

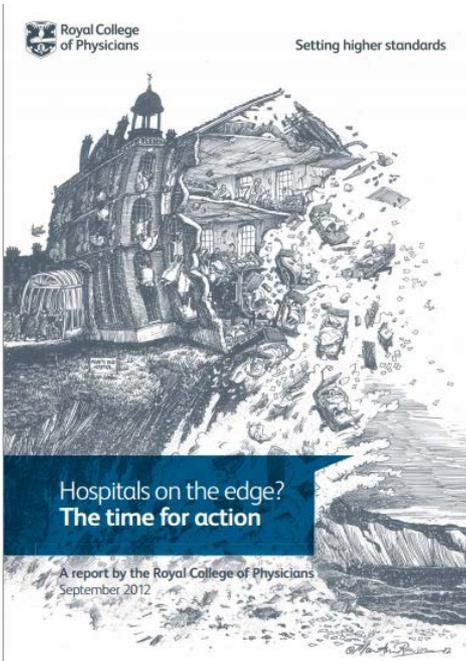
Developing the Health Workforce

Dr. Anne-Marie Ryan

EU Network of Nurse Regulators

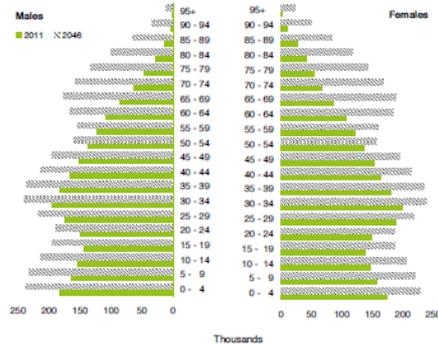
Why change/develop the workforce?

CHALLENGES...



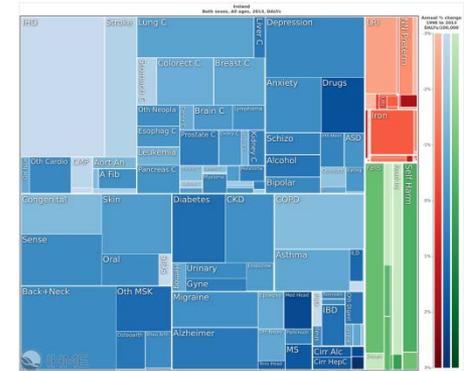
Hospital-centric
MOC

Figure 2.3: Population pyramid for 2011 and 2046 (M1F1), most optimistic scenario

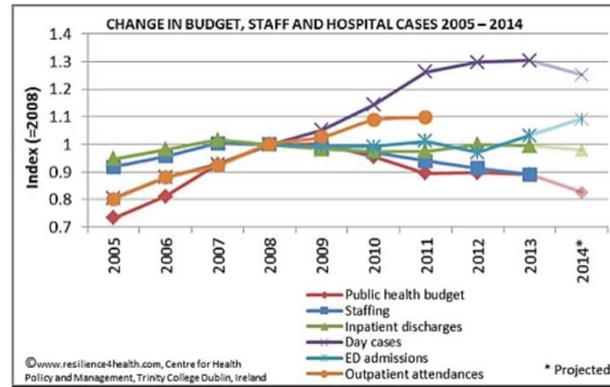


Source: Central Statistics Office, Population and Labour Force Projections 2016-2046

Ageing population

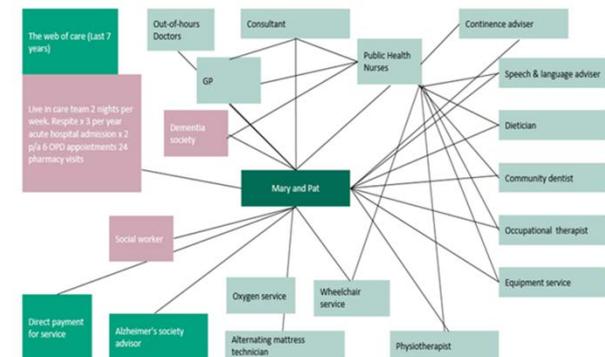


Chronic disease
and obesity



©www.resilience4health.com, Centre for Health Policy and Management, Trinity College Dublin, Ireland * Projected

Money



Fragmented

Challenges

1. Profile: Is the current health workforce available, accessible, acceptable and of the appropriate competencies to provide good quality health services?
2. Production and deployment: What are the trends in the current health workforce in terms production (education and training institution outputs) and deployment?
3. Distribution and productivity: What are the current gaps, in terms of
 1. quantities, by occupation?
 2. equity, skill mix (deployment)?
 3. productivity, performance?

