

# Nursing and Midwifery in the Eastern Mediterranean Region: Challenges and Prospects

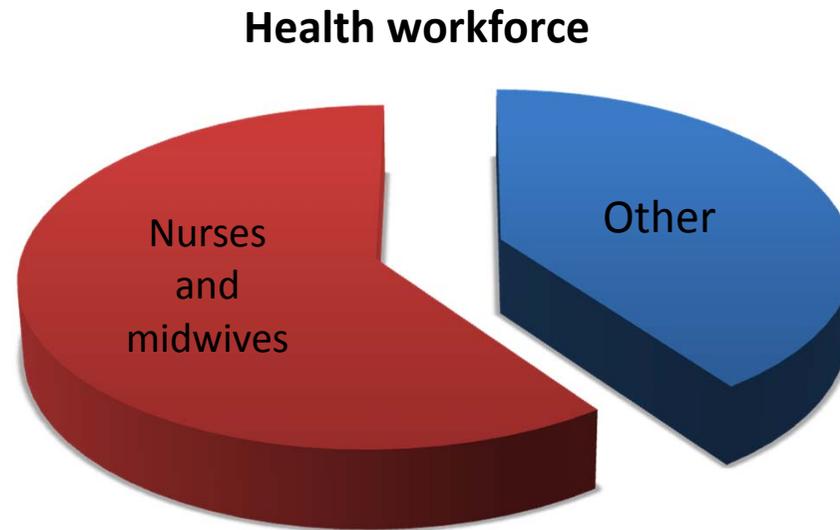
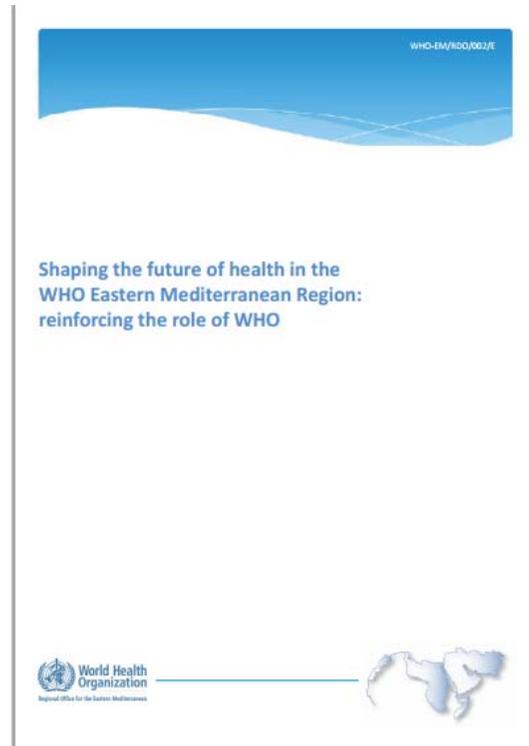
## Technical Meetings

**62<sup>nd</sup> Session of the WHO Regional Committee  
for the Eastern Mediterranean**

**5-8 OCTOBER 2015, Kuwait**



# Improving health system performance: Role of Nurses and Midwives



They are at the **frontline of service** delivery and can bridge the gap between access and coverage

# Review of nursing and midwifery in the EMR: the context

- WHO has historically invested in nursing and midwifery since its establishment
- One of the first regions to develop:
  - Regional nursing strategy
  - Standards for pre-service nursing education including prototype curricula

# Review of Nursing and Midwifery in the EMR

## Approach

- Online survey
- Desk review
- Country profiles analysis
- Consensus reached during the Regional forum on the **future of nursing** in the EMR held in Jordan and the Expert Group Meeting held in Geneva

