



Eighth Annual Meeting of the European Forum of National Nursing and Midwifery Associations and WHO

**Report on a WHO meeting
Skopje, The former Yugoslav Republic of Macedonia
24–25 June 2004**

ABSTRACT

The Eighth Annual Meeting of the European Forum of Nursing and Midwifery Associations and WHO was attended by representatives of nursing and midwifery associations from 24 Member States in WHO's European Region and observers from international associations and nongovernmental organizations. The main focus of the meeting was mental health, a key priority area of the WHO Regional Office for Europe. The agenda comprised two main components: the first focused on the business of the Forum and the second provided an opportunity for technical discussions on a draft statement on mental health in line with the Munich Declaration. Three working groups discussed aspects of mental health of importance to nurses and midwives. The Statement on mental health, nursing and midwifery was endorsed by the meeting.

Keywords

SOCIETIES, NURSING – congresses
MIDWIFERY – trends
NURSING – trends
MENTAL HEALTH
EUROPE

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Opening of the Meeting

The President of the Nursing and Midwifery Association (NMA) of The former Yugoslav Republic of Macedonia welcomed the participants and gave the floor to the Minister of Health of The former Yugoslav Republic of Macedonia.

The Minister highlighted the role of nurses and midwives as members of the most compassionate professions and the important opportunity offered by the meeting for them to discuss health care issues, work out strategies and action plans and cooperate in putting those into practice. He pointed out the essential role of nurses and midwives in disease prevention and treatment, health care and promotion, and rehabilitation, their common goals.

The Minister stressed the importance of the key issue to be discussed by the meeting – mental health – and spoke of the rise in mental ill health over recent years owing to the fast pace of living and increased social problems.

The Minister also stated that the public health care system in his country was undergoing reorganization and that mental health policy and strategy and the mental health law were on the Government's agenda for that year. The Minister confirmed that mental health was very important in promoting human rights and described the results achieved and the directions of future work in the area in his country.

He emphasized, however, that reform would be impossible without the active involvement of nurses and midwives, along with other health professionals, in the overall process of reform and mental health promotion. The priority engagement of nurses and midwives should focus on early detection, intervention, care and continuous monitoring of patients' mental health. Without their involvement, it would not be possible to implement the reforms.

The Minister expressed his confidence that the Statement on mental health to be adopted by the meeting would help in implementing the reforms, not only in his country, but also throughout the European Region.

He wished the participants fruitful and successful discussions and pronounced the Eighth Annual Meeting open.

On behalf of the NMA of The former Yugoslav Republic of Macedonia, the President expressed her pleasure at hosting the annual meeting of the European Forum of National Nursing and Midwifery Associations (EFNNMA) and WHO and her hopes for productive and professional discussions.

Address by the WHO Regional Office for Europe

The Head of the WHO Country Office in Skopje conveyed his thanks to the country for hosting the meeting and to the Minister for his support for the Forum and his special commitment to the process of reorganizing the health care and treatment system for patients with mental health problems.

The Manager for Nursing and Midwifery Programme, WHO Regional Office for Europe, welcomed participants to the meeting and conveyed the greetings of the Director, Division of Country Support and the Regional Adviser for Nursing and Midwifery who, unfortunately, were not able to be present.

She stated that mental health was the main theme of the meeting and underlined the need for nurses and midwives to focus on the issue in both primary and secondary health care environments. A useful support in this was the *WHO Europe mental health nursing curriculum: WHO European strategy for continuing education for nurses and midwives*, published in 2003.

Collaboration between all Member States was important in reaffirming commitment to the Munich Declaration of 2000. A follow-up country report questionnaire had been sent out in April 2004. Regretfully, less than 50% of the forms had been sent back so far. The Manager strongly encouraged the participants to complete and submit the questionnaire to help WHO support Member States in implementing the Munich Declaration.

The Forum had launched its own web site (www.euro.who/efnma) as part of its business plan and participants were encouraged to use it in the future.

The floor was given to the President of the NMA, who once more welcomed participants and presented a video film about her country.

Nomination of the Chairperson

The meeting approved the nomination of Ms Merete Thorsén (Danish Nurses' Organization), Chairperson of the Steering Committee of EFNNMA, as Chairperson of the meeting.

Announcement of the Rapporteur

It was agreed that Ms Annie Marott (Danish Nurses' Organization) would act as rapporteur for the meeting.

Adoption of the programme and agenda

The meeting adopted the programme and agenda. Participants were informed that representatives from 24 countries were present at the meeting.

Report by the Chairperson

The Chairperson of the EFNNMA Steering Committee presented the report, a copy of which was distributed at the meeting. She began by welcoming the participants, particularly the representatives of new member associations.

She then presented a review of the Steering Committee's work during 2003–2004 and commented on representation of the Forum at different events during that period:

- The Fifty-sixth World Health Assembly, May 2003, had been attended by a delegation from the International Council of Nurses (ICN); the Framework Convention on Tobacco Control (FCTC) had been on the agenda.
- A workshop in Copenhagen, June 2003, with ICN, the International Pharmaceutical Federation, the European Forum of Pharmacists and WHO and the European Forum of Medical Associations and WHO; the possibilities of closer cooperation had been explored.
- The ICN Council of National Representatives' meeting in June 2003 had shown great interest in the Forum and offered cooperation and financial support that had allowed representatives from several east European countries to participate in the present meeting.
- A meeting with the Minister of Health and the Chief Nursing Officer of Lithuania, August 2003, had included discussion of follow-up to the Munich Declaration and support for the family health nurse model in Lithuania.
- A WHO informal meeting of health professional organizations on tobacco control: the potential role of the organizations in the signing, ratification and implementation of the FCTC had been on the agenda. The result had been a web-based endorsement of FCTC on www.FCTCnow.org.

The Chairperson commented on another subject being explored by the Forum: twinning projects involving the European associations and the associations of the newly independent states in a more inclusive way. She urged the organizations to take up such opportunities to offer solidarity and support the initiatives. She extended special thanks for the support offered by the Swedish Association of Health Professionals to the Russian Federation, the Irish Nurses' Organisation to Belarus and the Danish Nurses' Organization to Kyrgyzstan.

She concluded by giving a short review of the current situation of the network which had caused difficulties, particularly in terms of organization and time limits, during the preparatory work for the meeting. She thanked the host association for its willingness to help and hoped to be able to welcome Ms Fawcett-Henesy back to work in September. She thanked the Manager for all she had done and welcomed the new secretary, Ms Elena Galmond. Finally she expressed special thanks to the Danish Nurses' Organization for covering all her expenses for participation in Steering Committee meetings, to avoid putting strain on the Forum's finances.

Report from the fifty-third session of the WHO Regional Committee for Europe

Ms Sylvia Denton (Royal College of Nursing, United Kingdom), a member of the Steering Committee, presented the report from the fifty-third session of the WHO Regional Committee for Europe, Vienna, 8–11 September 2003, where she had represented the Forum as an observer.

The main policy and technical issues on the agenda had been mental health, child and adolescent health, the methodology for the update of the regional Health for All policy framework, the Regional Office's country strategy and the strategic orientation of the Regional Office's work with geographically dispersed organizational entities. She noted with regret that nursing and midwifery had not been mentioned frequently during the Regional Committee discussions on policy and technical issues.

Ms Denton mentioned the statement presented by Ms Pat Hughes, on behalf of ICN, which had highlighted the importance of implementing the recommendations of the Munich Declaration. She also mentioned a statement from the Forum, outlining its purpose and work, which she had distributed to as many interested delegates as she could.

She urged participants to contact their health ministers to ask them to add a nursing perspective to the items to be discussed at the fifty-fourth session of the WHO Regional Committee for Europe, to be held in Copenhagen from 6 to 9 September 2004. The main policy items on the agenda were to be:

- European strategy on noncommunicable diseases
- follow-up to the fourth Ministerial Conference on Environment and Health.

Ms Denton pointed out the vital and important role played by nurses and midwives in improving the health of the peoples of WHO's European Region and hence the importance of the Forum's presence at key meetings.

A copy of the report was distributed.

Elections to the Steering Committee

The Manager announced the current members who were: Ms Merete Thorsén (Danish Nurses' Organization), Chairperson; Ms Marian van Huis (KNOV, Netherlands), Deputy Chairperson; Ms Kerstin Belfrage (Swedish Association of Health Professionals), Treasurer; Ms Myriam Ovalle (General Council of Nursing, Spain), board member; Ms Velka Lukic Gavrovska (NMA, The former Yugoslav Republic of Macedonia), board member; Ms Sylvia Denton (Royal College of Nursing, United Kingdom), board member.

There was one vacant seat.

Four nominations had been received for election to the three vacant posts on the Steering Committee: Ms Valentina Sarkisova (Russian Nurses' Association); Dame Karlene Davis (Royal College of Midwives, United Kingdom), Ms Myriam Ovalle Bernal (General Council of Nursing, Spain); Ms Aase Marie Jakobsen (Norwegian Nurses' Association).

The nominations were endorsed.

Two nominees received an equal number of votes. As there were only three vacancies, lots were drawn for the third post. The meeting thus endorsed the appointment of the following three members to the Steering Committee: Ms Jakobsen, Ms Sarkisova and Dame Karlene Davis.

The Chairperson thanked the Steering Committee members for their hard work and support and congratulated the newly elected Steering Committee members.

Financial report

Ms Kerstin Belfrage (Sweden), Treasurer, presented the financial report. The annual meeting had two options for the 2003 budget. The first was calculated on the basis of membership fees from 32 member associations. The second was based on fees from 50 member associations. Option 2 included no restrictions on the membership of ICN or the International Confederation of Midwives.

In 2003, 30 member associations had paid their fees to EFNNMA and WHO, which had given an income of US\$ 24 884.

The main cost for the Forum had been the administrative support and secretariat services provided from the WHO Regional Office in Copenhagen. Without those services, it would not have been possible for the Forum to work, as no single association was able to take on the task alone. Costs had been included in the budget for the Chairperson's travel, but the Danish Nurses' Organization had covered those expenses.

There were no remarks on the financial statement for 2003.

The proposed budgets for 2004 and 2005 were presented and discussed, based on the current number of member organizations, rather than an estimated number.

Ms Belfrage thanked the Swedish Association of Health Professionals for their support in providing a Russian translator and also thanked The former Yugoslav Republic of Macedonia for arranging and hosting the annual meeting.

In conclusion, Ms Belfrage distributed an address list to all the participants and asked them to make the relevant corrections, pointing out its importance for future communications between member organizations and for the distribution of relevant materials by electronic mail.

Presentation and adoption of the draft strategic plan 2003–2008

Ms Margaret Wallace (United Kingdom) presented a short review of the work performed and introduced the strategic plan for 2003–2008.

Following the previous year's discussion in Madrid, the Steering Committee had considered feedback on the role and function of the Forum.

The Forum had a unique role in providing a platform for discussion on nursing and midwifery. It was a useful resource for sharing information, and acted as a lobbying and advisory body. It encouraged twinning between associations, implementation of the Munich Declaration and the establishment of links with government chief nurses/midwives, as well as providing assistance with new appointments to regional advisory posts.

Ms Wallace pointed out that the new focus should be on information, the newsletter, the web site, increased twinning and tripling, and identifying priorities so as to choose fewer themes.

Based on the feedback received, the Steering Committee had developed a strategic plan, a mission statement and key objectives including action, outcomes, a time frame, allocation of overall responsibility and an associated operational plan.

The mission statement specified that the Forum and WHO existed to recognize the value of dialogue and the potential strength of joint action to promote health in Europe. It was a unique platform on which to consider health-related issues of concern to both nursing and midwifery across the whole of Europe and to combine the strengths of the national nursing and midwifery associations and WHO. It worked collaboratively with other key groups as appropriate to avoid duplication of human and financial resources.

The key objectives were defined as being:

- to identify policy issues of relevance to members and to agree on a coordinated strategy of approach;
- to act as an information and networking resource for members, sharing information about health and health policies which impact on nursing and midwifery across Europe;
- to actively support implementation of the Munich Declaration of 2000.

