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HealthScopeInternational

COMMISSION ON GRADUATES OF FOREIGN NURSING SCHOOLS

CGFNS' Annual Global Healthcare Conference Identifies Key Issues as U.S. Nursing Shortage is Predicted to Grow

Nursing and Healthcare Experts Pinpoint Lack of Public Understanding and Difficult Working Conditions for Nurses as Two of the Key Drivers

A panel of global experts cited a number of factors contributing to the nation's ongoing nursing shortage, while participating in "Building Global Alliance III: The Impact of Global Nurse Migration on Health Service Delivery," sponsored by CGFNS. The experts pointed to a lack of understanding of the global nursing shortage by the U.S. public and elected officials, fueled by the difficult conditions in which many nurses work in the developing world. The seven-member panel reviewed the issues and discussed possible solutions at a media briefing on September 12th; the session was part of the broader three-day conference, which met in Philadelphia, September 11th - 13th, and included 150 attendees from around the world.



Dr. Joanne Godley, Health Commissioner for the City of Philadelphia's Department of Public Health, CGFNS CEO Barbara Nichols, CGFNS President C. Alicia Georges, and State Representative James R. Roebuck, Jr.

The shortage of practicing nurses in the United States alone is expected to reach 800,000 or more in the next ten years. In addition, panel members agreed that aggressive recruiting by healthcare employers in the U.S., the UK, Saudi Arabia, and other countries is contributing to a decline in available nurses in many developing nations, eroding the effectiveness of healthcare systems in those countries.

"Aggressive recruiting by healthcare employers in the U.S., the UK, Saudi Arabia, and other countries is contributing to a decline in available nurses in many developing nations, eroding the effectiveness of healthcare systems in those countries."

Officer of CGFNS. "The lack of public awareness and public policy leadership on this issue here in the U.S., combined with an inattention to the working environment of nurses around the world, is drawing nurses to the U.S. and other developed nations in unprecedented numbers, resulting in a degradation of healthcare service delivery in many poorer nations. To compound matters, this mass migration is still not solving America's shortage."

"As the media briefing panel at this year's event made clear, the linked issues of nursing shortages and global nurse migration are of interest to far more than just the domestic healthcare industry," reports Barbara L. Nichols, DHL, MS, RN, FAAN, Chief Executive

According to Nichols, a commitment of leadership, insight, and resources are required to address the nursing challenge. She cited the formation of the International Centre of Nurse

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AboutThisNewsletter

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CGFNS held a media briefing during its annual Think Tank. Speakers included (from left) CGFNS President C. Alicia Georges, Judith Oulton, Professor James Buchan, Dr. Jean Yan, Howard Catton, Margaret Keatings and Dr. Richard Cooper.

(Invitational Think Tank Continued)

Migration, jointly established by CGFNS and the International Council of Nurses (ICN) in May 2005, as an important step in the process of evaluating, understanding, and solving nursing shortages and related global disparities in healthcare delivery.

The international panelists at the media briefing provided their perspectives on a number of relevant challenges and proposed potential solutions. The following are selected excerpts:

“The Caribbean is one example of a region that faces a real challenge. There, even a minor reduction in available nurses results in a reduction of all healthcare services in those countries.” (According to Jean Yan, PhD, RN, Chief Scientist for Nursing & Midwifery, World Health Organization, Geneva, Switzerland)

“In the 1990s, the managed care concept led to a cut-back of doctors and nurses in the U.S. Now we have a shortage and we’re playing catch-up; and there is a decade-long lag time to fix the problem.” (Richard A. Cooper, MD, Leonard David Institute of Health Economics, University of Pennsylvania, Philadelphia)

“Nurses born overseas need supportive policies and acceptable working conditions, or they simply won’t stay.” (Howard Catton, MA, RGN, Head of Policy Development and Implementation, Royal College of Nursing, United Kingdom)

“One suggestion is that perhaps nurses should work in the receiving countries for a while, and then return to their home country to work. They will gain experience and opportunity in the process, and then have the possibility of carrying these back home.” (Margaret Keatings, RN, MHSc, Vice President Professional Practice and Chief Nurse Executive, The Hospital for Sick Children, Toronto, Canada)

“Around the world, people tend to have short-term vision, driven largely by the election cycle. We must get past this or we won’t have enough nursing capacity to provide adequate care.” (Judith Oulton, M.Ed, RN, Executive Director, International Council of Nurses, Geneva, Switzerland)

“If we get better at the retention of nurses we already have, it minimizes the cost and difficulty in recruiting new ones. The onus is on the employer to address the retention problem and the issues, such as working hours, continuing education, and a clear career path, that contribute to it.” (James Buchan, PhD, Economist & Professor, Queen Margaret University College, Edinburgh, Scotland)

“The American public has not been fully engaged with this issue; they simply don’t have enough information about the nursing shortage. Unfortunately, we cannot rely solely on elected officials to address this problem.” (C. Alicia Georges, EdD, RN, FAAN, President, CGFNS)



Dr. Mary Ellen Jeans (left) posed with Margaret Risk, who assisted in the planning of the Think Tank.



