

75th Session of the Regional Committee of WHO for the Americas

4.3 Policy on the Health Workforce 2030: Strengthening Human Resources for Health to Achieve Resilient Health Systems (Resolution CE172.R2) (CD60/6)

25 – 29 September 2023, Washington, D.C., USA

The International Council of Nurses (ICN) expresses its support of the resolution to strengthen human resources for health to achieve resilient health systems. ICN is a federation of more than 130 national nurses' associations and the global voice of the 28 million nurses worldwide. Within the ICN's 2023 *Recover to Rebuild* Report there is a clear call to action: without substantial investment in adequately supported nurses, the prospect of effectively restoring and reconstructing healthcare systems after the COVID-19 pandemic remains unattainable. In alignment with the *Policy on Health Workforce 2030*, ICN prioritizes health equity, strong nursing regulatory mechanisms, nurse education, mental health of health workers, and improving the working conditions of health workers to lessen the impact of nurse migration.

Member States should establish robust regulatory mechanisms to ensure the competence and professional development of nurses. Invest in nursing education to guarantee a sustainable pipeline of skilled healthcare providers. Member states can do this by instating a Government Chief Nursing Officer, with a budget to invest in nursing.

Improving nursing working conditions is not just essential to slow migration and improve retention, but also to improve the quality of care nurses are able to deliver. Budget, resources, and positions of power and decision making need to be given to the nurses, so that they can care for themselves, and in turn care for populations across the Americas. The ICN's 2023 *Charter for Change* emphasizes 10 key policy actions governments and employers must take to address the critical need to invest in and protect the nursing profession, ensuring equitable, people-centered care, safe working conditions, and recognition of nurses' roles as key contributors to high-quality health systems. Let us collectively act on these priorities to strengthen healthcare systems and promote the well-being of both nurses and the communities they serve.