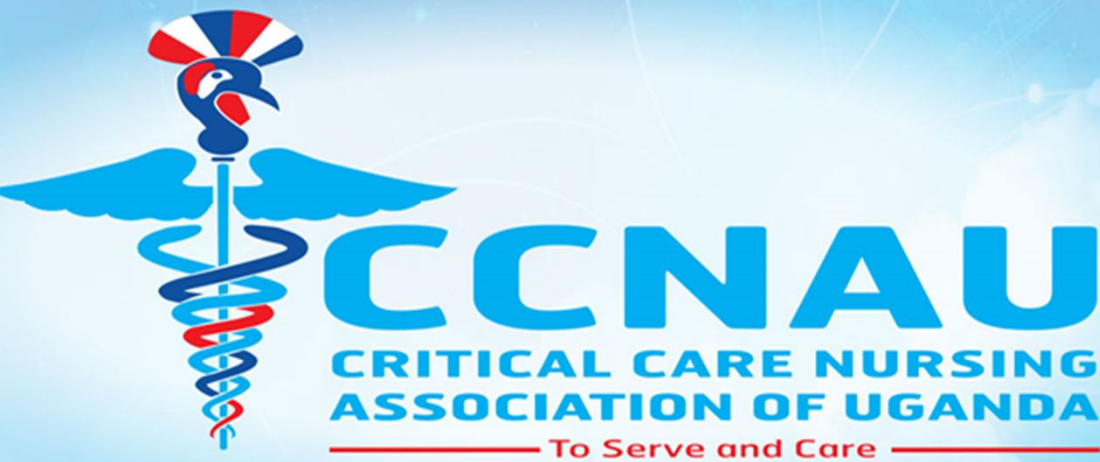


# NURSING IN AFRICA LOOKING INTO THE FUTURE

LIGA CLIFF ASHER - SENIOR FACULTY – AGA KHAN UNIVERSITY



MSc Emergency / Critical Care Nursing  
BScN (Mak), RN, EN

**PhDc (UNISA – Quality of Care / Patient Safety)**  
President - Critical Care Nursing Association of Uganda  
**Executive chair – African Critical Care Forum**

Dr Rose Charlo Nabirye  
Dean CHS – Makerere



# OUTLINE

1. Introduction
2. The era of universal health coverage
3. Trends in health care delivery
4. A case of nursing cadre in Uganda
5. Fundamental challenges of nursing in Africa
6. The future of nursing in Africa and prospects
7. Summary and conclusions



# INTRODUCTION

Nurses form the largest HWF in Africa as well as globally

What they do now and in the future affect the future of health and health care provision.

The good news is that nurses can be equipped with unique skills, knowledge and values

However, too often nurses are under-valued and their potential underestimated.

In Africa, and in particular Uganda; nurses are less empowered to practice to their full potential due to deception of policy, prohibitive laws.

## THE ERA OF UNIVERSAL HEALTH COVERAGE

Universal Health Coverage in any country cannot be achieved without nurses being given greater priority (Should consider quality not only quantity)

Nurses must be enabled to play wider and even more effective roles.

Nurses continue to perform tasks that belong to their (task shifting) counterpart yet ill protected by the laws

- E.g. in Uganda, Nurses play a vital role in implementing comprehensive HIV treatment, care and support

