Transforming Nursing: Enhancing Nurse Clinical Leadership in the HIV Testing and Treatment Era

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The context of nursing practice

• Global evidence shows ever evolving and complex health trends
• Health worker competencies under scrutiny
• Roles of nurses in clinical practice remain dynamic and evolving
• Nursing workforce shortage remains a crisis in many countries
• Much more is being asked from nurses in practice
• A broad range of cadres are filling the gaps or as quick fixes to HRH shortages
• Patient safety compromised
The context of nursing practice

• As of 2013, nurses and midwives constituted approximately half of the global shortage of health workers (9 million)

• By 2030, the shortage of nurses and midwives will see a modest decline (to 7.6 million) is some countries but not in the African and Eastern Mediterranean Regions
Nursing context in WHO and the evolution of nursing roles

- In many countries, nurses constitute the majority of health workers.
- WHO has been active in the development of nursing and midwifery since it was founded in 1948.
- 10 nursing resolutions have been passed by the World Health Assembly – stressing its importance within the Organization’s priorities.

- Since the beginning of the epidemic, more than 70 million people have been infected
- 35 million people have died
- Nurses roles expanding in the event of HIV
- HIV treatment having remarkable effect on reduction of HIV morbidity and mortality
- Nurses now prescribe and initiate ARV treatment
- Nurse-led models of ARV delivery widely implemented in Africa
**Global health sector strategy on HIV, 2016-2021**

- Vision – Zero new HIV infections, zero HIV-related deaths and zero HIV-related discrimination in a world where people living with HIV are able to live long and healthy lives.

- Globally, 17 million of the 37 million people living with HIV

- At the end of 2014 did not know their HIV status

- 22 million were not accessing antiretroviral therapy.

- An estimated 70% of people living with HIV worldwide are in middle-income countries.
What nurses can achieve

• Better screening
• Reduction of missed opportunities
• Good clinical outcomes:
  - Reduce health care related events e.g. infections
  - Reduce length of hospital stay and readmissions
• Health care cost maintained
Opportunities to enhance leadership

- Sustainable Development Goals, Universal Health Coverage
- Strategy on Women’s, Children’s and Adolescent Health
- Framework on Integrated People-Centred Care
- Global Strategy on Human Resources for Health: Workforce 2030
- Strategic Directions for Strengthening Nursing and Midwifery 2016-2020

- Life Course Approach
- Social Determinants of Health
- Gender, Equity and Human Rights
Global strategic directions for strengthening nursing and midwifery 2016–2020

VISION

Available, Accessible, Acceptable, Quality and Cost-effective nursing and midwifery care for all, based on population needs and in support of UHC and the SDGs

THEMATIC AREAS

- Ensuring an educated, competent and motivated nursing and midwifery workforce within effective and responsive health systems at all levels and in different settings
- Optimizing policy development, effective leadership, management and governance
- Working together to maximize the capacities and potentials of nurses and midwives through intra and interprofessional collaborative partnerships, education and continuing professional development
- Mobilizing political will to invest in building effective evidence-based nursing and midwifery workforce development

PRINCIPLES

- Ethical Action
- Relevance
- Ownership
- Partnership
- Quality

Countries
Regions
Global
Partners

The Health Workforce 2030
Sustainable Development Goal 3

...By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases...
Continuum of health services for HIV
2020 global targets for testing and treatment

- **90%** of people living with HIV know their status;

- **90%** of people diagnosed with HIV receive antiretroviral therapy;

- **90%** of people living with HIV, and who are on treatment, achieve viral load suppression.

How can nurses contribute to ensuring that the above targets are met?
Leadership process and practice
- Creating work structure and conditions
- Motivating self and others
- Team building
- Facilitating care processes
- Promoting participation

Collaborative partnerships
- Community partnerships
- Teamwork with other health professionals
- Intersectoral partnerships

Policy and regulation improvements
- Coordinating advocacy and policy engagement
- Mobilizing resources for professional development

Education and training
- Interprofessional education and training
- Enhancing continuous professional development and mentorship

HRH management
- Personnel administration
- Supply and retention
- Role and function
- Performance management
- Information systems
Teamwork key in HIV testing and treatment

• Common interest in collaboration
• Opportunities to improve quality of care
• Understand and appreciate of roles and responsibilities
• Need strong cultural competence and relationships with partners
• Document, publish and share best practices
• Use of sound theoretical and evidence-based practice.
• Implement institutional policies e.g. training, monitoring, and reporting of adverse events.
Conclusion

• Rapid acceleration through to 2030 and beyond.
• Renewed political commitment, additional resources, and technical and programmatic innovations.
• Harness nursing competencies esp. in continuum of care
• Advancing testing, treatment and care for people living with HIV through multi-sector approach
• Strengthening nursing research, education/training, and regulation
• Nursing leadership and involvement in policy-making at all levels using focused strategies and concepts.
• Nurses have a key role to play in HIV advocacy including the elimination of stigma and discrimination.
THANK YOU

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