



ICN

**International
Council of Nurses**

The global voice of nursing

2023

Annual Report





**In remembrance of the great
nursing leaders and supporters
of nursing who left us in 2023.**

Hon Rosie Bistoquet,
President of the Nurses
Association of Seychelles

Dominique Jordan,
President, International
Pharmaceutical Federation

Kawaldip Sehmi,
CEO, International Alliance
of Patient Associations

Millicent Grace Louise Washington,
Bermuda Nurses Association

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The **29th ICN Congress** was held 1–5 July 2023. While a summary of the Congress can be found on page 51, also look out for orange boxes throughout this report which highlight Congress sessions on specific subjects.



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Message from the ICN President

It is with great admiration that I look back over 2023 and applaud the incredible work of the nursing community. Across the world, nurses continue to thrive, work hard, care, advocate and help people help themselves in the midst of disasters, conflicts, wars, disease, and strained resources.

And it is with great pride that I look back on the leadership, training, guidance and advocacy that ICN has provided for this great profession in 2023.

“Nurses together: a force for global health”, the theme we chose for Congress 2023, really sums up our achievements this past year: we have solidified important and strong collaborations within and beyond nursing with the aim of improving nursing and health worldwide. We have increased our influence at the highest levels of policy making in order to ensure the nursing voice is heard beyond the nursing and health communities. Today, we work closely with many global organizations, governments and other important social and cultural leaders. This was demonstrated by the high calibre of speakers at our 2023 Congress which included world leaders, such as Mr Justin Trudeau; Prime Minister of Canada; Ministers of Health; representatives from UNICEF, the World Bank, the World Health Organization, the International Federation of the Red Cross and Doctors Without Borders (MSF); as well as Governmental Chief Nursing Officers and leading nursing organization.

As well as collaborating with global organizations, we tackled the most challenging of global health issues, including climate change, gender equity, universal health coverage, pandemic preparedness, natural disasters and manmade conflicts. We represented nursing at the United Nations’

High-Level Meetings on health; took part in the Commission on the Status of Women; made interventions at the World Health Organization’s Executive Board and World Health Assembly; and took part in the International Labour Organisation’s annual conference and the World Economic Forum’s Growth Summit and annual meeting of the Global Future Council. We produced a Charter for Change which presented 10 policy actions that governments and employers must take to create and sustain health care systems that are safe, affordable, accessible, and responsive and shift nurses from being invisible to invaluable.

We have been strengthening National Nursing Associations through our Organizational Development of National Nursing Associations (ODENNA) project in Africa, providing leadership training to nurses and promoting advanced practice nursing. We participated in a significant number of NNA-hosted events, offered online continuing education to thousands of nurses, and supported many NNAs who were affected by deadly natural disasters and conflict.

Solidarity in the nursing profession is at the heart of what we do, and has been since ICN was founded 125 years ago. Through the ICN Congress, webinars, workforce forums, and other meetings, we provided many opportunities and platforms where nurses can come together to learn, share and make a real impact. As we move forward, we will continue to seize the opportunities to influence, impact and lead the world to global health.

Dr Pamela F. Cipriano
President
International Council of Nurses



Who we are

ICN is a federation of National Nursing Associations across the world. With headquarters in Geneva, Switzerland, ICN is overseen by a Board made up of nursing leaders from all regions of the world.

OUR MEMBERS AND SPECIALIST AFFILIATES



ICN is a federation of over 130 national nurses' associations (NNAs), representing the millions of nurses worldwide. We work directly with these member associations on issues of importance to the nursing profession. In addition, we grant affiliate status to a number of international specialist nursing organizations, which allows them certain privileges and benefits.

Ensuring that NNAs, through their collective action at the global level, add value to their own countries and to the worldwide nursing community, we provide our members the platform and the means to achieve common goals through collaborative action, working together for the benefit of society, the advancement of the profession and the development of NNAs. ICN and our members work with a wide range of non-governmental organizations, governments, intergovernmental agencies, industry and key stakeholders to achieve maximum impact.

ICN MEMBERS 2023

In 2023, we welcomed a new member, the Sudanese Nurses Organization.

- College of Nurses and Midwives of Andorra
- Argentine Federation of Nurses
- Aruba Nurses Association
- Australian College of Nursing
- Austrian Nursing Association
- Nurses Association of the Commonwealth of the Bahamas
- Bahrain Nursing and Midwifery Society
- Bangladesh Nurses Association
- Barbados Nurses Association, Inc.
- National Federation of Belgian Nurses
- Nurses Association of Belize

- Bermuda Nurses' Association
- College of Nurses of Bolivia
- Botswana Nurses Union
- Bulgarian Association of Health Professionals in Nursing
- Canadian Nurses Association
- College of Nurses of Chile
- Chinese Nursing Association
- National Nurses Association of Colombia
- Cook Islands Nurses Association
- College of Nurses of Costa Rica
- National Association of Nurses of Côte d'Ivoire
- Croatian Nurses Association
- Cuban Nursing Society
- Cyprus Nurses and Midwives Association
- National Order of Nurses of the Democratic Republic of Congo
- Danish Nurses' Organization
- Dominican College of Nursing Professionals
- East Timor Nurses Association
- Ecuadorian Federation of Nurses
- Egyptian Nurses Syndicate
- National Nurses Association of El Salvador
- Eritrean Nurses Association
- Estonian Nurses Union
- Eswatini National Nurses Association
- Ethiopian Nurses Association
- Fiji Nursing Association
- Finnish Nurses Association
- French National Association of Graduate and Student Nurses
- National Association of Gambia Nurses & Midwives
- German Nurses Association (DBfK)
- Ghana Registered Nurses and Midwives Association
- Hellenic Nurses Association (Greece)
- Grenada Nurses Association
- Guatemalan Association of Professional Nurses
- Guyana Nurses Association



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The ICN Congress was a unique opportunity for the nurses of the world to learn from one another.

- National Association of Licensed Nurses of Haiti
- College of Nursing Professionals of Honduras
- College of Nursing Hong Kong
- Icelandic Nurses Association
- Indian Nursing Council
- Indonesian National Nurses Association
- Iranian Nursing Organization
- Irish Nurses and Midwives Organisation
- National Association of Nurses in Israel
- National Council of Nursing Associations of Italy
- Nurses Association of Jamaica
- Japanese Nursing Association
- Jordan Nurses and Midwives Council
- National Nurses Association of Kenya
- Korean Nursing Association
- Kuwait Nursing Association
- Order of Nurses in Lebanon
- Lesotho Nurses Association
- Liberia Nurses Association
- Lithuanian Nurses Association
- National Association of Nurses of Luxembourg
- Nurses Association of Macau
- National Organisation of Nurses and Midwives of Malawi
- Malaysian Nurses Association
- Malta Union of Midwives & Nurses
- Mauritius Nursing Association
- Mexican Federation of Nursing Colleges
- National College of Nurses, A.C. (Mexico)
- National Association of Nurses of Monaco
- Mongolian Nurses Association
- National Association of Nurses and Midwives of Montenegro
- Mozambique National Association of Nurses
- Myanmar Nurse and Midwife Association
- Namibian Nurses Association
- National Association of Nigeria Nurses and Midwives
- Nursing Association of Nepal
- NU' 91 (Netherlands)
- New Zealand Nurses' Organisation
- Nicaraguan Nurses Association
- North Macedonian Nurses and Midwives Association
- Norwegian Nurses Organisation
- Oman Nursing Association
- Pakistan Nurses Federation
- Palestinian Nursing and Midwifery Association
- National Nurses Association of Panama



- Paraguayan Association of Nurses
- College of Nurses of Peru
- Philippine Nurses Association
- Polish Nursing Association
- Order of Nurses (Portugal)
- Qatari Nursing Association
- Romanian Nursing Association
- The Order of Nurses, Midwives and Medical Assistants in Romania
- Russian Nurses Association
- Rwanda Nurses and Midwives Union
- Samoa Registered Nurses Association, Inc
- Saudi Nurses Association
- National Association of State Nurses of Senegal
- Association of Health Workers of Serbia
- Nurses Association of the Republic of Seychelles
- Sierra Leone Nurses Association
- Singapore Nurses' Association
- Nurses and Midwives Association of Slovenia
- Solomon Islands Nurses Association
- Somaliland Nursing and Midwifery Association
- Democratic Nursing Organization of South Africa
- South Sudan Nurses and Midwives Association
- General Nursing Council of Spain
- Sri Lanka Nurses Association
- St. Lucia Nurses Association
- Sudanese Nurses Organization
- Suriname Nurses Association
- Joint Virtual Swedish Nurse Organisation for International Work
- Swiss Nurses Association
- Taiwan Nurses Association
- Tanzania National Nurses' Association
- Nurses Association of Thailand
- Tonga Nurses Association
- National Association of Nurses of Togo
- Trinidad & Tobago Registered Nurses Association
- Turkish Nurses Association
- Uganda Nurses & Midwives Union
- Emirates Nursing Association
- Royal College of Nursing (UK)
- Queen's Nursing Institute (UK)
- College of Nurses of Uruguay
- American Nurses Association
- Zambia Union of Nurses Organization
- Zimbabwe Nurses Association

135

Number of ICN members
in 2023



Members of the CNR met in Montreal, Canada in June 2023.

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Le conseil d'administration du CII lors du Congrès 2023 du CII à Montréal.

OUR BOARD OF DIRECTORS 2021-2025

We are governed by a Board of 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.

Officers

- Pamela Cipriano (American Nurses Association), President
- Lisa Little (Canadian Nurses Association), 1st Vice-President
- Karen Bjørø (Norwegian Nurses Organisation), 2nd Vice-President
- Lian-Hua Huang (Taiwan Nurses Association), 3rd Vice-President

Members

- Fatima Al Rifai (Emirates Nursing Association)
- Nora Eloisa Barahona De Peñate (National Nurses Association of El Salvador)
- Nanthaphan Chinlumprasert (Nurses Association of Thailand)
- José Luis Cobos Serrano (General Council of Nursing of Spain)
- Andre Gitembagara (Rwanda Nurses and Midwives Union)
- Yves Mengal (National Federation of Nurses of Belgium)
- Megumi Teshima (Japanese Nursing Association)
- Alisi Talatoka Vudiniabola (Fiji Nursing Association)

ICN SPECIALIST AFFILIATES 2023

- Council of International Neonatal Nurses
- International Federation of Nurse Anesthetists
- International Federation of Perioperative Nurses
- International Nurses Society on Addictions
- International Society of Nurses in Cancer Care
- NANDA International
- Sigma Theta Tau International
- World Council of Enterostomal Therapists®
- World Federation of Critical Care Nurses

COUNCIL OF NATIONAL NURSING ASSOCIATION REPRESENTATIVES

Our 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. The CNR meets every two years.

9

Number of specialist organizations affiliated with ICN



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Nursing students excited for the 2023 ICN Student Assembly.

OUR MISSION, VISION AND STRATEGIC PLAN

ICN's **mission** is to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies.

Our **vision** is that the global community recognizes, supports and invest in nurses and nursing to lead and deliver health for all.

ICN's Strategic Plan 2019–2023 has **four goals** under which our work is presented:

1. **Global Impact**
2. **Membership Empowerment**
3. **Strategic Leadership**
4. **Innovative Growth**

THE SECRETARIAT

ICN headquarters in Geneva are home to a small but dedicated staff, under the leadership of our Chief Executive officer, Howard Catton. In addition, we have several consultants working outside our Geneva Secretariat.



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The staff of ICN: a small but dedicated team.



