

НАЦИОНАЛЬНЫЙ НАУЧНЫЙ
ЦЕНТР РАЗВИТИЯ ЗДРАВООХРАНЕНИЯ
ИМЕНИ САЛИДАТ КАИРБЕКОВОЙ

Conceptual approach to nursing education

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NURSES ARE THE MOST NUMEROUS PROFESSIONAL GROUP IN THE STAFF COMPOSITION OF THE HEALTH CARE SYSTEM

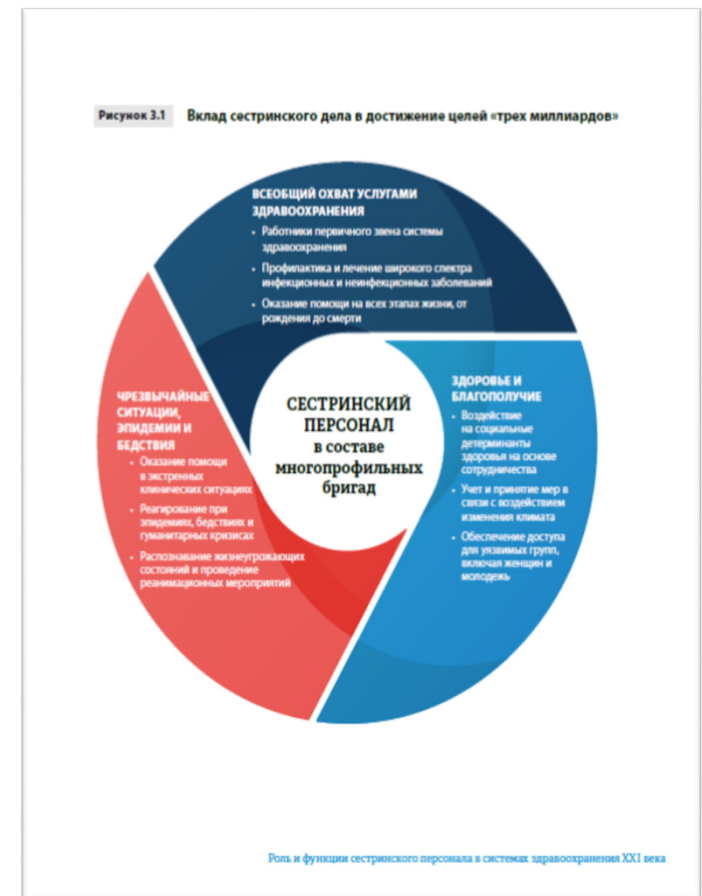
- Nurses constitute the greater part of healthcare professional – about 59 % healthcare workforce. In the Republic of Kazakhstan they amount to 70%
- 90% contact between patients and healthcare workers fall to the share of nurses.
- Nurses are an integral part of all levels of the healthcare system starting from primary healthcare, population health, specialized services , as well as policy and management.
- Over 80% population in lower income countries cannot obtain access to healthcare services due to the lack of adequately trained healthcare workers.
- It is estimated that shortage of nurses will reach 36 million by 2030 globally.
- To resolve the shortage issue by 2030 in all countries, the total number of graduated nurses must be increased in average by 8% annually along with improved opportunities for employment and retention of such graduates.



“State of the World’s Nursing, WHO, 2020”

