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Strengthening Nursing and Midwifery

Report by the Secretariat

INTRODUCTION

1. The functioning of any health system depends on the effectiveness of its components. One major aspect of the health system is the health workforce. In the resolution WHA59.27, Member States reiterated their recognition of the crucial contribution of nursing and midwifery professions to health systems, to the people they serve, and to efforts to achieve the internationally agreed health-related development goals, including those contained in the Millennium Declaration and those of WHO priority programmes. This report summarizes progress made in five areas stipulated in WHA59.27. The work outlined in this report is a result of a collaborative effort between WHO Secretariat, Regional and Country Offices, the Global Advisory Group on Nursing and Midwifery (GAGNM), WHO Collaborating Centres on nursing and midwifery development and other international, regional and national partners.

INTEGRATED PLANNING

2. A global survey on monitoring progress on the implementation of the Strategic Directions on Strengthening Nursing and Midwifery Services (SDNM) 2002-2008¹ has been implemented. To date, the survey has been completed in 77 countries. Preliminary results show that out of the 59 Member States who have human resources for health policies, 53 of them have Nursing plans and 39 have Midwifery plans. This information is critical for the provision of technical support on advocacy, policy development, programming and implementation.

3. WHO Secretariat is supporting creation of Human Resources for Health (HRH) Observatories. HRH observatories involve networks of all stakeholders in health workforce development and are a resource for producing, sharing and utilizing information and evidence to support the development of policies and strategies and the monitoring policy implementation. Observatories have been launched in Ethiopia and Uganda. Six other countries within the African region are in the process of developing their Observatories.

¹ WHO, 2002. Strategic Directions for Strengthening Nursing and Midwifery Services.

4. Work on Global Standards for basic Nursing and Midwifery has been initiated. A comprehensive literature review on educational standards for basic nursing education has been conducted. In addition, a Consensus Meeting attended by experts from 13 countries was convened in December 2006. The meeting addressed issues related to the improvement of patient outcomes through a better educated health care workforce. Equivalence for basic nursing educational standards and core elements have been identified and agreed upon. Consensus will be obtained through involvement of a broader group of Stake Holders.

5. In November 2006, AFRO organized the first consultative regional meeting on strengthening nursing and midwifery. Following this meeting, a regional strategic framework for action was developed. The framework provides guidance to WHO, its collaborating partners and Member States in the African region on capacity building and development of nursing and midwifery.

6. WPRO has developed a six module "Health Service Planning and Policy-Making: A Toolkit for Nurses and Midwives"². The modules outline the core planning and advocacy skills, health system issues and policy decision-making processes. The Toolkit is used in national and regional training workshops.

7. AFRO conducted assessments to determine training institutional capacity for scaling up production of nursing and midwifery tutor training in 5 countries (Kenya, Uganda, Malawi, Tanzania and Zambia). These assessments confirm the critical shortage of midwifery tutors. For example, in Zambia, the General Nursing Council recommends a teacher student classroom ratio of 1:20 and for the clinical area 1:10. The prevailing situation is 1:75 and 1:60 respectively. As a follow, WHO has supported Zambia in developing a strategy for scaling up production of tutors for nurses and midwives.

8. The European Forum of National Nursing and Midwifery Associations(EFNNMA) and WHO held its 10th annual meeting in 2006 in St. Petersburg, Russian Federation. A consensus statement on nursing and midwifery in HIV/AIDS client care was developed. This Statement urges Member States to involve nurses and midwives in health policies programs and decision making on HIV/AIDS. In addition, an impact evaluation on the implementation of the 2005 Statement on Maternal, Child and Adolescent Health with focus on Obesity has been conducted.

INVOLVEMENT IN WHO'S POLICY AND PROGRAMMES

9. The Global Consultation on Strengthening the Nursing and Midwifery Services which took place in Islamabad, Pakistan, from 4 to 6 March was a collaborative effort between the Government of Pakistan, the World Health Organization, International Confederation of Midwives and the International Council of Nurses. It was attended by 36 nursing and midwifery experts from around the globe. The Consultation culminated into the Islamabad Declaration which outlines three critical elements for strengthening nursing and midwifery capacity; a) determining the appropriate skill-mix, b) scaling-up nursing and midwifery capacity and, c) identifying measures to create positive workplace environments for nursing and midwifery. The Islamabad Declaration together with WHA59:27 have proved essential tools for advocacy and programme development.

