



NNA BRIEFINGS

International Centre for Human Resources in Nursing

The International Centre for Human Resources in Nursing (ICHRN) offers an on-line gateway to tools, standards and information on nursing human resources policy, management, research and practice.

The call to address urgent nursing human resources (HR) issues led to the creation of the (ICHRN) in November 2006. Launched by the International Council of Nurses (ICN) and its premier foundation, the Florence Nightingale International Foundation (FNIF), the Centre has been developed with the support of the Burdett Trust for Nursing, United Kingdom.

The Centre's goals are three-fold: (1) to build capacity in nursing HR planning and management at national, regional and global level; (2) to act as a resource for generating, collating, promoting and disseminating nursing HR data, policy and practices; and (3) to function as a catalyst for change and an international collaboration focal point.

The Centre is guided by a multi-professional and multi-national Strategic Advisory Group:

Benton, David	International Council of Nurses
Buch, Eric	University of Pretoria; New Partnership for Africa's Development
Dussault, Gilles	Instituto de Higiene e Medicina Tropical, Portugal
Irwin, Josie	Royal College of Nursing, UK
Malvarez, Silvina	Pan American Health Organization
Sheik, Mubashar	Global Health Workforce Alliance
Srisuphan, Wichit	Thai Nursing Council
Stowers, Pelanetete	Ministry of Health Samoa
Yan, Jean	World Health Organization
Zurn, Pascal	World Health Organization

ICHRN has commissioned and published a series of monographs on contemporary issues in nursing and human resources, including:

- *Nursing Self Sufficiency/Sustainability in the Global Context.*
- *Managing the Multi-generational Workforce: Managerial and Policy Implications.*
- *Scaling Up the Stock of Health Workers: A Review.*
- *Skill Mix Decision-Making for Nursing.*

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Monographs on the implications for nurses of primary health care reforms, flexible working practices, and under- and unemployment of nurses are in production for release in 2010. ICHRN is also developing *Nursing Human Resources Planning and Management Competencies* to support development of stronger nursing management capacity throughout the sector.

With a key focus on partnerships, ICHRN has also successfully developed and implemented a range of projects in collaboration with other organisations, including

- *Positive Practice Environments for Health Professionals*: A range of resources including an advocacy guide, campaign materials and guidelines on incentives for health workers have been produced in collaboration with other key stakeholders. This has become the basis for Centre and country-focused development initiatives being implemented internationally with the support of the Global Health Workforce Alliance (refer separate briefing).
- *Macroeconomics and Nursing*: This paper was developed as a joint project between ICN and the World Health Organization. It seeks to support nursing community interactions with the various stakeholders that influence financial resources allocation in the public sector by providing an insight into the reasons for investing in health, health systems, and the health workforce. A second edition of the paper is also being produced, repackaging the content for a generalist readership.
- An e-learning module on coaching was developed as a joint initiative with Sigma Theta Tau International. It provides an on-line educational resource, allowing nurses everywhere to build their skills through an accredited training programme.

In addition, through commissioning a series of country Case Studies, the ICHRN provides an opportunity for nurses and other health sector stakeholders to learn about the diversity of the health sector and the challenges faced by nurses in different countries, socio-economic contexts and cultures. The first of these country case studies, focussing on Ireland, is available. In addition, a short monograph on the impact of the global financial crisis on nursing in Iceland has been produced. A case study on Nursing in Kenya is in the final stages of production and will be published in 2010. An ICHRN e-Newsletter is published twice a year with cutting edge information in the area of health human resources. Further case studies are currently being prepared focussing on Norway, Mauritius and Costa Rica. A brief case study on 'whistleblowing' in the UK is also under discussion.

Through its *Knowledge Library*, the ICHRN provides nurses, health sector managers, students and researchers with an access point to the latest in research on nursing human resources. Its searchable database, expanding every week, now includes links to over 600 articles and other publications.

Spotlight Interviews are regularly published on the ICHRN website to provide readers with an insight into the thoughts, experiences and views of key experts in the field of nursing human resources. Among the people interviewed are Ministers of Health, ILO Director General, Chief Nursing Officers, as well as past and present ICN Presidents.

Products and tools are accessible on the ICHRN website and updated on a regular basis. The website (www.ichrn.org) has now established itself as a key web resource. In 2009, it averaged over 1,200 hits per day. Please feel free to submit articles, references, evidence and practical solutions to the ICHRN Secretariat (ichrn.secretariat@icn.ch).

The ICHRN is currently seeking a funding partner in order to continue to provide this resource beyond 2010.

The **International Council of Nurses (ICN)** is a federation of 133 national nurses associations representing the millions of nurses worldwide. Operated by nurses and leading nursing internationally, ICN works to ensure quality nursing care for all and sound health policies globally.

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