The Global Strategic Directions for Strengthening Nursing and Midwifery 2016-2020

XV Coloquio Panamericano de investigación en enfermería

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Health Workforce Department, WHO
WHO core functions:
1. Providing leadership on matters critical to health and engaging in partnerships where joint action is needed;
2. Shaping the research agenda and stimulating the generation, translation and dissemination of valuable knowledge;
3. Setting norms and standards, and promoting and monitoring their implementation;
4. Articulating ethical and evidence-based policy options;
5. Providing technical support, catalyzing change, and building sustainable institutional capacity;
6. Monitoring the health situation and assessing health trends.
The place of nursing research in the context of global mandates

• Evidence generation and utilization at the core of all health mandates and frameworks
• Operational research on current trends needed
• Operational research an integral part of health actions
• Nursing research critical
Nursing Challenges....

- Ever evolving and complex health trends
- Workforce Shortage
- Dynamic and evolving roles

Ebola

Emergencies

Zika

Increasing health services demand
Nursing challenges

The world’s 1.2 billion people (aged 10-19 years)

Nearly 35% of the global burden of disease has roots in adolescence.

By 2050 the proportion of the world’s population aged over 60 years will nearly double from 12% to 22%.

Current estimates:
- 43.5 million health workers
- 20.7 million are nurses and midwives.
- Nurses and midwives represent more than 50% of the workforce
- current (2013) shortfall, 9 million out of 17.4 million.

Noncommunicable diseases (NCDs) kill 38 million people each year.
The global guiding mandates and frameworks

Examples:

• Sustainable Development Goals
• Universal Health Coverage
• Global Strategy on Human Resources for Health: Workforce 2030
• Framework on Integrated People-Centred Care
• Strategy on Women’s, Children’s and Adolescent Health

• **Strategic directions for strengthening nursing and midwifery 2016-2020**
The SDGs

3. GOOD HEALTH AND WELL-BEING

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES
### SDG 3: Ensure healthy lives and promote well-being for all at all ages

**Target 3.8:** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services, medicines and vaccines for all

<table>
<thead>
<tr>
<th>MDG unfinished and expanded agenda</th>
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<tbody>
<tr>
<td>3.1: Reduce maternal mortality</td>
</tr>
<tr>
<td>3.2: End preventable newborn and child deaths</td>
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<tr>
<td>3.3: End the epidemics of HIV, TB, malaria and NTD and combat hepatitis, waterborne and other communicable diseases</td>
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<tr>
<td>3.7: Ensure universal access to sexual and reproductive health-care services</td>
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<table>
<thead>
<tr>
<th>New SDG 3 targets</th>
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<tbody>
<tr>
<td>3.4: Reduce mortality from NCD and promote mental health</td>
</tr>
<tr>
<td>3.5: Strengthen prevention and treatment of substance abuse</td>
</tr>
<tr>
<td>3.6: Halve global deaths and injuries from road traffic accidents</td>
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<tr>
<td>3.9: Reduce deaths from hazardous chemicals and air, water and soil pollution and contamination</td>
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<thead>
<tr>
<th>SDG3 means of Implementation targets</th>
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<tbody>
<tr>
<td>3.a: Strengthen implementation of framework convention on tobacco control</td>
</tr>
<tr>
<td>3.b: Provide access to medicines and vaccines for all, support R&amp;D of vaccines and medicines for all</td>
</tr>
<tr>
<td>3.c: Increase health financing and health workforce (especially in developing countries)</td>
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<tr>
<td>3.d: Strengthen capacity for early warning, risk reduction and management of health risks</td>
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</tbody>
</table>

**Interactions with economic, other social and environmental SDGs and SDG 17 on means of implementation**
1. Optimize performance, quality and impact of the health workforce

2. Align investments in human resources with the current and future needs of the population and of health systems

3. Build capacity of institutions at subnational, national, regional and global levels for effective stewardship, leadership and governance.

4. Strengthen the data on human resources for health, for monitoring and ensuring accountability for the implementation of the global strategy
Integrated, People-Centred Health Services...

Resolution WHA69.24
Why the focus on nursing?

