



Triad Communiqué

Government chief nursing and midwifery officers, representatives of national nursing and midwifery associations and regulatory bodies from 101 countries met in Geneva on 19-20 May 2006, together with the International Confederation of Midwives, the International Council of Nurses and the World Health Organisation, to address issues critical to the provision of safe, quality nursing and midwifery care and regulation.

In light of the Millennium Development Goals (MDGs) and the current and potential future issues facing the world's people and the nursing and midwifery professions, the meeting strongly supported the draft resolution on nursing and midwifery developed for consideration at the forthcoming meeting of the World Health Assembly. The proposed resolution urges Member States to address the global nursing and midwifery crisis and calls on the Assembly to monitor this, with a report back in 2010.

Underpinning the resolution and the Triad discussion is the commitment to health as a basic human right providing for equal access to equitable health care based on need rather than the ability to pay.

Human Resources for Health

Given today's crisis and the fact that nurses and midwives are central to the delivery of safe, effective and efficient care, it is imperative that the World Health Assembly continue to receive regular reports on nursing and midwifery over the next decade, that coherent national and international planning, based on valid and reliable data, are in place, and that nurses and midwives are appointed to policy and planning bodies at all levels. Resolution of current shortages and avoidance of future ones can only be achieved through engaging and harnessing the abilities of nursing and midwifery leaders at all levels.

Ethical recruitment, retention and managed migration strategies need to be widely implemented, evaluated and continuously adjusted to keep step with changing health and financial needs nationally, regionally and globally.

Regulation

Assuring competence is essential. Individual practitioners, employers, regulators, national nursing and midwifery organisations, governments, and patients themselves, have a role to play in ensuring that practice meets current needs and complies with codes of conduct. Regulators must set clear requirements for registration and licensure, both initial and ongoing and aligned to shared global benchmarks. Employers, as part of their commitment to providing quality services, must support access to continuing professional education, while individual practitioners must make every effort to maintain or improve their competence. Nurses and midwives, in partnership with the public they serve should, through open and transparent governance structures, provide exemplary leadership and clear regulatory guidance focused on protecting the public.

Positive Practice Environments

Positive practice environments, i.e. settings where nurses and midwives can use their skills to best effect, are known to save lives and reduce unsafe practice and risks to patients and staff. Created through collaborative action, such work settings are physically and psychologically safe, promote multi-disciplinary practice, and are sufficiently resourced to meet the full range of patient needs. In addition these environments meet education and supervision requirements of staff and students, contribute to the recruitment and retention of current staff, and help secure the future workforce.

Education - Service Interface

Sound education - service interfaces are imperative. Led by nurses and midwives these respond rapidly to change, are proactive, innovative, collaborative and address patients needs, while optimising student placements and maximising their knowledge and skills acquisition.

Patient Safety, Skill Mix and New Categories of Workers

Changing demographics, technology, illness and disease, economics and shortages of personnel are leading to skill mix changes, extended roles, and new categories of workers. If introduced without effective controls, skill mix change can blur lines of delegation and, without supervision, place patients at risk. The effective use and deployment of qualified nurses and midwives is a priority particularly at this time of critical shortage. Job redesign of current healthcare support staff should be undertaken before creating new categories of workers which will divert needed resources. The continuum of health services should be delivered in ways that increase capacity and create opportunities for support workers to progress through further education into professional roles.

Futures steps

ICM, ICN, and WHO, together with the government chief nursing and midwifery officers, representatives of national nursing and midwifery associations and regulatory bodies present at this meeting, undertake to work locally, regionally and globally to meet the commitments in the draft resolution on nursing and midwifery, address the points outlined above meet in 2008 to assess progress, to continue to address issues that advance nursing and midwifery in pursuit of global public safety and better health.

Statement Sponsors.



The International Council of Nurses (ICN) is a federation of 129 national nurses associations representing the millions of nurses worldwide. ICN is the international voice of nursing and works to ensure quality care for all and sound health policies globally

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The international Confederation of Midwives (ICM) represents 88 associations of midwives throughout the world. The confederation aims to support and strengthen the midwifery profession as a means of improving global maternal and newborn health.

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The World Health Organization is the United Nations specialized agency for health. It was established on 7 April 1948. WHO's objective, as set out in its Constitution, is the attainment by all peoples of the highest possible level of health.

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