

The QNIs Annual Conference  
Healthcare in the Community 2022



# Inspired Intrepid Indispensable

Creating a Supported Community  
Nursing Workforce

**Day 3 summary**  
10 - 14 October 2022



## **Day 3:**

## Learning from nurses worldwide

Welcome from  
Dr Crystal Oldman CBE,  
Chief Executive of QNI



# Healthcare in the Community Conference 2022

Inspired, Intrepid, Indispensable: Creating a Supported Community Nursing Workforce

Day 3 - Wednesday 12 October, 9am - 12.30pm

## 1. The State of the World's Nursing

Elizabeth Iro (EI), Chief Nurse, World Health Organisation (WHO), @elizabeth\_iro

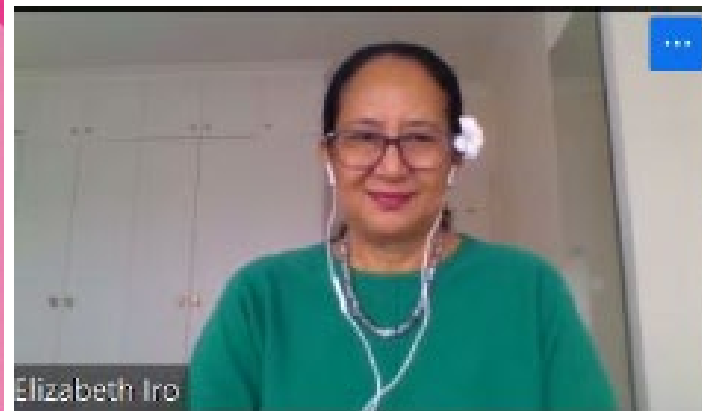
Howard Catton (HC), Chief Executive, International Council of Nurses (ICN), @HowardCatton

Interviewed by Professor John Unsworth OBE, QNI Chair of Council, @johnunsworth10

### JU: How did you mark World Mental Health Day?

HC: We marked #WMHD by releasing a new report on global mental health nursing workforce report: <https://icn.ch/news/key-transforming-mental-health-care-lies-strengthening-mental-health-nursing-workforce-icn>. There is nothing like the social interaction with people who have a lived experience to address the stigma and discrimination that's out there about mental health.

EI: We wanted to ensure on #WMHD that WHO resources to support and nurses and midwives are made available through the community of practice, to learn more how we can support positive mental health. WHO also supported #FriendshipBenches during #WMHD <https://tinyurl.com/e9rxvu8y>



## 1. The State of the World's Nursing

### **Get to Know You Rapid Fire Questions**

**JU: Geneva or Cook Islands?**

**EI:** Cook Islands! **HC:** I miss the UK but my family are enjoying Switzerland, the family always win as you know..so Switzerland.

**JU: What are you frightened of?**

**EI:** Strange question! I think the unknown, the unexpected. These questions at a conference!

**JU: What's the best job you've ever had?**

**HC:** It's the toughest job, which I'm least good at, being a Dad of course.

**JU: What's your favourite holiday destination?**

**EI:** It's a remote island in the Cook Islands, it's a piece of paradise.

**JU: If you hadn't been a nurse what would you have become?**

**HC:** I was always interested in a bit of investigative journalism.

**JU: What's the best nursing specialism?**

**EI:** Community nursing!

**JU: What's your most embarrassing moment as a nurse?**

**HC:** I had so very very many but probably the most embarrassing one was when we had a visit from a Chief Nurse to the wards and I had no idea who she was. I thought she was a relative, she tried to give me clues but I had no idea.

## 1. The State of the World's Nursing

**JU: How important is universal health coverage?**

**EI:** I think you have to be clear about what universal health coverage means. I think it is making sure you're at the table to influence policy for your community; that's something nurses must understand: that they have the power to influence change.

**HC:** We need to better integrate our health services. Community nurses have a massive role to play. They are frequently the people who are trying to join things up, for patients and their families as well. The potential for community nurses to get sharper elbows, so they get involved in discussions is huge. They're trying to fix the system and have solutions, the nursing contribution is so important.

**JU: How we can get nurses better prepared for influencing nursing policy?**

**HC:** Data and evidence is telling us where problems are, policy is about decision making and choices and perhaps nurses might feel that their domain is their practice that policy is not their world, but there are very natural links between the two. Leadership programmes make and articulate those links. Population health is the focus and outcome, at the forefront, this is the way to influence global health.

