The greatest moment of both challenge and opportunity for the global Nursing profession

Howard Catton, ICN CEO
About ICN

- A Federation of more than 130 national nurses' associations
- The voice of the more than 27 million nurses worldwide.
- Founded in 1899; the first NGO recognised by the World Health Organization
- First and widest reaching international organisation for health professionals
- Enhancing the health of individuals, populations and societies by:
  - championing the contribution and image of nurses worldwide
  - advocating for nurses at all levels
  - advancing the nursing profession
  - influencing health, social, economic and education policy
2020
INTERNATIONAL YEAR
OF THE NURSE AND
THE MIDWIFE

2020
The International Year of the Nurse and Midwife and the COVID-19 Pandemic
A summary of the work of the International Council of Nurses
COVID19; Nurses & HCW infections and deaths

- ICN monitoring since early 2020, identifies a wide range in HCW infection rates. At different points in time, the average across ICN dataset has ranged from 6 -10%. Nurses were the biggest health workers group with COVID-19 infection in many countries.

- Contributing factors: lack of PPE in some healthcare settings (e.g. long-term care facilities), insufficient IPC training, insufficient measures to ensure compliance with IPC policies in the workplace.

- ICN is currently aware of more than 3,500 nurse deaths

- Significant underreporting of HCW infections and deaths across countries.

- ICN has repeatedly called for systematic and standardized data collection in HCW infections and deaths and COVID19 to be recognised as an occupational disease.

Number of Nurse Deaths in Six Regions

- Americas 71%
- Europe 12%
- Eastern Mediterranean 5%
- South-East Asia 10%
- Africa 2%

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#WHA74

“AT LEAST” 115,000 health and care workers deaths and “scant” reporting.
COVID-19: Mass Traumatisation of the Global Nursing Workforce

- **80%** of our National Nursing Associations that responded report mental distress among their members
- **Widespread reports** of exhaustion, anxiety, fear, isolation, depression and burnout
- **Complex** including abuse, victimisation, **20%** of nurses in Japan report discrimination or prejudice amid the spread of the virus
- COVID deniers
- PTSS, PTSD, Suicides and Long COVID
- The COVID Effect is clear but the scale of its impact on the Nursing Workforce is not
Nursing and “The COVID Effect”

Mass Trauma

Nurses leaving the profession

Education disruption

Infections and deaths

Vaccine Inequity

 Strikes and Disputes

FACT SHEET

INTERNATIONAL NURSES DAY 2021
COVID-19 INFECTIONS & DEATHS AMONG NURSES AND OTHER HEALTHCARE WORKERS - UPDATED

Photo credit: Jekesai Njikizana/AFP
WHO confirms 115,000 health and care workers have died from COVID-19 so far

ICN CALLED ON:

- **G7 leaders**
to put nurses at the heart of a new pandemic treaty

- **United Nations Secretary General**
to make a Declaration on Pandemic Preparedness and create a supra-governmental body to oversee global responses to international health emergencies

We cannot change the past, but we do not have to repeat it. To honour those we have lost, now is the time for the world to unite, to take our future into our own hands, and write a history that generations to come will look back on proudly

- Howard Catton, ICN CEO
"Applause without action is no longer acceptable, Recognition without rights and proper remuneration is not sufficient”

Her Royal Highness Princess Muna al-Hussein

2021 The International Year of the Health and Care Worker
First ever snapshot of data about the global nursing workforce. Main recommendations:

- **Invest** in a massive acceleration of nursing EDUCATION
- **Create** at least 6 million new nursing JOBS by 2030
- **Strengthen** nurse LEADERSHIP – both current and future leaders
The crisis in the global nursing workforce

Last year our ICN/WHO State of the World’s Nursing report confirmed a six million shortage.

Our Ageing well? report added another four million nurses who are planning on retiring before 2030.

Our latest research into the effects of COVID suggests two to three million more nurses may quit because of the effects of working in the COVID-19 pandemic.
<table>
<thead>
<tr>
<th><strong>1</strong> Shortage countries will need to invest in nurse education and employment</th>
<th><strong>2</strong> Strengthen capacity for data collection and analysis</th>
<th><strong>3</strong> Monitor and ethically manage nurse migration</th>
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<td><strong>4</strong> Nurse education to focus on primary care and universal health coverage</td>
<td><strong>5</strong> Nursing leadership and governance are critical to strengthen nursing workforce</td>
<td><strong>6</strong> Planners and regulators should optimise the contributions of nurses to practice</td>
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<td><strong>7</strong> Policymakers, employers and regulators should support decent work</td>
<td><strong>8</strong> Countries should plan for a gender-sensitive nursing workforce</td>
<td><strong>9</strong> Professional nursing regulation should be modernised</td>
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<td><strong>10</strong> Collaboration is the key</td>
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Every country should use a self-sufficiency indicator, based on the proportion of practising nurses who were born or trained overseas.

