

*The Draft WHO Global Strategic Directions for
Strengthening Nursing and Midwifery
2021-2025*

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Pan American Health Organization/World Health Organization (PAHO/WHO)
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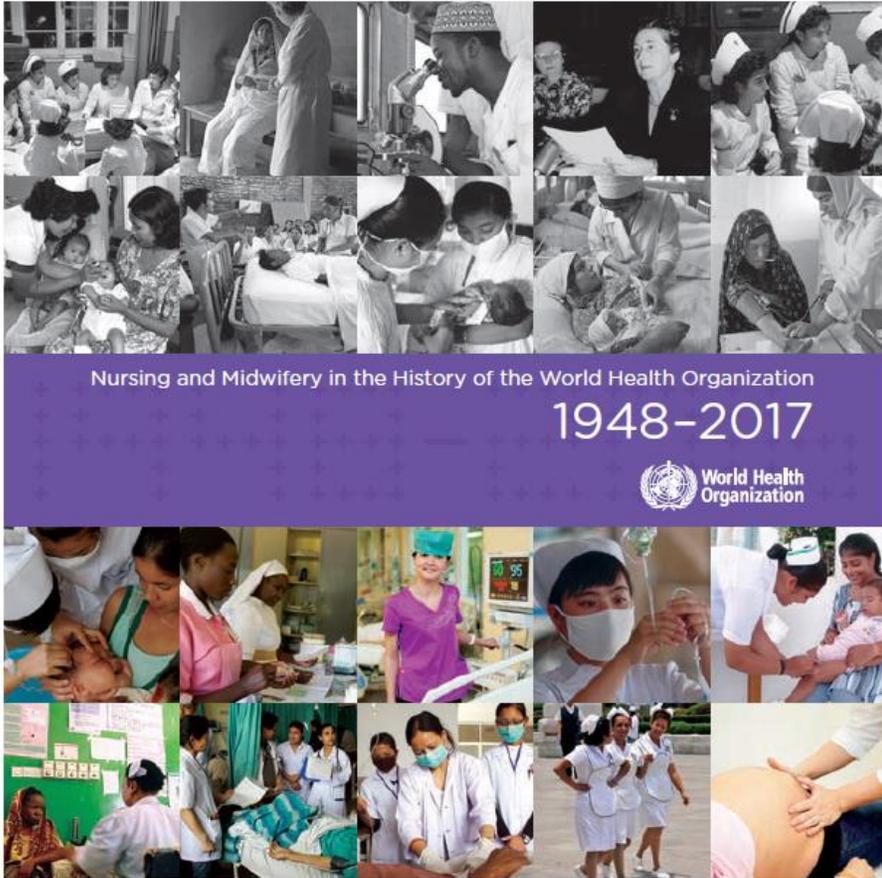
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INTRODUCTION

70 years of Nursing and Midwifery at WHO



1949 WHA2.77: Expert Committee on Nursing

1950 WHA3.67: Increasing and improving the supply and use of nurses

1977 WHA30.48: The role of nursing/midwifery personnel in PHC teams

1983 WHA36.11: The role of nursing/midwifery personnel for Health for All

1989 WHA42.27: Strengthening nursing/midwifery for health for all

1992 WHA45.5: Strengthening nursing and midwifery for health for all

1996 WHA49.1: Strengthening nursing and midwifery

2001 WHA54.12: Strengthening nursing and midwifery

2006 WHA59.27: Strengthening nursing and midwifery

2011 WHA64.7: Strengthening nursing and midwifery

2019 WHA 72(19): **The International Year of the Nurse and the Midwife**

The International Year of the Nurse and the Midwife: From Advocacy, to Evidence, to Action



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OVERVIEW

SDNM Draft for Consultation 2021-2025: Purpose

- Successively developed since 2002
- Help countries ensure that midwives and nurses optimally contribute to achieving population health goals.
- SDNM 2021-2025: based on the **evidence** from SoWN, SoWMy + global public goods + normative work and tools
- Provides “best practices” for policy **action** to strengthen nursing and midwifery towards UHC and the SDGs
 - Health labour market perspective

SDNM Draft for Consultation 2021-2025: Overview

- Four “Strategic Directions” to our goals for 2025
 - Education, jobs, practice, and leadership
- Under each strategic direction, two to four “Policy Priorities” to advance along the strategic direction
- Each policy priority suggests enabling actions, tools that can be used, and stakeholders to engage
- A monitoring framework based on the data-dialogue-decision making process to take action on the priorities

SDNM Draft for Consultation 2021-2025: Overview

- The terms “midwife” and “nurse” to refer to the distinct occupational groups per ISCO 2008
- Primary targets: health workforce planners and policy makers
- Key stakeholders: education institutions, professional associations, labour unions, regulators, bilateral and multilateral development partners, international organizations, public and private sector employers, civil society, and others
- Reporting through NHWA indicators and the biennial GCNMO Forum and WHO-ICN-ICM Triad Meeting

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POLICY FOCUS (4)

EDUCATION

Evidence

Levels

Quality

Competencies

Graduates

Data

Strategic Direction

National higher education systems graduate midwives and nurses with the requisite knowledge and skills to match and surpass health system demand and meet national health priorities..