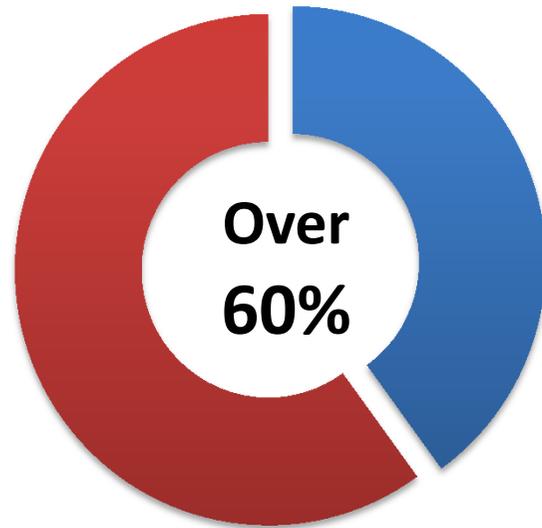
## Areas Assessed

- Governance
- Workforce
- Practice and services
- Access and quality of education

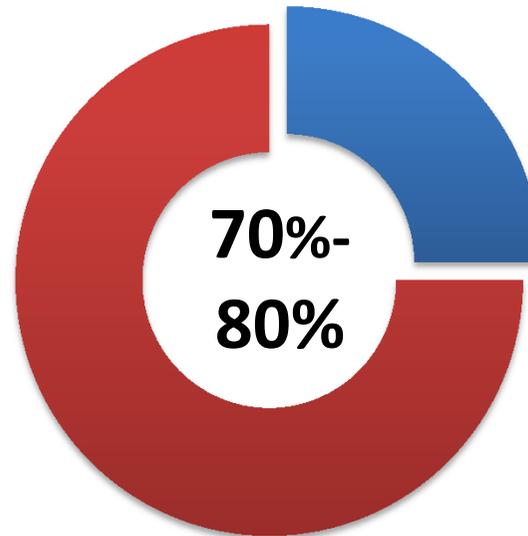
### *Others*

- Capacity
- Research

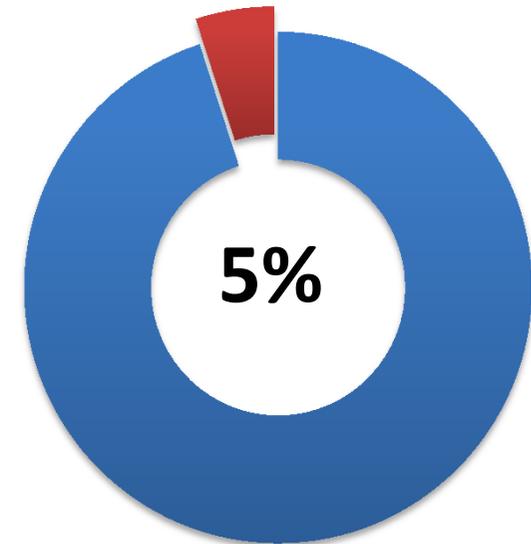
# Nursing and Midwifery in the EMR: Quick facts



