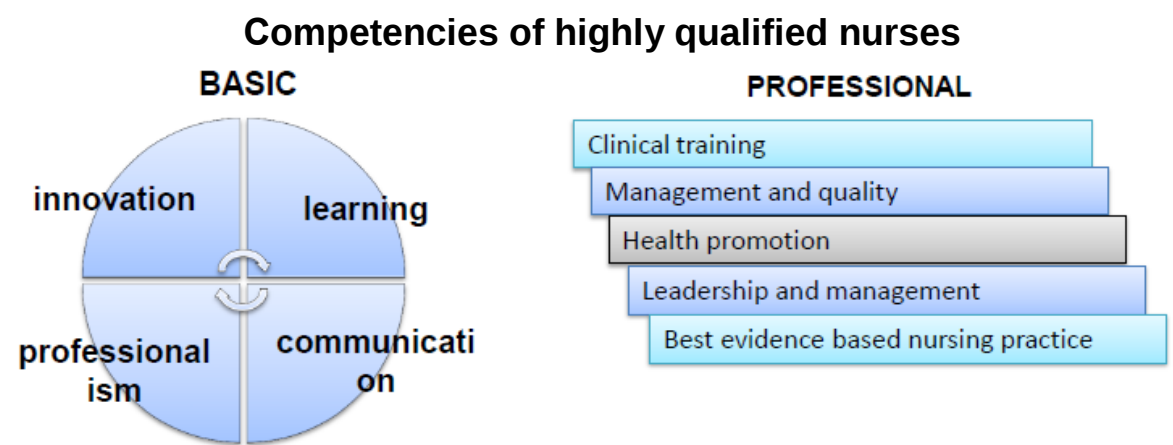


Assessment of Satisfaction with New Competencies and Roles of Nurses in the Framework of Nursing Reform in Kazakhstan

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OBJECTIVES: To achieve the goal of increase of highly qualified nurses, it is necessary to train nurses at the level of higher and post-secondary education and introducing a new model of nursing services in practical healthcare organizations.



METHODS: A comprehensive assessment of the effectiveness of nursing reform was conducted utilizing 4 questionnaires for 4 key participants: employers, patients, nurses and teachers of nursing programs. The surveys were conducted via the SurveyMonkey platform and paper based questionnaires were used for patients.

RESULTS: The results of the survey indicate that advanced nursing (NPs) training programs are implemented in almost all higher medical colleges. Graduates of this programs work in pilot medical organizations. More than 80% of teachers have support from the leadership of the organizations and have the opportunity for professional growth. Satisfaction with the quality of the programs among them amounted to 85%. The chances of dissatisfaction of the remaining teachers were 1.7 times higher for those who did not undergo additional training (OR=1.7, 95%CI=[0.8;3.6]). Among employers, 72% believe that with the introducing of NPs, doctors have more time to do more complex work, and they began to pay more attention to complicated cases. It is also observed insufficient explanatory work among the population on the new status of nurses.

CONCLUSIONS: Coordination of work on reforming nursing at the level of local health authorities, the activity of professional associations, support of medical organizations and informing the population in this area using all available methods are crucial to meet the international level in the Kazakhstan nursing system.

Weaknesses and recommendations

To provide increased capacity of teachers to implement the program based on a competency-based approach, new teaching methods and assessment criteria.

To ensure regular monitoring and evaluation of the effectiveness of the implementation of the plan to increase the capacity

To recommend to the Higher Medical Colleges (HMC) to conduct trainings on the bases of medical organizations with the determination of the prospects for the professional growth of nursing specialists;

To recommend to universities, HMC hold open days to demonstrate possible career growth, the prestige of the nursing profession and improve their status;

To recommend to national and regional nursing associations to intensify their work with nursing professionals to involve them in the work of associations, to participate in nursing forums

To introduce standards of operational procedures (primary care, hospital) and forms of nursing documentation for each of the functional responsibilities of extended practice nurses, including delegated functions from a doctor into professional practice on the basis of a pilot implementation of an independent professional model of nursing in pilot medical organizations;

To recommend to medical organizations to develop team building in the workplace, to strengthen the attitude of doctors and nurses of extended practice



Nursing teachers have insufficient teaching competencies.

Dissatisfaction of teachers with the quality of the new educational program: misunderstanding of the essence of the program.

Nursing dissatisfaction with the career prospects

Advanced nurses of extended practice do not fully fulfill the new functional duties delegated from the doctor

Lack of public awareness of the new status of extended practice nurses

