

Pacific Heads of Nursing & Midwifery Meeting

Réunion des directeurs des soins infirmiers et obstétricaux du Pacifique

Progress of Work on the Nursing Specialization Framework in Solomon Islands

Michael Larui RN

National Head of Nursing

National Nursing Administration

Ministry of Health and Medical Services

Solomon Islands

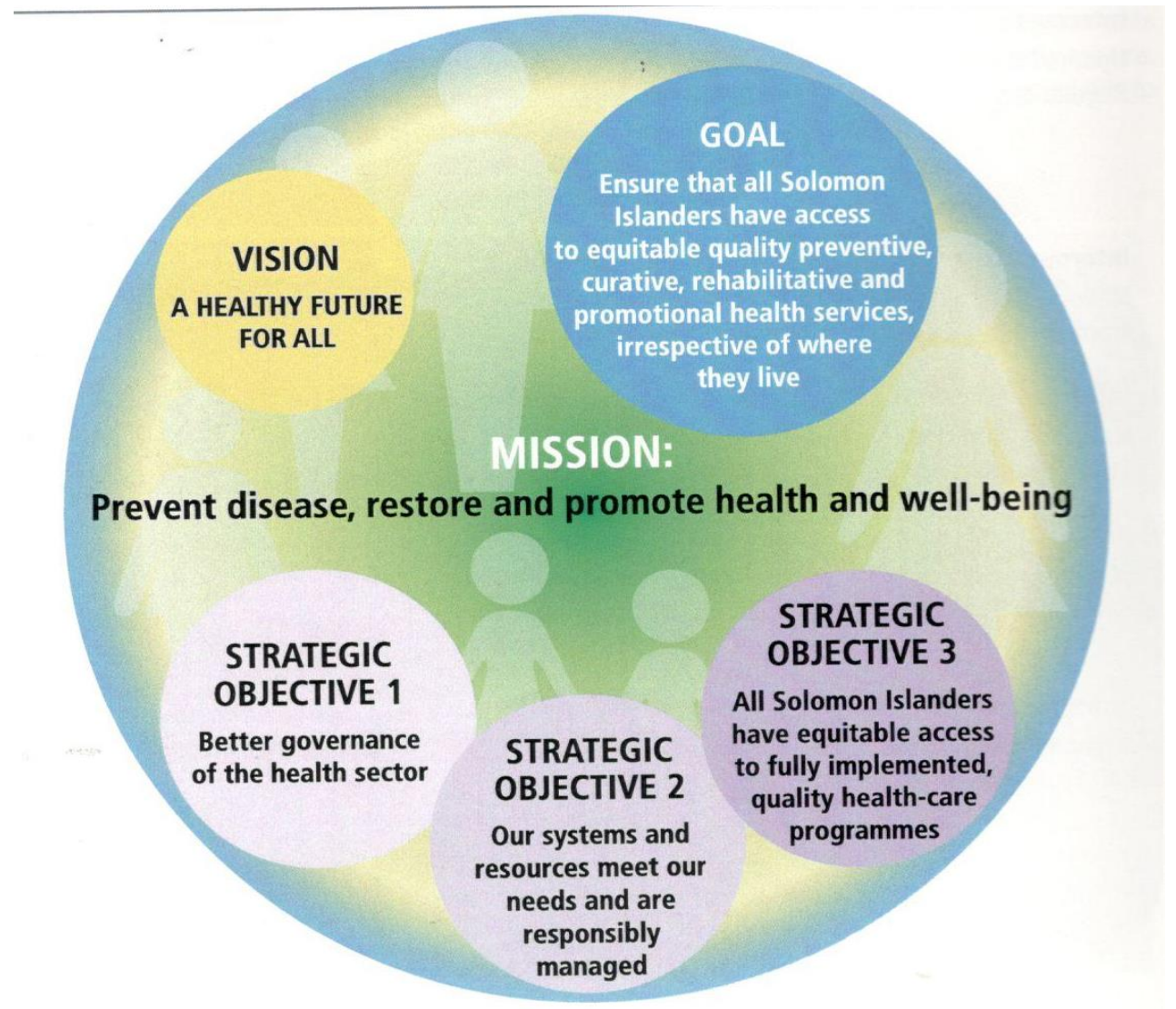
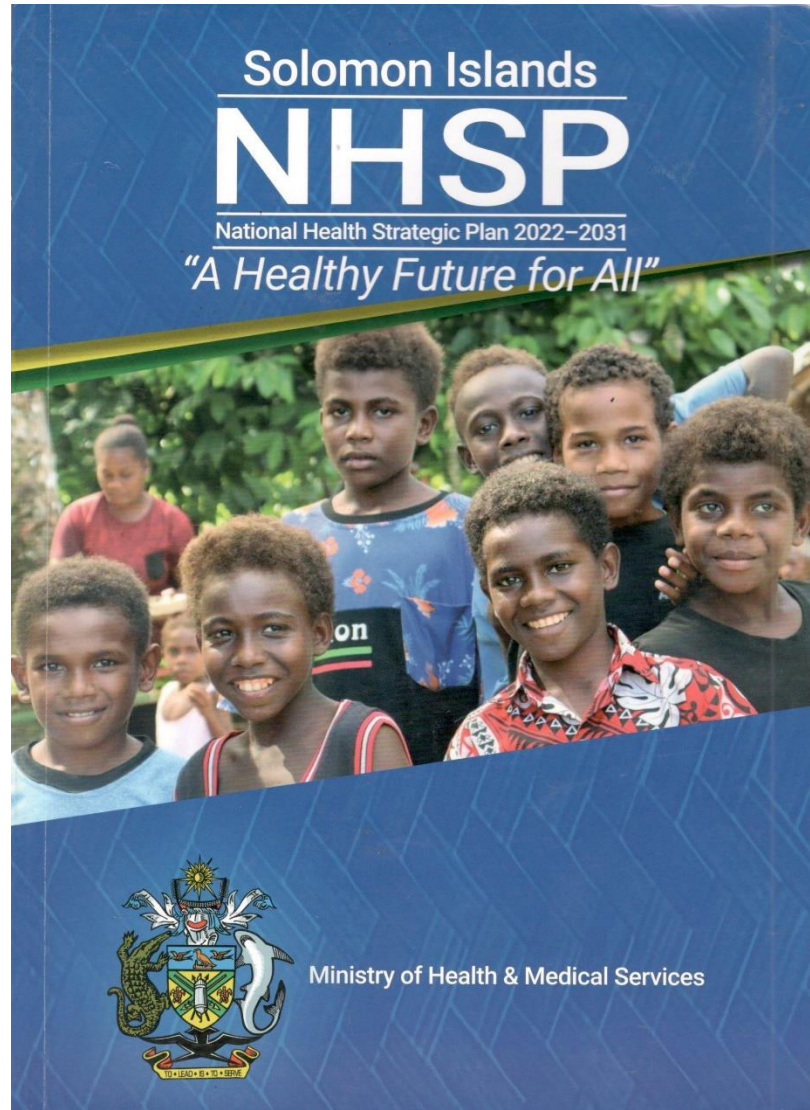