The meeting was then asked to consider, amend if necessary and agree on the proposed strategic plan.

The Steering Committee was congratulated on its work in developing the plan. Since the mission statement included collaboration with other key groups, an additional objective was proposed:

- to work in collaboration with other relevant organizations and promote policies with an impact on health across Europe.

The outcomes were: identifying common interests; identifying common key groups; working together on common issues.

The participants discussed the proposed objectives and the meeting approved the amendment and the proposed strategic plan.

Technical discussions

Overview of mental health in the European Region

Dr Matt Muijen, Regional Adviser on Mental Health, WHO Regional Office for Europe, presented an overview of mental health in the European Region.

The WHO European Region comprised 52 countries with very diverse cultures, resources and health services. However, mental health care in all those countries was facing the challenge of transforming those services. Drivers for change were societal transitions, a growing emphasis on human rights, changes in consumer expectations and empowerment, and growing evidence of effective and efficient care. Stigma and discrimination could not be ignored and were causing severe and preventable suffering.

Dr Muijen emphasized that all those changes affected the roles and responsibilities of the mental health workforce. The shift from institutionalized care to community-based services required a change in attitudes, knowledge and skills. The needs of both existing and new staff had to be addressed, and potential new roles for traditional staff groups and the potential need to introduce new types of staff had to be considered. For example, the prescribing rights of nonmedical staff in some countries had implications for the roles of not only prescribing nurses, but also doctors and support staff.

The Regional Office, in partnership with the European Union, the Council of Europe and the Finnish Government, was preparing a European ministerial conference on mental health to be held in January 2005. The conference would propose an action plan, identifying the key challenges to be addressed over the coming years, including that of the workforce. Dr Muijen said that the time was right for achieving a consensus on action across Europe that could be delivered and had the potential to make a difference.

Ms Aase Jakobsen (Norwegian Nurses' Association) responded on behalf of the Forum to Dr Muijen's presentation, asking what was the most important factor in mental health prevention and how nurses and midwives could contribute.

Dr Muijen said that the most important thing was to notice and trace the changes taking place in society and to influence the situation in order to attract more attention to mental health in the health care system. Health care personnel working in the area also merited higher esteem which should be reflected in salary, working conditions, education and personal development.

It was furthermore proposed that more nurses should be trained to identify "early warnings". He stressed the importance of all nurses and midwives, not only those working in mental health care, being alert to early symptoms so that treatment and prevention could be initiated at a very early stage. Questions from participants covered such topics as prevention, early diagnosis, training and funding decisions.

Promotion of mental health and prevention of mental ill health: searching out the evidence

The Technical Officer, Mental Health Programme, WHO headquarters, Geneva, who had prepared the background paper for the later workshops, made the next presentation.

Mental disorders were a common issue that could put significant burdens on individuals, families and communities. While cost-effective treatments were available, the overwhelming majority of those affected received no treatment, or the treatment they did receive was inadequate or even harmful. In 2001, the Fifty-fourth World Health Assembly had recommended priorities for action:

- provide treatment in primary care
- make psychotropic drugs available
- provide care in the community
- educate the public
- involve communities, families and consumers

- establish national policies, programmes and legislation
- develop human resources
- link with other sectors
- monitor community mental health
- support more research.

The recommendations were described from the point of view of nurses and midwives and opportunities were identified for them to help promote mental health and prevent and treat illness.

On behalf of the Forum, Ms Jakobsen asked the Technical Officer's opinion and expectations regarding the practical organization of the work of nurses and midwives in primary health care. The Technical Officer replied that it should be the responsibility of each community to decide how to organize their work so as to provide the best possible care and treatment.

Participants highlighted the need to focus on the homeless who were at greater risk of late diagnosis and treatment. The impact on nurses and midwives working in mental health was also discussed. It was noted that, while such work was not always considered to be of high status, nurses and midwives working in the area were affected by the shortage of economic resources for patient care and treatment, which also had repercussions on their working conditions and salaries.

