The Future of Nursing – five years on....
What has nursing education in Hong Kong achieved in response to the recommendations on education?

Agnes Tiwari
School of Nursing
The University of Hong Kong
Background

- 2008: Robert Wood Johnson Foundation (RWJF) and the Institute of Medicine (IOM) launched a two-year initiative to respond to the need to assess and transform the nursing profession.
“For experts to discuss, debate, and examine possible solutions for the multitude of complex health concerns that face the United States and the world.”

“Timely implementation...to improve health.”
“…ensure that the health care system provides seamless, affordable, quality care that is accessible to all and leads to improved health.”
Recommendations

Recommendation 1:

• Nurses should practice to the full extent of their education and training
Recommendations

Recommendation 2:
• Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
Recommendations

Recommendation 3:

• Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
Recommendations

Recommendation 4:

• Effective workforce planning and policy making require better data collection and an improved information infrastructure
Impact on education

• Multiple educational pathways leading to an entry-level license to practice
• Nursing education as a platform for continued lifelong learning
• Mandate demonstrated mastery of core skills and competencies
• Greater inter-professional education
Challenges in Hong Kong

- Increase in overall population.

Source: Hong Kong population projections, Census and Statistics Department, Hong Kong SAR; www.statistics.gov.hk/pub/B1120015062015XXXXB0100.pdf
Challenges in Hong Kong

Aging population

<table>
<thead>
<tr>
<th>Year</th>
<th>Aged 65 years and over</th>
<th>Aged 15 years to 64 years</th>
<th>Aged 14 years and younger</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>2019</td>
<td>1</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>2024</td>
<td>1</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>2029</td>
<td>1</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>2034</td>
<td>1</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>2044</td>
<td>1</td>
<td>10</td>
<td>5</td>
</tr>
</tbody>
</table>

Source: Hong Kong population projections, Census and Statistics Department, Hong Kong SAR; www.statistics.gov.hk/pub/B1120015062015XXXXB0100.pdf
Challenges in Hong Kong

Increasing dependency ratio, leading to higher pressure on health services

Source: Hong Kong population projections, Census and Statistics Department, Hong Kong SAR; www.statistics.gov.hk/pub/B1120015062015XXXXB0100.pdf
Registered Nurses in Hong Kong

• Number of registered nurses has gone up over the years

Nurses in Hong Kong

• Ratio of nurses to 1,000 population remains on the low side in Hong Kong

Number of licensed nurses‡ per 1,000 population in 2013

<table>
<thead>
<tr>
<th>Country</th>
<th>Nurses per 1,000 Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong</td>
<td>6.3</td>
</tr>
<tr>
<td>Singapore#</td>
<td>9.3</td>
</tr>
<tr>
<td>OECD countries*</td>
<td>9</td>
</tr>
<tr>
<td>Japan*</td>
<td>10.89</td>
</tr>
<tr>
<td>United Kingdom*</td>
<td>8.18</td>
</tr>
<tr>
<td>United States†</td>
<td>11.14</td>
</tr>
<tr>
<td>Canada</td>
<td>11.56</td>
</tr>
<tr>
<td>Netherlands</td>
<td>15.89</td>
</tr>
<tr>
<td>Australia</td>
<td>14.88</td>
</tr>
</tbody>
</table>

‡Refers to those who have completed a programme of nursing education and are qualified and authorised to practice nursing. They include practising and other (non-practising) nurses.

#Figure refers to Singapore residents only

*Figures refer to practising nurses only as information on licensed nurses are not available

†Refers to professionally active nurses only as figures on licensed nurses and practising nurse are not available. They include practising nurses plus other nurses working in the health sector as managers, educators, researchers, etc.

Sources:
1. Organisation for EconomicCo-operation and Development (OECD); [https://data.oecd.org](https://data.oecd.org)
Challenges in Hong Kong

Aging population

Deficit in nurses (RN, HA)

Shortfall of nurses

Years


0 100 200 300 400 500 600

500 150 100 160
Assessing Progress on the IOM Report
The Future of Nursing 2015
Conclusions

• There is still need to remove scope-of-practice barriers.

• With shifting policy and practice context nurses need to adapt and find solutions that would provide best care.

• More work is needed in furthering higher education opportunities to nurses.
Assessing Progress on the IOM Report
The Future of Nursing

Recommendations

• Create and Fund Transition-to-Practice Residency Programs.

• Further promote nurses doctoral degree programs and increase number of Baccalaureate nurse students

• Promote nurses’ inter-professional and lifelong learning
Transforming nursing education
In Hong Kong

Hong Kong Nursing students in 1960s
To increase number of Baccalaureate nurse students
To increase number of Baccalaureate nurse students

• **Flexibility?** Public or private

• **Capacity?**
  – Space
  – Faculty
  – Mentors
  – Clinical practicum
  – Nursing Council of Hong Kong requirements

• **Supply?** Quality of students
Inter-professional education
Inter-professional education

• Opportunistic
  – University-based
  – Hospital-based

• Resource implications
  – Human resources
  – Space
  – Faculty preparation
  – Perceived usefulness
Transition-to-Practice Residency Programs

- **Curriculum reform 2012**
  - Opportunity lost

- **Potential**
  - Final consolidation
  - Preceptorship at entry to practice

- **Perceived usefulness**
  - By students
  - By faculty
Promote lifelong learning

• **Andragogy** adopted?
  - Needs-based
  - Delivery methods

• **Clinical scholarship** recognized?
  - Impact on client care

• **Evaluation**?
  - Process
  - Outcome
Nursing education in Hong Kong

- From apprenticeship to university-based education
- Nurses are becoming more diverse but much more diversity is needed
- Opportunities offered for developing and mandating preparation for advanced practice by the Academy of Nursing
- Nursing education needs to evolve to meet the changing demands
Still a long way to go
Thank You!