9th WHO Global Forum for Government Chief Nursing and Midwifery Officers

Responses by GCNMOs to the prioritization exercise for the next Global Strategic Directions for Nursing and Midwifery
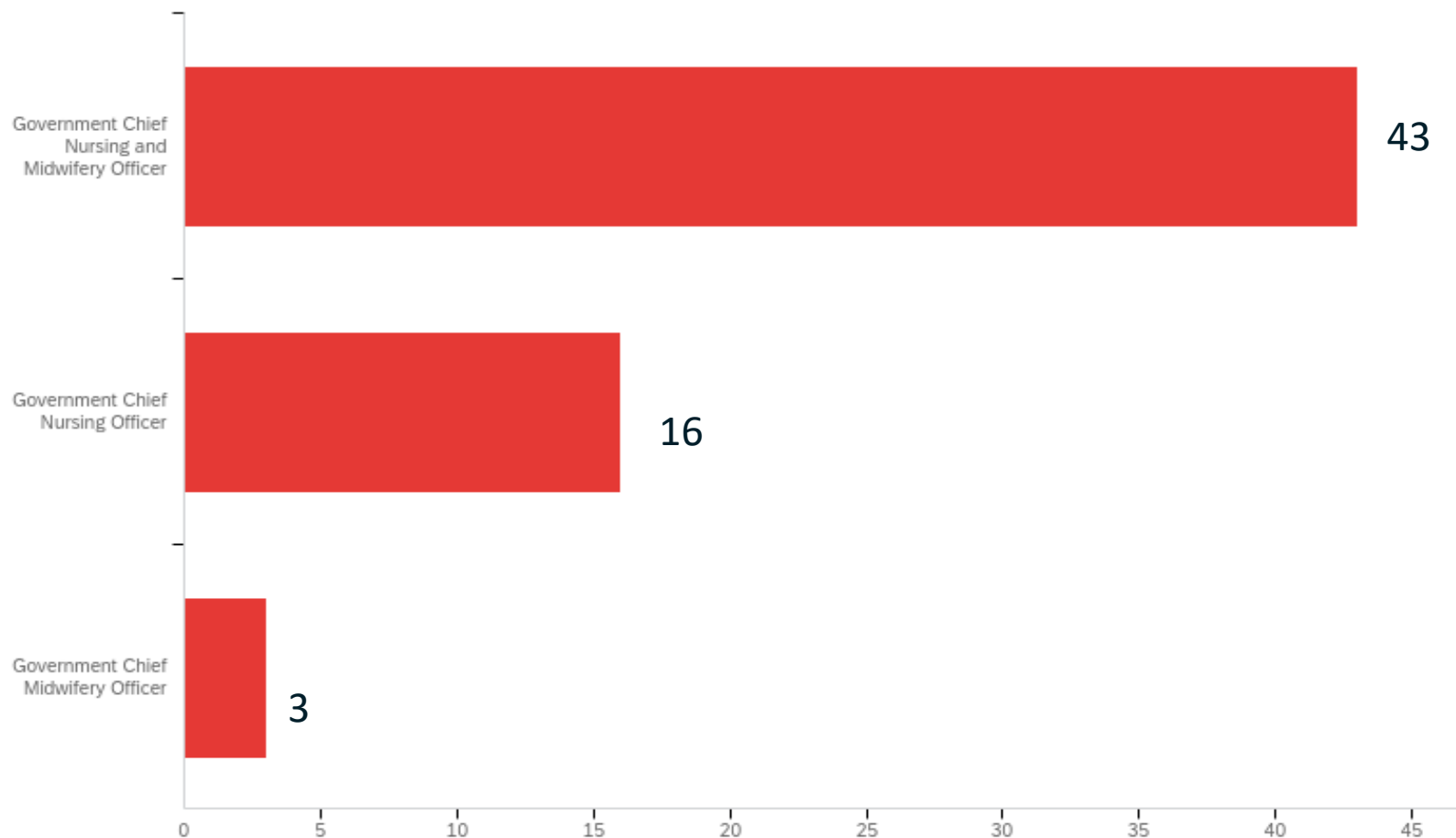
19 June 2020