Unless wealthier countries become self-sufficient in the number of nurses they need, poorer countries will continue to suffer.
WHO Strategic Directions for Nursing and Midwifery - 2021-2025

**Education**
- Evidence: Levels
- Quality
- Competencies
- Graduates
- Data

**Jobs**
- Evidence: Shortage
- Maldistribution
- Migration
- Recruitment
- Retention
- Data

**Practice**
- Evidence: Effectiveness
- Scope of practice
- Restrictions
- Regulations

**Leadership**
- Evidence: Gender bias
- Lack of input
- To few GCNO
- Opportunities for development
"There is no doubt in my mind that nurses are the lynchpin of achieving the Sustainable Development Goals"

Dr Tedros Adhanom Ghebreyesus, Director General
World Health Organization
Messages of thanks, support and remembrance

His Holiness Pope Francis sends cordial good wishes to those participating in the International Council of Nurses Congress to take place from 2 to 4 November 2021, conscious of the profound effects of the COVID-19 pandemic on the personal and professional lives of countless nurses and their families. His Holiness once again expresses gratitude for their selfless dedication shown at every stage of this global health crisis. He trusts that the Congress will reaffirm nurses around the world in their concern for the integral welfare of the patients entrusted to their care, and draw attention to the irreplaceable service that they provide for the good of society. Upon all taking part in the proceedings, the Holy Father gladly invokes God’s blessings of strength and peace.

Cardinal Pietro Parolin
Secretary of State
Advanced Nursing Roles - The Evidence

- Nurses safely managing patients with chronic conditions
- Outcomes as good as Physicians and sometimes better
- Improved patient satisfaction
- Prevention – making every contact count
- Trusted
- Care AND COST Effective
- Reduced hospital and emergency care admissions
- Increased independence and person centred
Adapting for a digital future

- **Specialization**
  - Build the nursing informatics workforce

- **Education**
  - Create educational opportunities in both undergraduate and postgraduate education
  - Incorporate lessons from other areas – computing, engineering etc.

- **Leadership**
  - At all levels of nursing leadership – advocate/champion Digital Health
  - Build nurse leaders in the field of Digital Health

- **AI**
  - Investigate AI and its potential on nursing practice

- **Relationship**
  - Reframe how nurses interact with and care for patients in a digital world

- **Invest**
  - Demand investment in technologies that support nursing practice
2019 – UN High-level meeting on UHC

2021 – International Year of Health and Care Workers

2020 – International year of the Nurse and Midwife
How to reposition the nursing profession for a post-covid age

Elizabeth Iro, WHO Chief Nursing Officer - Howard Catton, ICN Chief Executive Officer

14 June 2021

KEY RECOMMENDATIONS

- Nurses should be leaders in the design of healthcare systems, not just in delivery of care
- Health should be considered in every government policy, with senior nurses present at the top of all health system organizations and government departments
- Governments should lead implementation of globally endorsed strategies as appropriate for their health workforce and nursing professions
- Countries should adopt long term workforce plans, striving for self-sufficiency in the supply of their health workforces, including nurses
- Investment in nursing jobs, education, leadership, and service delivery should be viewed as an investment in every citizen’s safety, security, and peace
ICN survey; 50% of countries had a Chief Nursing Officer. SOWN reports 70%.

42% Of countries surveyed report that their Chief Nursing Officer has been involved in high level decision making.

44% Of countries surveyed report that specialised nurses in infection control have been involved in decision making teams related to COVID.

40% Of countries surveyed report that senior nurses have been included and effectively utilised in high level decision making.
Nurses, climate change and health

Climate change presents the single largest threat to global development with the potential to undermine the past 50 years of public health gains. Nurses can make a powerful contribution to both mitigate climate change and to support people and communities around the world to adapt to its impacts. Leadership from nurses to take immediate action to build climate resilient health systems is necessary. This should be not only in developing models of care to reduce unnecessary travel, developing climate-informed health programmes for emerging infectious and non-infectious diseases, but also in promoting the need for national Governments to adopt and implement mitigation and adaptation policies and programmes with nurses at the forefront of the voice for action.
Purpose of the code


PREAMBLE

From the origins of organised nursing in the mid-1800s and recognising nursing care is deeply rooted in the traditions and practices of equity and inclusion and in the appreciation of diversity, nurses have consistently recognised four fundamental nursing responsibilities: to promote health, to prevent illness, to restore health, and to alleviate suffering and promote a dignified death. The need for nursing is universal.

Inherent in nursing is a respect for human rights, including cultural rights. The right to life and choice, the right to dignity and to be treated with respect. Nursing care is respectful of and unrestricted by considerations of age, colour, culture, ethnicity, disability or illness, gender, sexual orientation, nationality, politics, language, race, religious or spiritual beliefs, legal, economic or social status.

• Statement of the ethical values, responsibilities and professional accountabilities of nurses and nursing students that defines and guides ethical nursing practice within the different roles nurses assume

• provides ethical guidance in relation to nurses’ roles, duties, responsibilities, behaviours, professional judgement and relationships with patients, other people who are receiving nursing care or services, co-workers and allied professionals

• The Code is foundational and to be built upon in combination with the laws, regulations and professional standards of countries that govern nursing practice. The values and obligations expressed in this Code apply to nurses in all settings, roles and domains of practice.
“By union alone can the necessary strength be found”