of the health  
workforce

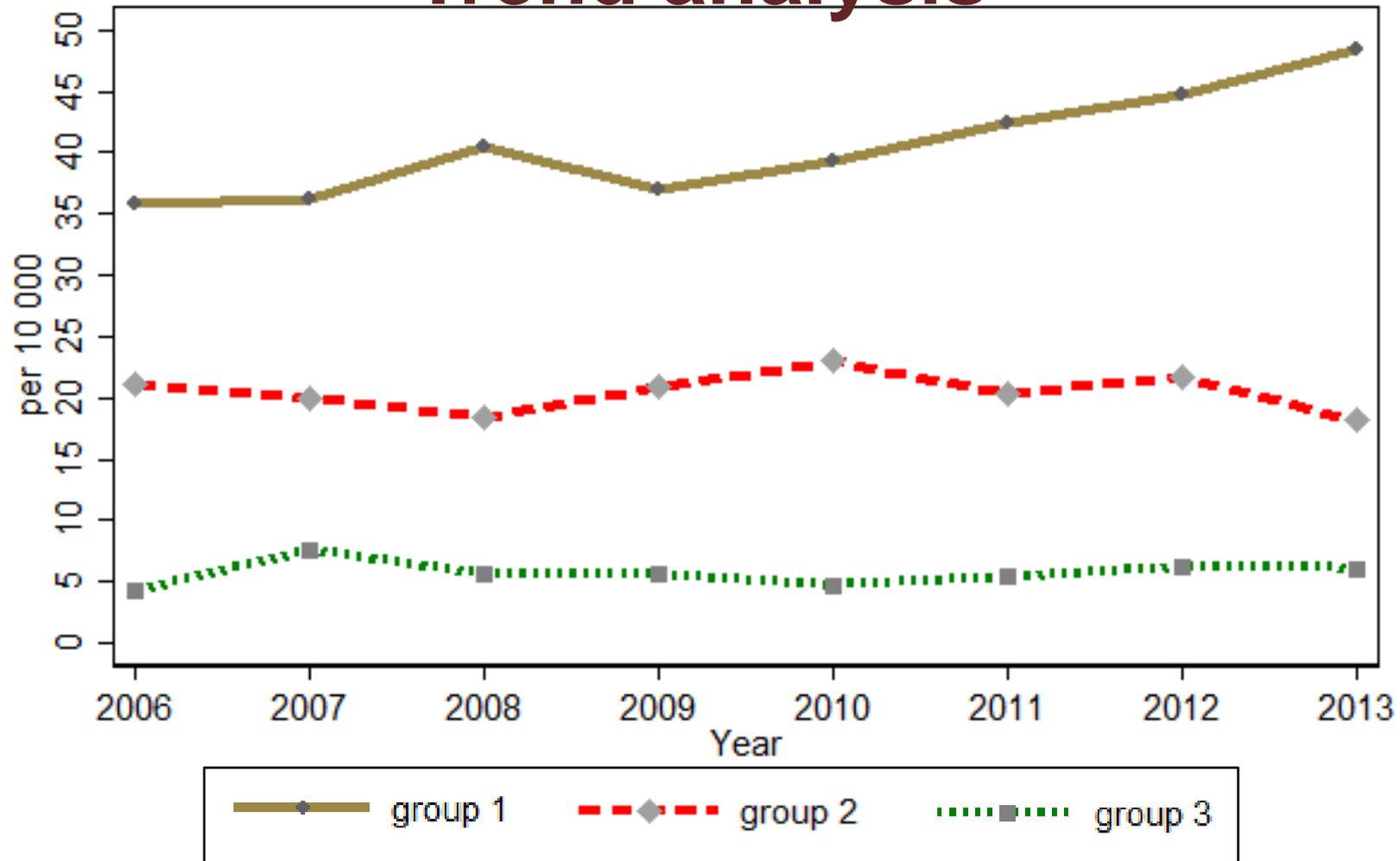


healthcare needs  
covered



nearly 20 million  
worldwide, less than  
1 million in EMR

# Density of Nurses and Midwives: Trend analysis



# **Outcome of