Sylvia Denton and Howard Catton, Royal College of Nursing, presented their thoughts at the 2005 Think Tank.



Over 150 national and international guests attended the Think Tank



CGFNS Board Members Bernard Ascher (left) and Lucille Joel (Vice President) were among several board members who participated in the Think Tank.



Dr. Mireille Kingma (left) conversed with Think Tank attendees.



Speakers Dr. Lina O'Brien Pallas and Dr. Mary M. Lebold pose together following their presentations.

CGFNS 2005 Highlights

It's been an exciting year at CGFNS. Here are some of the highlights from 2005:

◆ CGFNS staff and board members presented at the International Council of Nurses (ICN) Regulation & Globalization: 7th International Regulation Conference and the International Council of Nurses (ICN) 23rd Quadrennial Congress in Taiwan in May, 2005. Topics included:

- Empowering International Nurses Through Collaboration
- Exploring the Role of ICN in Implementing the Millennium Development Goals
- Global Licensure: Dream or Reality?
- Globalization of the Professions: Negotiating Diversity
- Human Rights Challenges of Contemporary Nurse Migration
- Quality of Care in African-American Communities and the Nursing Shortage
- The Changing Face of International Leadership
- The World Trade Organization and Mutual Recognition Agreements
- Trade Agreements and Healthcare Professionals
- Working Can Be Dangerous to Your Health

◆ CGFNS CEO Barbara Nichols participated in the Bellagio Conference on International Nurse Migration in Italy in July, 2005. (See Experts on Global Nursing shortage Provide Recommendations to Stem Crisis)

◆ Dr. Nichols was a presenter at:

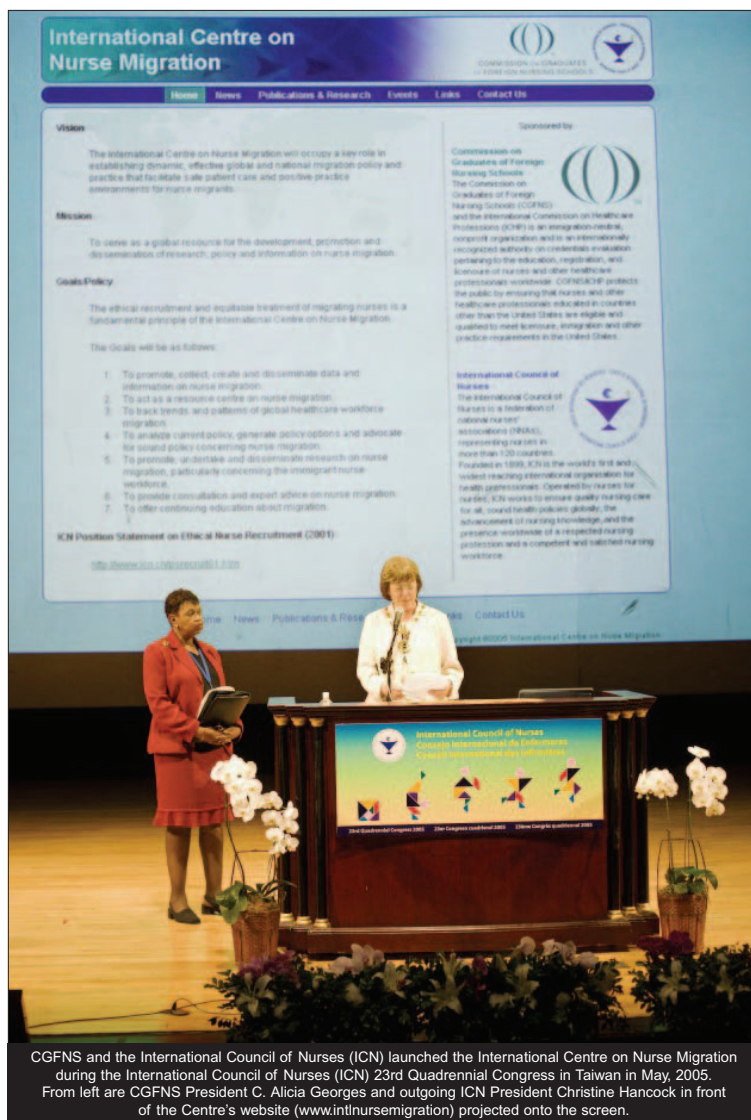
1. The Black Nurses Association of Greater Washington Area, Inc. 25th Annual Salute to Black Nurses & Scholarship Luncheon in March.
2. The Nursing and Midwifery Council-Conference in March in Oman.
3. The Globalization of the Professions Conference at Columbia University in April in New York.
4. The Council on Licensure, Enforcement and Regulation (CLEAR) in September in Phoenix.
5. The Immigration Expert Panel on Education, Workforce and Income Security, sponsored by the United States General Accountability Office in November.