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The Health Workforce 2030
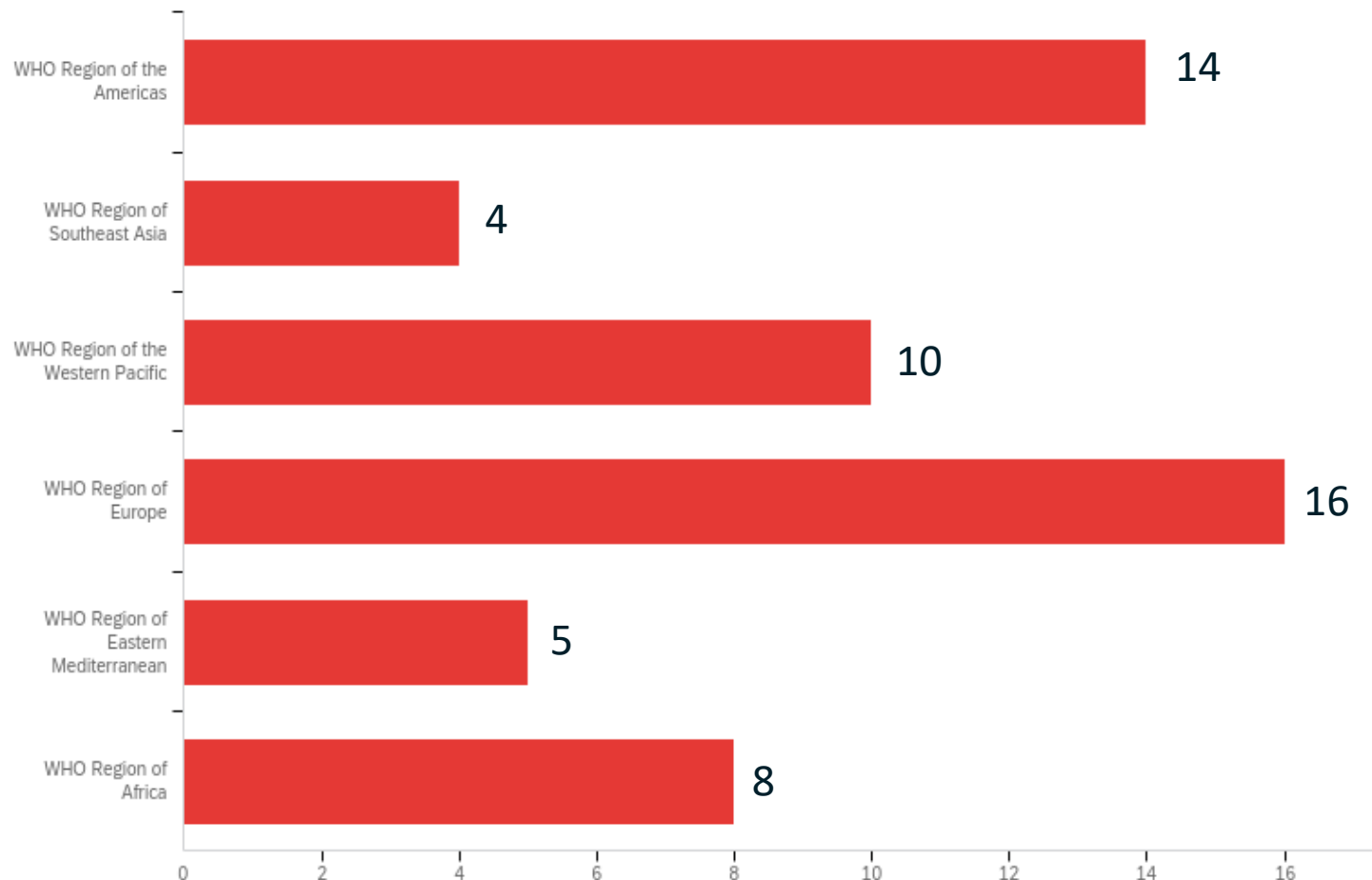
Exercise Instrument

- 3-questions sent to all Triad registrants
  1. Priority areas for the next Global Strategic Directions for Nursing and Midwifery (SDNM)

     20 policy options provided—indication of "top 5"

  2. Should the next SDNM have a national reporting requirement

  3. What should be the time horizon of the SDNM

- "Filter" question by representation at Triad (GCNMO, NNA, MA, Regulator, Educator)

RESPONDENTS

Government Nursing and Midwifery Colleagues (N=62)

Regional Representation among Respondents (N=57)

| WHO Region	Count
WHO Region of the Americas	14
WHO Region of Southeast Asia	4
WHO Region of the Western Pacific	10
WHO Region of Europe	16
WHO Region of Eastern Mediterranean	5
WHO Region of Africa	8

PRIORITY AREAS

Policy options asked to prioritize: 1-10

- **Education and training** matches health system objectives
- Demographic and geographical **diversity of students**
- Use of **competency-based curricula** and technology
- **Intersectoral partnerships** to strengthen education
- **Educational capacity**: faculty, infrastructure, clinical sites.
- **Subsidizing education**, prioritizing career pathways
- **Working to the full extent** of education and training
- **Deployment and management** of midwives and nurses
- **Retention** policies for midwives and nurses
- **Updated regulatory systems** and capacity of regulators

Policy options asked to prioritize: 11-20

- ILO's **Decent Work Agenda;** enabling working conditions
- **Sexual harassment and discrimination;** gender pay gap
- Regulations re: **international mobility of health workers**
- **National data systems** for reporting and analysis
- Sustainable financing to **create jobs**
- **Development assistance** aligned with workforce strategies
- **Salary/wages** revised
- **Leadership** present at all levels.
- Nursing & midwifery perspectives in **health decision-making**
- Protect midwives and nurses in **humanitarian crises.**

