



PPE news

Positive practice environments for health care professionals

Issue 1 Winter 2009

Quality Workplaces for Quality Care

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Call to Action:
Positive Practice Environments for a real and lasting impact on patients and health professionals

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- please check back later)

Welcome

Positive Practice Environments for Health Care Professionals: Quality Workplaces for Quality Care, is an initiative spearheaded by the health professions (International Council of Nurses, International Pharmaceutical Federation, World Confederation for Physical Therapy, World Dental Federation and World Medical Association), together with the International Hospital Federation. The multiyear, multi-stakeholder campaign promotes safe, cost-effective and healthy workplaces, thereby strengthening health systems and improving patient safety.

The delivery of safe, high quality and efficient health services depends largely upon health workers. Yet the world is faced with a chronic shortage - an estimated 4.2 million health workers are needed to bridge the gap, with 1.5 million needed in Africa alone. The shortage of health workers is recognized as one of the most fundamental constraints to achieving sustainable progress on health. Countries having the greatest difficulty in meeting the UN Millennium Development Goals (MDGs) tend to be faced with absolute shortfalls in their health workforce, seriously limiting their potential to respond equitably to even basic health needs.

The ongoing underinvestment in the health sector in industrialised as well as developing countries has resulted in a deterioration of working conditions worldwide. This has had a serious negative impact on the recruitment and retention of health personnel, the productivity and performance of health facilities, and ultimately on patient outcomes. *Positive*

practice environments must be established throughout the health sector if national and international health goals are to be met.

Positive practice environments (PPEs) are settings that ensure the health, safety and personal well-being of staff, improve the motivation, productivity and performance of individuals and organisations, and thus support the provision of quality patient care. The campaign is open to all countries, health organisations and health disciplines. Initial focal activities are underway in Uganda, Zambia, Morocco and Taiwan.

Campaign structure

The PPE Secretariat is located at the International Council of Nurses in Geneva. The Campaign is governed by the Global PPE Steering Committee, on behalf of the 6 global organizations that together constitute the founding members of the Campaign.

On the national level, National Steering Committees are being appointed to direct country-level PPE implementation. The Committees are made up of national affiliates of our global partners as well as select national collaborating partner organizations. Each country will also select a National Resource Person, who will act as the National Secretariat for PPE implementation.

The PPE Campaign is a joint activity of:



World Confederation
for Physical Therapy

Second International Conference on Violence in the Health Sector

From Awareness to Sustainable Action

27 – 29 October 2010 - De Meervaart - Amsterdam - the Netherlands



www.oudconsultancy.nl/Violence-Healthsector/program.html

First Announcement - Call for Abstracts

Why is the PPE Campaign necessary?

Unhealthy environments affect health professionals' physical and psychological health through the stress of heavy workloads, long hours, low status, difficult relations in the workplace, problems carrying out professional roles, and a variety of workplace hazards. The costs of these unhealthy and unsafe workplaces for health professionals have been well documented. Researchers in Uganda found significant problems with working conditions in all health facilities studied. Only about a third (36%) of respondents said they thought their workload was manageable and only half (51%) said they had the supplies they needed to do their jobs well and safely. 57% of the doctors surveyed said that they would like to leave their job within two years.¹

International literature has shown that job satisfaction is predictive of turnover.²

Work needs to be done to reverse the current downward trend and make

positive practice environments the norm across all health sectors. They may only be developed and sustained, however, through the collaborative and on-going efforts of employers, professional organizations, governments, managers, policy makers, and health professionals themselves.

It is for this reason that major stakeholders have initiated a campaign for positive practice environments. The Campaign aims to improve the quality of health services by raising awareness, identifying good practice and developing tools for managers and health professionals in the field, as well as carrying out concrete national and local demonstration projects to improve practice environments.

1. Ministry of Health, Republic of Uganda. Uganda Health Workforce Study: Satisfaction and Intent to Stay Among Current Health Workers. Chapel Hill, NC: The Capacity project, 2007. http://www.capacityproject.org/images/stories/files/exec_sum_retention_study_final.pdf

2. International Council of Nurses. Global nursing shortage: priority areas for intervention. Geneva, Switzerland: International council of Nurses, 2006, p.42

New Projects for Zambia, Uganda, Morocco and Taiwan

Uganda, Zambia and Morocco have been announced as the sites for new projects established under the Positive Practice Environments Campaign. The World Health Report 2006: Working together for health, confirms that Zambia, Uganda and Morocco are among the fifty-seven countries worldwide suffering from a critical shortage of health care workers. In a further boost to the project, Taiwan will also participate through a self-funded project. Interest by partners in several industrialised countries has confirmed the relevance and timeliness of this initiative.

The PPE Secretariat invitation to participate in the campaign has been welcomed by national organisations from Uganda, Zambia and Morocco aiming to participate in the development of the campaign

country projects and take part in the improvement of their country practice environments.

A researcher has been contracted in each country to write a Case Study that will explore the current key issues determining each country's health Human Resource situation with particular attention to practice environments and recruitment/retention of its health workforce. They will identify the initiatives that are being or have been employed to address these main issues, and will identify knowledge gaps for future in-depth research as well as recommendations for future action.

In addition, a National PPE Coordinator and a National Steering Committee are being appointed in each country to direct country-level PPE implementation.

