

Investing in Canada's Nursing Workforce Post- Pandemic: A Call to Action

Global Context and Perspectives

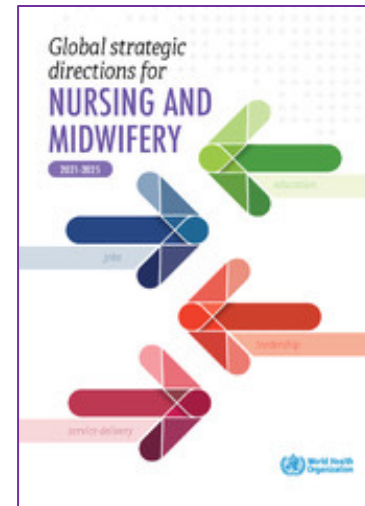
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WHA69.19



WHA70.6



WHA74.15

EDUCATION →

Strategic direction: Midwife and nurse graduates match or surpass health system demand and have the requisite knowledge, competencies and attitudes to meet national health priorities.

Policy priority: Align the levels of nursing and midwifery education with optimized roles within the health and academic systems.

Policy priority: Optimize the domestic production of midwives and nurses to meet or surpass health system demand.

Policy priority: Design education programmes to be competency-based, apply effective learning design, meet quality standards, and align with population health needs.

Policy priority: Ensure that faculty are properly trained in the best pedagogical methods and technologies, with demonstrated clinical expertise in content areas.

JOBS →

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 priority: Conduct nursing and midwifery workforces planning and forecasting through a health labour market lens.

Policy priority: Ensure adequate demand (jobs) with respect to health service delivery for primary health care and other population health priorities.

Policy priority: Reinforce implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel.

Policy priority: Attract, recruit and retain midwives and nurses where they are most needed.

LEADERSHIP →

Strategic direction: Increase the proportion and authority of midwives and nurses in senior health and academic positions and continually develop the next generation of nursing and midwifery leaders.

Policy priority: Establish and strengthen senior leadership positions for nursing and midwifery workforce governance and management and input into health policy.

Policy priority: Invest in leadership skills development for midwives and nurses.

SERVICE DELIVERY →

Strategic direction: Midwives and nurses work to the full extent of their education and training in safe and supportive service delivery environments.

Policy priority: Review and strengthen professional regulatory systems and support capacity building of regulators, where needed.

Policy priority: Adapt workplaces to enable midwives and nurses to maximally contribute to service delivery in interdisciplinary health care teams.

Global Strategic Directions for Nursing and Midwifery 2021-2025

4 Policy Focus Areas

12 Policy Priorities


Each policy has associated NHTA indicator

Strategic direction: Midwives and nurses work to the full extent of their education and training in safe and supportive service delivery environments.

- 47. Policy priority: Adapt workplace policies to enable midwives and nurses to maximally contribute to service delivery in interdisciplinary health care teams.** Workplace policies must enforce decent work and enabling environments, which includes addressing issues of gender, discrimination, power, hierarchy, and respect (125). In responding to and providing services during emergencies, conflicts and disasters, midwives and nurses need adequate resources, training and equipment. Capacity may need to be built in areas of risk assessments, prevention, preparedness, response and recovery. WHO has encouraged countries to engage all relevant stakeholders to adopt relevant policy and management decisions to protect health and care workers' rights, decent work and practice environments (111).

