

Graduate Entry Nursing:
an evidence free zone of
global irrelevance
- or hidden innovation

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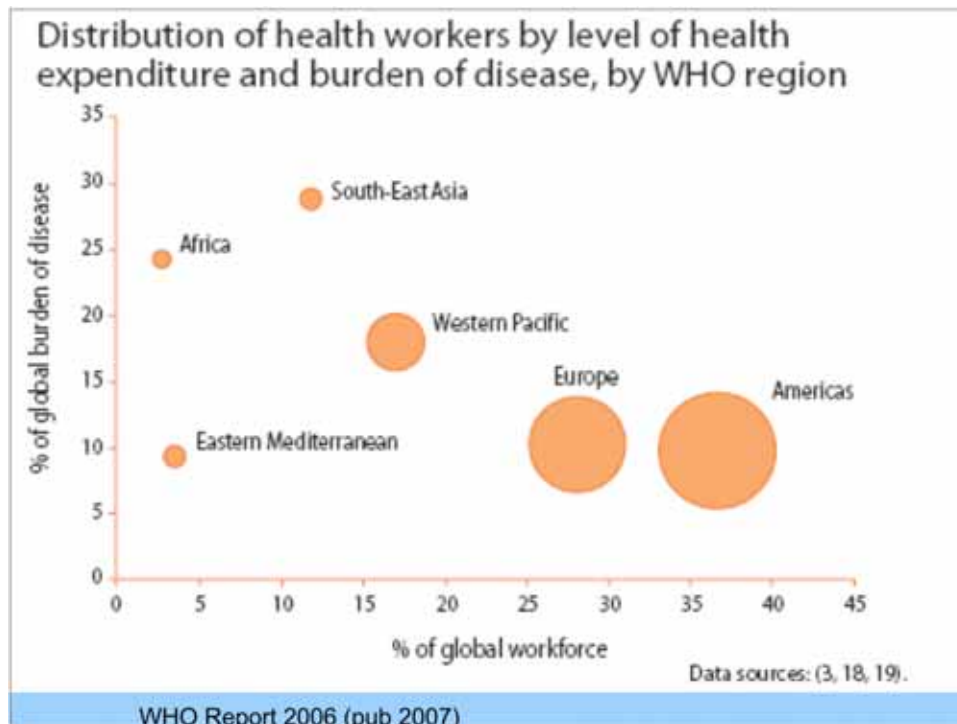
GEN – an irrelevance amongst the scale of global health issues?

- Scale of contribution of GEN - miniscule
- Inequalities of life chance/stratification
 - Wealth
 - Gender
 - Race/ethnicity
 - Access – health, education
 - Ability
 - Geographical distribution

WHO

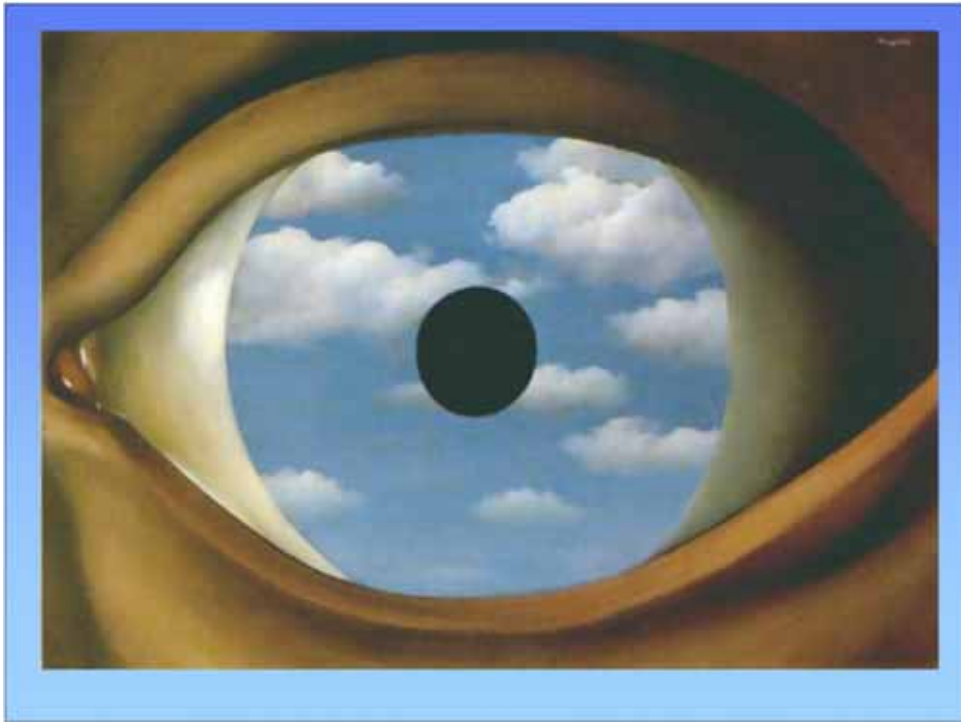
Nursing and Midwifery Services: Strategic Directions 2002-2008

Nurses and midwives globally form the largest category of health workers and provide up to 80% of direct patient care. In many developing countries, they are front-line health workers who play a central role in health services delivery. An efficient nursing and midwifery workforce is therefore a priority for any health programme.



