

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

18-19 November 2016
2016 European HIV Nursing Conference, Barcelona, Spain

Annette Mwansa Nkowane
World Health Organization

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) in some countries but not in the African and Eastern Mediterranean Regions

Nursing context in WHO and the evolution of nursing roles

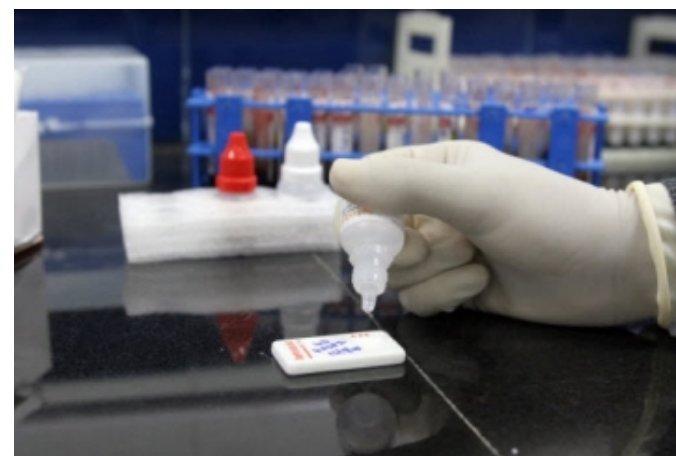
- In many countries, nurses constitute the majority of health workers.
- WHO has been active in the development of nursing and midwifery since it was founded in 1948.
- 10 nursing resolutions have been passed by the World Health Assembly – stressing its importance within the Organization's priorities.



- 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

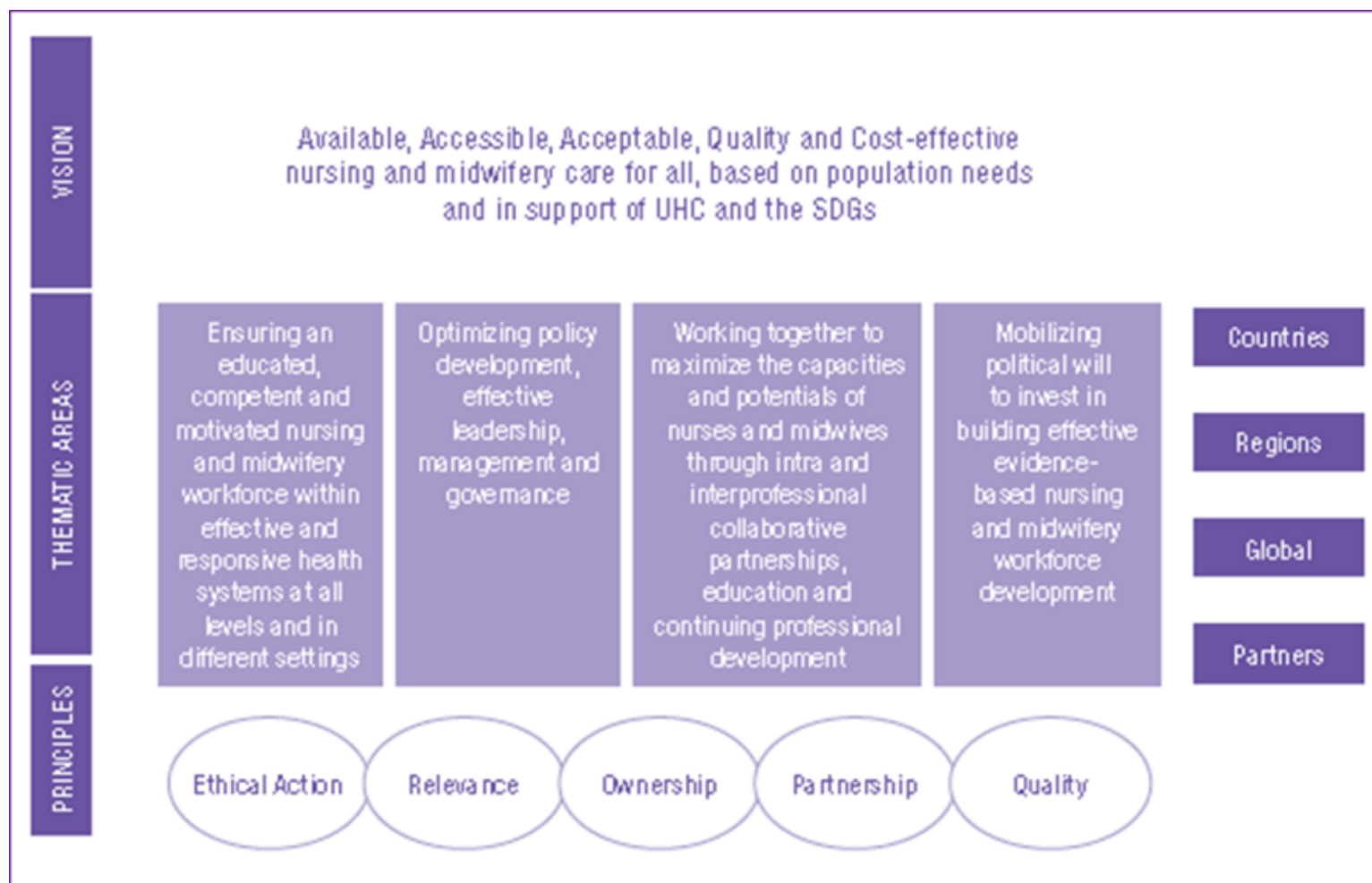


- Sustainable Development Goals, Universal Health Coverage
- Strategy on Women's, Children's and Adolescent Health
- Framework on Integrated People-Centred Care
- Global Strategy on Human Resources for Health: Workforce 2030
- Strategic Directions for Strengthening Nursing and Midwifery 2016-2020



- ✓ Life Course Approach
- ✓ Social Determinants of Health
- ✓ Gender, Equity and Human Rights

Global strategic directions for strengthening nursing and midwifery 2016–2020



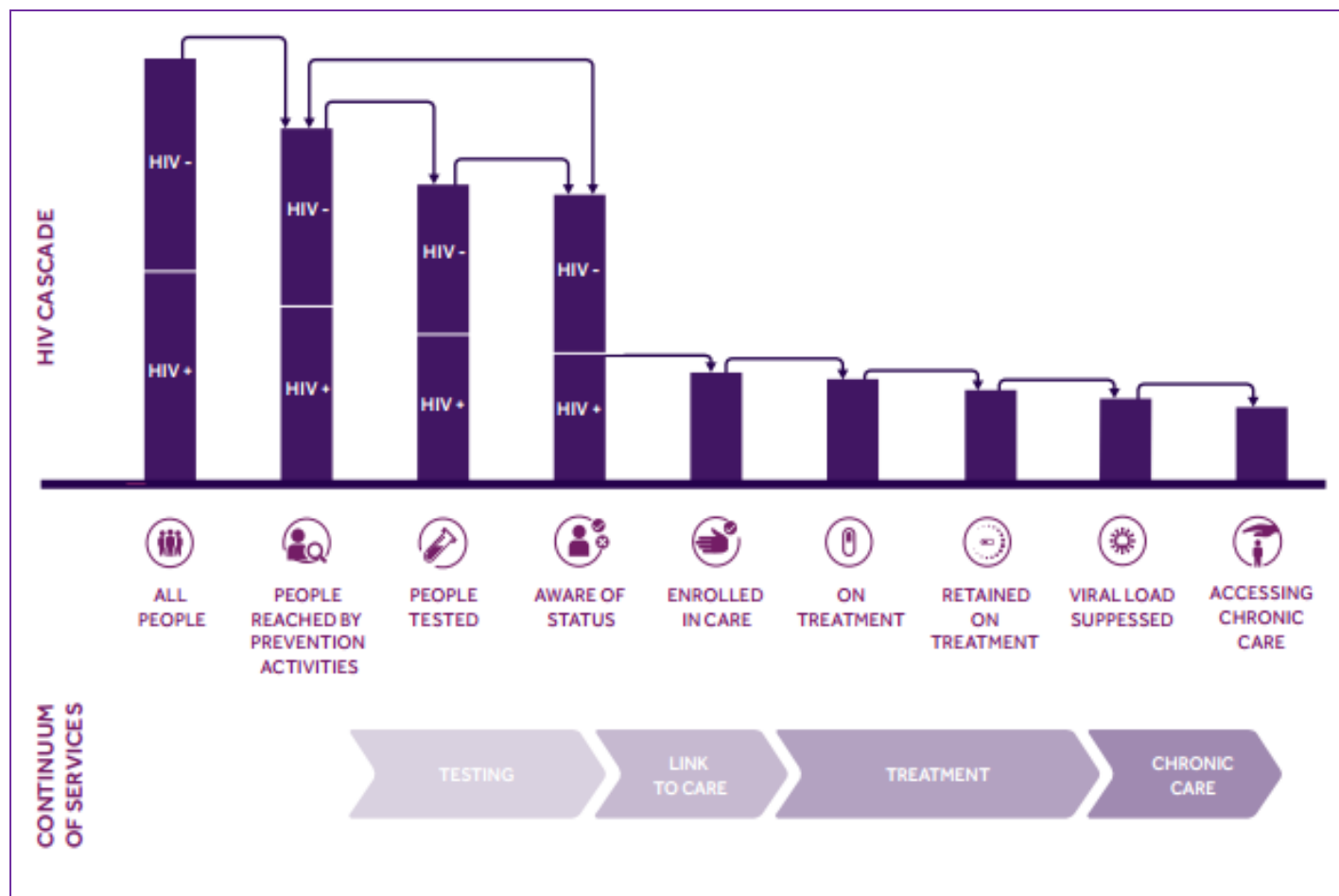
Sustainable Development Goal 3



...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

who.int/hrh

[#workforce2030](https://twitter.com/who/hrh)

