



HEALTH MINISTERS DEBATE HUMAN RESOURCES CRISIS



President, Susie Kong (centre), at CHMM with Martin Balzan, Secretary of the Commonwealth Medical Association and Sylvia Denton, President of the Royal College of Nursing, UK.

The annual Commonwealth Health Ministers Meeting (CHMM) was held in Geneva, Switzerland on 21 May with the theme "Human Resources for Health". A number of presentations were made on this important subject in plenary sessions including a keynote address by Dr Timothy Evans, Assistant Director General of the World Health Organization on "Challenges in Meeting the Millennium Development Goals". Open debate also took place in four roundtables.

Ministers at the meeting:

- noted the human resources constraints on health care
- endorsed an all-inclusive approach to health workforce policy development
- emphasised the importance of managing health worker migration issues
- underlined the need to build regional capacities for the training of health workers
- recognised that the Commonwealth has an important role in taking forward the recommendations of the 2006 World Health Report
- recommended that sufficient resources should be allocated to health at national level
- highlighted that international assistance programmes should not impose constraints on health workforce expansion

- agreed to continue to work together for further implementation of the Commonwealth Code of Practice for the International Recruitment of Health Workers.

In March the CNF sought information from member associations on current models of good practice or strategies covering the recruitment, retention and re-employment of nurses and midwives. Responses were used to help formulate a CNF position in advance of the CHMM.

The CNF then joined in a partnership exercise involving six health NGOs – CNF, Commonwealth Medical Association, Commonwealth Dental Association, Commonwealth Pharmaceutical Association, British Medical Association and RCN – and a joint paper on the Crisis in Human Resources for Health was agreed and submitted to the CHMM on 1 May.

This included suggested strategies for investment in the health sector, workforce planning, codes of conduct for ethical international recruitment, raising motivation among health workers, maximising human resource potential, facilitating managed migration schemes, promoting link/exchange programmes and mobilising the resources in the health care diaspora. The full text of the paper appears later in this issue.

Representatives from the six NGOs also participated in the roundtables at the meeting. The CNF team consisted of President, Susie Kong, Executive Secretary, Michael Stubbings, President of Royal College of Nursing, Sylvia Denton, and RCN Head of International Affairs, Susan Williams. The full text of the Concluding Statement from the CHMM is available at www.thecommonwealth.org.





Successful Pacific Workshop on HIV/AIDS



Delegates at the Pacific Workshop on HIV/AIDS in Samoa - Alumita Bulicokocoko, CNF Board Member for the Pacific Region, is in front row (fourth from left).

The South Pacific Nurses Forum (SPNF) and the CNF held a very worthwhile Workshop on *Strengthening nursing and midwifery in the management of HIV/AIDS in the South Pacific* at the Pasefika Inn, Apia, Samoa from 30 August to 1 September. The Hon. Mrs Gatoloai A Gidlow, Minister of Health, Samoa, opened the Workshop.

22 nurses and midwives from eight countries in the region participated in the Workshop, which took place prior to the main SPNF meeting held the following week. Representatives from WHO and UNICEF made key presentations at the Workshop.

On the first two days sessions covered the Pacific concern about the pandemic; the roles of nurses and midwives; strategies for prevention; management of people living with HIV/AIDS (PLWHA); women and girls and HIV/AIDS; reproductive health; strategies for regional action; social costs; human rights; access to treatment and rehabilitation programmes; care for carers and workplace safety.

Mrs Alumita Bulicokocoko, the CNF Board Member for the Pacific Region, opened the third day with a presentation on "The CNF perspective and action on HIV/AIDS". This was followed by country reports on the AIDS situation and a series of open discussions.

The main resolutions from the Workshop were as follows:

- that SPNF should be recognised as the voice of regional nurses regarding health issues including HIV/AIDS.
- that nurses of South Pacific countries should collectively advocate for a stronger commitment by their countries to prevention, provision of care for PLWHA and care of carers.
- that SPNF should advocate for increases in health budgets of island countries to cater for caring of health professionals, who deal with HIV/AIDS patients as part of their health services commitment.
- that nurses, midwives and national nurses associations should form or help to form self-help groups, which would make available counselling and support for individuals and communities affected by HIV/AIDS.
- that there is a need to see that female and male condoms become more accessible.
- that the next SPNF in Fiji in 2008 should host a follow up to this regional forum for nurses and midwives, who deal with HIV/AIDS in the homes, the community and workplaces.

