

WORLD HEALTH ORGANIZATION
REGIONAL OFFICE FOR EUROPE

WELTGESUNDHEITSORGANISATION
REGIONALBÜRO FÜR EUROPA



ORGANISATION MONDIALE DE LA SANTÉ
BUREAU RÉGIONAL DE L'EUROPE

ВСЕМИРНАЯ ОРГАНИЗАЦИЯ ЗДРАВООХРАНЕНИЯ
ЕВРОПЕЙСКОЕ РЕГИОНАЛЬНОЕ БЮРО

INDEXED

MEDIUM-TERM PROGRAMME IN NURSING/MIDWIFERY IN EUROPE

Report on the Third Consultative Committee Meeting *on the*

*Nursing - health
Midwifery
Europe*

Copenhagen
2-3 November 1978



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ICP/PPM 002(3)
ORIGINAL: ENGLISH
LIMITED DISTRIBUTION

1979

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1. Introduction

The Consultation Committee was composed of 8 temporary advisers (from Belgium, Finland, France, Federal Republic of Germany, Norway, Poland and the United Kingdom) and 3 staff members of the WHO Regional Office for Europe. A temporary adviser from Portugal and one from the USSR had been invited to attend but were unable to do so. (A list of participants is attached as Annex II.) Miss I. Hämelin acted as Chairman on the first day, and Miss P.M. Friend on the second. Dr D.C. Hall, Regional Officer for Nursing, WHO Regional Office for Europe, was the Rapporteur.

The meeting was opened by Dr D.K. Sokolov, Director, Development of Comprehensive Health Services, on behalf of the Regional Director, Dr Leo A. Kaprio.

It was the third in a series of five meetings (previously entitled "steering committee meetings") designed to assist the Regional Office in planning for and developing the medium-term programme in nursing/midwifery in Europe.

The current meeting had the following major objectives:

- (1) to make a critical examination of programme activities which have been developed and which are planned for the immediate and long-term future;
- (2) to give advice on the following:
 - the relevance of programme activities to health needs and resources in Member States;
 - the capacity of the Regional Office to manage and coordinate programme components;
 - the linkage between the programme and other medium-term programmes of the Regional Office.

Committee members asked for a clarification of the functions of the Committee in view of the change in its title. Dr Sokolov assured the members that the change in name did not mean a change in the function of the Committee. He stated that, according to an Administrative Instruction issued by the Regional Office for Europe, "the general purpose of a Consultative Committee is to assist the Regional Director in planning and developing a programme. It examines matters of general policy and strategy, identifies priorities and defines the role of the Regional Office in the programme area under study. The recommendations of the Committee serve as the basis for the work of the Ad Hoc Technical Groups which will study in detail means of implementing the recommendations."

The members commented unfavourably on the practice of changing titles frequently or of changing a title when no change in function was intended. They stated that several of the recent changes made by WHO in the titles of programmes (e.g. Appropriate Technology for Health) were confusing and, besides being difficult to understand in English, often presented problems of translation.

2. General discussion

2.1 The Committee endorsed the work of the medium-term programme to date¹ and the plans for both the immediate and long-term future, and congratulated the Regional Office on the work already done. They stated that it was now amply evident that the programme was of interest to a much larger group of countries than had originally been thought. The research to be conducted as part of the programme and a number of other activities would obviously not be concluded by the end of 1983. The Committee therefore strongly recommended the extension of the programme in the first instance to 1986 and the preparation of long-term plans outlining the activities to be carried out from 1983 to 1986. The Secretariat was asked to prepare such a plan for the period 1983-1986 and to present it at the next meeting of the Committee.

2.2 The interphase between components and activities in the programme was discussed. It was recognized that all major components were interdependent and that the majority of activities were sequential in nature. For example, there was a close relationship between the Symposium on Nursing Services - A Meeting of National Nursing Advisers, scheduled to be held in Stuttgart from 20 to 23 November 1978, and the Working Group on Nursing/Midwifery in the Context of Health Care Delivery Systems, to be held in Belgium in 1979. With this in mind, the Committee recommended that when an activity had to be postponed or cancelled for budgetary or other reasons, the necessary adjustments should be made in related activities throughout the programme. The extension of the programme as recommended in 2.1 above should facilitate this.

