

State of the World's Nursing report 2020

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STATE OF THE WORLD'S NURSING

2020



*Investing in education,
jobs and leadership*

State of the World's Nursing Report

Objectives:

- Provide a global picture of the nursing workforce and its contribution to WHO's "triple billion goals"
- Inform national policy dialogue and drive development of national nursing workforces to optimize the contributions towards UHC and PHC
- Speed up progress across the SDGs
- Drive investment in nursing, the health workforce and the gender equity agenda

Source: https://www.icn.ch/sites/default/files/inline-files/SoWN-10-September-1_1.pdf

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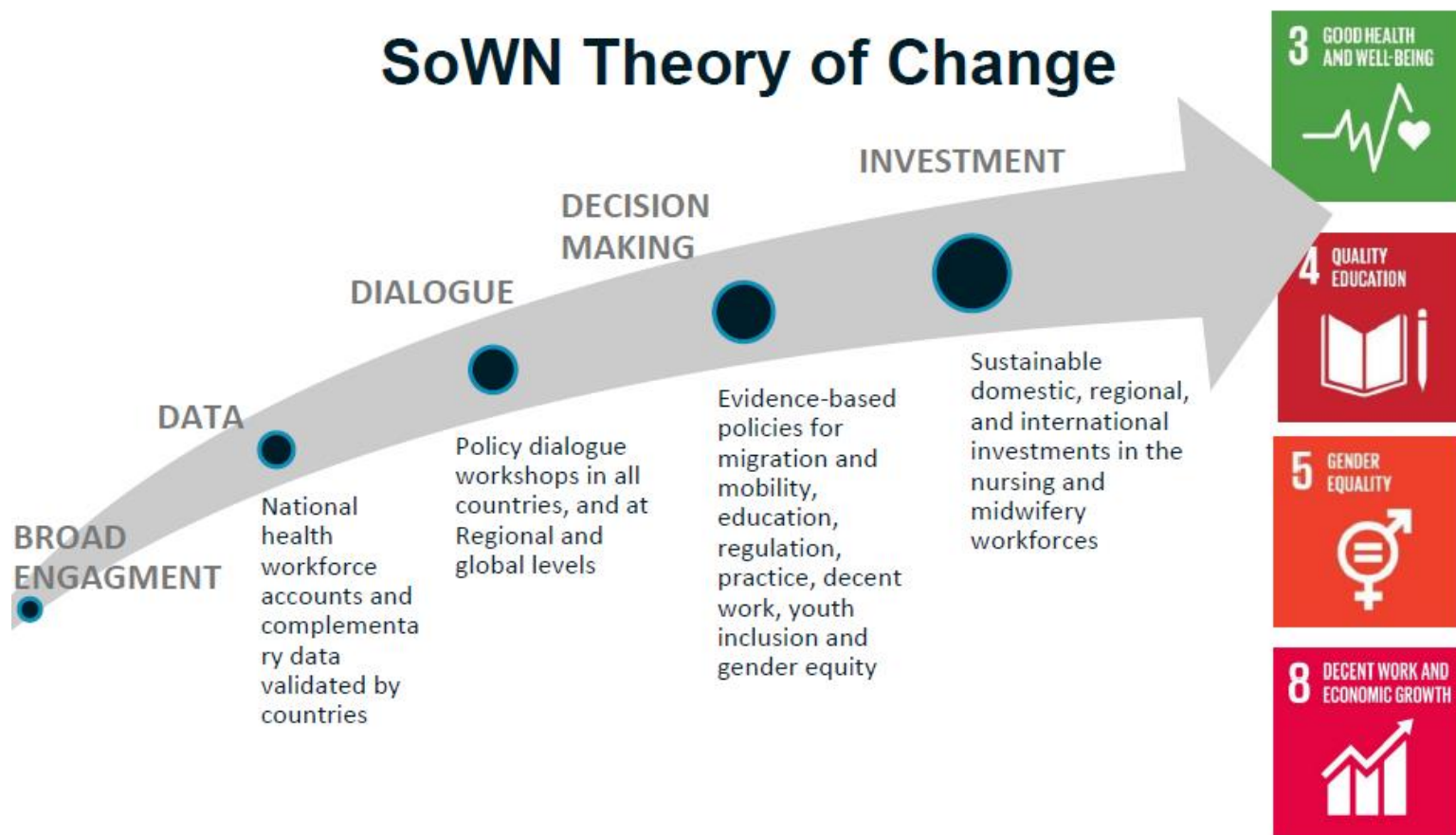
Data collection process:

- National Health Workforce Accounts were the main platform for data collection and sharing
- Contributions from regulatory authorities, education providers, employers, population surveys, professional associations etc.