The organisers wish to thank the Commonwealth Foundation, the Commonwealth Secretariat and UNICEF, who made this Workshop possible by providing funding assistance. Sincere thanks also to officers and staff of the Fiji Nursing Association and the Samoa Nurses Association, who dealt with much of the administrative work so capably.



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Tribute to Dr Lee Jong-Wook



The CNF was saddened to hear of the death of Dr Lee Jong-Wook, Director General of the World Health Organization, on 22 May. News of his illness was received at the Commonwealth Health Ministers' Meeting the previous day.

Dr Lee, a Korean national, was dedicated in his work for world health, from polio eradication and medicine access, to his bold and transformational campaign to ensure treatment for all AIDS sufferers. With his principles, diplomacy and humour he provided outstanding support for the moral imperative of the right to health.



Commonwealth Day Celebrations around the Globe



National flags outside Westminster Abbey, London on Commonwealth Day.

Fifty-three member nations celebrated Commonwealth Day on 13 March with speeches, receptions, prayers and other events, many of which were based on this year's theme "Health and Vitality: the Commonwealth Challenge".

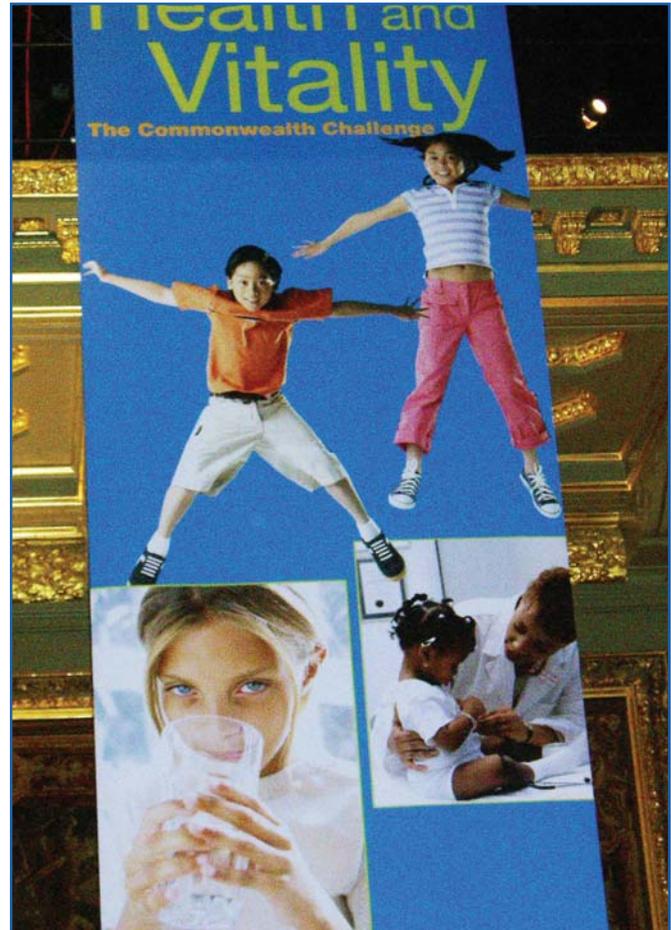
Her Majesty Queen Elizabeth II, Head of the Commonwealth, and Commonwealth Secretary-General Don McKinnon attended a Commonwealth Day Observance at St Andrews Cathedral, Sydney, Australia. This was followed by a reception at the Governor-General's Residence at Admiralty House. In his Commonwealth Day Statement the Secretary-General said "In a year in which our finest athletes, at the peak of their physical abilities, will be competing at the 18th Commonwealth Games, it is appropriate that we should devote attention to good health for all."

A special message by the Queen, also based on the theme, was read out at a Multi-Faith Observance at Westminster Abbey in London, UK, on Commonwealth Day: "Some 40 million people today are living with HIV/AIDS, well over half of whom are Commonwealth citizens. Half a million women die each year in pregnancy and childbirth - and the death of any mother has huge consequences for the rest of the family. Yet very many of these deaths are preventable with adequate health care. Ignorance and lack of understanding about these issues sometimes breed uncertainty, even fear and the inclination to turn from those who are unwell. But we know, for example, that someone who is HIV positive can, with proper support, lead a full and rewarding life."