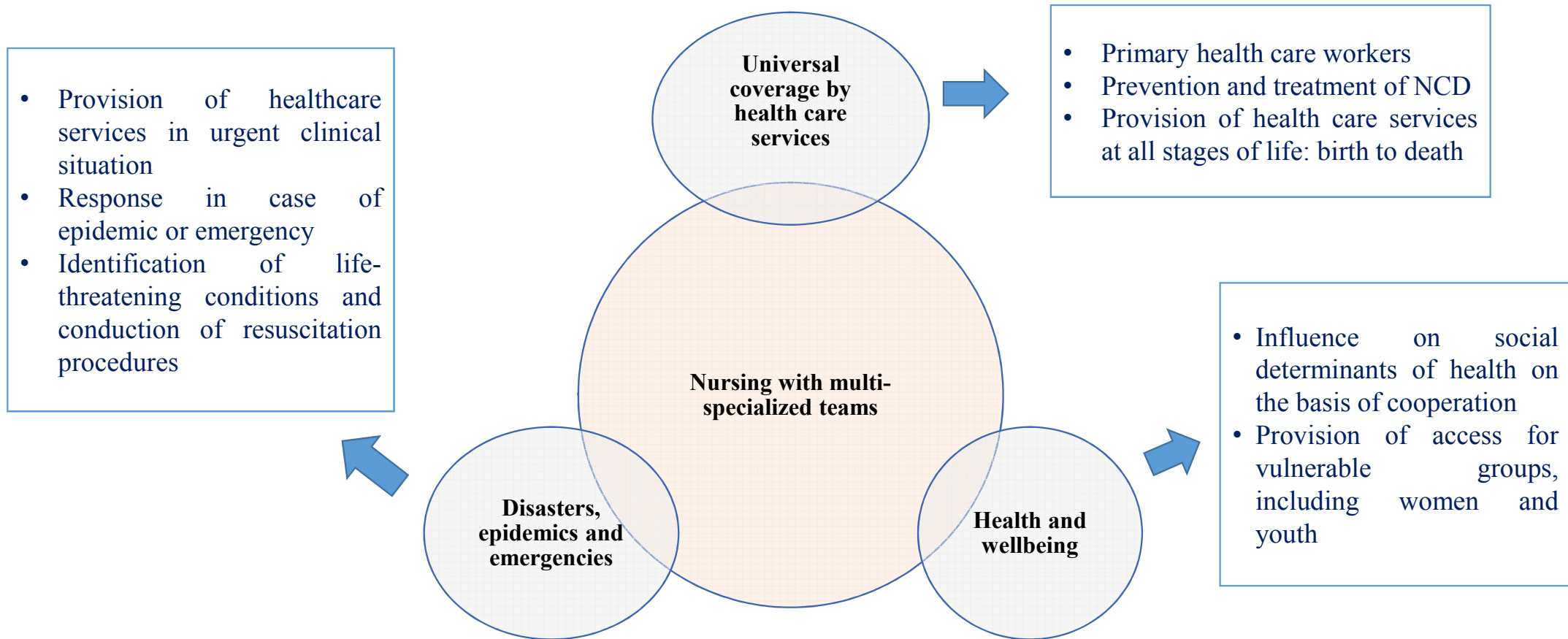
NURSES PLAY AN IMPORTANT ROLE IN HEALTH PROMOTION AND WELLBEING OF POPULATION

- Nurses play an important role in maintenance of universal population coverage by healthcare services through primary health care
- Nurses are often providers of the highest level, who are on the forefront and provide primary health care services
- Nurses play an important role in improvement of patient's results, and their education and assignment are cheaper than those with other professional health care workers
- It is proved that strong nursing improve patient's satisfaction, patient's results and increase access to health care services
- Most nurses are women
- “Investments to nursing will not only promote achieving SDGs related with healthcare, but with education (SDG 4), gender challenges (SDG 5), decent work and economic growth (SDG 8)