Future of Healthcare Sláintecare Report

- ***‘Healthcare delivered at the lowest appropriate level of complexity through a health service that is well organised and managed to enable comprehensive care pathways that patients can easily access and service providers can easily deliver.’***



European Strategy for nursing and midwifery: Health 2020

WHO 2015

Enabling and enhancing the contribution of nurses and midwives to achieving the Health 2020 goals of improving the health and well-being of populations, reducing health inequalities, strengthening public health and ensuring sustainable, people-centred health systems.

Promote evidence-based practice and innovation



Scale up and transform education



Plan workforce and optimize skill mix



Create positive work environments



Definition of Nurses

- Nurses are defined as all the "practising" nurses providing direct health services to patients, including self-employed nurses.
- However, for some countries (France, Ireland, Italy, the Netherlands, Portugal, Slovakia, Turkey and the United States), due to lack of comparable data, the figures correspond to "professionally active" nurses, including nurses working in the health sector as managers, educators, researchers, etc. For Austria and Greece, the data include only nurses working in hospitals. Midwives and nursing aides (who are not recognised as nurses) are normally excluded although some countries include midwives as they are considered specialist nurses. This indicator is measured per 1 000 inhabitants.

OECD (2019), Nurses (indicator). doi: 10.1787/283e64de-en (Accessed on 31 January 2019)

The definition used by the OECD for the data they require is:

"A nurse licensed to practice has completed a programme of nursing education and is qualified and authorised in his/her country to practice nursing. They include practising and other (non-practising) nurses.

Inclusion

- Professional nurses
- Associate professional nurses
- Nurses who provide services directly to patients
- Nurses for whom their nursing education is a prerequisite for the execution of the job
- Nurses for whom their nursing education is NOT a prerequisite for the execution of the job
- Nurses licensed to practice but who due to various reasons are not economically active (e.g. unemployed or retired)
- Nurses working abroad