**EI:** How do we capacitate these nursing leaders? Structured programmes. How do we ensure this in early career nurses, how do we start this process from the beginning of a nurse's career. That's really important to understand.

**In what way can developed countries give back to developing countries for recruitment from those countries?**

**EI:** This is a really important question, do we do a short term band-aid to increasing our workforce, or do we do a serious investment into our nursing workforce going forward. We know there are countries where there is a shortage of nurses, so having aggressive recruitment goes to depleting that staffing level even further. It takes 3 or 4 years to train a nurse as you know, I'm really all about growing your own. Look to retaining the ones you have and understand why nurses are leaving.

## 2. Nurse Education in the Philippines

Professor Michael Dino, PhD, MAN, RN, LPT, Director of the Research Development and Innovation Center of the Our Lady of Fatima University and President-Elect of the Phi Gamma Chapter of the Sigma Theta Tau International Honor Society in Nursing (video)

- As Filipino nurses, we know the value of TLC: time, love and commitment or teaching, learning and communication.



FIRST YEAR	SECOND YEAR	THIRD YEAR	FOURTH YEAR
INTRODUCTION TO HEALTHCARE	CARE OF MOTHER, CHILD & FAMILY	CARE OF ADULT CLIENTS: MS 1	CARE OF CLIENTS IN EMERGENCIES
HEALTH ASSESSMENT	CARE OF POPULATION GROUPS, COMMUNITY	CARE OF ADULT CLIENTS: MS2	LEADERSHIP AND MANAGEMENT

## 2. Nurse Education in the Philippines

- The world's longest and strictest lockdown; 23 million households, 28 million students, 3.5 tertiary level, highest producers of nurses, 57% no access to internet.
- A total of 23 speciality Philippine-based nursing organisations.



**NURSE EDUCATION IN THE PHILIPPINES**

### NURSING ORGANIZATIONS IN THE PHILIPPINES

**PHILIPPINE-BASED NURSING ORGANIZATIONS**  
A total of 23 speciality organizations

The slide displays several logos and photographs of nursing organizations in the Philippines. On the left is the logo of the Philippine Nurses Association (PNA), established in 1922, featuring a green laurel wreath and a central emblem with a caduceus and a lamp. To its right are two photographs: one of a group of nurses in various uniforms and another of a group of nurses in green scrubs. Below these are four circular logos: the Philippine Medical Center Nurses Association (PMCA) with a lamp and the year 2007; the Association of Nursing Service Administrators of the Philippines (ANSAP) with a caduceus and the year 1967; the Philippine Association of Colleges and Schools of Nursing (PACSN) with a heart and the year 1981; and the Association of Schools of Nursing in the Philippines (ASNP) with a triangle and the year 1984. A small video inset in the top right corner shows a man in a suit speaking.

## 2. Supporting Filipino Nurses in the UK

Francis Fernando, MSc Adv HCP (OPEN), BSN, RN, NMP, Associate Director of Nursing and Quality Waltham Forest Directorate, @fernandof1974

- Filipino nurses are the largest cohort of overseas trained nurses registered with the NMC and integral to our workforce.

**The Queen's Nursing Institute**

### Filipino Nurses in the UK

People on the permanent register by country of training outside the EU/EEA (top five countries)

	March 2018	March 2019	March 2020	March 2021	March 2022
Philippines	26,189	29,033	33,297	35,679	41,090
India	17,730	19,326	24,005	28,192	37,815
Nigeria	2,788	3,021	3,684	4,310	7,256
Zimbabwe	2,229	2,357	2,575	2,794	3,655
South Africa	3,082	3,050	3,014	2,946	2,894

**Nurses**

81% of nurses and health visitors in England's hospital and community health services March 2021 report a British nationality. 163 other nationalities are represented among the 65,800 non-British nurses.

10% of nurses (34,510) report an Asian nationality, up from 7% in March 2019. 95% of these are either Filipino or Indian.

