



NURSING

Nurses and midwives are essential to good health services around the world and play a vital role in efforts to expand primary health care and achieve universal health coverage (UHC). As a global leader in human resources for health, IntraHealth International assists government and local partners to strengthen their capacity to plan, develop, manage, and support their nursing workforces.

IntraHealth is a partner in Nursing Now, a three-year global campaign (2017–2020) to raise the status and profile of nursing. Nursing Now is guided by the findings of the 2016 Triple Impact report, which concluded that empowering nurses will strengthen global health, improve gender equality, and build stronger economies.

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KEY APPROACHES

Building on 40 years of experience improving the training, performance, and work environment of nurses and midwives, IntraHealth's key approaches in nursing and midwifery include:

- Applying systems and tools to assess and address challenges in **transforming and scaling-up education and training**
- Designing programs and advocating for enhanced **leadership and management** roles for nurses
- Assessing, addressing, and advocating for **gender equality** and against gender-related discrimination and barriers in nursing education, professional advancement, and conditions of work
- Developing **digital health platforms** to enhance effectiveness and efficiency in nurse training and on-the-job support
- Strengthening nursing **professional associations, policies, standards, and regulations**
- Promoting approaches for improved **performance and productivity** of nurses and midwives
- Advocating for and supporting **task sharing** and **expanded scopes of practice** to increase nurses' responsibilities and impact in appropriate ways.

HIGHLIGHTS OF RECENT WORK

- *Education and Training:* IntraHealth has assisted the government of **Kenya** in comprehensive efforts to improve education and training for nurses and other health workers. This has included creating eight regional training hubs for more cost-effective in-service training; further reducing training costs through eLearning courses; and partnering with the private sector to create the Afya Elimu Fund, a revolving loan program that has assisted over



19,200 health professional students to remain in school. In **Central America** IntraHealth helped create a standard, comprehensive HIV training curriculum being used at more than 20 higher education training institutions across the region.

- *Leadership and Management:* Nurses leading community health facilities in **Zambia** improved their capacity to lead frontline teams to achieve high-quality services and advance UHC through a Certificate in Leadership and Management Practice program. Results from community health improvement projects led by the nurses during the program included increased testing of HIV-exposed infants, antenatal care coverage, and numbers of fully immunized children. The government is institutionalizing the certificate program nationally.
- *Gender Equality:* In **Uganda**, IntraHealth contributed to an assessment of public health workplaces that found endemic sexual harassment affecting nurses' opportunities for decent work, undermining supervision systems, and contributing to absenteeism and attrition. The findings informed Sexual Harassment Policy Implementation Guidelines approved in 2018 by the Ministry of Health.
- *Digital Health:* In **Kenya**, IntraHealth has deployed an interactive voice response eLearning platform that uses mobile phones to reinforce family planning learning for nurses and nursing students, increasing their retention of valuable information using technology they already own and without removing them from workplaces.
- *Professional Associations:* IntraHealth worked with the **Uganda** Nursing Council to develop and implement an electronic certification and licensing system that tracks all nurses from preservice education until they leave the workforce, increasing the Council's ability to analyze trends in production and practice, identify quality gaps, and target resources accordingly.
- *Performance and Productivity:* IntraHealth partners with the government of **Senegal** to implement *Tutorat*, a performance improvement approach that combines facility-based training for nurses, midwives, and other health workers with supportive coaching. *Tutorat* is being used in more than 1,200 facilities, contributing to improved maternal and child health, family planning, and malaria indicators. As one outcome, concurrent application of *Tutorat* and a national task-sharing policy allowing nurses and midwives in rural health posts to offer long-acting and reversible contraceptives (LARCs) led to an 86% increase over 6 months in the number of women choosing LARCs at 100 rural facilities.
- *Task Sharing:* In **Namibia**, IntraHealth has supported implementation of the government's policy on nurse-initiated management of antiretroviral therapy (ART), equipping nurses to initiate and manage ART clients comprehensively. This initiative has created an enabling environment for efficient use of available human resources and is making a significant contribution to Namibia's progress toward HIV epidemic control by ensuring a greater number of individuals are initiated and retained on ART and viral loads adequately monitored.

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