The conclusion was that the professional organizations had a very important role to play with regard to salary and employment conditions for nurses and midwives, as well as their professional development in the area of mental health.

Values and attitudes needed to be revised; this was a great challenge to governments, organizations and WHO. The comparison was made with care for the elderly where the same problems had been experienced some years previously and success had been achieved in changing the situation.

Introduction to workshops

The Manager introduced the workshops on mental health. The meeting broke into three working groups, A, B and C, two English- and one Russian-speaking.

The following issues were raised for discussion:

1. Is mental health important for nurses and midwives?
2. How can we improve the education and training of nurses in mental health? What should the priorities be (e.g. increasing mental health in basic training, developing specialist courses, continuing education)?
3. How can we increase nursing research in mental health?
4. What can nurses/midwives do to promote community care for people with mental disorders (e.g. advocacy, training for nurses in rehabilitation, community education)?

5. How can nurses/midwives effectively influence other stakeholders to improve mental health (collaborating with other sectors, promoting consumer and family organizations)?
6. How can nurses/midwives from different countries work together more effectively to improve mental health in Europe (influencing governments, promoting networks, role of WHO, role of ICN)?

The discussions were intended to supplement the draft Statement which had been sent by e-mail and distributed to all the participants.

Presentation of workshop reports

The workshop reports were presented and discussed.

Concluding session

The draft Statement on mental health, nursing and midwifery was presented. There was a lively discussion of the feedback from the working groups in relation to the draft Statement.

The following amendments were proposed:

1. It is an essential function of nurses and midwives to be able to recognize and take action in relation to mental health disorders.
2. Solutions lie not only in economic resources but also in human resources.
3. It is important for nurses and midwives to contribute to lobbying at governmental level in respect of economic resources, as well as development, research and the dissemination of research results.
4. It is important that professionals should be aware of their own mental health.
5. Primary health care work with families should be strengthened.

After discussion, it was concluded that the proposed revised amendments should be included in the Statement.

Adoption of the Statement on mental health, nursing and midwifery

The meeting adopted the proposed amendments to the draft Statement.

The Manager informed participants that the final Statement would be sent to WHO with a view to its inclusion in the documents for the WHO European Ministerial Conference on Mental Health in Helsinki in January 2005. The final Statement on mental health, nursing and midwifery would be available on the Forum web site within 14 days of the meeting.

Dates and venue of next meeting

The Ninth Annual Meeting of the EFNNMA and WHO would be held at the WHO Regional Office for Europe in Copenhagen on 17 and 18 March 2005.

The members were informed that the meeting of the Standing Committee of Nurses of the European Union was scheduled for 15 and 16 March 2005, just before the Forum meeting.

Closing

The Chairperson once again thanked the President and Secretary of NMA of The former Yugoslav Republic of Macedonia, for their great hospitality and the work they had put into organizing and hosting the annual meeting.

She concluded by congratulating the participants on their hard work over the previous two days and wishing them all a safe journey home.

Annex 1

FEEDBACK FROM THE WORKING GROUPS

Feedback from Group A

Issue 1:

- encourage nurses/midwives to promote health including all its components: physical, mental and social;
- all nurses/midwives may encounter patients with more or less severe mental disorders and have to be prepared to cope with them.

Issue 2:

- implement the WHO Strategy for Nursing Education;
- improve basic nursing education programmes through increased study of mental health;
- increase the amount of continuing education (specialization, exchange of experience, conferences/seminars).

Issue 3:

- show nurses that they are able not only to introduce care, but also to improve it by carrying out research;
- make use of the potential of nurses with higher (university) education by encouraging them to start research;
- use the experience of countries with large numbers of nursing/midwifery researchers.

Issue 4:

- be real advocates of patients' rights;
- promote prevention and early detection of mental disorders;
- develop standards of nursing care in mental health;
- work with patients (self-help) and families.

Issue 5:

- involve health ministry representatives in joint discussions and conferences on mental health;
- use media to influence society and officials/leaders.

