

Leading article / Uvodnik

Together the voice of nurses worldwide: invisible yet indispensable Skupen glas medicinskih sester vsega sveta: nevidne, a nepogrešljive

Annette Kennedy

The world is in a critical period of time in relation to human resources for health. One of the most significant obstacles for achieving health system effectiveness is the availability of a skilled health workforce, particularly nurses. The World Health Organization estimates that there is a significant shortage of nurses all over the world. Nurses are the main professional component of the 'front line' staff in the majority of health systems and their contribution is recognised as essential to meeting the Sustainable Development Goals (SDGs), and delivering safe, accessible and effective care. A shortage in the nursing workforce will lead to a failure to maintain or improve health care (Buchan & Aiken, 2008).

To develop, sustain and retain the nursing workforce, it is vital that nurses are leading health services decision making and policy development. When nurses are involved at both unit and organisational levels of leadership and decision making, hospitals and residential care facilities have better work environments, a more highly educated nursing workforce, higher staff satisfaction and decreased staff turnover (Flynn, et al., 2010; Jeon, et al., 2010; Kelly, et al., 2011; Brodaty, et al., 2014; Stimpfel, et al., 2014; Twigg & McCullough, 2014).

This is why International Council of Nurses (ICN) is proud to be working in collaboration with the Nursing Now campaign to improve the health of our communities by raising the profile and status of nurses worldwide.

In 2016, the United Kingdom All Party Parliamentary Group on Global Health released a report that argued that strengthening nursing will have the triple impact of improving health, promoting gender equality and supporting economic growth (All-party Parliamentary Group on Global Health, 2016). The Triple Impact report highlighted the need for not only increasing nursing numbers but also making sure that a nurse

contribution is properly understood and enable them to work to their full potential (All-Party Parliamentary Group on Global Health, 2016).

It is the recommendations from the Triple Impact report that ultimately led to the development of the Nursing Now campaign. Nursing Now places a spotlight on the need to develop and educate nurse leaders to support them to influence policymaker and work in collaboration with their governments on the direction of health policy.

ICN fundamentally believes that investment into health care should not be seen as a cost burden. Governments and decision makers should not be questioning the value of their return of investment into the health care sector. Rather investment into health care services should be seen as an investment in the economy.

ICN strongly holds that current and future directions regarding the health workforce (particularly registered nurses), including all elements of human resources and planning, must involve appropriately skilled registered nurses in the decision making process. Irrespective of their practice speciality or whether they are employed in direct patient care, management, education, research or informatics, nurses often play multiple roles simultaneously encompassing carer, coordinator, communicator, teacher, coach, manager, leader, team member, motivator, delegator, critical thinker, researcher or advocate. Consciously or unconsciously, nurses are always applying the key components of the Nursing Process (assessment, analysis, planning, implementation, and evaluation) to influence or define their clinical practice and delivery of patient care outcomes; and/or contribute to the collective decisions or actions that determine what treatment is provided, the way a health service or program is delivered, and/or shape the environment

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in which care or health programs are delivered.

It is these interactions and relationships unique to nurses which occur in the 'front-line' of patient care or delivery of health care/services, which place the profession in a unique position to know how well, or otherwise, the health policy/framework underpinning existing service/program delivery is working. This combination of clinical practice and evidence, tacit knowledge and in-depth insight nurses gain over time enables the profession to build the capability and wisdom to leverage and contribute, influence and/or shape strategic policy set by their country, and on a global scale.

As nurses, we work to improve the health of the individuals in our communities and our populations. We strive to make a difference to the quality of life for others. And we know that change is possible. We have all witnessed change in the delivery of quality health care each and every day.

But for change to happen the delivery of health care must be viewed differently. Improvements made to the access of quality and sustainable health care to all people all over the world. This year, ICN has chosen to highlight this need in the 2018 International Nurses Day (IND) resources. Titled Nurses A Voice to Lead: Health is a Human Right, ICN has released a resource that presents compelling evidence showing how investment in nursing leads to economic development; and how improving conditions in which people live leads to cohesive societies and productive economies (International Council of Nurses, 2018).

The broad focus of health as a human right enables nurses to understand the philosophical basis of our practice. It enables us to locate the health effects of the social determinants of health such as sanitation, adequate food, decent housing, good working conditions, education, equality and a clean environment. The 2018 IND resources builds on the 2017 focus of the Sustainable Development Goals by exploring issues of access to health care and the impact of access issues on health outcomes.

Health systems are an essential element of a healthy and equitable society. When health is viewed as a human right, there is a demand on us to take action and a responsibility to enable access to a health system (International Council of Nurses, 2018).

The synergy between the Nursing Now Campaign and the IND resource are clear. Both present the overwhelming desire to elevate the nursing profession and both are focused on improving the health care of our communities and both are directly linked to the ultimate desire of Universal Health Coverage.