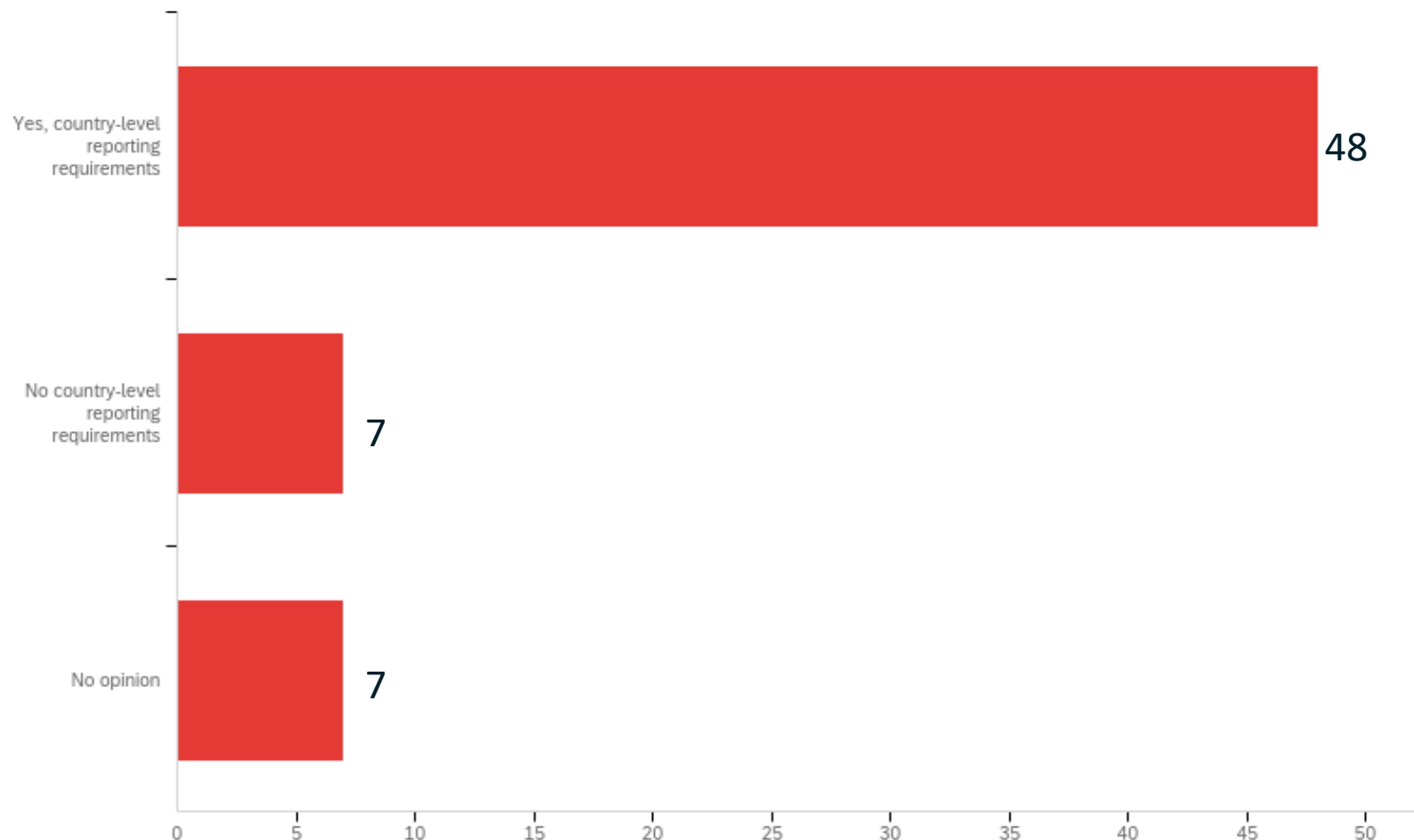Highest priority policy areas for next SDNM (limit 5)
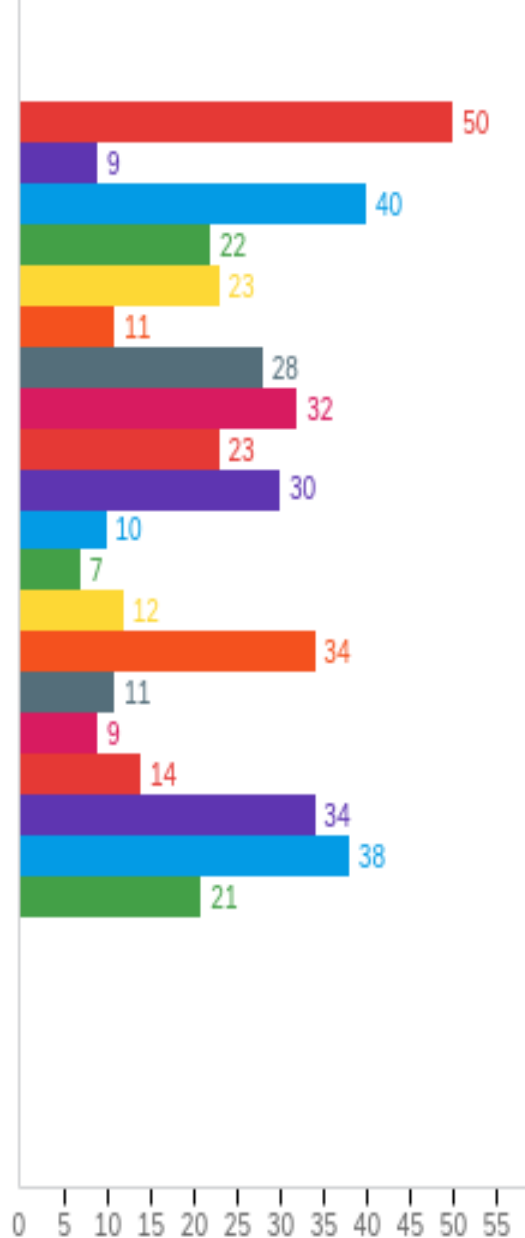
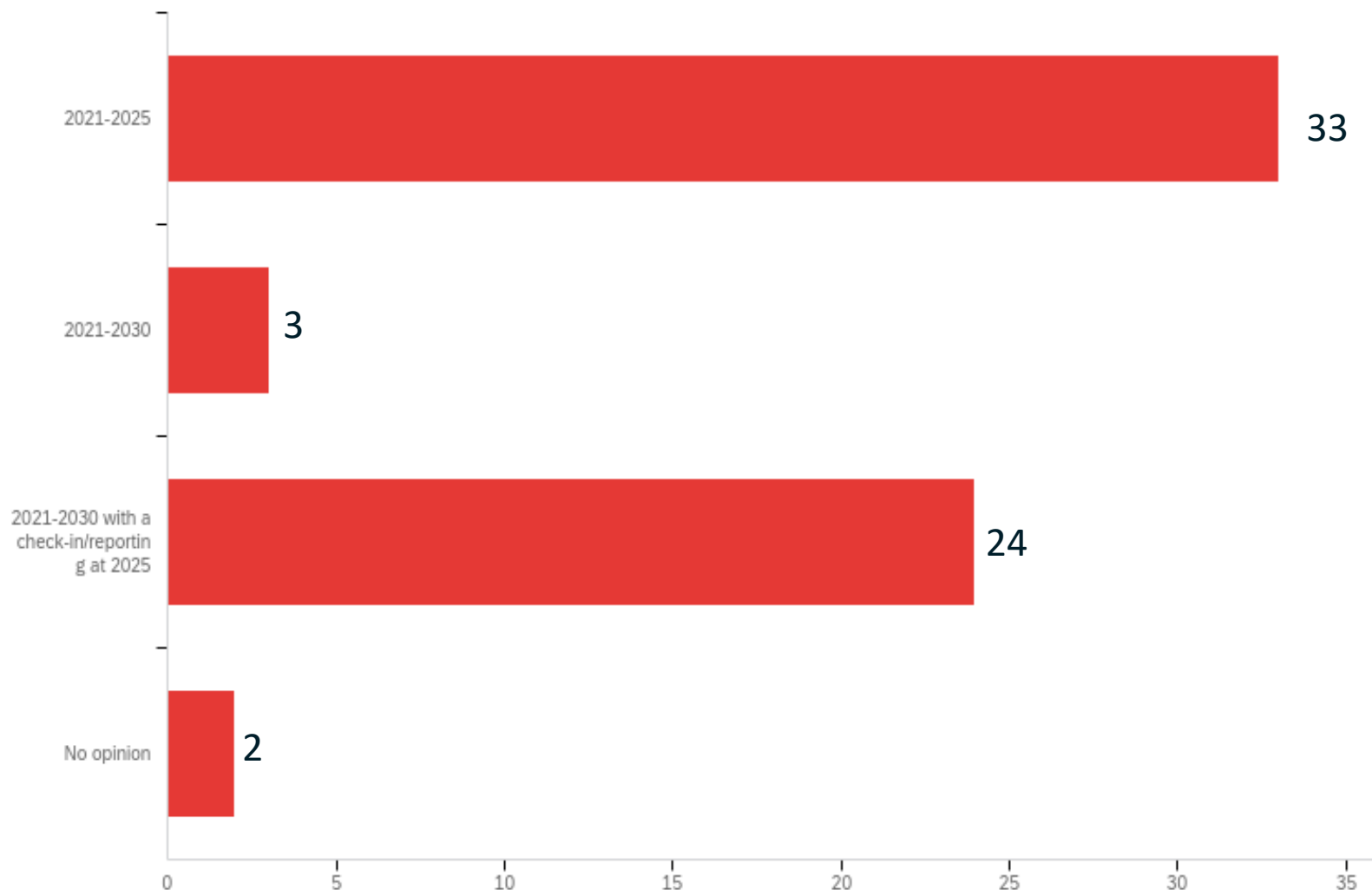| Value	Policy area
50	Education and training programmes match health system objectives and enable...
9	Demographic and geographical diversity of students to better reflect the po...
40	Use of competency-based curricula and appropriate technology in education a...
22	Intersectoral partnerships and cooperation to strengthen health education a...
23	Educational capacity: faculty numbers or competencies (research), infrastru...
11	Subsidizing education for disadvantaged populations, or prioritizing career...
28	Midwives and nurses working to the full extent of their education and train...
32	Appropriate deployment and management of midwives and nurses in the health ...
23	Relevant and specific retention policies for midwives and nurses
30	Updated regulatory systems and strengthened capacity of regulators
10	The International Labour Organization's Decent Work Agenda and enabling wor...
7	Policies addressing sexual harassment and discrimination, including the gen...
12	Regulations governing international mobility of health workers and the WHO ...
34	National data systems for reporting and analysis on the nursing and midwife...
11	Intersectoral action and sustainable financing to create jobs—lift wage bil...
9	Official development assistance aligned with health workforce strategies; f...
14	Salary/wages revised per prevalent local, national and international labour...
34	Leadership present at local, national, regional and global levels.
38	National policy-making forums consider the nursing and midwifery perspectiv...
21	Protect and support health workers who are directly affected by humanitaria...

