NURSING HUMAN RESOURCES: EVIDENCE REQUIRED FOR CHANGE

A GLOBAL PERSPECTIVE

Andrea Baumann, PhD

Presented at the UNIVERSAL ACCESS TO HEALTH AND UNIVERSAL HEALTH COVERAGE: ADVANCED PRACTICE NURSING SUMMIT
McMaster University

April 16, 2015
SUMMIT QUESTIONS

1. In your country what are the top 3 changes to nurses’ roles and/or responsibilities, that have improved access to PHC over the last few years?

2. What factors hindered these changes in nurses’ roles and/or responsibilities?

3. What factors enabled these changes in nurses’ roles and/or responsibilities?

*Workforce information and analytics
ESSENTIAL BACKGROUND/KEY INFORMATION

- What is the **policy framework**?
- What is the investment in **health and education**?
- What is the **professional structure**?
- What is the **regulatory framework**?
- What is the **status of supporting institutions**?
WHERE DO YOU GET INFORMATION?
KEY POLICY DOCUMENTS /
WHERE TO GO

World Health Report 2013: Research for UHC

A Universal Truth: No Health Without a Workforce

Health Workforce 2030: A global strategy on HRH
DATA REPOSITORIES

Global Secondary Databases:
WHO, PAHO, International Labour Organizations, OECD, International Health Observatories

PAHO Regional Observatory
WHO HRH Observatories

Canadian Databases:
Statistics Canada, Canadian Institute for Health Information, Regulatory Bodies, Health Observatories

Public Health Observatory, Saskatchewan
DEFINITION OF A NURSE/
WHAT’S IN A NAME?

The importance of definition and comparable data

# Nursing & Midwifery Workforce Across the Americas

<table>
<thead>
<tr>
<th>Country</th>
<th>Density of Nursing and Midwifery Personnel (Total Number per 1000)</th>
<th>Date (Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>9.815</td>
<td>2005</td>
</tr>
<tr>
<td>Canada</td>
<td>9.288</td>
<td>2011</td>
</tr>
<tr>
<td>Cuba</td>
<td>9.053</td>
<td>2010</td>
</tr>
<tr>
<td>Brazil</td>
<td>7.601</td>
<td>2013</td>
</tr>
<tr>
<td>Uruguay</td>
<td>5.548</td>
<td>2008</td>
</tr>
<tr>
<td>Bahamas</td>
<td>4.14</td>
<td>2008</td>
</tr>
<tr>
<td>Mexico</td>
<td>2.529</td>
<td>2011</td>
</tr>
<tr>
<td>Panama</td>
<td>2.402</td>
<td>2011</td>
</tr>
<tr>
<td>Ecuador</td>
<td>1.983</td>
<td>2009</td>
</tr>
<tr>
<td>Peru</td>
<td>1.514</td>
<td>2012</td>
</tr>
<tr>
<td>Jamaica</td>
<td>1.092</td>
<td>2008</td>
</tr>
<tr>
<td>Nicaragua</td>
<td>1.072</td>
<td>2003</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>0.771</td>
<td>2013</td>
</tr>
<tr>
<td>Colombia</td>
<td>0.616</td>
<td>2010</td>
</tr>
<tr>
<td>Argentina</td>
<td>0.481</td>
<td>2004</td>
</tr>
<tr>
<td>El Salvador</td>
<td>0.405</td>
<td>2008</td>
</tr>
<tr>
<td>Chile</td>
<td>0.144</td>
<td>2009</td>
</tr>
</tbody>
</table>

*Density of nursing and midwifery personnel (total number per 1000): Latest available year.

OPPORTUNITIES/FRAMEWORK FOR ANALYSIS

Nursing Personnel key to service delivery

Two HRH Nursing Workforce Planning Models to consider:

**Needs-Based** Management of HRH Planning
**Systems-Approach** to HRH Planning

WHY METRICS?

HOW DOES INFORMATION CHANGE DECISIONS?
CONCLUSIONS/
MOVING FORWARD

Information:

• Strengthens rationale
• Provides evidence-based decisions
• Influences policy-making
CONTACT

Andrea Baumann, PhD

Director, PAHO/WHO CC in Primary Care Nursing & Health Human Resources
Associate Vice President, Global Health, Faculty of Health Sciences
McMaster University

Scientific Director
Nursing Health Services Research Unit
McMaster University

Michael DeGroote Centre for Learning
MDCL 3500
(905) 525 9140 ext. 22581

Email: baumanna@mcmaster.ca
Website: http://nhsru.com/