57 000
followers on Facebook



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Our year in numbers

117.2 million

reached via the #NursesforPeace campaign
(see page 28)

690,000+

interactions (likes and shares) with the
#NursesforPeace campaign (see page 28)

57,500

followers on Facebook

35,000

followers on X: @ICNurses

20,660

followers on LinkedIn

7,271

institutions offered access to the
International Nursing Review

6,500

ICN Congress participants
(see page 51)

5,000

nurses undertook the *QualityRights*
online learning course (see page 31)

+ 3,000

signed the #NursesforPeace campaign
(see page 28)

1,250

downloads of the *Recover to Rebuild* report
(see page 33)

691

nurses trained by LFC in 2023
(see page 43)

428

orphaned girls supported by GCEF since 2006
(see page 27)

396

GNLI Alumni Network scholars (see page 42)

297

participants from 50 countries attended
the 2023 Student Nursing Assembly
(see page 53)

145

countries represented at the ICN Congress
(see page 51)

135

National Nursing Associations members
(see pages 6-8)

80

orphaned girls supported by the Girl Child
Education Fund in 2023 (see page 27)

37

media interviews given by ICN
leaders in 2023

29

29 participants from 23 countries took part
in GNLI 2023 (see page 41)

23

NNAs took part in the ODENNA initiative
(see page 38)

21

interventions made at WHO meetings in 2023
(see pages 16-17)

19

translations of ICNP (see page 48)

14

ICNP R&D Centres representing
16 countries (see page 48)

10

GCEF-supported girls completed secondary
school in 2023 (see page 27)

9

Specialist Affiliates
(see page 9)



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ICN Goal 1: Global impact

Our aim is to inform and influence the design and implementation of health, social, educational and economic policies at a global and regional level to promote health for all.

COLLABORATING WITH GLOBAL ORGANIZATIONS

WORLD HEALTH ORGANIZATION



In 2023, WHO celebrated its 75th anniversary. As one of the first seven nongovernmental organizations to be accepted into official relations with WHO, ICN has worked with WHO for the past 75 years to improve nursing's contribution to global public health. Since 1948, ICN and WHO have built nursing capacity in education, regulation, practice and leadership; contributed to the development of policies, particularly in relation to occupational health, safe practice and workplaces; and actively participated in specific public health programmes. As well, ICN and WHO have worked together on technical committees, participated in several strategic fora and developed the first State of the World's Nursing report and the Global Strategic Directions for Nursing and Midwifery 2021–2025.

As part of our work with WHO in 2023, ICN staff took part in several meetings, including a three-day WHO workshop entitled *Making hospital fit for Purpose: a triple imperative for peoples, health systems, and sustainable development*, 31 October – 2 November 2023 in Geneva, Switzerland. Fifty handpicked participants attended from diverse WHO divisions, Health Ministries, other UN Agencies, Non-State Actors in Official Relations, Regional Offices, and Country Offices. We advocated for universal health coverage, the role of APN and specialties and empowering nurses.

ICN staff met with Dr John Fogarty, Lead for Primary Health Care Services at WHO, to discuss working closely on the PHC-oriented models of care, as well as meeting with ministries of health to discuss nursing from their perspective, and how we can work in collaboration with NNAs in the countries to push nursing forward. Dr Cipriano took part in a webinar on 9 October 2023 with WHO Chief Nurse, Dr Amelia Latu Afuhamango Tuipulotu, entitled *The importance of a satisfactory transition for Early Career Nurses*. The webinar aimed to shed light on the critical role played by a successful transition for early career nurses and its implications on global health systems.



WHO DG Dr Tedros with ICN President Dr Cipriano at WHA76.

© ICN



WHO AT THE ICN CONGRESS

WHO Director General Dr Tedros addressed participants at the ICN Congress and announced that a new *State of the World's Nursing* report would be released in 2025. He thanked ICN for our strong support and the progress being made in advancing the *Global Strategic Directions for Nursing and Midwifery 2021–2025*. The ICN leaders encouraged nursing associations to participate in the collection of the data for this important report and warned of the threats to patient safety if support workers were included in numbers of registered nurses.

Many WHO leaders were invited to speak at the Congress, leading sessions on a variety of topics. These included WHO Chief Nurse, Dr Amelia Latu Afuhaamango Tuipulotu; Dr Hans Kluge, Director of WHO Europe; Margrieta Langins, WHO Regional Officer for Europe; Neelam Dhingra Kumar, Head of WHO Patient Safety; Dr Mark van Ommeren, Head of the WHO Mental Health Unit; Radha Saini; WHO Department of Management of NCDs; Carey McCarthy, WHO Health Workforce Department; and Irina Papieva, WHO Health Systems Department.

WHO EXECUTIVE BOARD AND WORLD HEALTH ASSEMBLY

Every year, ICN sends a delegation of nurses to the WHO Executive Board meeting and the World Health Assembly.

At the 152nd session of the WHO's Executive Board, 30 January – 7 February, we made interventions on: [Universal Health Coverage](#); [the Prevention and Control of Non-Communicable Diseases in Mental Health](#); [Infection Prevention and Control](#); [Strengthening WHO's Preparedness for and Response to Health Emergencies](#) (with the World Health Professions Alliance); and the [Global Health for Peace initiative](#). We also intervened in a discussion about how so-called [non-state actors](#), such as ICN, can be more involved in the governance of WHO.

We had a physical and a virtual delegation of more than **80** people taking part in the 76th World Health Assembly, which was held 21–30 May 2023, under the theme “WHO at 75: Saving lives, driving health for all.”

We made interventions on the following topics:

- [The Global Strategy for Women's, Children's and Adolescents' Health \(2016–2030\)](#)
- [Universal Health Coverage](#)
- [Global Health for Peace Initiative](#)
- [Well-being and health promotion](#)
- [Infection prevention and control](#)
- [Political declaration of the third high-level meeting of the General Assembly on the prevention and control of non-communicable diseases and mental health](#)
- [Strengthening WHO preparedness for and response to health emergencies](#)

80

People took part in our physical and virtual delegation to the World Health Assembly



Bilateral meetings were held with WHO Director General Tedros Adhanom Ghebreyesus to discuss why investment in nurses is essential not just to recover, but also to rebuild health systems and deliver UHC2030. We also met with senior figures from around the world, including Chief Nursing Officers, NNA Presidents, health ministers and others. We held a Nurse Delegates Luncheon on 24 May to engage with all nurses present at WHA76 as part of their own country's delegation.

ICN took part in strategic roundtable discussions where WHA delegates, partner agencies, representatives of civil society and WHO experts discussed current and future priorities for public health issues of global importance.

We also took part in side events on a variety of topics including, *Integrated Emergency, Critical and Operative Care for Universal Health Coverage and Protection from Health Emergencies* organized by the Federal Democratic Republic of Ethiopia and Malaysia together with the American Heart Association and Laerdal Foundation; a Johnson & Johnson health workforce event on *Strengthening Health Systems to Achieve UHC: Innovation by and for the Frontline of Care*; an event organized by the Government of France and Women in Global Health, in collaboration with the Government of Liberia and the Government of Norway on *Gender Equity in the Health Workforce for Health Systems Strengthening*; a UHC2030 and International Federation of Red Cross and Red Crescent Societies event, *From Commitment to Action: How the United Nations High Level Meeting is key to delivering Health for all*; and a Global Health Council, Frontline Health Workers Coalition, Living Goods, and Pathfinder event, *Creating an Action Agenda: Advancing National Health Workforce Plans to Meet the Aspirations of the Global Political Declarations*.

WHO REGIONAL COMMITTEE MEETINGS

We took part in the WHO Regional Committee meetings in 2023, delivering statements on topics of importance to ICN and nursing. In June, our CEO spoke at a session on Caring for the Carers as part of the WHO Regional Meeting on Health Workforce in the Eastern Mediterranean Region held in Cairo, Egypt.

At the 75th Session of the Pan American Health Organization, 25–29 September, in Washington, D.C., USA, we intervened on: [The Health Workforce 2030: Strengthening Human Resources for Health to Achieve Resilient Health Systems](#); [Policy on Prevention and Control of Noncommunicable Diseases in Children, Adolescents, and Young Adults](#); and [The Strategy for Improving Mental Health and Suicide Prevention in the Region of the Americas](#). At the 70th Session of the Regional Committee of WHO for Eastern Mediterranean in Cairo, Egypt, 9–12 October, we intervened on [Scaling up mental health care: a framework for action](#), and [Health Workforce in the Eastern Mediterranean Region: From COVID-19 lessons to action](#). On 16–20 October, the 74th Session of the Regional Committee for the Western Pacific, was held in Manila, Philippines. We intervened on: [Item 14: Health Workforce](#). The 73rd Session of the Regional Committee of WHO for Europe was held in Astana, Kazakhstan, 24–26 October. ICN, the European Forum of National Nurses and Midwives Associations (EFNMA) and the European Nursing Students Association (ENSA) delivered a [joint statement](#) supporting the Framework for Action on the health and care workforce in the WHO European Region 2023–2030. We also took part in the 76th Session of the Regional Committee for Southeast Asia, 30 October – 2 November, intervening on [Item 8.3. Annual report on monitoring progress on UHC and health-related SDGs](#).

75

Number of years of official relations between ICN and WHO.



UNITED NATIONS

In 2023, we took an active part in high-level United Nations meetings and the Commission on the Status of Women (see page 26), and we celebrated the 75th anniversary of CoNGO – the Non-Governmental Organizations in Consultative Relationship with the United Nations. Our President spoke about the importance of UHC and health equity at a CONGO webinar in March 2023 with the theme *Migration justice, social justice and health justice* and we held a strategic meeting with Levi Bautista, the President of CoNGO to discuss further collaboration.

We took an active part in several of the High-Level Meetings (HLMs) in May and September 2023. The ICN President spoke on a panel at the UN Multistakeholder Hearing on Pandemic Prevention, Preparedness and Response (PPPR) in May, in advance of the planned September HLM at the 78th session of the UN General Assembly (see reports under Pandemic Preparedness, page 23, and Universal Health Coverage, page 22). She emphasized the need for investment in nursing and protection of the workforce as fundamental to PPPR as well as UHC which garnered visible support from other stakeholders. The ICN President also attended a hearing of the High-Level Political Forum of the SDG Summit where heads of state addressed challenges such as strengthening multilateral support and cooperation as well as mobilizing finance and investments for

action to achieve the SDGs. She also took part in several significant side events, including *Achieving UHC Through Community-Based Care*, hosted by Johnson and Johnson, a mental health side event jointly hosted by WHO, UNICEF, Belgium, and Bhutan and United for Global Mental Health. Dr Cipriano was a featured speaker of the virtual ‘Nurses’ Voices Speakers’ Series on 24 October 2023 – United Nations Day. The series is co-sponsored by UNITAR, CIFAL York at York University and the Nightingale Initiative for Global Health (NIGH) and aims to provide a global public platform for nurses as thought-influencers who share their leading stories of concern, compassion and commitment to humanity’s health.



Dr Pamela Cipriano speaking on behalf of nurses at the United Nations.

© United Nations



INTERNATIONAL LABOUR ORGANIZATION

The ILO brings together governments, employers and workers to set labour standards, develop policies and devise programmes, promoting decent work for all women and men.

ICN staff took part in the 11th session of the International Labour Conference in June 2023, which focused on social justice, especially in relation to gender equity; human rights for workers; and child labour. The conference adopted a draft resolution that active labour market policies should be put in place to ensure adequate protection of all workers, especially young workers, women and people in vulnerable situations. We called for recognition of nursing's contribution to good health care and social justice.

G7

The G7 is an informal bloc of industrialized democracies—the United States, Canada, France, Germany, Italy, Japan, and the United Kingdom—that meets annually to discuss issues such as global economic governance, international security and energy policy.

Prior to the 49th G7 Summit in Hiroshima, Japan, 19–21 May 2023, ICN and the Japanese Nursing Association (JNA) issued a [joint statement](#) calling on leaders of the G7 to commit to action to support nurses and health care workers worldwide. Following the meeting, the G7 Health Ministers issued a [communiqué](#) which included some of the wording from our statement when referring to the need to build “resilient and integrated health systems, including through the development of the health workforce” and recognizing the health workforce as “the backbone of high-quality and resilient health system”. The communiqué also states that “we are facing challenges of shortage, fatigue, and/or inequitable distribution of health workforce within and among the countries around the world which is key to achieving UHC and for ensuring continuity of operations and responsiveness to emerging threats, and critical for the provision of PHC. Lack of investment in health workforce education and training contributes to chronic workforce shortages.”