¹ See Annex I - Summary of activities carried out under the medium-term programme in nursing/midwifery in Europe since the second steering committee meeting (Oslo, 1976) (English only)

2.3 The fact that no systematic mechanism for assuring effective interphasing between related medium-term programmes existed in the Regional Office was recognized as a defect of overall programme management. The Committee suggested that a position paper on coordination between programmes should be prepared for discussion at the thirtieth session of the Regional Committee in 1980. It was particularly important for such a paper to identify those fields in which interphase had already been established and to indicate how this had been achieved.

2.4 The Committee noted that, despite repeated recommendations in reports emanating both from WHO headquarters and from the Regional Office for Europe, very few countries in the Region had established a nursing division or unit at the national level or appointed a nurse or a group of nurses to advise ministries and/or departments of health and education. The lack of direct and formal inputs from appropriately qualified nurses at this level was considered to be detrimental not only to the provision of a high-quality nursing service but also to health care services as a whole. This was a matter which should be taken up by senior staff members of the Regional Office when making national visits, and continued stress should be laid on this aspect in relevant reports of the Office. With this in mind, the Committee suggested that chief medical officers from a number of countries in the Region should be invited to be present for one or more days at the above-mentioned meeting of the Working Group on Nursing/Midwifery in the Context of Health Care Delivery Systems, scheduled to be held in 1979. It would be appropriate to discuss at that meeting, among other items, the establishment of nursing divisions at national/regional levels and the appointment of nurses to staff these divisions.

2.5 The global interest shown in the two workbooks (Nursing process workbook and the Organization of nursing/midwifery services workbook) produced by the Regional Office was welcomed. It was hoped that funds to employ consultants who could update the content of these workbooks would be forthcoming; this work should be rated above new publications in order of priority.

Regret was expressed at the delay in the publication of the Public health in Europe edition on nursing. The Committee hoped that the material could be updated and otherwise revised in order to make it appropriate to the needs of the nineteen-eighties.

2.6 With reference to the report on the Third Liaison Meeting with Nursing/Midwifery Associations on WHO's Programme in Nursing/Midwifery in Europe, members of the Committee expressed disappointment that no specific commitments to the medium-term programme on the part of the professional associations had been recorded in the report.

It was explained that the primary purpose of the liaison meetings was to enable the associations and the Regional Office to keep each other informed on their work as it related to nursing and nurses. The importance of the Regional Office having a direct and cordial working relationship with national and international nursing associations was recognized. The current assistance which the International Council of Nurses was giving to the Regional Office's Study of Legislation Concerning Nursing Services and Education was an excellent example of such a relationship, as was the fact that two national nurses' associations (the Danish Nurses' Organization and the Swiss Nurses' Association) had been named by their respective governments as the chief contact points between the Regional Office and the countries as far as the medium-term programme in nursing/midwifery in Europe was concerned. This type of collaboration was growing and it was hoped that it could be expanded as the programme developed.

2.7 The research element in the programme was discussed at some length. All countries should be interested in carrying out studies which would result in findings that could be used to make nursing services more effective and less expensive. To have optimum services with the minimum expenditure of manpower and financial resources was the desire of every good health service administrator. To achieve this, well defined micro studies in the field of nursing were badly needed. Research into nursing practice was therefore of particular importance. The results of such research would have a direct bearing on nursing education and should be fed into national nursing education systems as rapidly as was possible and desirable. Most countries in the Region were looking for alternative and more satisfactory patterns of staffing nursing services, particularly in hospitals, and it was hoped that the results of studies conducted under the programme would provide useful information regarding such patterns.

While emphasis was being placed on research into nursing practice, studies regarding nursing education should not be totally neglected and should be an integral part of component III of the programme.

The establishment of collaborating and participating centres should proceed as planned. In the first instance these centres would be related almost exclusively to components I and II of the programme. However, as the need arose collaborating centres in education and other programme areas could be added or the existing collaborating centres could take on research into either the education of nursing personnel or the management of nursing services.

Collaborating centres would retain the freedom to initiate and conduct other studies or research of specific interest to the national situation, while at the same time participating in the multinational research coordinated by the Regional Office.

It was suggested that cost/benefit and cost/effectiveness elements should be built into all relevant studies conducted as part of the programme. Study designs should be kept as uncomplicated as possible and computer recording systems should collect only that information which was essential for national and WHO purposes.