**Nationality of nurses and health visitors**

England, March 2021, headcount basis

Nationality	Count
British	273,157
Filipino	17,852
Indian	14,772
Irish	4,645
Portuguese	2,909
Zimbabwean	2,781
Nigerian	2,068
Italian	2,112
Spanish	1,981
Romanian	1,748
Polish	1,584
Cherokee	1,184

Legend: UK (dark blue), EU (light blue), Africa (green), Asia (yellow), Other (grey)

Values: Compassion \* Learning \* Opportunity \* Visionary \* Integrity \* Empowerment \* Respect





## 2. Supporting Filipino Nurses in the UK

Francis Fernando, MSc Adv HCP (OPEN), BSN, RN, NMP, Associate Director of Nursing and Quality  
Waltham Forest Directorate, @fernandof1974

- 82 Filipino nurses died from Covid during the pandemic in the UK. Birth of FNA-UK (@filipinonurseuk) in 2020 was created by Francis Fernando as a direct result of the pandemic.
- Find out more here: <https://www.fnauk.org.uk/>



## 3. Learning from the Recruitment of Internationally Educated Nurses in England

Daniel Clarke, International Recruitment Retention Programme Manager, NHS England;

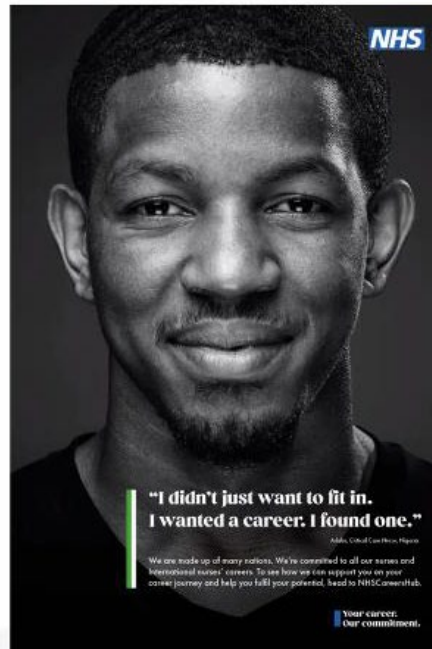
- The government is committed to growing and supporting the NHS workforce to ensure it continues to deliver world class health and care. It has committed to deliver 50,000 more nurses in the NHS in England by September 2025. A key component of that delivery is a significant investment in the volume of internationally recruited nurses joining the NHS.



## 3. Learning from the Recruitment of Internationally Educated Nurses in England

Daniel Clarke, International Recruitment Retention Programme Manager, NHS England.

- What brought Internationally Educated Nurses to the NHS? More jobs available; better prospects for career development; sending money back home.
- You can't be what you can't see. Part of recruitment campaign below:



## 3. Learning from the Recruitment of Internationally Educated Nurses in England

Esther Mwangi, QN, National Community Nursing International Recruitment Advisor, NHS England

- The main reason for International Recruitment was the challenges of having vacancies, the difficulty of recruiting.
- QNI's work supporting the IR recruitment can be found here: <https://qni.org.uk/nursing-in-the-community/international-recruitment-to-the-community/>
- Supporting your internationally educated nurses: cultural differences: training for line managers, information, cultural events. Safeguarding: training, increasing awareness. Lone working/autonomous practice. Pastoral care: pastoral care award. Pets in home. End of life care: cultural differences, social support. Nursing education and development: community leads/IENs, Professional Nurse Advocate (PNA).
- We have achieved: community nurses now working in community NHS trusts and community organisations; expansion of community nurse IR programme and supporting nurses to feel welcome.



**Community Nursing – International Recruitment Programme**

NHS England and Improvement (NHSEI) has funded six pilot projects aimed at expanding international nurse recruitment (IR) in community organisations, international recruitment (IR), improvement strategies and best practice.

**Pilot aims:**

- Explored, tested, evaluated and reported on IR improvement strategies and best practice in community IR.
- Developed robust, best practice IR improvement resources for all community trusts to utilise.
- Shared outputs and resources with other community organisations so that more community organisations become engaged in IR.

NHSEI and the pilot trusts have been supported by The Queen's Nursing Institute (QNI) to build confidence and experience in community nursing IR. The collaboration has involved:

- Establishing a community of practice across all trusts.
- Running events for all community organisations interested in IR.
- Developed case studies focussed on IR nurses in community settings.
- Supported the evaluation of the pilot projects.
- Developed a webpage dedicated to community IR resources.
- Included a new category for IR Community Nurse of the Year in the QNI Award ceremony.

The impact that the pilot programme has shown an increase in IR confidence and knowledge across community leaders, and has led to more community trusts undertaking international nurse recruitment.

The most recent NHSEI IR funding offer has seen demand for community nurses and an increase in collaboration between acute and community trusts undertaking IR this year.



