The African Regulatory Collaborative:
assessing and advancing nurse regulatory systems
in east, central and southern Africa 2012-2016

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Panel on the Role of Health Personnel Regulation
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Regulation should help health workers soar!
WHAT IS REGULATION?

“a rule or directive made and maintained by an authority”

“the action or process of regulating or being regulated”

“an official rule or the act of controlling something”

“an authoritative rule dealing with details or procedure”

“a rule or order ... having the force of law”

https://en.oxforddictionaries.com/definition/regulation
https://www.merriam-webster.com/dictionary/regulation
Regulation is also a creative force

- It establishes, authorizes, and directs growth, inclusive of the health workforce.

  - “There is hereby established a body to be known as the Nursing and Midwifery Council of Botswana,” *Botswana Nurses and Midwives Act 1995*

  - “The Council may acquire, hire or dispose of property, borrow money on the security of the assets of the Council, accept or make any donation and administer any trust;” *South Africa Nursing Act 2005*

  - “The Council shall approve all applications for licensing before the licences are issued.” *Kenya Nurses (Licensing) Regulations 1985*
But what are words on a page?

“words are merely stepping stones placed across a fast-flowing river, and the reason they’re there is so that we can reach the farther shore, it’s the other side that matters,”

*Jose Saramago*
We regulate to get to the other side.

- Standardization
- Competence
- Uniformity of training and practice
- Credentialing of qualified nurses
- Quality of patient care
- Quantity and distribution of providers
- Satisfaction of patients and providers
- Continuing education
- Professional growth
- Technological advancement
- Harmonization (national/regional/global)
How to know if we’re getting to the other side?
The Regulatory Functions Framework (RFF)

- An adapted Capability Maturity Model
- Informed by global nursing standards (ICN, ICM, WHO, ECSA)
- 7 important regulatory functions for the nursing profession
- Each function is measured from stage 1 (low) to 5 (high)
- Assesses status of regulatory functions vs. global standards


Development of a framework to measure health profession regulation strengthening

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The RFF was developed and implemented as part of the African Regulatory Collaborative for Nurses & Midwives
African Regulatory Collaborative (ARC)

- 4-year initiative funded through the U.S. President’s Emergency Plan for AIDS Relief (PEPFAR) from 2012-2016
- Focus on east, central and southern Africa due to HIV burden
- Multi-partner collaborative (CDC, Emory University School of Nursing, WHO, ECSA College of Nursing, Commonwealth Secretariat, and the Commonwealth Nurses Federation)
- Regional collaborative – 17 nations of sub-Saharan Africa
- Supported nursing and midwifery leaders as change agents
- Measurably improved nurse regulation for health services
Key ARC Participants: “The Quad”

- Ministry of Health Chief Nursing Officer (CNO)
- Nursing and Midwifery Regulatory Council
- Health Professional Training Institutions
- Nursing and Midwifery Professional Association

Service delivery, health policies
Professional standards and compliance
Pre-service and continuing education
Voice to Government for health workers and members

Program evaluation – making use of the RFF

The RFF’s seven regulatory functions:
1. Legislation – creating or revising
2. Registration – systems and data use
3. Licensure
4. Scope of Practice
5. Continuing Professional Development (CPD)
6. Pre-service Accreditation
7. Misconduct and Disciplinary Powers

Each country team self-rated the stage of maturity of each regulatory function, annually and by consensus.
Capability Maturity Model

Stage 1

Stage 2

Stage 3

Stage 4

Stage 5

Ad Hoc

Documented

Routine

Improved

Optimized
<table>
<thead>
<tr>
<th>Stage 1</th>
<th>Stage 2</th>
<th>Stage 3</th>
<th>Stage 4</th>
<th>Stage 5</th>
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<td>☐ CPD does not exist.</td>
<td>☑ Council has mandate in legislation to require CPD.</td>
<td>☑ CPD program for nurses and midwives is finalized and nationally disseminated.</td>
<td>☑ Electronic system in place to monitor CPD compliance.</td>
<td>☑ Multiple types of CPD are available including web-based and mobile-based models.</td>
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<td>☐ CPD is voluntary.</td>
<td>☑ National CPD framework for nursing and midwifery is developed.</td>
<td>☑ CPD is officially required for relicensure.</td>
<td>☑ Penalties for non-compliance with CPD exist.</td>
<td>☑ CPD content aligns with regional standards or global guidelines.</td>
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<td>☐ CPD framework for nursing and midwifery may be in planning stages.</td>
<td>☑ Implementation of CPD requirement is in pilot or early stages.</td>
<td>☑ Strategy in place to track compliance.</td>
<td>☑ Available CPD includes content on national HIV service delivery guidelines for nurses and midwives.</td>
<td>☑ Regular evaluations of CPD program carried out.</td>
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African Health Professions Regulatory Collaborative for Nurses and Midwives

PEPFAR

EMORY WOODRUFF SCHOOL OF NURSING

COMMONWEALTH SECRETARIAT
One step at a time ...
Initiative Impact: 4-Years from Baseline
ARC Impact on CPD: Y1-Y4

Continuous Professional Development

Beginning Y1 (Feb 2011) vs End Y4 (Feb 2016)

- Botswana
- Ethiopia
- Lesotho
- Malawi
- Mozambique
- Mauritius
- Namibia
- Seychelles
- Swaziland
- Zimbabwe
WHERE DO WE GO FROM HERE?
Health Workforce Regulation in sub-Saharan Africa: some key issues

- Promotion of health workforce teams across professions (e.g., task sharing to improve quantity & quality of services)

- Advancing the “public health” workforce (e.g., epidemiologists, laboratorians, behavioral scientists)

- Innovations to measure health workforce strengthening (e.g., what comes after the Regulatory Functions Framework)
Regulation because we all have rights and duties
Acknowledgements

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- The people of Kenya who sustain marvelous places such as Amboseli National Park and Aberdare National Park, my photos of which were included in this presentation.
Questions or comments?
Please contact averani@cdc.gov
Thanks for your time and attention!
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The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.