



INFLUENCING HEALTH
POLICY TO PROTECT AND
RESPECT NURSES' RIGHTS
AND IMPROVE HEALTH

2022
ANNUAL REPORT
THE INTERNATIONAL
COUNCIL OF NURSES



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International Council of Nurses,
3, place Jean-Marteau,
1201 Geneva, Switzerland
ISBN: 978-92-95099-98-2

Photographic credits:
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THE INTERNATIONAL COUNCIL OF NURSES

The International Council of Nurses (ICN) is a federation of more than 130 national nurses associations (NNAs), representing the more than 27 million of nurses worldwide. Founded in 1899, ICN is the world's first and widest reaching international organisation for health professionals. Operated by nurses and leading nurses internationally, ICN works to ensure quality nursing care for all, sound health policies globally, the advancement of nursing knowledge, and the presence worldwide of a respected nursing profession and a competent and satisfied nursing workforce.

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In remembrance of the great nursing leaders and supporters of nursing who left us in 2022:

- Shinzo Abe, former Prime Minister, of Japan and the father of global Universal Health Coverage
- Kristine Gebbie, inaugural US federal AIDS Policy Coordinator, Dean of Hunter College, Director of the Center for Health Policy at Columbia University School of Nursing, and Professor at Flinders University School of Nursing
- Rita Kalomo, Programmes Officer, ZUNO
- Inigo Lapetra, Director of Communications, Consejo General de Enfermería de España



TABLE OF CONTENTS

MESSAGE FROM THE ICN PRESIDENT	5	ICN GOAL 3: STRATEGIC LEADERSHIP	32
INTRODUCING ICN	6	ICN Global Nursing Leadership Institute™	33
ICN Members & Specialist Affiliates	6	Leadership For Change™	34
ICN Council of National Nursing Association Representatives	9	Advanced Practice Nursing	35
ICN Board of Directors 2021-2025	9	ICN Nurse Practitioner/Advanced Practice Nursing Network.....	35
ICN's Mission, Pillars and Strategic Plan	10	ICN GOAL 4: INNOVATIVE GROWTH.....	36
ICN Secretariat	10	International Classification for Nursing Practice®	37
ICN GOAL 1: GLOBAL IMPACT	12	BBC Partnership.....	38
Collaborating with high-level global organisations	13	FINANCIAL OVERVIEW 2022	39
World Health Organization	13		
Triad – ICN, WHO, ICM	14		
United Nations	15		
International Labour Organization	16		
World Health Professions Alliance	16		
ECSACON	17		
Tackling global health issues	17		
Pandemic preparedness	17		
Patient safety	18		
Mental health	19		
Climate change	19		
Gender equity	20		
Disaster	22		
Violence	23		
International Nurses Day 2022	25		
ICN GOAL 2: MEMBERSHIP EMPOWERMENT	26		
ICN Membership Taskforce	27		
NNA Webinars	27		
Strengthening and protecting the nursing workforce	27		
Vaccine equity	28		
Strengthening NNAs	29		
Organizational Development of National Nursing Associations (ODENNA)	29		
#NursesforPeace and the ICN Humanitarian Fund	29		



The Sustainable Development Goals (SDGs), adopted by the United Nations in 2014, contain 17 goals covering a broad range of sustainable development issues for the world. Nursing has a major role to play in relation to SDG 3: *Ensure healthy lives and promote wellbeing for all ages*. Nursing work frequently includes addressing many of the other SDGs and nurses understand the links between wider conditions and individual and population health. Nurses, as the primary providers of healthcare to all communities in all settings, are key to the achievement of the SDGs.

ICN's work overlaps with the SDGs in many ways, as indicated through the use of the SDG symbol throughout this report.

MESSAGE FROM THE ICN PRESIDENT

There are many words to describe the past 12 months: challenging, difficult, hardship, frustration, but if I had to choose just one word, it would be “solidarity”. While in many parts of the world, the deaths and infection rates from COVID-19 pandemic have decreased, the longer-term implications of the COVID Effect (as ICN predicted) are affecting nurses everywhere. Add to this the increase in natural disasters, the war in Ukraine, continued concerns for women’s rights, refugee rights and climate change, it is clear the world is still facing many challenges. But, the nursing community, under the aegis of the International Council of Nurses, has shown tremendous solidarity in the face of these challenges.

From the launch of the #NursesforPeace campaign, to the interventions at the World Health Organization’s Executive Board meeting and World Health Assembly, to the fight for the protection of nurses’ wellbeing and rights, to the launch of publications on mental health and disaster competencies, ICN has led the way for nurses across the globe to ensure they have a voice, are visible and valued.

Our work has taken us from the highest decision-making tables and in front of the television cameras, to refugee camps and the poorest areas of sub-Saharan Africa where young girls strive to get an education. We have written to Presidents and Prime Ministers to ensure nurses are protected and respected; we have educated nurses to become stronger leaders; and we have partnered with the BBC, and other media outlets, to ensure our voice is heard more widely. Through it all, ICN has been supported by our 136 National Nursing Associations (NNAs).

ICN’s NNAs have helped raise thousands through our Humanitarian Fund to support nurses in Ukraine and neighbouring countries as well as those experiencing hardship from other natural and man-made disasters. NNAs have also donated to the Gird Child Education Fund to keep the orphaned daughters of deceased colleagues in school. Stronger NNAs have twinned with those in need of support to build more resilient and sustainable nursing associations on the African continent for improved healthcare delivery and health prevention measures. As each new challenge arises, ICN and its members are taking action to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies.

As you will find in the pages that follow, ICN is deeply committed to the work we do and the nurses we represent. I hope you will find as much inspiration in what we have achieved as I have. I look forward to continuing to work closely with the global nursing community and our supporters worldwide to achieve much, much more!



Dr Pamela F. Cipriano
President International Council
of Nurses

INFLUENCE

WATCHWORD OF PAMELA CIPRIANO,
ICN PRESIDENT 2021-2025

INTRODUCING ICN

ICN IS A FEDERATION OF NATIONAL NURSING ASSOCIATIONS ACROSS THE WORLD. WITH HEADQUARTERS IN GENEVA, SWITZERLAND, ICN IS OVERSEEN BY A BOARD MADE UP OF NURSING LEADERS FROM ALL REGIONS OF THE WORLD.



ICN MEMBERS & SPECIALIST AFFILIATES

ICN is a federation of over 130 national nurses associations (NNAs), representing the millions of nurses worldwide. We work directly with these member associations on issues of importance to the nursing profession. In addition, ICN grants affiliate status to a number of international specialist nursing organisations, which allows them certain privileges and benefits.

Ensuring that NNAs, through their collective action at the global level, add value to their own countries and to the worldwide nursing community, ICN provides our members the platform and the means to achieve common goals through collaborative action, working together for the benefit of society, the advancement of the profession and the development of NNAs. ICN and our members work with a wide range of non-governmental organisations, governments, intergovernmental agencies, industry and key stakeholders to achieve maximum impact.

ICN MEMBERS 2022

In 2022, ICN welcomed one new member, the Côte d'Ivoire National Nurses Association, and welcomed back the Royal College of Nursing, UK.

- Bahrain Nursing Society
- Bangladesh Nurses Association
- Barbados Nurses Association
- Fédération Nationale des Infirmières de Belgique
- Nurses Association of Belize
- Bermuda Nurses' Association
- Colegio de Enfermeras de Bolivia
- Botswana Nurses Union
- Federal Council of Nursing (Brazil)
- Bulgarian Association of Health Professionals in Nursing
- Canadian Nurses Association
- Colegio de Enfermeras de Chile
- Chinese Nursing Association
- Asociación Nacional de Enfermeras de Colombia
- Ordre National des Infirmiers de la RDC (Democratic Republic of Congo)
- Cook Islands Nurses Association
- Colegio de Enfermeras de Costa Rica
- Côte d'Ivoire National Nurses Association
- Croatian Nurses Association
- Sociedad Cubana de Enfermería
- Cyprus Nurses and Midwives Association
- Danish Nurses' Organization
- Colegio Dominicano de Profesionales de Enfermería (Dominican Republic)
- Federación Ecuatoriana de Enfermeras/os (Ecuador)
- Egyptian Nurses Syndicate
- Asociación Nacional de Enfermeras de El Salvador
- Eritrean Nurses Association
- Estonian Nurses Union
- Swaziland Nurses Association (Eswatini)
- Ethiopian Nurses Association
- Fiji Nursing Association
- Finnish Nurses Association
- College of Nurses and Midwives of Andorra
- National Association of Nurses of Angola
- Federación Argentina de Enfermería
- Aruba Nurses Association
- Australian College of Nursing
- Austrian Nursing Association
- Nurses Association of the Commonwealth of the Bahamas



- Association Nationale Française des Infirmiers et Infirmières Diplômés et Etudiants
- National Association of Gambia Nurses & Midwives
- German Nurses Association
- Ghana Registered Nurses Association
- Hellenic Nurses Association (Greece)
- Grenada Nurses Association INC.
- Asociación Guatemalteca de Enfermeras Profesionales
- Guyana Nurses Association
- Association Nationale des Infirmières Licenciées d'Haïti
- Colegio de Profesionales de Enfermería de Honduras
- College of Nursing Hong Kong
- Icelandic Nurses Association
- Indian Nursing Council
- Indonesian National Nurses Association
- Irish Nurses and Midwives Organisation
- Iranian Nursing Organization
- National Association of Nurses in Israel
- National Council of Nursing Associations of Italy
- Nurses Association of Jamaica
- Japanese Nursing Association
- Jordan Nurses and Midwives Council
- National Nurses Association of Kenya
- Korean Nurses Association
- Kuwait Nursing Association
- Order of Nurses in Lebanon
- Lesotho Nurses Association
- Liberia Nurses Association
- Lithuanian Nurses Association
- Association Nationale des Infirmiers & Infirmières Luxembourgeois
- Nurses Association of Macau
- National Organisation of Nurses and Midwives of Malawi
- Malaysian Nurses Association
- Malta Union of Midwives & Nurses
- Mauritius Nursing Association
- Colegio Nacional de Enfermeras, A.C. (Mexico)
- Federación Mexicana de Colegios de Enfermería (Mexico)
- Association Nationale des Infirmières de Monaco
- Mongolian Nurses Association
- National Association of Nurses and Midwives of Montenegro
- Mozambique National Association of Nurses
- Myanmar Nurses and Midwives Association
- Namibian Nurses Association
- Nursing Association of Nepal
- NU' 91 (Netherlands)
- New Zealand Nurses' Organisation
- Asociación de Enfermeras Nicaragüenses
- National Association of Nigeria Nurses and Midwives
- North Macedonian Nurses and Midwives Association
- Norwegian Nurses Organisation
- Oman Nursing Association
- Pakistan Nurses Federation
- Palestinian Nursing and Midwifery Association
- Asociación Nacional de Enfermeras de Panamá
- Asociación Paraguaya de Enfermeras
- Colegio de Enfermeros del Perú
- Philippine Nurses Association
- Polish Nurses Association
- Order of Nurses (Portugal)
- Qatari Nursing Association
- Romanian Nursing Association
- The Order of Nurses, Midwives and Medical Assistants in Romania
- Russian Nurses Association
- Rwanda Nurses and Midwives Association