Top 10 Priorities for GCNMOs

Priority Area	Times selected
Education and training matches health system objectives	50
Use of competency-based curricula and appropriate tech.	40
Nursing and midwifery perspectives in health policy	38
Nursing and midwifery leadership positions at all levels	34
National data systems for workforce reporting and analysis	34
Deployment and management of midwives and nurses	32
Updated regulations and increased capacity of regulators	30
Midwives and nurses work to their full scope	28
Relevant and appropriate retention policies	23
Education and training capacity strengthened	23

Reporting Requirement in the SDNM (N=62)
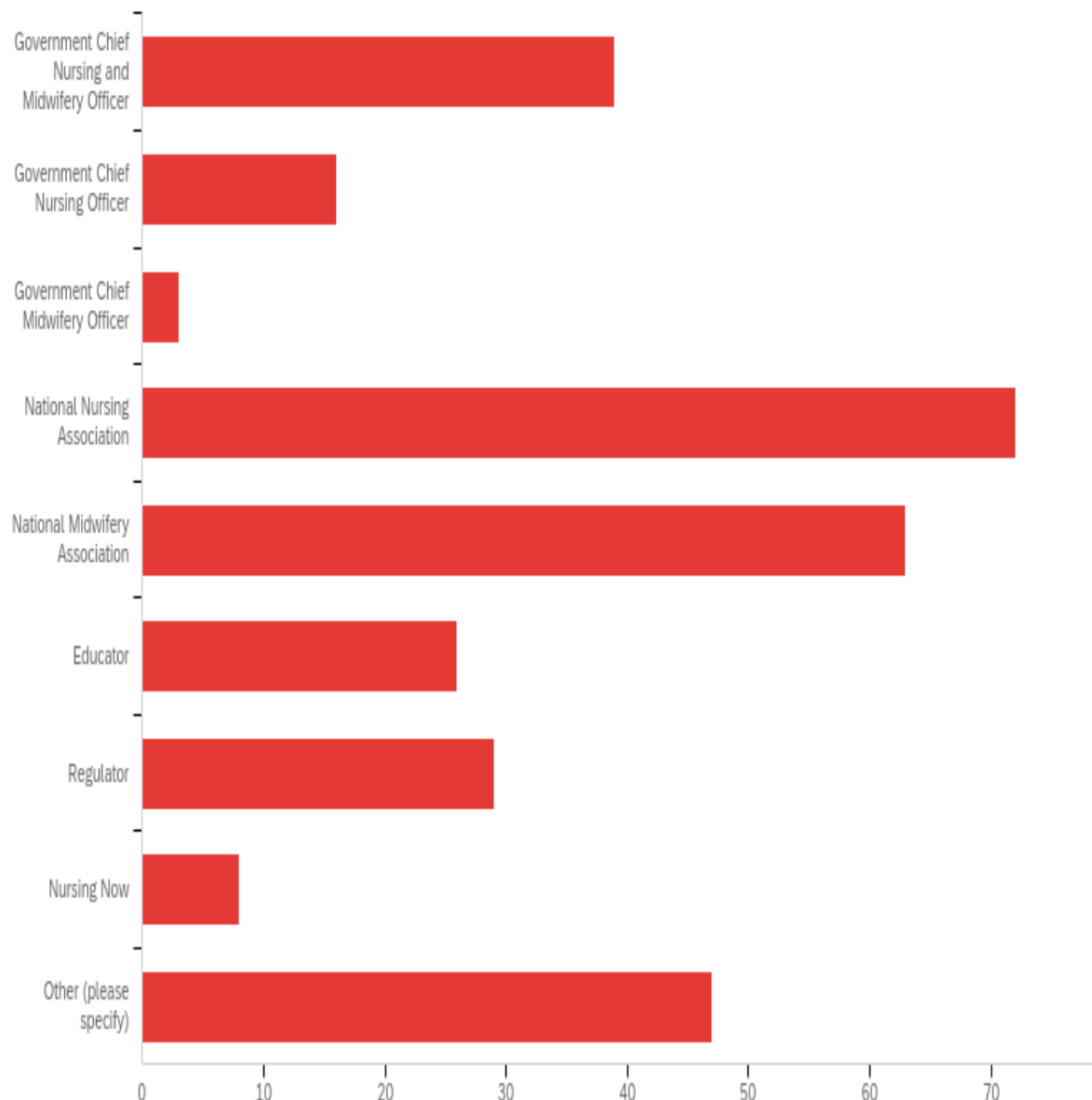
Time Horizon for the SDNM (N=62)