Nurses are the largest health profession in the world, over 50% in some countries.

Nursing services are cost effective.

Provide close to client services.

Nurses are uniquely positioned to make a difference.
## WHA Resolutions on Nursing

<table>
<thead>
<tr>
<th>Year</th>
<th>World Health Assembly Resolutions</th>
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<tbody>
<tr>
<td>2011</td>
<td>WHA64.7: Strengthening nursing and midwifery</td>
</tr>
<tr>
<td>2006</td>
<td>WHA59.27: Strengthening nursing and midwifery</td>
</tr>
<tr>
<td><strong>2001</strong></td>
<td><strong>WHA54.12: Strengthening nursing and midwifery</strong></td>
</tr>
<tr>
<td>1996</td>
<td>WHA49.1: Strengthening nursing and midwifery</td>
</tr>
<tr>
<td>1992</td>
<td>WHA45.5: Strengthening nursing and midwifery in support of strategies for health for all</td>
</tr>
<tr>
<td>1989</td>
<td>WHA42.27: Strengthening nursing/midwifery in support of the strategy for health for all</td>
</tr>
<tr>
<td>1983</td>
<td>WHA36.11: The role of nursing/midwifery personnel in the strategy for Health for All</td>
</tr>
<tr>
<td>1977</td>
<td>WHA30.48: The role of nursing/midwifery personnel in primary health care teams</td>
</tr>
<tr>
<td>1950</td>
<td>WHA3.67: Increasing and improving the supply and use of nurses</td>
</tr>
<tr>
<td>1949</td>
<td>WHA2.77: Expert Committee on Nursing</td>
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## Option analysis

- Independent evaluation process by telephone or email
- GCNMOs, WHOCCs and other key stakeholders involved

### OPTIONS

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>Incorporate nursing and midwifery into the GSHRH development</td>
</tr>
<tr>
<td>2</td>
<td>A global SDNM to reflect key issues in regional SDNMs</td>
</tr>
<tr>
<td>3</td>
<td>Outline development for a new SDNM</td>
</tr>
<tr>
<td>4</td>
<td>Global consultations on a draft SDNM 2016 – 2020</td>
</tr>
</tbody>
</table>
Options analysis result

<table>
<thead>
<tr>
<th>KEY INFORMANTS</th>
<th>INDIVIDUALS SURVEYED</th>
<th>RESPONDENTS (%)</th>
<th>SDNM (%)</th>
<th>GSHRH (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CGNMOs</td>
<td>53</td>
<td>24 (45%)</td>
<td>96%</td>
<td>4%</td>
</tr>
<tr>
<td>WHO CC/HRH personnel</td>
<td>45</td>
<td>20 (44%)</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>Regional/HRH advisers</td>
<td>18</td>
<td>11 (61%)</td>
<td>91%</td>
<td>9%</td>
</tr>
<tr>
<td>Key international organizations</td>
<td>10</td>
<td>10 (100%)</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Key global health leaders</td>
<td>20</td>
<td>19 (95%)</td>
<td>68%</td>
<td>32%</td>
</tr>
</tbody>
</table>

96% of CNOs and CMOs in favour of a stand-alone SDNM
Global Strategic directions for strengthening nursing and midwifery 2016 – 2020
The SDNM 2016-2020 process

SDNM Survey 2014-2015

CNMO 2014 1st recommendations

Key informants recommendations

Expert meeting Jordan Apr.2015

1st expert consultation


Global web-based Consultation, Nov-Dec. 2015

Experts consultation in Geneva from 18-19 January 2016

The Health Workforce 2030
Outlook of the Global SDNM

- Accessibility
- Availability
- Acceptability
- Quality
- Cost-effectiveness

Healthier and happier lives in line with UHC and achieving the SDGs

- Life Course Approach
- Social Determinants of Health
- Gender, Equity and Human Rights
The Global strategic directions 2016 – 2020

Available, Accessible, Acceptable, Quality and Cost-effective nursing and midwifery care for all, based on population needs and in support of UHC and the SDGs