◆ CGFNS hosted two education sessions on Section 343 requirements in Detroit and Toronto, Canada in April 2005.

◆ CGFNS hosted an informational session for State Boards of Nurses during the NCSBN conference in Washington, DC. in August 2005. CGFNS recognized retiring state board of nursing executive directors Sharon Weisenbeck (KY) and Dorothy Fulton (AK).



CGFNS recognized retiring State Board of Nursing executive directors. From left Sharon Weisenbeck (KY), CGFNS President C. Alicia Georges, CGFNS CEO Barbara Nichols, and Dorothy Fulton (AK).



CGFNS and the International Council of Nurses (ICN) launched the International Centre on Nurse Migration during the International Council of Nurses (ICN) 23rd Quadrennial Congress in Taiwan in May, 2005. From left are CGFNS President C. Alicia Georges and outgoing ICN President Christine Hancock in front of the Centre's website (www.intnursemigration.com) projected onto the screen.

◆ CGFNS Opened test sites in Abuja, Nigeria; Moscow, Russian Federation; and Mumbai, India. CGFNS now offers its Certification Program Qualifying Exam in 55 locations worldwide three times per year and at select test locations four times per year.

◆ CGFNS has issued more than 60,000 *VisaScreen*TM certificates for U.S. immigration purposes since 1998.

◆ CGFNS has rostered and tested over 300,000 Certification Program applicants for U.S. licensure purposes since 1977.

◆ CGFNS has developed more than 25,000 Credentials Evaluation Service reports since 1993.

◆ CGFNS has verified the credentials of more than 20,000 international healthcare workers for New York State since 2001.

2005 CGFNS Golf Invitational

3rd Annual Event Garneres Participation From Philadelphia Area Companies

The 3rd Annual CGFNS Golf Invitational was held on Monday, September 19 under sunny skies and warm weather at the Whitmarsh Country Club near Philadelphia. Ninety-four golfers participated. Proceeds from the Golf Event and Silent Auction go to the CGFNS education/research fund supporting nursing scholarships.

Co-Title sponsors of the event:

- Trilogy Construction Company
- Image API

First Place Team:

Weichert Realtors (Debbie Webster)

- Kevin Davies
- Chris Terebesi
- Blair Christie
- John Webster

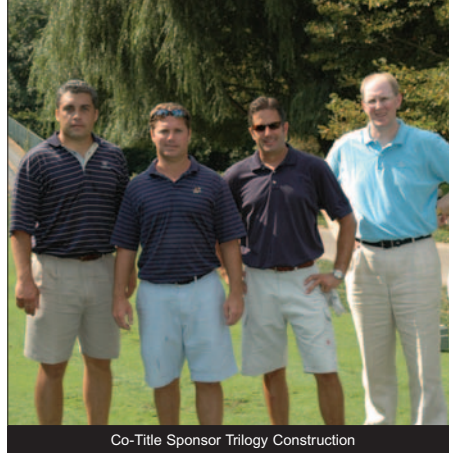
Second Place Team:

Ricoh Business Systems

- Chris Kroberger
- Terry McGovern
- Paul DeMareo
- Relizon's Joe Senour (not pictured)

Members of the CGFNS Golf Committee include:

- Sylvia Hart (Chairperson)
- Roger Boothroyd
- Gary Bragg
- Roger Herrell
- Dom Giandomenico (CGFNS Staff)
- Marla Downing (CGFNS Staff)
- Joe Huchko, (Gem Marketing-Golf Event Manager)



Co-Title Sponsor Trilogy Construction



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CGFNS President C. Alicia Georges Receives Margaret C. Haley Distinguished Alumnus Award from Seton Hall University College of Nursing



CGFNS President C. Alicia Georges, EdD, RN, FAAN, and Assistant Professor and Chairperson at Lehman College at the City University of New York, was awarded the Margaret C. Haley Distinguished Alumnus Award from Seton Hall University College of Nursing during the school's 65th Anniversary Gala on September 22, 2005. She graduated in 1965.