"I am pleased that Commonwealth governments are playing their part in tackling disease and improving health for all. Polio, for example, used to cast its shadow across many countries. Today, thanks to concerted international action, just a handful still need to eliminate polio. The same approach and commitment to other global scourges, such as malaria and tuberculosis, can achieve equally impressive results," the message continued.

HRH the Prince of Wales and HRH the Duchess of Cornwall attended the Observance together with Commonwealth Deputy Secretary-General, Winston Cox. The Prince of Wales, the Duchess of Cornwall and other dignitaries also attended an evening reception hosted by Mr Cox at Marlborough House, the Commonwealth Secretariat's London headquarters. Guests included Dr Shabnam Afridi and Dr Joseph Job, who provided medical assistance to the Maldives following the Indian Ocean tsunami. Michael Stubbings, Executive Secretary, attended both the Observance and the reception.

On the day a number of Commonwealth leaders highlighted the need to pay special attention to the health and vitality of the people in messages, including the Prime Ministers of Australia, Bangladesh and Jamaica and the President of Cyprus.



Banner depicting the Commonwealth Day theme - Health and Vitality.



Resolution Adopted at World Health Assembly

A new Resolution on Strengthening Nursing and Midwifery (WHA 59.27) was adopted at the World Health Assembly on 27 May following concerted work by the International Council of Nurses (ICN) in collaboration with the CNF.

The Resolution addresses the crucial and cost effective role nurses and midwives play in reducing excess mortality, morbidity and disability, and in promoting healthy lifestyles. It expresses concerns about the global shortages of nurses and midwives and stresses the need for ethical recruitment of staff. It highlights the importance of accessible health systems as a means of improving the health of populations, and of sufficient and vibrant nursing and midwifery workforces as a means of sustaining these health systems. It also emphasises the need to optimise the contribution of nursing and midwifery in meeting national health policies and the health related Millennium Development Goals.

The adoption of the Resolution followed much hard work by the nursing profession. In March ICN wrote to national Chief Nursing Officers (CNOs) asking them to contact their Ministers of Health and urge their governments to sign on as a sponsor of the proposed resolution. Later in the month ICN and CNF sent a joint memorandum and briefing note to national nurses associations asking them to liaise with the CNOs in their countries to help with this and/or take the matter up directly with their Ministers, where appropriate.

The text of the Resolution can be found at www.who.int.



Crisis in Human Resources for Health

The following paper was submitted for consideration to the Commonwealth Health Ministers Meeting (CHMM) in Geneva on 21 May by the Commonwealth Medical Association (CMA), the Commonwealth Nurses Federation (CNF), the Commonwealth Dental Association (CDA), the Commonwealth Pharmaceutical Association (CPA), the British Medical Association (BMA) and the Royal College of Nursing (RCN).

Six Commonwealth associated health organisations met prior to your meeting in Geneva to identify some key solutions to the Global shortage of health workers and make a positive contribution to the CHMM. We acknowledge with gratitude that several members of the Commonwealth, are already making very significant net financial contributions in efforts to achieve the United Nations Millennium Development Goals (MDGs), particularly those relating to the elimination of poverty and the control of HIV, Tuberculosis and Malaria in developing countries, but the crisis continues.

The facts are that:

African countries need the equivalent of at least 1 million additional health care workers, in order to offer basic services consistent with the Millennium Development Goals. At present there are just 600,000 doctors, nurses and midwives for 600 million people⁽¹⁾.

There are dire predictions of massive shortages of 200,000 physicians and 800,000 nurses by 2020 in the US - driven by the escalating demands of an aging society⁽²⁾. This will definitely accelerate the current migration from developing to developed countries.

This Skills Drain of health care workers from developing to developed countries may considerably hinder the laudable international efforts to eradicate poverty and improve health.

Suggested Recommendations

Commonwealth Health Ministers are urged to promote the following recommended strategies at the forthcoming World Health Assembly and to take action to implement them as appropriate on return to their own countries.