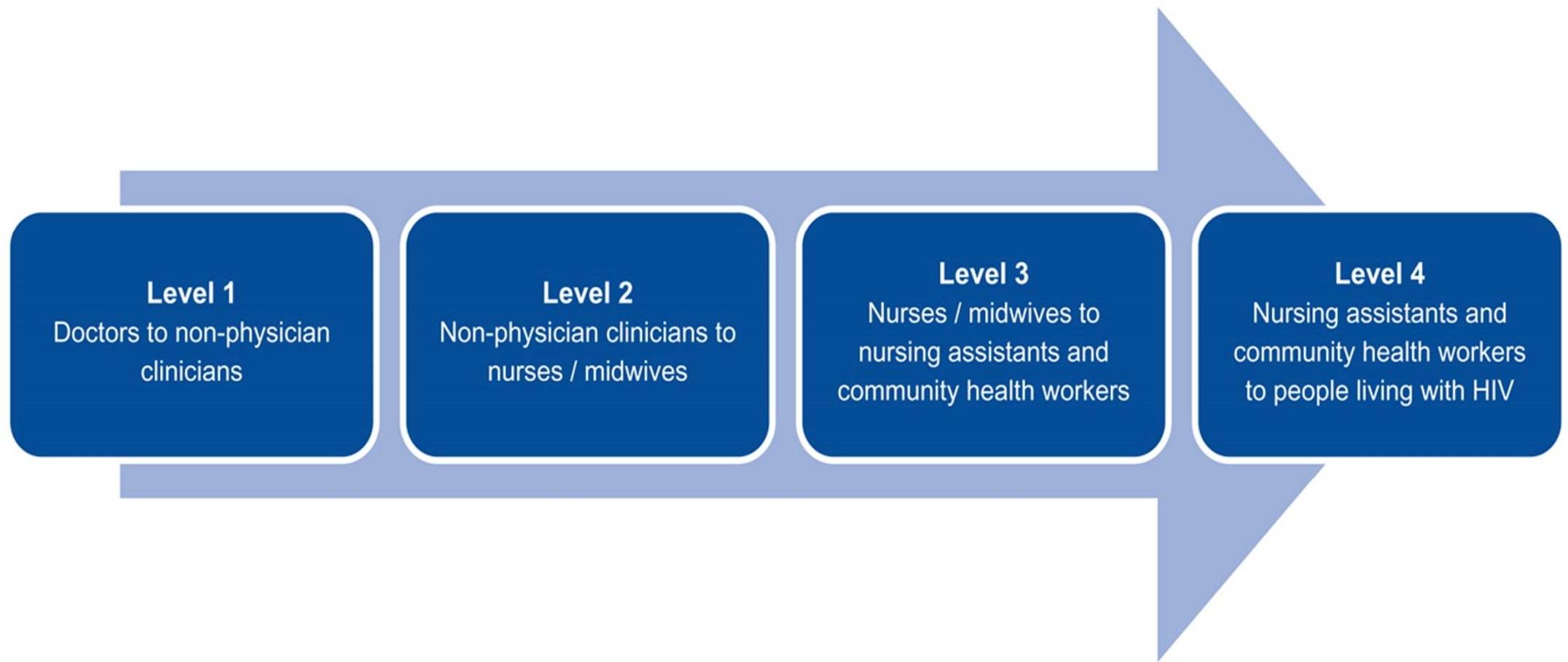
The governments in Africa must play their leading role in supporting the development of nursing in Africa

## TASK SHIFTING: WHO RECOMMENDATION & SUCCESSES

Task shifting is also referred to as the rational distribution of tasks amongst members within health workforce teams

1. Non-physician clinicians (NPCs),
2. Nurses and midwives
3. Lay health workers or community workers
4. People living with HIV to self-manage aspects of their care

# TASK SHIFTING PROCESS



**FIGURE 1:** The process of task shifting as adapted from the World Health Organization global recommendations and guidelines.<sup>10</sup>

# TRENDS IN HEALTH CARE DELIVERY

Healthcare delivery has been influenced by a number of factors that has impacted on the roles of nurses

There is a global change in disease burden e.g. ebola outbreak, HIV/AIDS pandemic, increasing of NCDs, the ageing population

Nursing shortage has become a common subject in most countries not only totality but in terms skilled and specialized workforce of nurses and midwives

The capacity of the nursing education system in terms of Faculty demands continue to rise - one Faculty has to teach in more than four universities

Use of EBP as a tool to improve quality of care

Therefore, a more effective and efficient health care system that has adequate nursing workforce is required to place nurses at the forefront if care is to be more effective

# NURSING CADRE: A CASE OF UGANDA

Cadre	Registered /Enrolled	Actively PL	Inactive PL	% Compliance
MSN	21	15	6	71
BScN	893	390	503	44
RNT	111	81	30	73
RMT	76	26	50	34
RN	7899	6262	1637	79
RM	5286	3135	2151	59
RMHN	828	556	272	67
Paed	162	104	58	64
PHN	138	15	123	11
RCN	2360	1982	378	84
EN	12509	7392	5117	59
EMHN	1156	716	440	62
EM	9968	6360	3608	64
ECN	14523	11979	2544	82
<b>TOTAL</b>	<b>55930</b>	<b>39013</b>	<b>16917</b>	<b>70</b>