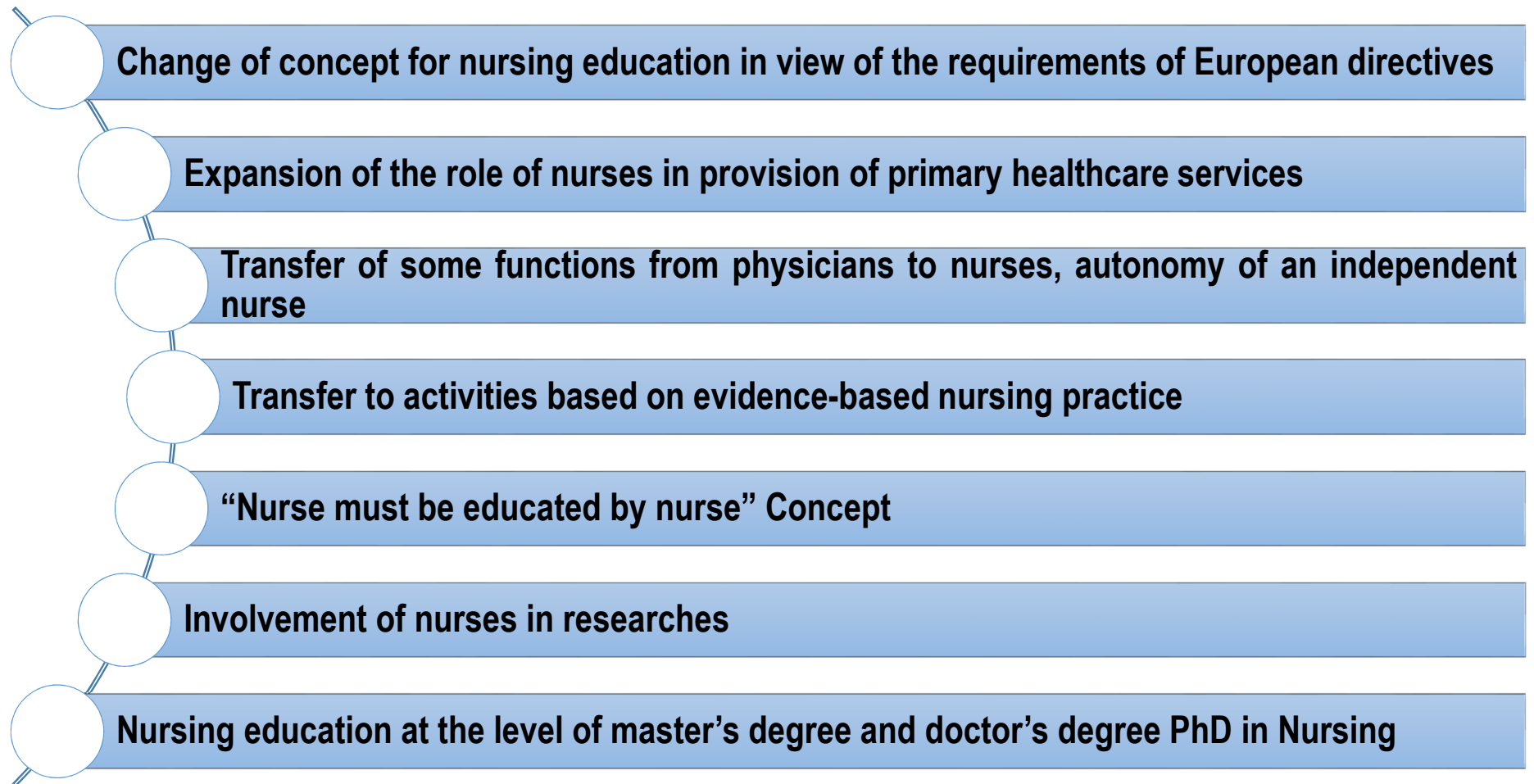


“State of the World’s Nursing, WHO, 2020”

Contribution of nursing to achievement of “three billion” goals



BACKGROUND TO REFORMS IN NURSING IN KAZAKHSTAN



POLICY DOCUMENTS

➤ STATE PROGRAM FOR DEVELOPMENT OF HEALTH CARE SYSTEM IN THE REPUBLIC OF KAZAKHSTAN FOR 2020-2025

- Activities on advancement of the status and roles of nurses.
- Delegation of a number of functions to nurses and promotion of the role and tasks of nursing specialists.
- Implementation of clinical nursing guidelines and SOPs. Package of measures on nursing management and development.

➤ Code of the Republic of Kazakhstan dated July 7, 2020 No. 360-VI 3PK

- Clinical Nursing Guideline is a document containing evidence-based recommendations for nursing staff on patient care, which provides for application of preventive, diagnostic, treatment and rehabilitation measures in managing patients;
- Nursing care is a set of healthcare services provided by nurses and advanced practice nurses to persons of all ages, groups and communities, both ill and healthy, which includes health promotion, disease prevention and care for sick persons, persons with disabilities and dying persons.

➤ THE LAW “ON EDUCATION” DATED JULY 27, 2007 (AS AMENDED IN 2015)

- 21-1 Higher College is an educational institution implementing integrated module curricula of technical and vocational, post-secondary education
- 38-1) Applied Undergraduate Education is post-secondary education, curricula whereof are designed to train personnel with award of qualification of “Applied Bachelor”;
- 38-2) Applied Bachelor is a qualification awarded to persons who completed educational program of post-secondary education;


➤ ROAD MAP “TRINITY OF EDUCATION, SCIENCE AND PRACTICE IN NURSING” TILL 2025

Extract from the Code

Article 127 - Nursing

1. Nursing include nursing care provided by nurses and advanced practice nurses individually or within cross-disciplinary teams.
2. Advanced practice nurse is a specialist with post-secondary or higher education in nursing performing enhanced functions within nursing care.
3. Nursing care is provided in cases not requiring round-the-clock medical supervision in specialized structural subdivisions (departments, wards, beds, consulting rooms) of healthcare organization, independent specialized medical organizations (nursing care hospitals) in hospital or hospital replacing conditions and at home, including using mobile teams.
4. Advanced practice nurses provide nursing care in accordance with the laws of the Republic of Kazakhstan, Rules for provision of nursing cares, and they are guided by clinical nursing guidelines.
5. Advanced practice nurses have a right to provide independent professional nursing care, which includes nursing assessment of condition of a patient (client), establishing nursing diagnosis, assignment of a nursing intervention plan and efficiency monitoring in accordance with clinical protocols and clinical nursing guidelines.
6. Rules for provision of nursing care shall be developed and approved by a competent authority. In accordance with the above rules, rights and obligations of nurses and advanced practice nurses in provision of nursing care are established.
7. **Access to nursing care shall be maintained by local state healthcare authorities of regions, cities of republic status and of the capital city.**