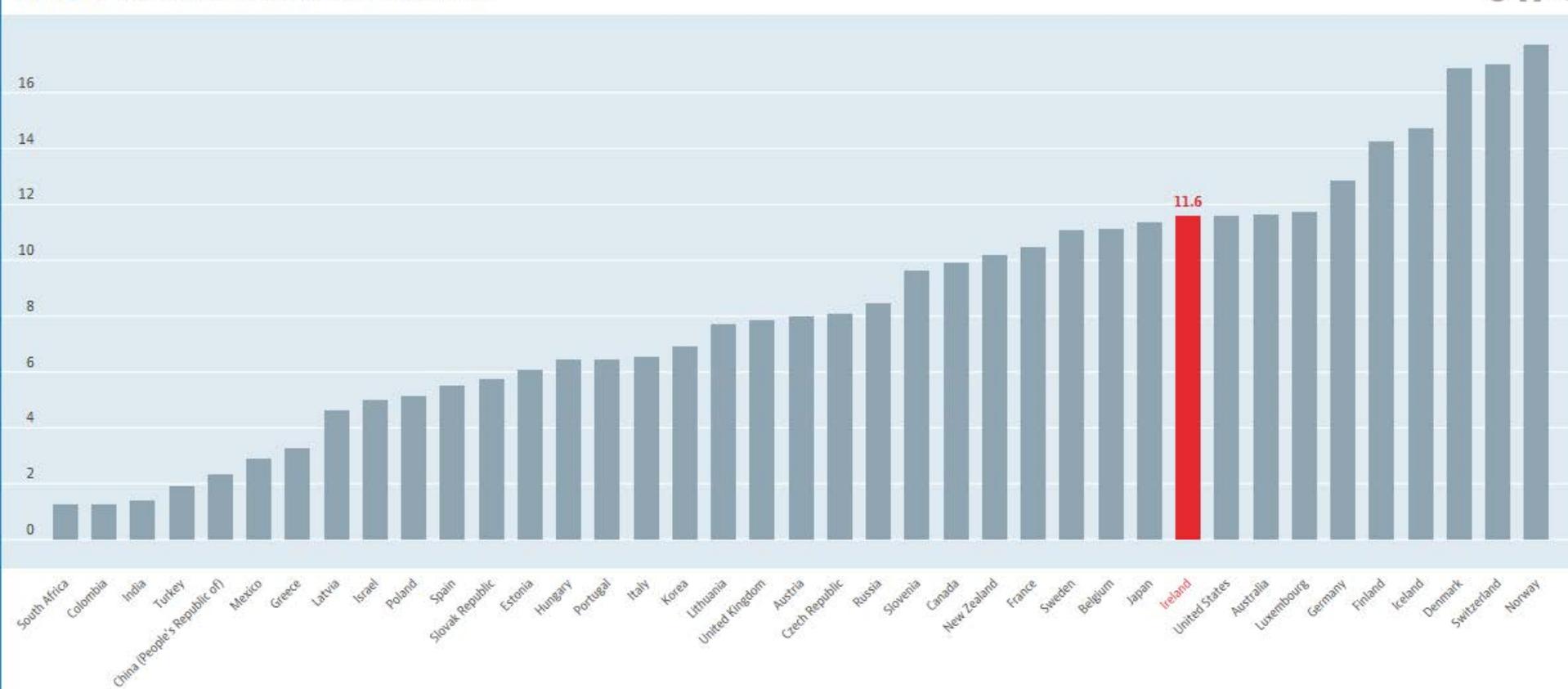
Exclusion

- Health care assistants and personal care workers (nursing aids), who do not have any recognised qualification/certification in nursing