The need to distinguish between the discipline and the profession of nursing was discussed by the Committee. Confusion between these two had often led to a failure on the part of senior health administrators, among others, to understand that there was a continuing need not only to have the discipline represented by the most appropriate persons at decision-making levels, but also to provide for research which would contribute to the body of knowledge and technology in the discipline.

2.8 The need to provide national health authorities and national and international associations of health professionals with continuing and up-to-date information about the programme was emphasized. Regular publication in professional journals of articles discussing the programme and describing its objectives and activities should be encouraged. As outlined in resolution EUR/RC27/R4,¹ regular reports on the programme should be presented at Regional Committee Sessions.

2.9 The Committee expressed concern regarding the emphasis placed on the first two components of the programme, to the possible detriment of other components, particularly component IV (resource planning). It was unfortunate that current financial restrictions made necessary the postponement of the technical group meeting on resource planning which had been scheduled for 1979. It was recognized that information systems currently in use in most countries of the Region did not allow for the collection of accurate data regarding nursing personnel. This seriously reduced the capacity of a country to plan effectively or to use existing nursing resources in an optimal manner. However, the Committee also recognized that the Regional Office had neither the resources nor the mandate to establish a system of in-depth information on nursing personnel in Member States. Nevertheless, it was hoped that the Nursing unit could continue and extend to other countries in the Region the activities currently being undertaken in collaboration with the countries of the European Community. Better methods for using existing nursing manpower and for forecasting future needs for types and numbers of nursing personnel were of concern to all countries of the Region. It was hoped that the studies being conducted under components I and II of the programme would provide, among other items, information which would assist nurses and other health service planners to estimate more accurately than was currently possible the types, categories and numbers of nursing personnel required to provide safe and effective care for groups of patients/clients and/or families.

2.10 The need for nurses from the various Member States to be included in greater numbers in relevant committees and working groups organized by the Regional Office was again emphasized. The lack of information at national level in many countries about nurses who had expertise in areas such as the care of the elderly, mental health, etc., was cited as one reason why the participation of nurses was so seldom suggested. It was suggested that each country would benefit from establishing a register of nursing experts, using a resource data sheet similar to the one employed by the Regional Office for the medium-term programme.²

Ways of updating the Regional Office register were discussed. It was agreed that once a year a list of all nurses of a given country who were included in the register should be sent to the relevant government department for updating and be returned to the Regional Office.

2.11 The Committee recommended that the fourth meeting of the Consultative Committee, planned for 1980, should take place in the early part of that year, so that its report could be available when documents on the programme were being prepared for presentation at the session of the Regional Committee in September 1980.

¹ See Annex I, Appendix I

² See Annex I, Appendix II

ANNEX I

SUMMARY OF ACTIVITIES CARRIED OUT UNDER THE
MEDIUM-TERM PROGRAMME IN NURSING¹/MIDWIFERY IN EUROPE
SINCE THE SECOND STEERING COMMITTEE MEETING (OSLO, 1976)

by

the Secretariat

Background

Since the Second Steering Committee (now termed Consultative Committee) Meeting in Oslo in November 1976, work in the medium-term programme has proceeded on a sustained and, for the most part, satisfactory basis. The reader is referred particularly to the documents which review the programme to date, either in toto or in part, as listed below - in particular, EURO/NURS/78.2 which outlines in detail the objectives of the current phase (Phase 2) of the programme and provides information regarding action being taken to meet these objectives:

Summary of activities undertaken to date relative to medium-term programme in nursing/midwifery in Europe (ICP/HMD 034(2)/7)

Medium-term programme in nursing/midwifery in Europe (1976-1983) (EUR/RC27/7)

Present position regarding the development of component II - Organization and management of nursing/midwifery services (ICP/MPM 024/6)

Present position regarding the development of component III - Education and training of nursing/midwifery personnel (ICP/HMD 049(3)/6)

Medium-term programme in nursing/midwifery in Europe - Implementation of Phase 2 (EURO/NURS/78.2)

The large majority of targets established for Phases 1 and 2 of the programme have been met. Shortcomings are reported in item 18 of this paper.

Activities

Major activities during 1977 and 1978 were as listed below.