2014: social survey of 695 nurses at 64 healthcare organization
in Kazakhstan across all regions of the Republic of Kazakhstan
(polyclinics, in-patient facilities, republic healthcare organizations)

Nurse's tasks: working with healthy people and people with risk factors (nursing diagnostics, nursing intervention plan; instructing people, families, population)	<p>Physician's task: assessment of symptoms, establishing physician's diagnosis, assignment of therapy</p>  <p>Nurse's task: 1) assist a physician as per medical prescriptions; 2) conducting nursing diagnostics, determination of nursing diagnosis, assignment of nursing intervention plan.</p>	Nurse's task: working with sick people and their families to recover health and operant behavior (nursing diagnostics, nursing intervention plan; instructing people, families, population)
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In accordance with the social survey, main skills of nurses in Kazakhstan include: patient's hygiene, aseptic, injections, sampling of blood and other materials for tests, allocation and distribution of drugs, assisting a physician in diagnostic and medical therapy actions, awareness-building work on healthy lifestyle, filling in statistical sections, administrative work on filling in documents.

Thus, nurses in Kazakhstan only assist physicians as per medical prescriptions, but they are not involved in nursing practice meeting international definitions.

The content of nursing reform is to create a new formation of nurses in Kazakhstan:



International Standard Classification of Occupations

Structure, group definitions and correspondence tables

International Standard Classification of Occupations (ISCO-08)

Main Group 2 –Professionals

2221 Nursing Professionals

Provide treatment, support and care services for people who are in need of nursing care due to the effects of ageing, injury, illness or other physical or mental impairment, or potential risks to health.

Assume **responsibility for the planning and management of the care** of patients, including the supervision of other health care workers, **working autonomously or in teams with medical doctors and others** in the practical application of preventive and curative measures

Share in total nursing staff:

37.2% - the USA (Aiken L.H., 2013)

52,.% - the USA (Aydin C.,2015)

46.8% - 6 European countries (Belgium, the UK, Finland, Ireland, Spain, Switzerland) (Aiken L.H., 2016).

In Kazakhstan – 3,9%

Main Group 3 Technicians and Associate Professionals

3221 Nursing Associate Professionals

Provide basic nursing and personal care for people in need of such care due to effects of ageing, illness, injury, or other physical or mental impairment. They work **as per treatment and referrals plans established by medical, nursing and other health professionals.**