the review process: key challenges in nursing and midwifery**

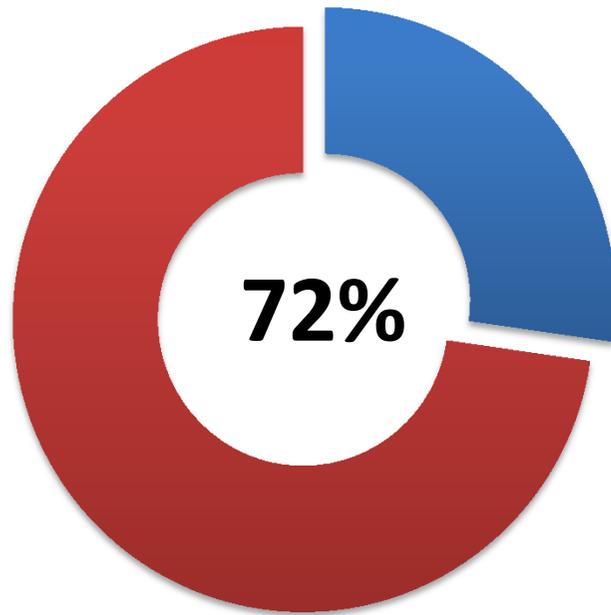


**World Health  
Organization**

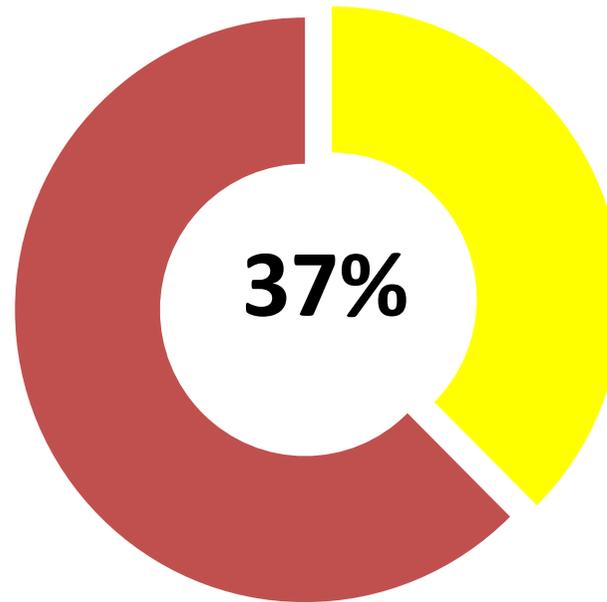
Regional Office for the Eastern Mediterranean



