NURSING STRATEGY ON REDUCING THE IMPACT
OF BRAIN DRAIN IN ZAMBIA

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Introduction

• The shortage of health workers is the biggest challenge to the provision of quality healthcare in Zambia with potential to derail the post 2015 sustainable development goals (SDGs) agenda

• Global Health worker deficit is estimated at 7.2 million of which 1.8 million representing 25% is in the African region

• Of the 57 classified as being in critical state worldwide, most are in Sub-Saharan Africa where only 2.3 healthcare workers (HCW) per 1000 population in contrast with for example the Americas, 24.8 healthcare workers per 1000 population
Current evidence shows that internal, regional and international migration in Zambia is one of the root causes that exacerbated the critical shortage of HW, leading to brain drain and impacting negatively on health care systems.

Despite being peaceful and politically stable, and having a long standing traditional strategic management of the health sector with a track record of innovative approaches, yet remains in absolute deficit being below 2.5 HW per 1000 persons.
The health indicators remain high:

- Infant mortality rate; 69 per 1000 live births; Maternal mortality rate 470 per 100,000 per live birth.
- Under- Five mortality rate 111 per 1000 births
- High prevalence rate at 12% HIV/AIDS among 15 to 49 year olds
- Other disease burdens such, as malaria, non communicable; diabetes, hypertension, mental illness and injuries (RTA)

Brain Drain

• Immigration of the highly skilled professionals to developed countries or high paid jobs

• Health system crises as a result of health worker shortages, skill mix imbalance, maldistribution, negative work environment and weak knowledge base.

• High mortality rate and lowered life expectancy

• Lost human survival gains

• Overburden and overstressed health workers with no mentor support.

Chen et al 2004
Predisposing factors

Push factors:

- Lack of post graduate training
- Underfunding of the health service facilities
- Lack of career opportunities
- Poor numeration and conditions
- Governance, civil unrest in some countries

Predisposing factors

Pull factors:

• Opportunities for further training and career advancement
• Attraction to centres of medical and educational excellence
• Greater financial rewards and improved working conditions
• Vacuum or availability of posts coupled with the active recruitment by prospective employing countries
Can Brain Drain be halted?

Global liberalisation of trade—

• Allows free movement of goods and services within the world economy
• Enhancing international migration inclusive of Health care professionals
• Makes it impossible for many countries from the Sub-Saharan Africa, Zambia included to compete on the global market for HCWs on equal terms with the affluent countries of the North

The Association Nursing Strategy

• To ascertain what type of skills and expertise that have been attained among the Zambian Nurses working in the UK

• How best these expertise be used in assisting in the sustainability of the fragile Health System of Zambia

• To explore ways in which nurse training can be supported at pre and post registration levels in collaboration with MOH, GNC, and the international stakeholders by coming up with migration health-workers schemes
Nursing Strategy Cont’d

• Nursing faces unique opportunities
• It also faces unparalleled scrutiny
• The challenge is to be part of the generation of Nurses who can halt/reduce brain drain by brain creation
• Commit to Care with accredited standards
• Part of the all together better programmes
• To help setting up audit tools for better standards
The End

Thank you for listening