



COMMONWEALTH NURSES AND MIDWIVES FEDERATION

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TASK SHARING SURVEY

The CNMF has been providing technical support to a project in Botswana to develop a task sharing policy for nurses and midwives. As part of the project, a nursing team from the University of Botswana Nursing School, led by Dr Mabel Magowe, conducted a task sharing survey. The study population was 496 nurses and midwives and 12 key informants in policy positions both within the Botswana Ministry of Health and externally.



Three hundred and thirty four respondents (70.3%) said they had tasks shifted from other non-nursing cadres however a majority 436 (87.9%) said they did not shift tasks to other non-nursing cadres. According to respondents, 57.4% experienced some conflict over who should perform the task. The most common non-nursing health cadre tasks were shared with was doctors.

The most important policy principles for task sharing were:

- Adequate education and training provided before task is shared or shifted (85.9%).
- Balanced and fair distribution of responsibilities and workload between all cadres (85.3%).
- Availability of adequate resources (82.6%).
- Reviews of current position description before new tasks are added to balance rather than increase workload (82.4%).
- Recognition and incentives for additional responsibilities of a shared or shifted task (81.0%).
- Adequate consultation with all cadres affected by the sharing or shifting of tasks and with other relevant stakeholders (79.1%).
- Relevant legislation, regulation or policy is already in place to support the task being shared or shifted (77.7%).

The results of the survey will help to inform the development of the task sharing policy for nurses and midwives which will be submitted by the Botswana nursing and midwifery leadership to government for approval and implementation.

ONE MONTH TO GO!

3rd COMMONWEALTH NURSES AND MIDWIVES CONFERENCE

London UK 12-13 March 2016



There is only one month to go until the 3rd Commonwealth Nurses and Midwives Conference will be held in London UK. Don't miss out on this fantastic opportunity to hear excellent papers and network with other nurses and midwives across the Commonwealth. The conference program and online registration are available at the conference website:

<http://www.commonwealthnurses.org/conference2016>.

22nd CNMF BIENNIAL MEETING

CNMF members are reminded the 22nd Biennial Meeting of members will be held at the Royal College of Nursing London UK on Friday 11 March 2016 commencing at 0830. The Biennial Meeting is the decision making body of the CNMF. The Biennial Meeting will receive reports from the President, the Executive Secretary and the Treasurer. There will be a number of extraordinary guest speakers and policy debates led by member countries. Members must register to attend. Following the close of the meeting, members are invited to join the RCN at a reception to celebrate their 100th Anniversary.

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