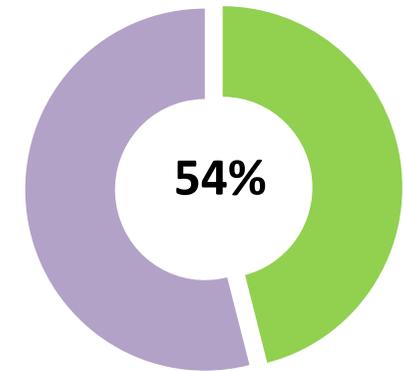
# Shortage



**16** of **22**  
countries have fewer than  
**15 nurses** per **10,000**  
population



**6** of the **16**  
countries have fewer than  
**10 nurses** per **10,000**  
population

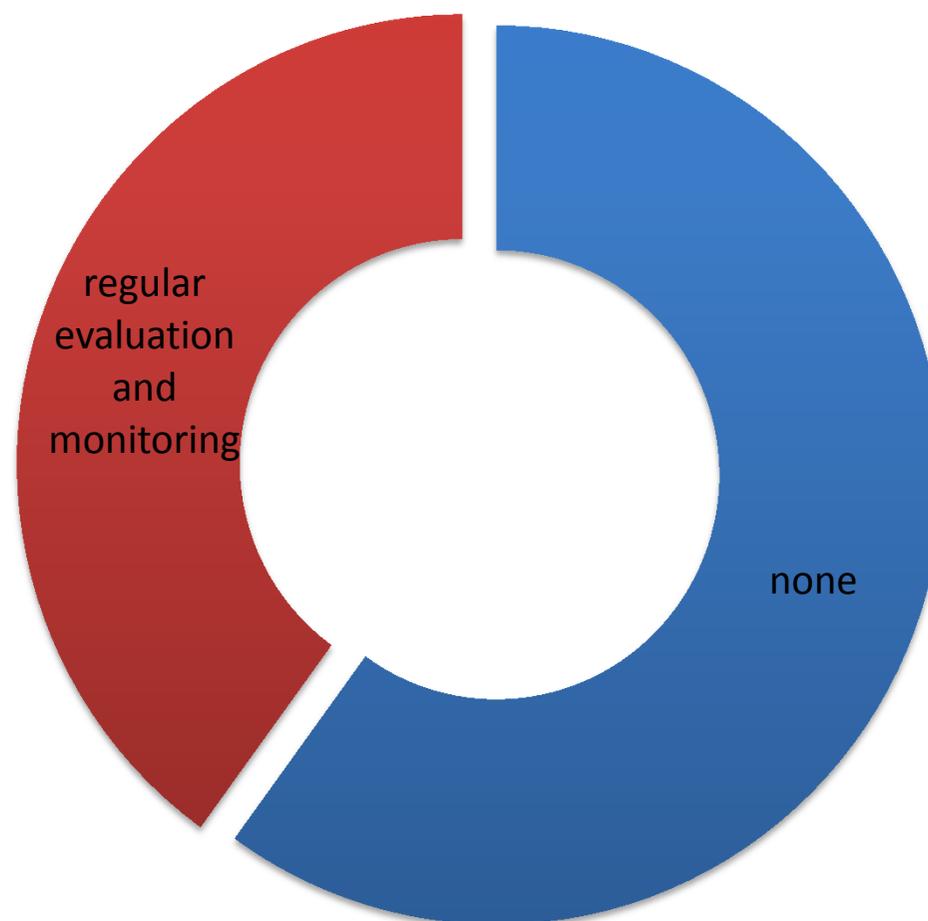


Non-nationals  
in group 1  
countries

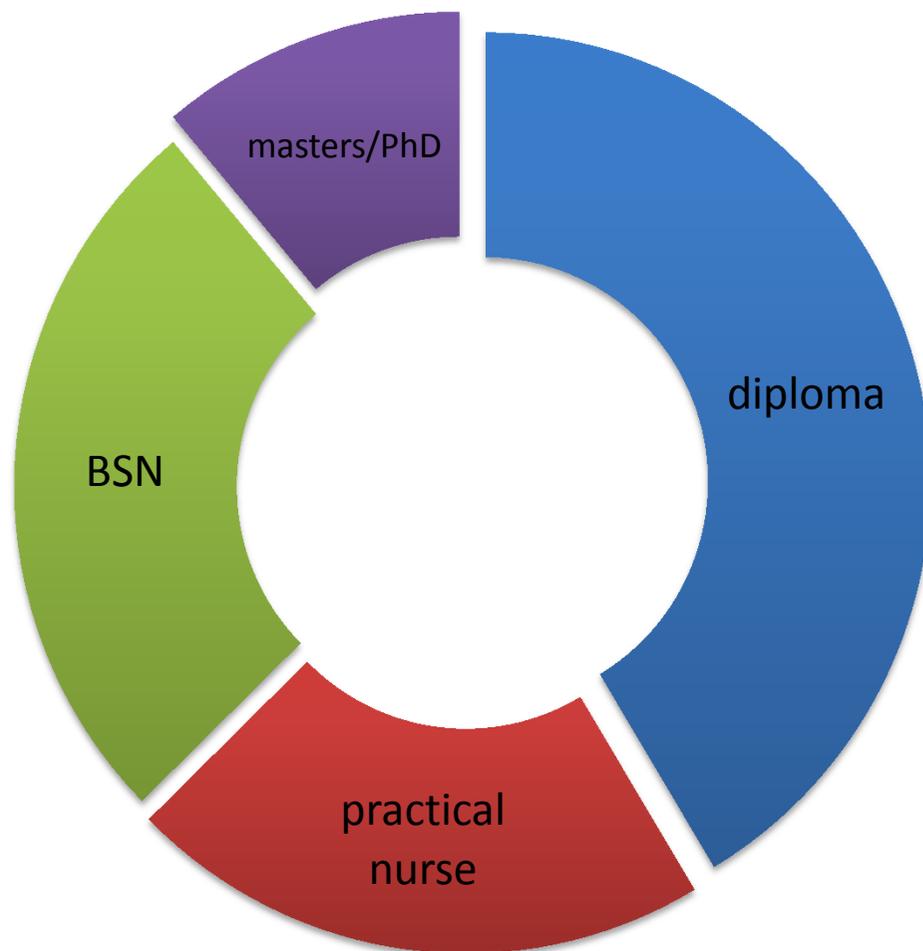
\*An estimated 23 health workers per 10,000 population are needed to provide essential health services

# Governance: Regulation

**40%** regularly  
monitoring and  
evaluating  
standards



# Education



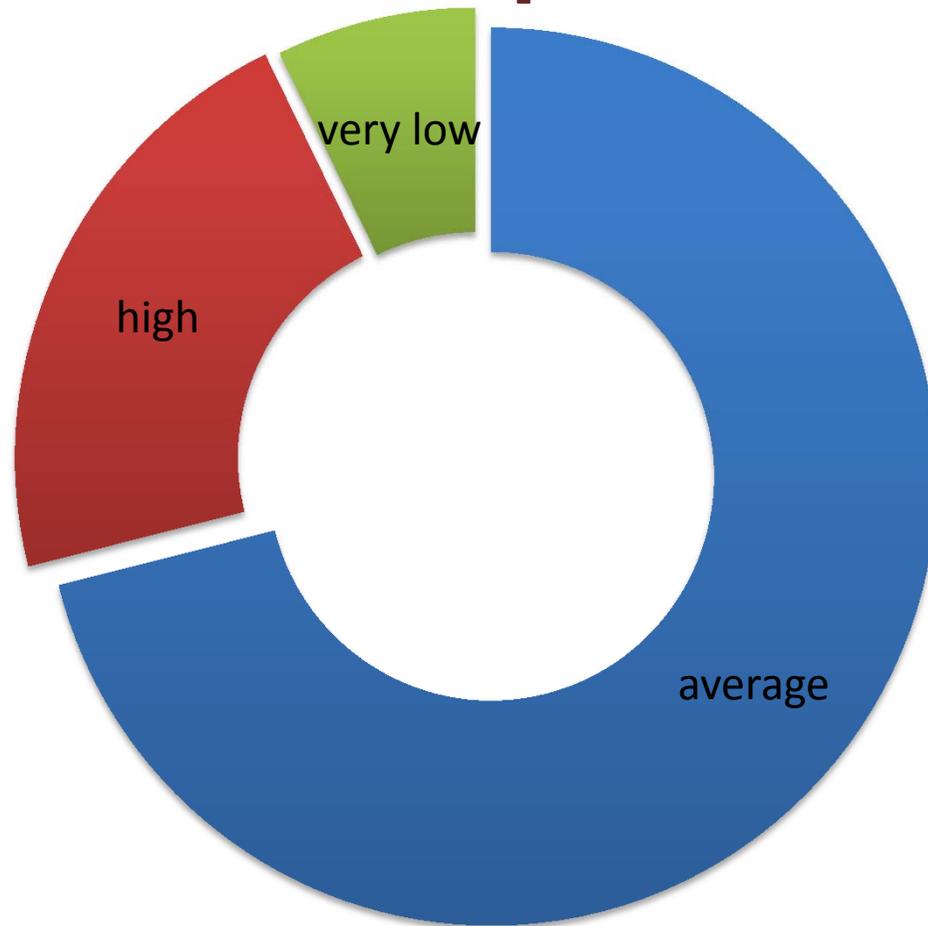
**41%** diploma

**21%** practical

**26%** BSN

**11%** MSc/PhD

# Workforce: perception of nursing profession



**59%** average

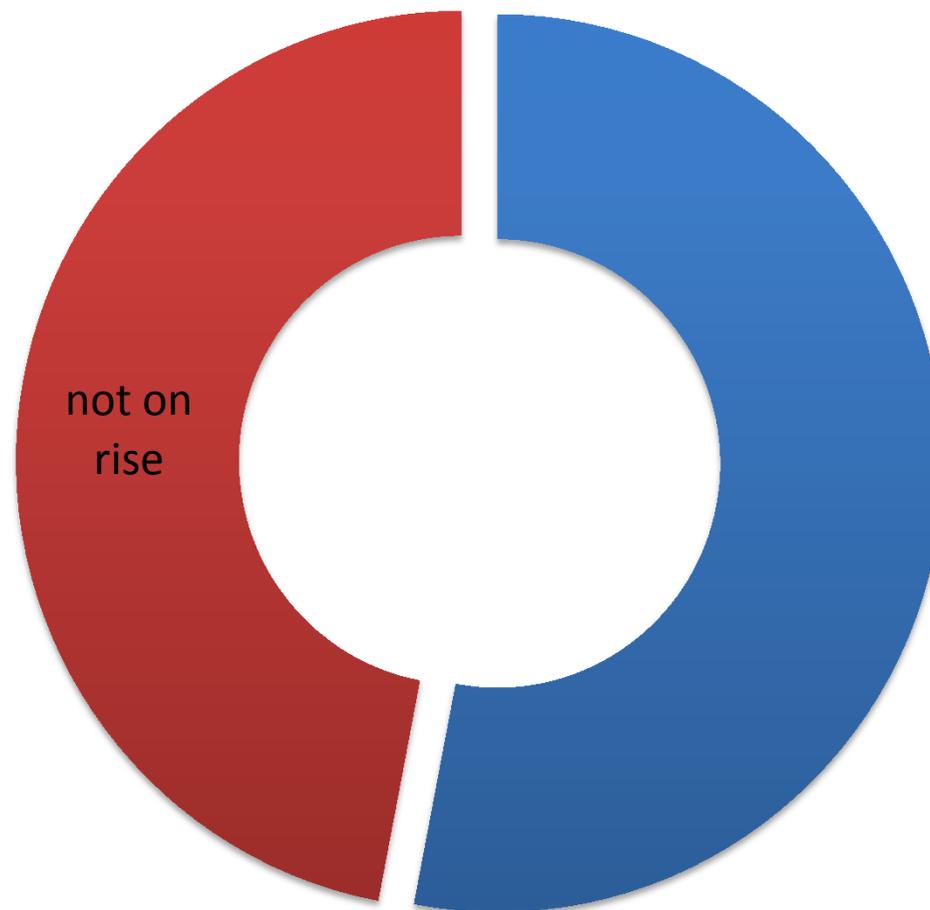
**18%** high

**6%** very low

**0%** very high

# Workforce: Job satisfaction

**47%** satisfaction not on the rise due to working conditions



# 1. Governance

- Weak **leadership and management**
- Outdated and/or contradictory **regulation**
- Gap in information about **financing** of nursing
- Weak and fragmented **nursing information systems**, with limited availability of sound evidence for decision-making
- **Poor coordination** between the various relevant sectors within the country
- Lack of clarity for the **position of nursing leadership** in the organizational structure of MOH

## 2. Workforce: active phase

- **Shortages** linked to:
  - Poor working conditions
  - Low levels of authority
  - Inadequate number of budgeted position
- **Inequitable distribution** of nursing and midwifery services particularly urban/rural and at all levels of care delivery
- **Migration** of the best qualified within and outside the region

# 3. Practice and Services

- Unclear **policies** governing practice and service development
- The **profession** suffers from absence of a:
  - *Career structure & professional progression*
  - *Clinical advancement*
  - *Nursing and midwifery care models*
- Limited **collaborative** and multidisciplinary **practice**
- Inadequate or absent **patient safety culture**
- Unclear role definition particularly in regard to **non-nursing responsibilities** and duties

# 4. Access to Quality Education

- Inadequate **investment** and low priority given to nursing education
- Poor **infrastructure**
- Inadequate preparation of deans/school directors in **educational leadership**
- Few functioning **accreditation/quality monitoring** system
- **Teacher shortages** and lack of preparation for the educator's role

# Opportunities

- **Better prepared** nurses and growth in entry level BSN nursing programmes
- Completion of **secondary school education** as a **requirement** for entry into nursing education in most countries
- Formulation of national strategic plans for nursing/midwifery in few countries
- Establishment of few **nursing councils**
- Implementation of the **leadership** for change **training** programme in **9 countries** in collaboration with International Council of Nurses