Policy Priorities

1. Align the levels of education with optimized roles within the health and academic systems.
2. Ensure education programmes are competency-based, apply effective learning design, meet quality standards, and align with population health needs.
3. Ensure domestic production is optimized to meet or surpass health system demand..

JOBS

Evidence

Shortage

Maldistribution

Migration

Recruitment

Retention

Data

Strategic Direction

Increase the availability of health workers by sustainably creating nursing and midwifery jobs, effectively recruiting and retaining midwives and nurses, and ethically managing international mobility and migration.

Policy Priorities

1. Conduct nursing and midwifery workforces planning and forecasting through a health labour market lens
2. Ensure adequate demand with respect to health service delivery and population health priorities
3. Reinforce implementation of the WHO Global Code of Practice
4. Attract, recruit and retain midwives and nurses where they are most needed.

PRACTICE

Evidence

Effectiveness

SoP restrictions

Regulations

Strategic Direction

Health and care systems are modernized to ensure that midwives and nurses contribute to the full extent of their scopes of practice

Policy Priorities

1. Support the modernization of professional regulatory systems.
2. Adapt workplace policies to enable midwives and nurses to maximally contribute to service delivery in interdisciplinary health care teams.

LEADERSHIP

Evidence

Gender bias

Lack of input

To few GCNO or GCMO

Opportunities for development

Strategic Direction

Increase the proportion of midwives and nurses in senior health and academic posts and continually develop the next generation of nursing and midwifery leaders.

Policy Priorities

1. Establish and strengthen senior leadership positions for nursing and midwifery workforce governance and management.
2. Invest in leadership skills development programmes for midwives and nurses

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MONITORING AND ACCOUNTABILITY FRAMEWORK



Education Policy Priority: Align the levels of education with optimized roles within the health and academic systems

Data	Dialogue	Decision-making
NHWA 2-02 NHWA 3-01 NHWA 9-04	Review the various programmes for entry-level midwives and nurses: requirements to enter a programme, programme length, standards used, and credential awarded.	Streamline or upgrade the entry-level education programmes available for nursing and midwifery; seek to harmonize with neighboring jurisdictions.

Jobs Policy Priority: Conduct nursing and midwifery workforces planning and forecasting through a health labour market lens.

Data	Dialogue	Decision-making
NHWA 9-01 NHWA 9-03	Appoint a multi-sectoral advisory group to identify key stakeholders, policy issues, and data sources for a health labour market analysis.	Conduct a health labour market analysis to inform strategic and investment plans for the nursing and midwifery workforces.

Practice Policy Priority: Support the modernization of professional regulatory systems.

Data	Dialogue	Decision-making
NHWA 3-08 NHWA 3-09 NHWA 8-06	Review periodicity and process to renew professional credential, including requirements for demonstration of continuing competence.	Update and harmonize legislation and regulations to allow midwives and nurses to practice to the full extent of their education and training.

Leadership Policy Priority: Establish and strengthen senior leadership positions for nursing and midwifery workforce governance and management.

Data	Dialogue	Decision-making
NHWA 1-04 NHWA 9-01 NHWA 9-02 SoWN NN-4	Identify role and responsibilities in health workforce planning and management, data reporting and use, labour market and fiscal space analyses.	Establish a GCNMO, GCNO or GCMO position and opportunities for capacity strengthening.

M&A Framework--Reporting

- **Direct:** Biennial WHO GCNMO Forum / WHO-ICN-ICM “Triad Meeting”
 - GCNMO / country delegation or “Quad” reports
- **Indirect:** National health workforce accounts (NHWA)
 - Health workforce reporting mechanism agreed by WHO Member States (WHA69.19)
 - Platform used for SoWN and SoWMy 2021 reports
 - WHO support for annual reporting process through MOH NHWA focal point
 - GCNMO engagement with stakeholders and NHWA focal point

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CONSULTATIONS

Regional and Global Consultations

- Translation into WHO official languages (underway)
- WHO Regional Office coordinated consultations
 - December 2020 and January 2021
- Anticipated global stakeholder consultations
 - January 2021
- WHO Member States
 - “Intersession” between 148th Executive Board and 74th WHA
 - February 2021
- PAHO consultation
 - 27 January 2021 10-11:30 EDT (TBC)

