s International Achievement Award for her outstanding work in helping endangered communities during catastrophes and for her leadership in international nursing.



Disaster Training and Relief

Relatively new to this decade was disaster relief and the training needed by nurses to support communities and individuals experiencing natural disasters. The 2004-05 hurricane seasons in the Caribbean were the most prolific and devastating in decades according to Una Reid (2005) in her guest editorial in the *International Nurses Review*. Many countries including Granada, Jamaica, the Cayman Islands and Cuba suffered devastation. Many lives were lost in Haiti. ICN nurse association members were involved in life saving care.

ICN President Hiroko Minami, in 2007, spoke of helping countries to prepare for natural disasters saying that almost daily disasters were occurring around the world, such as earthquakes, droughts, floods and hurricanes as well as manmade disasters of war, conflict and terrorism. She also contended that widespread occurrences of some infectious diseases may also be classified as such. Large scale disaster can wreak havoc on society and destroy local economic and social communities. In 1998, the Japanese Nurses Association, recognising the need for an independent society to promote disaster nursing, set up the *Japan Society of Disaster Nursing* and since then had worked to promote disaster nursing in several ways: through knowledge generation, developing education programmes and implementing international research. They prepared their nurses and sent them to support the victims of disasters in Taiwan, Turkey, India and Iran, countries devastated by the 2004 Tsunami.

In 2007, ICN established a Disaster Response Network, aiming to strengthen the response to the health needs of disaster-stricken populations. In 2009, ICN and the World Health Organization (WHO) published the first edition of ICN Framework of Disaster Nursing Competencies.

Reid U. (2005) Guest Editorial Disaster Relief and Training Needed *International Nursing Review* 52, 141





2007



STORIES



ICN TODAY



ICN TODAY

Disaster Training and Relief (see story for background)

In 2019, ICN launched newly updated guidance on how nurses should respond if they find themselves in a disaster situation. The new version of the [Core Competencies in Disaster Nursing](#) report outlines what nurses should know and be able to do for the effective prevention, preparedness, response and recovery from disasters. Since 2010, more than 2.6 billion people have been affected by natural phenomena such as earthquakes, tsunamis, cyclones, heat waves, floods or other extreme events. These often lead to mass casualties with the potential to overwhelm local medical resources and have lasting effects on the health system. ICN has worked with other global organisations to develop the Core Competencies for Disaster Nursing with the aim of improving disaster prevention, preparedness, response and recovery. The guidance, which updates and supersedes previous versions, describes the competencies that nurses must have, depending on their personal career histories and expertise.





2008



STORY



ICN
TODAY



Advanced Practice Nursing

A new book exploring *Advanced Nursing Practice (ANP)* from the standpoint of defining and describing “something as ubiquitous and yet as elusive, as Advanced Nursing Practice” was written by Schober and Affara, at the request of ICN. The book provided an essential guide to the extent of ANP globally in terms of practice, education, regulation and research. The editors said that ANP was associated with common core competencies irrespective of where it was carried out or what it was called. Following on from this publication, in 2008, ICN offered guidance on advanced practice nursing in its 34-page publication titled *The Scope of Practice, Standards and Competencies of the Advanced Practice Nurse*.





2008



STORY



ICN
TODAY



ICN TODAY

Advanced Practice Nursing (see story for background)

In 2018, ICN held its tenth ICN Nurse Practitioner/Advanced Practice Nursing Network Conference in Rotterdam, Netherlands. The three-day conference, attended

by 1,500 delegates looked at nurses' leading role in the transformation of care, with a particular focus on universal health coverage, the Sustainable Development Goals and human resources for health. The Conference is organized by [ICN's NP/APN network](#). The next [ICN NP/APN Conference](#) will be held in Halifax, Nova Scotia, Canada on 30 August - 2 September 2020.

ICN is developing APN Guidelines, to be published in 2020, to provide a clearer understanding of the components of advanced practice nursing to key stakeholders, the public and other healthcare professionals.





2009



STORIES



AUDIO

ICN
TODAY

Participants celebrate at the ICN Congress in Durban 2009

24th ICN Congress, Durban

The Congress was held for the first time in Africa, in Durban, 27 June - 4 July, and was hosted by the Democratic Nurses Organisation of South Africa (DENOSA). With the birth of democracy in South Africa this organisation played a key role in unifying and transforming nursing and in overcoming the inequities and fragmentation of apartheid. The theme was *Leader Change, Building Healthier Nations* and the Congress highlighted the key role nursing was playing in leading the way to healthier nations. The Congress offered access to nursing knowledge and leadership across specialities, cultures and countries. Three ICN pillars of professional practise, regulation and socio-economic welfare framed sessions and programmes. Nurses from around the world spoke with passion about the services they provided, although this passion was often tempered by the challenges they faced in accessing adequate resources or having their expertise acknowledged and acted upon.

Plenary speakers presented on the nursing workforce and workplace, pandemics/disasters, ethical/human rights, clinical care and patient safety. The Virginia Henderson memorial lecture was given by Professor Edward J. Halloran, University of North Carolina School of Nursing. The CNR meeting preceded the Congress and elected Dr Rosemary Bryant ([read more](#)) from Australia as the new ICN president, with the watchword "Access".



