

Strategies to respond to nursing crisis

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Introduction

- ❑ Nurses are frontline service providers
- ❑ Nurses backbone of the health system
- ❑ Universal health coverage
- ❑ Population increase v/s number of new health care facilities and health care providers
- ❑ Over burdened health facilities
- ❑ Nurses underpaid compared to other health care professionals
- ❑ Increased workload , staff stressed, frustrated , low morale & burn out
- ❑ Migration
- ❑ Patient care is compromised

Burning platform



Proposed Interventions

- ❑ HR Plan
- ❑ Investing in training of nurses including nurse educators
- ❑ Create training opportunities for clinical nurse and support professional nurses to plan their career development
- ❑ Involve nurses in policy development
- ❑ Inter sectoral approach to solve challenges related to transport , staff safety , accommodation, child care facilities for shift workers
- ❑ Review policies to provide flexible options to finance and access to affordable accommodation
- ❑ Ensure safe working environment
- ❑ Improve salaries of nurses working in the general stream
- ❑ Align professional nurses starting salaries to those of other professionals with equivalent qualification (Degree/Diploma)
- ❑ Expedite implementation of new nursing qualifications and nursing categories

Proposed Interventions (cont.)

Nurse Leadership - qualities

- ✓ Visionary
- ✓ Agility – ability to think and understand and adapt to VUCA world
- ✓ Adaptive
- ✓ Risk taker , courageous , confident and technologically savvy
- ✓ Systems thinkers
- ✓ Collaborative approach to leadership/ boundary spanning
- ✓ Dispersed leadership
- ✓ Emotional intelligence

Nurse Leadership Qualities (cont.)

- Build trust, communicate , collaborate, connect and engage
- User centered
- Ability to create a safe patient care environment that will inspire the workforce
- Maintain physical and mental health
- Ability to preparing a future nurse cadre and leader to practice and lead in an environment that will be considerably different from the present

Thank you !