Category	Value
2021-2025	33
2021-2030	3
2021-2030 with a check-in/reporting at 2025	24
No opinion	2

Reactions, Omissions, Suggestions

DISCUSSION

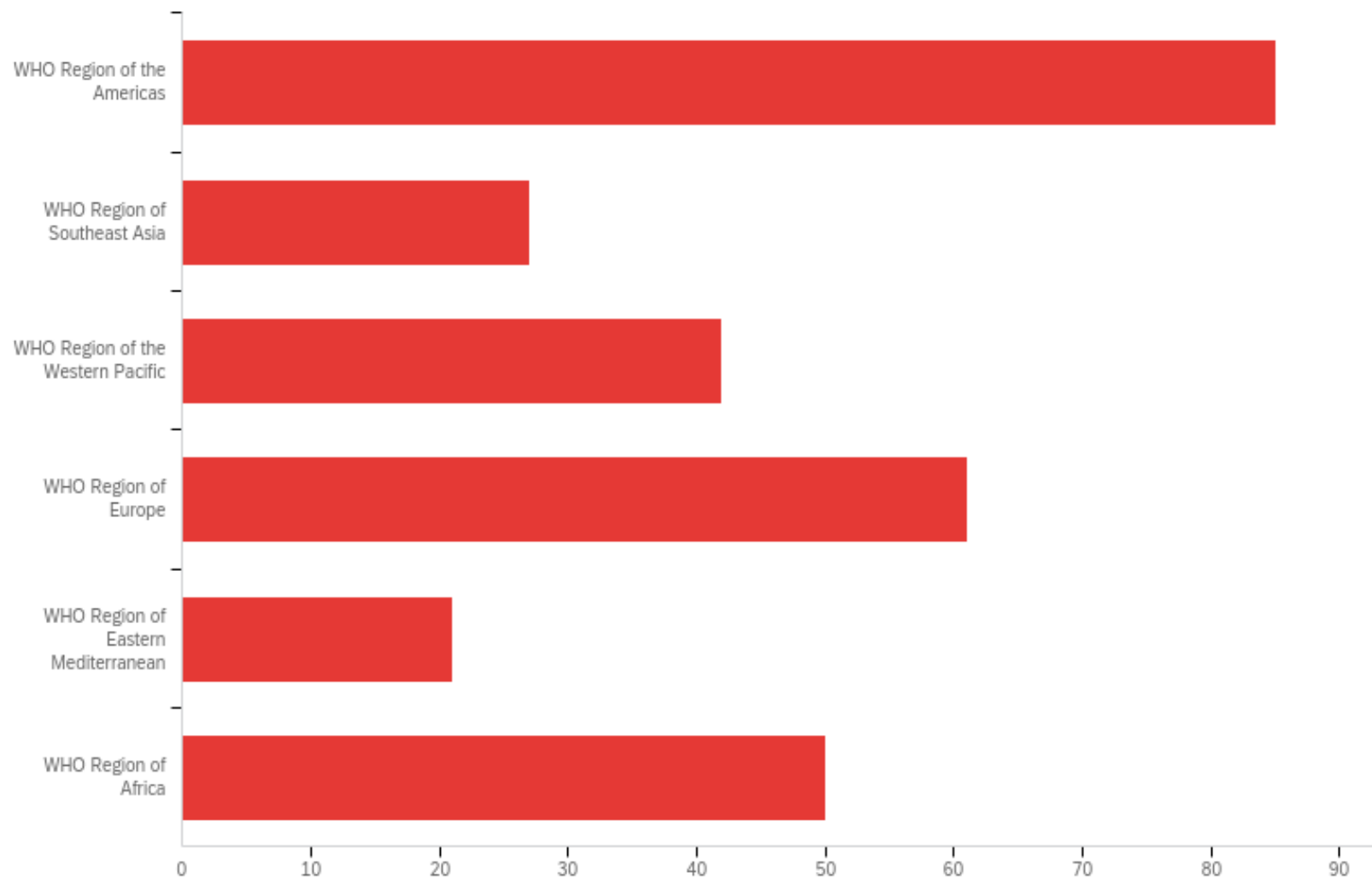# THANK YOU.
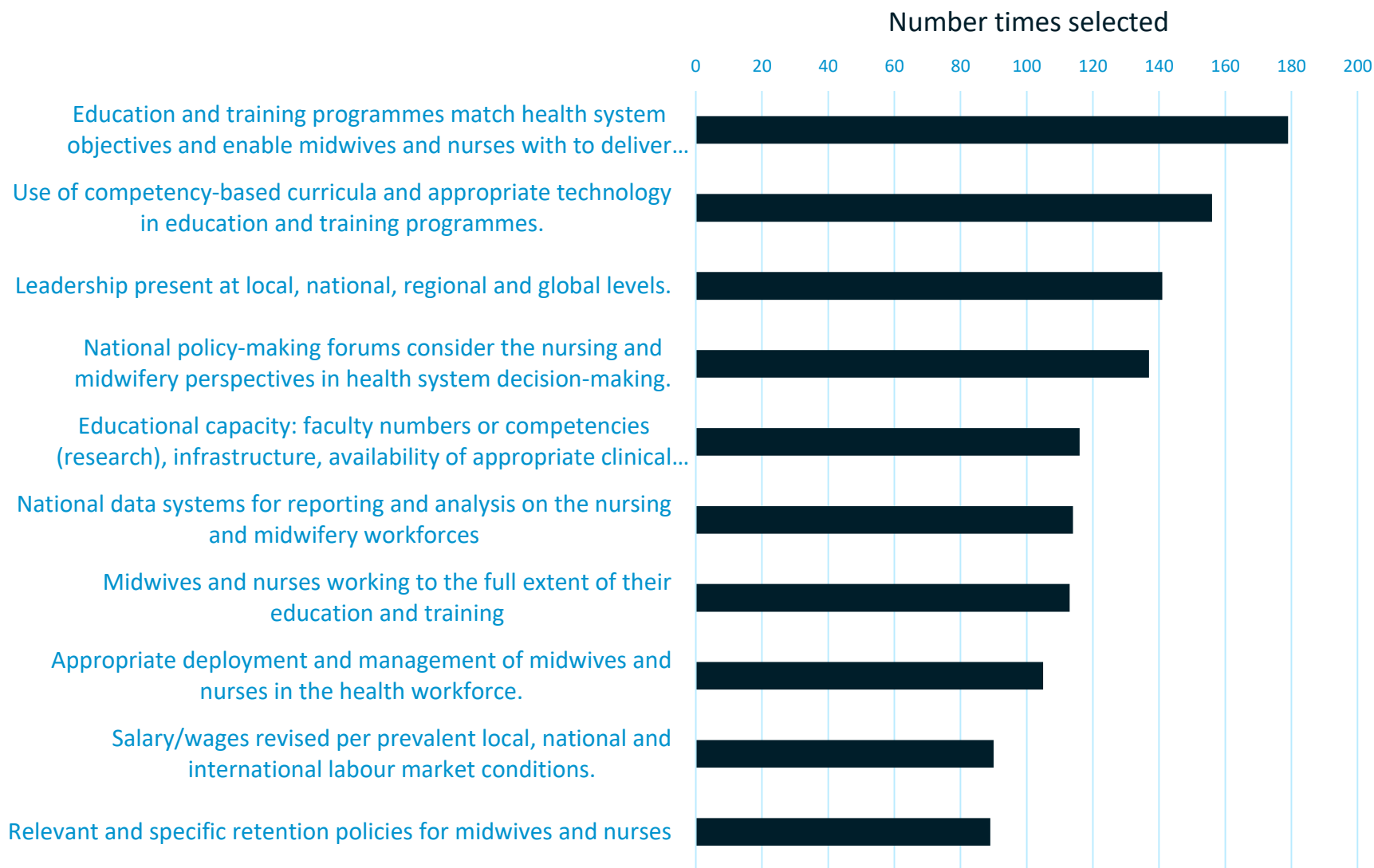
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303 Responses-Triad