WORLD ECONOMIC FORUM

The WEF engages the foremost political, business, cultural and other leaders of society to shape global, regional and industry agendas. WEF is currently focusing more on the importance of health to economic growth and has invited ICN to be a member of one of its advisory councils.

In May 2023, ICN CEO Howard Catton participated in several sessions of the WEF's Growth Summit and took this opportunity to stress that the road to economic growth is paved with investment in nursing and the health care workforce. The CEO also took part in the WEF's Annual Meeting of the Global Future Councils in Dubai, 16–19 October 2023. The Global Future Councils is a network of around 600 of the most relevant and knowledgeable thought leaders from academia, government, international organizations, business and civil society, grouped in expertise-based thematic councils. It is the world's foremost multistakeholder and interdisciplinary knowledge network dedicated to promoting innovative thinking to shape a more resilient, inclusive and sustainable future. Mr Catton also contributed to the WEF's online article on *Building a care economy: 4 leaders on why investing today will create a virtuous cycle of prosperity*.

WORLD FEDERATION OF PUBLIC HEALTH ASSOCIATIONS

The WFPHA represents and served the broad field of public health internationally. Our CEO took part in a panel discussion with other CEOs of international health organizations at the WFPHA high-level symposium titled *Health Policy & Personalized Medicine for Cancer*. The symposium focused on the EU-China collaboration on the global stage.



WORLD HEALTH PROFESSIONS ALLIANCE

The WHPA is a unique alliance of ICN, the International Pharmaceutical Federation, World Physiotherapy, the World Dental Federation and the World Medical Association. WHPA addresses global health issues, striving to help deliver cost-effective, quality health care worldwide. Together, the partners of the WHPA include more than 600 national member organizations, making WHPA the key point of global access to health care professionals within the five disciplines.

In April 2023, the WHPA launched a new [report](#) with WHO revealing the extent of the physical and psychological damage done to health care professionals during the COVID-19 pandemic. In addition, the WHPA gave several interventions at the WHO Executive Board meeting and World Health Assembly (see page 16 for more information).

In November 2023, we attended the FDI World Dental Federation Workshop on Oral Health within General Health. This pivotal gathering aimed to unite professionals in discussing the crucial integration of oral health within the broader context of overall health. The discussions brought to the fore the profound relationship between oral health and an array of diseases, ranging from oral cancer, diabetes and periodontal diseases to cardiac issues, obesity and Alzheimer's. We took the opportunity to highlight the role of nurses in oral health and its broader implications for diseases and conditions.

"By pooling the data from surveys of their memberships conducted during the pandemic, the WHPA organizations have been able to put together a unique picture of what the pandemic looked like for health professionals on the ground. By identifying the challenges we have in common across the professions, we can work together to resolve them."

*Jonathon Kruger,
WHPA Chair*

WORLD TRADE ORGANIZATION

The WTO is the only global international organization dealing with the rules of trade between nations. Our CEO attended the WTO's Council for Trade in Services' second experience-sharing session on COVID-19 and trade in services in October 2023 which focused on the trade-related aspects of the pandemic response; addressed the impact of COVID-19 on the sector; and examined the implications of the trade-facilitative measures introduced by WTO Members.

G4 ALLIANCE

The G4 Alliance is a coalition of association and organizations around the world working to make access to quality, safe, timely and affordable emergency and essential surgical, obstetric, trauma and anaesthesia care a global health priority and a reality for all. Our President gave two in-person presentations at the meetings of the G4 Alliance held prior to the World Health Assembly. She spoke to the Nursing and Midwifery Working Group about investing in nursing and midwifery for global health and also addressed the G4 Permanent Council on a panel about surgical, obstetric, trauma and anaesthesia care for the future, emphasizing the need to optimize full scope of practice for all team members and create healthy work environments.



FEPPEN

The ICN President gave a keynote address at the XVI International Congress of Nursing's Latin America and Caribbean Nursing Workforce Summit 2023 organized by the Panamerican Federation of Nursing Professionals (FEPPEN) in Asunción, Paraguay, in October 2023, where she spoke on *Our Nurses, Our Future: Building a healthy future for all*, and addressed the situation of nursing and the current challenges of the global health system.



Dr Cipriano giving the opening address at the FEPPEN XVI International Congress of Nurses of Latin American and the Caribbean.

© FEPPEN

UHC AT THE ICN CONGRESS

A European regional session, entitled *Delivering on Universal Health Coverage through Primary Health Care – The Contribution of Nursing*, included Hans Kluge, Director of the WHO Regional Office to Europe; Margrieta Langins, WHO Regional Office for Europe; Rachel Kenna, Ministry of Health of Ireland; and José Luis Cobos-Serrano, ICN Board member and Third Vice-President of the Spanish General Council of Nursing.

The Japanese Nursing Association held a symposium introducing JNA's strategy to sustain universal health care given their country's ageing population. Nursing experts from the Western Pacific region shared first-hand experience in enhancing competency-based nursing education and innovation in nursing models and care and in a regional session entitled *Strengthening nursing workforce to advance Universal Health Coverage in the Western Pacific Region*.

A main session, moderated by ICN Chief Nurse Dr Michelle Acorn, highlighted the significance of health care systems optimising the capabilities of health workers in order to make universal health care a reality for all. Speakers included Damien Contandriopoulos, from the University of Victoria, Canada and Natasha Philips, Head of the Digital Nursing Profession, National Chief Nursing Information Office, UK.



TACKLING GLOBAL HEALTH ISSUES

UNIVERSAL HEALTH COVERAGE



ICN is a member of the International Health Partnership's (UHC2030) Task Force, which brings together 20 representatives from UHC2030 constituencies and beyond and which led the development of the Action Agenda for UHC ahead of the three United Nations High-Level Meetings (UN HLM) on health in 2023. The Task Force was also instrumental in providing political advocacy and strategic communications support to UHC2030.

In a webinar held in January 2023 in preparation for the September 2023 UN HLM on UHC, our President called on governments to take bold steps to strengthen health care systems and increase resources in a bid to minimize the threats that could prevent the achievement of UHC by the 2030 target date. We encouraged members to give feedback on the UHC2030 Taskforce's Action Agenda to add more nursing input to the development of the action items.

Dr Cipriano spoke at the professional seminar organized by the Norwegian Nurses Organisation (NNO), the Rwanda Nurses and Midwives Union (RNMU) and NNA partners in Africa on the topic: *From talk to action: The irrefutable case for investment in nursing to achieve UHC*. Discussions focused on implementation of the Global Strategic Directions for Nursing and Midwifery as well as policy strategies to secure greater investments for the workforce from governments.

On 21 September 2023, the 78th UN General Assembly HLM on UHC was held with the theme: *Universal Health Coverage: expanding our ambition for health and well-being in a post-COVID world*. The UNHLM approved a new Political Declaration on UHC, which emphasized that primary health care (PHC) was intimately linked to achieving UHC, and that governments must follow through with investment in nurses as the drivers and providers of PHC. Prior to the UNHLM on UHC meeting, our President had been vocal about this need for investment in nursing to achieve UHC by 2030.

"There is no simple solution when it comes to Universal Health Coverage, but there is no doubt that nurses hold the master key to unlocking better care for people everywhere.

Highly skilled nurses make a real difference, but unfortunately their efforts are being thwarted by the lack of investment from governments and healthcare organizations in educating new nurses, employing more nurses, improving the training and retention of those we already have, and enabling highly skilled advanced practice nurses to expand their roles and responsibilities."

Dr Pamela Cipriano,
ICN President

"There is consensus that primary health care (PHC) is the key mechanism to achieve UHC, but no one is joining the dots to what is the very essence of PHC: nurses and making sufficient investment in nursing. The critical ingredient to achieving the SDGs and UHC is nursing. Nursing leaders must be at the top decision-making tables, not only because of their expertise in the delivery of health care, but also because through that expertise in delivery on the ground, they know how to design policy and health systems that work."

Howard Catton,
ICN CEO



PANDEMIC PREPAREDNESS

In March 2023, Howard Catton, our CEO, participated in the 10th International Conference of the Royal Medical Services in Jordan, with the theme, *Global Challenges and Sustainable Development in Health*. The event was attended by more than 7,000 participants from more than 50 countries, in the fields of medicine, dentistry, pharmacy, nursing, allied health professions and military medicine. Mr Catton delivered two keynote interventions addressing the nursing response to global health challenges and the global future preparedness for pandemics and attended a nursing symposium entitled *The Transformation of the Health Care Sector*.

Later that month, ICN staff attended the meetings of the Intergovernmental Negotiating Body to draft and negotiate a WHO convention, agreement or other international instrument on pandemic prevention, preparedness and response (INB). The sessions served as informal intercessional work between INB4 and INB5, with the participation of relevant stakeholders, on matters related to Article 1, Chapter III, Article 18, and Article 4.8, as appropriate, of the WHO zero draft CA+.

In April, ICN staff attended a global meeting on future respiratory pathogen pandemics organized by WHO. This meeting aimed to deliver a high-level call for action on Preparedness and Resilience for Emerging Threats (PRET) in order to create an enabling environment for implementation and collaboration. The meeting also aimed to align stakeholders around the new integrated PRET approach for pandemic preparedness planning. Our President addressed a crucial United Nations hearing ahead of the September high-level

PANDEMIC PREPAREDNESS AT CONGRESS

Leaders of the Federación Mexicana de Colegios de Enfermería (FEMCE), the Philippine Nurses Association, the Saint Lucia Nurses Association and the Taiwan Nurses Association hosted a symposium on *NNAs' roles in advocating policies and strategies in response to the COVID-19 pandemic* which demonstrated the importance of cross-border cooperation and the need for NNAs to work together to overcome global challenges.

meeting on Pandemic Preparedness, Prevention and Response. She called for the UN Declaration, which will be published after the high-level meeting, to address a range of issues, including investing in nursing jobs, education, leadership and practice; protecting nurses and providing them with safe working conditions; appointing nurses to executive positions in all health care organizations and government decision-making bodies; and refocusing health care systems on community-based, prevention-oriented, patient-centred care.

Our CEO gave a keynote speech at the 2nd International Nursing, Midwifery and Allied Health Congress in Abu Dhabi, UAE, on 9-11 November 2023, saying that one of the key lessons of the pandemic is that nurses are central to pandemic preparedness, prevention and response.



ICN's CEO speaking at the 2nd International Nursing, Midwifery and Allied Health Congress in the UAE.



PATIENT SAFETY

The delivery of safe, high-quality patient care is of utmost importance to nurses. As nursing care spans all areas of care delivery, nurses are well placed to prevent harm to patients and improve the quality and safety of health care delivered across all settings. As such, nurses should be central to the design and operation of all health providers' patient safety systems and processes.

CEO Catton participated in the 5th Global Ministerial Summit on Patient Safety held in Montreux, Switzerland in February. The event focused on the slogan of *Less harm better care – from resolution to implementation* and provided the opportunity to mark yet another milestone in the global strengthening of patient safety. Mr Catton joined a panel discussion in which he addressed the health care workforce shortage, physical and mental health of health care workers and the impact on patient safety. Mr Catton also spoke at the International Alliance of Patients' Organization (IAPO)'s 10th Global Patients Congress in the session "Developing robust and resilient patient partnerships with health professionals to promote patient-centred, compassionate and humanized health care" and at the Mexican Association for Quality in Health and Patient Safety event in August on the topic of Nursing Leadership in Patient Safety where he highlighted the correlation between nurses' education and patient mortality as well as the importance of health workers' safety.

"Patient engagement is more than just asking people what they think: it is about listening and then involving them in solutions that make their experiences safer and more positive, and their health outcomes better."

Howard Catton,
ICN CEO

That same month, we released a new [position statement](#) on Patient Safety which called on governments to substantially increase investment, recruitment, development, training and retention of the health workforce, particularly in low- and middle-income countries, as a critical action to reduce patient harm and advance patient safety. It also called on governments to be accountable for delivering needs-based safe nurse staffing by ensuring sufficient funding and establishing legislation and effective human resource planning to ensure an adequate supply of health workers to meet patient and population needs and urged governments to sign the Health Worker Safety Charter and take urgent and sustainable action through its key measures.

ICN CEO Howard Catton attended the WHO-hosted global conference on patient safety and patient engagement in September 2023 which concluded with agreement on the first-ever Patient Safety Rights Charter. Mr Catton, who moderated one of the group sessions reviewing the Charter, underlined the importance of creating a culture in health care settings that advocates for continuous learning and quality improvement; that supports transparency; and that listens and acts on the feedback of patients and health workers. He called on governments to heed the tragic stories of patients and relatives of patients who were harmed or died unnecessarily and take urgent action to make patient safety a renewed priority.

In December 2023, ICN and the World Patients Alliance (WPA) held a groundbreaking [webinar](#) on *Patient-Centred Care and Patient Engagement*, bringing together esteemed speakers and panellists who are luminaries in the realm of health care advocacy. The event aimed to delve into the fundamental principles of patient-centred care, emphasizing the active involvement of individuals in shaping their health care experiences.



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The 1st International Nursing Congress of the Saudi Arabia Ministry of Defense Health Services focused on the mental health of nurses.

PATIENT SAFETY AT THE ICN CONGRESS

The Association for Nurses Specialized in Wound Ostomy and Continence Canada gave a one-hour masterclass on clinical decision making in wound product selection. Concurrent sessions were held on The patient experience, patient engagement and share decision-making and Promoting a culture of patient safety. Others addressed safe staffing and risk reduction.

A second main session hosted by WHO focused on patient safety and the safe of health and care workers. The session explored the strategies for building trust towards health care systems and developing a culture of safety to support improvements in safety of health care workers and patients. With a welcome from Neelam Dhingra-Kumar, Head of the WHO Patient Safety Flagship Unit, speakers included Francisca Okafor (Nigeria), Sabina Robin (Canada), Carol Fancott (Canada), Irina Papieva (WHO Technical Officer/Patient Safety Flagship), and WHO Chief Nurse Amelia Tuipulotu.

MENTAL HEALTH

All nurses have a health care role in mental health care. Mental health nurses, which represent the largest proportion of the mental health care workforce, are vital to improving access to professional mental health care which will not only improve the lives of millions, but also have positive outcomes for the world. We strongly advocate for the investment of further education and professional development in this area in order to support individuals and communities achieve the highest attainable standard of health which includes physical, mental and social wellbeing.

In February 2023, the ICN CEO spoke at the Saudi Arabia Ministry of Defense Health Services' [1st International Nursing Congress](#) entitled *Transformative Nursing & Midwifery: Leading Innovation and Advancing Nursing & Midwifery Practice Towards Better Healthcare* in Riyadh. He delivered a lecture on nurses' mental health and joined a panel discussion on global policy and best practice to optimize healthy work environments, also joined by our Board member for the East Mediterranean region, Dr Fatima Al Rifai.





ICN and WHO are collaborating to roll out the online [QualityRights e-training programme](#) on mental health, recovery and community inclusion. The initiative aims to improve the quality of care in mental health and related services and to promote the rights of people with psychosocial, intellectual and cognitive disabilities. To date, over **100,000** people have undertaken the QualityRights online learning course, including more than **5,000** nurses. WHO's evaluations of the e-training have shown a remarkable 40% improvement in attitudes among participants. This improvement translates into tangible outcomes in the health care sector, such as reduced use of coercion, greater respect for individuals' decisions and choices, and the adoption of a holistic, person-centred recovery approach.

MENTAL HEALTH AT THE ICN CONGRESS

The Congress plenary session, *Dignity and Hope – mental health and substance use*, focused on the indispensable role of nurses in building robust and efficient mental health systems. Dr Mark van Ommeren, Head of the WHO Mental Health Unit, presented a summary of the WHO's World Mental Health Report, highlighting key global trends, challenges and opportunities in mental health care. Madeline Naegle, a renowned mental health nursing leader, discussed how nurses can contribute to the development and delivery of person-centred, evidence-based mental health services in diverse settings.

GENDER EQUITY

As a female-dominated profession, nursing is directly affected by gender inequalities. In addition, we are only too aware that gender inequalities have been exposed by the COVID-19 pandemic, ranging from unequal pay, lack of access to childcare, increased domestic abuse, inequality in workloads, and gender bias. We promote gender equity, education and empowerment of women in both public and private life; and supports fundamental social reforms to address the inequalities in power, status and roles.

The 67th session of the Commission on the Status of Women took place in March 2023 attended by the ICN President, First Vice President, Chief Nurse and other staff as well as Dr Judith Shamian, ICN's former president and Holly Shaw, our representative at the UN in New York. We held a joint event with Sigma Nursing and Jhpiego on *The Digital Transformation of the Nursing Workforce* as a parallel event to CSW67; and our President also spoke at a parallel event entitled *Importance of Executive Women's Network/Organizations to Advance Women's Engagement in Senior Health Policy Decisions* with Dr Shamian and Holly Shaw. The event featured women leaders of organizations that are actively engaged in effective efforts to attain appropriate gender balance in senior executive roles and appointments. Dr Cipriano presented at a Taiwan Nurses Association parallel event on *Gender Equality in Health Care Systems in the Digital Age*, addressing empowering nurses through digital innovation.

Associate Professor Madeleine Mukeshimana, from the Rwanda Nurses and Midwives Union, represented ICN at the Women Deliver Conference in July 2023 in Kigali. She spoke in a session on progress towards gender equality in the health and care workforce in developing countries.



80

orphaned girls supported
by the GCEF in 2023



"As a predominantly female profession, nurses are acutely aware that gender inequality in healthcare is a major issue. It results in the under-representation of nurses in influential leadership positions, relatively poor pay, and a lack of respect and value of their work.

Nurses are working tirelessly for the people they serve: their compassion, expertise and dedication increase people's wellbeing and their actions save people's lives every day, making the world a better, safer, more peaceful place for everyone."

Dr Pamela Cipriano

GENDER EQUALITY AT THE ICN CONGRESS

Congress participants had the opportunity to attend an inspiring plenary session on gender equity, entitled *From women's oppression to opportunity for all*. The session followed the journey of Edna Adan Ismail, an inspiring nurse midwife, activist and the first female Foreign Minister of Somaliland. ICN First Vice President Lisa Little moderated the session.

Dr Little also moderated a symposium on gender equity and the nursing workforce looked at nursing and women's advancement in leadership, intersectional feminism, and violence and harassment against women and gender minorities. Racism and policies for health, well-being and equity were also discussed in concurrent session today.

GIRL CHILD EDUCATION FUND (GCEF)

The Florence Nightingale International Foundation (FNIF), the charitable arm of ICN, launched the [Girl Child Education Fund \(GCEF\)](#) in 2005 with the mission of supporting access to education for the orphaned daughters of nurses in developing countries.

The [GCEF Programme](#) supported 80 girls in Eswatini, Kenya, Uganda, and Zambia in 2023 by providing financial contributions to their primary and secondary education. Of these girls, 34% were enrolled in primary school, while 66% were enrolled in secondary education. The national nursing associations in each of these countries provide a tremendous amount of support and appoint a project coordinator to keep track of and help the girls through their journey.

GCEF AT CONGRESS

Jhpiego hosted an ICN/FNIF Girl Child Education Fund Breakfast Symposium which featured messages from some of the orphaned girls support by the project. Former ICN President and Chair of the FNIF, Annette Kennedy, spoke alongside Jhpiego President and CEO, Leslie Mancuso. ICN presented a donation challenge.



Jane from Kenya was one of the 80 girls supported by the GCEF in 2023

© National Nurses Association of Kenya



CLIMATE CHANGE



In May, ICN staff took part in the Member Meeting of the WHO Civil Society Working Group to Advance Action on Climate Change representing ICN as an inaugural and alumni member of the Working Group. This meeting was co-hosted with the Global Climate and Health Alliance (GCHA).

The United Nations Climate Change Conference (COP28) was held in Dubai, 30 November– 13 December 2023 and included a whole day dedicated to health. We joined the WHO and other health organizations to express frustration about the lack of progress on climate change action and to call for participants at COP28 to urgently implement already-agreed action to curb rising global temperatures and their disastrous health care related consequences.

ICN is a signatory to a number of agreements, including WHO’s [Uniting for Health and Climate Action](#), which calls on governments to “raise their ambition for a healthier, fairer and greener future.” Our President Dr Pamela Cipriano was a cosignatory of a [letter](#) to the COP28 President-elect demanding an end to humanity’s dependency on fossil fuels. Numerous outlets, including *The New York Times*, covered the letter, which highlighted the urgent need for action to address the climate crisis and make the switch to renewable energy sources. Dr Sumaya Alblooshi, President of the Emirates Nursing Association (ENA), represented ICN at the COP28 Health Day where a new [Declaration on climate change and health](#) was announced.

“I strongly advocate for the phasing out of fossil fuels. As nursing leaders, we are committed to contributing to building a resilient health system and strengthening the health workforce. And also to ensuring that part of the climate financing goes to help workforce preparedness for climate action.”

*Dr Sumaya Mohammed AlBlooshi,
President of the Emirates Nursing Association, who attended COP28 on behalf of ICN.*

PEACE AND HUMAN RIGHTS

ICN’s [#NursesforPeace](#) campaign raises funds for nurses working on the frontlines of emergency situations and draws public attention to the associated threats to public health care systems. We have seen a huge outpouring of solidarity from nurses around the world, and their desire to support colleagues who are working in wars, conflict zones and disasters. The donations collected by our Humanitarian Fund are being used to fund essentials of daily life, medical equipment and training for nurses who are working on the front lines. Through its dedicated humanitarian efforts and funding, we have already supported nurses in multiple crisis zones (also see our section on Natural Disasters on page 36). We continue to support nurses in Ukraine and refugee nurses in the countries bordering Ukraine. On the anniversary of the invasion of Ukraine, 24 February, we renewed our call for a ceasefire and negotiations for a lasting peace.

In May 2023, eruption of conflict between the Rapid Support Army and Military Armed Forces in Sudan led to over 900 civilian deaths, over 4,000 injured persons, with attacks on hospitals, kidnapping and killing of nurses and medical personnel, in addition to a lack of medical supplies and many other humanitarian concerns. We published a letter from the President of the Sudan Nurses Organisation Mowafag Hassan Hashim, and shared it at a meeting with all the nurses attending the 76th World Health Assembly. The letter highlighted “the courage and effort” of Sudanese nurses, thanked ICN for our support and solidarity and invited others to sign a petition to the UN Security Council to support a ceasefire in Sudan.





Since the outbreak of the Israel–Gaza conflict on 7 October 2023, we have made several statements calling for peace, release of hostages and the protection of health care workers health facilities, ambulances, and all innocent civilians. We have also called for donations to the #NursesforPeace campaign to help nurses working on the frontlines of conflict zones. On 8 November 2023, the ICN Board released a [statement](#) condemning all acts of violence and terrorism and renewing our demand for safe access to health services for all and the protection of health care workers. On 17 November 2023, in addition to the protection of health care workers, we [called](#) for the release of all hostages, the establishment of humanitarian corridors and access for health care facilities to power, water and medical supplies.

Our CEO spoke at the WHO Member States and Observers' Consultation on its Global Health and Peace Initiative in Geneva on 13 November 2023. He updated more than 70 WHO Member States on the unique role nurses are playing in the promotion of peace in societies everywhere and gave examples from the BBC StoryWorks [Caring with Courage](#) series (see page 49) of where nurses are making a dramatic difference to vulnerable people's lives.

Also in November 2023, Howard Catton addressed a meeting of more than 70 WHO Member States at the WHO Member States and Observers' Consultation on its Global Health and Peace Initiative. Presenting our #NursesforPeace campaign, Mr Catton spoke about the unique role nurses are playing in the promotion of peace in societies everywhere.