- Samoa Registered Nurses Association, Inc
- Saudi Nurses Association
- Association Nationale des Infirmiers et Infirmières d'Etat du Sénégal
- Association of Health Workers of Serbia
- Nurses Association of the Republic of Seychelles
- Sierra Leone Nurses Association
- Singapore Nurses' Association
- Nurses and Midwives Association of Slovenia
- Solomon Islands Nurses Association
- Somaliland Nursing and Midwifery Association
- Democratic Nursing Organization of South Africa
- South Sudan Nurses and Midwives Association
- Consejo General de Enfermería de España (Spain)
- Sri Lanka Nurses Association
- St. Lucia Nurses Association
- Suriname Nurses Association
- Joint Virtual Swedish Nurse Organisation for International Work
- Association Suisse des Infirmières/Infirmiers
- Taiwan Nurses Association
- Tanzania National Nurses' Association
- Nurses Association of Thailand
- Association nationale des infirmiers/ères du Togo
- Tonga Nurses Association
- Trinidad & Tobago Registered Nurses Association
- Turkish Nurses Association
- Uganda Nurses & Midwives Union
- Emirates Nursing Association (UAE)
- Queen's Nursing Institute (UK)
- Royal College of Nursing (UK)
- American Nurses Association
- Colegio de Enfermeras del Uruguay
- Zambia Union of Nurses Organization
- Zimbabwe Nurses Association



136

NUMBER OF ICN MEMBERS
IN 2022



ICN SPECIALIST AFFILIATES

- Council of International Neonatal Nurses
- International Federation of Nurse Anesthetists
- International Federation of Perioperative Nurses
- International Nurses Society on Addictions
- International Society of Nurses in Cancer Care
- NANDA International
- Sigma Theta Tau International
- World Council of Enterostomal Therapists®
- World Federation of Critical Care Nurses

ICN COUNCIL OF NATIONAL NURSING ASSOCIATION REPRESENTATIVES

ICN's Council of National Nursing Association Representatives (CNR) is the governing body of ICN and sets policy at the macro level, including admission of members, election of the Board of Directors, amendments to the constitution, and setting of fees. The CNR meets every two years.

ICN BOARD OF DIRECTORS 2021-2025

ICN is governed by a Board of Directors elected on the basis of ICN voting areas. The Board serves as the agent of the Council of National Nursing Association Representatives (CNR) and carries out policy consistent with the framework established by the CNR.

2021-2025

OFFICERS

Pamela Cipriano (American Nurses Association)
President

Lisa Little (Canadian Nurses Association)
1st Vice-President

Karen Bjørø (Norwegian Nurses Organisation)
2nd Vice-President

Lian-Hua Huang (Taiwan Nurses Association)
3rd Vice-President

MEMBERS

Fatima Al Rifai (Emirates Nursing Association)
Nora Eloisa Barahona De Peñate

(National Nurses Association of El Salvador)
Nanthaphan Chinlumprasert

(Nurses Association of Thailand)
José Luis Cobos Serrano

(General Council of Nursing of Spain)
Andre Gitembagara

(Rwanda Nurses and Midwives Union)
Yves Mengal

(National Federation of Nurses of Belgium)
Megumi Teshima (Japanese Nursing Association)

Alisi Talatoka Vudiniabola (Fiji Nursing Association)

12

NUMBER OF MEMBERS ON THE ICN BOARD OF DIRECTORS 2021-2025



ICN'S MISSION, PILLARS AND STRATEGIC PLAN

ICN's mission is to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies. The Council has three pillars of work: socio-economic welfare, regulation and professional practice.

ICN's Strategic Plan 2019-2023 has four goals under which the Council's work is presented:

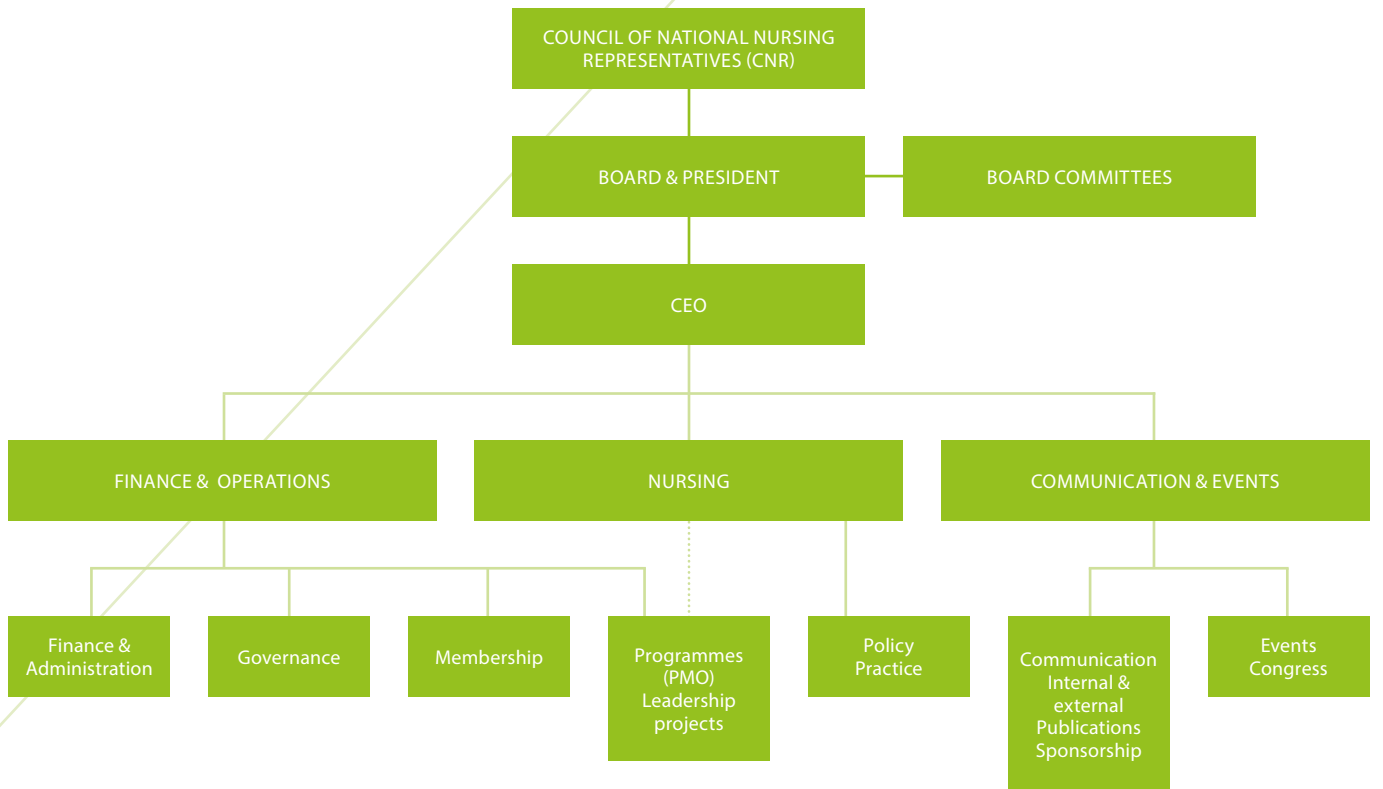
1. Global Impact
2. Membership Empowerment
3. Strategic Leadership
4. Innovative Growth

ICN SECRETARIAT

ICN headquarters in Geneva is home to a small but dedicated staff, under the leadership of Howard Catton, ICN's Chief Executive Officer. In addition, ICN has several consultants working outside our Geneva Secretariat.

ICN's Nursing and Health Policy team is headed by Chief Nurse, Dr Michelle Acorn. The ICN Communications & Events team is led by Richard Elliott, and the Director of Administration & Finance is Sara Llort.







ICN GOAL 1: GLOBAL IMPACT

OUR AIM IS TO INFORM AND INFLUENCE THE DESIGN AND IMPLEMENTATION OF HEALTH, SOCIAL, EDUCATIONAL AND ECONOMIC POLICIES AT A GLOBAL AND REGIONAL LEVEL TO PROMOTE HEALTH FOR ALL.



COLLABORATING WITH HIGH-LEVEL GLOBAL ORGANISATIONS

WORLD HEALTH ORGANIZATION

ICN has been in official relations with WHO since its founding in 1948 and continues to work with the Organization on formal guideline development, policy development, advisory groups, and other activities. ICN has a particularly strong and close relationship with Dr Tedros Adhanom Ghebreyesus, WHO Director General (DG), who publicly recognises the importance of nursing and is committed to strengthening the profession, and with Elizabeth Iro, WHO's Chief Nursing Officer (2018-2022).

In 2022, ICN received formal confirmation that our official relations with WHO had been renewed, approved and extended by the WHO Executive Board through to 2025. The important work agreed upon in the three-year collaboration plan will focus on protection and decent work; investments in health workforce; nurse infection.

WHO EXECUTIVE BOARD AND WORLD HEALTH ASSEMBLY

The annual WHO Executive Board (EB) meeting is held in January when Member States agree upon the agenda for the World Health Assembly (WHA) and the resolutions to be considered. The WHA, the decision-making body of WHO, is attended by health ministers and senior health officials from among the 194 WHO Member States, as well as representatives from civil society and other stakeholders. It focuses on a specific health agenda prepared by the EB. ICN represents the voice of nursing at these important meetings.

The 150th session of the Executive Board was held on 24-29 January 2022. ICN made statements on three agenda items: the prevention and control of non-communicable diseases; the Immunization Agenda 2030; and strengthening WHO preparedness for and response to health emergencies. As part of the World Health Professions Alliance, ICN also made a statement on the prevention and control of non-communicable diseases; strengthening WHO preparedness for and response to health emergencies; and WHO reform: involvement of non-State actors in WHO's governing bodies.

