

The Evolving Role of Nurses in Healthcare Provision in India

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- Human resources in health statistics
- Nursing regulatory practices
- Evolution of the role of nurses internationally
- Current role of nurses within India
- Future direction of nursing within India
- Role of the nurse specialist
- Indian Institute of Advanced Nursing



- Critical shortage of health workers globally; Africa & Asia especially hard hit
 - Worldwide need for 4 million additional health workers¹
 - There are currently about one million trained nurses in India overall but fewer than 500,000 nurses may be active or available for duty^{2,3}
 - India has just 1.2 nurses per physician, far fewer than the recommended ratio of 2 to 4 nurses per physician^{4,5}.
 - A further 313,000 are likely to be trained by 2012, but this still leaves a gap of 358,000 nurses in the health care system⁶.
 - There is a need both to increase the number of nurses trained but also for more effective use of the nurses working within the system (both public and private)

Nursing regulatory practices



• In most countries regulation of nursing education for both private and public practice is required from a national or state level nursing body (in India this is the Indian Nursing Council)

• Nurses are required to be registered with a national or state level nursing body (in India you are required to register with the State Nursing Council)

• To maintain their registration they are required to participate in nationally recognised continued nursing education (CNE) programmes (this is not currently a requirement in India)

• In many countries there is a Nurse Practice Act which lays out what is legal practice for registered nurses and what tasks they may or may not perform, alongside the designations and educational qualifications of each grade of nurse.



- Regulatory practices are vital to ensure standardisation of care and a clearly defined role and scope for nurse practice
- Limited regulations of nursing education and practice in India, alongside a lack of nationally defined and agreed upon roles for nurses are leading to differential standards of education and care
- Nursing standards could be greatly increased by greater regulation - this could lead to a platform for expanding the role of nurses within health care provision, as has been seen in many other countries



- Evidence that nurses can effectively take on patient and clinical management leadership roles
 - Rwanda, Lesotho, Kenya and other developing countries successfully implementing nurse-led care models
 - Aga Khan Advanced Nursing Studies Program in Kenya: ~94% of up-trained RN graduates moved into first-line management positions as ward managers¹
 - Successful nurse practitioner (NP)/physician assistant (PA) model in the United States:
 - 125,000 licensed nurse practitioners handle 600 million patient visits each year across the US²
 - Washington state example: ~1/4 of all primary health care providers are non-physicians, mainly nurse practitioners³



- Improved quality of care
 - Multiple studies: Patients report ↑ treatment satisfaction due to longer consultation times, increased education and communication with a nurse practitioner¹
- Improved treatment outcomes (drug adherence, survival, preventive and behavioral measures, etc.)²
 - Kenyan pilot study: 50% fewer deaths among patients receiving ART from trained nurses versus those in conventional ART care system³
 - US study: Cardiac mortality dropped from 3.7% to 0.9% with nurse practitioner deployment after heart surgery⁴



- **Cost-effective provision of care**
 - Proven cost-effectiveness in cardiac and neuro. care settings¹:
 - Virginia study: 1600% return on investment by using nurse practitioners on neurological treatment teams²
 - Task-shifting to NPs in a managed care setting: ↑ revenue of US\$1.65 million/100,000 enrollees seen by NPs annually³
- **Improved human resource retention**
 - Clinton Foundation nursing program in Kenya, 2005-Present: Achieved 97% retention of up-trained primary care/generalist nurses in rural health posts⁴



- **Improved primary care reach in underserved and rural areas**
 - In Kenya, nurses provide 90% of primary care in rural areas¹
 - In some areas of the US, NPs and PAs make up 35% of primary care providers in rural and workforce shortage areas²
- **Improved quality of national nursing education**
 - Increases in numbers of MSc- and PhD-educated teaching faculty will improve the quality of undergraduate nursing education across the country, leading to overall nursing workforce improvement

Current role of nurses within India - public system



<u>Title:</u>	<u>Eligibility:</u>	<u>Training:</u>	<u>Placement:</u>
Auxiliary Nurse Midwife	10 pass	1.5 years	Sub centres and Aganwadi centre
General Nurse Midwife	10 + 2 pass	3.5 years	PHC/CHC and Tertiary
BSc Basic	10 + 2 pass	4 years	PHC/CHC and Tertiary
BSc Post Basic	10 + 2 + GNM	2 years	PHC/CHC and Tertiary
MSc	BSc + 1	2 years	Academia

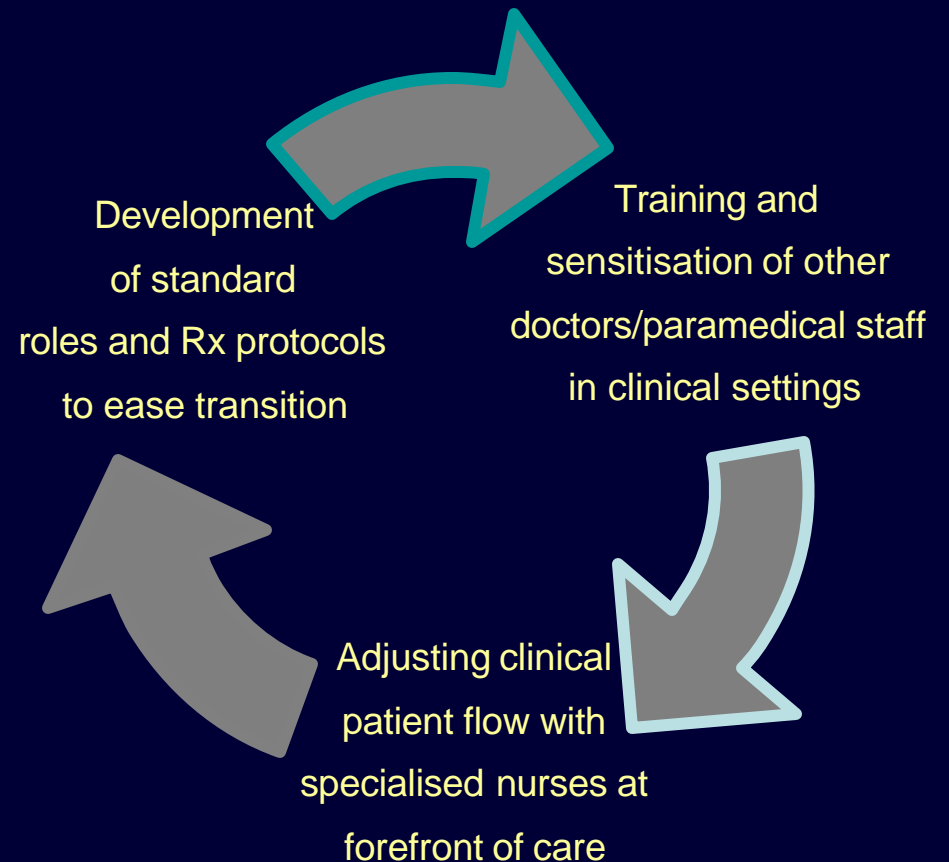
Future direction of nursing within India



- Training of nurses
 - Undergraduate training
 - Post graduate 'specialist nurse' training (BSc + 1 year diploma)
 - Introduction of CNE to maintain nursing registration
- Strengthening of existing colleges
 - Resource/ infrastructure improvement
 - Standardisation and regulation of academic course content and teaching practice
 - Improved quality of training by increasing academic and clinical teaching skills

- Re-orient clinical settings to maximize effectiveness of specialised nurses in their new roles

Elements of Clinical Re-orientation Towards Greater Impact of Specialised Nurses



Indian Institute of Advanced Nursing



HIV/AIDS Adds to Human Resource Challenges

- Increased burden on health system & doctors
 - Consultation time for complex HIV/AIDS patients more than double that of non-HIV/AIDS patients¹
- Increased need for specialised health care personnel, yet lack of available training
 - Less than 20 specialised HIV/AIDS nurses in India²
- Pervasive stigma, even in health care settings
 - 46% of Indian public sector nurses avoid touching HIV patients
 - 57% believe that HIV/AIDS spreads through immoral behaviour³

