

Welcome to the First Issue of ICNM News!

ICNM News is an initiative of the International Centre on Nurse Migration – a collaborative project launched by the International Council of Nurses and the Commission on Graduates of Foreign Nursing Schools. Established in 2005, ICNM works to address gaps in policy, research and information with regard to the migrant nurse workforce and serves as an international resource for the development, promotion and dissemination of documentation on nurse migration.

ICNM News is an electronic publication dedicated to keeping policy makers, planners and practitioners informed of national, regional and global developments in the area of health worker migration, particularly nurse migration. ICNM News will be published regularly and feature information about key trends, current issues, research, new publications, upcoming events and links to useful resources in the field.

Current and back issues will be made available online at:

<http://www.intlnursemigration.org>

ICNM Strategic Advisory Group

The International Centre on Nurse Migration is guided by a Strategic Advisory Group of prominent experts who advise on its activities and direction. Group members include:

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Events Update

HR-HR - Human Resources for Health Research: An African Perspective Expert Consultation

2-5 July, 2006

Nairobi, Kenya

<http://www.cohred.org/HR-HR/HRHR-Africa/Home.htm>

2006 Conference on The Globalisation of Nursing: Ethical, Legal and Political Issues

University of Surrey, Guildford, United Kingdom

10 -11 July, 2006

http://portal.surrey.ac.uk/portal/page?_pageid=731.544763&_dad=portal&_schema=PORTAL

International Dialogue on Migration Migrants and the Host Society: Partnerships for Success

12- 13 July, 2006

International Conference Center,
Geneva, Switzerland

http://www.iom.int/en/knownidm/mhs_200605_en.shtml

Geneva Forum - Towards Global Access to Health

30 August – 1 September, 2006

International Conference Centre,
Geneva, Switzerland

<http://www.hcuge.ch/genevahealthforum/index.html>

UN High-Level Dialogue on International Migration and Development

14-15 September, 2006

United Nations Headquarters, New York, USA

<http://www.un.org/esa/population/hldmigration/>

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Latest News from the Centre

In February 2006, the International Centre on Nurse Migration, in conjunction with the Commonwealth Secretariat and the UK Royal College of Nursing, hosted a two-day conference in London on "Creating Positive Practice Environments for the International Nurse". The UK Department of Health, NHS Confederation, and the UK Nursing and Midwifery Council were also associated with this event.

Prominent guest speakers and researchers from the United States, United Kingdom and Ireland presented the issues for discussion, exploring both employer and employee perspectives. A commissioned paper by Annette Kennedy and Elisabeth Adams, entitled *Positive Practice Environments: Key Considerations for the Development of a Framework to Support the Integration of International Nurses*, was disseminated as a background document and is available at: http://www.intlnursemigration.org/download/ICNM_Pos_Practice_Env.pdf

At the closing of the conference, participants issued a consensus paper identifying priority areas for intervention and a shared agenda to develop positive practice environments for the international nurse. To view the Consensus Paper, visit: <http://www.intlnursemigration.org/download/uk-consensus.pdf>

News in Brief

Highlights from the 59th Session of the World Health Assembly

Assembly adopts resolution for rapid scaling up of the health workforce

The World Health Assembly in its 59th session adopted a resolution calling for a rapid scaling up in the production of qualified health workers in countries experiencing shortages. Resolution WHA59.23 comes in response to the shortage of health workers worldwide and requests from sub-Saharan African countries for help in building training capacity to replace immigrating health workers including nurses. In relation to health worker migration, the resolution urges Member States to consider establishing mechanisms to mitigate the adverse impact on developing countries, including strategies for receiving countries to support the strengthening of health systems, specifically, human resources development, in source countries.