Issue 6:

- exchange experiences;
- share examples of positive nursing/midwifery innovations concerning mental health and of positive and effective reforms in mental health care.

Feedback from Group B

Issue 2:

- promote training and education of nurses and midwives;
- participate in curriculum development;
- encourage preparation through competency-based programmes and lifelong learning;
- include mental health in basic programmes with special emphasis on those providing care;
- consider circumstances, shortages and health systems.

Issue 3:

- lobby government policy-makers to have research included on their agenda;
- encourage national nurses/midwives to identify research questions;
- build alliances and collaborate on joint projects;
- share ideas on grant-giving bodies;
- promote mental health to researchers as an ideal topic.

Issue 6:

- use the Forum;
- establish electronic discussion groups;
- build networks;
- arrange conferences.

Feedback from Group C

Issue 1:

- model behaviour patterns indicative of mental ill health;
- assess impact of mental ill health on physical health;
- emphasize importance of prevention;
- ensure support for nurses and midwives (The former Yugoslav Republic of Macedonia).

Issue 2:

- include mental health training in pre-registration training;
- assess experience of direct-entry programmes;
- offer post-registration training;
- look at ongoing mental health education for midwives.

Issue 3:

- broaden topic to include midwifery research in mental health;
- create (or disseminate) databases of research results;
- disseminate research (example of Danish Nurses' Organization).

Issue 4:

- encourage nursing/midwifery associations to promote good practice models (e.g. those of the Royal College of Nursing/Royal College of Midwives, United Kingdom);
- ensure presence of a nurse or midwife at every level of policy-making;
- emphasize the importance of education.

Issue 5:

- hold conferences/meetings with a wide range of stakeholders (Sweden);
- encourage nurses to stand for parliament (Lithuania);
- develop stakeholder groups to ensure implementation of recommendations (Ireland);
- encourage nurses and midwives to be less defensive about professional boundaries.

Issue 6:

- emphasize the importance of nurses and midwives sharing information at local and regional levels;
- encourage nurses and midwives to recognize the power of the voices of the six million nurses in the European Region;
- emphasize the need to use all existing networks to share information.

Annex 2

STATEMENT ON MENTAL HEALTH, NURSING AND MIDWIFERY

The European Forum of National Nursing and Midwifery Associations and WHO,

Recognizing resolution WHA55.10 on mental health: “Responding to the call for action”;

Understanding that the WHO European Ministerial Conference on Mental Health: Facing the challenges, building solutions will be held in Helsinki, Finland from 12 to 15 January, 2005;

Recognizing that mental disorders are a substantial burden on individuals, families and communities, and that they increase mortality, cause significant disability, and increase the risk of social exclusion;

Aware that stigma, discrimination and human rights violations are major obstacles in caring for people with mental disorders and contribute to human suffering;

Recognizing the effect of early detection and intervention by nurses and midwives working with or supporting individuals and families in preventing, promoting and managing mental ill health;

Understanding that investment in mental health in many countries is disproportionately low compared with the burden of mental ill health and the availability of effective treatments;

Understanding that too many countries spend most of their mental health resources on a few large mental asylums, which focus on only a small proportion of people who need treatment, frequently provide poor quality care and have been associated with inhumane conditions and treatment;

Understanding the importance of competence in nurses and midwives and that the lack of mental health skills among health workers in primary care is a major barrier to people’s access to appropriate mental health care;

Conscious that general nursing and midwifery programmes do not always prepare nurses and midwives to respond to the mental health needs of their patients, and that there is a need to ensure that the mental health content in the education programmes of nurses and midwives is strengthened;

Aware that many countries have a shortage of nurses and midwives available for mental health care and that many nurses leave low- and middle-income countries for work in high-income countries;

Conscious that many mental health nurses themselves experience stigma and discrimination;

1. URGES governments to:

- increase the resources available for mental health promotion and the prevention and treatment of mental disorders;
- involve consumers and their families in the development of mental health policies and services;
- increase the availability of mental health care in primary care and ensure that nurses and midwives are adequately prepared for this role, recognizing their own mental health needs;
- promote the development of community mental health services;