POLICY FOCUS

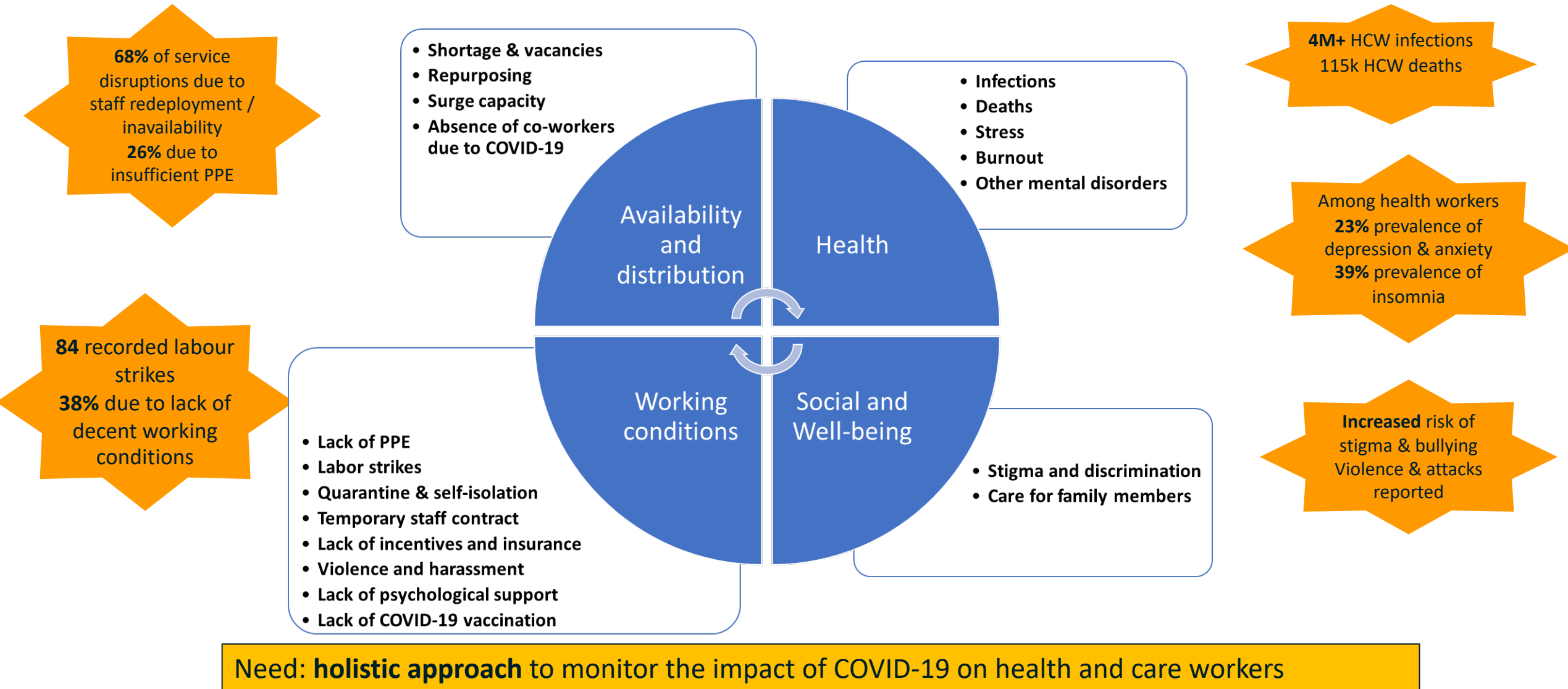
2.4 Service delivery



COVID-19

- overtime and hazard pay, comprehensive occupational health and safety measures: appropriate PPE, training on IPC, diagnosis and clinical case management, and mental health support and services.
- Safe staffing, manageable workload; collect standardized up-to-date data on health workers infections, deaths and attacks
- Risk-profiling and redeployment to safeguard them from occupational hazards (e.g. telehealth services)
- Estimate the optimal number, allocation and roles of midwives and nurses within health care team members
- Enable full practice, including decision support technology and efficient referral mechanisms
- Implement gender transformative work environments
 - zero tolerance for violence and sexual harassment
 - policies to redress the disadvantages faced by women with family, household and unpaid caregiving responsibilities.