#NURSESFORPEACE

The campaign has reached over **117 million** people and gathered over **3,000** signatures including organizations representing more than **500,000** nurses.

Afghanistan: 40 nurses trained in basic life support, and leadership and management.

Turkey: financial support provided to purchase over **100** workwear pieces that were distributed to nurses working on the frontlines of the massive earthquake in February 2023.

Ukraine: Over **245** nurses supported from **18** regions.

"Sudan is the latest in a long list of countries, including Syria, Myanmar, and Ukraine, where tragically, because of conflict, nurses are putting themselves at huge personal risk, working in unimaginably hostile conditions. The letter from our colleague Mowafag bears testimony to these unacceptable circumstances and ICN through its interventions at the WHA this week has once again delivered the message that peace and health are intrinsically linked, and our sustainable future depends on prioritising both."

Howard Catton,
ICN CEO



Kateryna Balabanova, Governmental Chief Nursing Officer of Ukraine, addressed the ICN Congress live from Ukraine.

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ICN Goal 2: Membership empowerment

Our aim is to strengthen NNAs across the three pillars of ICN to enable them to address key challenges at regional and national levels.

FACILITATING REGULATION AND EDUCATION

ICN EDUCATIONAL MODULES



In June 2023, we launched a new global [online learning platform](#) funded by WHO, to broaden nurses' knowledge about issues that are vital to the profession and to global health. These free learning modules provide high quality Continuing Professional Development opportunities available to all nurses. The first two modules were key resources on subjects that are priority issues for nurses and health care globally, Patient Safety and the WHO's Global Strategic Directions for Nursing and Midwifery (2021-2025) (GSDNM).

"Since its inception more than 120 years ago, ICN has always been concerned with nursing education and ensuring that knowledge and expertise is shared as widely as possible. This 21st century development continues that desire to give nurses the best possible access to the information they need to create the best healing environment for their patients, wherever they are."

*Dr Pamela Cipriano,
ICN President*

ICN EDUCATION EXPERTS ADVISORY COMMITTEE

ICN is launching a new global education expert advisory committee with the National League for Nursing (NLN), that will focus on prioritizing investment in nursing education. The aim of the ICN Education Experts Advisory Committee (ICNEE) will be to plan how we both scale up education, make sure that education is fit for purpose and ensure nurses are prepared for the challenges ahead. The work of the ICNEE will help to shape thinking around the production of the forthcoming second WHO State of the World's Nurses report, in collaboration with ICN, to ensure the report includes careful analysis of the adequacy and impact of educational programs for the future nursing workforce.



© NH Photographes

Nurses contribute to ICN's work to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies.



EDUCATION AT THE ICN CONGRESS

The second main Congress session, *Driving the professional practice of nursing through education and regulation*, drew in crowds to discuss the critical need for nursing education and regulation to evolve and keep pace with the times in order to ensure the highest quality of care is affordable, safe and accessible to the public. Speakers included Myrna Doumit, immediate past President of the Order of Nurses in Lebanon, Edna Tallam-Kimaiyo, a global health champion and a national leader in transforming Kenya's health systems through regulating nursing education and practice, and Dr Amelia Latu Afuhaamango Tuipulotu, the WHO Chief Nursing Officer.

The Sasakawa Foundation hosted a symposium to introduce its new fellowship programme to support nurses in Japan and a symposium was held in French on educational innovations in the training of nurses for the future. Delegates attending concurrent sessions on these topics learned about education preparation and staff development; competence-based education and innovative education strategies. Concurrent sessions on education included one in Spanish on competency-based education and innovative educational strategies; another on continuing professional development and lifelong learning; one on new techniques in teaching and clinical placements; and fourth entitled *Preparing the nurse of the future*.

IMPROVING SOCIO-ECONOMIC WELFARE

MIGRATION

In August 2023, Mr Catton participated in a round-table organized by the Ghanaian-Diaspora Nursing Alliance (G-DNA) in collaboration with the John Hopkins School of Nursing on *Ethically managing the migration and recruitment of nurses in Ghana*. The discussion contributed to inform the G-DNA's work with the Ghanaian Ministry of Health to develop a framework to manage migration of nurses in Ghana.

In September, our CEO spoke at a webinar on *Nurse and Midwife Migration – Mobility or Exploitation* as part of the WHO Euro Roadmap to Guide Implementation of the *Global Strategic Directions for Nursing and Midwifery* in Europe. The webinar, which was produced by the ICN Global Nursing Leadership Institute Euro Scholars in collaboration with the WHO Regional Office for Europe Nursing and Midwifery team, the European Forum of National Nurses and Midwives Associations (EFNMA) and the European Federation of Nurses (EFN), looked at exploring how migration contributes to mobility or exploitation.

In November 2023, Andre Gitembagara, ICN Board member and President of the Rwanda Nurses and Midwives Union, spoke on the topic of the *global nursing shortage, nurses' migration and welfare* at the Institute of Nursing Research's hybrid International Research Conference, aimed at positioning nurses for new horizons in the profession.

In December, President Cipriano participated in the Irish Nurses and Midwives Organization's (INMO) 20th Anniversary International Nurses and Midwives Section Conference and discussed the global health workforce landscape, importance of foreign educated professionals and improving the conditions for ethical migration practices.



1250

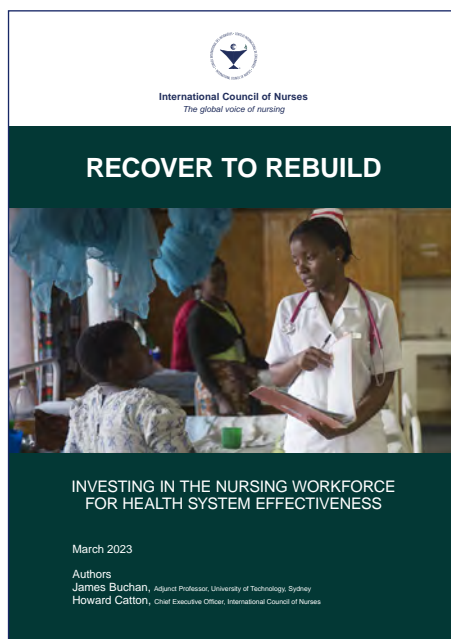
Downloads of the
Recover to Rebuild report



RECOVER TO REBUILD

In March 2023, we published a new report, [Recover to Rebuild: Investing in the Nursing Workforce for Health System Effectiveness](#), co-authored by Professor James Buchan and Howard Catton. *Recover to Rebuild* cites more than 100 studies which show 40% to 80% of nurses reporting having experienced symptoms of psychological distress, nurses' intention to leave rates having risen to 20% or more and annual hospital turnover rates increasing to 10% and even more. The report recounts the vital and often dangerous role nurses played during the pandemic and shows how the COVID Effect has compounded already fragile health systems, demonstrating the unequivocal need for substantial and sustained investment.

Findings from the report were backed up by another report published in April 2023 by WHO and the World Health Professions Alliance (WHPA). The report, *What the Covid-19 pandemic has exposed: the findings of five global health workforce professions*, says health care workers feared for their personal safety during the pandemic because of a lack of protective equipment, and the absence of any systematic support and security left many feeling undervalued.



"The worldwide shortage of nurses needs to be considered as a global health emergency and recovery from the current situation must be a priority for governments everywhere. Without a sustainable, properly distributed global nursing workforce, the realisation of the goal of health for all will only ever be a pipe dream."

*Howard Catton,
ICN CEO*

THE NURSING WORKFORCE

One of ICN objectives is to contribute evidence and expertise to the development of effective Human Resources for Health planning and policies, including scaling up of a qualified nursing workforce supported by a healthy work/practice environment.

In March 2023, ICN staff presented in a webinar organized by the World Medical Association on *From Policy to Action, changing the reality of the frontline Health Workforce*. The webinar aimed to define major advocacy opportunities to implement at the national level to increase investments in the physician workforce and improve working conditions and understand legal framework including the Global Care Compact which can be implemented to protect health professionals.

The 21st [Asia Workforce Forum](#) (AWFF), co-hosted by ICN and the Nurses' Association of Thailand was held in Bangkok, Thailand, 1-2 March. Nurse leaders from 10 NNAs across Asia participated in the Forum which focused on current nursing and health priorities across the region, and strategies to effectively support nurses across Asia.



Our CEO participated in the High-Level Meeting on Health and Care Workforce held by WHO Europe on 22–23 March in Bucharest, which brought together over 200 key stakeholders to discuss core high-level regional health workforce priorities. He ensured the ICN perspectives were reflected during the meeting discussions and deliberations, which culminated in the adoption of the Bucharest Declaration on Health and Care Workforce. Our Second Vice President, Karen Bjørø also participated in the meeting and spoke to improving decent work and mental health. Mr Catton also attended the WHO Europe Chief Nursing and Midwifery Hub meeting, speaking at a session on *Recruitment and Retention of Nurses and Midwives in the WHO European Region*.

“The Nurses’ Association of Thailand was honoured to host this important Forum to discuss the many challenges and opportunities that nurses in the region are facing. We are grateful to ICN for bringing us together to learn from each other’s experiences and strategize about how to deal with issues confronting nursing in many countries. The need to invest in nursing, address the nursing shortage, ageing populations and other challenges are critical to the sustainability and growth of global health.”

*Dr Sirorn Sindhu,
President of the Nurses’ Association
of Thailand*

GLOBAL FORUM ON HUMAN RESOURCES FOR HEALTH

The [Fifth Global Forum on Human Resources for Health](#) was held 3–5 April 2023, during World Health Worker week, under the theme of *Protecting, safeguarding, and investing in the health and care workforce*. Marking more than five years since the adoption of the Global Strategy on Human Resources for Health: Workforce 2030, the Forum provided updates on progress in its implementation and shared evidence and experiences on workforce development, as well as opportunities for a post COVID-19 era that will inform the implementation of the Working for Health 2022–2030 Action Plan. The outcomes of the Forum informed the United Nations General Assembly’s High-Level Meeting on UHC in September 2023.

Dr Cipriano, representing the WHPA, moderated the parallel session on *Health workforce response during COVID-19: impacts, challenges and opportunities*. This session brought a global perspective and country level examples to understand and address the impact of the pandemic on health and care workers, describe successful policies to protect the workforce and gain greater investments to rebuild and optimize the workforce. Howard Catton spoke at the WHPA parallel session on *COVID impacts on the health workforce: past, present and future*.

6500

participants at the ICN Congress



NURSING WORKFORCE AT THE ICN CONGRESS

Concurrent sessions were held on workforce and organizational culture; promoting nursing practice; ways to increase and support nursing staff; evolving roles of nursing and scopes of practice; health care workforce challenges and solutions; evidence-informed practice; nursing and the social factors of health; and recruitment and retention of the nursing workforce.

ICN Board member Megumi Teshima moderated a session on nurse-led models of care and Farah Khan moderated another on designing and implementing new models of care. A French concurrent session looked at.

The Canadian Federation of Nurses Unions held a symposium on union activism which looked at recent events in Canada, such as the introduction of nurse-patient ratios in British Columbia, and issues around the world, such as the nurses' strikes in the UK.

Silver Sponsor SE Health led a masterclass on a nurse-led model of care titled *H.O.P.E.: Home, Opportunity, People Empowerment*. Participants learned how creating a nurse empowered practice culture impacts client safety, quality care and sustainable business outcomes.

The Southeast Asian regional session looked at the challenges that the nursing profession faces in the region and how political conflict and crises exacerbate the nurse workforce shortage. The session featured Sudath Warkulasuriya, President of Sri Lanka Nurses Association, K.C. Takma, Assistant Dean of the Institute of Medicine Tribhuvan University, Nepal and Dileep Kumar, President of the Indian Nursing Council.

A main session led by Dr James Buchan looked at growing and sustaining the nursing workforce. Speakers include Linda Silas, president of the Canadian Federation of Nurses Unions and Fely Marilyn Lorenzo, Chair of the Commission on Higher Education in the Philippines.

At a Policy Café, delegates discussed the findings of the ICN publication, *Recover to Rebuild: Investing in the nursing workforce for health system effectiveness*.

