

PACIFIC HEADS OF HEALTH

Réunion des directeurs de la santé du Pacifique

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Nursing Migration & Retention in the Pacific Region



Outline

- Current situation
- Future visions
- Examples of recent progress
- Why urgent action is needed now
- Recommendations to be considered by the Heads of Health and Development Partners



Current Situation - Global health worker mobility

As per the findings of the *WHO Report on Global Health worker Mobility, 2023* - at least **2.7 million health and care workers*** globally, are **working outside their country of birth or first professional qualification.**

- *63% of these are nursing personnel and*
- *30% are medical doctors.*

- * Based on data from 134 countries. Estimates include medical doctors, nursing personnel, dentists and pharmacists.
- Given the available data does not represent all 4 occupations in 134 countries, 2.7 million foreign health workers is considered an underestimate.



Current Situation – in the Pacific

INTERNATIONAL COUNCIL OF NURSES POLICY BRIEF

The Global Nursing shortage and Nurse Retention



The Fiji Times

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'Ministry still facing a shortage of nurses'

Local News, News | Published: June 27, 2023 | Last Updated: June 27, 2023 | By Wata Shaw

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More Solomon nurses arrive as workforce shortage remains a major issue

By Anita Roberts Jan 9, 2024 0

Nurse Shortage is a 'Global Health Emergency' – Yet Governments Fail to Invest in Staff Retention

Health Systems 20/12/2023 · Kerry Cullinan

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Labour schemes drawing nurses from across Pacific to lower-qualified aged care jobs in Australia, New Zealand

Pacific Beat / By Dubravka Voloder

Posted Wed 23 Nov 2022 at 8:03am, updated Wed 23 Nov 2022 at 12:30pm

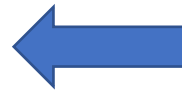


Current Situation - WHO Health Workforce Support and Safeguards

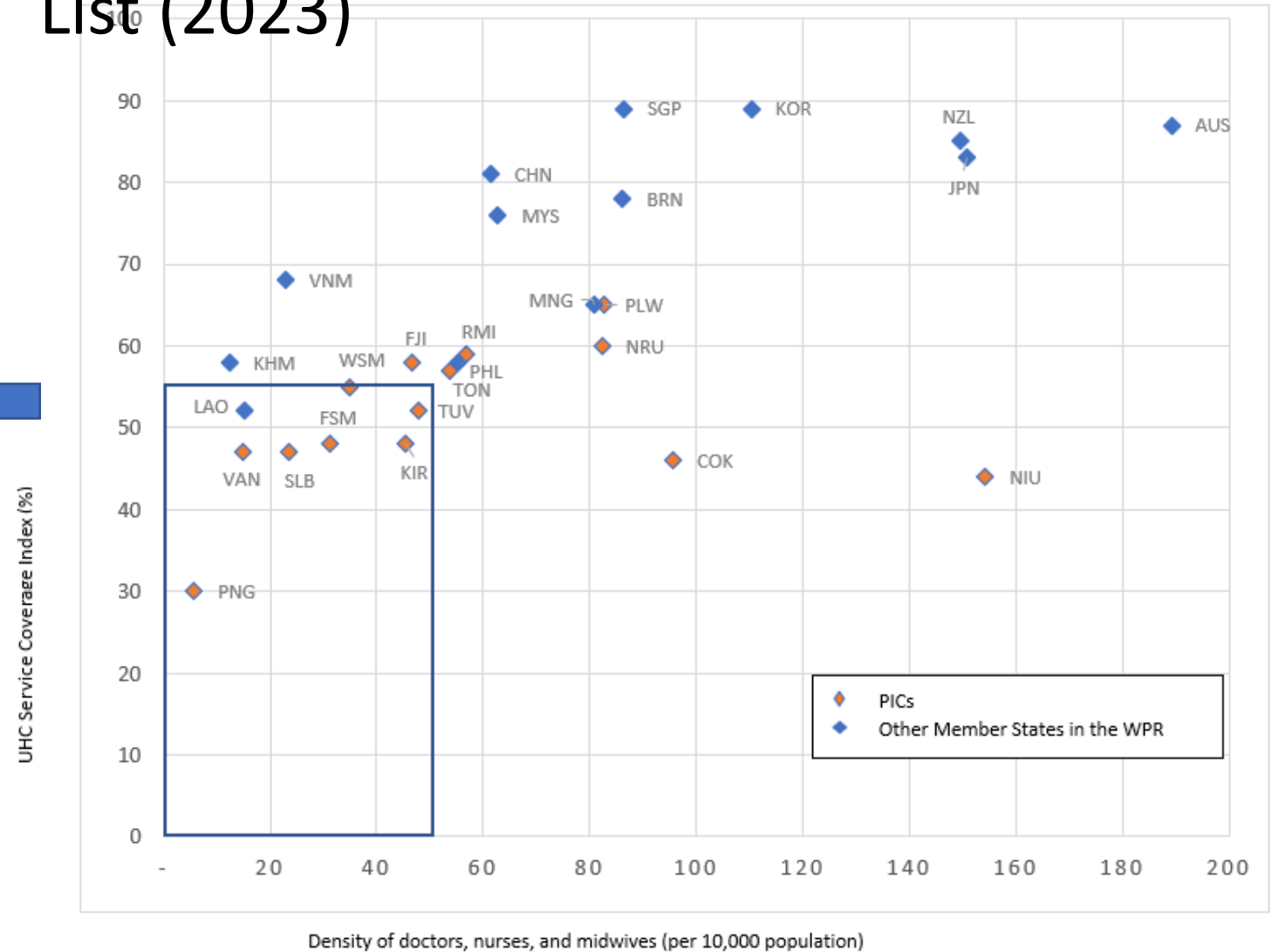
WHO HWF support and safeguards list (2023)

