



EGYPT

NURSING PROFILE

THE FACTS

Population: **80, 410, 017** (CAPMAS, 2011)
Income group: **Middle-lower**
Number of nurses trained: **300,000** (Nurses Department, MOHP, 2011)

Nursing in Egypt is one of the skilled professions that has seen little change over the past 30 years. The primary challenges in nursing are centered around education, performance, accommodation, an image which is not highly appreciated and a lack of motivation due to low salaries and incentives. The existing weaknesses in the legislation of nursing in regards to nursing has left nurses with minimal social and human rights benefits.

The challenges facing nursing in Egypt are addressed through the collaboration with the Ministry of Health and Population (MOHP) with World Health Organization (WHO) Egypt, other partners and Universities who provide technical and financial support.

This contributing to some of the key selected challenging areas of work; ensuring and supporting the upgrading of nurses performance in the health services through education, reviewing and updating existing regulations through supporting existing nursing syndicates.

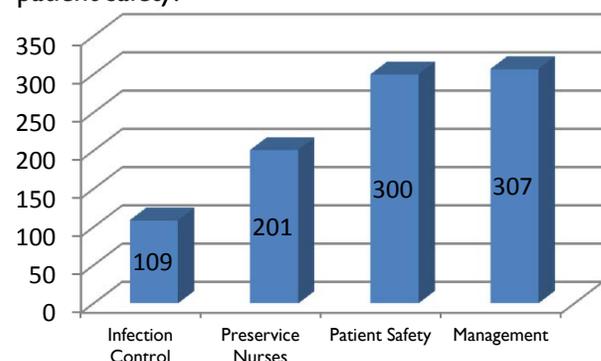
OBJECTIVES

MOHP and WHO Egypt are seeking to achieve the following objectives:

- **To upgrade** nurses' skills and knowledge of new technical health expertise through continuous training, production of teaching materials and guidelines and supporting nurses' conference attendance.
- **To support** the updating of existing rules and legislation to ensure the integration of nurses' human and social rights. This will lead to improving nursing cadres and job description.
- **To provide** support for upgraded of nursing syndicate, working closely to ensure application of legal and professional ethics for nurses and any further tasks related to nursing promotion.
- **To improve** the image of nurses within society as they are not highly recognized and regarded not only in the public realm but their workplace too.
- **To synchronize** activities between WHO Egypt and other interested donors.

KEY ACHIEVEMENTS

- Supporting development, enhanced nursing syndicate in Egypt, ensured nurses are involved in future activities in training, monitoring application of legislation, improving nurses' image in society.
- In October 2011 the two-day National Nurses Workshop was held, to review nurses' overall strategy, weaknesses and plan for further development activities. The approximately 300 partners and participants included professors, university staff and students, medical syndicates, MOHP, movie actors and TV series producers. Increased awareness of nursing issues, their image and potential was achieved.
- Currently working on improving nursing curriculum and reducing the level of education from 3 to 2; producing a new nursing technical curriculum for the upcoming academic year.
- Achieved integration of nursing development with CBI locations allowing maximum impact on beneficiaries.
- Developing six procedures/guidelines for nurse's use including kidney dialysis, infection control, emergency room, operating room and patient safety.



CHALLENGES

Challenges within nursing have existed for over 30 years, yet current social and political conditions within the country have hindered the improvement of the identified challenges.

- Nurses often face challenging work place conditions with little institutional recognition or support.
- Shortage of nursing funding, require more funds than WVR can give.
- Shortage of supplies preventing good quality delivery of health services.
- High turnover of Ministers and decision makers at MOHP hinders setting rules to support nursing reforms.
- Existing nurse numbers are insufficient to cover all health services sufficiently, leading to the mal-distribution of nurses in different health services.
- Inaccurate image and poor public perception and knowledge of the value of nurses.
- Difficulties in dissemination of new technical information.
- Nurses are not paid enough, we must improve the cadres of pay for different levels of expertise.
- Important issues discussed included nurses fees, salaries, work hours, shifts, challenges and risks during night shifts, misdistribution of nurses according to expertise in different health services.

LESSONS LEARNT

- Place emphasis on regular contact between Head Nurses at Governorate level and Director of Nurses at MOHP to be able to solve problems and exchanges experiences among the participants from various geographical areas.
- Focus on upgrading of supervisor skills and knowledge to be able to effectively supervise performance at the field level and report the outcome.
- Need to strengthen the coordination between the nursing department and other health departments to ensure team building and cooperation for effective impact.
- Support is needed to establish information networks on nursing skills and knowledge through supporting existing libraries and virtual social networks.
- Pre-service period can be used very effectively in order to focus on activities that can foster appropriate application of their skills e.g. report writing, infection control and other health measures.

ACTIVITIES

- WHO Egypt have taken the lead in coordinating among interested donors to maximize collaboration and impact on addressing challenges and prevent duplication of interventions. Other donors might contribute in dealing with challenges.
- WHO Egypt are now working and playing a role in the changing legislation, rules and regulations and ensuring social support is given to nurses. Old regulations and legislation are not supportive, improvement is needed.
- Enhancing application of professional ethical consideration in the work site.
- Foster and enhance the role of the syndicate in implementing rules and regulations
- Increase the focus on non-technical aspects and cross-cutting issues of nurse development including the training on management aspects, communication, record keeping, reporting, supervision techniques and teaching skills.
- Increase support for tutors in schools and institutions.
- Mobilize effective support to improve nurses' image in society through national awareness raising activities.

FUTURE PLANS

- Improve the geographical distribution and distribution of nurses within health services, through baseline data on nurses.
- Support nurses on their own health, providing training and understanding and vaccination against infective Hepatitis C and Tuberculosis.
- Create a nurses network between nursing communities including journals, magazines etc.
- Enhance existing skill-set during the pre-service period.
- Protection of nurses in working sites such as provision of surgical gloves and masks should be available, appropriate waste disposal methods.
- Increase nursing salary and improve poor and unsuitable accommodation.
- Improve the image of nurses through the media, TV series and team training for collaborative work.
- Invest effort finalizing policy, guidelines and rules, curriculum reform from level 3 to 2.
- Tailoring educations situation for nurses according to their field of specialty and nature of the health service.

National Partners:

World Health Organization (WHO)
Ministry of Health and Population
(MOHP)
Nursing Department in MOHP Egyptian
Non Governmental Organizations
British University Egypt
Cairo University
Ain Shams University
Nurses

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