Visions:
- Ensuring an educated, competent and motivated nursing and midwifery workforce within effective and responsive health systems at all levels and in different settings
- Optimizing policy development, effective leadership, management and governance
- Working together to maximize the capacities and potentials of nurses and midwives through intra and interprofessional collaborative partnerships, education and continuing professional development
- Mobilizing political will to invest in building effective evidence-based nursing and midwifery workforce development

Principles:
- Ethical Action
- Relevance
- Ownership
- Partnership
- Quality
## SDNM 2016-2020 and global strategy on HRH: Workforce 2030

<table>
<thead>
<tr>
<th>Themes</th>
<th>Objectives</th>
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<tbody>
<tr>
<td>SDNM 2016-2020</td>
<td>Workforce 2030</td>
</tr>
<tr>
<td>1. Ensuring a well educated,</td>
<td>1. Optimize the existing workforce in pursuit of the SDGs and UHC (e.g.</td>
</tr>
<tr>
<td>competent, motivated N/M workforce</td>
<td>education, employment, retention)</td>
</tr>
<tr>
<td>2. Optimizing policy development,</td>
<td>2. Anticipate future workforce requirements by 2030 and plan the necessary</td>
</tr>
<tr>
<td>effective leadership,</td>
<td>changes (e.g. a fit for purpose, needs-based workforce)</td>
</tr>
<tr>
<td>management and governance</td>
<td>Same as above</td>
</tr>
<tr>
<td>3. Maximizing capacities and</td>
<td>3. Strengthen individual and institutional capacity to manage HRH policy,</td>
</tr>
<tr>
<td>potentials of N/M through</td>
<td>planning and implementation (e.g. migration and regulation)</td>
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<tr>
<td>intra- and interprofessional</td>
<td></td>
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<tr>
<td>partnerships and CPD</td>
<td></td>
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<tr>
<td>4. Mobilizing political will to</td>
<td>4. Strengthen the data, evidence and knowledge for cost-effective policy</td>
</tr>
<tr>
<td>invest in effective evidence</td>
<td>decisions (e.g. National Health Workforce Accounts)</td>
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<tr>
<td>based N/M workforce</td>
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**CROSS-cutting**
1st SDNM 2016-2020 launch
18 May 2016, Geneva
Implementation scope

- Global action
- Ongoing advocacy
- Strategic Directions
- Capacity building
- Adaptation
- Country action
- Regional action

INDICATORS

Monitoring and evaluation
Nursing areas of research opportunities

Policy and regulation improvements
- Leadership and governance
  - Nursing and Midwifery leadership and governance
    - Leadership process and practice
      - Create work structure and conditions
      - Motivating
      - Team building
      - Facilitating care processes
      - Promoting participation
  - Collaborative partnerships
    - Community partnerships
    - Teamwork with health professionals
    - Inter-sectoral partnerships
- Nursing and Midwifery workforce strengthening
  - Human Resources for Health (HRH)
    - Personnel administration
    - Supply and retention
    - Role and function
    - Performance management
    - Information systems
- Education and training
- Health access and equity
  - Availability
  - Accessibility
  - Acceptability
  - Quality
  - Increased health promotion efforts and outcomes; improved early detection of health conditions; increased capacity to treat disease; and increased rehabilitation efforts and outcomes.

The Health Workforce 2030
High Level Commission on Health Employment and Economic Growth

Foundation:

- Importance of investing in health and wealth established
- Critical role of health economy in stimulating economic growth and job creation
- Investments health workforce creates conditions for economic growth and job creation and greater economic stability
- Requires gender equality and women’s empowerment, transforming health workforce education, investing in rural and training to reach the underserved, reappraising the contribution of nurses and midwives, community based health workers, non-professionals, young people’s needs for decent jobs, technical and vocational training
- Need to investing in the skills of an expanding number of health workers and increase employment to meet the need of PHC.
- Five year action plan proposed 2016-2021
Conclusion

• Political will and leadership essential
• Concrete investments in:
  – Education and training
  – Governance, leadership and accountability
• Solutions are in the local context
• Contexts differ, necessitates adaptation
• Coordinated implementation efforts needed
THANK YOU

http://www.who.int/hrh/nursing_midwifery/en/