National partners in our funded countries to date include the following organizations:

- Uganda Medical Association
- Uganda Dental Association
- Pharmaceutical Society of Uganda
- Uganda National Association of Hospital Administrators
- Uganda Association of Physiotherapy
- Uganda National Association for Nurses and Midwives
- Pharmaceutical Society of Zambia
- Zambia Society of Physiotherapy
- Zambia Union of Nurses Organization
- Association Marocaine des Gestionnaires Hospitaliers
- Conseil Régional des Pharmaciens Officine du Nord
- Association Marocaine de Prévention Bucco-Dentaire
- Association Marocaine des Sciences Infirmières et Techniques Sanitaires

Our Partnership and the Global Health Workforce Alliance

Based on the clear evidence that quality health care workplaces provide quality patient care, the International Council of Nurses initiated a global call in 2006 to address and improve the serious deficiencies existing in the health work environment in all regions of the world. The outcome was a partnership of worldwide representatives of nurses, physicians, pharmacists, hospital managers, health care services, physical therapists and dentists working together on the Positive Practice Environments Campaign. This was made possible with the support

of the Global Health Workforce Alliance.

The Global Health Workforce Alliance was created in 2006 as a common platform for action to address the global health workforce crisis. The Alliance is a partnership of national governments, civil society, international agencies, finance institutions, researchers, educators and professional associations. The partners work to identify, implement and advocate for solutions to the health workforce crisis. The Alliance Secretariat is based at the World Health Organization headquarters in Geneva.

Links

International Council of Nurses
www.icn.ch

International Hospital Federation
www.ihf-fih.org

International Pharmaceutical Federation
www.fip.org

World Confederation for Physical Therapy
www.wcpt.org

World Dental Federation
www.fdiworldental.org

World Medical Association
www.wma.net

Global Health Workforce Alliance
www.who.int/workforcealliance

PPE promoted during the 62nd World Health Assembly

Partners and stakeholders in the Positive Practice Environments Campaign gathered at the headquarters of the International Council of Nurses in May 2009 during the 62nd World Health Assembly held in Geneva. The Global Health Workforce Alliance and the Positive Practice Environments Campaign Partners gave an evening reception to present the campaign goals and explore possible collaboration.

The PPE Campaign reception was a great success and feedback was very positive. Dr Mireille Kingma, Campaign Director, presented the Campaign partners, goals, and method of work. Dr. Sigrun Møgedal, Chair of the Board of the Global Health Workforce Alliance (GHWA) praised the Campaign for its concrete and needed action at national and local level. Dr Mubashar Sheik, GHWA Executive Director, spoke of the positive synergies between the campaign partners and reaffirmed his organisation's support.



Dr. Mireille Kingma (left), PPE Campaign Director, and Dr. Sigrun Møgedal, Chair of the Board of GHWA.



Partners and stakeholders in the PPE Campaign gathered at ICN headquarters in Geneva.

Representatives from a variety of health care professional organizations, the International Labour Office, the World Health Organization, the European Union Commission, the International Association of Patients' Organisations, the pharmaceutical

industry, specialized health magazines as well as students organizations attended the event. The event provided a welcome opportunity to create new partnerships and strengthen existing links between health sector stakeholders.

Collaborating Organizations Sought

National Steering Committees are being established in each of the pilot countries, as well as a network of National Collaborating Partners for the support of the PPE Campaign activities. At the same time, contacts with potential International Collaborating Partners are being made.

International Collaborating Partners have access to all PPE Campaign materials and participate in the Global PPE Partners Forum. They contribute and help shape the Campaign's implementation and network with international health human resources colleagues. Partners' support is acknowledged in promotional materials.

National Collaborating Partners have the additional advantage of participating in national PPE workshops and possibly accessing seed money for PPE initiatives.

Please contact the PPE Campaign Secretariat (ppe@icn.ch) for more information about becoming an International Collaborating Partner or a National Collaborating Partner in one of our focal countries.

Positive practice environments
for health care professionals
Quality Workplaces for Quality Care



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Links to the PPE
Campaign kit materials
can be found at
www.ichrn.org in English,
French and Spanish

About the Campaign

A Call to Action: Positive Practice Environments for a real and lasting impact on patients and health professionals

Campaign Overview: Positive Practice Environments for Health Care: Quality Workplaces for Quality Care

Campaign Poster

Sample Press Release

Other Tools and Resources

Fact Sheet: Positive Practice Environments for Health Care Professionals

Checklist: Key Characteristics of Positive Practice Environments for Health Care Professionals

Promoting Health: Advocacy Guide for Health Professionals - in English only

Fact Sheet: Incentive Systems for Health Professionals

Guidelines: Incentives for Health Professionals

We believe that patients and the public have the right to the highest performance from health care professionals. This can only be achieved in a workplace that enables and sustains a motivated well-prepared workforce.

Call to Action:

Positive Practice Environments for a real and lasting impact on patients and health professionals

We urge all health sector actors to join in commitment and action to create quality workplaces for quality care. Individuals can make a difference locally and together create positive change for regional and international policy and practices.

How you can contribute

1. Take a look at the health care work environment.
2. Make the case for healthy, supportive work environments, through evidence of their positive impact on staff recruitment/retention, patient outcomes and health sector performance. Present it, publish it and talk about it to everyone.

3. Provide more evidence on PPEs. Consider a catalogue of good practices in human resources management, occupational health and safety, professional development, etc.

4. Drive a sustained trend in establishing and applying the principles of positive practice environments across your health facility and national health sector, establishing positive models and introducing supportive policies.

5. Join with others, raising awareness and building alliances to make a change, make a difference.

6. Celebrate success in support of effective strategies that promote sustainable health systems.