Proposed Strategies

Developed Countries should:

- ◆ Endeavour to urgently implement adequate workforce planning to achieve self sufficiency including putting in place the necessary infrastructure to train and retain health care workers; in this context the rights of Commonwealth citizens already working in developed countries must be preserved and fully protected.
- ◆ Develop and implement codes of conduct for ethical international recruitment, which cover all health sectors

Developing Countries should:

- ◆ Prioritise investment in the health sector, including workforce planning;
- ◆ Raise motivation amongst health care workers by improving the working conditions and remuneration, security at the workplace, supervision, career opportunities and medical supplies of health professionals.
- ◆ Maximise their human resource potential by developing training programmes to reflect national needs and working together with health care professionals.

Commonwealth countries collectively should co-operate to:

- ◆ Facilitate and evaluate managed migration schemes (such as bilateral or regional agreements), which balance the right to health of populations and individual human rights to migrate.
- ◆ Promote and invest in link/exchange programmes to create mutually beneficial twinning/exchange schemes between institutions, hospitals and health care associations (e.g.

Continued over



THET-NHS Links). In particular Commonwealth exchange programmes should be encouraged.

- ◆ Mobilise the resources in the health care diaspora in a constructive and structured manner to enable migrant health professionals established in developed countries to contribute effectively to the development of their country of origin.
- ◆ Exchange best practice on workforce planning tools and data collection.

References

- (1) Mullan F. The metrics of the physician brain drain. *N Engl J Med* 2005; 353:1810-1818
- (2) Cooper RA, Getzen TE, McKee HJ, Laud P. Economic and demographic

Civil Society Consultation on Strengthening Development Co-Operation

Civil society organisations sat down with the Commonwealth Secretariat and Commonwealth Foundation in London, UK, on 10 May to seek new ideas and collaborative action in development programmes. Michael Stubbings, Executive Secretary, represented the CNF at the meeting.

Commonwealth Secretary-General Don McKinnon said civil society plays a vital role alongside government and business in the area of advocacy to enhance the interests of societies and communities. In his opening remarks, Mr McKinnon said civil society groups have had valuable input at Commonwealth Heads of Government Meetings (CHOGMs) and other ministerial meetings. The importance of civil society in the Commonwealth was first recognised more than 40 years ago with the establishment of the Foundation. Mr McKinnon pointed out that a vibrant network of some 80 civil society organisations bear the Commonwealth name and the Secretariat, Foundation and civil society groups share the same goals in promoting development and democracy.

Dr Mark Collins, Director of the Foundation, said civil society organisations help to identify priorities for socio-economic development and work in partnership with governments to promote various issues. He noted that civil society could help reinforce the important focus on respect, tolerance and faith, as well as gender equality and health that was emphasised at the CHOGM in Malta in November 2005.

At the meeting the participants discussed respect, faith and understanding; monitoring and evaluating progress on gender equality; and environmental and health care issues.

Leolynn Jones, President of the Commonwealth Countries' League, indicated that the exchange of views had been stimulating. "I think we are all now geared up to participate more in the 2007 CHOGM " she said.

New Alliance to Address Shortage of Health Professionals

A new global partnership that will strive to address the worldwide shortage of nurses, doctors, midwives and other health workers was launched in Geneva, Switzerland on 25 May. The Global Health Workforce Alliance will draw together and mobilise key stakeholders engaged in global health to help countries improve the way they plan for, educate and employ health workers. The Secretariat will be hosted by the World Health Organization (WHO).

Responding to the call by African Heads of State, the G-8 and the World Health Assembly for urgent solutions to the health workforce crisis, the Alliance will seek practical approaches to urgent problems such as improving working conditions for health professionals and reaching more effective agreements to manage their migration. It will also serve as an international information hub and monitoring body.

The Alliance will start an ambitious programme - the Fast Track Training Initiative - aimed at achieving a rapid increase in the number of qualified health workers in countries experiencing shortages. The initiative will work towards that goal through five strategies:

- Mobilising direct financial support for health training institutions, through a global partnership between donor and developing countries;
- Training partnerships between schools in industrialised and developing countries involving exchanges of faculty and students;
- Nurturing a new generation of academic leaders in developing countries with the support of experts in the clinical, public health and managerial sciences from around the world;
- Developing innovative approaches to teaching in developing countries with state-of-the-art teaching materials and continuing education through information and communications technology;
- Assistance with the creation of planning teams in each country facing health worker shortages, drawing on the top leadership of the major schools.