# **Strategic Priorities and Framework for Action: result of the Regional nursing forum and expert group meeting**



# 1. Governance

Strategic Direction	Selected Actions
<p><b>SD 1:</b> Nurses and midwives will play a major role in the governance of nursing and midwifery services to meet the national health priorities</p>	<ul style="list-style-type: none"><li>▪ Evaluate current governance structure of nursing at the national, subnational and institutional levels</li><li>▪ Verify and make necessary changes to the job description of the Chief nursing and midwifery (or country's most senior nurse) against WHO recommendations on the role of the Chief Nurse</li><li>▪ Conduct studies on the contribution and return on investment of nursing to health care &amp; financing of nursing</li></ul>
<p><b>SD 2:</b> Nurses and midwives are regulated through legal bodies, such a council or board, which are mandated to assume responsibility for professional regulation through implementing sustainable, and robust regulatory policies and practices</p>	<ul style="list-style-type: none"><li>▪ Evaluate current status of nursing/midwifery regulation</li><li>▪ Establish/strengthen national nursing and midwifery council/board, either on its own or with other health professions regulatory bodies</li></ul>

# 2. Workforce

Strategic Direction	Selected Actions
<p><b>SD3:</b> Human resources policy and nursing and midwifery workforce planning focus on maintaining adequate levels, distribution and an appropriate skill-mix to meet national health priorities</p>	<ul style="list-style-type: none"><li>▪ Review the current status of nursing workforce planning national nursing and midwifery workforce planning mechanisms</li><li>▪ Cost &amp; approve the nursing workforce plan with 10 year projections</li><li>▪ Explore way to increase flexibility into working practices and deployment of nurses and midwives</li><li>• Ensure availability of support staff</li><li>• Develop recruitment strategies and a 5 year plan targeting both traditional and non-traditional sources</li></ul>

# 3. Practice and Services

Strategic Direction	Selected Actions
<p><b>SD 4:</b> Nurses and midwives practice to the full extent of their education and scopes and standards of practice to ensure safe and quality health and nursing services for all populations</p>	<ul style="list-style-type: none"><li>▪ Review &amp; evaluate current patterns of nursing practice ,identify gaps &amp; develop a model of nursing and midwifery care and practice standards that is capable of responding to changing health priorities</li><li>▪ Use regional framework for specialist practice to identify &amp; define new roles( extended, specialist &amp; advanced)</li><li>▪ Set up national programmes for the specialist and advanced practice</li><li>▪ Establish and approve standards for nursing &amp; midwifery services</li></ul>

# 4. Access to Quality Education

Strategic Direction	Selected Actions
<p><b>SD 5:</b> Increase resource allocation to improve access to quality nursing and midwifery education</p>	<ul style="list-style-type: none"><li>▪ Review level of investment in nursing and midwifery education in the past three years</li><li>▪ Establishment of essential national curriculum requirements for nursing and midwifery</li><li>▪ Develop a costed national plan to scale production &amp; quality of nurses and midwives</li><li>▪ Develop national standards for education based on the WHO regional guide</li><li>▪ Build the capacity of persons holding the educator role and those engaged in educational planning, management and leadership</li><li>▪ Establish accreditation system for nursing and midwifery education</li></ul>

# Why Invest in Nursing and Midwifery?

- 70-80% of essential health care is provided by nurses and midwives.
- On the frontline 24hours a day 7days a week.
- A profession respected by individuals, families and communities.
- Urgent need to examine the cost of care and generate evidence on the contribution of nursing and midwifery.

# Urgent Action by Countries

- Establish a **multisectoral forum** led by MOH to guide strengthening of nursing and midwifery at the **national level**
- Develop a **national plan** based on the regional action framework for **transforming** nursing and midwifery

**Reinforcing nursing and midwifery**  
will **continue to be a priority** for  
WHO in 2015 and over the coming  
biennium.

*Thank you*



**World Health  
Organization**

Regional Office for the Eastern Mediterranean