The 75th WHA was held virtually 22-28 May 2022 with the theme "Health for peace, Peace for health", reflecting ICN's own #NursesforPeace campaign (see page XX). ICN had a virtual delegation of over 50 nurse leaders from over 45 countries which included NNA member Presidents, alumni of the Global Nursing Leadership Institute, and government Chief Nursing Officers. ICN also had a student delegation made up of the ICN Nursing Student Steering Group Members.

ICN made seven interventions on: infection prevention and control; strengthening WHO preparedness for and response to health emergencies; Global Health for Peace Initiative; human organ and tissue transplantation; the public health dimension of the world drug problem; the prevention and control of non-communicable diseases; and human resources for health.



75

YEARS IN SPECIAL RELATIONS
WITH WHO

WHO REGIONAL COMMITTEE MEETINGS

ICN made interventions at all the WHO regional committee meetings in September and October 2022.

At the **WHO SEARO** meeting, in Thimphu, Bhutan, ICN made interventions on Achieving UHC, SDGs and health security through stronger and more comprehensive PHC; Strengthening emergency medical teams (EMTs) in the South-East Asia Region and Strengthening health workforce education and training in the Region.

The WHO EURO meeting was held in Tel Aviv, Israel. ICN and the European Forum of National Nurses and Midwives Associations made joint interventions on Leveraging digital transformation for better health in Europe: regional digital health action plan for the WHO European Region 2023–2030, Health Emergency Preparedness in the WHO Euro Region and Roadmap to accelerate the elimination of cervical cancer as a public health problem in the WHO European Region 2022–2030.

At the PAHO meeting in Washington, D.C., ICN made interventions on Policy for Improving Mental Health; Policy for Recovering Progress toward the Sustainable Development Goals with Equity through Action on the Social Determinants of Health and Intersectoral Work; and Health Technology Assessment and Incorporation into Health Systems: Final Report.

The WHO EMRO meeting was held in Cairo, Egypt. ICN made interventions on Strengthening the nursing workforce to advance universal health coverage in the Eastern Mediterranean Region: a call for action and Building resilient health systems to advance universal health coverage and promote health security in the Eastern Mediterranean Region

ICN also made interventions at the WHO WPRO meeting in Manila, Philippines on Primary Health Care, noncommunicable disease prevention and control and mental health.

TRIAD – ICN, WHO, ICM

Every two years, ICN, WHO and the International Confederation of Midwives (ICM) hold a joint meeting, just prior to the World Health Assembly, to discuss emerging global challenges faced by nurses and midwives and new priorities to strengthen nursing and midwifery towards common goals, particularly Universal Health Coverage (UHC).

The 9th Triad Meeting was held virtually from 9-11 May 2022 with 650 delegates from 164 countries. As well as ICN's national nursing association members, the Nursing Now Groups were invited to join the Triad this year because of its focus on the *Global Strategic Directions for Nursing and Midwifery* (GSDNM). The meeting looked at the 12 policy priorities of the GSDNM and the data-dialogue-decision making framework. Country representatives presented examples of leveraging the GSDNM to collaboratively advance priorities for nursing and midwifery strengthening in various contexts. Participants also examined lessons learned from effective nursing and midwifery leadership and service delivery in contexts such as health emergencies, conflict and humanitarian settings, and natural disasters.



23

NUMBER OF INTERVENTIONS
MADE AT WHO EB, WHA & REGIONAL MEETINGS



WHO gave an explanation of the national health workforce accounts, and the role of robust national data for planning, management and monitoring. This was followed by a session showing country examples from Sri Lanka, Zimbabwe and India of how nursing and midwifery leaders collaborated to have robust country data and/or used the country data for analysis or understanding of an issue that led to policy action or investment. The role of intersectoral dialogue for policy action and investments was discussed along with how stakeholders can advance or support policy dialogue from their respective positions. Success stories from countries that have executed inclusive policy dialogues which resulted in policy action or investments in nursing and midwifery were then presented, including examples from Spain, Sweden and the Cook Islands. A final Triad statement was released, calling for actions for collaborative work between the three organisations and with other nursing leaders in their countries.

“The pandemic has shown us the true value of our healthcare workers. Now is the time for the world to act in solidarity to support them by monitoring and enforcing safety and protection at work; investing in healthcare workers’ education, jobs and leadership; and recognising that good health is a prerequisite to the stability and cohesion of societies and the bedrock of our global safety and security. Health and peace are inseparable.”

HOWARD CATTON, ICN CEO,
UN GENERAL ASSEMBLY, JUNE 2022

UNITED NATIONS

On 15 June 2022, the ICN CEO addressed the United Nations General Assembly at a high-level commemorative event on the occasion of the 50th session of the Human Rights Council on the subject of Recovering from the coronavirus disease. Speaking as a member of the Conference of Non-Governmental Organizations in Consultative Relationship with the United Nations (CoNGO), Mr Catton spoke of the huge toll the pandemic had taken on the physical and mental health of healthcare workers around the world as well as the major disruptions to health services it has caused. He highlighted the exacerbation of existing inequalities and emphasized the link between our health and the economy. ICN staff also attended the 77th Session of the UN General Assembly in New York in September 2022 which included a commemoration of the 30th anniversary of the adoption of the Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities. This is a topic of great importance to ICN as nurses are active in raising awareness of health disparities within minority populations.

650

NUMBER OF DELEGATES
ATTENDING THE 9TH TRIAD

INTERNATIONAL LABOUR ORGANIZATION

In April, ICN CEO, Howard Catton and Paul de Raeve, Secretary General of the European Federation of Nurses Associations (EFN), wrote a joint letter to the International Labour Organization regarding the ILO's Standard Classification of Occupations and their concerns about the definitions of nursing roles, which they felt meant that "nurses and people engaged in nursing who are not registered nurses are being categorised and counted within the Registered Nurse and Professional category" and that this could lead to an inflation of numbers which hides the true extent of the nursing shortage.

From 27 May to 11 June, ICN policy advisor, Hoi Shan Fokeladeh, attended the 110th session of the International Labour Conference where government, worker and employer representatives from 187 ILO Member States discussed world of work issues. This year, occupational safety and health, apprenticeships, as well as the social and solidarity economy were among the items on the agenda of the Conference.

"There is no health without health workers. With this MoU, WHPA and WHO will assist health care professional associations and governments in protecting, safeguarding and investing in the multi-disciplinary teams of health workers needed to deliver essential health services and prevent and respond to emergencies."

DR TEDROS ADHANOM GHEBREYESUS,
WHO DIRECTOR GENERAL, SIGNING OF WHO –
WHPA MEMORANDUM OF UNDERSTANDING,
NOVEMBER 2022

WORLD HEALTH PROFESSIONS ALLIANCE

The World Health Professions Alliance (WHPA) is a unique alliance of ICN, the International Pharmaceutical Federation, World Physiotherapy, the World Dental Federation and the World Medical Association. WHPA addresses global health issues, striving to help deliver cost effective, quality healthcare worldwide. Together, the partners of the WHPA include more than 600 national member organisations, making WHPA the key point of global access to healthcare professionals within the five disciplines.

On 8 November, the ICN President and CEO joined Dr Tedros Adhanom Ghebreyesus, WHO Director General, and WHPA leaders for an historic signing ceremony at WHO headquarters in Geneva. The Memorandum of Understanding (MoU) aims to enhance collaboration and protect and invest in the health workforce in order to provide safe, quality and equitable health care for populations around the world.



41 MILLION

NUMBER OF HEALTH PROFESSIONALS
REPRESENTED BY THE WHPA



ECSACON

The East, Central and Southern Africa College of Nursing (ECSACON) is a professional body for nurses and midwives in a 16-country region comprising: Botswana, Kenya, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Eswatini, Tanzania, Uganda, Zambia, Zimbabwe, South Sudan and Rwanda. The aim of ECSACON is to improve the quality of health of the communities through strengthening the contribution of nurses and midwives. Its primary goal is to improve the quality of health of communities through programming that strengthens nursing and midwifery education, practice, research, leadership, and management



From 12-14 September, the ICN President attended the 15th ECSACON Conference in Mbabane, Eswatini, delivering a keynote presentation on the *Global and African vision towards achieving universal health coverage and the Sustainable Development Goals by 2030*. Together with ICN Board Member, Andre Gitembagara (Rwanda Nurses and Midwives Union), she convened a meeting with 12 NNA presidents of ECSACON member countries to discuss the current activities and challenges in the AFRO region. She also met with the Eswatini Minister of Health and the Deputy Prime Minister to advocate for greater investments in the nursing workforce.

TACKLING GLOBAL HEALTH ISSUES

PANDEMIC PREPAREDNESS

ICN believes that nursing must be at the centre of an instrument or convention for pandemic preparedness and response and that resulting plans should specifically emphasise support, protection and safety of nurses and healthcare workers.

ICN has worked closely with WHO on pandemic preparedness and response. This included taking part in several meetings of the Working Group on Strengthening WHO Preparedness and Response to Health Emergencies and the resumed session of the first meeting of the Intergovernmental Negotiating Body (INB) which was established to draft and negotiate a WHO convention, agreement or other international instrument on pandemic prevention, preparedness and response. The CEO gave an intervention at the second round of public hearings to support the INB, speaking about the huge toll the pandemic had taken on the physical and mental health of healthcare workers around the world and warned of the need to invest in nursing to address the severe global shortage of nurses.

On 31 May, ICN took part in the WHO-organised Respiratory Pathogen Pandemic Preparedness Partners Engagement Forum. The objective of this group is to cross-share information on planned activities, lessons learnt, gaps and needs, reviews, and other developments related to pandemic preparedness planning for pathogens with a respiratory mode of transmission. The CEO also gave an intervention at the second round of public hearings to support the intergovernmental negotiating body to draft and negotiate a WHO convention, agreement or other international instrument on pandemic prevention, preparedness and response held on 29-30 September. In his statement he spoke about the huge toll the pandemic had taken on the physical and mental health of healthcare workers around the world and warned of the need to invest in nursing to address the severe global shortage of nurses.

ICN also published several reports on the effects of the COVID pandemic on the nursing workforce. In January, the International Centre on Nurse Migration, a partnership of ICN and CGFNS International, published an important policy brief by Dr James Buchan, Howard Catton and Franklin Shaffer, entitled *Sustain and Retain in 2022 and Beyond: The global nursing workforce and the COVID-19 pandemic*. The report revealed how the COVID-19 pandemic had impacted the already fragile state of the global nursing workforce, putting the aim of Universal Health Coverage at serious risk. It underlined that the world is facing a nursing shortage crisis and may have to replace almost half of the world's 28 million nursing workforce in the next few years. Providing a blueprint for what needs to be done at the national and international level in the short- and long-term to fix nursing workforce planning globally, the report called on countries to commit to prioritising nurses for vaccinations, provide safe staffing levels, expand their domestic nurse education systems, increase the attractiveness of nursing careers for men and women, adhere to ethical international recruitment, and monitor nurse self-sufficiency.