## 3. Learning from the Recruitment of Internationally Educated Nurses in England

Belinda Alexander, International Nurse Recruitment Project Lead, NHS England

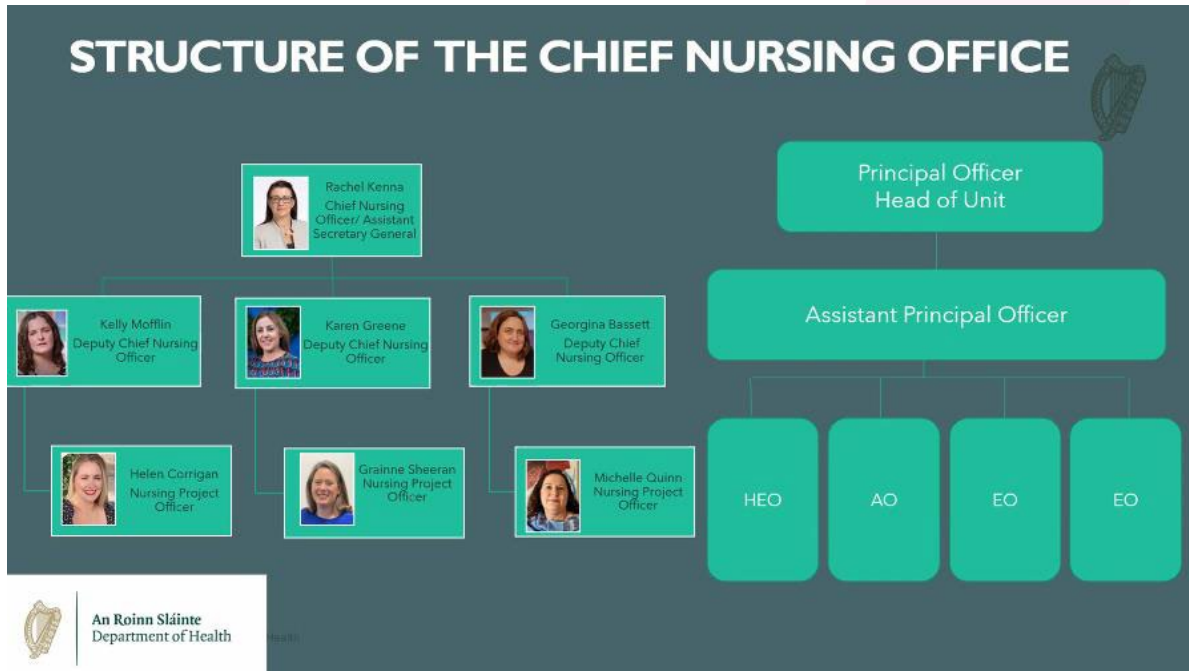
- 84 Internationally Educated Nurses to date in West Sussex, target for this December is 95.
- Challenges: accommodation: time consuming; availability of properties not always available at base; IR responsible for overall maintenance of property; no accommodation officer. Driving: IEN placed in nursing home to deliver care; reluctant to use e-bikes. Trust funded 5 driving lessons and theory and driving test. Line management: lack of support; cultural differences; labelling; expectations; reluctance to upgrade.



## 4. Opportunities for Nurses to Influence Policy in the Republic of Ireland

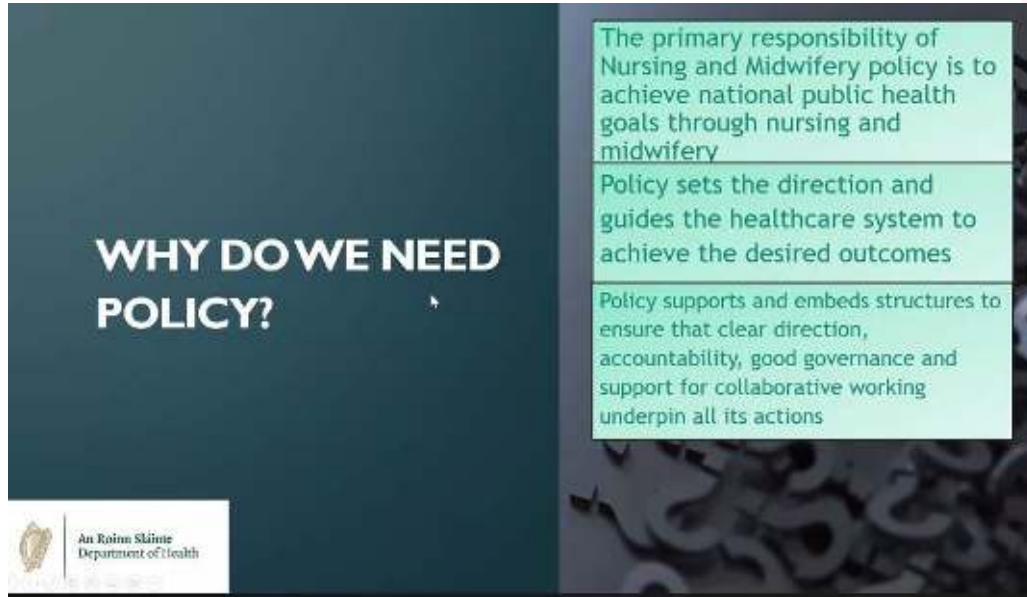
Karen Greene, Deputy Chief Nursing Officer, Department of Health, Ireland, @greenekaren06