- UHC service coverage index < 55; HWF density < 49

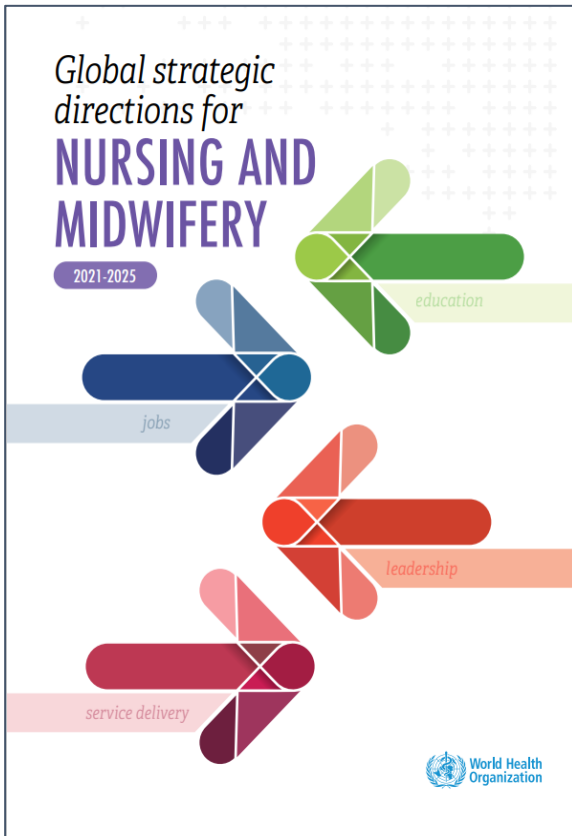
These countries are considered to face the most pressing HWF challenges and require concerted investment and support.



List (2023)



Future Visions - WHO Global Strategic Directions for Nursing & Midwifery 2021-2025



EDUCATION →

Strategic direction: Midwife and nurse graduates match or surpass health system demand and have the requisite knowledge, competencies and attitudes to meet national health priorities.

JOBS →

Strategic direction: Increase the availability of health workers by sustainably creating nursing and midwifery jobs, effectively recruiting and retaining midwives and nurses, and ethically managing international mobility and migration.

LEADERSHIP →

Strategic direction: Increase the proportion and authority of midwives and nurses in senior health and academic positions and continually develop the next generation of nursing and midwifery leaders.

SERVICE DELIVERY →

Strategic direction: Midwives and nurses work to the full extent of their education and training in safe and supportive service delivery environments.

Future Visions

Enhance nursing and midwifery **Education.**

Prioritise nursing **Workforce planning and Forecasting**, aligning job demands with primary health care and other critical population health priorities.



Update **Nursing Legislations and Regulations**, optimising the roles of nurses and midwives, particularly in rural and remote areas.

Foster **Safe Working Environments** and provide adequate resources to enable nurses to deliver high quality care.



Examples of Recent Progress

Fiji- SALARY RESTRUCTURE FOR NURSES – 2023/2024 Financial Year.