RESPONDENT GROUPS

- Government: 58 /19%
- National nursing association: 72 / 24%
- National Midwifery association: 63 / 21%
- Educator: 26 / 9%
- Regulator: 29 / 10%
- Nursing Now: 8 / 3%
- Other: 47 / 15%
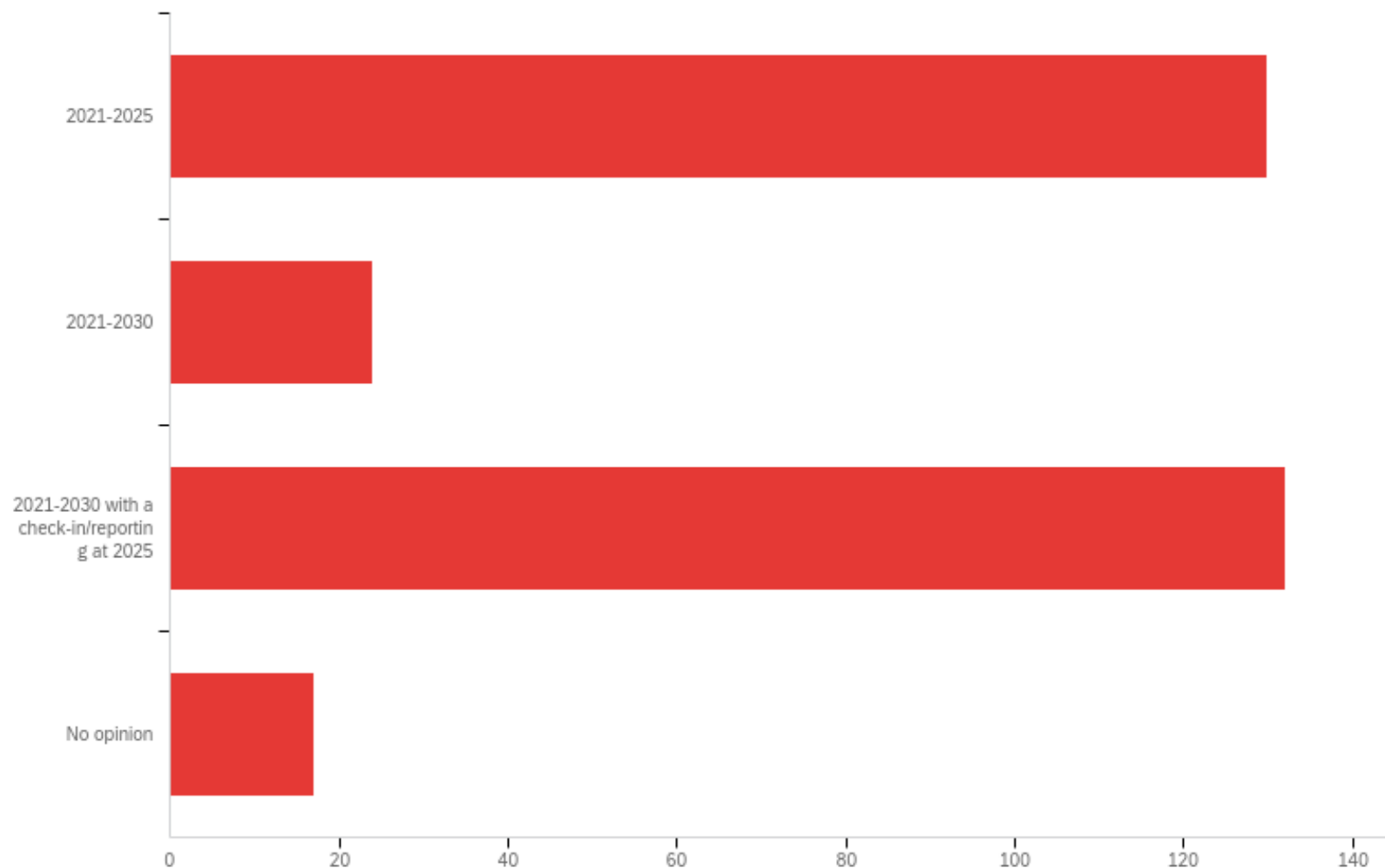
Participating from WHO Regions-Triad

"Top 10" Priorities-Triad

Number times selected

Top Priorities by Triad Constituency

Priority	GCNMO	NNA	MA
Education and training matches health system objectives	46	46	44
Use of Competency-based curricula	38	34	43
Nursing and midwifery perspectives in health policy	35	41	33
Nursing and midwifery leadership positions at all levels	31	40	32
Education and training capacity strengthened	21	34	32
National data systems for workforce reporting and analysis	31	29	26
Deployment and management of midwives and nurses	30	25	26
Midwives and nurses work to their full scope	27	23	30
Salaries for midwives and nurses reviewed and revised	13	32	17
Updated regulations and increased capacity of regulators	27	16	22

Time Horizon Triad

Reporting Requirement-Triad