ICN is passionate about the provision of Universal Health Coverage. People must be protected from financial hardship and social exclusion when accessing health care. Health care must be affordable and without access barriers. Services must be comprehensive and provided in the areas where they are most needed.

And health systems must be able to respond to the needs of the communities in a flexible, innovated and resilient way.

As largest group of health care workers, we are an integral part of the solution to improving patient safety and delivering effective and efficient healthcare. We are the link between health care service providers, patients, carer's, family members and the community. At every level, we have a significant role to play whether delivering care, accurately assessing needs, designing the clinical or policy response or evaluating outcomes and effectiveness.

I personally, feel strongly that nurses are making a difference in driving access to quality health care, for people all over the world and encourage all readers to visit www.icnvoicetolead.com and www.icn.ch and become a voice to lead for our profession.

Slovenian translation / Prevod v slovenščino

Svet se nahaja v kritičnem obdobju glede zagotavljanja človeških virov v zdravstvu. Ena največjih ovir za doseg učinkovitosti zdravstvenega sistema je nerazpoložljivost izkušenih zdravstvenih delavcev, predvsem medicinskih sester. Svetovna zdravstvena organizacija ocenjuje, da jih močno primanjkuje po vsem svetu. Medicinske sestre so v vseh zdravstvenih sistemih po svetu del zdravstvenega osebja, s katerim pacienti najprej pridejo v stik. Njihov prispevek je izrednega pomena pri doseganju ciljev trajnostnega razvoja in pri zagotavljanju varne, dosegljive in učinkovite zdravstvene oskrbe. Stalno pomanjkanje medicinskih sester bo onemogočilo obdržati ali izboljšati zdravstveno oskrbo (Buchan & Aiken, 2008).

Za strokovni razvoj medicinskih sester, vzdrževanje njihovega števila in zadržanje medicinskih sester v poklicu je izrednega pomena, da so tudi le-te na čelu odločanja in sprejemanja politik v zdravstvenih sistemih. V primerih, kjer so medicinske sestre na ravni enote in organizacije vključene tako v vodenje kot tudi odločanje, imajo bolnišnice in socialno varstveni zavodi boljše delovno okolje, višje izobražene medicinske sestre, bolj zadovoljne delavce in manjšo fluktuacijo zaposlenih (Flynn, et al., 2010; Jeon, et al., 2010; Kelly, et al., 2011; Brodaty, et al., 2014; Stimpfel, et al., 2014; Twigg & McCullough, 2014).

Mednarodni svet medicinskih sester je zato ponosen, da sodeluje v akciji Zdravstvena nega zdaj (Nursing Now), ki si prizadeva za izboljšanje zdravja v naših skupnostih z večanjem prepoznavnosti in položaja medicinskih sester po vsem svetu.

Leta 2016 je skupina za svetovno zdravje parlamenta Velike Britanije (All Party Parliamentary Group on Global Health) objavila poročilo, v katerem so zapisali, da bo okrepitev zdravstvene nege imela trikratni vpliv – na izboljšanje zdravja, na promocijo

enakosti med spoloma in na ekonomsko rast (All Party Parliamentary Group on Global Health, 2016). Poročilo, naslovljeno Triple Impact, je poudarilo potrebo ne samo po zvišanju števila medicinskih sester, ampak tudi po tem, da so medicinske sestre ustrezno razumljene in da se jim omogoči, da delajo z vsem svojim potencialom (All Party Parliamentary Group on Global Health, 2016).

Priporočila, ki jih vključuje poročilo Triple Impact, so vodila do začetka akcije Zdravstvena nega zdaj, ki poudarja potrebo po razvoju in izobraževanju medicinskih sester, ki bodo vodile in vplivale na odločevalce politik in sodelovale z vladami pri vprašanih, ki se tičejo zdravstvenih politik.

Mednarodni svet medicinskih sester predvsem verjame, da investicij v zdravstveno oskrbo ne bi smeli razumeti kot finančno breme. Vlade in odločevalci ne bi smeli dvomiti v vrednost svoje investicije v zdravstveni sektor. Na investicije v zdravstveno oskrbo bi morali gledati kot na investicije v gospodarstvu.

Mednarodni svet medicinskih sester meni, da morajo sedanje in prihodnje usmeritve, ki se tičejo zdravstvenih delavcev (posebno diplomiranih medicinskih sester), poleg upoštevanja vseh vidikov človeških virov in njihovega načrtovanja v procese odločanja vključiti izkušene diplomirane medicinske sestre. Ne glede na njihovo profesionalno usmeritev oz. ne glede na to, ali so zaposlene v neposredni zdravstveni negi pacientov, menedžmentu, izobraževanju, raziskovalni dejavnosti ali informatiki, diplomirane medicinske sestre pogosto opravljajo več vlog hkrati, npr. vlogo koordinatorja, komunikatorja, učitelja, trenerja, vodje ali člana različnih delovnih skupin, motivatorja, delegata, kritičnega misleca, raziskovalca ali zagovornika. Medicinske sestre na zavedni ali nezavedni ravni vedno izvajajo najpomembnejše faze procesa zdravstvene nege (ocenjevanje, analiza, načrtovanje, uporaba in vrednotenje), da bi vplivale na svojo klinično prakso ali jo definirale in tako zagotavljale ustrezne izide zdravstvene oskrbe bolnikov ter prispevale k skupnim odločitvam in aktivnostim pri zdravljenju ter zdravstveni oskrbi oz. oblikovale okolje, v katerem se zdravstvene storitve ali zdravstveni programi zagotavljajo.