The resolution also urges Member States to commit to training more health workers in order to address the crisis, establish cooperative initiatives between developed and developing countries, and integrate new distance learning techniques. It calls on WHO to provide the technical support necessary to achieve these aims. The resolution is available at:

http://www.who.int/gb/ebwha/pdf_files/WHA59/A59_R23-en.pdf

(Event Updates Continued)

11th International Metropolis Conference - Paths & Crossroads: Moving People, Changing Places
2- 6 October, 2006
Lisbon, Portugal
<http://www.ceg.ul.pt/metropolis2006/>

The International Society for Quality in Health Care
23rd International Conference
22-25 October, 2006
QEII Conference Centre, London, United Kingdom
http://www.isqua.org.au/isquaPages/lon_don06.html

Practice to Policy: Global Perspectives in Nursing
5th International Conference
25-27 October, 2006
Hamilton Convention Centre, Ontario, Canada
<http://www.nhsru.com>

A Call To Action: Ensuring Global Human Resources for Health International Health Workforce Migration
22-23 March 2007
International Conference Centre, Geneva, Switzerland
<http://www.ihf-publications.org/graphics/flyer.pdf>

Source: World Health Organization, Geneva, Switzerland

New Global Health Workforce Alliance Launched

In response to calls from African Heads of States, the G-8 and the World Health Assembly to address the worldwide shortage of health workers, the World Health Organization in May 2006 launched the Global Health Workforce Alliance. The Alliance brings together key partners dedicated to identifying and implementing solutions to the health workforce crisis. Specifically: "The Alliance will seek practical approaches to urgent problems such as improving working conditions for health professionals and reaching more effective agreements to manage their migration. It will also serve as an international information hub and monitoring body".

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The Alliance, whose secretariat is housed at WHO Headquarters, is under the executive directorship of Dr Francis Omaswa, former Director General of Health Services of Uganda. Judith Oulton, ICN's Chief Executive Officer, is a member of the Alliance Board of Directors.

For more information, visit the Global Health Workforce Alliance website:

<http://www.ghwa.org/>

Source: World Health Organization, Geneva, Switzerland

Resolution on Strengthening the Nursing and Midwifery Workforce Adopted by Health Assembly

On 26 May, the Fifty-Ninth World Health Assembly adopted a resolution to strengthen nursing and midwifery. Concerning international migration, the resolution urges Member States to support the development and implementation of ethical recruitment of national and international nursing and midwifery personnel. It also calls on WHO to provide support to Member States, in collaboration with local and global partners to strengthen the application of ethical recruitment guidelines. For further information, please visit:

<http://www.who.int/gb/eb/waha59.html#Resolutions>

Source: World Health Organisation, Geneva, Switzerland

National Nurses Associations Put Forth Strategies to Address International Nurse Migration

Nearly 70 representatives of national nurses associations from all regions of the world met in Geneva, Switzerland on 17-18 May 2006 at the invitation of the International Council of Nurses to discuss the critical issues facing the profession. International nurse migration was high on the agenda, in addition to nursing education, occupational health and safety, and safe staffing levels.

A major outcome from this meeting was a set of strategies suggested by participants to address international nurse migration. These include: lobbying governments to develop retention policy and initiatives for new graduates as well as experienced nurses; creating accreditation and regulatory systems for recruitment agencies; implementing sound human resources plans; building alliances with consumer organisations to highlight the relationship between patient safety and migration, and establishing a global fund for capacity building and teacher training in developing countries. To read more visit:

<http://www.icn.ch/nna2006/Strategies.pdf>

Migration and Human Resources for Health: From Awareness to Action

In March 2006, the International Organization for Migration (IOM) together with the World Health Organization (WHO) and the International Labour Organization (ILO) held a seminar on Migration and Human Resources for Health: From Awareness to Action, in Geneva, Switzerland. Over 160 representatives of governments, intergovernmental, organisations, NGOs, the private sector and civil society from 63 countries came together to share their views on key issues, opportunities and challenges related to health human resources and migration. The seminar was structured around four broad themes including: issues associated with the mobility of health care workers; potential policy approaches to manage the mobility of health care workers; engagement of business and civil societies in managing the mobility of healthcare workers; and addressing innovative solutions for managing the mobility of health care workers.

