

# STRATEGIC ACTION PLAN FOR NURSING AND MIDWIFERY DEVELOPMENT IN THE WESTERN PACIFIC REGION

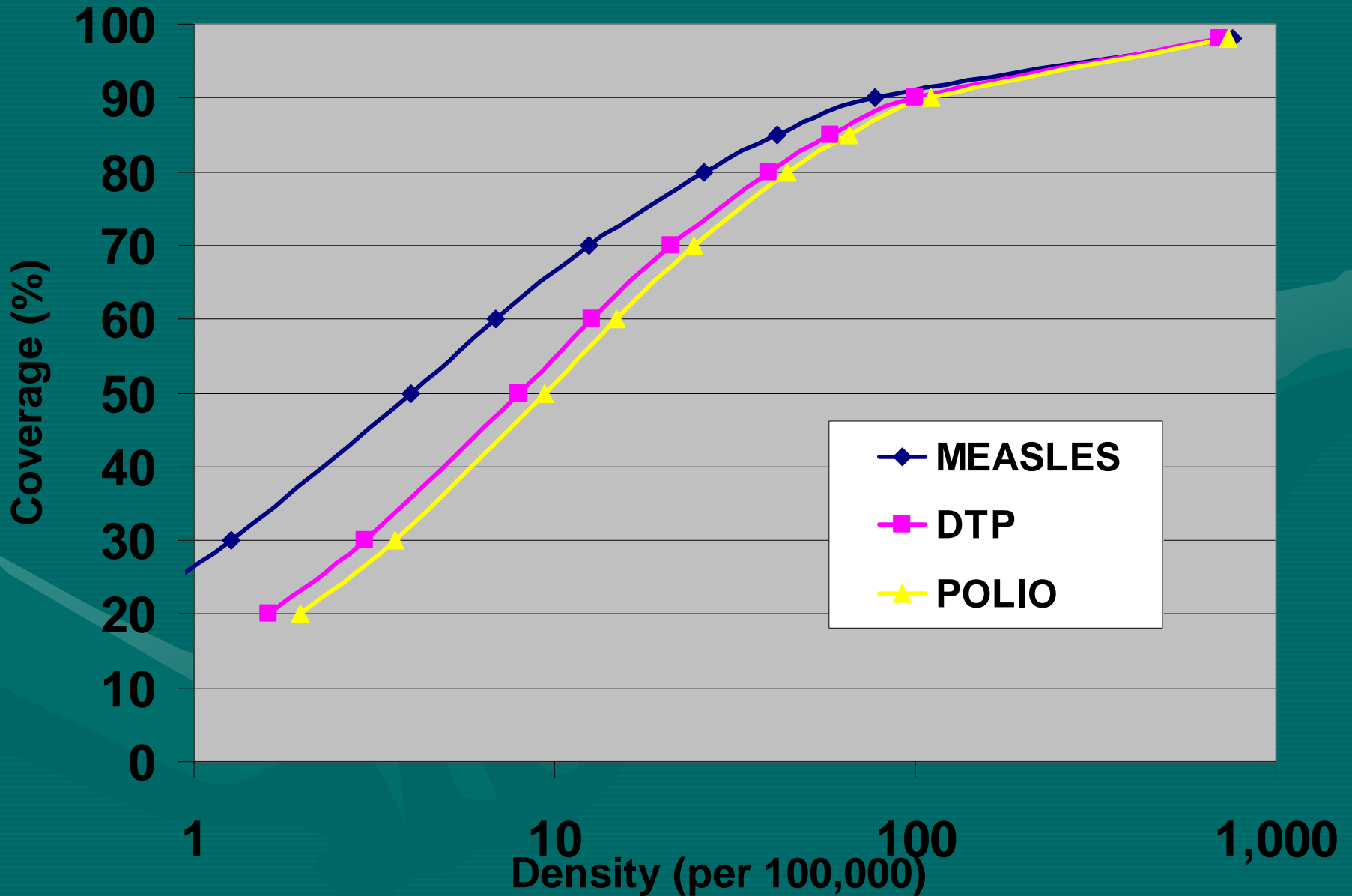
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# REGIONAL STRATEGIC ACTION PLANNING FOR NURSING AND MIDWIFERY DEVELOPMENT— Why?

“Health workers [nurses and midwives] have been called the ‘cement’ of the health system and are often the largest expenditure item, yet their part in the health system is frequently neglected.”