Ravno te interakcije in odnosi, tipični za medicinske sestre in značilni za prvi stik z zdravstveno oskrbo oz. z zdravstvenimi storitvami, prinašajo informacije o tem, kako dobro deluje zdravstvena politika kot okvir zdravstvenih storitev oz. programov. Ta kombinacija klinične prakse in dokazov, da znanje in veliko poznavanje, ki ga medicinske sestre z leti pridobijo, omogoča, da profesija pridobiva sposobnosti in vedenja ter da vpliva, prispeva in oblikuje strateške državne in tudi globalne politike.

Medicinske sestre stremimo k temu, da bi izboljšale zdravje posameznikov v skupnosti in populaciji. Zavzemamo se za to, da drugim ljudem izboljšamo kakovost življenja, in vemo, da je sprememba možna,

saj smo vsi bili priča spremembam v zdravstveni oskrbi na vsakodnevni ravni.

Da bi se sprememba zgodila, pa je treba na zagotavljanje zdravstvenih storitev gledati drugače. Potrebna je večja dostopnost zdravstvenih storitev in trajnostno zdravstvo za vse ljudi sveta. Letos se je Mednarodni svet medicinskih sester odločil, da to potrebo izpostavi v gradivih za svetovni dan medicinskih sester. Izdal je publikacijo z naslovom *Medicinskim sestram glas za vodenje: zdravje je človeška pravica, ki prepričljivo dokazuje, kako investicija v zdravstveno oskrbo vodi do gospodarskega napredka in kako izboljšanje življenjskih pogojev vodi do bolj povezanih družb in produktivnega gospodarstva* (International Council of Nurses, 2018).

Širše osredotočanje na zdravje je človekova pravica, ki medicinskim sestram daje filozofsko osnovo za delo v praksi. Omogoča, da odkrijemo učinke na zdravje, ki jih imajo družbeni dejavniki, kot so čistoča, hrana, primerno bivališče, dobri delovni pogoji, izobrazba, enakost in čisto okolje. Gradivo za Mednarodni dan medicinskih sester, temelji na glavnih usmeritvah ciljev trajnostnega razvoja iz leta 2017, saj raziskuje probleme dostopanja do zdravstvenih storitev in vpliv dostopnosti zdravstvenih storitev na zdravstvene izide.

Zdravstveni sistemi so pomemben element zdrave in pravične družbe. Ko se na zdravje gleda kot na človeško pravico, obstaja potreba, da se odzovemo, in tudi odgovornost, da omogočimo dostop do zdravstvenega sistema (International Council of Nurses, 2018).

Medsebojno dopolnjevanje akcije Zdravstvena nega zdaj in gradiva za Mednarodni dan medicinskih sester je jasno. Oboje predstavlja veliko željo, da se poklic medicinskih sester povzdigne, oboje je osredotočeno na izboljšanje zdravstva v naših skupnostih in povezano z največjo željo, tj. doseči univerzalno zdravstveno varstvo.

Mednarodni svet medicinskih sester je goreč zagovornik univerzalne zdravstvene oskrbe. V povezavi z zdravstveno oskrbo je ljudi treba zaščititi pred finančnimi težavami in družbeno izključenostjo, zdravstvena oskrba mora biti neovirano dostopna. Storitve morajo biti skupne in na voljo tam, kjer so najbolj potrebne. Zdravstveni sistemi morajo biti sposobni na potrebe skupnosti odgovoriti na prožen, inovativen in vzdržljiv način.

Kot največja skupina zdravstvenih delavcev smo pomembni pri iskanju izboljšav varnosti pacientov in pri zagotavljanju učinkovitega zdravstva. Smo vez med ponudniki zdravstvenih storitev, pacienti, skrbniki, družinskimi člani in skupnostjo. Pomembno vlogo igramo na vsaki stopnji, naj gre za oskrbo, oceno potreb, klinični odziv, odziv na različne politike ali odziv na oceno rezultatov in učinkovitosti.

Osebnostno sem močno prepričana, da imajo medicinske sestre ključno vlogo pri omogočanju dostopa do zdravstvene oskrbe za vse ljudi sveta. Vabim vse

bralce, da obiščete spletni strani www.icnvoicetolead.com in www.icn.ch in tako postanete glas, ki bo vodil našo profesijo.

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