- implement programmes to reduce the stigma and discrimination associated with mental disorders;
- enhance the mental health content in nursing and midwifery education and training;
- support the development of specialist mental health training for nurses and midwives;
- develop strategies to recruit and retain an adequate supply of nurses and midwives with mental health skills;
- implement the European Health Committee's 1996 recommendation on nursing strategy;¹

2. URGES nurses and midwives to:

- respect the human rights and autonomy of people with mental disorders, including health professionals;
- help prevent the negative impact of stigma and discrimination on people with mental disorders and minimize its effect on nursing care;
- participate in public debate to support understanding of mental health disorders and ease life for individuals and families;
- expand their role in providing treatment and support to people with mental disorders;
- enhance development of continuing education programmes on mental health and nursing/midwifery and collaborate across all boundaries;
- recognize their own learning needs and participate in training programmes on mental health;
- support the development of community mental health programmes;
- contribute to mental health research activities;
- implement mental health nursing and midwifery research to achieve evidence-based nursing and midwifery.

¹ European Health Committee (CDSP). *Nursing research report and recommendations*, Strasbourg, Council of Europe, 1996.

Annex 3

LIST OF DOCUMENTS

Working papers

5049097/1	Provisional list of working papers and background material
5049097/2	Scope and purpose
5049097/3	Provisional agenda
5049097/4	Provisional programme
5049097/5	Provisional list of participants
5049097/6	Revised operational principles
5049097/7	Revised election principles
5049097/8	Draft strategic plan 2003–2008 for the European Forum of National Nursing and Midwifery Associations and WHO
5049097/9	Mental health report presented at the fifty-third session of the Regional Committee for Europe
5049097/10	Draft Statement on mental health, nursing and midwifery
5049097/11	Financial report
5049097/12	Financial statement, January – December 2003
5049097/13	Budget proposal for January – December 2004 and 2005

Background material

5049097/14	Background paper by Ms Margaret Grigg, Ms Michelle Funk and Ms Natalie Drew, Mental Health Policy and Service Development team, Department of Mental Health and Substance Abuse, WHO headquarters
5049097/15	Scope and purpose of the WHO European Ministerial Conference on Mental Health: Facing the challenges, building solutions. Helsinki, Finland, 12–15 January 2005

Background documents

Munich Declaration – Nurses and midwives: a force for health (17 June 2000)	EUR/02/5038087/BD1
WHO Europe Mental Health Nursing Curriculum	EUR/03/5043918g
Questionnaire on tracking progress since Munich	

Annex 4

**STRATEGIC PLAN 2003–2008
FOR THE EUROPEAN FORUM OF NATIONAL NURSING AND MIDWIFERY
ASSOCIATIONS AND WHO**

Acknowledgement

The Steering Committee of the Eighth Annual Meeting of the European Forum of National Nursing and Midwifery Associations and WHO wishes to thank Margaret Jane Wallace for her support in the production of this document.

Introduction

The proposals for the European Forum of National Nursing and Midwifery Associations and WHO Strategic Plan have been revised, following the discussion at the meeting of the Steering Group in Copenhagen on 6 June 2000. The revised Plan was approved at the Steering Committee Meeting in October 2003.

Mission of the European Forum of National Nursing and Midwifery Associations and WHO

The European Forum of National Nursing and Midwifery Associations exists to recognize the value of dialogue and the potential strength of joint action to promote health in Europe. It is a unique platform on which to consider health-related issues of concern to both nursing and midwifery across the whole of Europe and to combine the strengths of the national nursing and midwifery associations and WHO. It works collaboratively with other key groups, as appropriate, to avoid duplication of human and financial resources.

Key objectives

Key objective 1

To identify annually key policy issues of relevance to Forum members and agree a coordinated strategy of approach.

Key objective 2

To act as an information and networking resource for Forum members, sharing information about health and health policies which impact on nursing and midwifery across Europe.

Key objective 3

To actively support implementation of the Munich Declaration of 2000.

Objective details

Key objective 1

To identify annually key policy issues of relevance to Forum members and agree a coordinated strategy of approach.