Fifty-seven countries, 36 of which are in sub-Saharan Africa, have severe shortages of health workers. More than four million additional doctors, nurses, midwives, managers and public health workers are urgently needed to fill this gap. An adequate health workforce is defined by WHO as at least 2.3 well-trained health care providers available per 1000 people and balanced in such a way as to reach 80% of the population or more with skilled birth attendance and childhood immunisation.

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The Alliance will seek to spur country action implementing the ten-year health workforce plan set out in *The World Health Report 2006: Working together for health*. The Report calls for national leadership to urgently formulate and implement country strategies for the health workforce, with backing by international assistance.

The initial partners of the Alliance include the Bill and Melinda Gates Foundation, the Canadian International Development Agency, the European Commission, the Global Alliance for Vaccines and Immunization, the Global Equity Initiative at Harvard University, the International Council of Nurses, the New Partnership for Africa's Development, the Norwegian Agency for Development Cooperation, the Ministry of Public Health, Thailand, Physicians for Human Rights, the World Bank and WHO. Its Executive Director, Dr Francis Omaswa, is the former Director General of Health Services, Uganda.

The Government of Norway has donated US\$ 3.5 million towards the Alliance's operations during its first year. Seed money for its start-up was donated by the governments of Canada, Ireland and Sweden.

Extracted from the Health Courier, Ghana, Volume 16, No 3.

Biennial Meeting - Improving Regional Reports

As usual reports of nursing and midwifery developments for the period June 2005 to May 2007 will be received from CNF's regional Board Members at its next Biennial General Meeting in Kuala Lumpur, Malaysia in May 2007. At the last Board Meeting in Singapore in May 2005 it was agreed that, in an effort to improve this reporting, a standard form would be produced for national nurses associations (NNAs) to use for reporting to regional Board Members.

The Board has now approved a form for this purpose and this has been sent to regional Board Members for them to distribute to NNAs in their region with their communication to them seeking information. The form has three sections covering International Activities, National Initiatives and General Information. On receipt of this form from a regional Board Member it is important that each NNA completes it as fully as possible to enable the Board Member to produce a complete picture of the health, nursing and midwifery situation in the region in the report.

National News Round Up

Congratulations go to Mr Ntalabe Joseph, who has been appointed as an Inspector General in the Ministry of Public Health, **Cameroon**. It is the first time that a nurse has been appointed to this decision-making post and the Cameroon Nurses Association strongly supports the move. Mr Joseph is a Vice President of the Association.

To help support the provision of quality health care services in hospitals and communities in **India**, a Master Training Course for Midwives Supervisors on Safe Motherhood was held in New Delhi on 3-7 April. The course was targeted at the training of trainers to equip them with the skills to conduct courses for fellow nursing and midwifery personnel. 38 participants from 28 different states of India attended the workshop. The five-day programme was hosted by the Trained Nurses Association of India and facilitated by Peggy Vidot, Adviser in the Health Section of the Commonwealth Secretariat. There is a priority for improvement in the quality of maternal and child health services in India, since it has been estimated that every five minutes a woman dies in childbirth or as a result of pregnancy-related complications. The workshop enabled the master trainers to review the concepts and components of maternal and child health and examine the roles and responsibilities of practitioners in providing quality care.

At the 10th Biennial Delegates' Conference of the **Ghana** Registered Nurses' Association, a resolution was adopted stating that all training programmes and workshops on issues pertaining to nursing and nursing practice organised by the Association be decentralised to the regional level. This would reduce the financial burden at the national level and also allow more nurses to benefit from the training programmes and workshops.

The Government of **Zambia** has introduced free health care for people living in rural areas, scrapping fees, which made health care inaccessible for millions. The move was made possible using money from the debt cancellation and aid increases agreed at the G8 Summit in Gleneagles last July, when Zambia received \$4 billion of debt relief. The country is now using that money for health and education.