1. Approval of the programme proposals by the WHO Regional Committee for Europe at its twenty-seventh session (Munich, September 1977) through resolution EUR/RC27/R4 Appendix I).
2. Continued and increased activity at national level directed at developing inputs into the programme. Formal interest in participating actively in the programme has been expressed, by letter, by the following countries: Belgium, Denmark, Federal Republic of Germany, Finland, France, Iceland, Italy, Norway, Poland, Sweden, Switzerland, United Kingdom and Yugoslavia.
3. Discussions with national authorities regarding the establishment in France, Finland, Poland and the United Kingdom of collaborating centres which will work with the Regional Office on the production of study designs. It is anticipated that each of these countries will appoint a nationally paid nurse as programme coordinator specifically assigned to work either full- or part-time on programme implementation at the national level. Finland has already made such an appointment and the United Kingdom has reserved funds to do so. The possibility of Switzerland providing a collaborating centre is being discussed.
4. Convening of the following meetings:
 - Working Group on Nursing Aspects in the Case of the Elderly, Berlin (West), 1976 (ICP/HSD 010)
 - First Technical Advisory Group Meeting on the Nursing Process, Nottingham, 1976 (ICP/HMD 049(1))

¹ In this paper, the term "nursing" is used in its generic sense and, where applicable, includes midwifery

- European Communities/WHO Meeting on Nursing Personnel Information Systems, Copenhagen, 1977 (ICP/HSD 044)
- Technical Advisory Group Meeting on the Development of Designs in and Documentation of the Nursing Process, Copenhagen, 1977 (ICP/HMD 049(2))
- Working Group on the Evaluation of Inpatient Nursing Practice, Regensburg, 1977 (ICP/HSD 011)
- Technical Advisory Group on the Education of Nursing/Midwifery Personnel, Copenhagen, 1977 (ICP/HMD 049(3))
- Third Liaison Meeting with Nursing/Midwifery Associations on WHO's European Nursing/Midwifery Programme, Copenhagen, 1978 (ICP/HSD 016)
- Working Group on Working Interrelationships in the Provision of Community Health Care (Medicine, Nursing and Medicosocial Work), Florence, 1978 (ICP/HSP 006).

Reports either in summary or final form are available for the first seven meetings listed; and the summary report for the last one will be available in December 1978.

5. Arrangements to convene meetings in the immediate future, as follows:

- The Nursing, Appropriate Technology for Health, and Communicable Diseases units of the Regional Office, in collaboration with a committee of nurses from five countries (Canada, Denmark, Sweden, United Kingdom and the USA) are planning a five-day International Conference on the Infection Control Nurse in the Surveillance, Prevention and Control of Hospital Associated Infections, to be held in the Regional Office for Europe from 6 to 10 November 1978. It is anticipated that approximately 55 persons, including physicians, nurses and laboratory technicians from 25 countries of the world, will attend the meeting.
- A fourth technical advisory group on nursing services was to have been held to discuss particularly component II of the programme (organization and management of nursing/midwifery services). However, in view of the objectives laid down for the meeting it is now intended to convene a Symposium on Nursing Services - A Meeting of National Nursing Advisers - in Stuttgart from 20 to 23 November 1978.

6. Implementation of the following studies:

- Studies on communication and collaboration between health professionals (physicians and nurses: teamwork) (ICP/HMD 054)
- Study on legislation concerning nursing services and education (ICP/SPM 007).

Reports of these studies will be available by mid-1979.

- Study on legislation concerning midwifery.

7. Updating of the Workbook on the Nursing Process and distribution of 160 copies. Interest, particularly in the bibliography, has been worldwide.

8. Preparation of the Workbook on Organization and Management of Nursing/Midwifery Services.

9. Conduct of a study of nursing services and education in selected European countries (ICP/MPM 011).

At the request of the chief medical officers of the countries of the EEC and as a follow-up of the work begun by the European Communities/WHO Meeting on Nursing Personnel Information Systems (Copenhagen, 1977), the Nursing unit is conducting a survey of nursing personnel and their education in the Region. Initially this survey will be conducted in the nine countries of the EEC and subsequently will be extended to other countries of the Region. Problems in the collection and management of accurate data on nursing/midwifery personnel are both numerous and complex. In attempting to find at least a partial solution to some of them, each of the countries in the group initially approached has been asked to name a corresponding officer whose work it will be to develop on-going liaison with the Regional Office. A meeting with these officers to discuss the survey will be convened in the Regional Office in December 1978. A simple form which can be used to begin the collection of data was designed in the Nursing unit.

10. Letting of contracts for production of the following documents:

- Manual on rehabilitative aspects of nursing care
- Position paper on library services in nursing schools.

