

Nursing reforms

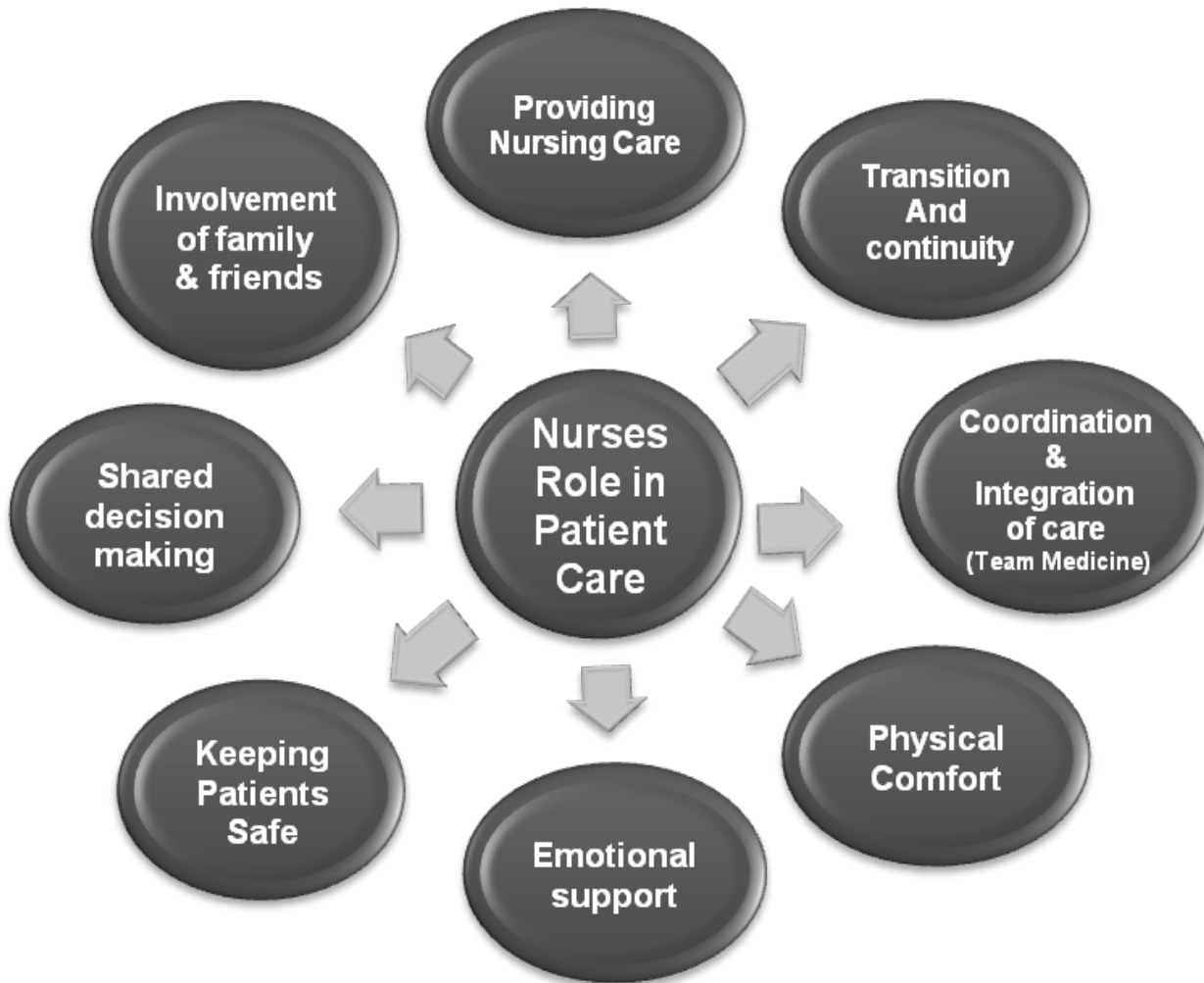
Paradigm shift for a bright future

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Nurses are at the “centre” of Patient Centred Care



“Save one life and you’re a hero, save one hundred lives and you’re a nurse”
Unknown

FICCI's Health Services Committee has constituted a task force on Nursing Reforms

The task force has published a paper that identifies ***challenges*** in the nursing sector, and ***provides a roadmap*** for the ***Government, policy makers, industry, and education and research*** institutions with the purpose of ***strengthening nursing*** as a sector in our country.

