



20-21 FEBRUARY 2006

Marlborough House, London

Creating Positive Practice Environments for the International Nurse

Faced with critical workforce shortages, health systems around the world have welcomed international nurses. Already, internationally-educated physicians and nurses make up twenty-five percent of the health workforce in industrialised countries like the United Kingdom. This number may yet rise in the near future as health demands of an ageing and better informed population increase and international nurse mobility continues to be facilitated.

Once registered and employed as professionals, are international nurses fully integrated members of the health team? Do their work environments support excellence in health care delivery? What is being done to make the most of their knowledge, skills and potential? How do we ensure fair treatment?

Reception Information

Date: Monday, 20 February 2006
Time: 17:30 - 19:30
Place: Cowdray Hall
Royal College of Nursing
20 Cavendish Square
London W1G 0RN
Transport: Bus service is provided from the
conference to the reception venue.

Event Programme

Monday 20 February 2006

9:00–10:00	Registration/Refreshments	
10:00–11:00	Opening Remarks Chair: Barbara L. Nichols	<ul style="list-style-type: none">• Ann Keeling–Commonwealth Secretariat• Judith Oulton–International Centre on Nurse Migration• Beverly Malone–Royal College of Nursing
11:00–12:00	Issues and Challenges of Integrating the International Nurse: The Nurse Perspective Chair: Beverly Malone	<ul style="list-style-type: none">• James Buchan–King's Fund• Marie-Celine Francoise–International Nurse
	Open Discussion	
12:00–13:00	Lunch	
13:00–14:00	Issues and Challenges of Integrating the International Nurse: The Employer Perspective Chair: Ann Keeling	<ul style="list-style-type: none">• Siân Thomas–NHS Confederation• Sally Taber–Independent Healthcare Forum
	Open Discussion	
14:00–14:40	Case Studies Chair: Ann Keeling	<ul style="list-style-type: none">• Victoria Rich–University of Pennsylvania Health System• Anne Leedham Smith–St. Mary's Hospital
14:40–15:00	Break	
15:00–15:45	Addressing Issues and Challenges of Integrating the International Nurse: Nurse Competence Chair: Jonathan Asbridge Open Discussion	
15:45–16:30	Addressing Issues and Challenges of Integrating the International Nurse: Work Environment Chair: Christine Beasley Open Discussion	
17:30–19:30	Reception	Cowdray Hall Royal College of Nursing

Tuesday 21 February 2006

9:00–10:00	Positive Practice Environments: Sharing Best Practice Chair: Lucille A. Joel	<ul style="list-style-type: none">• Annette Kennedy–International Centre on Nurse Migration• Sylvia Denton–Royal College of Nursing• Peggy Vidot–Commonwealth Secretariat
10:00–10:20	Break	
10:20–11:30	Strengthening Strategies for Positive Practice Environments for the International Nurse Chair: Mireille Kingma	<ul style="list-style-type: none">• Jane C. Shivnan–Institute for Johns Hopkins Nursing
11:30–12:30	Priorities and Shared Agenda Chair: Judith Oulton	
12:30–13:00	Closing Remarks Chair: Mireille Kingma	<ul style="list-style-type: none">• Sylvia Denton–Royal College of Nursing• Ann Keeling–Commonwealth Secretariat• Lucille A. Joel–International Centre on Nurse Migration

Barbara L. Nichols, DHL, MS, RN, FAAN

Barbara L. Nichols is the Chief Executive Officer of the Commission on Graduates of Foreign Nursing Schools. Prior to holding this position, Ms. Nichols served as professor of nursing at the University of Wisconsin School of Nursing and director of nursing for Wisconsin Area Health Education Center System. She held a cabinet position in Wisconsin State Government, is a former International Council of Nurses (ICN) Board Member and a past President of the American Nurses Association. As Secretary of the Department of Regulation and Licensing for the state of Wisconsin, she was responsible for 17 Boards that regulated 59 occupations and professions.

Ms. Nichols is the author of over 70 publications on nursing and health care delivery and has received numerous awards for contributions to the nursing profession. She holds a diploma in nursing from Massachusetts Memorial Hospital, Boston, Massachusetts, a baccalaureate degree from Case Western University, Cleveland, Ohio, and a master's degree in Behavioral Disabilities from the University of Wisconsin, Madison, Wisconsin.