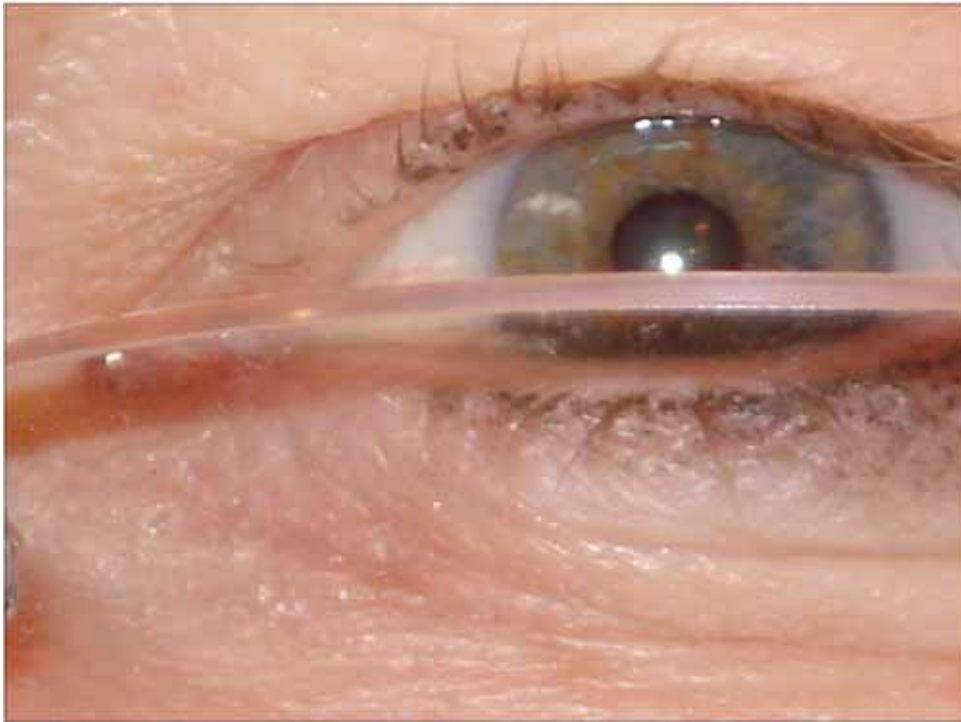
- The ratio of nurses to doctors ranges from nearly 8:1 in the African Region to 1.5:1 in the Western Pacific Region. ... there are approximately four nurses per doctor in Canada and the USA, while Chile, Peru, El Salvador and Mexico have fewer than one nurse per doctor. Typically, more than 70% of doctors are male while more than 70% of nurses are female – a marked gender imbalance.

WHO Report 2006 (pub 2007)



4 pillars of health responsibility: continuous imagination

- deliver health services:
 - direct services
 - management
 - policy development
 - finance
- produce the next generations of professionals
 - clinical skills, knowledge, attitudes, behaviours
 - evidence base of practice
 - leadership
- address inequalities in health
 - gender, race, class/stratification, ability
 - includes opportunity use delivery and professional preparation
- stewardship – our legacy to next generations
 - capacity
 - quality
 - ethics
 - partnerships/engagement
 - regulation



From WHO 10 Priorities 2006: within U21 Nursing Group

- The **MDGs** target the major poverty-linked diseases devastating poor populations.
- **Chronic diseases**
... New paradigms of care are driving a shift from acute tertiary hospital care to patient-centred, home-based and team-driven care requiring new skills, disciplinary collaboration and continuity of care – as demonstrated by innovative approaches in Europe and North America.
- **Health crises** of epidemics, natural disasters and conflict are sudden, often unexpected, but invariably recurring. Meeting the challenges requires *coordinated planning based on sound information...* and intersectoral collaboration with nongovernmental organizations, the military, peacekeepers and the media.

Nursing workforce: qualifications

- Japan as example of recording 'new graduates' (ICN Workforce survey 2004):
 - Nursing School 3 year course = 20,489
 - Nursing School 2 year course = 14,896
 - University = 5,727
 - Junior College 3 year course = 4,590
 - Junior College 2 year course = 555



Look what we have done ...

- Degree level qualification varies:

- USA

- 23% Dip
- 34% associate degree
- 32% baccalaureate degree,

- 10% graduate degree

(Spear 2003)

An Unspoken revolution ..

	AU M/ Q	CA	CH P/P	EN B/N	HK	NZ	SC	SI	SW	US	Tot
Coun BAC only Regi st?	N	Y	N	N	N	Y	N	N	Y	N	3Y 7N
Your Uni – bacc only	Y/Y	Y	N/N	N/N	Y	Y	Y	Y	Y	N	8Y 5N
GEN ?	Y/N 2yr	Y 9yr	N/N	N/Y 17y	N	N	N	N	N	Y	4Y 20y 9N

4 courses 4 models

- **Virginia (20y) – 24 m – MSc Clinical Leadership**
 - Co-ordination of care of sickest patients
 - 1:1 clinical mentoring/co-teaching
 - process improvement assignments
- **Melbourne (2y) – 24 m – BNSci/MNSci**
 - Clinically focused, patient centred
 - Integrated biosci,socsci, clin manage
- **Nottingham (17y) – 24 m - ?**
 - Shared social and project module with GEM, with MH,
 - User/carer/student/GEM involve on C'tee
 - Primary and acute, with PBL, evaluation
- **UBC – 20m – BScN**

Healthcare gains: imagination service, education, inequalities, stewardship

- Suggestions from GEM: informed career choice, strong motivation, reduced attrition, increased maturity, breadth, diversity
- Depth and breadth of the professional base: - English student: 'Using metaphor in cancer therapeutically'
- Future Faculty – welcome breadth and diversity
- Evidence base - ? clinical researchers
- Policy contributions
- Opportunities to lead by example for other countries
- Economies – shortened courses (20m-2yr) – with 50% practice
- 'It is wild but they are fantastic nurses' - UBC

Looking again – if we'd asked
how many would have known
the longevity of GEN?

In the grand scheme health has
much to gain and little to lose

..... but we need an evidence
base





Ceci n'est pas une infirmiere