Demand Supply Gap

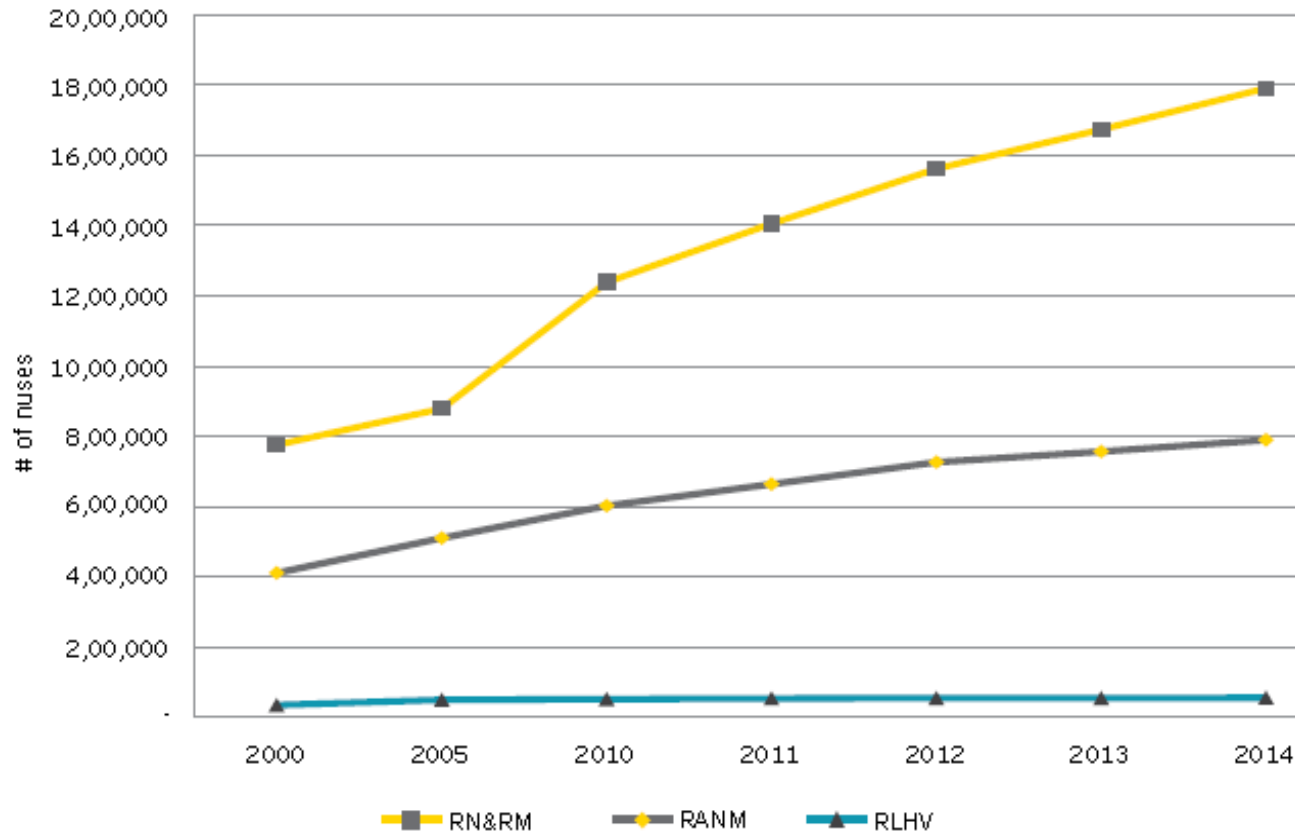
Lag in healthcare spend
Inadequate Infrastructure
Insufficient workforce (quality & quantity)