- 8% Retention Allowance
- Salary Increments for RNs sitting on Band F.
- Scarce Skills Allowance is paid to RNs with more than 15 years' experience.
- Payment of Allowances that were discontinued for the last 16 years eg: Consolidated Allowance, Meal Allowance, Responsibility Allowance, Night Allowance
- Change in salary for Intern Nurses (Band E to Band F Step 1)
- Overtime for Nurses on Band G and above to be called back for Overtime to cover the work of an RN and be paid accordingly.
- Midwives will be paid Call back Allowance of \$30/hr.
- Short Term Strategy – To create salary increment within the same salary band.
- Long Term Strategy – The positions will be re-evaluated through a job evaluation Exercise to determine a change in salary band.

Examples of Recent Progress

- **Kiribati** is focussed on improving the work environment, recruiting new graduates, and reviewing nurse salaries to enhance retention and attract talent.
- **Kiribati** is working towards expanding education and training opportunities for nurses, recognising the importance of continuous professional development in maintaining high standards of care and adapting to evolving healthcare needs.
- **Papua New Guinea** has developed a Rural Attraction and Retention Policy targeting health workers, including the nurses, to addressing staffing challenges in remote areas.
- **Cook Islands, Solomon Islands and Vanuatu**, are in the process of developing National Nursing Strategic Plans aligned with global directives and national health priorities.
- **Vanuatu** has implemented an incentive package to attract, recruit and retain midwives and nurses in identified areas, demonstrating a proactive approach to addressing workforce shortages.



Why urgent action is needed now

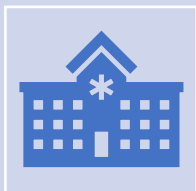
Quick analysis- Fiji Nursing



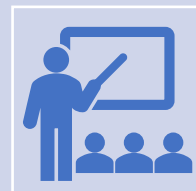
1,584 nurses resigned in the past 5 years



It will take the 3 training institutions **a minimum of 6 years** to replace **the numbers** if there were zero resignations in 2024-2029



If we open another nursing school today and produce 100 extra nurses a year,



Fiji will produce 1,960 nurses at the end of 2029 (1560 + 400 from the new school) AND partially cushion the ongoing resignations

Pacific Health Ministers' Commitment (Rethinking HRH)

Fifteenth Pacific Health Ministers Meeting



Outcome of the Fifteenth Pacific Health Ministers Meeting

Nuku'alofa, Tonga

20-22 September 2023

Regional Nursing and Midwifery Forum in the Western Pacific
To Optimize Nurses' and Midwives' Contributions to Achieving UHC

- Promote **sustainable and ethical mobility** via the *WHO Code of Practice on the International Recruitment of Health Personnel* and, where relevant, bilateral agreements to address the increasing migration of skilled health workers.
- Work with **academic institutions** and development partners to increase the number of trained health workers entering the health sector.
- Introduce or strengthen initiatives to make **health sector jobs more attractive and rewarding**, such as by putting in place the salaries, subsidies and working conditions required to retain existing health workers and encourage others to enter the health workforce.
- Lead the **development of a regional regulation platform to enable reciprocity, workforce expert pools and shared standards**.
- Advocate for an **increase in internal funding and align investment** for the implementation of priority health workforce policies and strategies, focusing on attracting and retaining talent and optimizing skills mix, complemented with the use of digital health and telehealth initiatives.

Recommendations to be considered by the Heads of Health

- **Advocate and Support** senior nursing leadership at the policy and decision-making level
- **Support National Retention plans/policies** to retain nurses and midwives.
- **Increase and strengthen nursing investment** including the PHC workforce, number of domestic graduates and creation of positions and career pathways.
- Support Nurses and Midwives with a **decent work environment, workplace resources and fair pay.**
- Nursing and midwifery **workforce planning and forecasting** utilizing health labour market analysis.
- Review **Nursing regulations** to optimize the scope of practice of the nursing workforce to improve access to PHC.
- Agreements between countries on health labour market analyses to ensure no negative impact on the health system of the country of origin.

Recommendations to be considered by Development Partners

- Support **nursing investment** including number of domestic graduates and creation of positions and career pathways.
- Support the review **nursing regulations** to optimize the scope of practice of the nursing workforce to improve access to PHC.
- Support the implementation of digital health technology to mitigate workforce shortages in rural and remote areas.

Thank you and Acknowledge

- member countries for data provided
- donor agencies and implementing partners for the support
- SPC team for technical support