*Helping health systems deliver: A policy for Australian Development Assistance in health, AusAID, 2006.*

# Nurse Density and Vaccination



# Health Worker Density by Region



# What are the Priority Human Resources for Health and Health System Issues in WPR Member States?

*Think,  
Pair,  
Share*

# Health Workforce Shortages

- Less than 1 - 2 per 1000 population in Cambodia, Papua New Guinea, Solomon Islands
- Nurse/midwifery staffing shortages
- Geographic, regional, speciality shortages
- Shortages most acute in rural/remote areas; impoverished urban areas

# Nursing/Midwifery HRH Issues

- Overall shortages
- Skill imbalances; under-utilization
- Workforce mal-distribution
- Unsatisfactory / poor remuneration, working conditions and environments
- Weak knowledge / knowledge gaps
- Education/training weaknesses
- Limited / lack of capacity in policy development, planning, management

# Contextual Factors, Trends

- Epidemiological, demographical
- Social
- Economical
- Political
- Technological
- Professions
- Health systems, services and delivery



# Health Service Changes

- 1970s & 80s -  
Coordinated care for  
specific populations
- 1990's
  - Increased access  
for underserved
  - Economic incentives  
to reduce cost
  - Complexity of  
interventions
- 1990s - Managed care
- 2000s
  - Quality
  - Safety
  - Partners
  - Ethics / human  
rights / legal
  - Insurance
  - Holistic / patient-  
centered care;  
community-centered  
care

# Strategic Action Plan for Nursing/Midwifery Development in the WPR

- Provides a framework for action by WHO, partners and Member States.
- Aimed at improving nursing and midwifery service quality and contributions to health system development.
- Linked to specific objectives of the Regional HRH Strategy

# Strategic Framework for Action: Objectives and Expected Outcomes

## Objective 1

Ensure that health workforce planning and development is an integral part of national policy and responsive to population and service needs.

### Expected outcome 1.1

Uniform indicators, tools and information management systems (IMS) available for monitoring nursing/midwifery resource levels and improving supply/demand projections, forecasting shortages and migration.

# Strategic Framework for Action: Objectives and Expected Outcomes

## Objective 2:

Address workforce needs, including workplace environment, to ensure optimal workforce retention and participation.

### Expected outcome 2.1

Research and policy option analysis implemented to develop: evidence-based nursing/midwifery policy and workforce planning; recruitment, scaling-up and retention strategies; management and performance enhancement strategies; and supportive systems to enable all health workers to work to their full scope of practice.

# Strategic Framework for Action Objectives and Expected Outcomes

## Objective 3

Improve the quality of education to meet the skill and development needs of the workforce in changing service environments.

### Expected outcome 3.1

Models, strategic approaches, systems, tools and standards developed to assess needs, map outcome levels, revitalize institutions, and apply core competencies in the formulation, standardization, assessment and evaluation and/or cross-recognition of educational programmes.

# Strategic Framework for Action Objectives and Expected Outcomes

## Objective 4

Strengthen health workforce governance and management to ensure the delivery of cost-effective, evidence-based and safe programmes and services.

# Strategic Framework for Action

## Objectives and Expected Outcomes

### Expected outcome 4.1

Networks, interdisciplinary and multi-sectoral collaboration will be strengthened and sustained at regional and national levels to:

- build political alliances, technical and financial support for strengthening nursing/midwifery.
- develop effective approaches to strengthen nursing/midwifery leadership capacities and the inclusion in the development of health policies and programmes at all levels;
- enhance the contributions of nursing and midwifery services for achieving population health targets and ensuring the safety of the public.



# Strategic Framework for Action Objectives and Expected Outcomes

## Expected outcome 4.1 cont'd:

Networks, interdisciplinary and multi-sectoral collaboration will be strengthened and sustained at regional and national levels to:

- Ensure the safety of the public through the formulation and implementation of nursing/midwifery regulatory frameworks and processes which also support effective and efficient use of all categories of health workers.



# Nursing and Midwifery Contributions to Health Services and Population Health

Nurses and midwives comprise the largest workforce group in most countries in the region/world

Nurses and midwives provide the majority of health care services, at all levels of care

Measurable improvements nurses and midwives make in health care around the region/world are tangible

Let's  
proceed!



# STRATEGIC ACTION PLAN FOR NURSING AND MIDWIFERY DEVELOPMENT

- Is it sensible, coherent?
  - If not, how can it be improved?
- Are there critical gaps?
- Are the strategic objectives in line with priority needs?
- Revise, improve the action plans (Expecte-4.1)
- One regional action plan or sub-regional plans??
- Commitment, partnerships !