On 11 March, to mark the two year anniversary of the declaration of COVID-19 as a pandemic, ICN launched a new report on our work on COVID-19 during 2021 which highlighted our critical work to safeguard nurses and advocate for investment in nursing.

5.9 MILLION

PRE-PANDEMIC GLOBAL
NURSING SHORTAGE



The ICN CEO attended the 25th International Metropolis conference hosted by the Federal Ministry of Labour and Social Affairs in Berlin as part of a Plenary panel discussion titled *Post-pandemic expectations: The (Dis-)connection of Health, demographic change and Labour Migration*. He provided a brief overview of the scale of the global nursing shortage, shared recruitment activity and patterns for nurses and some thoughts on what needs to be done at national and international level. He also participated in a workshop on nurse migration pathways held in the frame of the conference.

“Without nurses, it is clear our health systems would collapse. All of the evidence in this report shows that it is vital to act on a new ten-year plan that guarantees investments to stabilize and build the nursing workforce. Delivering on commitments to support nurses with safe work environments, staffing levels and workloads, involvement in decision-making, mental health services and equitable compensation will catalyse interest and growth to build the profession. Nurses deserve to be recognised and rewarded for their immeasurable contributions to the health of people everywhere.”

DR PAMELA CIPRIANO, ICN PRESIDENT,
ON THE LAUNCH OF THE SUSTAIN
& RETAIN REPORT, JANUARY 2022

PATIENT SAFETY

The delivery of safe, high-quality patient care is of utmost importance to nurses. As nursing care spans all areas of care delivery, nurses are well placed to prevent harm to patients and improve the quality and safety of healthcare delivered across all settings. As such, nurses should be central to the design and operation of all health providers' patient safety systems and processes.

In January 2022, the ICN CEO participated in a webinar titled *Nursing and Midwifery Safety: A Priority for Patient Safety*, organised by the Saudi Patient Safety Center as part of the WHO Collaborating Center's activities and streamed within the Eastern Mediterranean Region (EMRO). Howard focused his talk on the ICN role in supporting workforce safety worldwide and provided guidance on actions needed to strengthen the safety of the health workforce.

We participated in the WHO Policy Makers Forum: Patient Safety Implementation on 23-24 February, which aims to take forward the implementation of the Global Patient Safety Action Plan 2021-2030 by providing a global platform for engaging with senior policy makers and health care leaders in the discussion around implementation approaches of the Global Patient Safety Action Plan 2021-2030 within broader health agenda at country level and allow sharing of best practices and lessons learned in addressing patient safety at policy and practice levels.

On 23 April, the CEO spoke at the Patient Academy for Innovation and Research (PAIR Academy) and the International Alliance of Patients' Organizations' (IAPO) second webinar in the Medication without Harm webinar series based on the Third WHO Global Patient Safety Challenge: Medication Without Harm. The theme of the webinar was *Role of Healthcare Professionals in Ensuring Medication Safety*.

In May, the CEO was one of the high-level speakers at a World Health Assembly side event organised by IAPO and titled *Compassionate, safe, quality, and humanised healthcare: Agenda for the Global Ministerial Patient Safety Summit Switzerland 2023*. He addressed nursing and 100 years of compassionate care.

On 29-31 August, ICN attended an expert meeting on the global strategy for infection prevention and control (IPC) which aims to undertake strategic discussions on and gather critical input for the development of the Global Strategy on IPC and discuss the Global Infection Prevention and Control Network (GIPCN) plan of work for 2022-23 including coordination mechanisms



and the terms of reference and activities of two GIPCN Working Groups to strengthen country capacities in Education and Training as well as Emergency outbreak response and readiness.

In September, the CEO was invited to address the role of nurses in reducing medication errors and medication-related harm at the WHO's Global Virtual Event to mark World Patient Safety Day 2022, focused this year on Medication Safety. He also participated in a webinar hosted by the WHO Nursing and Midwifery Global Community of Practice, aimed at discussing the impact of medication errors and the roles nurses and midwives play in ensuring safe medication practices. ICN also took part in an IFPMA webinar on *Making medicines safe and reliable for all*. The event brought together five international federations, including ICN, to demonstrate their continued commitment to the WHO Global Patient Safety Action Plan 2021 and advocate for all governments, key stakeholders, and partners to deploy the patient safety as a priority in all health sector policies and programmes.

MENTAL HEALTH

All nurses have a health care role in mental health care. Mental health nurses, which represent the largest proportion of the mental health care workforce, are vital to improving access to professional mental health care which will not only improve the lives of millions, but also have positive outcomes for the world. ICN strongly advocates for the investment of further education and professional development in this area in order to support individuals and communities achieve the highest attainable standard of health which includes physical, mental and social wellbeing.

"As nurses form the largest part of the mental health workforce, the key to transforming mental health care lies in strengthening the mental health nursing workforce. It's essential to reverse the under-investment in mental health and substance use services to reduce the disease burden for individuals and restore social and economic stability that has been threatened even more through the pandemic."

DR PAMELA CIPRIANO,
ICN PRESIDENT, OCTOBER 2022

In June 2022, ICN welcomed the WHO report, *World Mental Health Report: Transforming mental health for all*, the first WHO report on mental health in more than 20 years. On 16 September, we attended the Pre-briefing session on WHO Guidelines & WHO ILO Policy Brief on Mental Health at Work.

Following a survey on the Global Psychiatric-Mental Health nursing workforce undertaken earlier in the year, ICN launched its own report on World Mental Health Day, 10 October 2022, entitled *The Global Mental Health Nursing Workforce: Time to Prioritize and Invest in Mental Health and Wellbeing*. The report provides an analysis of the mental health nursing workforce and looks at ways to build the workforce, including educational preparation, retention and recruitment, and the role of advanced practice nurses and the prescriptive authority for nurses in mental health.

The CEO addressed the importance of mental health for frontline health workers at a webinar titled *Make mental health and wellbeing for all a global priority* and co-hosted by WHO and Save the Children.

CLIMATE CHANGE

Climate and health action is a priority issue for ICN. Over the past several years, ICN has collaborated with global partners leading work in the area of climate change and health to increase engagement of the health sector and the nursing community in climate change mitigation and adaptation.

In January 2022, at a virtual regional conference in Virginia on *Health in a Changing Climate: Addressing Climate-Related Health Inequities*, the ICN President discussed how nurses can influence climate action and shared ICN's position statement on *Nurses, Climate Change and Health*.

ICN and Sigma hosted a parallel event on 14 March at the 66th United Nations Commission on the Status of Women (#CSW66) on *Climate Change and Women's Health and Well-being: A Nursing Perspective*. This virtual event looked at nurses' contribution to mitigate climate change and to support women and communities around the world to adapt to its impacts. It also showcased leadership from nurses in building climate resilient health systems that prioritize women and girls.



44%

PERCENTAGE OF GLOBAL MENTAL
HEALTH WORKFORCE WHO ARE NURSES

Also in March, ICN participated as a guest expert speaker in the collaborative online international learning nursing and midwifery exchange entitled *Workforce Development in the Context of the Climate Crisis and Healthy Climate*, hosted by Penn Nursing. More than 140 students and 30 teachers from 14 institutions across five continents participated in this exchange, which aimed to build capacity among students to critically examine and synthesise responses to the climate crisis by nurses, midwives, colleagues from other disciplines and community partners.

COP-27, the UN Climate Change Conference of 2022, was held on 6-18 November in Sharm el-Sheikh, Egypt with climate activists, civil society representatives, heads of state and ministers all attending. ICN attended virtually and many ICN members attended COP-27 advocating for the link between health and climate. ICN monitored COP-27 proceedings online to keep up with decisions that were being made there without having to increase our carbon footprint by having staff members travel to the event. We added our voice to warnings that too few women took part in the COP27 climate negotiations, despite evidence that they bear a disproportionate burden from the effects of climate change.

“Nurses everywhere are witnessing the health effects of climate change every day and ICN, on behalf of the world’s 28 million nurses, is appealing to politicians and policymakers to act now. Many argue it may already be too late to reverse the devastating effects of global environmental change, and the world can ill afford to kick the can down the road to COP-28.”

DR PAMELA CIPRIANO, ICN PRESIDENT,
FOLLOWING THE COP-27 CLIMATE CONFERENCE,
NOVEMBER 2022

GENDER EQUITY

As a female-dominated profession, nursing is directly affected by gender inequalities. In addition, we are only too aware that gender inequalities have been exposed by the COVID-19 pandemic, ranging from unequal pay, lack of access to childcare, increased domestic abuse, inequality in workloads, and gender bias. ICN promotes gender equity, education and empowerment of women in both public and private life; and supports fundamental social reforms to address the inequalities in power, status and roles.

ICN and Women in Global Health hosted a parallel event at the 66th session of the UN Commission on the Status of Women on 21 March. The virtual session, entitled *Global Health Workforce Solutions for Gender Equality* presented solutions from the health workforce to advance gender equality. With opening remarks from the ICN President and moderated by the ICN Chief Nurse, the event featured a panel of health workforce experts, who, through a disaster risk reduction lens, presented solutions to advance gender equality including the protection of women, ensuring decent pay, advancing women’s leadership and strengthening data for decision-making.

ICN’s Gender Equity Committee and Board members participated in an educational session on gender issues organised by Jhpiego on 29 September focusing on the basics of gender and gender transformation in nursing. We also attended the XV Regional Conference on the Women in Latin American and the Caribbean in Buenos Aires, Argentina in November 2022. The event was run by the United Nations, UN Women, the Argentine Ministry of Women, gender and Diversity and the United Nations Economic Commission for Latin America and the Caribbean (ECLAC). ICN spoke at an event entitled *Society The caring society: health transforming women’s lives* which was hosted by the Panamerican Health Organization (PAHO) on the importance of fair pay for the nursing profession to recruit and retain a strong gender diverse nursing workforce, especially as working conditions are increasingly difficult following the COVID-19 pandemic. ICN called for hospitals, health systems and the health sector in general to evaluate the gendered models of pay toward the nursing and other caring professions.



400

NUMBER OF ORPHANED GIRLS WHO GRADUATED FROM HIGH SCHOOL THANKS TO THE GCEF





“The GCEF teaches the girls to be independent and not feel sorry for themselves because they are orphans. When we meet with other girls in the programme, we can share challenges, what it is like to be an orphan and it helps to know you are not alone.”