# FUNDAMENTAL CHALLENGES OF NURSING IN AFRICA

Lack of  
Autonomy  
and  
independent  
decision  
making

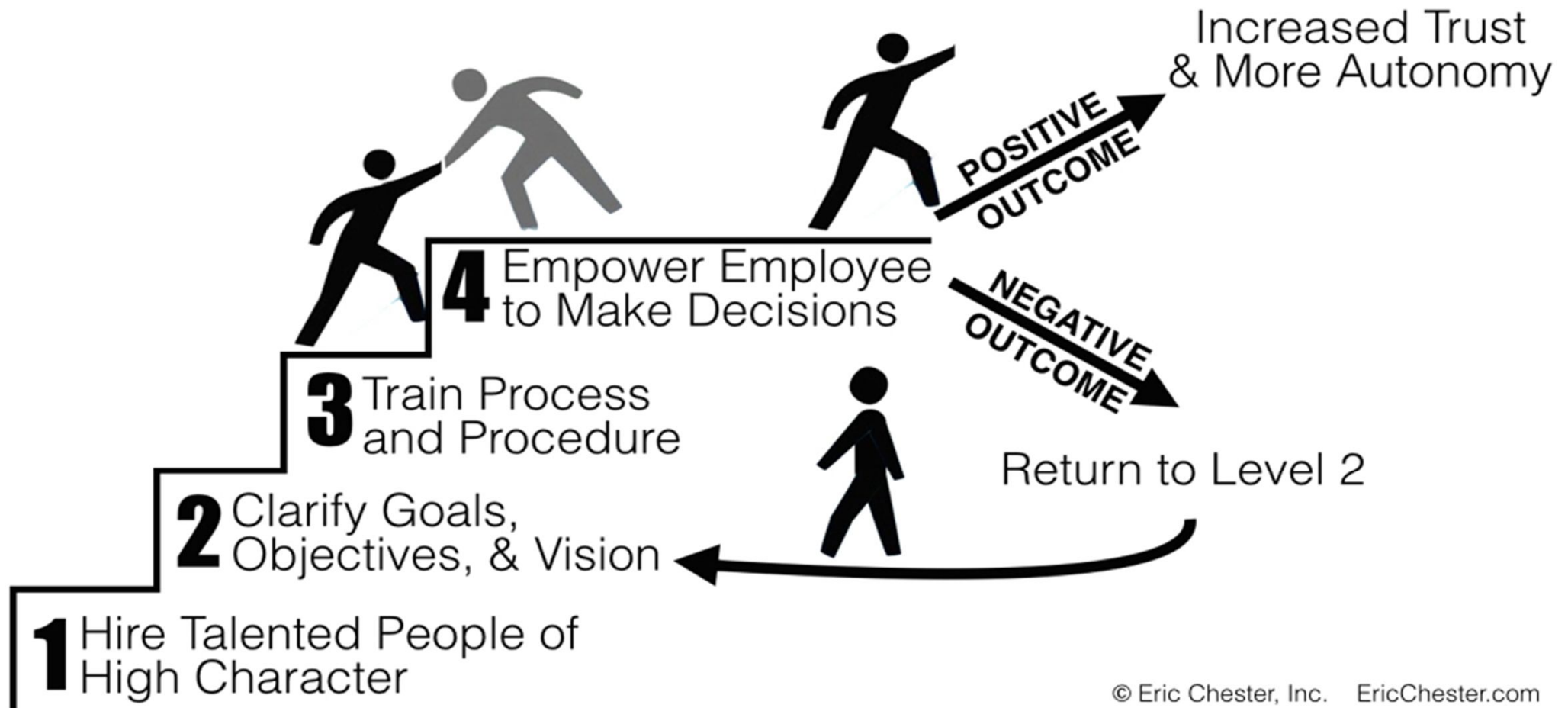
Career  
commitment  
and Collegial  
relationships

Professional  
worth or  
rewards

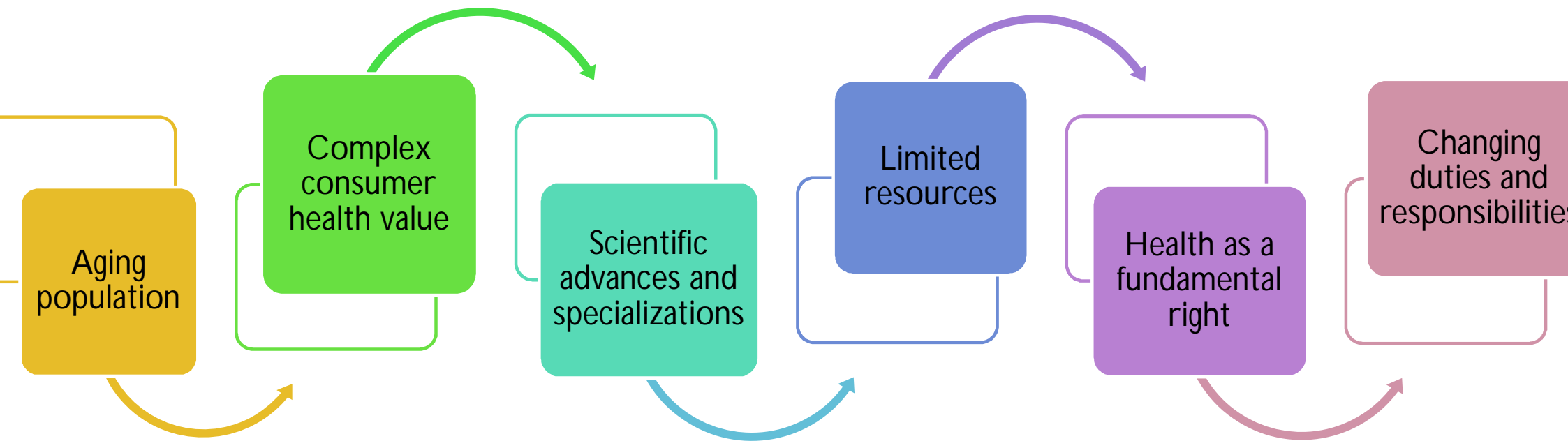
Disparities in  
healthcare  
service  
provision