Proposed action

To request the Steering Group to identify each year, in advance of the meeting, a topic (or topics) of relevance for the year ahead. Possible subjects for consideration will relate to areas of WHO priority. Presentations and workshop activity at the plenary meeting will then be focused on this subject and the necessary action for the forthcoming year agreed at the meeting. Evaluation of the year's work will take place at the following meeting and a new topic agreed. This will have the advantage of focusing activity and coordinating effort and will also build in an evaluation process.

Outcomes

1. Identified, coordinated activities targeted
2. Effectiveness of Forum activity assessed
3. Emerging topics identified as a result of flexibility of system.

Time frame

The detailed time frame for:

- seeking suggestions for topic(s) from delegates
- Steering Group agreement on selection of topic(s)
- identification of necessary speakers, workshop sessions, etc.
- agreement on an evaluation technique for the previous topic(s)

will be agreed by the Steering Group year by year, according to when meetings are held.

Responsibility: Steering Group

Decision: the theme for 2003/2004 will be mental health.

Key objective 2

To act as an information and networking resource for Forum members, sharing information about health and health policies which impact on nursing and midwifery across Europe.

Proposed action

To establish a web site and an electronic newsletter; inform members of developments and ways of contributing to and using the site; encourage members to use the resource; and evaluate use of these resources in terms of effectiveness.

Outcomes

1. Web site established
2. Newsletter established
3. Reports received from participating countries on use of new resources.

Time frame

- Web site and newsletter in place by next Forum meeting in 2004
- Effectiveness of this means of communication evaluated by 2006.

Responsibility: Regional Adviser; Steering Group

Key objective 3

To actively support implementation of the Munich Declaration of 2000.

Proposed action

To use the Forum as a means of tracking the progress of implementation of the Munich Declaration on nursing and midwifery over the next five years.

Outcomes

1. Individual countries able to monitor and explicitly demonstrate ways in which their governments are (or are not) implementing the proposals of the Munich Declaration against an agreed framework.

Time frame

Ongoing, but with annual reviews.

Responsibility: WHO Regional Adviser; European Forum of National Nursing and Midwifery Associations;
WHO

Annex 5

FINANCIAL STATEMENT, JANUARY–DECEMBER 2003

INCOME	Approved Budget US\$	Final statement US\$
Balance carried over from 2002	11 992	11 992.00
Membership fees	27 100 ^a	24 884.00 ^b
Total	39 092	36 876.00
EXPENDITURE		
Steering Committee and Secretariat		
Administrative support	24 000	18 293.41
Chairperson (travel etc.)	5 592	0.00 ^c
Printing/mailing	500	3 747.32
Programme support costs	3 500	3 458.00
Annual Meeting 2003		
Financial support to participants		
Admin. support		
Lunch, reception, coffee and refreshments		
Editing and printing/mailing of Forum report	1 500	
Secretariat travel and per diem		
Speaker(s) travel and per diem	2 000	1 501.90
Task force		
Printing/publishing/other	2 000	
Total	39 092	27 000.63
To be carried over to 2004		9 875.37

^a Estimated on basis of 32 associations paying fees

^b 30 associations paid fees in 2003

^c Expenditure covered by Danish Nurses' Organization.

Annex 6

BUDGET PROPOSAL FOR 2004 AND 2005

INCOME	2004 US\$	2005 US\$
Balance carried over from 2003	9 875.37	0.00
Membership fees	26 716.00 ^a	26 800.00
Total	36 591.37	26 800.00
EXPENDITURE		
Steering Committee and Secretariat		
Administrative support	18 000.00	15 000.00
Chairperson (travel, etc.)	5 500.00	4 500.00
Printing/mailing	300.00	0.00
Programme support costs	3 473.00	3 500.00
Annual Meeting 2004		
Editing and printing/mailing of Forum report	4 000.00	
Secretariat travel and per diem	3 818.37	2 500.00
Speaker(s) travel and per diem	1 500.00	1 300.00
Total	36 591.37	26 800.00

^a Fees from 32 midwifery and nursing associations as of 15 April 2004.

Annex 7

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