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## **International Council of Nurses Launches a New Centre Specializing in the Nursing Workforce**

***ICHRN dedicated to global solutions for the worldwide challenges in nursing  
human resources***

**GENEVA, 27 November 2006** – The International Centre for Human Resources in Nursing (ICHRN) was launched today in Geneva by the International Council of Nurses (ICN) and its premier foundation, the Florence Nightingale International Foundation (FNIF). The Centre is an innovative initiative aimed at informing policy-making and building capacity in the areas of nursing human resources planning, management and development.

“Today’s crisis in the global health workforce is marked by critical imbalances. Many countries are faced with the challenge of underemployed and unemployed health professionals side by side with dramatic shortages,” according to Dr. Hiroko Minami, President of ICN and FNIF. “Globally, there are too many examples of poorly conceived and short-term policy actions that have negatively affected health care delivery, including reductions of student places, inappropriate downsizing of the health care workforce and ineffective retention strategies,” added Dr. Minami.

The International Centre for Human Resources in Nursing ([www.ichrn.org](http://www.ichrn.org)) aims to address these challenges, offering a unique, online resource serving policy makers, planners, educators, associations, employers, regulators, researchers and practitioners. The Centre marks a new phase in ICN’s long-standing commitment and well-established programme of activities to address nursing workforce issues around the world.

The ICHRN launching comes just weeks after Dr. Margaret Chan, the World Health Organization’s Director-General designate, highlighted the priority need to strengthen human resources for health. “All the donated drugs in the world won’t do any good without an infrastructure for their delivery,” remarked Dr. Chan in her acceptance speech. “The true heroes these days are the health workers with their healing, caring ethic. They are determined to save lives and relieve suffering, and they work with impressive dedication, often under difficult conditions. The world needs many, many more of them<sup>1</sup>” she added.

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<sup>1</sup> World Health Organization (2006). Dr Margaret Chan, Director-General Elect Speech to the World Health Assembly. Available: [www.who.int/dg/chan/speeches/2006/wha/en/index.html](http://www.who.int/dg/chan/speeches/2006/wha/en/index.html)

Dr. Linda Aiken, Professor of Sociology, and Director of the Center for Health Outcomes and Policy Research at the University of Pennsylvania added: “The potential impact of this Centre on nurses and patient populations worldwide is tremendous. Strengthening workforce planning, policy formulation and management are vital to promoting an effective, efficient, stable and viable nursing workforce.”

Dr. Francis Omaswa, Executive Director of the Global Health Workforce Alliance, added his support to the initiative. “The Centre is without question an extremely timely resource, particularly in view of the present imbalances currently seen in the global health workforce.”

Professor Sheila Dinotshe Tlou, Minister of Health of Botswana, remarked that the Centre comes at a time of great need, particularly for the African region. “Long-term underinvestment, coupled with poor nursing human resource management practices and low quality work environments are some of the main reasons countries are having trouble attracting new recruits into the profession and retaining existing ones. The need for sound and sustainable solutions over the short, medium and long term give further impetus to the Centre’s work,” she added.

Victor West, speaking on behalf of the Burdett Trust for Nursing commended ICN for its vision. “The Trust is pleased to be supporting such an important initiative and we applaud ICN for its innovation and continued determination to address the challenges. All too often the achievement of short-term financial and other targets takes precedence over the core business of caring and compassion in the culture and management fabric of health care.”

Further information about the Centre and its activities can be found in the background brief appended at the end of the Press Release or visit [www.ichrn.org](http://www.ichrn.org)

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The **International Council of Nurses (ICN)** is a federation of 129 national nurses' associations representing the millions of nurses worldwide. Operated by nurses for nurses since 1899, ICN is the international voice of nursing and works to ensure quality care for all and sound health policies globally.

The **Florence Nightingale International Foundation** is a registered Charity in the United Kingdom, formed for the purposes of supporting the advancement of nursing education, research and services for the public good. It is the successor to the original Florence Nightingale International Foundation, established in 1932 as a permanent memorial to Florence Nightingale with a mandate to develop and promote nursing education worldwide.