Caring for the carers at the Wellness Centre in Swaziland

ICN Wellness Centres for Healthcare Workers

The ICN Wellness Centre in Manzini, Swaziland, the first of its kind, was established in 2009 by ICN for health care workers and their families with support from its member national nurses associations in Denmark, Sweden and Norway, partners and donors.

ICN's Wellness Centres worked to achieve a strengthened health workforce, better able to meet the population needs, in Lesotho, Malawi, Swaziland, Uganda and Zambia. The entirely nurse-managed and nurse-staffed centres were an important source of primary healthcare services and psychological care, home based care and vaccination for healthcare workers and their families. They addressed 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.

The first *PHC immunisation Programme* in Swaziland took place in 2009, its aim being to vaccinate all this country's 8,000 health care workers, in partnership with the government. Vaccines and syringes were donated by Merck & Co. and Becton, Dickson, and Company (BD) respectively. Hepatitis B, virus was a major global health problem at this time also. The Wellness Centre carried out an education campaign to raise awareness of this major health hazard for nurses, thereby strengthening nurse's role in serving their population, The Wellness centre also offered counselling services and treatment for HIV and TB, antenatal services, and training for continuous professional development.





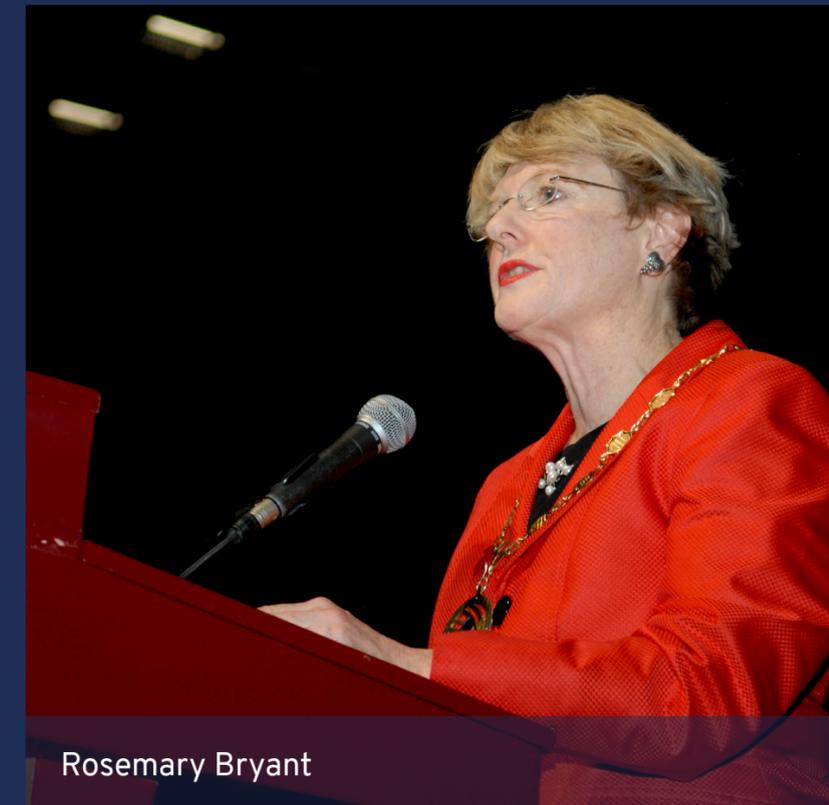
Rosemary Bryant

Rosemary Bryant was elected President of the International Council of Nurses in 2009.

She served as Second Vice President of the International Council of Nurses from 2005 to 2009 during which time she was also appointed Australia's first Commonwealth Chief Nurse and Midwifery Officer for Australia. Prior to her appointment as Chief Commonwealth Nurse, Ms Bryant held a range of positions including Executive Director of the Royal College of Nursing, a post she held for eight years.

Ms Bryant has had a broad career in acute hospital and community nursing, as well as in government relations. Executive positions she has held include director of nursing in both a community nursing organisation and a large acute teaching hospital and the chief government nursing position in the state of Victoria, Australia. She also spent some time in private consulting undertaking projects on nursing and health. During this time, she was a consultant to the World Health Organisation. Ms Bryant, a Fellow of RCNA, was made an Emeritus Director of Nursing at Royal Adelaide Hospital in 2007. She was awarded the degree of Doctor of the University by the Queensland University of Technology in 2010 and by Flinders University in 2012.

Ms Bryant has had a wide experience in policy development both in nursing and the broader health sector. Her academic interests revolve around the regulation of health professionals, having had practical experience as a member of three nurse regulatory bodies.



Rosemary Bryant





2009



STORIES



AUDIO



ICN TODAY



ICN TODAY

ICN Wellness Centres for Healthcare Workers (see story for background)

For the period 2018-2022, ICN decided to develop and strengthen the Lesotho

Nurses Association through the [Lesotho Organisational Development Project \(ODP\)](#). The project aims to strengthen the capacity of the LNA to support and protect the health workforce in Lesotho, especially nurses and midwives, and give the LNA a significant

voice at policy and decision-making tables; increase membership aiming at self-sustaining the LNA; and continue providing the LNA and related healthcare worker groups with access to essential healthcare services and occupational protections through the Lesotho Wellness Centre.





2009



STORIES



AUDIO



24th ICN Congress, Durban, Africa



Participants celebrate at the ICN Congress in Durban 2009

ICN TODAY



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