Impact of COVID-19 on health and care workers





Global Health and Care Worker Compact (A75/13)

Four Domains

- Safeguard rights
- Inclusivity; free from gender, racial and all other forms of discrimination,
- Providing support
- Preventing harm

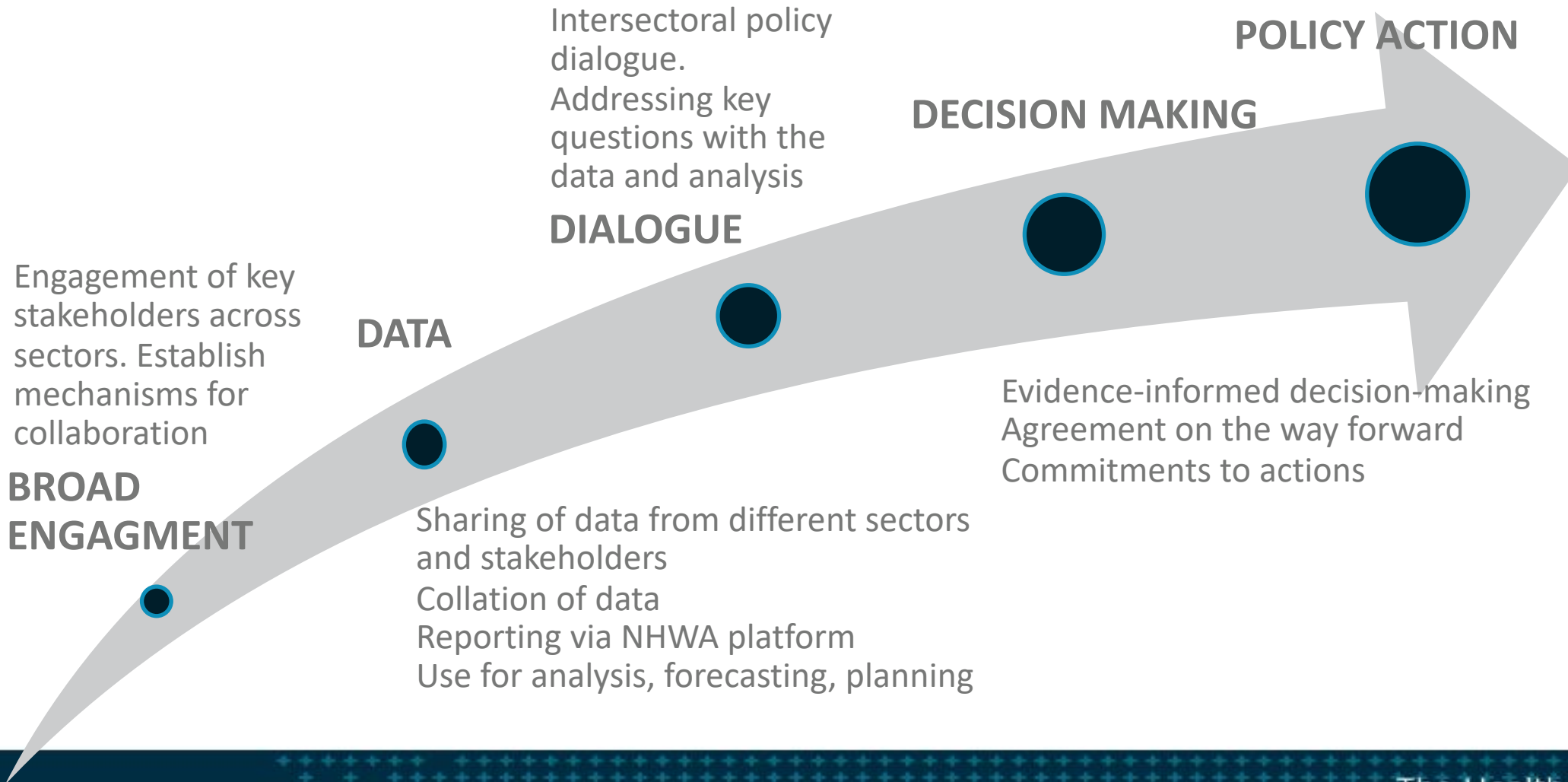
Ten focus areas



www.who.int/health-topics/health-workforce
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SDNM Implementation Framework

For any given SDNM policy priority:



3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH