

Issue  
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# ICNMM *eNEWS*

International Centre on Nurse Migration  
AN INFORMATION RESOURCE FOR POLICY MAKERS, PLANNERS, AND PRACTITIONERS

## ICNMM Launches New Website

On Monday October 1, 2018, ICNMM launched its new interactive website. In addition to hosting various publications in its newly-designed eLibrary, the new site also offers an area dedicated to sharing migrant nurses' personal stories of triumph and tribulation coined, "I AM A NURSE". To visit the new site, please [click here](#).



# WHO International Platform on Health Worker Mobility: Evidence, Solutions and Instruments

Geneva, 13 - 14 September 2018

The International Centre on Nurse Migration Programme Coordinator, Nico Sciasci along with International Council of Nurses CEO, Isabelle Skinner PhD, RN and ICNM Secretariat and President & CEO of CGFNS International, Franklin Shaffer EdD, RN, FAAN, FFMRC SI attended the two-day invitation only meeting to discuss the introduction of an International Platform.



The main objectives of the International Platform are to promote and facilitate knowledge exchange, connect discussions on health worker mobility to the larger debate on global migration and examine the policy measures that can be implemented along with their challenges and opportunities across the entire international community. The opening session set the agenda for the two-day meeting, highlighting the ambitious and strategic partnership the World Health Organization (WHO), the International Labour Organisation (ILO) and the Organisation for Economic Co-operation and Development (OECD) have set out to accomplish with the release of an international platform on health worker mobility. The presentations by WHO directors, and other colleagues from international organisations, civil society and national governments brought to light the various complexities that exist when it comes to health workers aiming to achieve greater mobility. As an outcome, the multi-faceted issues must be faced through methods of greater awareness, adaptability, and above-all, cooperation.

For more information on the WHO meeting, please click [here](#).

## EFN 108th General Assembly in Slovakia



On October 11 - 12, 2018 Slovakia will be host to the 108th European Federation of Nurses General Assembly. The two-day meeting among national representatives provides the opportunity for 36

EFN Members to share their views and analyses key topics driving the EU agenda when it comes to nurses and their contribution. Nursing Now representative, Lord Nigel Crisp, will also be in attendance during the meetings.

## England's Care Quality Commission and Creative Use of Nursing Roles

Nurses are at the forefront of care, stepping outside their usual role, and putting their valuable skills to new use, according to a new report by England's care regulator. The Care Quality Commission's latest State of Care document, highlights how nurses are "working safely beyond the boundaries of their traditional roles" to help colleagues meet increasing demand. "The efforts of staff, leaders and carers despite these challenges must be recognised and applauded."



The CQC report highlights the potential of a new nurse associate role to address workforce challenges due to their ability to rotate across hospital, community and social care settings. Additionally, it stated nurse practitioners have been able to "considerably" reduce delays in urgent care centres, by prescribing medicines without approval from a General Practitioner. To access the report, [click here](#).

Reference: Nursing Times (2018). CQC highlights creative use of nursing roles to meet demand. <https://www.nursingtimes.net/news/reviews-and-reports/cqc-highlights-creative-use-of-nursing-roles-to-meet-demand/7026312.article>

## International Council of Nurses, World Health Organization and Nursing Now Sign Agreement

On 4 October 2018 at the World Health Organization headquarters in Geneva, Switzerland, the International Council of Nurses, the World Health Organization and the Nursing Now campaign signed a Memorandum of Understanding to support and advance nursing, further reinforcing Dr Tedros Ghebreyesus' --WHO Director General --commitment to strengthen the profession.



*"Without nurses and midwives on the frontlines, universal health coverage cannot happen",* said Dr Tedros, WHO DG. *"A major part of primary health care is nurses. They are the ones you need to work with."* The technical panel session and official signing proceedings were broadcast live from WHO HQ and can be re-watched [here](#).

## CGFNS International Launches Digital Innovation Lab to Address Global Health Professions Migration

CGFNS International, Inc., the world's largest credentials analysis organization in the world, has seeded a Digital Innovation Lab with an initial \$3 million investment to test and deploy digital solutions to better serve migrating healthcare professionals. Through the Innovation Lab, CGFNS and its strategic partners will evaluate digital solutions including cloud computing, badging and blockchain, artificial intelligence and robotic process automation, virtual reality, along with other ground-breaking technologies.

"CGFNS is poised to harness innovative solutions that will support healthcare professionals along their career journey as they traverse the globe," said Franklin A. Shaffer, EdD, RN,

FAAN, FFMRCISI, president and CEO of CGFNS. “As healthcare professionals are more mobile and flexible in their career trajectories, CGFNS is evolving its infrastructure and service portfolio to meet these marketplace trends,” added Dr. Shaffer.

In first steps, CGFNS undertook an enterprise-wide security assessment, enhanced its digital bandwidth, and reengineered its website to enable better adoption of technologies while simultaneously improving customer experience and response times.

Health professional migration continues to grow rapidly. The World Health Organization reports a 60% rise in the number of migrant physicians and nurses working in the 35 member countries of The Organisation for Economic Co-operation and Development over the last decade. Future projections point to a continuing acceleration in the international migration of health workers, with a growing gap between supply of health workers and demand. CGFNS continues to develop strategies to support healthcare professionals around the world.

## New PAHO Plan Aims to Reduce a Shortage of Nearly 800,000 Health Workers in the Americas

Health authorities from the countries and territories of the Region of the Americas yesterday agreed on a new plan to reduce a shortfall of 800,000 health workers needed to meet the current needs of the Region’s health systems. The agreement was reached during the 56th Directing Council of the Pan American Health Organization (PAHO). The Plan of Action on Human Resources for Universal Access to Health and Universal Health Coverage 2018-2023 marks the path for the countries to have the human resources they need in order to meet the worldwide goal of universal health by 2030. The plan also aims to improve the geographical distribution and skills of human resources to reach everyone, everywhere.

“Health workers are the cornerstone of health systems and this shortfall is one of the main obstacles to making strides forward in health,” said PAHO Director Carissa F. Etienne. “The plan approved today offers a road map to combat the scarcity of health workers and also to achieve their equitable distribution and improve their professional quality,” she added.

Reference: PAHO 2018 [https://www.paho.org/hq/index.php?option=com\\_content&view=article&id=14693:new-paho-plan-aims-to-reduce-a-shortage-of-nearly-800-000-health-workers-in-the-region-of-the-americas&Itemid=1926&lang=en](https://www.paho.org/hq/index.php?option=com_content&view=article&id=14693:new-paho-plan-aims-to-reduce-a-shortage-of-nearly-800-000-health-workers-in-the-region-of-the-americas&Itemid=1926&lang=en)

## Nursing Vacancies on the Rise According to RCN

The Royal College of Nursing (RCN) reports a 17% rise in nursing vacancies over the past three months. The current nursing shortage of 42,000 workers, according to NHS Improvement data, is expected to rise amidst the UK's Brexit scenario. Experts state that in a no-deal scenario, care workers could expect to care for up to 14 dependents at one time, double the current ratio.

Reference: [http://www.pharmatimes.com/web\\_exclusives/nhs\\_strain\\_set\\_to\\_worsen\\_without\\_immigration\\_plan\\_1252694](http://www.pharmatimes.com/web_exclusives/nhs_strain_set_to_worsen_without_immigration_plan_1252694)

## CARICOM Nurse Leaders call to “End Migration”

Chief Nursing Officers from the CARICOM region have called for urgent action to address migration of both nurses and midwives during the Regional Nursing Body 45th Annual General Meeting. Volda Lawrence, Minister for Public Health of Guyana said, “...we cannot achieve the goal of our citizens being the healthiest in the Caribbean and the Americas, if we do not have at our disposal a core of highly qualified and professional dedicated health workers.” In response to the mass migration of nurses and midwives, nurse leaders are seeking to collaborate with the Caribbean Examinations Council's department for Managed Regional Examination for Nurse Registration (RENRR), and the Pan American Health Organization (PAHO).

Reference: [https://www.jamaicaobserver.com/latestnews/Call\\_to\\_end\\_migration\\_of\\_trained\\_nurses\\_from\\_the\\_region?profile=1228](https://www.jamaicaobserver.com/latestnews/Call_to_end_migration_of_trained_nurses_from_the_region?profile=1228)

## New Zealand Immigration Advisers Pushing for Visa Changes

According to immigration advisers in New Zealand, visa rules must be changed in order to attract overseas nurses specifically into care home services. According to the Aged Care Association, there is a vacancy of 500 nurses which is equivalent to 10% of the total (5000) nursing positions in rest homes. “Aged-care workers are an integral part of a necessary service,” said June Ranson, Chairwoman of the Association of Migration and Investment. Ranson also stated, “it is very hard work and we have extreme shortages which cannot be

filled within the New Zealand workforce. So, to attract the people we want from overseas and retain them, we need to review the current policy and allow the aged care worker to bring their families with them.” Current immigration practices expect migrants to pay for a visa each year for three years and then they must return to their home country.

Reference: <https://www.radionz.co.nz/news/national/363621/visa-rule-changes-urged-to-attract-overseas-nurses>

## Future of Nursing in the United States

According to a 2017 U.S. Health Resources and Services Administration (HRSA) report, only seven states are expected to have nursing shortages, compared to the 2014 report which expected a 34-state shortage. The new projections have drastically changed the nursing landscape in the U.S., with data projecting a nursing surplus of 340,000 by 2030.

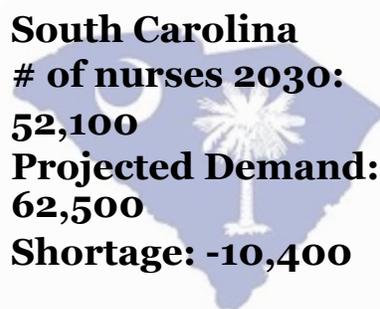
The top five states with the highest projected future demand for nurses are:

### ALASKA



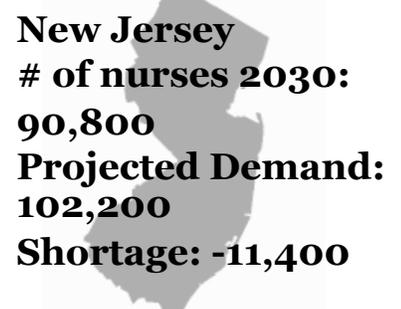
**# of nurses 2030:**  
**18,400**  
**Projected Demand:**  
**23,800**  
**Shortage: -5,400**

### South Carolina



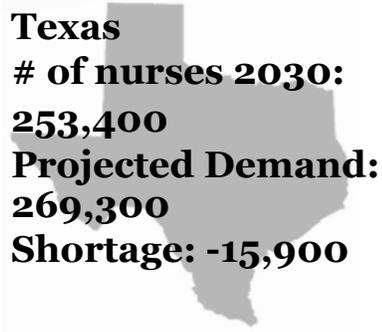
**# of nurses 2030:**  
**52,100**  
**Projected Demand:**  
**62,500**  
**Shortage: -10,400**

### New Jersey



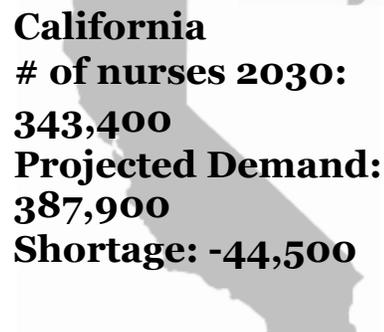
**# of nurses 2030:**  
**90,800**  
**Projected Demand:**  
**102,200**  
**Shortage: -11,400**

### Texas



**# of nurses 2030:**  
**253,400**  
**Projected Demand:**  
**269,300**  
**Shortage: -15,900**

### California



**# of nurses 2030:**  
**343,400**  
**Projected Demand:**  
**387,900**  
**Shortage: -44,500**

Reference: <https://nurse.org/articles/what-happened-to-the-nursing-shortage/>

## PAST EVENTS

### **Sixty-fifth Session of the WHO Regional Committee for the Eastern Mediterranean, Khartoum, Sudan, 15–18 October 2018**

Health ministers and high-level representatives of the 22 countries and territories of the WHO Eastern Mediterranean Region, partner organizations and civil society, will take part in the Sixty-fifth Session of the WHO Regional Committee for the Eastern Mediterranean, in Khartoum, Sudan, from 15 to 18 October 2018.

[Key technical issues on this year's agenda](#) [Information bulletin](#)

### **WHO Global Conference on Primary Health Care - 25 – 26 October 2018 Astana, Kazakhstan**

This year the world will come together at the Global Conference on Primary Health Care to recommit to strengthening primary health care to achieve universal health coverage and the Sustainable Development Goals. The conference, co-hosted by Government of Kazakhstan, the World Health Organization and UNICEF, will take place on 25-26 October on the occasion of the 40th anniversary of the Declaration of Alma-Ata.

The anniversary of this seminal milestone in global health provides an opportunity to reaffirm the principles of the original declaration and underline the importance of primary health care to achieve our collective goals for the 21st century. For more info, click [here](#).

### **American Academy of Nursing 2018 Transforming Health, Driving Policy Conference - 1 - 3 November 2018 Washington, DC, USA**

The American Academy of Nursing's 2018 Transforming Health, Driving Policy Conference will identify ways nurses are transforming health and building a better care delivery system. This three-day conference will showcase the extraordinary work nurses are undertaking to drive policy changes that meet the health needs of individuals and populations. The conference highlights nursing initiatives that are transforming health, leading change, influencing policy, and ultimately improving the nation's health.

## UPCOMING EVENTS

### **10th Asia Pacific Action Alliance on Human resources for Health (AAAH) 19 - 21 November 2019 Hanoi, Vietnam**

This conference will provide updates on the progress and lessons on implementing the Global Strategy on Human Resources for Health Workforce 2030.

### **WHO Intergovernmental Conference 2018, 10 - 11 December 2018 Marrakech, Morocco**

This Intergovernmental Conference is convened under the auspices of the General Assembly of the United Nations and held pursuant to the "[New York Declaration for Refugees and Migrants](#)" (19 September 2016) which decided to launch a process of intergovernmental negotiations leading to the adoption of a global compact for safe, orderly and regular migration.

## ICN Congress 2019 27 June - 1 July, Singapore

Under the theme Beyond Healthcare to Health, the ICN Congress 2019 will be hosted by the Singapore Nurses Association. This international gathering of thousands of nurses will explore the many ways in which nurses work to achieve universal access to health, not only providing health care but also addressing the social determinants of health, such as education, gender equality, poverty, etc. The Congress will provide opportunities for nurses to build relationships and to disseminate nursing and health-related knowledge. For more information and to register go to: <https://www.icn.ch/events/icn-congress-2019-singapore>



## PUBLICATIONS:

### Policy Brief: Nurse Retention

Buchan J, Shaffer F, and Catton H (2018)

The policy brief focuses on identifying which policies are effective in keeping nurses in work and practice, with the aim of informing National Nursing Associations (NNAs) and policy makers.

### International Council of Nurses Workforce Forums Catton, H (2018)

The report is an analysis of pay data collected by the International Council of Nurses (ICN) International and Asian Workforce Forums between 2006-2016.

### About ICNM

The International Centre on Nurse Migration (ICNM) serves as a comprehensive knowledge resource created by CGFNS International Inc. (CGFNS) in partnership with the International Council of Nurses (ICN). ICNM emphasizes the development, promotion and dissemination of research, policy and information on global nurse migration and human resources in nursing. This resource center features news, resources, and publications widely available to policy makers, planners and practitioners.

### About ICN

The International Council of Nurses (ICN) is a federation of more than 130 national nurses associations (NNAs), representing the more than 20 million nurses worldwide. Founded in 1899, ICN is the world's first and widest reaching international organization for health professionals. Operated by nurses and leading nurses internationally, ICN works to ensure quality nursing care for all, sound health policies globally, the advancement of nursing knowledge, and the presence worldwide of a respected nursing profession and a competent and satisfied nursing workforce.

### About CGFNS International, Inc.

CGFNS International, Inc., established in 1977, is an immigration neutral nonprofit organization that performs credentials analysis for foreign educated healthcare professionals seeking migration and college admission from over 200 countries. CGFNS also provides consultative and global assessment services on standards and the learning continuum to governments and the professional community. CGFNS International holds NGO consultative status with the United Nations Economic and Social Council (ECOSOC).