CONCEPTUAL APPROACHES TO NURSING EDUCATION

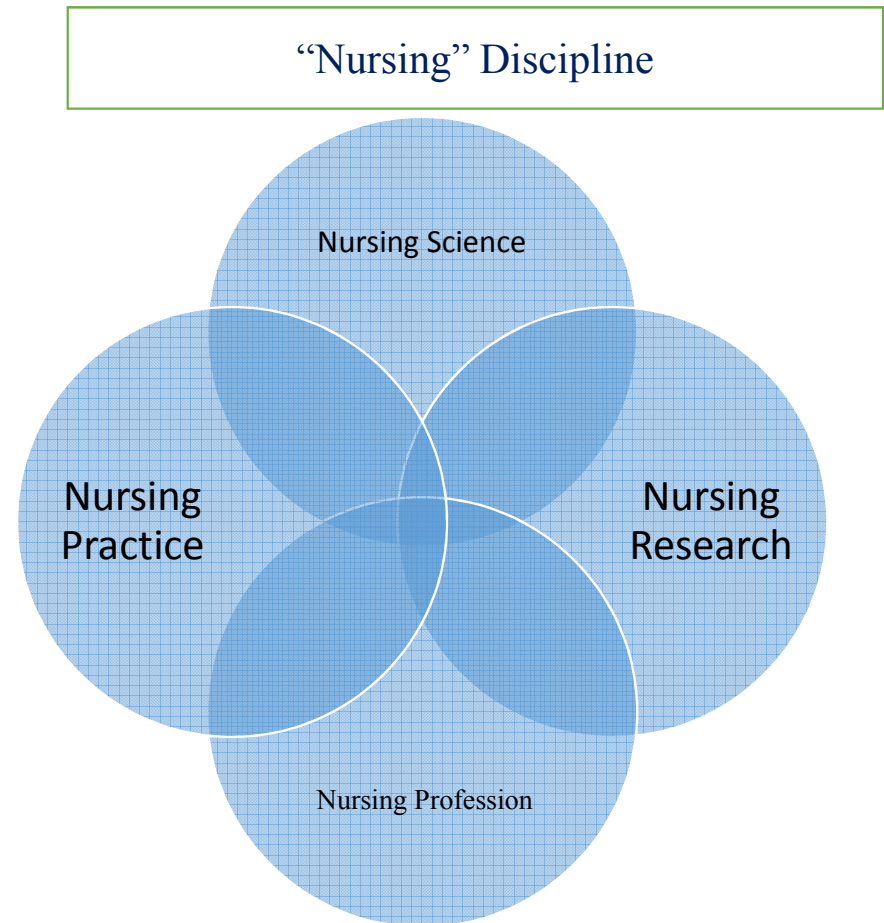


SHARED VIEW OF NURSING AS A PROFESSION

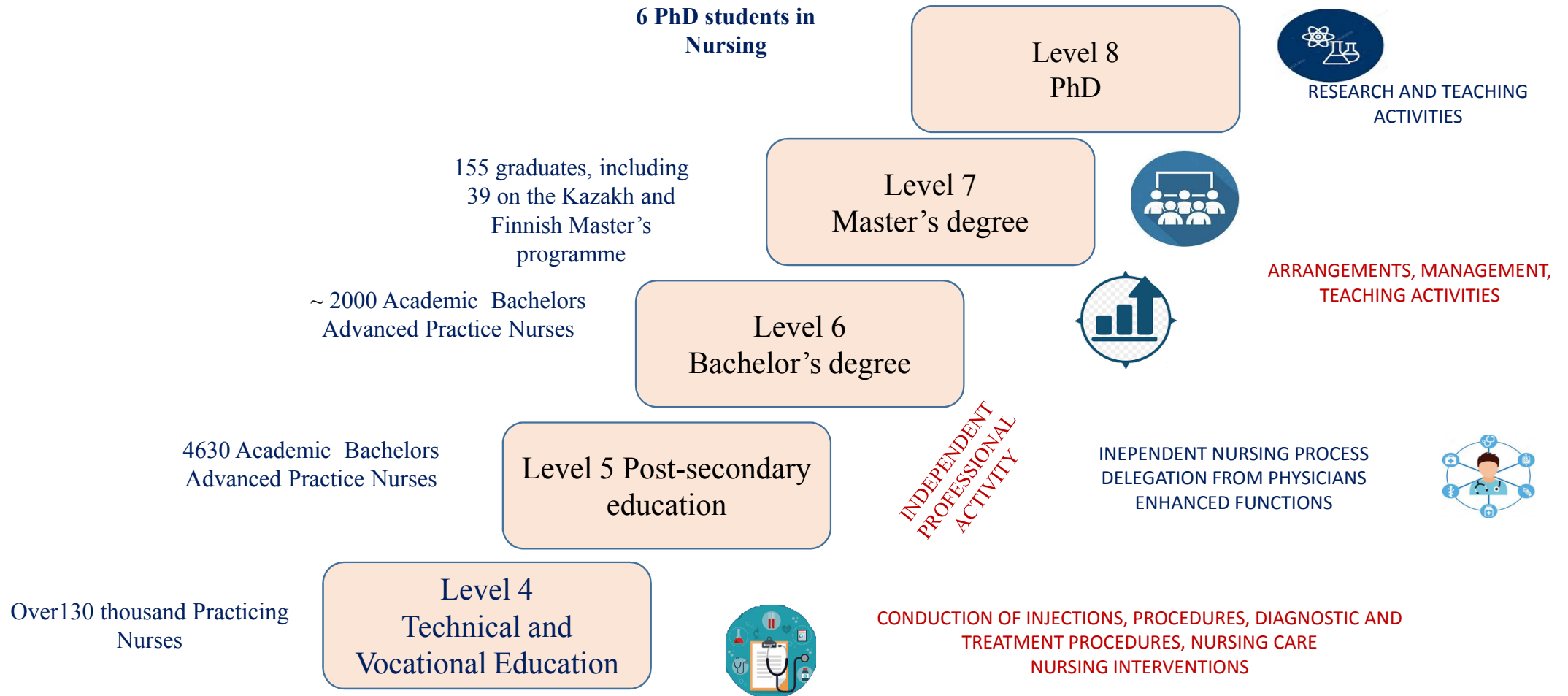
NURSING covers independent and shared care for people of any ages, families, groups and communities, sick people or healthy people in any an all situcations. Nursing includes health promotion, prevention of diseases and care for sick people, people with disabilities or dying people. Promotion, advancement of safe environment, researches, participation in formation of health care policy, as well as management of patients and healthcare systems, education are also key functions of nursing (ICN))

Nursing is an academic medicine. It is one of health sciences

- Nurses practice evidence-based nursing.
- Statutory requirements for Europe on duration, implementation and competencies of nursing education on the basis of EU Directive 2005/36/EC amended by Directive 2013/55/EU