Ann Keeling

Ann Keeling joined the Commonwealth Secretariat in February 2005 as Director, Social Transformation Programmes Division after being Head of Policy and Senior Social Development Adviser for the Europe, Middle East and Americas Division at the UK Department for International Development (DFID).

She has 25 years experience as a social development professional, including 15 years spent working overseas in Pakistan, Papua New Guinea, Indonesia and the Caribbean. Ann has worked for the governments of Papua New Guinea, Pakistan and Britain (DFID and the British Council), and the United Nations. She has worked on a range of development policy reform initiatives and programmes specialising in gender equality and the rights of women. Ann is also a trustee for the NGO Womankind and sits on the BBC's Appeals Advisory Committee advising on international development.

Judith A. Oulton, Chief Executive Officer, International Council of Nurses (ICN)

Judith A. Oulton was appointed Chief Executive Officer (CEO) of the Geneva-based International Council of Nurses in March 1996. Concurrently, she also serves as the CEO of the Florence Nightingale International Foundation and the International Council of Nurses Foundation, both based in Geneva.

Previously Ms. Oulton served as the Executive Director of the Canadian Nurses Association (CNA) and the Canadian Nurses Protective Society. Her career has included experience in government, in education and in nursing administration and service in a variety of clinical areas. Judith's full schedule of international speaking engagements have included presentations in Macau, Kazakhstan, Greece, Argentina, Jordan, Taiwan, the UK, Canada and the USA. Most recently her articles have been published in Nursing the World, Nursing in the Americas and Healthcare in Transition.

She holds a Bachelor of Nursing and Master in Education were earned at the University of New Brunswick. In 1996 she received an Honorary Doctorate of Science from McMaster University.

Beverly Malone, RN, PhD, FAAN

Beverly became General Secretary of the Royal College of Nursing (RCN), the UK's largest professional association and trade union of nurses, in June 2001. Her career has mixed policy, education, administration and clinical practice. Yet her foundation is her clinical career. Beverly has worked as a surgical staff nurse, clinical nurse specialist, director of nursing, and assistant administrator of nursing.

Dr. Malone has received many honours, including Chi Eta Phi's Mabel Keaton Staupers Award; four Honorary Doctor of Science degrees, the Distinguished Alumnus Award for outstanding contribution to nursing and society; the Excellence in Nursing Education Award from the North Carolina League for Nursing; and the Golden Key National Honor Society's Honorary Member Award, among others. Beverly is a fellow of the American Academy of Nursing.

The author of many articles on nursing, diversity and health care, she has published book reviews for various journals, including the Journal of Psychotherapy Practice and Research, American Journal of Nursing and Journal of Psychosocial Nursing.

Beverly holds a bachelor's degree in nursing from the University of Cincinnati and a master's degree in adult psychiatric nursing at Rutgers, the State University of New Jersey.

James Buchan, Economist and Professor, Queen Margaret University College, Edinburgh, Scotland

A professor with the faculty of Social Sciences and Health Care at Queen Margaret University College in Edinburgh, Scotland, James Buchan specialises in consultancy and policy research regarding the health workforce, with a specific focus on nursing. He has worked extensively in Africa, Asia, the Caribbean, Central and Latin America and most countries of the European Union. He is also Senior Associate at the King's Fund in London.

Professor Buchan has directed projects for a broad range of national and international clients, including the World Health Organisation, the International Council of Nurses and the Organisation for Economic Co-operation and Development.

Professor Buchan is a member of the strategic Advisory Committee of the CGFNS/ICN International Centre on Nurse Migration.

Marie-Celine Francoise

Marie has worked as a community nurse from 1985 to 1992, practicing mainly as a maternal and child health, family planning, school health and home visiting nurse. From 1992 to 2002 she was a communicable disease control nurse. In addition to teaching at the University of Greenwich, Marie is a Clinical Nurse Specialist in Sexual Health at the Trafalgar clinic base at the Queen Elizabeth Hospital in collaboration with the University of Greenwich.

