

KEY RESULT AREA

1

HEALTH PLANNING, ADVOCACY AND POLITICAL COMMITMENT

National development and health plans provide for adequate nursing and midwifery services and expertise.

THE EFFECTIVENESS of nursing and midwifery services is being compromised by an escalating global shortage of personnel (Aiken et al., 2001). This shortage, in turn, is a constraint on the provision of needed health services. The numerous, complex reasons for these shortfalls have yet to be adequately explored. Moreover, the migration of health personnel affects many countries and, ultimately, the provision of health services worldwide (Buchan & O'May, 1999). It is essential, therefore, that governments and other institutions involved in the recruitment and maintenance of human resources for health establish effective strategies designed to ensure adequate staffing, in order to successfully undertake the implementation of national health care plans (ICN, 1994). Given the pivotal role that nursing and midwifery practitioners play within the health care team, their expertise should be called upon when decisions aimed at enhancing health service efficacy and efficiency are made. Thus, key stakeholders must remain committed to altering the current policy-making environment. By taking a leading role in encouraging governments to address these pertinent issues, WHO is a catalyst for reform that is urgently needed.

OBJECTIVES ► EXPECTED RESULTS

1.1 To strengthen those mechanisms relating to human resources policy intervention and planning in order to contribute to the maintenance of adequate levels of nursing and midwifery personnel so that health systems may function more effectively.

- 1.1.1 Staffing norms developed for specific health care contexts.
- 1.1.2 Guidelines developed for health workforce distribution and combinations of skills.
- 1.1.3 Models developed on causes of workforce shortage and migration within and between countries.
- 1.1.4 Uniform indicators and systems established for monitoring human resources levels, shortage and migration.
- 1.1.5 Tools developed for forecasting workforce shortage and migration.
- 1.1.6 Best practices collected, adapted and disseminated for human resources policy intervention, assessment and planning.
- 1.1.7 Ethical guidelines developed for international recruitment.

1.2 To mobilize policy-makers, the general public, partners and health care practitioners to support changes designed to strengthen nursing and midwifery services and to enhance their contribution to health system performance and outcomes.

- 1.2.1 Tools developed for working with communities, politicians, and policy-makers in order to raise awareness regarding the role and contribution of nursing and midwifery services as core resources for achieving health targets.
- 1.2.2 Tools and approaches developed for advocating the strengthening of nursing and midwifery services and the building of political alliances and support.
- 1.2.3 Evidence developed and disseminated to policy-makers on success stories of the nursing and midwifery contribution to health system goals.

1.3 To foster an environment that enables nurses and midwives to make decisions and be directly involved in policy-making (including the allocation of funds) at all levels and thus support more efficient health outcomes.

- 1.3.1 Mechanisms established or strengthened to ensure that nursing and midwifery expertise is included in the development of health policies and programmes at all levels, including those at WHO.
- 1.3.2 Political support strengthened for the adoption of effective nursing and midwifery models of care that focus on HIV/AIDS, Making Pregnancy Safer (MPR), Roll Back Malaria (RBM), Adolescent Health and Development (ADH), Mental Health, and tuberculosis (STOP-TB).