Work on both is in progress.

11. Continued close collaboration of the Nursing unit with other units in the Regional Office, particularly those concerned with health care of the elderly and primary health care. The unit either provided staff to attend, or put forward the names of national nurses who could participate in, the following meetings organized by other units:

- Working Group on Prevention of Mental Disorders in the Elderly, Copenhagen, 1977 (ICP/MNH 041 II)
- Working Group on the Organization and Operation of Long-Term Care Services, Uppsala, 1977 (ICP/HSD 013)
- Working Group on Country Health Programming as a Determinant of Health Manpower Development Policies, Bern, 1977 (ICP/HMD 056)
- Consultative Committee on Health Care of the Elderly, Copenhagen, 1978 (ICP/ADR 017)
- Advisory Committee on the HMD Medium-Term Programme, Copenhagen, 1978 (ICP/PPM 003(1))
- Working Group on Research on Simulation Models for Health Management, Lisbon, 1978 (ICP/SPM 011)
- Conference on the Child and the Adolescent in Society, Athens, 1978 (ICP/MCH 011)
- Technical Advisory Committee on Health Care of the Elderly, Munich, 1978 (ICP/ADR 018)
- Working Group on Continuing Education of Health Personnel as a Factor in Career Development, Budapest, 1978 (ICP/MFM 001).

12. Management of the following national projects by the Nursing unit:

- Training programme for nursing leaders, University of Leuven, Louvain, Belgium (BEL/HMT 001)
- Postbasic and continuing education for nurses, Region of Lombardy (1974-1978) (ITA/HMT 001)
- Education and training for nursing and related health personnel, Region of Tuscany, Italy (1976-1979) (ITA/HMT 002)
- Nursing education, Iceland (ICE/HMT 001).

13. Visits by the Regional Officer for Nursing (Miss D.C. Hall) and/or the Nursing Officer (I) (Miss M.O. Abbott) to the following countries during the period 1977/78: Belgium, Finland, France, Federal Republic of Germany, Iceland, Sweden, Switzerland, United Kingdom and the USSR. This list does not include countries visited in attending meetings convened outside the Regional Office.

14. Increased contacts between the Nursing unit and various groups or individuals involved in nursing at national and multinational levels. This was particularly marked with the International Council of Nurses and the European Nursing Group. Lines of communication were also established with the Permanent Committee of Nurses in Liaison with the EEC and the Advisory Committee on Nursing Training of the EEC Commission.

15. Production and continuous up-dating by the Nursing unit of a Programme Profile which describes the programme in detail and should be particularly useful in evaluating the outcomes. A copy is available to the participants as a background document.

16. Completion and distribution of resource data sheets (personnel) (copy attached as Appendix II) and subsequent establishment of an up-to-date registry of nursing and related disciplines experts in the Nursing unit; 65 names were in the system at the time this paper was prepared, and completed cards are being received regularly. The unit is experimenting with a method for regular up-dating of the system.

17. Facilities and staff

Allocation of office space within the Regional Office provided for a relocation of the Nursing unit in a series of spatially related rooms with the unit information system as a core. This move has greatly facilitated the work of the unit, among other things by enabling better utilization of support staff.

A second full-time post of Nursing Officer (II) was established under the regional budget. It is hoped that the person selected will be able to commence duty by 1 January 1979. Continued provision was made under the WHO headquarters budget for a full-time post of Nursing Officer (I) in the unit. Miss M.O. Abbott continues in this post.

The part-time post of Nursing Adviser, which was occupied by Miss A. Wagner from December 1975 to July 1978, was discontinued. The work will be carried out by the Nursing Officer (II). Finally, with effect from 1 April 1978 a second permanent post of secretary was established. Miss Å. Knudsen was appointed to the post.

Thus the full-time staff of the Nursing unit, as of 1 January 1979, will consist of three nurses, one administrative assistant and two secretaries. A third post of secretary will be necessary when the Nursing Officer (II) commences duty.

18. Shortcomings

Shortcomings in the meeting of programme objectives were:

It has not been possible to complete the nursing edition of Public Health in Europe. The size and scope of such a publication was underestimated in the planning phase and more time is required. The draft has now been sent from the Nursing unit for processing.

Discussions at country level and the designation of collaborating centres required more time than was envisaged. Thus attainment of targets set for Phase 2 will take 6 months to 1 year longer than originally planned. The times for attainment of future targets will, in consequence, need to be moved forward.

