Nursing and Midwifery
Developments in WHO Regions: African Region

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Challenges to Africa’s Health Systems

- Population increase of both youth and elderly
- Double burden: Communicable & Non Communicable diseases
- Limited health workforce, access- 47 countries - only 10 countries with a density greater than 2.3 health workers /1000 pop
- Challenge of maldistribution or mis-allocation of health workers within countries (across regions, levels of health care, public/private sectors)
- Huge HRH needs, especially in EVD affected countries.
- Working environment and working conditions
## Nursing & Midwifery Workforce in the African Region

<table>
<thead>
<tr>
<th>Country</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sierra Leone</td>
<td>1.7</td>
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<tr>
<td>Ethiopia</td>
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<tr>
<td>Central African Republic</td>
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<tr>
<td>Liberia</td>
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<tr>
<td>Togo</td>
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<tr>
<td>Malawi</td>
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<td>Mozambique</td>
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<tr>
<td>Senegal</td>
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<tr>
<td>Mali</td>
<td>4.3</td>
</tr>
<tr>
<td>Cameroon</td>
<td>4.4</td>
</tr>
<tr>
<td>UR Tanzania</td>
<td>4.4</td>
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<tr>
<td>Cote d'Ivoire</td>
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<tr>
<td>Cabo Verde</td>
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<tr>
<td>Burkina Faso</td>
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<tr>
<td>Guinea-Bissau</td>
<td>5.9</td>
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<td>Mauritania</td>
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<tr>
<td>Rwanda</td>
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</tr>
<tr>
<td>Benin</td>
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</tr>
<tr>
<td>Zambia</td>
<td>7.8</td>
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<tr>
<td>Congo</td>
<td>8.2</td>
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<tr>
<td>Kenya</td>
<td>8.6</td>
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<tr>
<td>Gambia</td>
<td>8.7</td>
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<tr>
<td>Ghana</td>
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<tr>
<td>Zimbabwe</td>
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<td>Seychelles</td>
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<td>South Africa</td>
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</tr>
</tbody>
</table>

### Nursing & Midwifery Workforce Personnel-Population Ratio (per 10,000 population in the African Region 2007-2013)

Source: WHO 2013
Health trends in Africa: Some Progress

• The health trends do pointed to some significant progress in the African Region:
  – A significant declines in the incidence of HIV, TB and Malaria;
  – A number of the neglected tropical diseases close to being eliminated
  – Immunization rates rose over the past 10 years & deaths from measles down
  – A new vaccine that promises to eliminate Meningitis outbreaks.
  – Maternal and child mortality also declines, with some African countries showing the fastest rates of decline in the world.

Regional Mandates/Guidance

• Guidance of regional Roadmap for scaling up the human resources for health: 2012 -2025. (agreed in 2012).

• Various guides developed in the region eg
  – Guidelines for Evaluating basic nursing & midwifery education and training programs
  – Regional Professional Regulatory Framework for Nursing and Midwifery
  – 3 Prototype Curricula for Nursing and Midwifery

• Regional implementation of the Global Strategy for HRH

• Global Strategic Directions for Nursing and Midwifery 2016 -2020
Strengthening Health Systems and Services Delivery

In the African Region, the approach to strengthening country health systems for SDGs and UHC focuses on a number of areas:

- **Area 1**: Comprehensive & coherent policies and strategic planning to facilitate stakeholder & partner dialogue, prioritization and alignment of financing

- **Area 2**: Technical and evidence based guidance, norms and capacity building on HS “Building Blocks” including for improving governance of health systems

- **Area 3**: Integrated essential service delivery with focus on decentralized/sub national systems that coordinates HS building blocks to provide efficient priority programs implementation

- **Area 4**: Monitoring coverage & trends of people, populations & locations with comprehensive services of equity, resilience, quality and efficiency
WHO Collaborating Centres in Nursing and Midwifery in the African Region
WHO Collaborating Centre for Postgraduate Distance Education and Research in Nursing and Midwifery Development. Institution: Department of Advanced Nursing Sciences, University of South Africa (UNISA), Pretoria, South Africa;

- Contributed to HRH development in the African region – over 6000 post graduate nurses and midwives registered for nursing and public health distance education courses (majority from Nigeria, Uganda, Zambia, Botswana, Zimbabwe and South Africa)
- Supporting leadership development in areas of education in selected countries - e.g. production of post graduate students in Ethiopia - continue to teach masters and doctoral programs in Ethiopia.
- Strengthening scientific writing and dissemination of evidence in the Region – Publication of the AJNM provides a platform for researchers from the African continent to publish their work. (Accredited Journal)
WHO Collaborating Centre for Educating Nurses and Midwives in Community Problem-solving. Institution: School of Nursing, University of Natal, Durban, South Africa;

- Development of competency based curricula to guide countries to address selected priority health problems (MCH, mental health and HIV/AIDS)
- Supporting selected countries to produce nurses and midwives with advanced skills in priority areas of nursing and midwifery education. (E.g. Seychelles- training of nursing and midwifery educators – 19 completed BA of Nursing Advanced Practice)
WHO University of Kwazulu Natal

- Documenting and sharing various best practices on innovative approaches in educating nursing and midwifery in various settings in the Region (booklet on “best practices & success stories”)

- Conducted research skills building workshops for post graduate students as well as for students from 7 other African countries.
WHO Collaborating Centre for Nursing and Midwifery Development Community Based Health Care. Institution: Department of Nursing Education, University of Botswana, Gaborone, Botswana;

- Evaluation and documentation of impact of selected Community Home Based Care interventions (operational study on adolescents living with HIV/AIDS conducted in 2015 and training needs assessment and capacity built of CHBC providers and family care givers)
- Promoting collaborative practice of mental, maternal and child health services
- A Policy brief on Sexual and Reproductive Health and poverty developed to guide advocacy and negotiation.

• University of Botswana
WHO Collaborating Centre for **Interprofessional Education & Collaborative Practice**. Institution: Kamuzu College of Nursing, University of Malawi, Lilongwe, Malawi.

- Health workforce assessments in Malawi and other countries
- Tracer studies of graduates to evaluate impact and relevance of educational programmes on service delivery
- Promoting interprofessional education and innovations in the training of nurses, midwives and other health workers
Midwifery Education Project 2014 -2019: Scaling up Midwifery education

- Scaling up midwifery education project 2014-2019
- Joint project between Seventh Day Adventist (SDA) and WHO with technical assistants for implementation provided by Loma Linda University, School of Nursing for SDA and 4 WHO Collaborating Centres.
- The goal of the project is to establish three Laboratories of Change (LoC) to develop midwifery educators for classroom and clinical settings based settings in Botswana, Malawi, Lesotho and Cameroon.
- Guiding documents - WHO Midwifery Educator Core Competencies guide and companion documents
- All level of WHO working together
Scaling up Midwifery education project 2014 -2019

• Technical assessments conducted in 2014 in 3 WHO CC Botswana, Lesotho, Malawi and Cameroon pending in 2016.
• School specific action plans for implementation developed
• The four WHOCCs are providing technical guidance and support to this work with the support from the WHO country focal points and SDA experts to each of the 3 schools
Implementation of the new SDNM 2016-2020 in the AFRO region.

• Regional Consultative Meeting on strengthening nursing and midwifery services towards the contribution to achieving Universal Health Coverage in countries planned for November 2016.
• Theme: Nursing and Midwifery workforce: *a critical link to achieving SDGs and UHC*

Outcomes of the meeting
• Agreed on key interventions for improving nursing and midwifery services and for generation of evidence.
• Draft Action framework outlining immediate, intermediate and long term actions on strengthening nursing and midwifery in the African region.
Future perspective for the Region

- Expand research and knowledge on issues of demonstrate cost effectiveness of nursing and midwifery services and its contribution to UHC.
- Encourage more CCs on nursing and midwifery in East and West Africa.
- Assist countries (e.g. EVD affected) to scale up of training of health workforce (including nursing and midwifery cadres).
- New AFRO Service Delivery Systems structure established to focus on UHC and integrated people centred health services.
Regional N&M documents ready for dissemination

- Workload indicators of staffing need (WISN): selected country implementation experiences
- Regional Roadmap for scaling up the human resources for health: 2012 -2025
- Regional Professional Regulatory Framework for Nursing and Midwifery
- Three year diploma prototype competency–based general nursing curriculum
- Three year diploma prototype competency-based midwifery curriculum
- Four year prototype integrated competency-based curriculum for nurse-midwife education programme