Next steps:

- Policy dialogue at national, regional and global levels
- Decision-making and further investment in the nursing workforce

SoWN Theory of Change



Country profiles

- Active stock of workforce e.g. number, demographics, distribution
- Education
- Regulation
- Labour market flows e.g. new graduates, unemployment rate, internationally trained nurses
- Employment characteristics e.g. working conditions, entry-level pay rates
- Governance and Leadership
- Gender composition and pay gap

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Priorities for national governments:

- 1: Build the nursing workforce's leadership, stewardship and management capacity
- 2: Optimise return on current investments in nursing through adopting required policy options
- 3: Accelerate and sustain additional investment in nursing skills, education and employment opportunities.



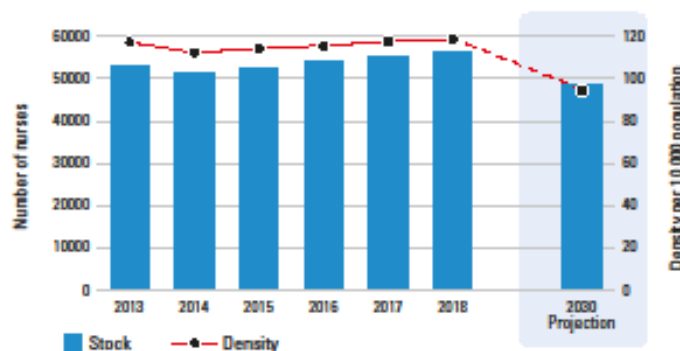
This map is an approximation of actual country borders.

New Zealand

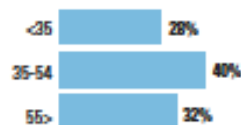
	COUNTRY	WHO REGION
Total population (UN population prospects, 2019)	4783062	193086657
UHC Service Coverage Index (0-100 points, 2017)	87	-
Life expectancy at birth mF (years, 2016)	80.5/84.0	75.0/78.9
Probability of dying under five (per 1 000 live births, 2018)	5.7	11.8
Probability of dying between 15 and 60 years mF (per 1 000 population, 2016)	81/51	104/69
Gross domestic product (GDP) (per capita US\$, 2017)	42936	11296
Current health expenditure as a per cent of GDP (2017)	9.2	7.1
Current health expenditure per capita (US\$, 2017)	3937	1026

Source: WHO

Nursing stock and density 2013-2018



Age distribution



Sex distribution



Nurse mobility

Foreign trained **27.25%**
Foreign born **NR**

Source: National Health Workforce Accounts (NHWA), 2020 except 1. Latest available data are displayed. Includes multiple data sources such as the OECD/Eurostat/WHO EURO Joint Data Collection, labour force survey, census data and estimates from WHO for shortages. Stock and density projection by 2030 based on a simple stock and flow model. See full report for further details. NR-Not reported. Data as of 10 March 2020.

Nursing personnel (latest year)

56356

Nursing professionals
53807

Nursing associates
2549

Nurses not further defined
0

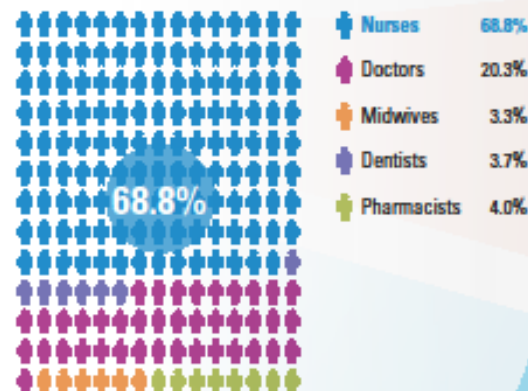
Share of professional nurses
95%

Density
118.8
per 10 000 population

Graduates per year
1909

Minimum duration of training
3 years

Share of nurses within the health workforce



Issues for consideration

Density above threshold, no estimation for shortage.

*As compared to a benchmark density. Details in State of the World's Nursing 2020 report and Global Strategy on Human Resources for Health: Workforce 2030

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10 Key actions

1. Countries affected by shortages will need to increase funding to educate and employ 5.9 million additional nurses.
2. Countries should strengthen capacity for health workforce data collection.
3. Nurse mobility and migration must be effectively monitored and responsibly and ethically managed.
4. Nurse education and training programmes must graduate nurses who drive progress in primary and universal health coverage.
5. Nursing leadership and governance is critical to nursing workforce strengthening.

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10 Key actions (continued)

6. Planners and regulators should optimise the contributions of nursing.
7. Policy-makers employers and regulators should co-ordinate actions in support of decent work.
8. Countries should deliberately plan for gender-sensitive nursing workforce policies.
9. Professional nursing regulation must be modernised.
10. Collaboration is key.

New Zealand – future policy challenges

- **Recruitment** - *Numbers in training are falling, attracting men to nursing, growing Māori and Pacific nurses, reliance on IQNs*
- **Safe staffing** - *Quality and safety, CCDM, what is the right skill mix of ENs, RNs, NPs and HCAs?*
- **Mental wellbeing of nurses** – *Rise in population mental health issues at a population level, global uncertainty*
- **Enabling regulatory and legislative systems** - *Workforce planning based on skills and competencies required rather than profession*
- **Retention** – *turnover, high global demand, mobility, future?*