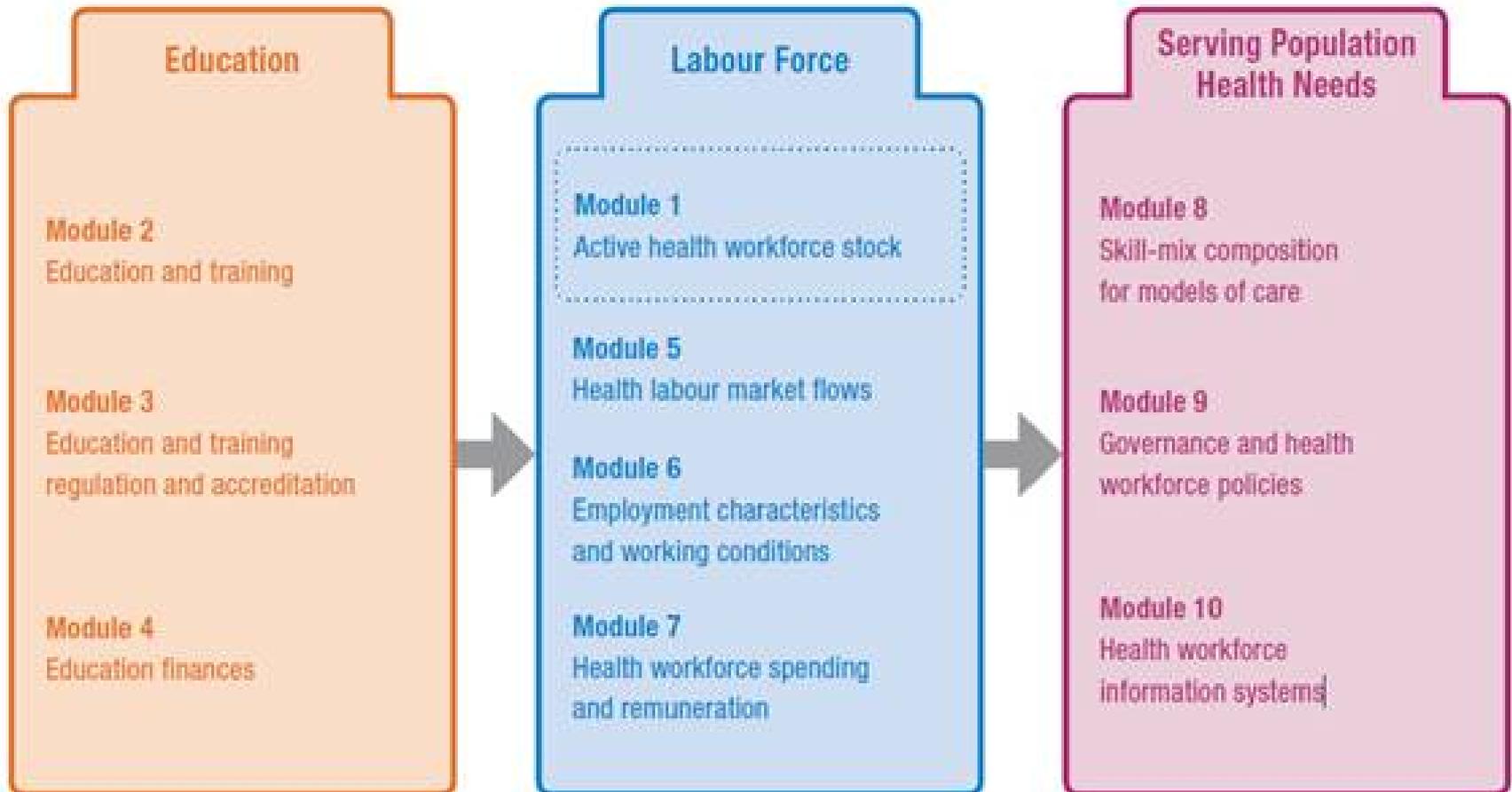
OECD data Nurses 2017

OECD (2019), Nurses (indicator). doi: 10.1787/283e64de-en (Accessed on 31 January 2019)

Nurses Total, Per 1 000 inhabitants, 2017 or latest available



Labour Market Framework Approach (WHO 2017)



Enabling Mechanisms

- Regulation: Ensure that the definitions of nursing and midwifery are embodied in legislation and that mechanisms are in place to safeguard the public.
- Research: Build nursing, midwifery and multidisciplinary research capacity.
- Partnerships: Build interdisciplinary and intersectoral collaboration and partnerships across society to develop and provide person-centred care and improved health outcomes.
- Management and leadership: Strengthen nurses' and midwives' inclusion in health policy and service delivery decision-making at local, government and international levels.

(WHO 2015)