Health sector overview

- Health Service Delivery – 353 facilities
- Role Delineation Policy 2018 provides for services delivery planning
- Backbone of health service delivery - nursing workforce
- Inequitable distribution of skilled health workforce
- Challenge to attract and retain in the provinces and rural areas
- SI faces important health challenges
- NCDs – crisis point

National Health Strategic Plan, 2022 to 2031



National Nursing Strategic Directions, 2023 to 2027

- Vision: Nursing Excellence for a Healthy Future for All
- Goal: Ensure a well-managed, developed and regulated workforce with strong leadership for quality and accessible nursing care to all Solomon Islanders
- Key Strategic Areas:
 1. Nursing Education and Research
 2. Nursing Workforce Management
 3. Nursing Leadership
 - 4. Nursing Services and Practice**

SPCNMOA on Clinical Nurse Specialists and Nurse Practitioners

- South Pacific Chief Nursing and Midwifery Officers Alliance – 2018
- Transforming health workforce education in support of UHC including clinical nurse specialist & nurse practitioners
- To achieve universal access, there is an urgent need for specialist and advanced nursing roles.
- the need for specialist nurses to be matched to country needs, with some Pacific countries having a greater need due to population and health indicators.



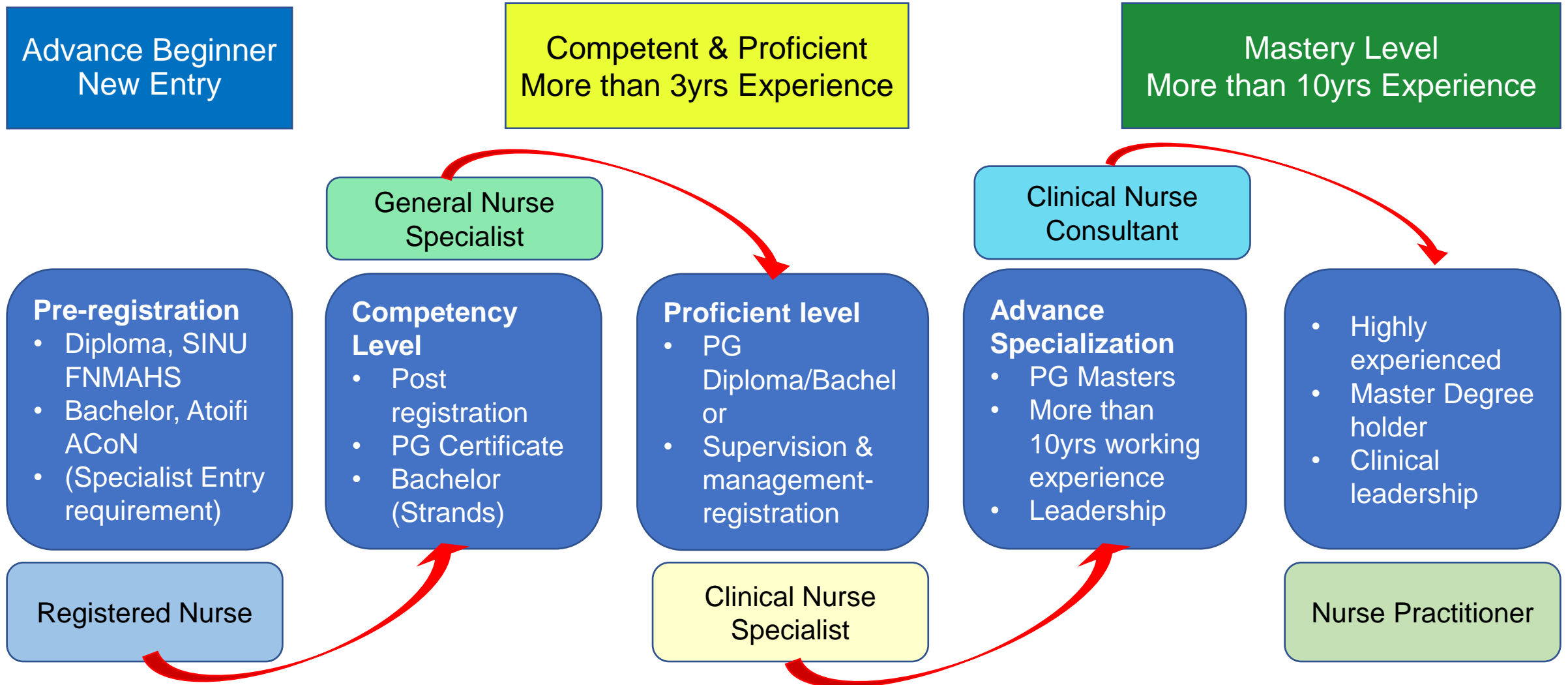
2. Progress and Achievement



Proposed Solomon Islands Nurses Specialization Framework

- A Nurse Specialist is defined as “...a nurse prepared beyond the level of a generalist nurse and authorized to practice as a specialist with advanced expertise in a branch of the nursing field...” (ICN 2009)
- Need for advanced and specialist practice to support the Role Delineation Policy
- Clinical services needs - public need/demand and technological changes in health.
- Medical sub-specialties - opportunity to respond to nurse specialist demand
- 70% nurses deployed to sub-specialty areas with limited knowledge and no prior training
- no recognition of additional responsibilities outside of scopes of practice
- The framework will support career pathway and recognition of nurse specialists

Qualification and Practice Pathway for Clinical Nurses



Levels	Description	Scope of Practice	Standards of Practice				
			1. Clinical Care	2. Optimising Health Systems	3. Education	4. Research	5. Leadership
Clinical Nurse Specialist	RN minimum of 3 years practice. Grad Cert in specialty area	High level of clinical experience & skills. Provides complex nursing care in specialized areas.	Care for individual patients/ clients	Contributing to effective functioning of health systems & institutional nursing services	Providing practical/ professional environment that encourages education of patients, nurses & self	Incorporating evidence to provide quality health care	Sharing and dissemination of knowledge beyond individuals institutional setting
Clinical Nurse Consultant	RN extensive clinical experience in specialty area	Expands upon the role of both the RN and CNS. Exercises extended autonomy in decision making					
Nurse Practitioner	RN highly experienced and educated. Diagnose & treat	advance nursing practice,					