INTERNATIONAL RECRUITMENT

In January 2023, we held a press conference with the United Nations Correspondents Association to voice our concern about nurses in lower income countries being targeted for recruitment by wealthier nations. We urged governments to use our simple self-sufficiency indicator, published in our *COVID-19 and the International Supply of Nurses* report, to ensure that they are training and retaining enough nursing staff, without the necessity to attract nurses from countries that cannot afford to lose their nurses.

Our position on the international recruitment of nurses made [headline news](#) in June 2023 when the BBC published a lead story underlining our deep concern over the challenges created by international nurse recruitment from lower income countries to high income countries.

At our Council of National Nursing Association Representatives (CNR) meeting, 29 June – 1 July, the issues of the workforce crisis and ethical recruitment were on the agenda. CNR called for all governments to implement the [ICN Charter for Change](#) (see page 37) and issued a communiqué calling on governments to strengthen the WHO Global Code of Practice on the International Recruitment of Health Personnel; ensure fair and meaningful benefits to both “source” and “recipient” countries; and respect a moratorium on recruitment from the most vulnerable countries. CNR also called on health care organizations and governments to “work vigorously to boost their nursing supply and not rely on substitution of registered nurses with lower skilled support workers as a cost-cutting measure or as the solution to a shortage of registered nurses”.



NATURAL DISASTERS



Nurses have always worked at the frontlines of disasters, whether natural or manmade, due to climate change, natural disasters are on the increase and many of our members associations have been actively involved in disaster preparedness and response. When these disasters strike, ICN contacts the NNA affected offering solidarity and support through our Humanitarian Fund.

TURKEY AND SYRIA EARTHQUAKES

Following the deaths and devastation caused by the severe earthquake in Turkey and Syria., we wrote to the Turkish Nurses Association to offer support. Unfortunately, we have no contact with nurses in Syria. Mr Catton was quoted in a *Nursing Times* article about the selfless work of nurses in this disaster; and our President commented on the bravery of nurses who rushed into save babies in the NICU when the earthquake hit.

NEW ZEALAND CYCLONE

New Zealand cyclone: We wrote to the New Zealand Nurses Organization after Cyclone Gabrielle – one of the worst natural disasters to affect the country – caused death and devastation to so many.

MALAWI CYCLONE

We offered condolences and support to the National Organisation of Nurses and Midwives of Malawi following the deaths, injuries and devastation caused by Cyclone Freddie in March 2023.

HAWAII WILDFIRES

We wrote to the American Nurses Association in August asking them to forward our condolences and support to the nurses of Hawaii following tragic wildfires on the island of Maui.

MOROCCO EARTHQUAKE

We wrote to our former member in Morocco and to the Moroccan Union of Nurses to express our condolences after a deathly earthquake hit the country in September 2023.

KENYA AND DOMINICAN REPUBLIC FLOODS

Deadly floods struck both Kenya and the Dominican Republic in November 2023. We wrote to our NNAs in these countries offering our support and condolences.



© Benedikt van Loo

When natural or manmade disasters occur, nurses are on the frontlines providing care.



DISASTER NURSING AT THE ICN CONGRESS

On the final day of the ICN Congress, we examined the crucial role of nursing in conflict and disaster areas. Moderated by ICN CEO Howard Catton, the session included a live feed from Ukraine with Kateryna Balabanova, the Governmental Chief Nursing Officer of Ukraine, who shared a statement from Victor Liashko, Ukraine's Health Minister; and Margrieta Langins, the WHO Europe nursing and midwifery policy advisor. Video testimonials from the frontlines of conflict and disaster areas around the world showed the incredible courage of nurses such as the President of the Sudan Nurses Organisation, Mowafag Hassan Hashim; Wais Qarani, President of the Afghanistan Nursing and Midwifery Council; Tatyana Chernyshenko, President of the National Nurses Association of Ukraine; and April, a nurse lecturer continuing to provide care during the military coup in Myanmar.

Filippo Gatti, Chief Nurse at the International Committee of the Red Cross and Red Crescent, and Dorothy Wuyep, the Technical Clinical Nursing Care referent for MSF Belgium also shared their experiences of nursing in disaster areas, and the National Nursing Association of Turkey spoke about their experience following the devastating earthquake on 6 February 2023 which caused the deaths of over 50,000 people.

Our Deputy Chief Nurse, David Stewart, moderated a Policy Café which looked at our *Core competencies in disaster nursing for nurse involved in Emergency Medical Teams*, which were published in 2022. A concurrent session moderated by Madrean Schober looked at quality improvement mechanisms for Emergency Health Care teams.

SPEARHEADING INTERNATIONAL NURSES DAY

International Nurses Day (IND) is celebrated around the world every 12 May, the anniversary of Florence Nightingale's birth. We commemorate this important day each year with the production and distribution of IND resources and evidence.

In January 2023 we announced the theme for International Nurses Day 2023 and launched the new IND logo. The theme **Our Nurses. Our Future.** set out what ICN wants for nursing in the future to address global health challenges and improve global health for all. We also launched a series of IND posters to celebrate the work of nurses.

We celebrated International Nurses Day on 12 May with the launch of our IND report, [Our Nurses. Our Future.](#) and the [ICN Charter for Change.](#) The campaign was timely given the WHO's recent declaration of the end of the Global Health Emergency of the COVID-19 pandemic, even though many remain sick and are dying. After the intense and long-lasting damage that the pandemic created, the IND theme **Our Nurses. Our Future** shines a light on a brighter future for nursing, and the Charter for Change sets out what is required to be able to address global health challenges and improve global health for all. We took the opportunity to remind the world of the many achievements nurses have made, and the many sacrifices nurses are making every day to ensure that people have access to the health care that they need, even in the most inhospitable and sometimes dangerous situations that they find themselves in.

The Charter for Change presents ten policy actions that governments and employers must take if they are to create and sustain health care systems that are safe, affordable, accessible, responsive, and resilient, shifting the focus from nurses being invisible, to invaluable.



**OUR NURSES.
OUR FUTURE.**

International Council of Nurses

The economic power of care



In a celebratory webinar on 12 May, our President held a [video conversation](#) with the newly appointed WHO Chief Nursing Officer, Dr Amelia Latu Afuhaamango Tuipulotu, joined by over **400** participants from more than **90** countries. The ICN CEO presented the IND 2023 theme at a webinar jointly organized by the WHO Regional Office for Europe Nursing and Midwifery team, the European Forum of National Nurses and Midwives Associations (EFNMA) and the European Federation of Nurses (EFN) to support implementation of the Nursing and Midwifery Roadmap and to celebrate the First European week of the Nurse and Midwife.

The ICN President, Board members and CEO spoke at various IND events held by our member associations, including the Ghana Registered Nurses Association, the Indian Nursing Council, the Egyptian Nurses Association, the Mexican College of Nursing, the Ordem dos Enfermeiros, Portugal, the Philippine Nurses' Association, the Turkish Nurses Association and the Ukrainian Nurses Association.

"ICN believes it is time for policy makers and national and local decision-makers to value, protect, respect and invest in our nurses for a sustainable future for nursing and health care. Nurses are key to healthier communities, responsive societies, thriving economies and powerful nations. These ten policy actions will create the sustainable health systems that are required to optimise the wellbeing and the unique contribution of the nursing workforce. Without such actions, ICN can see no way for the current nursing workforce, which has emerged from the pandemic in an exhausted and debilitated state, to carry on its essential work in caring for the communities it serves."

Dr Pamela Cipriano

STRENGTHENING NNAS

One of our objectives is to promote the development strong national nurses' associations (NNAs) and the solidarity of NNAs within the ICN federation means that strong, well-established NNAs are willing and able to support those who are facing difficulties.

ORGANIZATIONAL DEVELOPMENT OF NATIONAL NURSING ASSOCIATIONS (ODENNA)

Supported by the Johnson & Johnson Foundation and the BD Foundation, ICN's [ODENNA partnership](#) aims to build stronger and more sustainable nursing associations on the African continent for improved health care delivery and health prevention measures.

In 2023, 23 NNAs in Africa took part in ICN's [ODENNA initiative](#), which helps to develop individual NNAs' abilities to support their country's nurses based on the initiative's pillars: organizational assessment, leadership development and 'twinning' with more established NNAs. The initiative kicked off in Pretoria, South Africa in February 2023, and in Nairobi, Kenya, in March 2023 with **90** nurse participants from the **23** NNAs joining our well-established Leadership for Change (LFC™) programme (see page 43), led by Norwegian and South African trainers and supported by local ODENNA nursing experts and the ICN Programme Manager. ICN members DENOSA (South Africa) and NNAK (Kenya) assisted in the setup of these trainings.

"ICN knows that many of our NNAs in Africa are strong and functioning well, but ICN also know that as organizations change over time, development of new leaders is critical to being effective at influencing governments and health systems. The ODENNA initiative will mean that all nurses in Africa will have access to strong, well-organized NNAs. ICN need authoritative and well-resourced nurses' associations that are effective at advocating for nurses, influencing government policies, and improving health care delivery and health outcomes."

Dr Pamela Cipriano





The 23 NNAs are twinned with well-established NNAs with the aim of increasing the capacity to represent their nurses, yielding mutually beneficial engagement and collaboration.

In 2023, all NNAs completed their organizational assessment through the dedicated tool, finished planning their LFC Change projects and started drafting their strategic plans, with the support of dedicated consultants.

NURSING STUDENTS AND EARLY CAREER NURSES

Under the theme *Nursing Students as the Next Generation of Health Equity and Social Justice Leaders*, the world's nursing students and early career nurses gathered on 30 June 2023 at the [ICN Nursing Student Assembly](#) in Montreal, Canada to discuss the challenges of how to tackle global health problems, to hear expert speakers from a variety of backgrounds and to attend workshops and presentations on the many burning issues of the day. Topics under discussion included nurses' mental health after the COVID-19 pandemic, the role of nurses in climate change and planetary health, the challenges facing nurses from minority communities, the importance of national nursing associations in low- and middle-income countries, and the need for nurses to be properly recognized, valued and rewarded by political actors.

STRENGTHENING NNAS AT CONGRESS

A masterclass in strategic communications for NNAs was presented by Diana Mason of the Center for Health Policy and Media Engagement of George Washington University School of Nursing; Richard Elliott, ICN's Director of Communications; and Hildegart Gonzalez Luis.

The Canadian College of Health Leaders shared its experience as one of the top two largest providers of health care leadership development in Canada in a masterclass entitled, *Becoming a leadership organization: strategies to embed leadership organization- or system-wide*.

Madeleine Mukeshimana, Associate Professor of Nursing at the University of Rwanda, moderated a session on maximising collaboration within and across disciplines and outside nursing.

NNA EVENTS

Dr Cipriano gave the opening address and keynote speech at the 7th International Specialty Nurses Conference held in Hangzhou, China in November 2023. Designed to promote specialty nursing practice in China and throughout Asia, and jointly supported by the Chinese Nursing Association and the American Nurses Association, the conference theme was *Professionalism improves quality, innovation promotes development*. Chinese Nursing Association President Wu also addressed the conference.

The President was a keynote speaker at the Taiwan Nurses Association (TWNA) conference entitled *International Professional Nursing Development in the Post Pandemic Age: Preparing the Next Public Health Challenges on 14-15 October*. She spoke on *Solving the global nursing shortage: Creating nursing's preferred future post pandemic, and Health security: Protecting the world from emergencies and pandemic threats*.

ICN's CEO attended the celebrations of the centennial anniversary of the Korean Nursing Association held in Seoul in November 2023. The event was attended by foreign dignitaries including the WHO CNO Dr Amelia Tuipulotu, EFN President Aristides Chorattas, ICN NNA members, high level government officers, and over **4,000** nurses. Mr Catton delivered a special lecture on nursing leadership and, on behalf of ICN, received a plaque of appreciation from KNA at the Centennial Ceremony, where he delivered a [statement](#) in support of the enactment of the Nursing Law.