Stipulated Nurse Population Ratio: 2.5 : 1000
Current Nurse Population Ratio: 0.7: 1000
(as per WHO Minimum Standards)

Growing Demand
Increasing Burden of Disease
Increased healthcare needs

Need additional 2.4 million nurses

Growth in Nurse Numbers



Source: INC

300000 annual seats

Need additional 2.4 million nurses

STRENGTHS

- High demand for nursing professionals both in India and internationally
- Rapid increase in nursing institutions
- Upcoming major chain of hospitals, research centers and educational institutions
- Immunity from recession and other economic downfalls

WEAKNESSES

- Lag in supply vs. demand for nursing professionals
- Uneven distribution of nursing colleges
- Lack of competitive compensation
- Fewer opportunities for higher nursing education
- Lack of a well-defined carrier paths
- Low investment in research and training
- Lack of coordination between industry and academia
- Lack of adequate skills and knowledge on patient safety issues, quality, technology, customer care, language etc.
- The social status attached to nursing as a profession
- Sub-optimal work environment

OPPORTUNITIES

- Upgradation of curriculum and faculty to meet modern-day nursing requirements
- Competency-based education and licensing
- Nurse practitioner courses
- Increasing investment in nursing education based on rising global and domestic demand of skilled nursing professionals
- Establish state of the art Faculty Training Centres and Nursing Colleges
- Active roles of nurses in delivering public health programs
- Compensation review
- Accreditation and regulation of nursing education
- Allocation of educational seats based on the state-wise requirements
- Use of technology for continuing nursing education
- Nursing research

CHALLENGES

- Migration to global markets
- Decreasing uptake of nursing seats in nursing schools and colleges
- Faculty shortages – numbers and quality
- Uneven distribution of nursing schools
- Safety of work environment in community-based nursing
- Social infrastructure and facilities in rural areas deterring nurses from working there
- Increasing complaints and litigation
- Low GDP allocation to the health care industry

Education

1. Redefining the INC Act
2. Skill/competency outcome based nursing curriculum
3. Applied basic science subjects should be part of the nursing curriculum
4. Merge GNM courses with BSc. (Nursing)
5. Integrating nursing education with medical colleges
6. Improving quality of nursing faculty by establishing canthers of excellence
7. Competency based skill testing for licensing
8. Redesigning/upgrade existing specialty programmes as nurse practitioner courses
9. Rationalization in the number of nursing institutions
10. Availability of accurate data of number of nurses passing out and getting registered

Nursing service

1. Review of compensation to make it competitive and comparable
2. Strengthening in-service education through CNE/e-learning courses
3. Public Private Partnership for Nursing Education/Academic clinic partnerships
- 4 Standardization of nursing procedures and protocols
5. Teaching hospitals should follow NABH standards
6. Formulation of a Nursing Practice Act
7. Development of Nurses Human Resources Management System
8. Nurse welfare to be addressed by developing a separate service condition bill for nurses
9. Strengthening Public health programs through expanding role of nurses
10. Certifications and mid-career development