The teaching package on the nursing process being prepared by the Department of Nursing of the University of Manchester in the United Kingdom was not delivered on time; the Department has, however, said that it will be completed in the near future.

For lack of technical staff due to budget cuts, a plan to compile a directory of postbasic courses of nursing in the European Region was dropped, and other changes in activities planned for 1979 had to be made because of the unavailability of funds.

The inclusion of national nurses as participants/temporary advisers in meetings, technical and consultative groups, etc., organized by the Regional Office could still be improved, with benefit to overall programme planning and implementation. The idea that these nurses have an essential contribution to make to decision-making groups, either management or technical, is still somewhat foreign to thinking and practice, both in the Organization and at country level. Consequently there is a tendency to depend too much on the inputs of nurses from the Nursing unit rather than from the countries - who should be providing expertise on the same basis as members of other disciplines.

Annex I
APPENDIX I

Twenty-seventh Session
Munich, 6-10 September 1977

EUR/RC27/R4
8 September 1977

MEDIUM-TERM PROGRAMME IN NURSING/MIDWIFERY IN EUROPE

The Regional Committee,

Having considered the report of the Regional Director on the medium-term programme in nursing/midwifery in Europe (EUR/RC27/7),

1. APPROVES the Regional Director's proposals for this programme in the light of statements made during the discussion;
2. STRESSES the importance of active cooperation of all Member States in its execution; and
3. REQUESTS the Regional Director to report on development of the programme to the Regional Committee at a future session.

WHO	ALB	BEL	BEL	CZE	DEN	FIN	FRA	GDR	DEU	GRE	HUN	ICE	IRE	ITA	LUX	MAT	MEX	NOR	POL	POR	ROM	SPA	SWE	SWI	TUR	YUG
EURO																										

Medium - term Programme in Nursing / Midwifery. Resource Data Sheet

Mr	Or	Country Obtained	Year
P PROFESSIONAL EDUCATIONAL QUALIFICATIONS			
Surname:		Exact title	
First name:		Degree	
Other names:		Diploma	
Year of birth:		Certificate	
Nationality:		Degree	
Present professional title and address:		Diploma	
		Certificate	
		Degree	
		Diploma	
		Certificate	
PROFESSIONAL EXPERIENCE WITHIN LAST 15 YEARS			
Telephone number:			
Telex number:			
Telegraphic address:			
Home address:			
Telephone number:			
LANGUAGE ABILITY:			
A NURSING SERVICES			
Mother tongue:		SPECIALIZATION PARTICULARLY WITHIN: (tick X)	
Other languages:		1. Clinical practice in	
English	Reading	Spoken	Written
French			
German			
Russian			
fair = F good = G excellent = E		2. Community (public health) nursing. Any special areas?	
		3. Administration of hospital nursing services	
		4. Administration of public health nursing services	
		Other (please specify):	
B EDUCATION OF NURSING/MIDWIFERY PERSONNEL (tick X)			
1. Auxiliary		3. Postbasic/graduate	
2. Basic/undergraduate		4. Inservice	
C DO YOU HAVE EXPERTISE IN ANY OF THE FOLLOWING AREAS?			
1. Primary health care		6. Control of hospital infection	
2. Health care of the elderly		7. Nursing research	
3. Family planning		B. Studies of the nursing process	
4. Care of patients/clients with cardiovascular disease		9. Preparation of text books etc. on nursing/midwifery	
5. Intensive care nursing		10. Resource planning	
Other, please specify:			

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Areas of expertise																			
Fields of specialization																			

LIST OF PARTICIPANTS

TEMPORARY ADVISERS

- Miss M.-L. Badouaille
National Teaching Organizer, National Association for the Continuing Education of Hospital Personnel, Paris, France
- Professor F. Beske
Secretary of State, Ministry of Social Affairs, *Land* Schleswig-Holstein, Kiel, Federal Republic of Germany
- Dr L. Dawydzik
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- Miss P.M. Friend, Chief Nursing Officer, Department of Health and Social Security, London, United Kingdom
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- Dr T. Mork
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WORLD HEALTH ORGANIZATION

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- Miss M.O. Abbott
Nursing Officer
- Dr W. Fritsche
Consultant, Health Manpower Development
- Dr D.C. Hall
Regional Officer for Nursing (*Secretary*)