The award was given to Georges in recognition of her outstanding commitment to community nursing and nursing education.

Georges' nursing career began in community health in New York City where she worked for the Visiting Nurse Service of New York, becoming a district director in 1975. It was also during this time that Georges received an M.A. in Community Health Nursing from New York University.

Shortly thereafter, she began what would become an extensive teaching career at Lehman College at the City of University of New York. First as an instructor, then as a lecturer, and now as an assistant professor and chairperson.

Georges has served as President of the National Black Nurses, President of the National Black Nurses Foundation and two terms as President of the Commission on Graduates of Foreign Nursing Schools (ending in 2005). She also has had the privilege to serve on the U.S. Department of Health and Human Services National Advisory Council.

In 2001, Georges earned an Ed.D., with a concentration in educational leadership and policy standards, from the University of Vermont.

Experts on Global Nursing Shortage Provide Recommendations to Stem Crisis

International nurse migration experts convened on July 9, 2005 at the Rockefeller Foundation Conference Center in Bellagio, Italy to examine the causes and consequences of the global nurse shortage and to consider strategies to mitigate its negative impact on the health of people around the world. Barbara L. Nichols, Chief Executive Officer, the Commission on Graduates of Foreign Nursing Schools (CGFNS) was in attendance. The recommendations and presentations from the expert meeting can be found at academyhealth.org/international/nurses.htm.

Nurses are central to the delivery of care in all countries. Developed countries have come to rely on many more nurses than they produce, and increasingly depend upon nurses recruited from less developed countries. "Approximately 80 percent of nurses immigrating to the United States are from developing countries, however close to 60,000 nurses residing in the U.S. come from Canada, the United Kingdom, Ireland and other developed countries also facing nursing shortages. This contributes to the need for these countries to recruit from developing countries," says Linda H. Aiken, professor and director of the Center for Health Outcomes and Policy at the University of Pennsylvania. "This exodus of nurses from developing countries impacts the ability of these countries to develop sustainable healthcare systems, provide appropriate care, and manage disease."

The expert group's work was based on guiding principles that advocate countries' self-sufficiency in their nursing workforce; equitable nursing migration; use of trade and foreign policy to enhance nursing capacity; and the use of partnerships among nursing peers worldwide to advance nursing services.

The group's recommendations for resolving the global nursing shortage build upon previous successes in developing policies and practices to recruit, build capacity, motivate, and retain nurses. On an international scale, the expert group recommends developing:

- A Global Health and Nursing Equity Index including elements such as work conditions, nurse production, inflow/outflow of nurses, nurse/population ratio, and burden of disease. This index can then be used to guide performance assessments, develop practice guidelines, and inform distribution of foreign aid to enhance nurse capacity;
- Strategic partnerships and networking to share best practices, promote leadership development, and support cross-national evaluative research; Appropriate international credentialing to recognize and elevate prestige of nursing work.

"This exodus of nurses from developing countries impacts the ability of these countries to develop sustainable healthcare systems, provide appropriate care, and manage disease."

On a national scale, the expert group recommends:

- Promoting targeted investment in nursing education and work conditions; Harmonizing curricula and certifications within regions to promote regional self-sufficiency;
- Including nurse/bed ratios in hospital accreditation instruments; Reforming local regulations that discriminate against nurses returning home and recognizing international experience abroad in pay and seniority;
- Evaluating strategies for motivating and retaining nurses;
- Evaluating the impact of trade agreements on nurse capacity; Stabilizing visa/work permit quotas offered by destination countries to support effective supply planning in source countries;

- Creating a high-level governmental body to coordinate and recommend national and international nursing workforce policies;
- Developing oversight of recruitment agencies to align activities with national plans;
- Promoting and monitoring immigrant nurses' rights.

The meeting, organized by AcademyHealth and The University of Pennsylvania, brought together representatives of universities in Canada, the U.K., the U.S., four Sub-Saharan African countries, India, the Philippines, China, and the Caribbean, as well as The World Health Organization, The International Council of Nurses, The Commonwealth Secretariat, and the U.S. Commission on Graduates of Foreign Nursing.