The seminar generated a number of practical approaches to the management of health worker migration, as well as a set of actions to be pursued by IOM in advancing the agenda. Highlights from the seminar can be accessed at:

http://www.iom.int/en/know/idm/mhr_2324032006.shtml

Source: International Organization for Migration, Geneva, Switzerland

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Commonwealth Ministers of Health Express Concern About the Crisis in Human Resources for Health

Commonwealth ministers of health met in Geneva, Switzerland on 21 May 2006 to discuss human resources in health. In their concluding statements, ministers called for urgent action to improve the current situation and reaffirmed their belief in the value of collective action to strengthen health systems across the Commonwealth. On the subject of health worker migration, ministers stressed the importance of managing migration issues in order to protect the health human resources of the most vulnerable countries. More specifically, they called for implementing best practices in retention strategies and in attaining self-sufficiency, facilitating the re-integration of returning migrants into the health workforce, and encouraging bilateral agreements between countries and partnerships with civil society organisations. View concluding statement at:

<http://www.thecommonwealth.org/Templates/System/LatestNews.asp>

Source: Commonwealth Secretariat, London, United Kingdom

Mobilising the African Diaspora: Healthcare Professionals for Capacity Building in Africa

In March 2006, AfricaRecruit in collaboration with the Commonwealth Secretariat and the Commonwealth Business Council, as well as a number of other partners held a two-day conference in London, United Kingdom on Mobilising the African Diaspora: Healthcare Professionals for Capacity Building in Africa. The event aimed to find solutions that would assist African countries to strengthen capacity to meet the health-related Millennium Development Goals (MDGs) while involving the diaspora in the process. Presentations from the meeting, as well as a final report can be viewed at:

<http://www.africarecruit.com/healthcare/index.htm>

Source: AfricanRecruit, London, United Kingdom

4th International Multidisciplinary Conference - Resourcing Global Health

Migration was a main theme at a recent international multidisciplinary conference hosted by Glasgow Caledonian University School of Nursing, Midwifery and Community Health, a World Health Organization Collaborating Centre. Some 200 participants discussed papers on Resourcing Global Health. Keynote speakers included Professor Pamela Gillies, Principal and Vice-Chancellor of Glasgow Caledonian University; Dr Manuel Dayrit, Director of Human Resources for Health, World Health Organization; Dame Karlene Davis, General Secretary of Royal College of Midwives; Professor James Buchan, Queen Margaret University College, Edinburgh; Nester Moyo, Midwife Consultant, International Confederation of Midwives and Judith Oulton, Chief Executive Officer, International Council of Nurses. Papers from the meeting, as well as a closing statement, can be found at:

http://www.whocc.gcal.ac.uk/conf_2006/index.html

Source: Global Network of the WHO Collaborating Centres for Nursing and Midwifery Development Secretariat, Glasgow Caledonian University, Scotland, UK

Useful Links and Resources

Below are a few links and resources that you may find useful.

Commission on Graduates of Foreign Nursing Schools

<http://www.cgfns.org>

HRH Tool Compendium

<http://hrhcompendium.com.test.ibiblio.org/index.html>

Human Resources for Health Online Journal

<http://www.human-resources-health.com/home/>

International Council of Nurses

<http://www.icn.ch>

International Council of Nurses Global Nursing Review Initiative

<http://www.icn.ch/global>

International Labour Organization

<http://www.ilo.org>

The Capacity Project HRH Global Resource Centre

<http://www.hrresourcecenter.org/>

THE Connection

contact theconnection@who.int for more information.

The Global Health Workforce Alliance

<http://www.ghwa.org>

The Health Metrics Network

<http://www.healthmetricsnetwork.org>

World Health Organization - Human Resources for Health

<http://www.who.int/hrh/en>

World Health Organization - Nursing and Midwifery

http://www.who.int/hrh/nursing_midwifery/en/

Publications

The Global Nursing Shortage: Priority Areas for Intervention

International Council of Nurses, Geneva, Switzerland, 2006

This report presents an action plan to address the global nursing shortage crisis, based on the work of a two-year project initiated by ICN. It calls on national and global partners to engage in developing, implementing and financing interventions that reflect five priority areas: macroeconomic and health sector funding policies; workforce policy and planning, including regulation; positive practice environments and organisational performance; recruitment and retention, addressing in-country maldistribution and out-migration; and nursing leadership.

Available online as PDF file:

<http://www.icn.ch/global/report2006.pdf>

Not Enough There, Too Many Here: Understanding Geographical Imbalances in the Distribution of the Health Workforce

by Gilles Dussault and Maria Cristina Franceschini, Human Resources for Health 2006, 4:12, 2006.

