



UNDER THE AUSPICES OF H.E.
ABDEL FATTAH EL-SISI
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Investing in the Nursing Workforce: Recover to Rebuild

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Significance and facts

- Nurses were on the frontlines, and often on the firing line
- The pandemics have had profound impact on healthcare systems around the world. They had caused significant disruptions to essential health services
- The World Health Organization estimates a need of nine million additional nurses and midwives by 2030, accounting for 50% of the healthcare workforce.
- A two-year impact assessment survey of 12,694 nurses practicing in the United States found 89% reported working with insufficient staffing, 66% have experienced an increase in bullying/violence, 60% feel burned out, and 52% plan to leave or are considering leaving their organization (Fulton et al., 2023).

These facts enforce us to spot light where are we?



Introduction

- Investment in nursing refers to the allocation of resources towards the nursing workforce, which is a critical component of the healthcare system.
- This can include funding for nursing education, creating more job opportunities, improving working conditions, and supporting leadership roles within the nursing profession.
- The goal of such investments is to enhance the quality of healthcare services, ensure patient safety, and prepare for future healthcare challenges.

Challenges faced by the nursing workforce during the pandemic.

- During pandemics especially the one of COVID-19; the nursing workforce faced a multitude of challenges that tested their resilience, adaptability, and commitment to patient care. Some of the significant challenges they encountered include:

Workload and Burnout

- increased workload due to the high number of cases, leading to long working hours and physical exhaustion.
- The intense and sustained pressure resulted in burnout, characterized by emotional exhaustion, depersonalization, and a diminished sense of personal accomplishment.

Psychological Stress

- Such as anxiety, depression, sleeplessness, and even Post-Traumatic Stress Disorder (PTSD).

Safety Concerns

- due to inadequate Personal Protective Equipment (PPE), which raised fears of infection among the nursing staff.

Challenges faced by the nursing workforce during the pandemic (cont..).



Career Impact

- Many nurses reconsidered their career plans, with their intent to leave their current roles or the workforce entirely.
- Staffing shortages
- Further exacerbating the challenges in healthcare delivery.

Hostile Work Environment

- Hostile patients and vaccine distrust, contributing to a challenging work environment .



Why investing in nurses is important?

- **Enhance Patient Care**: Skilled and well-supported nurses are essential for providing high-quality patient care. They are integral to patient outcomes and the overall patient experience.
- **Reduce Healthcare Costs**: By preventing burnout and promoting employee retention, resilient nurses contribute to a more stable and cost-effective healthcare system.
- **Improve Retention Rates**: Fostering resilience in the nursing workforce can improve retention rates, reduce turnover, and ensure that patients receive care from experienced and skilled nurses.
- **Cope with Adversities**: Nurses often face workplace adversities such as excessive workloads and organizational changes. Building personal and professional resilience helps them cope with these challenges effectively.
- **Support Health Systems**: Nurses are a core component of these systems, and investing in their resilience helps ensure preparedness for future health emergencies.
- NOTE, investing in nurses not only strengthens healthcare systems but also ensures better health outcomes for communities, making it a priority for sustainable health development

The Impact of pandemics on Nurses

- **Health Risks:** Nurses have faced significant health risks, due to their frontline roles.
- **Psychological Stress:** increased levels of stress, anxiety, and depression among nurses, particularly those working in intensive care units.
- **Workload Increase:** Nurses have had to deal with increased workloads and shifts in job roles, often with minimal or absent training for the new responsibilities.
- **Protective Equipment Shortages:** There have been widespread shortages of personal protective equipment (PPE), putting nurses at greater risk of infection.
- **Professional Growth:** Despite the challenges, the pandemic has also led to increased opportunities for professional autonomy, leadership, and career growth for nurses.
- **Burnout and Turnover:** High levels of burnout may lead to long-term effects on the nursing profession, with some nurses leaving the field altogether
- **Educational Impact:** Nursing education has been affected, with a need for improved training and support for nurses in dealing with pandemics.
- **Workforce Shortages:** The pandemic has exacerbated nursing workforce shortages, with many nurses retiring or intending to leave the profession due to stress and burnout⁴.

Policy Recommendations

- Requiring existing nurses to work longer hours
- Encouraging returners to come back into employment
- Co-opting student nurses into work
- Fast-tracking international recruits.
- Shift into rebuild impacts further on nurse workload and burnout.
- Many countries have not invested sufficiently in training adequate numbers of nurses to meet their own demands
- Nurse unemployment co-exists with significant nurse shortages, reflecting funding concerns, and ineffective policy and planning.
- Monitor and track the
- Aggregate numbers of international flows of nurses in order to highlight source countries that may be at risk.

strategic skills necessary to support nursing practice and maintain quality clinical outcomes according to the previous challenges

- Provide direct patient care
- Support nurses and nursing staff in care delivery, and influencing systems to remove best practice barriers and create innovative programs of care.
- Save modified and developed procedures and protocols, served as communication channels between bedside patient care nurses and the c-suite, and positively influenced nursing practice by empowering the nursing workforce.
- Continued leadership is needed to support nurses in the delivery of high quality, safe care
- Provide clinical leadership
- Support and engage nurses
- Assure quality and safety
- Create innovative models of care
- Serve as a voice for nursing practice in complex health care systems.
- Help nurses feel supported, motivated, and empowered though work in mentoring, teaching, coaching, consulting, and listening to nurses

Investment worldwide Strategies

Supporting an immediate update of the State of the World's Nursing (SOWN) analysis.

- SOWN 1 was published in early 2020 and describes the pre-pandemic profile of the global nursing workforce.
- It is a useful benchmark, but the world is forever changed because of the pandemic.
- Orientation towards rebuild, to assess the damage done
- Scope for targeted investment and action on sustainability and renewal.

commitment to support for early access to full vaccinations programs for all nurses, in all countries.

- International co-operation is required to protect the nursing workforce in all countries.

commitment to implementing and evaluating effective and ethical approaches to managed international supply of nurses,

- Through a collective approach framed within a fuller and more effective and consistent implementation of the WHO global code of practice on the international recruitment of health personnel and its safeguard list.
- This must focus on improved monitoring of international flows of nurses
- Independent monitoring of the use of country-to-country bilateral agreements and recruitment agencies to ensure compliance



Investment worldwide Strategies (cont...)



Commitment to supporting regular and systematic nurse workforce impact assessments

- Particularly in resource constrained countries, by the provision of technical advice, data improvement, independent analysis, and multi-stakeholder policy dialogues to agree priority policy actions on domestic nurse supply and retention.
- **Commitment to investing in nurse workforce sustainability in** small states, lower income states and fragile states, most vulnerable to nurse outflow, and impacted by the pandemic.



How to recover and rebuild

- develop trusting relationships with nurses practicing at the bedside, which allows us to exert a great deal of influence on the delivery of care.
- reassuring nod or affirming comment with proactive intervention.
- Having a clinical focus in a specialty area of practice is especially important now because our recently graduated nurses had limited clinical learning experiences due to the pandemic.
- serve as a bridge between textbook knowledge and real-world practice.
- The new nurses may know how to perform a procedure, yet they often lack a deeper understanding of the why.
- Quality is maintained by seeing the patient in context, which may mean modifying a care procedure to fit the circumstances.
- help nurses connect the dots, think critically, evaluate options, and make thoughtful decisions.
- provide support, encouragement and engagement.
- When something comes along that needs nursing staff buy-in, be on the front line of getting others engaged.

How to recover and rebuild (cont..)

- take time to listen, clarify, and reinforce.
- perceive a safe harbor for sharing problems.
- nurses should discuss their concerns, making problem detectors for all manner of things from interprofessional feuds to equipment failures.
- communicate concerns to managers for problem solving while preserving confidences.
- Supply shortages are easing, but there remains a constant need to evaluate and adjust supplies and equipment.
- Create an interface between supplies/suppliers and clinical care.
- Maintain product evaluation and cost-comparison to assure that systems get the best value and highest quality.
- Supporting nurse retention

Conclusion

Table 3: Surge, Sustain and Invest/Rebuild: Implications for the nurse workforce

	MAIN HEALTH SYSTEM CHALLENGES	SYSTEM RESPONSES ON NURSE SUPPLY
SURGE	<p>Developing surge capacity</p> <p>Focus on acute intensive care/critical care</p> <p>Maintaining provision in primary care/ nursing and care homes</p>	<p>Extra hours worked (often unpaid overtime)/ different work patterns</p> <p>Re-deployment of current staff</p> <p>Integration of returners/ non-working nurses</p> <p>Student nurses in workforce</p> <p>Fast track of international nurse applicants</p> <p>Integration of refugees with nursing qualifications</p> <p>[Prevention of international outflow of nurses]</p>



	MAIN HEALTH SYSTEM CHALLENGES	SYSTEM RESPONSES ON NURSE SUPPLY
SUSTAIN	System preparedness for additional waves	Nurses deployed to deliver vaccine programmes
	High/increasing pandemic related nurse absence	Increase flexible deployment of nurses
	Deployment of vaccination programme(s)	Provide cover and relief for burnout/ nurses with ill health
	Managing 'two track' services: COVID-19/ non COVID-19	Retraining/additional training of some nurses
	Cancelling surgeries, primary care visits	Increased use of digital/technology support
	Move to virtual care services	

MAIN HEALTH SYSTEM CHALLENGES

SYSTEM RESPONSES ON NURSE SUPPLY

INVEST AND REBUILD

Re-orientate services to address 'non-pandemic' backlog

Prepare and implement services to address 'long COVID' related chronic care-notably a need for improvements in primary care/ public health

Maintain workforce readiness to meet additional pandemic surges

Maintain workforce readiness for further test/trace and vaccination programmes

Reduce/end use of short term/volunteer retainer nurses, or integrate into permanent workforce, and support return of "front line" student nurses to their education

System and employer led support for nurses at work: safe staffing, fair pay and conditions, flexible working, health and well-being

Invest in development and expansion of advanced roles for nurses (e.g. nurse practitioners); increase effectiveness of workforce contribution to population health, and improve career opportunities and retention

Invest in training to increase supply of new nursing staff, focusing on those with intensive care, public health and primary care skills, and clinical specialist nurses/ advanced practice, often in teams or new models of care

Invest in technology to support more virtual care by nurses



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