Questions to Consider

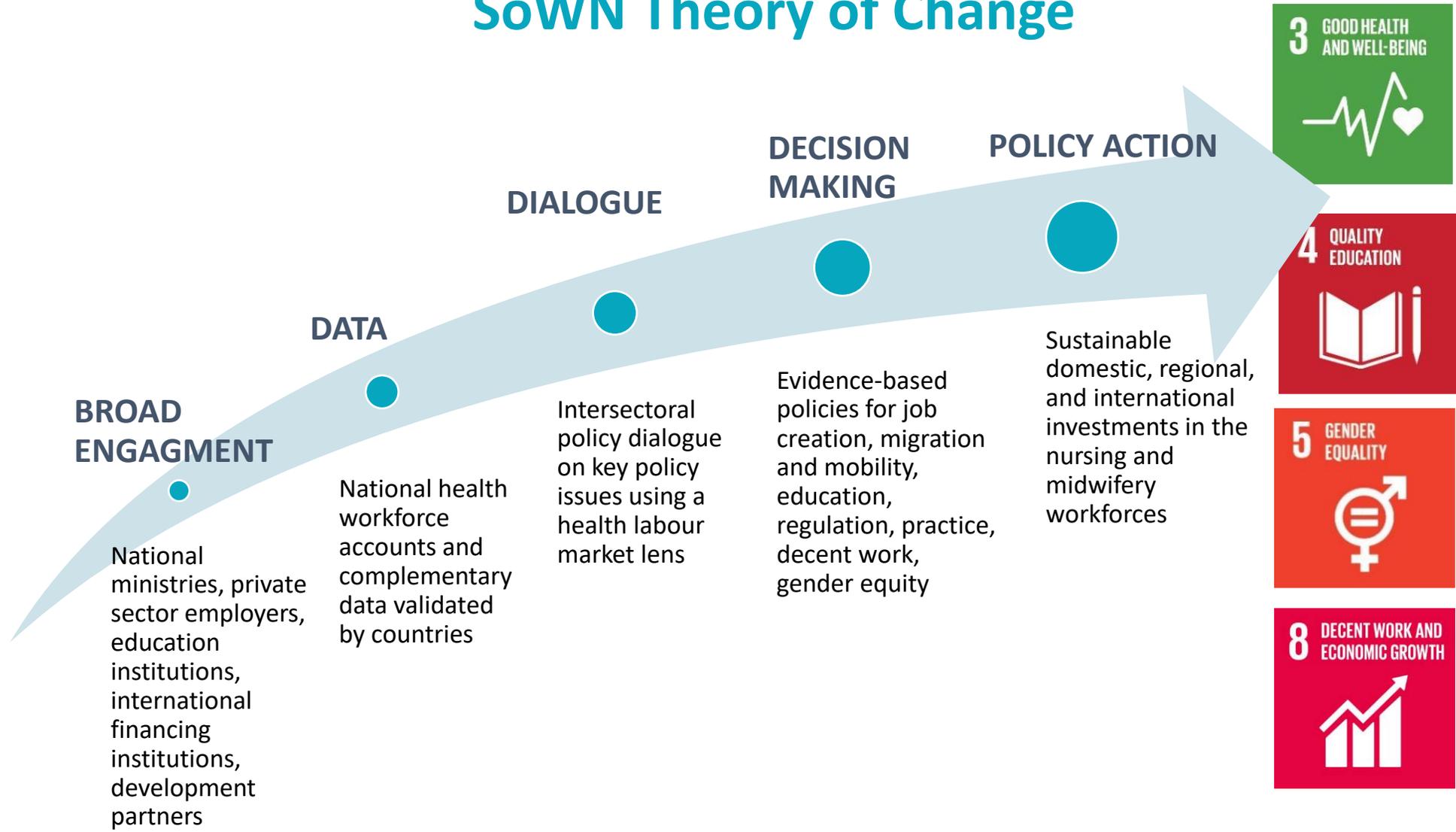
- Are the strategic directions accurate for the 5-year period?
- Will enacting the priority policies get us to the strategic directions?
- Are the “enabling actions” applicable and appropriate?
- Will the data-dialogue-decision making process capture the key steps towards enacting the policy priority?
- Will the reporting mechanism be effective for accountability?

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QUESTIONS AND COMMENTS

Thank you

SoWN Theory of Change



BROAD ENGAGEMENT

National ministries, private sector employers, education institutions, international financing institutions, development partners

DATA

National health workforce accounts and complementary data validated by countries

DIALOGUE

Intersectoral policy dialogue on key policy issues using a health labour market lens

DECISION MAKING

Evidence-based policies for job creation, migration and mobility, education, regulation, practice, decent work, gender equity

POLICY ACTION

Sustainable domestic, regional, and international investments in the nursing and midwifery workforces

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH