



Health Practitioner Regulation: *Design, reform & implementation guidance*

An update from WHO

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2023 SDG t t



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Source: (1) Latest data between 2010-2019, as available on the National Health Workforce Accounts (NHWA) Platform. Data can be accessed here: <http://apps.who.int/nhwaportal/>.

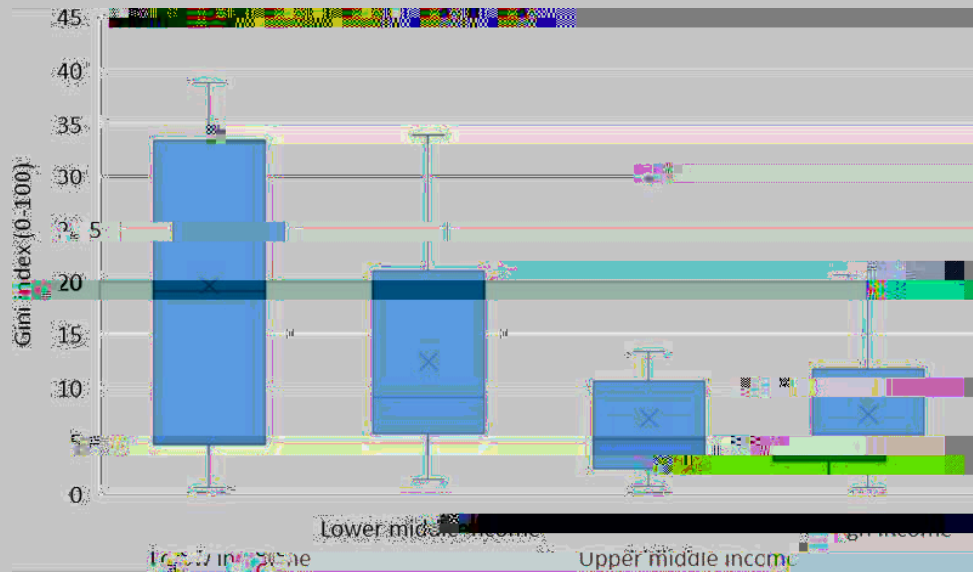
Notes: (1) Universal health coverage index: comprises of two key components i.e., coverage of essential health services (also known as average service coverage) and financial hardship (which is the proportion of the population that spends more than 10% of household income on health). (2) Health Emergencies Protection Index: comprises of three components: Emergency preparedness (Prepare), Emergency prevention (Prevent) and Emergency detection & response (Detect & respond). The Prepare indicator is the average of the 13 core capacities of the International Health Regulations (IHR). The Prevent indicator measures the average vaccine coverage for selected diseases. The Detect & respond indicator comprises three components related to events with serious public health impacts. The Detect and Response indicator monitor the timeliness of detection, notification and response. (3) HWF density includes medical doctors, nursing personnel, and midwifery personnel.

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Objectives

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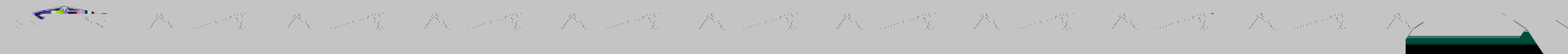
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Methods:

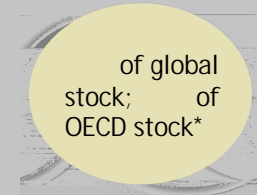
- comprised of experts (regulators, researchers, economists, professions, health system experts, trade organizations) from all WHO regions

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410 peer-reviewed articles and 426 grey literature

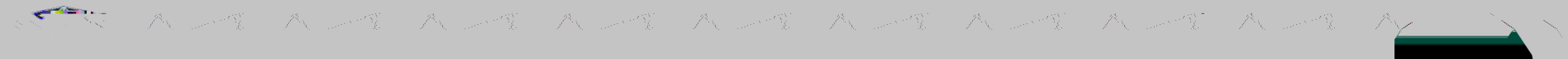
- ! 99.5% of peer-reviewed studies descriptive
- ! 50% evidence from Australia, Canada, New Zealand, the United Kingdom and the United States
- ! focus on medical, nursing and midwifery personnel



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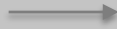
(1)

- wide variations across national and sub-national jurisdictions; occupations and functions; linguistic systems, political-economic models and legal traditions e.g., profession-led, government-led, independent statutory authority, co-regulation
- comparison of outcome from different models are rare; risk of conflict of interest in some profession-led models
- regulating education and practice to supporting health system goals such as supply and cost of education; workforce



Key themes (2)

- reforms triggered by individual country needs and changing interpretation of *the public interest*
- countries with profession-led regulation strengthening oversight and accountability of regulators, greater inclusion of lay members and opting for umbrella laws
- countries with government regulation increasing role of professional associations in regulation



Understanding <i>the public interest</i>	
19th Century Perspective	21st Century Perspective
<ul style="list-style-type: none"> • • • Elevating the profession • • Entry barriers • • 	<ul style="list-style-type: none"> • • efficiency • cost effectiveness • entry • • mobility • competition • proportionate • • alternatives to licensure • Responsive • Uniformity • health • system needs



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(1)

- I. Regulatory systems should be designed to benefit population health.

- II. Institutional structure and governance mechanisms should promote consistency, efficiency, transparency and accountability of regulators.

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(2)

III. The functions should promote patient safety, quality of care, accessibility to and competence of practitioners.

IV. Health practitioner regulation can be used to support health system priorities.

Regulatory practice gap assessment

Drivers of regulatory practice (across countries)

- Contextual suitability

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- Assessment based on

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ac

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a

a

b

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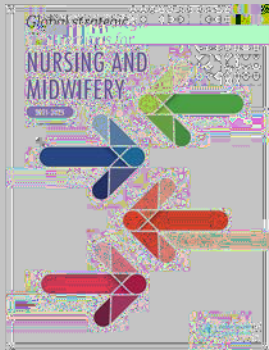
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- Capacity of regulatory



Global Strategic Directions for Nursing and Midwifery 2021-2025



EDUCATION

Strategic direction: Ensure that nursing and midwifery graduates match or surpass health system requirements in terms of knowledge, competencies and attitudes to meet national health priorities.

JOBS

Strategic direction: Increase the availability of health workers by creating attractive and sustainable working conditions and retain health workers in their countries of origin and migration.

LEADERSHIP

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

WORKING CONDITIONS

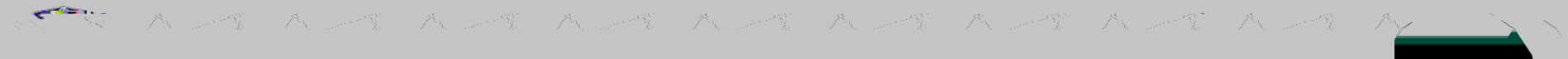
Strategic direction: Improve the working conditions of nurses and midwives to the fullest extent of what is possible through education and training, and by providing supportive service delivery environments.

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NCSBN: Opportunities to engage

- Standardizing the taxonomy on health sector regulation
- Understanding health practitioner regulation and the practice gaps in diverse contexts
- Identifying the output, outcome and impact of health practitioner regulation
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