² Health Service Planning and Policy Making: A tool for Nurses and Midwives. Manila, WHO Regional Office for the Western Pacific, 2005.

10. The Pakistan, the Global Consultation was followed by a National Consultation which concluded with a Road Map for nursing, midwifery and Lady Health Visitor Education Reform encompassing a) baseline assessment on entry to practice and education, mapping of education providers and teacher preparation programmes, b) regulation, c) infrastructure, curriculum and programme issues, d) faculty development, e) governance and accountability.

11. In 2006, WPRO has developed an HRH Regional Strategy³ which highlights three Key Result areas; a) health workforce response to population needs, b) health workforce development, deployment and retention and, c) stewardship, good governance and effective health workforce management.

12. In September 2006, a draft resolution that supports enhancing and standardizing nursing and midwifery education programmes in WPRO was prepared by the South Pacific Chief Nursing Officer Alliance (SPCNOA) and the American Pacific Nurse Leaders Council (APNLC)⁴. A draft resolution supporting the intent of the Western Pacific Regional Action Plan for nursing and midwifery development has been proposed by the APNLC⁵.

13. New members of the Global Advisory Group on Nursing and Midwifery Development (GAGNM) were selected in 2006 to serve a three year term. In February 2007, a GAGNM meeting made recommendations which were presented to the Director General of WHO for action. GAGNM members provided technical support to support planning and implementation of regional capacity building activities for nurses and midwives in the African Region.

14. A nurse scholar and internship programme has been established at the WHO Secretariat. The internship is available for senior graduate nursing and midwifery students. Six individuals have gone through the internship programme. The internship offered to these 6 individuals covered areas related to mental health, research, Communities of Practice and reproductive health. Five Nurse scholars worked on development of competences for nursing leadership, evaluation of training programmes of WHO priority areas in relation to return of investment, innovative technology and nursing and midwifery workforce. Nurse Scholars are selected based on their expertise in various disciplines related to nursing and midwifery.

15. WHO Secretariat has supported recruitment of a midwife in the Department of Making Pregnancy Safer and a nurse in the Department of Health Action in Crisis.

16. A training package addressing prevention, reducing the spread of epidemic and pandemic-prone acute respiratory disease associated with health care in the community are underdevelopment. This is a collaborative effort between the WHO secretariat and the Victorian Order of Nurses, John Hopkins School of Nursing and Case Western University. Nurses and midwives are the main target audience.

17. "The Atlas: Nurses in Mental Health"⁶ was launched on 11 September 2007 during a seven country videoconference involving 133 participants from all regions. The Launch was addressed by Her Royal Highness Princess Muna Al Hussein, Jordan. A two week web-based global

³ WHO, Western Pacific Regional Office. Regional strategy on Human Resources for Health, 2006-2015.

⁴ SPCNOA Draft Resolution no. 1. September 2006

⁵ APNLC 2007 Resolution 1 (Draft)

⁶ WHO: Atlas: Nurses in Mental Health, Geneva, 2007

discussion on the challenges and successes in providing effective mental health care in resource poor settings also took place. Six hundred and fifteen participants from 80 countries participated in the discussions.

18. In July 2007, EMRO supported a midwifery development workshop in Hargeisa, Bossaso, Somalia. Twenty four midwives and nurses representing the services, educational institutions from Hargeisa, Bossaso, and Mogadishu and WHO focal points representing Nursing and reproductive health attended the meeting. By the end of the meeting, a framework curriculum, Action Plan and funding proposal for the nurse-midwifery programme were developed. Organizations such as, the Arab League, GAVI, UNFPA and UNHCR have committed to support this effort.

19. SEARO has supported the development of a roadmap for the production of Skilled Birth Attendant (SBA) and an in-service training strategy for 2006-2012, in Nepal. Furthermore, a South-East Asia Nursing and Midwifery Education Institution Network (SEANMEIN) has been established. The network aims to strengthen and promote standards and quality of nursing and midwifery education and improve capacity of nursing and midwifery education institutions in the region.

21. The University of Hyogo, Japan, a WHO Collaborating Centre in Disaster and Health Emergency Management, is working closely with WPRO is to establish a regional network for disasters in two regions (WPRO and SEARO). The WHOCC has also developed competencies on nursing in disaster settings.

22. AFRO, has recently recruited some nurses and midwives for Prevention, Nursing, Community Care in HIV/AIDS for each of the Intercountry Support Team Blocks to ensure contribution of nursing and midwifery in the development of and implementation of WHO's policy and programmes.

ETHICAL RECRUITMENT GUIDELINES

23. In 2006, a Global Migration Forum on Migration and Development was organized by the government of Belgium in partnership with the United Nations Development Programme (UNDP). Seven hundred participants attended, representing over 60 countries. Ministers of Labour, Foreign Affairs and Health were in attendance. The Forum was opened by the Secretary General of the United Nations, Ban Ki-moon and the Prime Minister of Belgium His Excellence Mr Guy Verhofstadt. In collaboration with United Kingdom Department of International development (DFID), WHO organized a Round Table Discussion on "Highly skilled migration: Balancing interests and responsibilities", which was chaired by Dr Ann Phoya, Ministry of Health Malawi and Mr Jean-Pierre Garson from Organization for Economic Cooperation and Development (OECD). In addition, a review of existing code of practice and bilateral agreements is being carried out and a progress report from WHO and Global Health Workforce Alliance (GHWA) has been requested for next Forum.

24. A GHWA Migration Policy Initiative was launched and during the May 2006 World Health Assembly. A Technical Session on Health Workers Migration and Health of Migrants was also held. The work on migration comprises two groups, a) the Migration Technical Working Group coordinated by WHO and, b) the Health Worker Global Policy Advisory Council Chaired by the GHWA and Realizing Rights. The main goal of the Health Worker Global Policy Advisory Council is to draft a global code of practice to promote ethical recruitment.

CONTRIBUTION TO MEETING THE NATIONAL HEALTH POLICIES AND MDGs

27. Global Advisory Group on Nursing and Midwifery is contribution to various aspects of WHO work on nursing and midwifery such as developing indicators for the evaluation of the SDNM, updating of the SDNM, development of a proposal on the integration of nursing and midwifery services in WHO programs and literature review on Primary Health Care specific to nursing and midwifery.

28. WPRO has produced a participatory Sourcebook to support the integration of poverty and gender concerns into health professional educational curricula targeted at strengthening the education of health professionals in the region. Each module contains facilitators' notes and suggested learner's exercises.

29. In AMRO, WHO Collaborating Centres on Nursing and Midwifery are working with training institutions in the ANDEAN region to support the implementation of a training programme on HIV/AIDS. Furthermore, AMRO is strengthening inter-institutional technical cooperation and inter-country cooperation for nursing and midwifery development, analyzing and updating information on the action of WHOCCs to orient their activities towards the achievements of the MDG and national health priorities.

30. The Global Network of Collaborating Centres for Nursing and Midwifery Development has developed a training package for nurses and midwives on HIV/AIDS. The most recent work relates to the development of a framework for scaling up production of nursing and midwifery capacity.

31. In EURO, six WHOCCs are supporting the work of WHO on educational issues following the Munich Declaration on Strengthening Nursing and Midwifery. A seventh Collaborating Centre has been processed for Designation. Country profiles on HRH, nurses and midwives included, are updated by the EURO HRH Programme. To secure implementation of evidence base knowledge two Home-pages were developed, one for the Nursing and Midwifery Programme <http://www.euro.who.int/nursingmidwifery> and one for EFNNMA and WHO. <http://www.euro.who.int/efnnma>.

SUPPORT TO MEMBER STATES IN THE PROVISION OF WORKPLACE ENVIRONMENTS THAT ARE SAFE AND SUPPORT RETENTION OF NURSES AND MIDWIVES

32. A seven-point framework on retention was used to analyse retention strategies in four countries (Uganda, the United Kingdom, Canada and Thailand). The framework draws on available country data and includes, Gross Domestic Product and investment in health, mix of private/public investment, international migration, health policy frameworks, country strategies, provincial/regional strategies, and professional associations/regulatory bodies. The framework is a means for countries to device ways aimed at reducing the rate of external migration and continual loss of a valuable health resource.

33. A 25 Member WHO Study Group on Inter-professional Education and Collaborative Practice was launched on 11, September, 2007, in Geneva. This Group represents 30

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Professional Associations led by experts from the Canada, UK, Japan and Australia. The aim of the Group is to promote "Learning Together to Work Together" around three themes a) inter-professional education, b) Collaborative practice, c) System-level support structures.

ACTION BY THE EXECUTIVE BOARD

34. The executive Board is invited to note the above report by the Secretariat.