- Responsibilities of Chief Nursing Officer in Ireland: operates at level of Assistant Secretary General; provides leadership and oversees several units: nursing and midwifery policy; strategic workforce planning; population health screening; national patient safety office; professional regulations unit. Works closely with the Minister for Health and Taoiseach's Department; works closely with Operational Healthcare Services.



## 4. Opportunities for Nurses to Influence Policy in the Republic of Ireland

Karen Greene, Deputy Chief Nursing Officer, Department of Health, Ireland



**WHY DO WE NEED POLICY?**

- The primary responsibility of Nursing and Midwifery policy is to achieve national public health goals through nursing and midwifery
- Policy sets the direction and guides the healthcare system to achieve the desired outcomes
- Policy supports and embeds structures to ensure that clear direction, accountability, good governance and support for collaborative working underpin all its actions

An Roinn Sláinte  
Department of Health



**NURSING AND MIDWIFERY HAVE THE CAPACITY TO....**

- BRIDGE THE GAP BETWEEN ACCESS AND COVERAGE
- CO-ORDINATE INCREASINGLY COMPLEX CARE
- FULFIL THE POTENTIAL AS PRIMARY CARE GIVERS TO THE FULL EXTENT OF THEIR EDUCATION AND TRAINING
- ENABLE THE FULL ECONOMIC VALUE OF THE NURSING AND MIDWIFERY CONTRIBUTION ACROSS CARE TO BE REALISED
- CHANGE THE REFERENCE POINT FROM WHICH NURSING AND MIDWIFERY ARE JUDGED

An Roinn Sláinte  
Department of Health

## 4. Opportunities for Nurses to Influence Policy in the Republic of Ireland

Karen Greene, Deputy Chief Nursing Officer, Department of Health, Ireland



STAFF OUTCOMES ASSOCIATED WITH ADULT EMERGENCY CARE DEPARTMENTS			
Quality care	Pre (pilot) Implementation	Post (pilot) Implementation	Impact
Nurse Sensitive Outcomes	Increasing by 0.66% per day	Decreasing by 0.88% per day	Better patient outcomes
Quality of care reported by ED staff as good or excellent	52%	66%	Increase in number of staff reporting care given as good or excellent
Staff satisfaction	Job satisfaction 54.4%	Job satisfaction 80.0%	Improved job satisfaction impacts positively on retention, a major challenge to nursing
Intention to leave	55.2%	45.6%	
Missed meal breaks	40.7%	21.8%	Decrease number of nurses reporting missing breaks



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Simply scan this QR code above, with your phone and it will take you to the donate part of the QNI website.

Please consider donating to the QNI - your donations are very important to us as a charity and enable us to continue our support of all nurses in any setting in the community in health and in social care. It also allows us to organise a free conference like this one - and come back and do it again next year. Thank you.

## EVENT STATISTICS



**195** delegates



**178** likes  
**78** retweets  
**24.3k**  
impressions



## COMMENTS

### A selection from delegates:

I just wanted to say thank you to Karen for this is an excellent and eloquent presentation. Very relevant subject and delivered with such consideration.

Thank you so much for a very informative and thought provoking morning of presentations.

Fantastic conference so far John, well done to the QNI and team for such a varied programme.

Thank you for the enlightening talk.

Fantastic many thanks Daniel!

Wonderful presentation Francis, very fitting tribute to your fallen colleagues also.

Thanks for all your international presentations, they were very informative & much appreciated.

Such an interesting discussion. Thanks so much

Amazing session.

So interesting - thank you

Very interesting presentations!