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)
Washington, DC

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

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

2020: The International Year of the Nurse and the Midwife

Jan  | Feb  | Mar  | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec

- Launch of the first-ever State of the World’s Nursing report
- WHO Global Forum of Government Chief Nursing and Midwifery Officers and the WHO-ICM-ICN “Triad Meeting” with 130+ countries
- Preparation of the State of the World’s Midwifery 2021 report

2021

Jan  | Feb  | Mar  | Apr | May

- Regional and global consultations on the draft Strategic Directions
- Member State Briefing/Information Session (Intersessional)
- Consideration of SDNM and potential Resolution on nursing and midwifery
- Resumed 73rd WHA requested WHO “to engage with all WHO regions to update the Global Strategic Directions for Nursing and Midwifery and, following consultations with Member States, submit this to the Seventy-fourth World Health Assembly for its consideration.”
The Draft WHO Strategic Directions for Nursing and Midwifery 2021-2025

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.
Health and care systems are modernized to ensure that midwives and nurses contribute to the full extent of their scopes of practice.
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
MONITORING AND ACCOUNTABILITY FRAMEWORK

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Strategic Direction

Policy Priorities

Decision-Making

Policy Dialogue

Data reporting

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

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<thead>
<tr>
<th>Data</th>
<th>Dialogue</th>
<th>Decision-making</th>
</tr>
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<tbody>
<tr>
<td>NHWA 2-02</td>
<td>Review the various programmes for entry-level midwives and nurses: requirements to enter a programme, programme length, standards used, and credential awarded.</td>
<td>Streamline or upgrade the entry-level education programmes available for nursing and midwifery; seek to harmonize with neighboring jurisdictions.</td>
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<tr>
<td>NHWA 3-01</td>
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<td>NHWA 9-04</td>
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### Jobs Policy Priority: Conduct nursing and midwifery workforces planning and forecasting through a health labour market lens.

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<tr>
<td>NHWA 9-01</td>
<td>Appoint a multi-sectoral advisory group to identify key stakeholders, policy issues, and data sources for a health labour market analysis.</td>
<td>Conduct a health labour market analysis to inform strategic and investment plans for the nursing and midwifery workforces.</td>
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<td>NHWA 9-03</td>
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### Practice Policy Priority: Support the modernization of professional regulatory systems.

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<tr>
<td>NHWA 3-08</td>
<td>Review periodicity and process to renew professional credential,</td>
<td>Update and harmonize legislation and regulations to allow midwives and nurses to practice to the full extent of their education and training.</td>
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<tr>
<td>NHWA 3-09</td>
<td>including requirements for demonstration of continuing competence.</td>
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<td>NHWA 8-06</td>
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### Leadership Policy Priority: Establish and strengthen senior leadership positions for nursing and midwifery workforce governance and management.

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