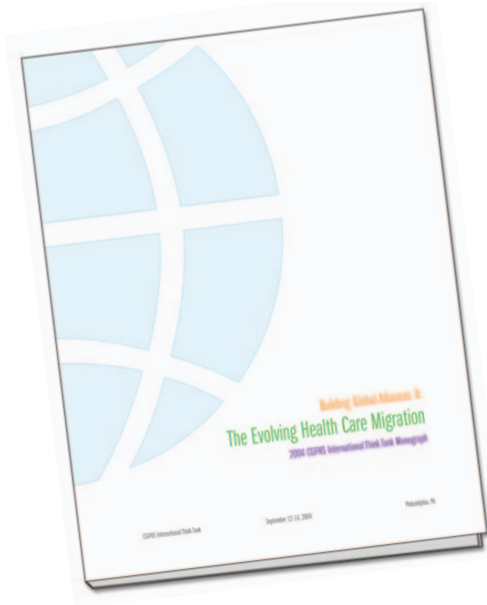
Sponsorship support for this meeting was provided by the Rockefeller Foundation, the International Development Research Centre, Johnson & Johnson, The Robert Wood Johnson Foundation, the Nuffield Trust, the Agency for Healthcare Research and Quality, the Canadian Health Services Research Foundation, the Canadian Nurses Association, and the Joint Committee on Economic and Policy Analysis.

The dialogue on global nursing shortages will continue at the AcademyHealth Health in Foreign Policy Forum, February 8th, 2006 at the Renaissance Washington D. C. Hotel. The 2006 event will bring together domestic and foreign policy experts to explore ways to build health workforce capacity in this country and abroad, and to tailor policies to specific regional situations. For more information on the Forum, visit academyhealth.org/nhpc/foreignpolicy.



Left to Right, front row: Binod Khadria (India), Judith Shamian (Canada), Patricia Pittman (US), Linda O'Brien-Pallas (Canada), Linda Aiken (US), Barbara Nichols (US), Jean Yan (WHO), Marilyn Elgado-Lorenzo (Philippines), Marla Salmon (US), Zack Fang (China). Left to Right, back row: Jan Mutambira (Zimbabwe), Magda Awases (Congo), Peggy Vidot (Commonwealth Secretariat), Thembeke Gwagwa (South Africa), Lisa Little (Canada), Mireille Kingma (ICN), Ulta Lehmann (South Africa), Kim Beazor (UK), Dela Dolvo (Ghana), Jim Buchan (UK), Jim Smith (US).

2004 Think Tank Monograph: *Building Global Alliance II: The Evolving Health Care Migration Now Available for Purchase*



The second annual invitational Think Tank, sponsored by CGFNS, was held September 12-14, 2004 in Philadelphia, PA. The monograph produced from this event is now on sale for \$25.00 per copy. Order forms are available online at www.cgfns.org from the CGFNS Storefront.

The topics covered in the 2004 Think Tank monograph include the exploration of the factors shaping evolving healthcare migration; the consideration of the humanistic implication of global wide migration to healthcare worldwide; and the generation of recommendations to address the risks, opportunities, roles and responsibilities in building global alliances for successful healthcare migration in the future.

Presentations from the following speakers are included in the Monograph:

- Howard Catton, RN, Head of the Policy Unit, Royal College of Nursing in the United Kingdom.
- Catherine Davis, RN, PhD, Director of Global Research & Test Administration, Commission on Graduates of Foreign Nursing Schools.
- Sylvia Denton, RN, OBE, FRCN, President of the Royal College of Nursing, United Kingdom.
- C. Alicia Georges, RN, EdD, FAAN, President of the Commission on Graduates of Foreign Nursing Schools.
- Barbara Nichols, DHL, MS, RN, FAAN, Chief Executive Officer of the Commission on Graduates of Foreign Nursing Schools.
- Linda O'Brien-Pallas, RN, PhD, Director and Co-Principal Investigator of the Nursing Effectiveness, Utilization and Outcomes Research Unit and the University of Toronto, and Canadian Health Services Research Foundation/Canadian Institutes of Health Research (CHSRF/CIHR) National Chair in Nursing Human Resources.
- Judith Oulton, RN, M.Ed, Chief Executive Officer of the International Council of Nurses based in Geneva, Switzerland, and CEO of the Florence Nightingale International Foundation and the International Council of Nurses Foundation.
- Daniel Pesut, APRN, BC, PhD, FAAN, President of Sigma Theta Tau International Honor Society of Nursing, and Professor and Chair of Environments for Health, University of Indiana.
- Cheryl Peterson, RN, MScN, Senior Policy Fellow in the Department of Nursing Practice and Policy, American Nurses Association, and Chief Liaison for International Activities.
- Judith Shamian RN, PhD, President and Chief Executive Officer, Victorian Order of Nurses of Canada.

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