23

NNAs participated in the ODENNA initiative



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ICN Goal 3: Strategic leadership

Our aim is to provide strategic leadership to advance the nursing profession to meet current and future needs of the population, health systems (including health and social care) and nurses.

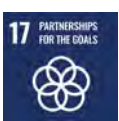
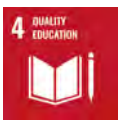
An inspirational article by ICN CEO Howard Catton and former ICN President Judith Shamian, entitled *Nurses and policy making: You have a seat at the table, so what?* was published 25 August 2023 in *Nursing Times*. It explores the importance of nurses who have accessed these influential positions being able to contribute to the dialogue effectively and reflects ICN's ambitions for nursing leadership.

PROVIDING LEADERSHIP TRAINING

ICN GLOBAL NURSING LEADERSHIP INSTITUTE™

The innovative and acclaimed [ICN Global Nursing Leadership Institute](#) (GNLI)™ is a strategic policy leadership programme focused on strengthening nurses' political and policy understanding and influence. It is framed by nursing opportunities in a global movement committed to sustainable development and explores key themes that underpin the United Nations' Sustainable Development Goals.

In 2023, the **GNLI 2022** cohort of scholars began Module 2 of the course, led by Programme Director Dr Diana Mason, and Deputy Director Dr Patsy Yates. Module 2 included discussions on the social determinants of health, the Sustainable Development Goals, health disparities and gender equity, with reflections on their relevance to the work of ICN, WHO and the WHO Global Strategic Directions for Nursing and Midwifery. In June 2023, scholars from GNLI 2022 presented their regional projects to the WHO regional offices and other experts.



GNLI AT THE ICN CONGRESS

The GNLI Alumni Session was attended by over 40 GNLI Alumni. Dr Amelia Tuipulotu, WHO Chief Nurse, Dr Silvia Cassiani from WHO's PAHO Regional Office and Dame Christine Beasley from the Burdett Trust for Nursing were amongst the speakers. The discussion focused on the importance of building a stronger GNLI Alumni Network and further collaboration between the Alumni and WHO regional offices. Alumni from the EURO, PAHO and WPRO regions presented their successful regional projects, as well as engagement with other Alumni in their respective regions.

A GNLI symposium was led by GNLI Director, Diana Mason, with participation by GNLI scholars in different regions.

The project topics chosen were:

- **AFRO:** Emigration of African nurses; challenges and opportunities
- **EMRO:** Public image of nursing in the Eastern Mediterranean Region
- **EURO:** Challenges related to international nurse migration
- **PAHO:** Connectivity, competencies, and capacity: working with PAHO nurses to advance digital health awareness and skills
- **SEARO:** Engaging professional nursing organizations in nurses' capacity building for prevention and management of malnutrition
- **WPRO:** Cultural intelligence – the essential competence of nursing leaders



The GNLI 2022 graduation ceremony took place virtually on 20 June 2023 with **30** scholars completing the programme. ICN President Dr Pam Cipriano and [WHO Chief Nurse Amelia Tuipulotu](#) congratulated scholars, who upon graduation joined the GNLI Alumni Network.

GNLI 2023 returned to a hybrid delivery mode. It kicked off online on 6 June 2023 with **29** scholars from **23** countries. A residential module of GNLI 2023 was held in Geneva, in October 2023 and included a visit to WHO and ICN headquarters with the opportunity for scholars to engage face-to-face with various WHO experts on several health care policy issues and approaches during their visit.

The **GNLI Alumni Network** counts close to 500 Alumni from over 100 countries with senior positions in NNAs, governments, regulatory bodies, academia and non-governmental organizations, as well as heads of WHO Collaborating Centres. The GNLI Alumni Network plays a pivotal role in sustaining and enhancing the political and policy influence of leading nurses worldwide. It aims to foster post-programme graduate connections for mutual support and collaboration on health care issues globally and promote regional collaborations benefiting ICN, WHO Regional Offices, and the Alumni, while motivating Alumni to take leadership roles within their NNAs and engage in collaborations with ICN and partners. The Network is co-facilitated by two GNLI Alumni, Dr Jed Montayre and Ms. Angela Wignall.



Divided into four cohorts, 96 nurses took part in LFC Bangladesh improving their leadership skills and preparing Change projects.

© ICN



LEADERSHIP FOR CHANGE™

Established in 1995, the [ICN LFC™ programme](#) aims to prepare nurses with the leadership skills required to implement organizational change for the purpose of improving nursing practice and achieving better health outcomes. LFC programmes are tailored to respond to the specific needs of the countries in which they are implemented, through close collaboration with the NNAs. 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 60 countries.

LFC programmes, led by Dr Kristine Qureshi, were held in several countries during 2023.

LFC BANGLADESH

funded by Empowering Women through Professionalization of the Nursing Sector in Bangladesh (ProNurse), Global Affairs Canada and COWATER

- **96** local nurses enrolled.
- **20** LFC change projects being implemented.
- **Key topics:** nursing workplace safety; nursing workplace environment and communication effectiveness among the health care team, patients and their families.

LFC SURINAME

supported by the Ministry of Health

- **29** local nurses enrolled in this programme.
- **6** LFC change projects being implemented.
- **Key topics:** Improving maternal care, strengthening midwifery training, improving patient care.

LEADERSHIP FOR CHANGE AT THE ICN CONGRESS

Our Leadership for Change programme was highlighted in a symposium led by Dr Kristine Qureshi, LFC Director, and Stella de Sabata, ICN Programme Manager, who highlighted conceptual and implementation modalities through the LFC programmes carried out by NNAs across the globe.

LFC CHINA

funded by Johnson & Johnson

- **466** nurses successfully completed the LFC programme in 12 provinces in China.
- **82** LFC change projects are being implemented across China.
- Key themes projects: quality and patient safety; nursing professional development; nursing workplace safety; and nursing workplace environment.
- **12** provinces represented: Beijing, Zhejiang, Jiangsu, Hunan, Hubei, Sichuan, Shandong, Qinghai, Shanxi, Liaoning, Guangdong, Henan Province.

LFC CAMBODIA

funded by the Danish Nurses Organization

- Two future Cambodian trainers, Mrs Manila Prak and Dr Virya Koy, were generously invited by the Taiwan Nurses Association to join the full LFC programme including the ToT training.
- Once they complete their training as LFC trainers, they will deliver the ToT training in the Khmer language to LFC participants in Cambodia.

LFC INDIA

funded by the Indian Nursing Council

- Assessment of LFC change project status.
- Identification and strategies for rolling out the LFC programme across India.



NURSING LEADERSHIP AT THE ICN CONGRESS

Putting innovation into action through empowerment and nursing leadership was the topic of the Eastern Mediterranean regional session at Congress. Chaired by Abdullah Hasan from the College of Nursing in Kuwait, the session included presentations by Nuhad Yazbik Dumit from the School of Nursing at the American University of Beirut; Dr. Sumaya Mohammed Alblooshi from the Emirates Health Services, Dr Abbas Al Mutair, Research Center Director at Almoosa Health Group in Saudi Arabia; and Safa Al Mustafa, Vice President of Emirates Nursing Association.

Mawahib Wang, Executive Director of Nursing Administration at the Saudi Arabian Ministry of Defense Health Services and Melanie Mackinnon, Executive Director of Ongomiizwin Health Services and Head of the Indigenous Institute of Health and Healing spoke at a main session on *Nursing leadership: shaping the future of health care*, which looked at why nurse leaders are so important to health care's future.

Leadership was also discussed at concurrent sessions on the competencies and confidence required to succeed as a nurse leader; the role of leadership in building and shaping a successful organization; transformative leadership to inspire, motivate and advance change; nursing leadership in policy making; and sessions in French and Spanish on nursing leadership and shaping the future of health care.

A plenary session focused on the art of inspiring action and driving change in the nursing profession and broader health care landscape. Moderated by ICN Deputy Chief Nurse, David Stewart, the session included inspirational leader Simon Sinek's unique insights on leadership and motivation, equipping nurse leaders and health care professionals with invaluable tools to empower their teams and transform health care. Lauren Underwood spoke about leading actions to support and protect nurses in her role as U.S. Congresswoman and nurse, and Leigh Chapman, Canada's Chief Nursing Officer, shared her experiences leading national nursing initiatives and discussing the essential ingredients for creating a culture of innovation and excellence in nursing.

Building a better future today was the topic of a plenary session moderated by ICN CEO Howard Catton with speakers David Beasley, Former Executive Directive of UN World Food Programme; Mickey Chopra, the Global Solutions Lead for Service Delivery in the Health Nutrition and Population global practice of the World Bank; and Luwei Pearson, Associate Director of Maternal and Newborn Child Health at UNICEF.

A masterclass, led by the Canadian College of Health, one of the top two largest providers of health care leadership development in Canada, looked at the key features of a leadership organization and ways in which to enhance leadership integration and effectiveness.

396

member of the GNLI
Alumni Network



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A chance to share experiences and learn from one another at the ICN Congress in Montreal.

PROMOTING ADVANCED PRACTICE NURSING

Globally, APNs are one of the fastest-growing health professions. They are essential for innovating health care systems to improve access to care, achieve better health for people, and to reduce health care costs. [The ICN Nurse Practitioner/Advanced Practice Nurse Network \(NP/APN Network\)](#) was established more than 20 years ago as an official ICN affiliate group to facilitate communication around common professional interests on APNs. The network is continually evolving to better represent APNs from all global WHO regions.

The ICN NP/APN Network held a series of free webinars in 2023 for all advanced practice nurses. The first webinar looked at the importance of the clinical leadership role and improving connections with policy and organizational culture; the second focused on Clinical Autonomy.

ADVANCED PRACTICE NURSING AT THE ICN CONGRESS

ICN Chief Nurse Dr Michelle Acorn moderated an energetic discussion at the Policy Café on *Priority strategies to improve the health systems integration of Advanced Practice Nurses in specialty areas of practice*. Future challenges and opportunities for NPs/APNs were discussed at a symposium hosted by the ICN NP/APN Network Chair Daniela Lehwaldt; and APN was also the topics at several concurrent sessions. The ICN NP/APN Network led a symposium on APN research, leadership and the UN Sustainable Development Goals in action. Findings of three global APN research studies were presented.





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ICN Goal 4: Innovative growth

Our aim is to identify, secure and diversify business and revenue.

ADVANCING DIGITAL HEALTH CARE AND TECHNOLOGY



POSITION STATEMENT ON DIGITAL HEALTH

In August 2023, we released a new [position statement](#) on *Digital health transformation and nursing practice*, which highlighted the ways in which the digital technology revolution supports the rapid and positive transformation of health care systems and facilitates the delivery of nursing care and how people engage with their health and wellness.

ICN Senior Nursing Policy Adviser, Erica Burton spoke to [Nursing Times](#) about the digital revolution in health care systems around the world, emphasizing that active engagement with technology is going to be an increasingly essential aspect of nursing going forward.

“Recent advances in digital health, including delivery of virtual care, the analysis of big data, the introduction of smart wearables and the dramatic developments in artificial intelligence, reinforce the need for nurses to be digital health experts so that they can maximise the advantages of these technologies for the benefit of their patients. Empowering nurses through innovations in digital health care will advance gender equity and improve patient care, but these benefits will only come about if sufficient attention is paid to nurses’ needs in an increasingly technological world.”

Dr Pamela Cipriano



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The Masterclasses at the ICN Congress were highly appreciated.



DIGITAL TECHNOLOGY AT THE ICN CONGRESS

A new feature this year, the ICN Congress Masterclasses were extremely popular! In partnership with the Innovation team from the American Nurses Association, Intuitive presented Masterclasses on robotic assisted surgery, giving demonstrations of the Da Vinci system and instrumentation. Scaling nursing capacity through virtual reality training was the topic of the masterclass by Kaleidoscope XR. IPAC Canada held a masterclass on choosing the right disinfectant, outlining key considerations for product selection and providing hands-on activities with sample product labels and scenarios.