KHOSI DLAMINI, GCEF ALUMNI

ICN, through its Florence Nightingale International Foundation’s Girl Child Education Fund (GCEF) supports the primary and secondary schooling of girls under the age of 18 in developing countries whose nurse parent or parents have died. The GCEF has enabled over 400 orphaned girls in Kenya, Lesotho, Swaziland and Uganda to complete school. Many go on to become leaders in their communities, helping to strengthen and empower other girls; several have followed in their parents’ footsteps to become nurses. In 2022, the GCEF supported 16 girls in Eswatini, and 20 each in Kenya, Uganda and Zambia. In September 2022, the ICN President and staff visited some of the girls, their guardians, previous beneficiaries, and the GCEF coordinator in Eswatini.

DISASTER

Nurses have always worked at the frontlines of disasters, whether natural or manmade. Sadly, due to climate change, natural disasters are on the increase and many of our member associations have been actively involved in disaster preparedness and response. In 2022, nurses have cared for those affected by hurricanes, tornadoes and tropical storms, floods, extreme heat, drought and wildfires as well as earthquakes and tsunamis.

On 13 October, International Day for Disaster Reduction, we launched *Core Competencies in Disaster Nursing: Competencies for Nurses involved in Emergency Medical Teams*. Supplementing the *ICN Core Competencies in Disaster Nursing, Version 2.0*, published in November 2019, these new Level III competencies align with and build on the WHO Classification and Minimum Standards for Emergency Medical Teams by articulating a minimum standard of competencies required by nurses who are deployed as part of an established team to respond to disasters.





As the ICN Board gathered in Seoul for their biannual Board meeting in November 2022, tragedy struck the city when over 150 people were killed in a crowd crush in the Itaewon neighbourhood of Seoul. The ICN President and CEO joined Korean Nurses Association President Shin Kyung Rim at a shrine to mourn the victims of the tragic event. Throughout the year, ICN acknowledged numerous disaster and humanitarian crisis with letters of support and condolences to NNAs. They responded with profound gratitude and acknowledged the sense of hope that comes with the solidarity among ICN and its members. These included: an earthquake in West Java, Indonesia, which killed hundreds and injured thousands; Cyclone Sitrang in Bangladesh; the disaster at Kanjuruhan Stadium in Indonesia; Hurricane Fiona that hit many Caribbean islands, and Canada, and was quickly followed by Hurricane Ian that devastated and killed many in Cuba and the United States; Typhoon Noru (Super Typhoon Karding) which affected the Philippines, Vietnam, Laos, Thailand and Cambodia; Typhoon Nanmadol which caused devastation in Japan and South Korea; and the Taitung earthquakes in Taiwan. In addition, nurses in Uganda coped with a new outbreak of Ebola, with several health workers dying from the virus.

VIOLENCE

Violence against healthcare workers is not a new phenomenon, but the COVID-19 pandemic has seemingly exacerbated the occurrence of violent events against health professionals and healthcare providers.

In late January, President Cipriano participated in an invitational meeting hosted by the Committee on Human Rights of the National Academies of Sciences, Engineering and Medicine on the topic of attacks and harassment against health professionals and the role of the scientific and medical community in responding to these attacks. In addition to a number of public health, medical specialty society and scientific community leaders, the American Nurses Association and other global partners including the European Federation of Nurses and the World Medical Association participated in the discussion. The committee will engage a broader group of stakeholders to address the ongoing threats to safety caused by aggression against healthcare workers.

X5

DISASTERS HAVE INCREASED BY A FACTOR OF FIVE OVER THE PAST 50 YEARS (WORLD METEOROLOGICAL ORGANIZATION)

On 19 July, the latest Health Care in Danger report on the *Impact of COVID-19 on Violence against Health-care* was launched. ICN, the International Committee of the Red Cross, the International Hospital Federation, and the World Medical Association carried out a joint survey to their members from May to July 2021 to understand the perceptions of violence against healthcare during the first year of the COVID-19 pandemic. The report aimed to identify good practices implemented in prevention, reduction or mitigation of violence, with a focus on (but not limited to) those measures implemented during the early stage of the pandemic. In September, this report was discussed at the webinar, *Global Patterns of COVID-19 related Violence Against Health Workers* organised by the National Academies of Sciences, Engineering and Medicine in which ICN took part.

In November, the ICN President participated in an expert meeting of the U.S. National Academies of Sciences, Engineering and Medicine's (NASEM) Committee on Human Rights, to address attacks on health professionals globally. The meeting served as a brainstorming session to determine a potential role for the Academies to formulate interventions to protect healthcare workers, patients and facilities. The President highlighted ICN's work in this area and emphasized the need to eliminate the violence that has accelerated attrition from the workforce and caused further erosion of health security.

In December, ICN, International Committee of the Red Cross, International Hospital Federation and World Medical Association held a webinar to discuss good practices on prevention and reduction of violence against healthcare.



INTERNATIONAL NURSES DAY 2022

International Nurses Day (IND) is celebrated around the world every 12 May, the anniversary of Florence Nightingale's birth. ICN commemorates this important day each year with the production and distribution of the IND resources and evidence.

On 12 May, ICN launched our IND toolkit, *Nurses: A Voice to Lead – Invest in nursing and respect rights to secure global health* to help nurses, other healthcare providers, governments and international organisations turn global strategy into meaningful local action and improved clinical practice on the ground. Along with posters and digital promotional tools, ICN also produced an interactive digital map with video messages from all our Board members who each spoke on a topic of particular interest to their region.

The 2022 IND report acted as a strategic toolkit that aligned with key documents including the *WHO Global Strategic Directions for Nursing and Midwifery: 2021-2025 (SDNM)*; the *WHO State of the World's Nursing and the International Centre for Nurse Migration's Sustain and Retain in 2022 and Beyond*. In particular, this work supported the implementation of the SDNM by providing practical guidance required by multiple stakeholders for effective realisation of their aims. It also showcased case studies as real-life examples in action. As such, it provided multisectoral guidance to multiple stakeholders.

The toolkit looked at the four policy focus areas of the SDNM: education, jobs, leadership and service delivery and discussed the benefits of investing in each of these areas, the evidence of underinvestment; the expected outcomes of meaningful investment; as well as the actions required for successful delivery and monitoring of these priorities. In addition, the IND report focused on two vitally important strategic priorities that had come to the forefront over the previous two years: investing in and prioritising the safety of health care workers and caring for the health and well-being of nurses. The report examined the extra burden that the pandemic placed on health systems and on the nursing workforce; highlighted the risks to and lack of protection of the profession; and presents evidence of underinvestment in nursing, globally.

“The scale of the world-wide nursing shortage is one of the greatest threats to health globally, but governments are not giving it the attention it deserves. Access to healthcare is central to safe, secure, economically successful and equitable societies, but it cannot be achieved unless there are enough nurses to provide the care needed. Governments should be urgently prioritizing investment in nursing and the health workforce on that basis, and proportionate to its importance for the future of societies everywhere.”

HOWARD CATTON, ICN CEO

Nurses
A VOICE TO LEAD
INVEST IN NURSING AND
RESPECT RIGHTS TO
SECURE GLOBAL HEALTH

Nurses:
A Voice to Lead

Invest in nursing and
respect rights to
secure global health

INTERNATIONAL COUNCIL OF NURSES

13 MILLION

POST-PANDEMIC GLOBAL
NURSING SHORTAGE



ICN GOAL 2: MEMBERSHIP EMPOWERMENT

OUR AIM IS TO STRENGTHEN NNAs ACROSS THE THREE PILLARS OF ICN TO ENABLE THEM TO ADDRESS KEY CHALLENGES AT REGIONAL AND NATIONAL LEVELS.



ICN MEMBERSHIP TASKFORCE

Recognising the importance of a robust, fit-for-purpose membership model, in 2021 the CNR resolved to establish a membership taskforce under the leadership of a past president or a past vice-president, with members selected by and among the Board Members as well as competent representatives from NNAs. The taskforce was requested to recommend options that would increase ICN member affordability and retention, lead to expansion of ICN's membership base and increase inclusiveness, considering possible integration or affiliation of further nursing groups, and ensure ICN's and its members' long-term financial sustainability. The Membership Taskforce worked throughout 2022 to analyze the current ICN membership structure, policies and dues structure for the approval of CNR. They conducted a deeper analysis of the current situation, a comparative analysis with other organisations' models, and engaged member NNAs to explore opportunities of a new membership model and dues payments. The Board was presented with a number of recommendations, the results of which will be presented during the 2023 CNR.

NNA WEBINARS

ICN held several webinars with our members over the course of the year. The aim of the webinars was to share latest developments and updates on ICN's work better understand NNA challenges and work together to find solutions. Our first webinar in 2022 focused on the newly released *Sustain and Retain in 2022 and Beyond* report. A webinar with European members was held in March 2022 to discuss the crisis in Ukraine. We were joined by leaders of the the European Federation of Nurses Associations and the

European Forum of National Nursing and Midwifery Associations. In June, members from 15 NNAs in Latin America joined us for an update on ICN work. Dr Silvia Cassiani, PAHO Regional Advisor for Nursing, also provided an update for members. On 21 July, ICN held a webinar for its members in South-East Asia on the state of nursing in the region in 2022. With leaders of six NNAs attending, the webinar included an update from Ai Tanimizu, Regional Advisor for Nursing, WHO SEARO, and interventions by several NNAs.

STRENGTHENING AND PROTECTING THE NURSING WORKFORCE

Promoting the well-being of nurses is part of ICN's mission and was an issue that came to the forefront of our work during the COVID pandemic and remained equally high on our agenda in 2022 as we see increasing evidence of the stress, burnout, absence and strikes affecting the nursing workforce

In January 2022, the ICN CEO Howard Catton attended the second meeting of the WHO Technical Expert Group on Bilateral Agreements, in charge of supporting the development of the guidance that seeks to advise and help Member States in the design, implementation and monitoring of bilateral agreements as consistent with the WHO Global Code of Practice on the International Recruitment of Health Personnel. In March, the ICN CEO moderated a discussion on the protection of health and safety of the health workers in the recovery from COVID19 at the meeting of the WHO Health in the World of Work Network. ICN is part of this network, which was convened by WHO to increase access to accurate and relevant information, and build a community of collaborative sharing on topics related to health, safety and wellbeing within the world of work.

On 16 June, ICN reported on the increasing industrial action by nurses around the world, saying it is a symptom of health care service disruption and lack of investment in the profession. Highlighting a massive demonstration by nurses in Spain, the statement also mentioned protests in Finland, Denmark, France, Germany, Mexico, New Zealand, Uganda and the USA. Howard was interviewed by SABC on this subject.

