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

Global Context and Perspectives

Carey McCarthy, PhD, MPH, RN
Health Workforce Department
World Health Organization
World Health Assembly

Global strategy on human resources for health: Workforce 2030

WHA69.19

WHA70.6

WHA74.15
Global Strategic Directions for Nursing and Midwifery 2021-2025

4 Policy Focus Areas

12 Policy Priorities

Each policy has associated NHWA 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).
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

Need: holistic approach to monitor the impact of COVID-19 on health and care workers

- 68% of service disruptions due to staff redeployment/inavailability
- 26% due to insufficient PPE
- 84 recorded labour strikes, 38% due to lack of decent working conditions
- 4M+ HCW infections
- 115k HCW deaths
- Among health workers, 23% prevalence of depression & anxiety
- 39% prevalence of insomnia
- Increased risk of stigma & bullying
- Violence & attacks reported

- Shortage & vacancies
- Repurposing
- Surge capacity
- Absence of co-workers due to COVID-19
- Infections
- Deaths
- Stress
- Burnout
- Other mental disorders
- Lack of PPE
- Labor strikes
- Quarantine & self-isolation
- Temporary staff contract
- Lack of incentives and insurance
- Violence and harassment
- Lack of psychological support
- Lack of COVID-19 vaccination
- Stigma and discrimination
- Care for family members

Protect. Invest. Together

The Health Workforce 2030
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
SDNM Implementation Framework

For any given SDNM policy priority:

**DATA**
- Sharing of data from different sectors and stakeholders
- Collation of data
- Reporting via NHWA platform
- Use for analysis, forecasting, planning

**DIALOGUE**
- Intersectoral policy dialogue
- Addressing key questions with the data and analysis

**DECISION MAKING**
- Evidence-informed decision-making
- Agreement on the way forward
- Commitments to actions

**POLICY ACTION**
- Engagement of key stakeholders across sectors. Establish mechanisms for collaboration

- Good Health and Well-being
- Quality Education
- Gender Equality
- Decent Work and Economic Growth