Solution -

- A specialised post-graduate nurse training institute in India offers a unique opportunity to:
 - *Rapidly train clinical nurse managers, including HIV/AIDS nursing experts*, from throughout the world, enabling them to take the lead in patient and clinical management
 - *Fill critical need*: No such institute currently exists and most formal courses based in US or Europe; IIAN's India location to offer easy access for students from Africa & Asia, with lower associated costs
 - *Revolutionise current health care workforce orientation as well as HIV/AIDS prevention and treatment model*, placing nurses at the forefront of patient education, identification, counseling, care & clinical management
 - Respond to growing worldwide consensus that nurses can take a greater role in patient care and clinical health care management

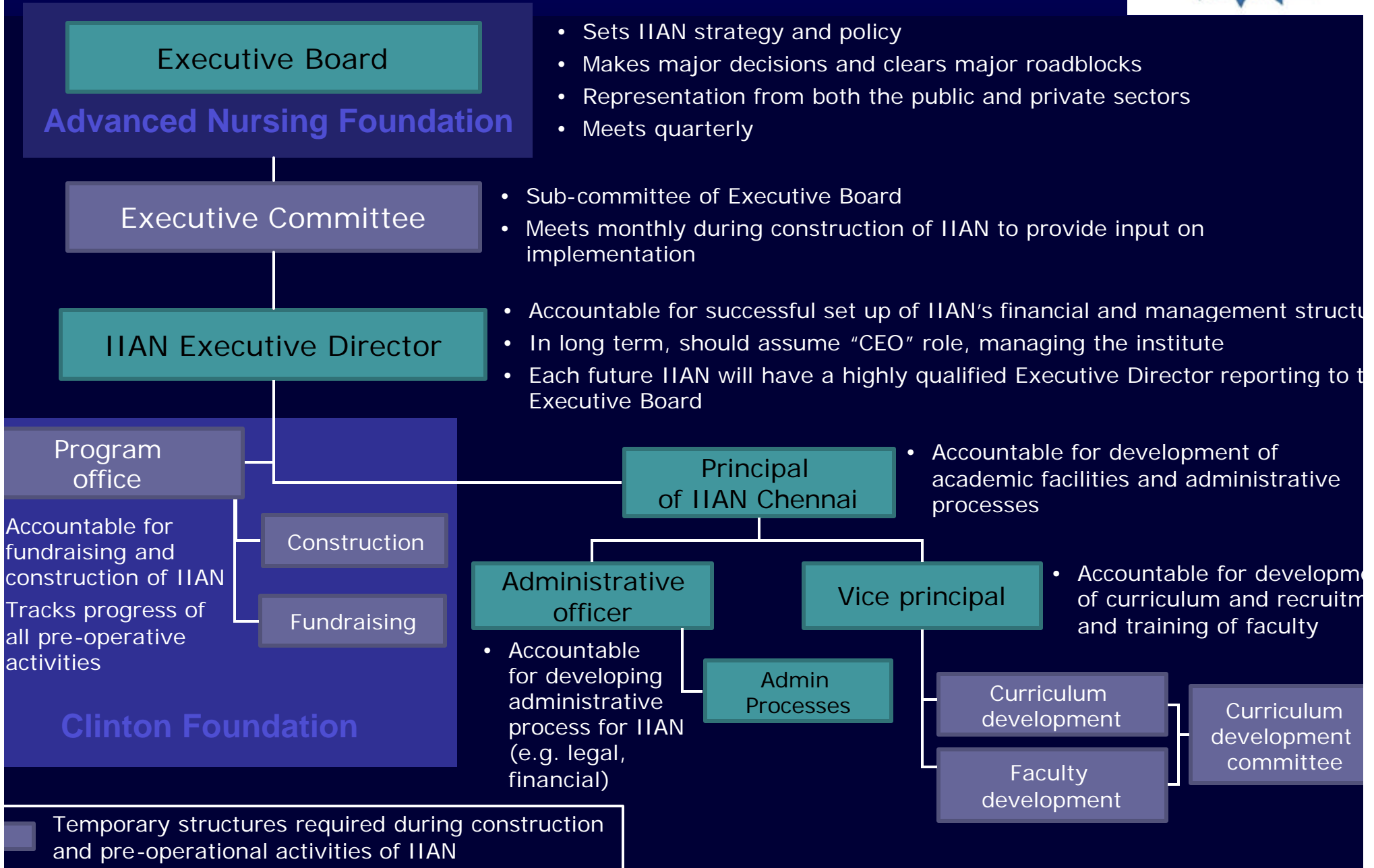
Indian Institute of Advanced Nursing



State-of-the-art, world-class institute in Chennai, India to serve as a national and international hub for nursing training, research and education. The institute will build a cadre of nursing specialists and faculty to bridge the critical gap in HIV/AIDS prevention and treatment.

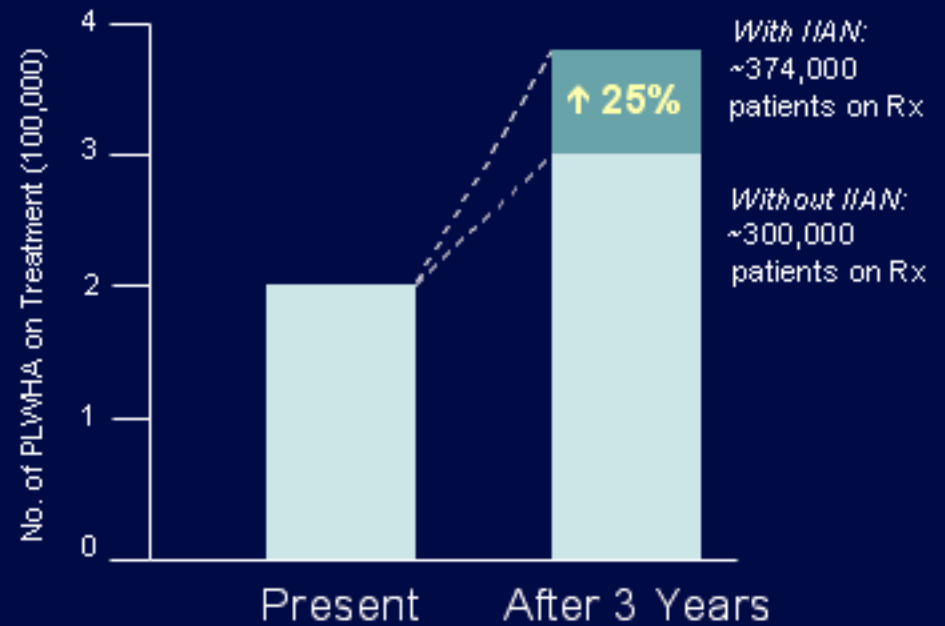
- Developed in partnership with leading experts at Yale School of Nursing
- Advanced clinical and leadership skills will expand role of nurses
- Core faculty trained by Yale School of Nursing specialists
- Visiting faculty from leading global nursing institutes
- 5 courses to be offered: 1 month CNE for academics; 3 month CNE for ART nurses; 1 year 'nurse specialist' diploma; 2 year MSc and PhD
- Expanded clinical and in-service nursing capacity in rural and urban settings
- Improved quality of care at government HIV/AIDS treatment centres

Governance



- IIAN will lead to an increase in national HIV/AIDS treatment capacity of 74,000 more patients within 3 years
- Worldwide, additional HIV/AIDS treatment capacity could increase by 300,000 patients within 5 years (currently ~1.5 million on treatment)

Impact of IIAN on HIV/AIDS Treatment Capacity in India, After 3 Years In Operation



Future Directions: 5-10 Institutes



- Each IIAN Center of Excellence will focus on a critical nursing specialty. While yet to be confirmed, possible areas of specialisation for future Advanced Nursing Institutes include:

Chronic care nursing

Critical care & ICU nursing

Maternal & child health

Orthopedic nursing

Community health nursing

Medical -surgical nursing

Pediatric nursing

Other critical specialties

Unified vision of world-class standard of training for development of nursing leaders in critical areas of need



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