“Lack of nurses is at critical point, and we need urgent action. Industrial action is not an end in itself, but necessary if the situation is not otherwise remedied. This cannot continue, wages and working conditions must be rectified as a matter of urgency.”

NINA HAHTELA, PRESIDENT FINNISH NURSES ASSOCIATION, JUNE 2022

Just days after ICN’s announcement, nurses and doctors in Zimbabwe started strikes over pay, and ICN wrote to the country’s president asking for fair pay and conditions and urging negotiations to find a resolution.

In September, the ICN CEO attended and spoke at the launch of the new WHO Euro Workforce report titled *Health and care workforce in Europe: time to act*, which took place on 14 September during the WHO EURO regional committee meeting in Tel Aviv, Israel. This report provided a detailed breakdown of the healthcare workforce across Europe and proposed a Ten-Point action Plan that ICN supported as it aligned very closely with the recommendations in our Sustain and Retain report.

By the end of 2022, as ICN had warned, nurses in many countries across the world were fed up with the lack of respect, the low pay and the unacceptable working conditions. In December 2022, ICN spoke out in support of the industrial action undertaken by nurses in the UK, writing a letter to the UK Secretary of State for Health, Steve Barclay, urging him to enter into talks with the Royal College of Nurses.

“We hear governments say that they can’t afford to invest in nursing, but ICN has consistently replied that the world cannot afford not to invest in nursing. Why? Because nurses are the bedrock of strengthening your health systems, of keeping people well and healthy, and having a productive population who can work. There can be no health security without nurses. The road to economic growth is paved by investment in health.”

HOWARD CATTON, IN AN OPEN LETTER TO THE RIGHT HONOURABLE STEVE BARCLAY SECRETARY OF STATE FOR HEALTH AND SOCIAL CARE, UK

VACCINE EQUITY

ICN strongly advocated for vaccine equity and prioritisation of vulnerable populations, nurses and healthcare workers during the COVID pandemic and is deeply concerned by the gross inequities globally in COVID-19 vaccine access which will have a profound long-term impact on global public health and socio-economic development.

The ICN Board of Directors issued a statement on 10 February on COVID-19 vaccinations, highlighting nurses’ professional responsibility to be vaccinated, the continuing and lamentable inequality of access to vaccines, and the need for nurses to be protected from harm. The statement was picked up by high profile media, including the *BBC World Service* and *Euronews*. ICN President Pamela Cipriano gave an interview with SABC (South African Broadcasting Corporation) and was quoted in *Nursing Times*.

On 18-19 July, ICN attended an expert meeting in Brussels on improving vaccine confidence in the most vulnerable populations. The meeting was organised by the International Federation on Ageing. It gathered the leaders of public health, alongside experts in immunization, vaccination confidence, and health policy, with the aim of an open and unbiased meeting to synthesize the latest evidence on vaccine hesitancy and its association with the social determinants of health and the environment and to identify and share knowledge of country-level evidence, policies, and strategies that improve vaccine confidence.



OVER 115,000

HEALTH CARE WORKERS
DIED FROM COVID-19

STRENGTHENING NNAS

One of ICN's objectives is to promote the development strong national nurses' associations (NNAs) and the solidarity of NNAs within the ICN federation means that strong, well-established NNAs are willing and able to support those who are facing difficulties. In 2022, that included helping to strengthen NNAs in Africa through a new initiative, sending much needed aid to nurses in Ukraine and its neighbouring countries assisting refugees and Ukraine's nurses, as well as advocating and lobbying for governments to support their NNAs.

ORGANIZATIONAL DEVELOPMENT OF NATIONAL NURSING ASSOCIATIONS (ODENNA)

The ODENNA partnership aims to build stronger and more sustainable nursing associations on the African continent for improved healthcare delivery and health prevention measures. One of the core functions of NNAs is to provide advocacy to influence better health outcomes, whilst building respect, recognition and support for the nursing profession. Strengthening ICN member NNAs to effectively influence and positively impact improvements in healthcare delivery and prevention is essential for ICN's global voice of nursing to continue being heard and for nurses to be valued as knowledgeable professionals and system navigators.

The ODENNA initiative is a package which includes the ICN's LFC™ programme, which prepares nurses with the leadership skills that are required to implement organisational change for the purpose of improving nursing practice and achieving better health outcomes, and twinning of well-established NNAs with less mature associations to enable them to increase their capacity to represent their nurses, yielding mutually beneficial engagement and collaboration.

In September 2022, ICN announced the donation to the ODENNA initiative of 360,000 USD over three years made by the BD Foundation, the philanthropic arm of global medical technology company BD (Becton, Dickinson and Company). These funds complement those generously committed by the Johnson and Johnson Foundation since the inception of ODENNA.

In October and November 2022, a series of orientation sessions were held with NNA Presidents and ODENNA focal points. Subregional LFC training for four representatives per NNA, two from the Executive Committee and two potential LFC trainers, will be scheduled beginning in 2023, starting Phase 2 of the initiative.

#NURSESFORPEACE AND THE ICN HUMANITARIAN FUND

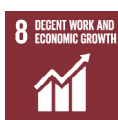
Even in the midst of a pandemic, natural disasters and man-made conflicts continue to cause deaths, injuries and devastation. ICN has expanded our Disaster Fund to cover other humanitarian crises. The Humanitarian Fund provides support to nurses and NNAs working in areas and times of disaster and conflict.

ICN has been working with the themes of peace and humanity and fighting for equality since our founding in 1899. In 2022, with the outbreak of war in Ukraine, our work to promote peace increased along with donations to our Humanitarian Fund.

In February 2022, ICN CEO Howard Catton participated in the UNITAR Division of Peace Advisory Board meeting side event, Healthcare access, a bridge to sustainable peace: Sharing experiences for capacity-building in humanitarian context and held in the wider context of the WHO's Health and Peace Initiative. Howard was the voice of nursing among a panel of leading healthcare experts discussing healthcare access gaps and viable solutions to these.

In March 2022, ICN launched our #NursesforPeace campaign to join nurses across the world in solidarity with the nurses of Ukraine. ICN, the European Federation of Nurse Associations and the European Forum of National Nursing and Midwifery Associations released a joint statement condemning the invasion and asking nurses to sign. ICN also called for donations to our Humanitarian Fund to support nurses and nursing care in Ukraine and the neighbouring countries. Over the year, funds were distributed to nurses on the ground in Ukraine via the Ukrainian Nurses Association and to the associations in Moldova, Slovakia, Romania and Poland, who received many refugees from Ukraine.

During the 75th World Health Assembly in May 2022, the ICN CEO held a bilateral meeting with Ukraine's Deputy Minister of Health, Oleksii Iaroshenko, joined by the WHO's Chief Nursing Officer, Elizabeth Iro, where the focus was providing mental health support to Ukrainian nurses and health workers caught up in the conflict.



24

NUMBER OF NNA
PARTICIPATING IN ODENNA

“Ukrainian nurses sincerely thank the International Council of Nurses for their help and support. These feelings of support, and unity create inexhaustible strength in our nurses and faith in our victory, they help us to survive in this terrible war...Let the children grow up under a peaceful sky and have living and happy parents, let no one steal their childhood, and may the professions of nurses and doctors be the most peaceful and merciful.”

TETYANA CHERNYSHNKO, PRESIDENT OF THE ASSOCIATION OF NURSES OF UKRAINE

The ICN CEO visited Poland in April and November 2022, and Romania in July 2022 where he met with the leaders of the national nursing associations to discuss their needs as they are assisting with refugee care and support for Ukraine. In Warsaw, he also met with nurse and nursing student representatives from Ukraine, members of the Warsaw Chambers Board, nursing faculty at several Polish universities, leaders of the National Chamber for Nurses and Midwives, the Deputy Minister of Health and the members of the Ministry of Health. He had the opportunity to visit a Ukrainian refugee centre and held discussions aimed at exploring how to support nurse refugees to work as nurses in Poland, as well as at strengthening Polish nursing in these challenging times. Following these meetings, Polish nurses represented by the Supreme Council of Nurses and Midwives, the Polish Nursing Association and the National Trade Union of Nurses and Midwives, in close cooperation with ICN and the European Federation of Nursing Associations, agreed on and proposed necessary actions in a joint statement calling for support of nurses fleeing Ukraine. In Bucharest, he visited a refugee centre and met with nurses from the ambulance service working with Ukrainian refugees arriving in Romania. While there, he saw how the ICN’s donations are being used to provide medication and supplies for the ambulance service, the majority of whom are nurses.

On the eve of International Nurse Day, 12 May, ICN released a statement of solidarity with nurses in Ukraine and other conflict zones around the world.

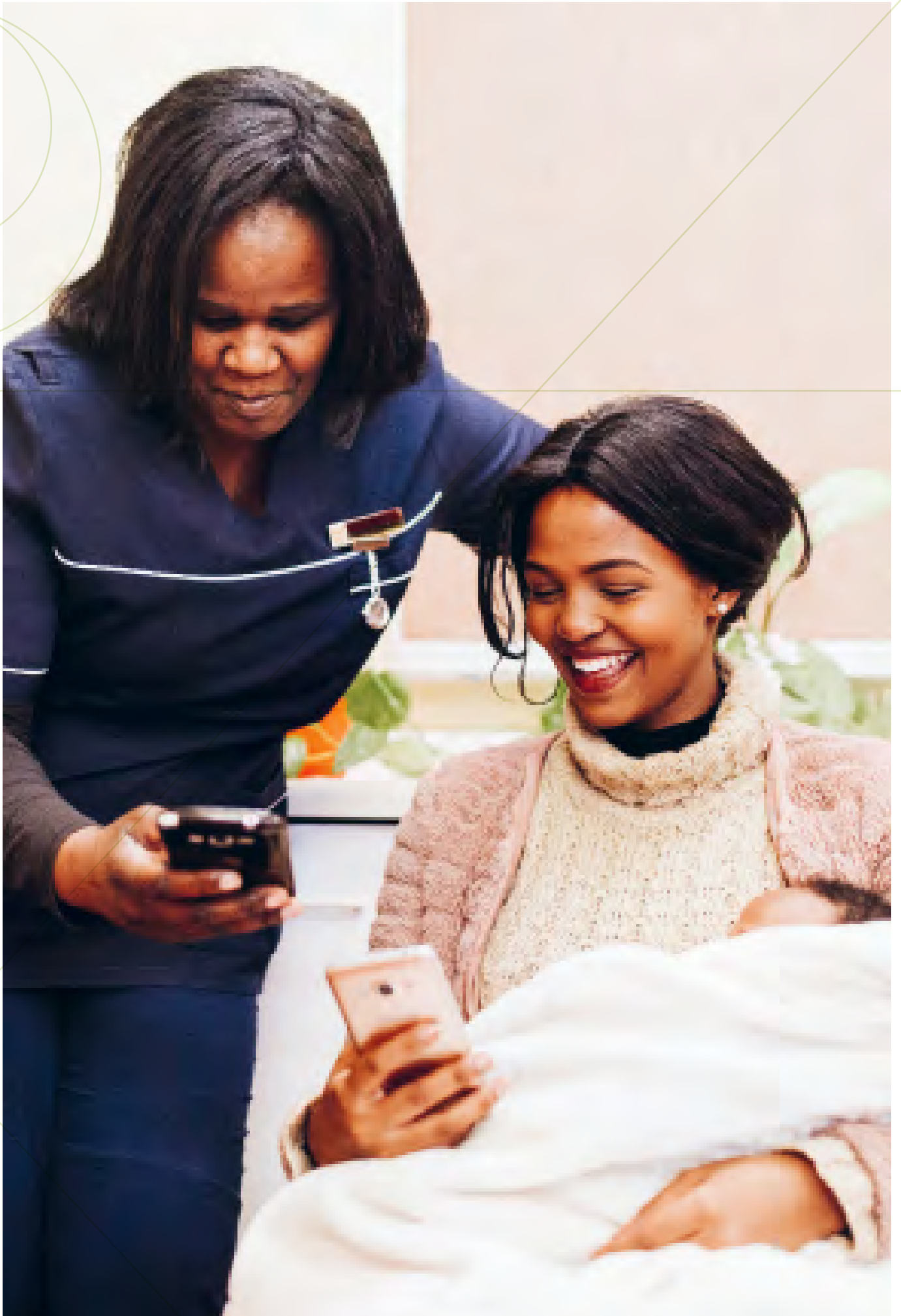
ICN also highlighted our concern for the situation of women and health in Afghanistan. We remain in contact with the Afghanistan Nurses Association which has emphasized the dire need to sustain health care services in the country through supporting nurses financially, developing their capacity, and ensuring gender equity. The association said that Afghan culture demands that males needing health care be cared for by male nurses, and females needing health care be cared for by female nurses. Therefore, re-opening the girls’ school is vital for the future of nursing and healthcare in Afghanistan.

Lack of aid can have devastating consequences of health, as was seen in Tigray, Ethiopia where patients and health workers were at risk of starvation. ICN and the Ethiopian Nurses Association joined forces to highlight the dire situation of nurses and health care services in the region.



114.8 MILLION

NUMBER OF PEOPLE REACHED BY #NURSESFORPEACE





ICN GOAL 3: STRATEGIC LEADERSHIP

OUR AIM IS TO PROVIDE STRATEGIC LEADERSHIP TO ADVANCE THE NURSING PROFESSION TO MEET CURRENT AND FUTURE NEEDS OF THE POPULATION, HEALTH SYSTEMS (INCLUDING HEALTH AND SOCIAL CARE) AND NURSES.



ICN GLOBAL NURSING LEADERSHIP INSTITUTE™

The innovative and acclaimed ICN Global Nursing Leadership Institute (GNLI)™ is a strategic policy leadership programme focused on strengthening nurses' political and policy understanding and influence. It is framed by nursing opportunities in a global movement committed to sustainable development and explores key themes that underpin the United Nations' Sustainable Development Goals.



GNLI 2021

Module 2 of the GNLI 2021 programme – the second, more intensive part of the 2021 programme – began on 18 January 2022. Scholars met in cross-regional groups for the Module 2 sessions and continued to work in regional groups on their projects, which were aligned with the priorities of their respective WHO Regional Office. Module 2 sessions included discussions of the policy process and its political context; strategies for evidence-based policy change that promote population health; the role of nurses in leading local, national, regional and global health and social policy; and effective communication skills for leaders including framing, messaging and use of media.

Module 3 sessions took place in May and concluded in June 2022 when GNLI 2021 scholars presented plans for their regional projects during online regional sessions which gave scholars the opportunity to receive feedback from key stakeholders such as WHO Regional Office focal points for nursing on their proposed work.

The GNLI 2021 AFRO/EMRO region regional project, titled *What are the facilitators and barriers to the*

establishment of QUAD?: Evidence from AFRO/EMRO countries, was presented on 15 June 2022 to Dr Gulin Gedik (WHO EMRO region), the ICN team and other guests. The project, a qualitative study in ten countries, eight in AFRO and two in EMRO, aimed to strengthen healthcare systems and enhance nursing education, practice, leadership and regulation in the AFRO and EMRO region. The QUAD includes the Government Chief Nurse Officer, the Regulator, the National Nurses Association, and the Nurse Educator. The project is linked to the ICN Organizational Development of National Nursing Associations (ODENNA) project and partially funded by ICN.

GNLI 2021 scholars from the Euro Region presented their Regional Project before a virtual audience of prominent guests including their members, key partners from the WHO Euro Regional Office, ICN Board Members and staff. The aim of their project is to *Increase Nursing Impact on Digital Health Policy in the WHO Euro Region*. The scholars developed a policy statement response to the WHO Euro Digital Health Action Plan for 2023-2030 that was presented for adoption at the WHO Euro Regional Committee in September 2022 in Tel Aviv.

The GNLI scholars in the PAHO/AMRO region presented their regional project plan on 9 June 2022 to a group that included Dr Silvia Cassiani, the Special Advisor on Nursing and Midwifery for the WHO PAHO office. The project, *Barriers and Facilitators to Investing in Nursing in Latin America*, is a qualitative analysis of interviews with key informants in six countries: Peru, Columbia, Bolivia, Ecuador, Honduras, and Guyana. Informants include Ministries of Education, Labour and Finance, CNOs, presidents of the NNAs, and deans of the public university with a school of nursing. PAHO will provide partial funding for the study.

The regional SEARO meeting for regional project discussion was held on 4 June 2022 when SEARO scholars presented their regional project on developing nursing leadership competencies. The GNLI WPRO scholars' regional project posed the question, *How was general health policy influenced by nurses within each country?* The project developed an influence map to navigate nursing policy implementation.

GNLI 2022

GNLI 2022 had an emphasis on health disparities, gender equality, and the COVID-19 pandemic. A total of 31 scholars from 23 countries were selected to participate in the GNLI 2022 edition. A first orientation session took place in August 2022 to provide a comprehensive overview of the e-learning tools for all participants. Module 1 of GNLI 2022 kicked off on 13 September 2022. In October and November 2022, GNLI scholars met with WHO Regional representatives to discuss the region's goals and priorities, while identifying potential regional projects that could meaningfully contribute to advancing one of more of these priorities.

GNLI ALUMNI NETWORK

The GNLI Alumni Network (GNLI-AN) provides opportunities for more engagement of GNLI alumni in ICN's activities and in their WHO region, as well as encouraging other collaborations.

On 25 April 2022, the first meeting of the PAHO region GNLI-AN took place virtually, bringing together nurse leaders from seven countries. Using the *WHO Global Strategic Directions for Nursing and Midwifery 2021-25* as a framework, alumni worked to identify priority areas of focus and activity for this newly established policy leadership table. Directions identified included data analysis of global nursing workforce shortages, barriers to participation in policy and leadership, regional variation in nursing representation at decision making tables, assessment of regulatory frameworks for nursing in the PAHO region, pandemic response competencies for nurses, and advanced practice nursing. The GNLI-AN from the WPRO region met in September 2022. The group endorsed a strategic approach to matters of global importance for nursing and midwifery professions which relate to the four strategic directions and policy priorities 2021-2025: education, jobs, leadership and service delivery. In October, alumni from the AFRO region convened to discuss priorities for action.

The first meeting of the GNLI-AN Steering Committee was held on in November 2022. Points discussed included: *modus operandi*; opportunities for contributing to ICN work; activity updates from the regions. The Steering Committee elected as their Co-chairs, Dr Jed Montayre and Ms Angela Wignall.

LEADERSHIP FOR CHANGE™

Established in 1995, the ICN LFC™ programme aims to prepare nurses with the leadership skills required to implement organisational change for the purpose of improving nursing practice and achieving better health outcomes. LFC programmes are tailored to respond to the specific needs of the countries in which they are implemented, through close collaboration with the NNAs. Based on the success of the current programmes and methodology, the LFC programmes build a stronger and more efficient workforce which, in turn, brings significant benefits to the populations they serve. ICN LFC programmes have been implemented in more than 60 countries.

LFC India, sponsored by the Indian Nursing Council, comprised two cohorts which began Workshop 1 on 10 December 2021 and 21 January 2022 respectively. Workshop 2 began on 27 May 2022, focusing on leadership for quality improvement, negotiation skills, how to influence and work with politicians and elected officials and effective communication channels. Training of trainers (ToT) in the two Cohorts began in July and August with the objective to review strategies for being an effective ICN LFC trainer. Now that LFC India and the ToT have been completed, the Indian Nursing Council will start implementing LFC on their own, growing the pool of empowered nurses and trainers.

Scholars from 12 Chinese provinces submitted their projects and plans for LFC China, which is organised by the Chinese Nursing Association and sponsored by Johnson & Johnson. Workshop 2 was planned to start mid-March but the COVID-19 pandemic caused several months of delays. Workshop 2 was finally held in five provinces, focusing on project progress updates, social capital, negotiation skills, organisational politics, office politics, how to write and implement a policy, how to influence and work with politicians, and quality improvement. However, COVID prevented Workshop 2 from being held in Beijing, Hubei, Sichuan, Guangdong, Qinghai, Liaoning and Henan provinces.

Workshop 2 of LFC Cambodia started in April 2022, focusing on the progress of individual projects, and targeting topics such as social capital, the importance of negotiation skills, organisational politics, how to write and implement a policy, how to influence and work with politicians, and quality improvement. Other topics included finance and budgeting, the SDGs, key organisations for nurse leaders, key initiatives for management of change, and individual development planning, which will help in improving nursing practice and achieving better health outcomes. The graduation for LFC Cambodia took place in June with 200 participants. LFC Cambodia was organised by the Cambodian Association of Nurses with support from the Danish Nurses Association.

On 17 June, the Nurses' Association of the Commonwealth of the Bahamas Eleuthera Branch hosted a graduation ceremony for the LFC Bahamas programme, under the theme *Empowered to Lead in Challenging Times*. The NACB held graduation ceremonies in July in Eleuthera and Grand Bahama for two cohorts of nurses totalling 20 graduates and trainers.

