

National Health Workforce (NHWA) Indicators Used for the State of the World's Nursing Report

Module 1: Active health workforce nursing stock

This module provides a overview of the composition and distribution of the health workforce, primarily based on the standard elements of registries or HRH databases. These indicators are constructed according to the data elements defined in the WHO MDS (WHO, 2015c). This module helps to explore whether the current workforce is adequate to provide UHC-oriented services.

	Additional Information	Potential places where data might be	Comments/Notes
M1-01 : Nursing density Total number of nurses (ISCO-08)	Number of practising nurses Number of professionally active nurses Number of nurses licensed to practise		
M1-02 : Nursing density at subnational level	Urban Rural Provinces/States		
M1-03 : Nursing distribution by age group	<25; 25-34; 35-44; 45-54; 55-64; 65+		
M1-04 : Female nursing	Number of male Number of female		
M1-05 : Nursing by facility ownership	Public Private not for profit Private for profit		
M1-06 : Nursing distribution by facility type	Hospitals Residential long-term care Ambulatory health care Ancillary services Retailers Providers of preventive care		
M1-07 : Share of foreign born nursing	Number of national born Number of foreign born		
M1-08: Share of foreign trained nurses	Domestically Trained Foreign Trained Unknown place of training		

Module 2: Education and training
 This module aims to map and track health workers in education and training, including the status of pre-entry, new entries and graduation. Module 2 will help guide and inform the transforming and scaling up of health workforce education and training in support of UHC.

	Additional Information	Potential places where data might be	Comments/Notes
M2-01 : Master list accreditation	Existence of a master list of accredited nursing education and training institutions that is up to date and available in the public domain		
M2-02 : Duration of education and training			
M2-03 : Ratio of applications for health workforce education and training to training places	Number of applications for education and training programme Education & training capacity (number of places)		
M2-05: Ratio of nursing to qualified educators	Number of students enrolled : Total number of qualified educators		

Module 3: Education and training regulation and accreditation
 Indicators based on education regulation provide information on quality assurance, educational and training requirements, and the responsiveness of education and training systems to evolving population health needs, including interprofessional education for collaborative practice.

	Additional Information	Potential places where data might be	Comments/Notes
M3-01 : Existence of national and/or subnational standard on the duration and content of nursing education and training			
M3-02 : Existence of national and/or subnational mechanisms for accreditation of nursing education and training institutions and their programmes			
M3-06 : Existence of national and/or subnational standards for interprofessional education in accreditation			
M3-08 : Existence of national systems for continuing professional development			

Module 4: Education finances

This module seeks to support an effective financing architecture that strengthens intersectoral collaboration between health, education and lifelong learning systems.

	Additional Information	Potential places where data might be	Comments/Notes
M4-05 : Expenditure per graduate on nursing education (dep M4-02)	Public expenditure on nursing education Private expenditure on nursing education Total number of graduates from nursing education and training programme		

Module 5: Health labour market flows

Entries to and exits from the labour market are measured in Module 5, with particular focus on international mobility.

	Notes of data source(s) per indicator; may be multiple sources per indicator		
	Additional Information	Potential places where data might be	Comments/Notes
M5-01: Ratio of previous year graduates who started practice to total number of previous year graduates	Number of previous year graduates who started practice within one year after graduation		
M5-02: Replenishment rate from domestic efforts	Number of newly active domestic trained nursing		
M5-03 : Entry rate for foreign health workers	Number of newly active nurses foreign-trained		
M5-04 : Voluntary exit rate from health labour market	Number of nurses who became inactive in the health sector labour market due to emigration, temporary leave, change of sector, early retirement or other voluntary reason (in the given year)		
M5-06: Unemployment rate	Number of nurses that are currently unemployed		

Module 6: Employment characteristics and working conditions

Data and indicators on employment characteristics can facilitate the progressive implementation and review of causal and descriptive labour market analyses. Data on laws and policies regulating working hours and minimum wages can serve as input for progressing towards decent work. In line with SDG 5 on gender equality and empowerment of all women and girls, indicators on the share of the activity of women in the economy are included.

	Additional Information	Potential places where data might be	Comments/Notes
M6-02 : Nurses with part-time contract			
M6-03 : Regulation on working hours and conditions	Existence of national/subnational policies/laws regulating working hours and conditions.		
M6-04 : Regulation on minimum wage			
M6-05 : Regulation on social protection			
M6-09 : Measures to prevent attacks on health workers			

Module7: Health workforce spending and remuneration

In this module, expenditures on the health workforce and remunerations in the health sector are mapped, including an oversight of the earnings in the private sector where relevant.

	Additional Information	Potential places where data might be	Comments/Notes
M7-05 : Average of entry level wages	Average of Entry-level wages and salaries excluding social contributions		
M7-07: Gender wage gap : Difference between median earnings of men and women	Median earning-men Median earning -women		

Module 8: Skill-mix composition for models of care

In order to achieve UHC, the availability of skilled health workers is essential in different settings. Skills and competencies need to be determined and allocated with responsiveness to population needs and adaptation to technical progress.

	Additional Information	Potential places where data might be	Comments/Notes
M8-06 : Existence of advanced nursing roles			

Supplemental Indicators			
	Additional Information	Potential places where data might be	Comments/Notes
NN 1: Existence of Authority for Regulation of Nursing	Existence of national or sub-national authority to establish and enforce regulations, codes, and standards for the practice of professional nurses		
NN 2: Existence of a Fitness for Practice or Licensure Examination	Is there an existing independent national, supra-national and/or subnational examination that tests fitness for Practice that is separate from the final examination of the education or training programme (fitness for award).		
NN 3: Existence of standards for faculty qualifications	Do national and/or subnational mechanisms for accreditation of nursing education and training institutions require reporting on the qualifications of faculty teaching didactic and/or clinical courses		
NN 4: Existence of Chief Nurse or Equivalent at the National Level	Does the role involve leadership and governance related to the practice and profession of nursing at national level?		
NN 5: Existence of Leadership development opportunities	Existence of opportunities for programs for the purpose of developing leadership skills in nurse professionals.		
NN 6: Existence of a national association for student nurses	Is there an independent entity that represents the views of pre-licensure nursing students		
Notes on data validation and policy implications			