

**CREATION OF THE
ALL-UKRAINIAN PROFESSIONAL NURSING ASSOCIATION
THE AMERICAN INTERNATIONAL HEALTH ALLIANCE**

The partnership program has intensified the creation of professional nursing associations throughout the NIS. Nursing associations are professional societies of nurses in pursuit of common personal and professional goals. The role of a nursing association is to:

- Promote and maintain the highest possible standard of nursing service for the wellbeing of the population;
- Enhance the professional role of nurses in practice, management, education, research, ethics, and society;
- Represent the profession and nurses before the government, other nongovernmental organizations, and the public at large.

The association is also involved in the following activities:

- Developing clinical practice standards
- Developing performance criteria
- Introducing change on the local and national level

Background

Nursing education improved in 1989 with the development of the first higher nursing education (HNE) departments of medical universities and the restructuring of some schools of nursing into medical colleges.

The proliferation of graduates of these HNE programs created new challenges for the clinical environment. Reassignment of professional responsibilities between existing physicians and feldshers and the newly educated nurses is a question that is still being addressed in many healthcare facilities in the NIS.

The Birth of the Association

The Russian Federation: a potential model

The first nursing association in Russia was founded in 1992. This date coincides with the development of AIHA's partnership program and was followed by the creation of the Nursing Task Force. In 1996, nurse delegates from 44 regions recognized the Russian Nurses Association (RNA) as the national organization of nurses. More than 20 associations were legally chartered in 1998. Many of these societies were formed on the basis of existing nursing councils. In some regions in the Russian Federation (Perm and Samara), emerging nursing associations have the support of schools and colleges of nursing. Similar associations have been developed in Georgia, Armenia, Ukraine, Moldova, Kazakstan, and other NIS countries.

Current Status

Over 20 regional and specialty nursing associations have been established. Two national journals are published in the Russian Federation. Plans are currently being studied to disseminate the journals throughout Ukraine and other NIS countries. Practice guidelines have

been developed. Although membership constitutes only 2% of practicing nurses, this may be attributed to the fact that the association membership attracts the most active and influential clinicians and managers.

Plan for Ukraine

AIHA, through its nursing initiative, proposes the creation of the All-Ukrainian Nurses Association modeled on the Russian Society. With the support of AIHA and an educational program developed by the American Organization of Nurse Executives, the new global association will be brought through the stages of development including creation of a constitution and bylaws, registration and charter, membership enhancement and teambuilding exercises. Some of the existing city and regional associations are in the embryonic stage of development; others are well established. All of these groups have highly qualified nursing leaders at their helms; such leaders represent the future or organized nursing in Ukraine.

Methodology

A workshop will convene in Kiev. Marjorie Beyers, Executive Director of the American Organization of Nurse Executives (AONE) will chair the program and learning experience.

Two panels will share their countrywide experiences with their Ukrainian colleagues as follows:

Facilitator: Dr. Marjorie Beyers (312/422.2801)

Panel Number One:

Valentina Sarkissova, President, All-Russian Nursing Association
and three regional nursing association presidents

Panel Number Two:

Mary E. Foley, MS, RN (202/651.7000)
President, The American Nurses Association
and two presidents of State Nursing Associations (those familiar with the
partnership model and progress – California and Massachusetts)

Objectives: These associations will be encouraged to:

- Support the creation of the All-Ukrainian Nursing Association; and
- Adopt the following learning strategy:

Strategy

Association members will learn:

- I. Functions of Organizations
 - A. History
 - B. Emergence of professional associations
 - C. Themes across stages of development
 1. Differentiation
 2. Integration
 3. Interdependence among units
 - D. Functions
- II. Control Strategies

- A. Internal Control Strategies
 1. Standards for clinical practice
 2. A code of ethics for the nursing profession
 3. Delineated credentials for entry into practice
 4. Delineated scope of practice
 5. Advancement and dissemination of basic knowledge
 6. Established mechanisms for self-regulation in terms of
 - Accountability for the knowledge base
 - Peer review of practice
- B. External Control Strategies
 1. Boards of examiners to validate the profession's standards in Country statutes
 2. Political action committees to elect candidates supportive of the profession's interests
 3. Lobbyists to effect essential legislation
 4. Support for collective efforts to bargain for wages, conditions of employment
- C. Difficulties in balancing various control strategies
 1. Diversity in values and identities among members
 2. Lack of consensus about how revenues are shared
- II. Relationships between development of National Nursing Associations (NNA) and Chief Nursing Officer (CNO) positions in National Ministries of Health
 - A. Role of NNAs in growth of CNO movement
 - B. Characteristics of productive CNO/NNA relationships
- III. Practices and Commitments of Exemplary Leadership
- IV. Leadership of Voluntary Professional Associations
- V. Growing Leaders
 - A. How leadership is nurtured for professional associations
 - B. Identification of national challenges/opportunities
- VI. Collaboration with the International Council of Nurses (ICN)

Venue: Kiev, Ukraine

Participants: 35-40 Ukrainian nurses
 4 US faculty
 4 Russian faculty

Dates: tbd

Criteria for attendance:

Potential attendees should meet the following criteria:

- President of an existing nursing association in Ukraine
- Officer in an existing nursing association in Ukraine
- President of Kiev Nursing association
- Chief Nurse of Ministry of Health
- Leaders from Schools of Higher Nursing Education

- Directors of AIHA's Nursing Resource Centers
- Newly identified leaders from the primary health care partnerships

Proposed Outcomes

The newly emerged All-Ukrainian Nursing Association will be instrumental in mentoring nursing peers in-country, resulting in a strong professional society that will be the voice or organized nursing. Further development of associations and dissemination of information via newsletter, conference, and networking is anticipated. Leaders of the All-Ukrainian Nursing Association and other professional societies will be candidates for participation in the Learning Institute sponsored by AIHA and the Nursing Task Force. A train-the-trainer methodology will evolve; resulting in a critical mass of highly trained leaders.

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