Standardizati  
on of nursing  
care and  
Priorities

# AUTONOMY AS A KEY FACTOR IN EMPOWERING FUTURE NURSES



# FACTORS THAT WORSEN THE CHALLENGES





# THE FUTURE OF NURSING IN AFRICA

Africa has unique challenges due to numerous factors related to socioeconomic situation, political, technical and infrastructural issues.

Deliberate efforts will be required to address some of the common challenges which also are prominent in developed countries

Nursing in Africa may have to undergo transformation in culture of practice, education, leadership and be prepared to meet the needs for better data utilization to improve the health care services

# FUTURE REQUIREMENT FOR NURSING IN AFRICA

## **.Conceptualizing the role of nurses in the context of:**

- a. Workforce shortage
- b. Social issues
- c. Current and future technology
- d. Current change in disease burden
- e. Demands based on client expectations

## 2. THE EXPANSION OF THE NURSING FACULTY

Global nursing shortage has created better opportunities in developed countries hence Africa suffers **brain drain** due to unattractive incentives for nursing jobs

This intern creates shortage for all cadres of nursing in particular Nursing Faculty

Increasing the capacity of Nursing School Education to assure adequate number of well prepared nurses able to meet future healthcare demand

**Institutions have to train and retain adequate number of nurse Faculty**

### 3. RE-EXAMINE INNOVATIVE SOLUTIONS

There seem to be many problems that have persistently affected nurses negatively

These challenges will need new innovative solutions in order to improve nursing care delivery and health professional education with a focus on nursing and delivery of nursing care

The future will therefore need to undertake research as a routine in order to develop innovative solutions

## 4. ATTRACTING AND RETAINING

Current trends indicate that nursing education has evolved to embrace higher education at the level of degree

Evidence shows that nurses with degree have continued to deliver show improved care that meet the demands of the changing disease burden

Organizations and institutions have begun to demand for nurses with degree and higher due to critical demands from clients

Lower level of education for nurses is becoming less attractive and less favorable cadres in well established institutions

Higher job demands that require critical thinking will continue to favor highly trained nurse hence creating higher demands for training institutions



# FUTURE TRENDS OF NURSING IN AFRICA



## FUTURE TRENDS

- Demand for more higher level of education
  - Increased student number, program, diversity,
- Technological sound and knowledge base
- Broad study certificates and distance facilities
- Career oriented and focused in higher education
  - Finance, Faculty, curriculum, facilities (Willets and Martinereus 2004)
- The nursing profession needs to be recognized and supported by govt. Development partners and all stakeholders since it is the face of any healthcare system.

## FUTURE TRENDS

- Focus on research and translating evidence into practice
- Expansion of employment
- Changing roles
- Advances in education - PhDs
- Use of new sophisticated equipment
- Innovative teaching - interactive, student centred, PBL, web modules etc



## THE PROSPECTS

Nurses will be required to transform their practice in order to meet the current modern healthcare technology

Education system will need to be transformed to train nurses who can deliver safe care with minimal adverse events

The current challenges in healthcare require transformational nurse leaders who are able to inspire the nurses to innovate care

Every nurse will be expected to meet the needs of the client as an individual

## SUMMARY

Africa faces one of the greatest challenges in meeting the global health demands especially with disparity in empowerment of nurses and support

- Innovations are needed to provide solutions in practice, education, research and commitment to quality of care
- Setting the right vision and agenda for nursing in Africa is required

Changing disease burden has a greater influence on the quality of nursing care

- Empowering and supporting nursing education will enable goals to be achieved
- Nursing research needs greater support from government, development partners and all stakeholders

There will be greater strain on the few nurses due lack of attractive incentives for highly trained nurses to remain in Africa

# CONCLUSIONS

- Nursing is expected to evolve to provide solutions and promote professional growth
- Success will depend on the commitment of each country to address the fundamental challenges of the century
- Nurse will continue to require support and empowerment in order for them to be successful and provide innovative solutions
- Use of technology with adequate allocation of resources may provide the needed impetus to successful transformation of nursing in Africa
- **Research will provide evidence for most of the challenges and inform the innovative ideas to address all the challenges**

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