MODERNIZED EDUCATIONAL PROGRAMS MEETING THE NEEDS OF THE HEALTHCARE SYSTEM




MODERNIZED EDUCATIONAL PROGRAMS MEETING THE NEEDS OF THE HEALTH CARE SYSTEM

NURSE'S COMPETENCIES IN EUROPE


1. Independent determination of required nursing care
2. Efficient cooperation with other participants of the healthcare sector
3. Enhancement of opportunities of certain persons, families and groups regarding healthy lifestyle and self-servicing
4. Independent initiation of emergency measures on protection of life and measures in crisis situation
5. Independent advising, instructing and supporting people in need for care
6. Independent maintenance of the quality of nursing care
7. Comprehensive and professional communication and cooperation with representatives of other profession
8. Analysis of quality of care in order to improve own professional practice

(Directive 2005/36/EC as amended by Directive 2013/55/EU)


COMPETENCES OF ADVANCE PRACTICE NURSE IN KAZAKHSTAN




CLINICAL NURSING: safe nursing care focused on a patient, assuming responsibility for decisions, actions and management of personnel.




HEALTH PROMOTION: possession of a wide range of methods and strategies to improve healthy lifestyle and self-servicing at individual / family / social levels.



INSTRUCTION AND MANAGEMENT: possession of a wide range of methods and materials in nursing to instruct and manage different patients and groups.



MANAGEMENT AND QUALITY: responsible for own independent actions and operation of the team; commitment to the principles of quality and efficient inter-professional activity in any conditions.



COMMUNICATION: efficient communication with different people in different conditions using a wide range of technologies.

SCIENTIFIC APPROACH AND EVIDENCE-BASED NURSING PRACTICE: making reasonable decisions on the basis of State Sanitary Rules. Planning and conducting nursing researches, representation of research findings and implementation thereof in clinical practice

KEY FIELDS OF COMPETENCES OF NURSES AT ALL LEVELS OF EDUCATION

	NURSES WITH TECHNICAL AND VOCATIONAL EDUCATION	APPLIED BACHELOR	ACADEMIC BACHELOR	MASTER'S DEGREE IN NURSING
Basic competences	Instructing	Instructing	Instructing	Skills of advanced thinking
	Ethics	Professionalism	Professionalism	Personal and professional responsibility
	Communication and teamwork	Communications	Communications	Communications
		Innovations	Innovations	Ethics
Professional competencies	Clinical competence	Clinical nursing	Clinical nursing	Nursing science
	Health promotion	Health promotion	Health promotion	Researches in Nursing
	Safety and quality	Management and quality	Management in Nursing and quality of nursing services	Management and leadership in Nursing
		Scientific approach and evidence-based nursing practice	Scientific approach and evidence- based practice	Pedagogy in Nursing
			Training and mentoring	

COMMITMENT OF MEDICAL EDUCATIONAL ORGANIZATIONS TO PROVISION OF HIGH QUALITY NURSING EDUCATION

- Nurses are trained by nurses (WHO)
- Clinical practice amounts to at least 50% total training time, at least 2300 hours
- Nurses are trained within a team **and in immediate contact** with healthy and sick person and/or community
- Training is conducted in healthcare organization under the management of Nursing teachers and mentors
- Within a WB project, 101 training mentors from medical educational organizations have been trained; over 500 mentors have been trained in cascade in Kazakhstan
- Internationalization of nursing education through academic mobility and internship as a tool to improve quality.
- Assessment of medical colleges for reorganization to higher medical colleges and accreditation of nursing programs is critical to ensure quality.

Requirements of European directives 2005/36/EC on recognition of professional qualifications:

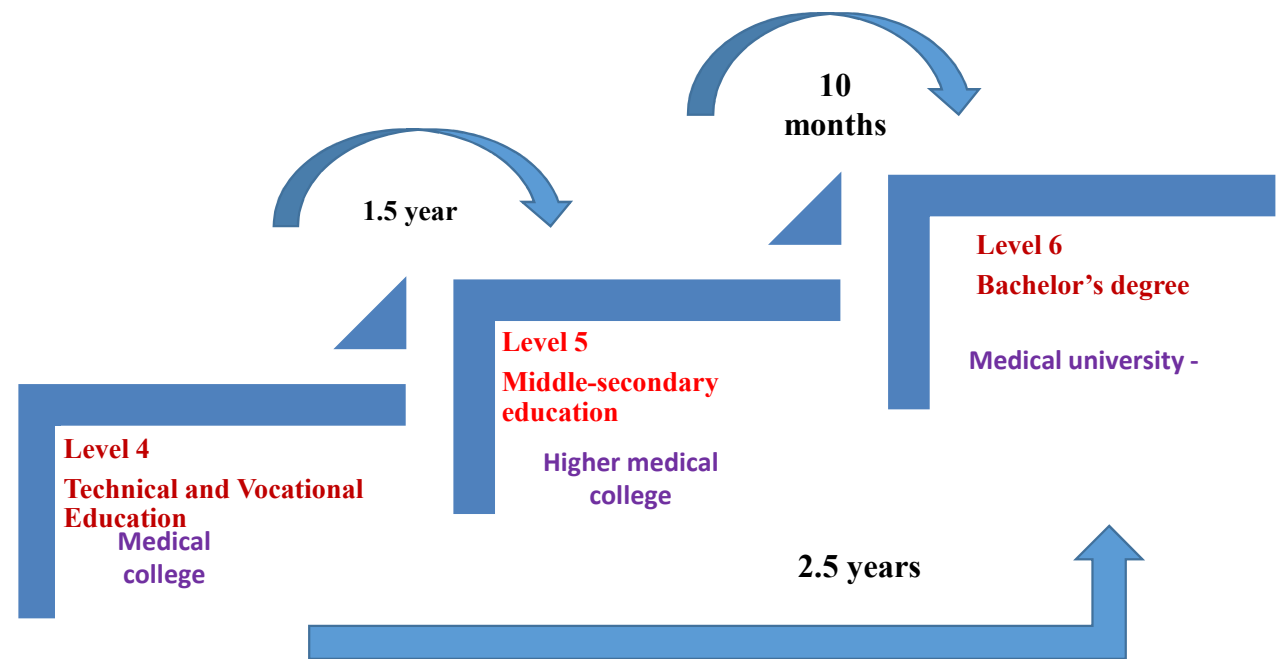
4 600 theoretical and clinical training;

MANDATORY FIELDS OF CLINICAL NURSING EDUCATION

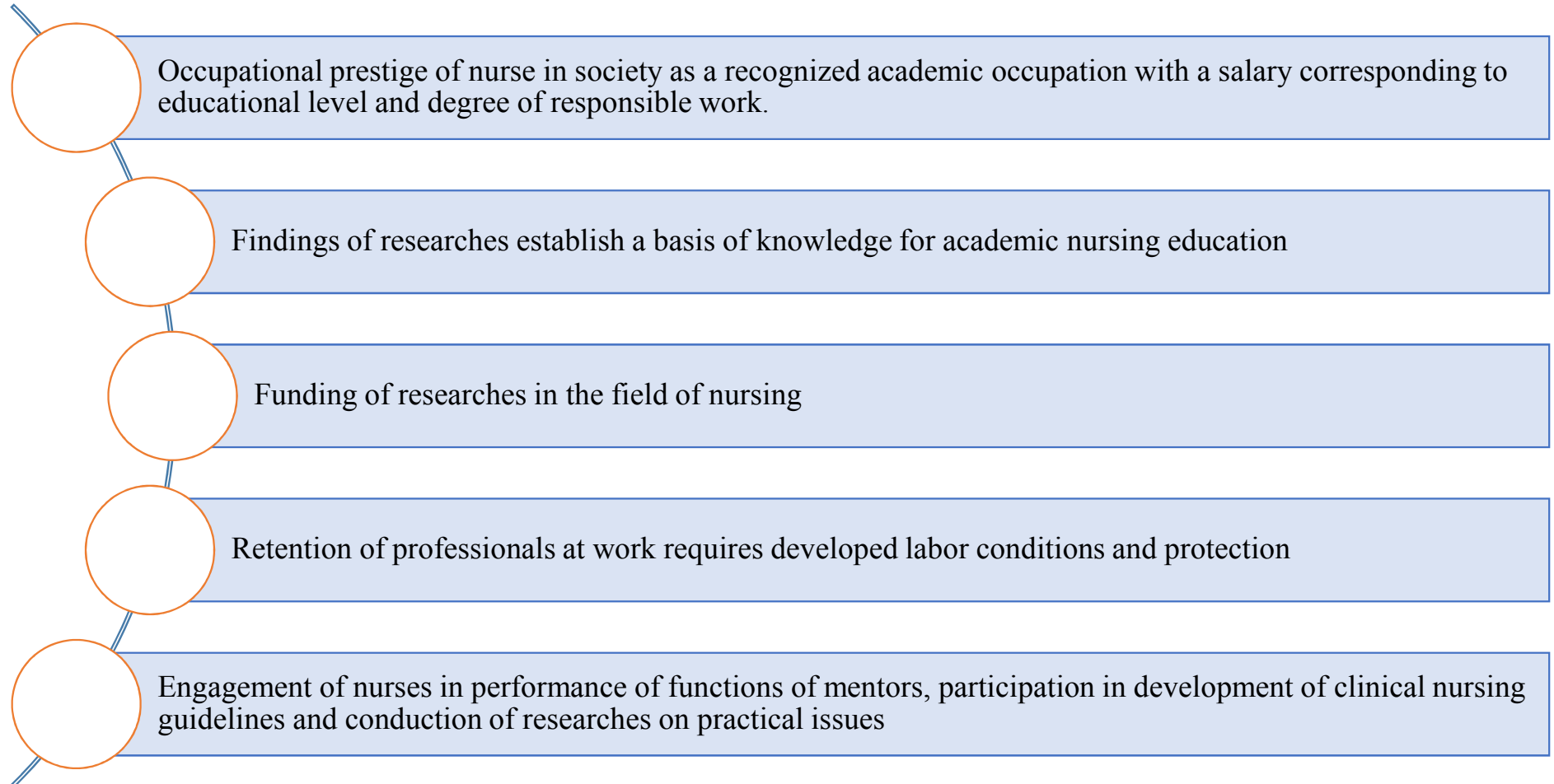
- general and specialized medicine
- general and specialized surgery
- child care and pediatrics
- maternity protection
- mental health and psychiatry
- elderly care and geriatrics
- home care