“This paper focuses on the geographical dimension of access and on one of its critical determinants: the availability of qualified personnel. The objective of this paper is to offer a better understanding of the determinants of geographical imbalances in the distribution of health personnel, and to identify and assess the strategies developed to correct them. It reviews the recent literature on determinants, barriers and the effects of strategies that attempted to correct geographical imbalances, with a focus on empirical studies from developing and developed countries. An analysis of determinants of success and failures of strategies implemented, and a summary of lessons learnt, is included”.

Available online as PDF file:

<http://www.human-resources-health.com/content/pdf/1478-4491-4-12.pdf>

Positive Practice Environments - Key Considerations for the Development of a Framework to Support the Integration of International Nurses

by Elizabeth Adams and Annette Kennedy, International Centre for Nurse Migration, Geneva, Switzerland, 2006

This paper provides an overview of the influences of international policies and agreements, the social and personal benefits and costs of migration for international nurses based on their experiences, and outlines a possible framework to develop positive practice environments to support long-term integration and the retention of this valuable resource.

To access this publication in PDF format visit:

http://www.intlnursemigration.org/download/ICNM_Pos_Practice_Env.pdf

Worlds Apart? The UK and International Nurses

by James Buchan and Ian Seccombe, Royal College of Nursing, London, United Kingdom, 2006

This interim commentary provides an overview briefing on the UK nursing labour market, with a specific focus on international issues. The commentary is being published in advance of a full labour market review, due out later in the year.

To access the report in PDF format, visit:

http://www.rcn.org.uk/publications/pdf/worlds_apart_labour_market_interim_report.pdf

(Publications continued from page 5)

Merchants of Labour

edited by Christiane Kuptsch, International Institute for Labour Studies, ILO, Geneva, Switzerland, 2006

More workers are crossing national borders to look for jobs than ever before. Many migrants seek overseas employment with the help of agents or intermediaries. These "merchants of labour" include relatives who finance a migrant's trip, provide housing and arrange for a job abroad; public employment services; and private recruitment agencies. They also comprise an insalubrious underworld of smugglers and traffickers. The agents who recruit and deploy migrant workers are at the heart of the evolving migration infrastructure, i.e. the network of business and personal ties that is creating a global labour market. This book highlights best practices in the activities and regulation of these merchants of labour as well as innovative strategies to protect migrant workers, underlining the contribution of ILO standards. It covers a broad range of national and regional experiences and puts "merchants of labour" in the wider context of changing employment relationships in globalizing labour markets - Excerpt from the International Institute for Labour Studies.

The full text of this book is available online through the International Institute for Labour Studies website:

<http://www.ilo.org/public/english/bureau/inst/download/merchants.pdf>

Nurses on the Move - Migration and the Global Health Care Economy

by Mireille Kingma, Cornell University Press, USA, 2006

South African nurses care for patients in London, hospitals recruit Filipino nurses to Los Angeles, and Chinese nurses practice their profession in Ireland. In every industrialized country of the world, patients today increasingly find that the nurses who care for them come from a vast array of countries. In the first book on international nurse migration, Mireille Kingma investigates one of today's most important health care trends.

The personal stories of migrant nurses that fill this book contrast the nightmarish existences of some with the successes of others. Health systems in industrialized countries now depend on nurses from the developing world to address their nursing shortages. This situation raises a host of thorny questions. What causes nurses to decide to migrate? Is this migration voluntary or in some way coerced? When developing countries are faced with nurse vacancy rates of more than 40 percent, is recruitment by industrialized countries fair play in a competitive market or a new form of colonialization? What happens to these workers—and the patients left behind—when they migrate? What safeguards will protect nurses and the patients they find in their new workplaces?

Highlighting the complexity of the international rules and regulations now being constructed to facilitate the lucrative trade in human services, Kingma presents a new way to think about the migration of skilled health-sector labor as well as the strategies needed to make migration work for individuals, patients, and the health systems on which they depend - Excerpt from Cornell University Press.

To order this book online go to:

http://www.cornellpress.cornell.edu/cup_detail.taf?ti_id=4395

From the Editor

As this is a new initiative, we welcome any feedback you may have on its content. Please send comments to info-icnm@intlnursemigration.org

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International Centre on Nurse Migration

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