Stakeholder consultation and framework development

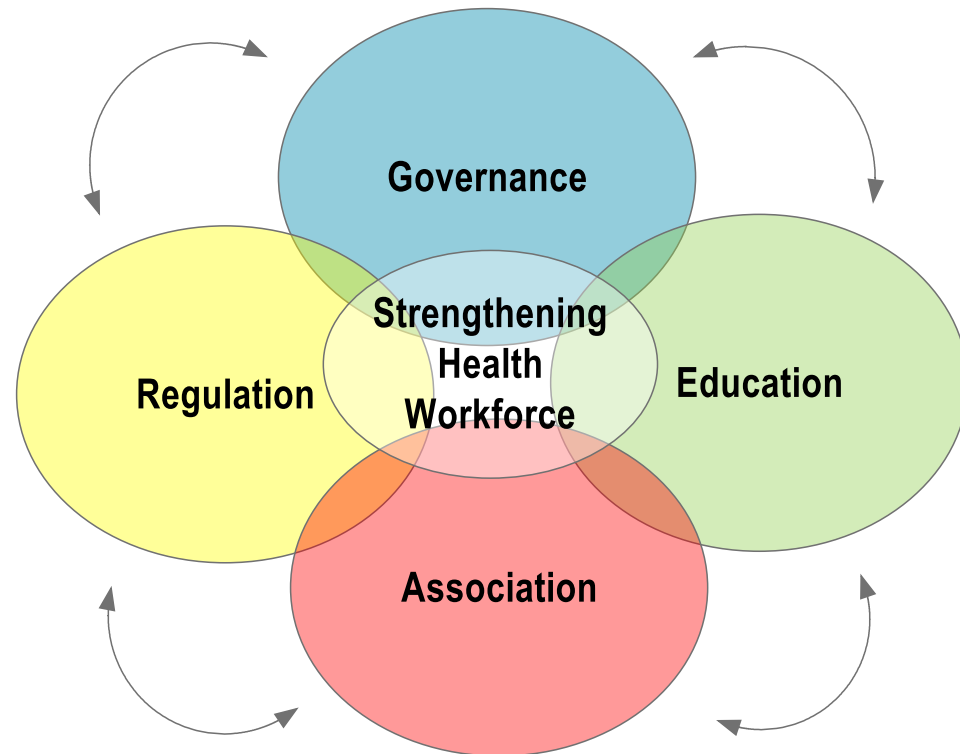
- Consultations for the National Nursing Strategic Directions
- Nursing Education findings
 - ✓ 23% - completed post-registration (in-service) trainings
 - ✓ 90% - post-registration bachelor of nursing
 - ✓ 7% - postgraduate diploma
 - ✓ 3% - Masters degree
 - ✓ 85% - SINU, 10% regional universities (including Australia)
- Post graduate training not available in SI

Stakeholder consultation and framework development

- Literature reviews
- NHSP - National Health Workforce Strategy - WISN
- Need for policy directions and career pathway
- Need to reform nursing
- Anticipated results of the framework:
 - ✓ training and development plan
 - ✓ recognition of skills
 - ✓ optimized reform opportunities
 - ✓ workforce development, career and educational pathways

Stakeholder consultation and framework development - collaboration among the “Pillars of Nursing”

Integrated Approach



Consultative meeting between:

- National Nursing Advisory Group (MHMS National Nursing Administration)
- Nursing Council Board
- Solomon Islands Nurses Association



3. Challenges



Need for more consultations

- The framework to complete
- Further consultations - other cadres and departments
- Completion of the National Nursing Strategic Directions and the Nursing Council Act
- Consultations at the regional level with countries and education providers



4. Future Directions



Recommendations and next steps

- SI government support through MHMS - this will support the implementation of the Role Delineation Policy.
- Development Partners support - to complete the framework and implementation plan
- Leverage on existing partnership arrangements,
- Training institutions – availability of training courses with emphasis on health facility attachments
- Strengthen collaboration between the “pillars of nursing”
- Align to strategic areas of NNSD 2023 to 2027, Include in the current Nursing Council Act review, Emphasis in the Nurses Scheme of Service

Recommendations and next steps

Next steps

- Complete the document
- Submit to SEM for approval
- Submit to SITESA, MEHRD for accreditation and registration
- Socialize and get buy-in.