PROFESSIONAL DEVELOPMENT AND IMPROVEMENT OF EDUCATIONAL LEVEL OF WORKING NURSES

- Flexible accelerated educational programs for working nurses
- Lifelong education throughout career development
- Development of online education due to COVID-19 pandemics
- Delegation of duties and redistribution of tasks among experienced nurses where there are clinical nursing guidelines and education



RETENTION OF SPECIALISTS AND DEVELOPMENT OF NURSING



Retention of specialists and development of nursing Development of standards of nursing services in Kazakhstan



Development of standards of specialist services in nursing (Clinical Nursing Guidelines - CNG)



Implementation of CNG in professional nursing environment

1	Training of specialists in development of CNG (JAMK – 52 persons, Union of Kazakhstan's Nurses – 45 persons)	1	Trainers have been trained (JAMK – 44 persons), who trained nurses using cascade method in 6 pilot regions (Union – 121 persons)
2	15 CNGs have been developed (Cardiac insufficiency, arterial hypertension, stroke, cardiac rehabilitation, CVD, chronic pain, 2 Type diabetes, asthma, ICP, care at hospital discharge, working with categories taking potent substances, patient-and-family oriented care, bedsores, traumas, intervention on smoking cessation)	2	CNGs have been introduced into educational programs at all educational levels on specialty of "Nursing"
		3	Project Management Manuals and educational resources for academic staff level have been prepared on introduction of CNGs on 6 themes

Problems:

- Lower potential of working nurses;
- Insufficient interest of professional nurses in new nursing standards,
- Lack of understanding of independent role of nurses in maintenance of evidence-based nursing practice;
- Absence of coordinators on nursing at local executive authorities
- Weak position of nursing associations and their contribution to the development of nursing practice
- Absence of strategy for renewal of developed CNGs and development of new CNGs in future beyond the Project

FUTURE AREAS OF PERSONNEL POLICY IN THE FIELD OF NURSING



Increase in funding of education and employment of additional nurses.



Nursing education programs must be designed to educate nurses promoting progress in the field of primary health care and universal coverage by healthcare services.



Leadership and management of nursing has decisive importance to strengthen human resources in nursing



Planning and regulatory authorities must optimize capabilities of nursing practice.



Policy makers, employers and regulatory authorities must coordinate their actions to support creation of decent working conditions.



It is important to ensure that nurses hold leading positions and participate actively in the processes of strategic management on their field



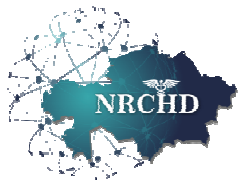
FURTHER STEPS AND PROSPECTIVES OF NURSING IN KAZAKHSTAN

- ✓ Implementation of Classification Clinical Care (CCC) at the national level;
- ✓ Phased implementation of CNGs, forms of nursing documentation on extended and delegated functions, SOPs in professional practice
- ✓ Implementation of a new model of nursing service across the country
- ✓ Implementation of mechanisms of direct payment of nursing services (nursing services tariffs)
- ✓ Gradual replacement of teachers on nursing programs with specialists having nursing education (academic bachelor/master)
- ✓ Development of nursing science and nursing researches



OUTCOMES

- ✓ Provision of the sector with nurses performing extended tasks of the nursing process and equal partners for physicians (up to 7% by 2025);
- ✓ Reduction in frequency of development of complications related with the nursing process;
- ✓ Improved satisfaction of patients with work of nurses;
- ✓ Reduction in duration of stay of patients at hospital;
- ✓ Reduction in mortality of population



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Thank you for your
attention!