The government is being urged to do the same in urban areas. Evidence in other countries where user fees have been scrapped suggests that there will be a surge of patients making use of health clinics across the country, many of them people who could not previously afford the fees. The next challenge in Zambia will be finding enough health workers in a country where there is currently only one doctor per 14,000 people. This is the first step towards addressing the health crisis. More money is now urgently needed for medicines and to improve the working conditions of doctors and nurses.

Congratulations to Letitia Lestrade-Wyke, President of the Dominica Nurses Association, who received the CNOs' Nurse of the Year Award at their Conference in the Bahamas in October. On her return to Dominica Ms Lestrade-Wyke was greeted at the airport by fellow nurses from her Association with a bouquet of flowers, a creole headpiece and a creole lunch.



CNF Snippets

The Executive Secretary, Michael Stubbings, met Mrs Alice Asare-Allotey (President) and Mrs Mary Larbi (Treasurer), both of the Ghana Registered Nurses Association, and Mrs Patricia Abu, President of the Sierra Leone Nurses Association, in London on 30 May. Mrs Asare-Allotey is also the CNF's Regional Board Member for the West Africa Region. The three visited the RCN and the CNF during a stopover following attendance at the World Health Assembly in Geneva, Switzerland. Mr Stubbings discussed current nursing and midwifery issues and the membership situation in the West Africa Region with them.



Left to right, Frayne Furniss Mathijs (Vice Chair, DENOSA), Madithapo Masemola (Deputy Director, DENOSA) and Michael Stubbings (Executive Secretary, CNF) meet at RCN in London.

On 9 August Ms Frayne Furniss Mathijs (Vice-Chair) and Ms Madithapo Masemola (Deputy Director) of the Democratic Nursing Organisation of South Africa (DENOSA) visited the RCN and the CNF in London en route for the International AIDS Conference in Toronto, Canada. The Executive Secretary talked to them about the CNF's Strategic Directions, the work programme and membership matters.

Professor M A Hadi, President of the Bangladesh College of Physicians and Surgeons, with senior officials, visited the RCN and the CNF in London on 21 August. The Executive Secretary advised them about the overall work of the CNF and discussed the question of the lack of recent contact with the Bangladesh Nurses Association. The visitors agreed to get in touch with the Nurses Association with a view to their re-establishing relations with the CNF.

In the March issue of the Commonwealth Foundation's magazine "Commonwealth People" there was a full-page organisation profile of the CNF. This covered the aims and objectives of the CNF, its recent work and its strategic directions for 2005-2010. It also featured the CNF's projected involvement in the Commonwealth Health Ministers Meeting in Geneva, Switzerland in May and showed a photograph of President, Susie Kong. The Executive Secretary provided the basic material for this profile.

NEW PUBLICATIONS

Nursing and Midwifery: A Practical Approach

2006. Sally Husband, Pam Hamilton-Brown and Gillian Barber. MacMillan, Oxford, UK. £4.95 plus £2.95 postage and packing. Available from TALC, P O Box 49, St Albans, Herts AL1 5TX, UK. Tel: (44) 1727 853869; Fax: (44) 1727 846852; E-mail: info@talcuk.org.

In resource-poor countries nurses and midwives are in the front line of health care, providing information and care and playing a vital role in preventing ill health. This book provides authoritative, realistic and practical guidance for nurses and midwives working in such settings. Written by experienced nurses and midwives, it focuses on the essentials for the provision of best possible care at both hospital and community level. The various sections cover principles of care; patient care; reproductive and sexual health; maternity care; care of children; mental health and promoting good health.

Children for Health

2006. Second Edition. Child-to-Child Trust, London, UK. £9.95 plus £2.95 postage and packing. Available from TALC as above.

Achieving good health, hygiene and nutrition at school is vital for the development of schoolchildren and will enhance their learning ability. A school with a healthy, safe environment can also help prevent the spread of sickness and infections caused by dirt and lack of hygiene. This book aims to strengthen the provision of good quality health education for all children. It shows how to organise school health programmes and get teachers, health workers and community leaders to work together to promote health and hygiene at home, in the community and in schools. It points out that hygiene is an important aspect because germs entering children's mouths cause many illnesses and deaths. It promotes proper use of latrines and washing hands after use, washing the face to prevent eye infection, keeping water clean, washing food utensils and storing food properly. It also contains sections on malaria, sexual health, disasters and emergencies and injury prevention.