The **Burdett Trust for Nursing** is an independent charitable Trust named after Sir Henry Burdett KCB, the founder of the Royal National Pension Fund for Nurses (RNPFN). The Trust was set up in recognition of the foundation, philosophy and structure of the RNPFN. For more information, visit [www.burdettnursingtrust.org.uk](http://www.burdettnursingtrust.org.uk)

**For further information contact Linda Carrier-Walker**

**Tel: +41 22 908 0100 - Fax: +41 22 908 0101**

**Email: [carrwalk@icn.ch](mailto:carrwalk@icn.ch) ICN Website: [www.icn.ch](http://www.icn.ch)**

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# Background Brief

## ICHRN - International Centre for Human Resources in Nursing

*Your gateway to tools, standards and information on nursing human resources policy, management, research, practice, and more...*

### **About us**

The International Centre for Human Resources in Nursing (ICHRN) was established in November 2006 by the International Council of Nurses (ICN) and its premier foundation the Florence Nightingale International Foundation (FNIF). The Centre is dedicated to strengthening the nursing workforce globally through the development, ongoing monitoring and dissemination of comprehensive information and tools on nursing human resources policy, management, research and practice.

### **Our mission**

To improve the quality of patient care through advancing nursing and health care services.

### **Our goals**

- To build capacity in nursing human resources (HR) planning and management at the national, regional and global level.
- To act as a resource for generating, collating, promoting and disseminating information, research and data related to nursing HR.
- To function as a catalyst for change and an international focal point for collaborating with others on nursing HR issues.

### **Our activities**

The Centre works to achieve its mission and goals through:

- Analysing current policy, generating new policy options based on evolving HR issues and advocating for sound policy concerning the nursing workforce.
- Tracking challenges and leading issues in nursing HR.
- Developing international standards for nursing HR planning and management.
- Publishing and disseminating scholarly papers on current HR policy issues.
- Evaluating and networking good HR management practice.
- Promoting, undertaking, and disseminating research that addresses critical issues relevant to nursing HR such as recruitment, retention, workforce planning, etc.
- Offering continuing education in the area of nursing HR planning and management.
- Promoting access to timely, targeted and reliable information.
- Fostering research and innovation in nursing HR.

The Centre is a long term initiative and its activities will be carried out over the short, medium and long term.

## **Our partners**

The Centre works through collaborative partnerships with ICN member national nurses associations, other professional nursing organisations, United Nations specialised agencies and key institutions and individuals.

## **The ICHRN website – your portal to nursing HR knowledge and expertise**

**The Centre hosts a website enabling open access to its content and features, including:**

### **The Knowledge Library**

ICHRN's Knowledge Library provides you with a web based, interactive and fully searchable database holding a comprehensive range of information and documents covering all aspects of nursing HR, including innovative work published by ICHRN. The collection is developed by ICHRN staff in collaboration with other contributors and is continuously updated. You can freely download many of the publications included in the library, while others are available at a cost from the publisher.

### **ICHRN Publications**

Here you will find case studies, fact sheets, guidelines and standards, policy and research papers, policy statements and training materials and tools published by the Centre as they become available.

### **News and Events**

You can freely access ICHRN's electronic newsletter. It will keep you up to date with national, regional and global issues and trends in nursing HR policy, management, research and practice, as well as the Centre's activities. Media releases and a calendar of upcoming events are also featured on this web page.

### **Helpful Links**

A continuously evolving listing of relevant links to external information resources is another feature of the website.

To learn more about the Centre, visit [www.ichrn.org](http://www.ichrn.org)  
or contact the secretariat at:

### **ICN International Centre for Human Resources in Nursing**

3, place Jean-Marteau  
1201 Geneva, Switzerland  
Tel: +41 22 908 0100  
Fax: +41 22 908 0101  
Email: [ichrn.secretariat@icn.ch](mailto:ichrn.secretariat@icn.ch)