The Nursing Profession of Today & Tomorrow

Judith Shamian, President
International Council of Nurses
Twitter: @judithshamian
Nursing Profession

• Practice
• Education
• Management/Leadership
• Research
• Policy
Nursing Profession: Practice

• Levels of Nursing
• Focus of practice
• Scope of practice
• Image of nursing
Nursing Profession: Education

- Years of nursing education
- Focus of educational Program
- Faculty
Nursing Profession: Management/Leadership

- In hospital setting
- Outside of hospital
- Front line to the corner office
- Evidence based
- Economic focus
- In nursing and outside of nursing
Nursing Profession: Research

- Knowledge development
- Knowledge use
- Evidenced based clinical practice
- Evidence based systems
- Clinical, epidemiological, economic, social…
Nursing Profession: Policy

- Nursing practice-system
- Health care-systems
- Social care-systems
- Advocacy: local to global
Many not connected or colliding nursing groups
“Bubble theory” and spheres of policy influence – current reality

Conceptual elements of an evolving Nursing policy model

Regional and national health and public policy

Global health and public policy

Nursing
“Bubble theory” and spheres of policy influence – future goal

<table>
<thead>
<tr>
<th>Global health and public policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional and national health and public policy</td>
</tr>
<tr>
<td>Health care</td>
</tr>
<tr>
<td>Nursing</td>
</tr>
</tbody>
</table>
Influencing Policy

- Sustainable Development Goals
- Global Strategy on Human Resources for Health
Global Strategy on Human Resources for Health

NO HEALTH without a workforce.
NO WORKFORCE without nurses and midwives!

Global Strategy on Human Resources for Health
Global HRH Strategy: Key Timelines

• 2013: GWFA Board establish HRH strategy group and process
• 2014: Evidence collated into 8 thematic papers, final synthesis report
• 2015: WHO public consultation and dialogue with member states: regional committees
• 2016: Presented to WHA
Key messages from ICN submission

- policy areas for WHO consideration:
  a. Regulatory policies with legislative norms re who and what and scopes of practice.
  b. Educational policies: education, funding and standards, policies and monitored
  c. PHC policies align with SDGs and UHC
  d. Sustainable production of health workers and responsible migratory practices: ensure ethical recruitment
  e. Interprofessional team structures reflect key players in context: i.e in rural setting, nurse led health teams.
Key messages from ICN submission: Nursing leadership:1

1. Leading and supporting inter-professional and collaborative health provider education and practice
2. Advocating for a shift in healthcare that balances illness-focused care with population health
3. Identifying and championing global and national strategies to address health workforce mal-distribution and migration
4. Strengthening and diversifying PHC by ensuring healthcare providers have the knowledge and skills needed to attend to people’s complex health and social needs
Key messages from ICN submission: Nursing leadership:

5. Ensuring a strong nursing voice in all health and social system policy, development and planning dialogues

6. Speaking to importance of regulation and legislation on health system and HRH planning

7. Designing and improving information infrastructures and data collection

8. Creating and synthesizing HRH and health system evidence

9. Ensuring complex, ubiquitous social and gender issues such as the determinants of health, and inequality and inequity are considered.
ICN Strategic Plan
2014-2018

ICN strategic intent
To enhance 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, and
- influencing health, social, economic and education policy.

Core values, ICN is committed to:

Visionary Leadership:
Advancing and sustaining the nursing profession and its contribution to peoples’ health and public policy.

Innovativeness:
Being transformational, progressive, evidence orientated and solution focused.

Solidarity:
Working to place nurses and nursing as key contributors and essential partners in formulating and implementing public policy, systems design and services delivery.

Accountability:
Guaranteeing open, inclusive, transparent and informed decision-making and reporting.

Social Justice:
Achieving equity and equality for society and the profession.
ICN’s three Pillars are
Professional Practice, Regulation, and Socio-Economic Welfare

ICN Strategic Plan 2014-2018

<table>
<thead>
<tr>
<th>THEME</th>
<th>GOAL</th>
<th>ACTIONS ACROSS THE Pillars</th>
</tr>
</thead>
<tbody>
<tr>
<td>The global voice</td>
<td>GOAL 1: To bring solidarity and cooperation across the profession in collaboration with other stakeholders.</td>
<td>• Develop and promote financial sustainability by implementation of toolkits and technical support that increases capacity of members to address key challenges.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Augment existing leadership programmes with resources to address NNA strengthening, financial management and leadership capacity building.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Increase leverage with WHO, World Bank, WTO, ILO, IOM, OECD and the UN agencies.</td>
</tr>
<tr>
<td></td>
<td>GOAL 2: To provide strategic leadership to empower nurses and nursing organisations to advance nursing worldwide through coherent, efficient, effective and judicious advocacy by and for nurses, nursing and health.</td>
<td>• Participate in prioritised policy development groups in each of the three pillars of activity.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Profile evidence that establishing and enforcing standards and competences are critical to protecting the public, providing quality services and building responsive and transformative educational, regulatory and service delivery organisations.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Provide critical comment on policy documents wherever possible citing and promoting nursing and other research that helps advance our vision, goals and objectives either independently or in collaboration with others.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Improve the availability and use of ICN resource documents.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Provide expertise, actively and regularly in high-level international or regional health, education, social and economic policy events as the recognised and valued voice of nurses and nursing internationally.</td>
</tr>
</tbody>
</table>
### Theme: Policy Impact

**Goal 3:** To influence the design and implementation of policy in health and in other related areas to achieve better health outcomes.

- Strengthen nursing presence in policy, practice, education, regulation and socio-economic arenas through visible influence and impact on global, regional and national agendas.
- Identify health, nursing, social, economic, technological and related trends relevant to the current and future direction of the practice and education of nurses and nursing.
- Promote the development and modernisation of profession led regulatory bodies and associated accreditation and processes.
- Promote nursing’s contribution to health, education, social and economic policy change.
- Promote ICN positions through active intervention and advocacy by synergising with events such as International Nurses Day and other globally recognised events.
- Promote and assist NNA participation in country based policy meetings and groups.
- Provide research based evidence on the contribution of nursing to achieve patient safety.

### Theme: Diversification

**Goal 4:** To identify, secure and diversify business and revenue generating opportunities to attain ICN goals.

- Facilitate the uptake of ICNP and derived products to support nursing practice and improve patient outcomes.
- Develop and review projects, networks and programmes aligned to ICN priorities that advance and enhance the contribution of nurses.
- Increase membership base.
- Increase and diversify ICN income sources.
Imagine the impact! We can make it the reality.
Thank you!

www.icn.ch

Twitter: @judithshamian