LFC was implemented in Bangladesh in October 2022, funded by Empowering Women through Professionalization of the Nursing Sector in Bangladesh (Pro-Nurse), Global Affairs Canada, and COWATER and in collaboration with the Bangladesh Nurses Association. With four cohorts of 25 nurses each, workshops were held in October and November.

LFC Suriname, supported by the Ministry of Health, kicked off in November 2022 with Workshop 1.

Several NNAs are now licensed to carry out their own LFC programmes. These include the Norwegian Nurses Organisation which began the third round of LFC Norway in August with 30 participants. The Taiwan Nurses Association started the fourth LFC cohort in July 2022, with 24 participants, seven of whom are international and fully sponsored (two participants each from Mexico, Mongolia, Saint Lucia and one from the Philippines). These seven international participants developed Change Projects to address the nursing issues in their respective countries, some examples are reducing absenteeism, empowering NNA, and improving handover communication, among others. Other LFC Licenses include the Mauritius Nursing Association and the Bahamas Nursing Association.

ADVANCED PRACTICE NURSING

Globally, APNs are one of the fastest growing health professions. They are essential for innovating health-care systems to improve access to care, achieve better health for people, and to reduce healthcare costs.

ICN NURSE PRACTITIONER/ADVANCED PRACTICE NURSING NETWORK

"When advanced practitioners are located in sufficient numbers in specific areas, they can have a real impact in addressing some of the key challenges in the health service, including management of long-term conditions, improving patient access to services and reducing waiting times."

MICHEÁL MARTIN, PRIME MINISTER OF IRELAND,
21 AUGUST 2022 AT THE OPENING CEREMONY
OF THE ICN NP/APN CONFERENCE

The 12th ICN NP/APN Network Conference was held 21-24 August 2022 in Dublin, Ireland under the theme *Advanced Practice Nursing Shaping the Future of Healthcare*. In collaboration with the Irish Nurses and Midwives Organisation and the Irish Association of Advanced Nurse Midwife Practitioners, the NP/APN Conference included opening addresses from Prime Minister of Ireland, Micheál Martin, and Dr Tedros Adhanom Ghebreyesus, WHO Director General. Key topics discussed at the Conference include building an NP/APN workforce, COVID-19, inequality and underserved populations, education and competencies, policy and regulation, clinical practice, and technology and eHealth.

"Nursing is the golden thread that links health-care policy and practice. It holds the solution to many of the healthcare problems the world is facing, especially when nurses are highly educated and able to deliver care to the full extent of their scope of practice."

HOWARD CATTON, ICN CEO,
24 AUGUST 2022 AT THE CLOSING CEREMONY
OF THE ICN NP/APN CONFERENCE

60+

NUMBER OF COUNTRIES WHERE LFC
HAS BEEN IMPLEMENTED



ICN GOAL 4: INNOVATIVE GROWTH

OUR AIM IS TO IDENTIFY, SECURE AND DIVERSIFY BUSINESS AND REVENUE GENERATING OPPORTUNITIES, CONSISTENT WITH OUR STRATEGIC GOALS.



"We set out to understand how nurses can be at the centre of positive change in the delivery of care across the globe, mindful of the challenges that face the profession. What we found through creating this series is the most extraordinary people playing a pivotal role that far surpasses the delivery of healthcare, profoundly impacting people and communities. We're excited for global audiences to engage with these stories, and continue the mission of creating equitable, accessible and effective systems of care."

SIMON SHELLEY, VICE PRESIDENT
OF BBC PROGRAMME PARTNERSHIPS



19

NUMBER OF LANGUAGES INTO WHICH
ICNP HAS BEEN TRANSLATED

INTERNATIONAL CLASSIFICATION FOR NURSING PRACTICE®

The International Classification for Nursing Practice (ICNP®) provides an international standard to facilitate the description and comparison of nursing practice locally, regionally, nationally and internationally. Since its introduction in 1999, ICNP has been translated into 19 languages, and there are currently 14 ICNP R&D Centres worldwide running more than 200 different projects. New versions of ICNP are released every two years.

The ICNP Editorial Board met every six weeks in 2022 to discuss processes for the submission of ICNP terms, evaluation of ICNP Research and Development Centres, and strategic areas of development. In April 2022, the ICNP Editorial Board released a survey for ICNP R&D to provide an update on their current activities, expertise and strengths that can be further used to support the work around ICNP. In June, the Editorial Board approved a transition version of the terminology where the ICNP and SNOMED CT preferred terms can be seen together with their respective ID and semantic tag included. The new format allowed more visibility of ICNP during the transition phase to SNOMED CT incorporation. The ICNP 2022 version was formally released as a reference set in SNOMED CT in October 2022. The ICNP Editorial Board hosted two educational webinar: one on SNOMED CT terminology to allow participants to align their common understanding of concepts and information within the transition of ICNP into SNOMED CT; and a second on *Nursing Ontology and Search* by SNOMED CT to guide participants in the understanding of the browser structure within the transition of ICNP into SNOMED CT.



BBC PARTNERSHIP

The ICN/BBC *Caring with Courage* project was launched on 12 May 2022. This online film series celebrates the incredible work of nurses around the world, and their role in leading development in the healthcare sector as well as improving patient health. Produced for ICN by BBC StoryWorks Commercial Productions, the films and articles in *Caring with courage* reveal the power of care and dedication in the inspiring work of nurses. The films and articles are truly global with stories of nurses in Australia, Denmark, India, Indonesia, Japan, Kenya, Mexico, the Philippines, South Africa, Sweden, Taiwan, Uganda, and the USA.

In November 2022, we launched the latest film in the ICN/BBC *Caring with Courage* series which serves as a wrap-up of the series of 12 previously launched films. The wrap-up film is an extremely powerful demonstration of nursing solutions to the big global health challenges.

Overall, the *Caring with courage* series gained 22.17 million impressions on social media and were viewed 3.04 million times.



ICN IN NUMBERS

- 136 member National Nursing Associations
- 9 Specialist Affiliates
- 75 years in special relations with WHO
- 23 interventions were made at WHO meetings in 2022
- 55 presentations were given at non-nursing events in 2022
- 91 presentations were given at nursing events in 2022
- 650 delegates attended the 2022 Triad meetings
- 41 million health professionals are represented by WHPA
- 2797 downloads of ICN's *Sustain & Retain* report
- 213 downloads of ICN's *Global Mental Health Nursing Workforce* report
- 247 downloads of ICN's *Core Competencies in Disaster Nursing (EMTs)* report
- 400 GCEF-supported girls have graduated from high school
- 114.6 million people were reached by the #NursesforPeace campaign
- 365 scholars are part of the GNLI Alumni Network
- 301 nurses were trained by LFC in 2022
- Over 60 NNAs have hosted LFC in their countries
- 22.17 million impressions gained by the *Caring with Courage* videos
- 51 media interviews were given by ICN leaders in 2022

22.17 MILLION

NUMBER OF IMPRESSIONS GAINED BY *CARING WITH COURAGE* SERIES

FINANCIAL OVERVIEW 2022

PERFORMANCE SUMMARY

ICN's financial position in 2022 continues to be healthy and stable with total assets of 12.1 MCHF and combined designated and general funds of 9.3 MCHF, as of 31 December 2022.

Operationally, 2022 marked a gradual return to ICN's pre-COVID operating model with activities focused on advocating for nurses' working conditions and fair pay, while actively preparing for the 2023 CNR and Congress.

The 2022 financial result is a net deficit of 103 KCHF, versus a net surplus of 355 KCHF for 2021 (the latter aided by a net surplus from Congress of 237 KCHF). While ICN achieved an operational surplus of 149 KCHF in 2022, the cumulative impact of the Ukraine crisis, high inflation and economic slowdowns, negatively impacted financial markets globally and resulted in unrealised losses on ICN's investment portfolio. Under Swiss accounting rules, these unrealised losses must be accounted for in ICN's financial results even where the underlying financial assets are retained, thus resulting in the net deficit result of 103K CHF.

OPERATING INCOME

ICN generated just under 6.0 MCHF of operational income in 2022, primarily from NNA membership fees which represent approximately 95% of total income; excluding Congress revenues and grant funding. In 2022, Congress was not held.

OPERATING EXPENDITURES

ICN incurred operational expenses of 5.85 MCHF in its mission of being the global voice of nursing in 2022.

ICN's 2022 expenditures were primarily focused on employing the human expertise, skills and knowledge sets required to fulfill ICN's mission, including its global communications as the voice of nursing, and its NNA training programmes like ODENNA, GCEF and LFI. Other significant expenditures included ICN's compliance and governance activities, nursing publications, IT security and the Geneva office administration.

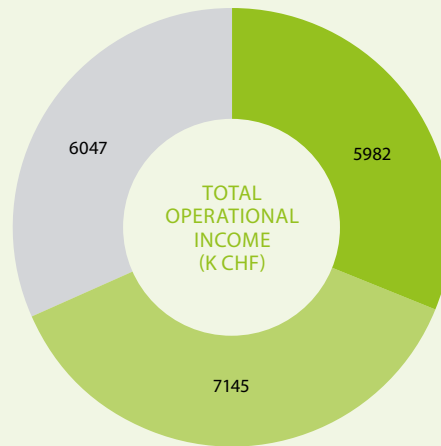
In summary, just under 60% of ICN's expenditures were dedicated to supporting global nursing activities, communications and training programmes, with the remaining 41% allocated to executive governance and administration costs.

INTERNAL CONTROL SYSTEMS AND AUDITS

ICN's financial statements are audited annually by independent external auditors, KPMG.

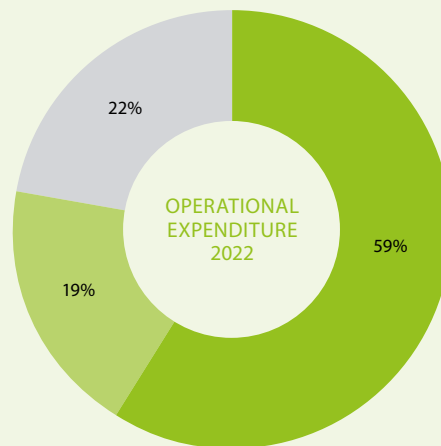
An Audit and Risk Committee provides oversight of the effectiveness of the ICN's risk management, internal control and compliance systems. This independent and impartial committee regularly reports on their work to the Board and CNR.

The year 2022 was marked by the ongoing strengthening of the internal control environment including major policy reviews.



■ 2022 ■ 2021 ■ 2020

Note: 2021 was a Congress year and generated 1.1 MCHF in additional revenues.



■ Nursing activities, Communication & Programmes
 ■ Executive & Governance
 ■ General & Administration



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