Siân Thomas

Siân Thomas, former Director of Human Resources and Organisational Development at Ashford and St. Peter's Hospital's NHS Trust, joined NHS Employers on secondment as Deputy Director with responsibility for a range of employment issues, including workforce numbers, recruitment and retention and equality and diversity.

She leads on work in supporting NHS organisations on the employment implications of a range of policy areas including independent treatment centres and the reconfiguration of Patient Care Technology Systems. In 2004, the Association of Healthcare Human Resource Management named her HR director of the year.

Sally Taber, MA, RN, SCM, MHSM

Sally Taber was the Head of Operational Policy at the Independent Healthcare Association (IHA), a Registered General Nurse at the Royal Free Hospital and a midwife at Queen Charlotte's Hospital in London. Specializing in urological and renal nursing, she served on a number of advisory committees in the renal field, which also included the Clinical Governance Advisory Board of Clinovia as well as working at the Royal College of Nursing in an advisory capacity. She held a secretary state appointment on ULTRA (Unrelated Live Transplant Regulatory Authority) and was Secretary/Treasurer of the European Renal Care Association.

Ms. Taber holds an MA degree in Management from the University of Greenwich.

Victoria L. Rich, PhD, RN

Victoria is currently the Chief Nursing Officer/ Associate Hospital Administrator at the Hospital of the University of Pennsylvania and has been affiliated with several organizations, including, the American Nurses Association, the American Organization of Nurse Executives, the Pennsylvania Workforce Investment Board and Roundtable, the Life Science Career Alliance, and many others.

In addition to several speaking engagements, she has been a participant in the panel discussion at the World Congress Leadership Summit for Senior Healthcare and Nurse Executives and at the University of Pittsburgh School of Nursing's Pinning Ceremony.

Ms. Rich holds a PhD and MSN from the University of Pittsburgh, Nursing Administration as well as a BSN and BN from the Indiana University of Pennsylvania.

Ann Leedham-Smith, MA,BA (Hons) Diploma in Nursing (London) RGN, PG.C.E RNT (JBCNS Stoma Care)

Ann has worked on the Gastro-intestinal Unit at St Mary's Hospital Paddington, and set up the first Stoma Care Department at St Mary's Hospital. Ann is an officer in North West Thames at the Royal College of Nursing, has served as Senior Professional Advisor for Central England and was appointed as Regional Director to the West Midlands.

Ann has been involved with the RCN for all of her working life. Before her appointment to the RCN, she held several positions within the elected structure of the RCN. Ann secured a place at the University of Reading to read Psychology. She holds an MA in Administrative Education at London University.

Jonathan Asbridge, Director for Patient Experience in Accident and Emergency, The Modernisation Agency

He was formerly the Chief Nurse and Deputy Chief Executive at Barts and The London NHS Trust, Director of Nursing at the Oxford Radcliffe Hospital NHS Trust, and Director of Clinical Care Services at Addenbrookes Hospital. Jonathan is an Advanced Life Support instructor and remains keenly interested in critical care. He also chaired the Review of Adult Critical Care nursing in England.

In May 2001, Jonathan was appointed as President of the Nursing and Midwifery Council. He trained at the Nightingale School, St. Thomas' Hospital.

Christine Beasley, CBE, Chief Nursing Officer - England

Christine Beasley was appointed as Chief Nursing Officer in October 2004 and is the Director within the Department of Health. Previously, she was Director of Partnership Development at the Modernisation Agency and has held a range of senior posts with a broad experience of policy development, leadership and general management including Head of Development with the Directorate of Health and Social Care and Director of Nursing, Human Resources & Organisational Development with the NHS Executive. She established the London Standing Conference, engaging nurses across the capital in leading service improvement and contributing to improvements in clinical practice across the country.

She was awarded an Honorary Professorship in Nursing by Thames Valley University in 1997 and is a Governor at the University. She is also a Fellow of Queen's Nursing Institute and a Trustee of Marie Curie Cancer Care.