Community Nutrition: Nutrition Materials for Healthcare Workers in Resource-poor Areas

2006. CD-ROM. Partly financed by UNICEF. Single copy free to target users. Available from TALC, as above.

This CD-ROM is aimed at nurses, other healthcare providers, development professionals and trainers in resource-poor countries, who have limited access to up-to-date nutrition reference materials. It contains many up-to-date documents on foods, nutrients, nutrition in the life cycle, food security, malnutrition, nutrition and disease, nutrition education and communication, diagnostic tools and nutrition programming. These include manuals, training courses, academic papers, briefs, practical guidelines, pictures, Power Point presentations and a video. The materials were generously donated by national and international agencies, universities, NGOs and private individuals. The CD-ROM is easy to use and all items can be downloaded and printed. Single copies are available free to target users. They can request one by using the online form at www.talcuk.org/commnut/. Those unable to access this form can email, write or fax to TALC (see above) giving their name, position, full postal address and explaining why they want the CD.



CONFERENCE CALENDAR

2007

12-13 February

Commonwealth Steering Committee/CNF Workshops

Theme: Human resources skills

Venue: Fort Canning Lodge, Singapore

Details: Commonwealth Nurses Federation, c/o Royal College of Nursing, 20 Cavendish Square, London W1G 0RN, UK. Tel: (44) 20 7647 3593; Fax: (44) 7647 3413; E-mail: cnf@rcn.org.uk.

9-10 March

6th CNF European Conference (re-arranged)

Theme: Commonwealth nurses advancing nursing care: collaboration in Europe.

Venue: Royal College of Nursing, London, UK

Contact: Commonwealth Nurses Federation, c/o Royal College of Nursing, 20 Cavendish Square, London W1G 0RN, UK. Tel: (44) 20 7647 3593; Fax: (44) 7647 3413; Email: cnf@rcn.org.uk.

24-25 May

CNF Biennial Meeting and Workshop

Theme: Achieving the Millennium Development Goals – the Commonwealth nursing and midwifery contribution

Venue: Cititel Mid Valley Hotel, Kuala Lumpur, Malaysia

Details: Commonwealth Nurses Federation, c/o Royal College of Nursing, 20 Cavendish Square, London W1G 0RN, UK. Tel: (44) 20 7647 3593; Fax: (44) 7647 3413; E-mail: cnf@rcn.org.uk.

27 May-1 June

ICN Conference and Council of National Representatives

Theme: Nurses at the forefront: dealing with the unexpected. Concurrent sessions, symposia etc will address clinical practice; pandemics, epidemics, sudden crisis and disasters; nursing/health policy and services management; nursing education; nursing/health research and informatics; ethics, values and wisdom; labour and workplace issues; and regulation.

Venue: Yokohama, Japan

Details: International Council of Nurses, 3, Place Jean Marteau, 1201-Geneva, Switzerland. Tel: (41) 22 908 01 00; Fax: (41) 22 908 01 01; E-mail: icn@icn.ch; Website: www.icn.ch.

8-11 July

3rd Tri-annual International Conference

Theme: Caring is our concern.

Special emphasis will be placed on wound care and midwifery.

Venue: University of the Free State, Bloemfontein, South Africa

Details: University of the Free State, P O Box 29923, Danhof 9310, Bloemfontein, South Africa. Tel: (27) 51 401 2965; Fax: (27) 51 401 9463; E-mail: gnvkinofs.MD@mail.uovs.ac.za; Website: www.uovs.ac.za/nursing.

CNF Membership Subscriptions

Member associations of the CNF, which have not paid to date, are reminded that subscriptions for the year 2006-07 became due on 1 October 2006. Official notices have been sent out in this regard and payment should be made promptly by cheque or bank draft, made payable to the "Commonwealth Nurses Federation", and send to:

Executive Secretary, Commonwealth Nurses Federation, c/o Royal College of Nursing,
20 Cavendish Square, London W1G 0RN, United Kingdom.

Seasons Greetings!