

## Nursing Memorandum Issued

NIS nurses are taking this year's conference theme of "Nurse Leaders Creating Change" to heart. At the final conference session, Tatiana Mikheeva, co-chair of the NIS Nursing Task Force, presented a "conference memorandum" that will be sent to 11 NIS ministries of health later this year to request formal support for nursing reforms.

The memo, drafted by a small working group of NIS nurses, asks that ministries take the following actions:

- create a head nurse position within Ministries of Health;
- support nurses' participation in international conferences;
- support the introduction of the position of nursing specialist;
- change the job descriptions for and grant a higher level of authority to chief nurses in hospitals;
- increase opportunities for nursing practice in multiple settings;
- support the introduction of standards of nursing practice; and
- provide for equitable adjustment of nurses' salaries and workloads.

Irina Bakhtina, MD, director of the Postgraduate Nursing School at Sokolov Medical Center in St. Petersburg, Russia, and one the memorandum's authors, said the task force will solicit revisions to the memo from nurses in each partnership over the next few months, and will then send a final version to designated ministry officials. She said the task force will request a response from the ministries before next year's nursing conference.