Lucille A. Joel, Ed.D, RN, FAAN

Lucille is a professor at the Rutgers College of Nursing and is currently the President of the Commission on Graduates of Foreign Nursing Schools Board of Trustees. She has been Vice President of the CGFNS Board of Trustees, where she has served on the Board of Trustees since 2000 and also chaired the Strategic Planning Committee and the Research and Evaluation Committee and a member of the Bylaws Committee.

Her numerous honors include the Governor's Nursing Merit Award for Education, Who's Who in Health Science Education, American Women, American Nursing and Medicine and Healthcare as well being and Potter-Brinton Distinguished Professor at the University of Missouri-Columbia.

Having been published several times in books, monographs and commissioned papers, her most recent book, *The Nursing Experience* is currently in its fifth edition from McGraw Hill press.

She holds and Ed.D, M. Ed and and M.A. from Teachers College, Columbia University.

Annette Kennedy, RGN, RM, RNT, Dip in Management, BNS, MSc

Annette Kennedy is the current Director of Professional Development for the Irish Nurses Organisation and President of the European Federation of Nurses Associations (EFN).

Annette holds a Bachelors degree in Nurse Education from UCD and a Masters in Public Sector Analysis from Trinity College Dublin.

In addition to being a member of Rho Chi Chapter, Sigma Theta Tau International, Honor Society of Nursing, she is also involved in Workforce Planning at National, European and International levels. She is an active participant in programmes of the International Council of Nurses, and member of the ICN Credentialing Forum, ANCC International Advisory Committee, European Forum of Nursing Midwifery Associations, WHO and the Workgroup of European Nurse Researchers.

Sylvia Denton CBE, FRCN, President of the Royal College of Nursing

Sylvia Denton is serving a second two-year term as RCN President and serves on the RCN finance and national forum co-ordinating committees. She chairs the RCN Faculty steering group, is a member of the Board of Governors of the RCN Institute and is the founding Chair of the RCN Breast Care Nursing Society. Today she is Lead Nurse/Senior Clinical Nurse Specialist in breast care at St. Bartholomew's (Barts) and the London NHS Trust and chairs the editorial board of the journal *Cancer Nursing Practice*.

Sylvia has a Master of Science degree in Advanced Clinical Practice in Cancer Nursing. Her current doctoral research is on clinical decision making in cancer nursing.

Peggy Vidot, RGN, SCM, HV, MHSM FRCN

Peggy is currently the Adviser in the Health Section of the Social Transformation Programmes Division of the Commonwealth Secretariat. She leads the Commonwealth programme on human resources. Prior to being appointed to the Commonwealth Secretariat, Peggy was the Director of Health Planning in the Ministry of Health, in Seychelles and the Director of Nursing Services in Seychelles.

Peggy is also the founding president of the Regional Nursing College in East, Central and Southern Africa and served as the president of the Commonwealth Nurses Federation for two terms. She holds an MA degree in Health Services Management from the University of Manchester.

Mireille Kingma, RN, PhD

Mireille Kingma is a consultant for nursing and health policy with the International Council of Nurses. She has been responsible for international consultations and training programmes in more than sixty countries. Currently, she is responsible for the socioeconomic welfare of nurses, work-life quality, human resources development, occupational health and safety, care of the older person, refugees, and international trade in health services and has recently published, *Nurses on the Move: Migration and the Global Health Care Economy*, by Cornell University Press.

She has a BS in nursing from Cornell University, a MA in human resources development from Webster University, Switzerland and a PhD from London School of Hygiene and Tropical Medicine.

Jane C. Shivanan

Currently, Jane is the Executive Director at The Institute for Johns Hopkins Nursing and recent Assistant Director of Nursing, Sidney Kimmel Comprehensive Cancer Center. Jane has an extensive background in Oncology Nursing. Her professional activities include affiliations with the Oncology Nursing Society, Special interest groups: Acute and Critical Care, Transcultural Nursing, the American Nurses Association, the Maryland Nurses Association, and Sigma Theta Tau, Nu Beta Chapter.

Ms. Shivanan has published several articles on cancer care throughout the years and has presented in many locations around the world including India, Singapore, Saudi Arabia and the United States and holds an MScN in Acute Care and Management from Johns Hopkins University School of Nursing in Baltimore and a BSc II(1) in Biology from the University of Sussex in England.

Event Co-Sponsors



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