Nursing administration, Leadership and management

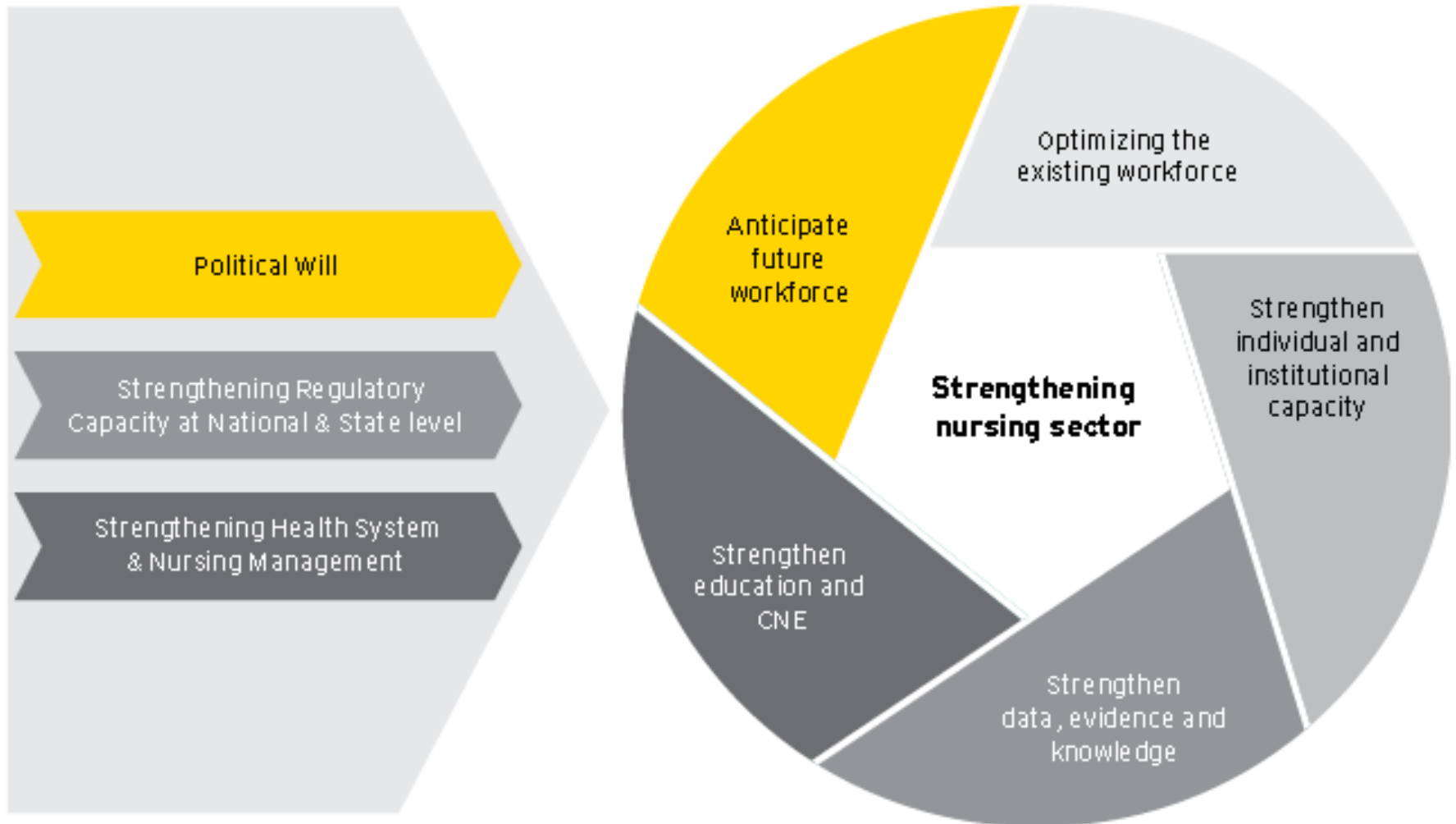
- 1. Nursing representation at leadership forums**
- 2. Nurses to be prepared for empowered and decision-making roles**
- 3. Appropriate academic preparation for nursing roles of higher responsibility**
- 4. Performance review and management**
- 5. Exchange programs to promote leadership in nursing**
- 6. Progressive and rewarding career pathways for nurses**

Accreditation

1. Centers of excellence, accreditation, benchmarking and ranking of nursing education

Research

1. Nursing cell in ICMR
2. Nursing research web pool for utilization
3. Facilitation of relevant and current research in nursing program



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Thank you