



International Council of Nurses
The global voice of nursing

ICN Communiqué

The International Council of Nurses' governing body, the Council of National Nursing Association Representatives (CNR), met 29 June to 1 July in Montreal, Canada. Key messages from the discussions included:

- Governments must follow the UHC 2030 action plan to create strong, responsive and resilient systems which support, grow and protect the global nursing and healthcare workforce.
- Strengthen the WHO Global Code of Practice on the International Recruitment of Health Personnel, and ensure fair and meaningful benefits to both “source” and “recipient” countries. Respect a moratorium on recruitment from the most vulnerable countries.
- Healthcare organizations and governments must work vigorously to boost their nursing supply and not rely on substitution of registered nurses with lower skilled support workers as a cost-cutting measure or as the solution to a shortage of registered nurses. There are serious unacceptable patient safety implications of such measures, which should be stopped immediately.
- All countries should be investing more in healthcare, including the education of additional registered nurses as well as the professional development and protection of nurses to address chronic staff shortages, all of which will turn nursing from invisible to invaluable.
- Urgent action is needed to address the health care needs and respect the rights and safety of migrants and refugees, as well as other vulnerable populations.
- Nurses must be included in planning and policy making to ensure future pandemic preparedness. We must turn lessons learned into actions.
- It is essential to recognize nurses as leaders and gamechangers in creating sustainable health systems. All countries must appoint a Chief Nursing Officer and more nurses in key leadership positions.
- Respect rights of nurses in conflict and disaster zones. The international community can no longer turn a blind eye to abuses of human rights against healthcare workers.
- Collect accurate data on the global nursing workforce and develop a second *State of the World's Nursing* report to confirm the global distribution of nurses, clarify how many additional nurses are needed, and take action to meet the world's health care needs.

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- Actively engage nursing students and early career nurses, the future leaders of the profession.
- Ensure appropriate skill mix and that International Labour Organisation Nursing Personal Convention 149 definition of nursing is updated to align with ICN's definition.
- Advocate for gender equity and protect nurses from workplace violence.