Policy Perspective

Credentialing Pathway

Broad-Based Education

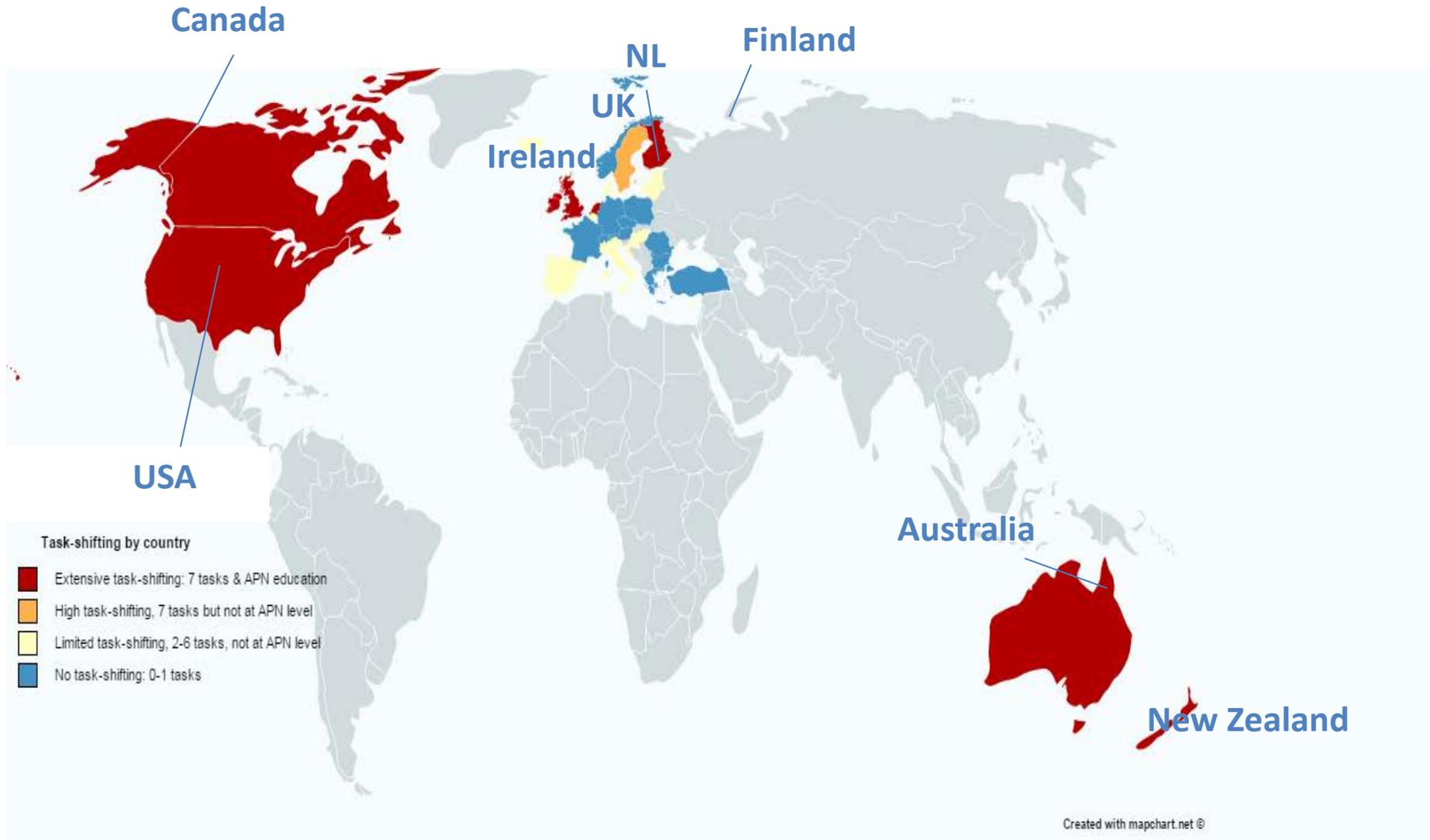
Develop a Critical Mass

Regulation

Education

Service

Countries with established NP/APN professions in primary care: education and practice (SoP)



A cross-country comparative study – 39

Countries

(Maier C. and Aiken L. 2016)

Countries

Australia; Canada;
Ireland;
Netherlands; N.Z.;
US; UK*; Finland

Advanced Clinical Activities

- Prescriptions
- Diagnosis
- Order tests
- Panel of patients
- Treatment
- Referral
- 1st PoC
- NP/APN education *

Priority Action Areas

1. Standardize the initial education of nurses and midwives at degree level to get the best outcomes for patients and populations.
2. Develop education and regulation that enables and ensures that nurses' and midwives' core competencies are in line with the basic principles of Health 2020.
3. Strengthen continuing professional development and career development.
Workforce planning and optimizing skill mix
4. Develop workforce planning strategies and policies to ensure a sufficient and sustainable nursing and midwifery workforce.
5. Ensure that workforce redesign and skill mix provides safe and effective care.
Ensuring positive work environments
6. Promote positive work environments. Promoting evidence-based practice and innovation
7. Facilitate the culture of evidence-based practice in nursing and midwifery.
8. Develop, transform and adapt the roles of nurses and midwives in line with the goals of Health 2020.

References

- European strategic directions for strengthening nursing and midwifery towards Health 2020 goals, WHO 2015.
- <http://www.who.int/hrh/news/2018/developing-global-competency-framework-universal-health-coverage/en/>
- OECD: JOINT DATA COLLECTION ON NON-MONETARY HEALTH CARE STATISTICS JOINT QUESTIONNAIRE 2018
- WHO (2017) National health workforce accounts: a handbook. Geneva.
- Minimum Data Set for Health Workforce Registry
http://www.who.int/hrh/statistics/minimun_data_set/en/
- Global strategy on human resources for health: Workforce 2030
http://www.who.int/hrh/resources/pub_globstrathrh-2030/en/
- Report of the High-Level Commission on Health Employment and Economic Growth <http://www.who.int/hrh/com-heeg/reports/en/>