Concurrent sessions were held on virtual nursing; data-driven health care; innovations in nursing practice; harnessing digital health and artificial intelligence; and evidenced-informed practice.

A successful series of ICNP sessions were held during Congress, shedding light on the important role of digital solutions in the daily practice and education of nursing professionals. The ICNP symposium, improving patient safety through standard nursing terminology-based data-information-knowledge management in nursing practice, administration, education, and research, attracted high attendance by ICN members who discussed how ICNP can improve patient safety. The ICN-accredited ICNP Research and Development Centres held a Consortium during the ICN Congress where they reported on the tireless work talking place around the world in relation to ICNP. A workshop was also held focusing on strategy and further development of terms and concepts in ICNP and SNOMED CT.

INTERNATIONAL CLASSIFICATION FOR NURSING PRACTICE®

ICNP® provides an international standard to facilitate the description and comparison of nursing practice locally, regionally, nationally and internationally. Since its introduction in 1999, ICNP has been translated into **19** languages; and there are currently **14** ICNP Research and Development (R&D) Centres worldwide running more than **200** different projects. New versions of ICNP are released every two years.

The ICNP terminology serves a critical role for ICN in facilitating representation of the domain of nursing practice worldwide promoting evidence-based quality care. In 2023, the ICNP Editorial Board and R&D Centres continued to work hard on delivering their mission to increase ICNP growth and development. The very engaged ICNP Editorial Board met every six weeks throughout the year, reviewing the strategy to increase the content of ICNP; discussing oral health concepts in nursing and new terms to be considered for inclusion in the reference set; and analysing key takeaways and addressing recommendations for the way forward. The Board also brainstormed on new concepts adoption that would better align with ICNP and SNOMED CT evolution and goals. A webinar on ICNP standards was held on 22 February 2023. Dr Ernesto Jorge Morais, member of the ICNP Board, represented ICN at the annual meeting of WHO Family of International Classifications Network, in Bonn, Germany, in October 2023.

19
translations
of ICNP



IMPROVING THE IMAGE OF NURSING

BBC CARING WITH COURAGE SERIES

The ICN and BBC StoryWorks series, *Caring with Courage*, was named as an Honourees at the *Webby Awards 2023* in the Branded Entertainment – Video Series category. The Webby Awards are given by the International Academy of Digital Arts & Sciences. The series, which was launched in 2022, celebrates the incredible work of nurses around the world and their role in leading development in the health care sector and improving patient health. The series was also nominated for the WHO Health for All Award and received a Bronze Award from the International Content Marketing Awards.

"We set out to understand how nurses can be at the centre of positive change in the delivery of care across the globe, mindful of the challenges that face the profession. What we found through creating this series is the most extraordinary people playing a pivotal role that far surpasses the delivery of health care, profoundly impacting people and communities. We're excited for global audiences to engage with these stories, and continue the mission of creating equitable, accessible and effective systems of care."

*Simon Shelley,
Vice President of
BBC Programme Partnerships*

CARING WITH COURAGE AT THE ICN CONGRESS

At a plenary session focused on the ICN/ BBC collaborative film project, *Caring with Courage*. BBC producers Simon Shelley and Claire Small spoke to ICN CEO Howard Catton about what producing the film meant to them; and nurses, Barbara Stillwell and Heather McGrath spoke about the ways in which nurses can use the films to change the image of nursing.



Simon Shelley and Claire Small, BBC producers, talk to Howard Catton about producing the film series *Caring with Courage*.

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ICN HISTORY BOOK

We published a new history of the organization, entitled *The Global Voice of Nursing, a history of the International Council of Nurses from 1899 to 2022*. The history was launched during Congress and is now available in both eBook and print versions via [Amazon](#).



NEW ICN BRANDING AND WEBSITE

On the final day of the ICN Congress, we launched our new [visual identity](#) including a modern logo and updated website in order to better represent who we are and what we stand for and conveying the energy, creativity and passion of the profession ICN is so proud to serve and represent.



ICN
International
Council of Nurses

The global voice of nursing

"As with all organizations, it is important that we know and understand our history so that we can learn from our predecessors and build on the rich legacy they have left us. Nurses everywhere owe a debt of gratitude to those amazing Victorian women who had the foresight to see how important unity was for the nursing profession, and the vision to make that unity a reality.

Together we are stronger and more able to influence the health care we provide to our patients and their families, and to the communities we all live in. As we look to the future, ICN remains committed to advocating for the nursing profession, influencing global health policy, and promoting health worldwide, building on the legacy of the nurses who came before us, and looking to the future for those who have yet to discover what it is to be a nurse."

*Dr Pamela Cipriano,
ICN President*



ICN Congress 2023

The 29th ICN Congress was held in Montreal, Canada, 1-5 July 2023. With 6,500 participants from 145 countries, the Congress was a great success.

THE CONGRESS INCLUDED:

- **8** plenary sessions covering: the BBC Caring with Courage series, mental health, gender equity, Canada's health care evolution, nursing leadership, building a better future, health care and nursing in disaster and conflicts areas, and global health.
- **9** main sessions covering nursing leadership, education and regulation, advanced nursing practice, patient safety and health and care worker safety, the nursing workforce, promoting and enabling healthier communities, the Global Strategic Directions for Nursing and Midwifery, the health and well-being of nurses, re-defining nursing for the future.
- **8** policy cafés discussing: advanced nursing practice, core competencies for disaster nursing, ICN's educational modules, the language and definition of nursing, the ICN Recover to Rebuild report, mental health nursing, improving access to safe surgery and anaesthesia, ICN's pool of nursing experts.
- **6** regional sessions
- **20** symposia
- **75** concurrent sessions
- **18** masterclasses
- **8** sponsored symposia



MONTREAL

ICN CONGRESS
1-5 JULY 2023

Nurses together: a force for global health

"Nurses together are a force for global health. You are our present and our future. Nurses together are a force for global good, addressing all our health needs and ensuring that health is a right for all which must not be withheld, but respected and made a reality. Your work is also the foundation for peace, security and economic sustainability... The world simply cannot afford not to invest in you."

Her Royal Highness Princess Muna

"The International Council of Nurses represents 28 million nurses worldwide and we're very happy that you've chosen my hometown of Montreal to hold your 2023 congress. You're all here this week to share your knowledge and ideas with each other. You bring with you your unique experiences from all over the world. In this consequential time, while we are still climbing our way out of a devastating pandemic, with ongoing armed conflicts in Ukraine and elsewhere, with climate change putting people's health at risk, the work of the International Council of Nurses is more important than ever."

*Hon. Justin Trudeau,
Canadian Prime Minister*



We were honoured to have an array of incredible high-level expert speakers and guests at Congress including:

- Justin Trudeau, Prime Minister of Canada
- Princess Muna al Hussein of Jordan
- Princess Aisha bint Al Hussein of Jordan
- Dr Tedros Adhanom Ghebreyesus, WHO Director General
- Simon Sinek, optimist and motivational speaker on leadership
- David Beasley, former Executive Director, World Food programme
- Mickey Chopra, World Bank
- Mark van Ommeren, Head of the Mental Health Unit in the WHO Department of Mental Health & Substance Use
- Luwei Pearson, UNICEF Associate Director Health
- Jean-Yves Duclos, Minister of Health, Canada
- Amelia Latu Afuhaamango Tuipulotu, WHO CNO
- Lauren Underwood, US Congresswoman

HELSINKI 2025

On the final day of Congress, the host of the [next ICN Congress](#) was announced: the Finnish Nurses Association will host the 2025 Congress in Helsinki, Finland, 9-13 June 2025! We look forward to seeing many of you there!



The Finnish Nurses Association is excited to welcome us all to Helsinki in 2025!

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"The work of the International Council of Nurses is more important than ever," said Canadian Prime Minister Justin Trudeau during the ICN Congress which took place in his hometown of Montreal.



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Dr Tedros, WHO Director General, addressed participants at the ICN Congress and announced a new State of the World's Nursing report.



ICN STUDENT ASSEMBLY

On 30 June 2023, **297** nursing students and early career nurses from **50** countries met in Montreal, Canada, to discuss the challenges of how to tackle global health problems. Under the theme *Nursing Students as the Next Generation of Health Equity and Social Justice Leaders*, the student delegates heard expert speakers from a variety of backgrounds and attended workshops and presentations on such topics as: nurses' mental health after the COVID-19 pandemic, the role of nurses in climate change and planetary health, the challenges facing nurses from minority communities, the importance of national nursing associations in low- and middle-income countries, and the need for nurses to be properly recognized, valued and rewarded by political actors. Students also had the opportunity to meet with members of ICN's CNR, ICN's governing body, and to discuss topics of importance to the students.

"Many of the biggest issues facing our world today, including climate change, noncommunicable diseases and aging populations, will disproportionately affect young and early career nurses as they take on the burden of addressing our world's health."

ICN is proud to have welcomed student and early career nurse leaders to the 2023 Student Assembly where they addressed how they will be the next generation of health equity and social justice leaders. While the challenges ahead of this generation of nurses are massive, I feel assured that their intellect, compassion and fortitude can take on the many challenges that they face."

*Dr Gill Adynski,
ICN Nursing and
Health Policy Analyst*



Dr Cipriano with nursing students and early career nurses at the ICN Congress.

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Financial overview 2023

2023 was a successful year financially for ICN, particularly as a result of hosting our Congress in Montreal in July 2023. ICN's annual census of its members also demonstrated continued strength in the number of registered nurses.

In summary, ICN generated a total income of CHF 9.6 million and realized a net operational surplus of approximately CHF 0.2 million, closing 2023 in a strong financial position with total assets of CHF 11.6 million, net assets of CHF 9.4 million and adequate liquidity.

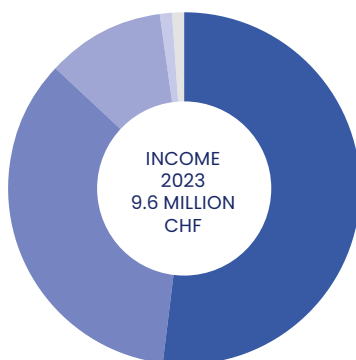
Membership fee income totaled CHF 5.0 million in 2023, slightly ahead of 2022 results. ICN's 2023 Congress generated an additional CHF 3.3 million in income (before expenditures), whilst ICN's leadership and organizational development programmes benefited from grant income of CHF 1.1 million. Other income of CHF 0.2 million flowed from academic publications and other donations.

On the expenditure side, ICN invested approximately CHF 1.3 million into its portfolio of nursing leadership, organizational development and humanitarian programmes in 2023. In addition, ICN invested CHF 2.3 million in its nursing and communication programmes. A total of CHF 2.8 million was invested in delivering a successful Congress, and ICN operational expenditures of CHF 3.0 million were in line with expectations.

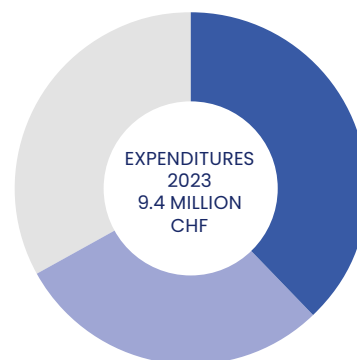
In summary, two thirds of ICN's CHF 9.4 million in expenditures in 2023 were invested to promote nursing priorities globally, with the remaining one third allocated to governance and administration support.

INTERNAL CONTROL SYSTEMS AND AUDITS

Financial statements are audited annually by independent external auditors, KPMG. The 2023 audit concluded with no material financial or control concerns. The Audit and Risk Committee, an independent and impartial committee reporting to the Board and the Council of National Nursing Association Representatives, provides additional oversight of the effectiveness of ICN's risk management, internal control and compliance systems. The ARC acknowledged that the internal control and compliance environment at ICN was significantly strengthened in 2023 and no material breaches of key internal controls occurred during the financial year ending 31 December 2023.



■ Membership dues ■ Congress
■ Projects grants ■ Publications
■ Other incomes



■ Nursing, Programmes and Media
■ Congress 2023
■ Governance, Finance and Admin



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