



# POLICY DIALOGUE ABOUT NURSING URUGUAY

2021



Ministerio  
**de Salud  
Pública**

Comisión Nacional  
**de Enfermería**



**OPS**

# Presentation



**General coordination of Policy Dialogue about Nursing (NPD):** CONAE (National Nursing Commission, MoH).

## **Executive coordination:**

- **Prof. Mercedes Perez**, Dean of the Faculty of Nursing (UDELAR) and Member of CONAE
- **Dr. Augusto Ferreira**, Dean of the Faculty of Health Sciences (UCU) and President of CONAE.
- **Lic. Carlos Valli**, Executive Secretary of CONAE and Coordinator of the NPD
- **Lic. Lucía Gómez Garbero**, Executive Secretary of NPD.
- **Lic. Camila Olivera Luna**, Facilitator of NPD

# Uruguay



	<b>COUNTRY</b>	<b>WHO REGION</b>
<b>Total population</b> (thousands, UN population prospects, 2020)	3,474	653,962
<b>UHC Service Coverage Index</b> (0-100 points, 2019)	80	-
<b>Life expectancy at birth m/f</b> (years, 2020)	74.75/81.88	72.94/79.20
<b>Probability of dying under one</b> (per 1000 live births, 2019)	6.8	-
<b>Probability of dying between 15 and 60 years m/f</b> (per 1 000 population)	133/73	170/89
<b>Gross domestic product (GDP)</b> (per capita US\$, 2020)	15,438.4	
<b>Current health expenditure as a per cent of GDP</b> (2018)	9.2	7.19
<b>Current health expenditure per capita</b> (US\$, 2018)	1,590	1,063

Source: WHO

<b>Nursing personnel (2020)*</b>		<b>36160</b>
<b>7,028</b> Professionals	<b>29,131</b> Auxiliaries	<b>30%</b> of nurses in the health workforce

\*Preliminary data from the MoH, August 2021

# LA ENFERMERÍA EN URUGUAY

DIÁLOGO  
POLÍTICO-SANITARIO  
EN ENFERMERÍA

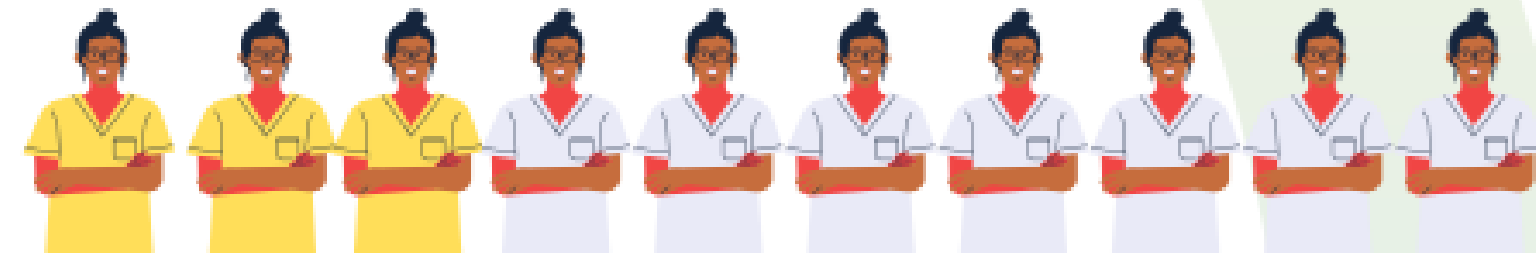
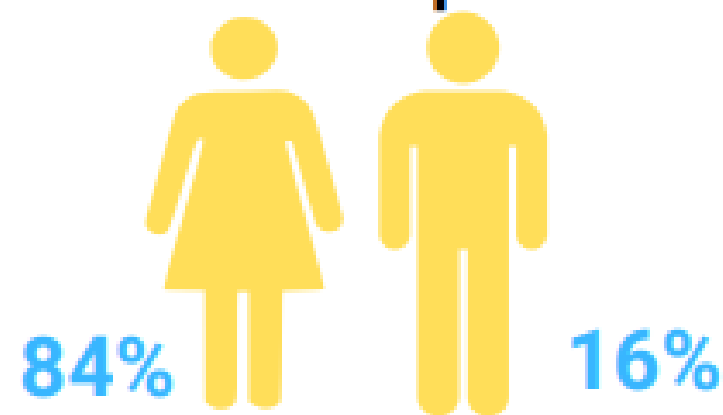
URUGUAY 2021

Personal de enfermería 34.463

Licenciados	Auxiliares
6.731	27.732
Relación Lic./Aux.: 1:4,3	

La fuerza laboral de enfermería representa el 31,2% del total de la fuerza laboral del Sector Salud

Distribución por sexo



Profesionales graduados  
por año

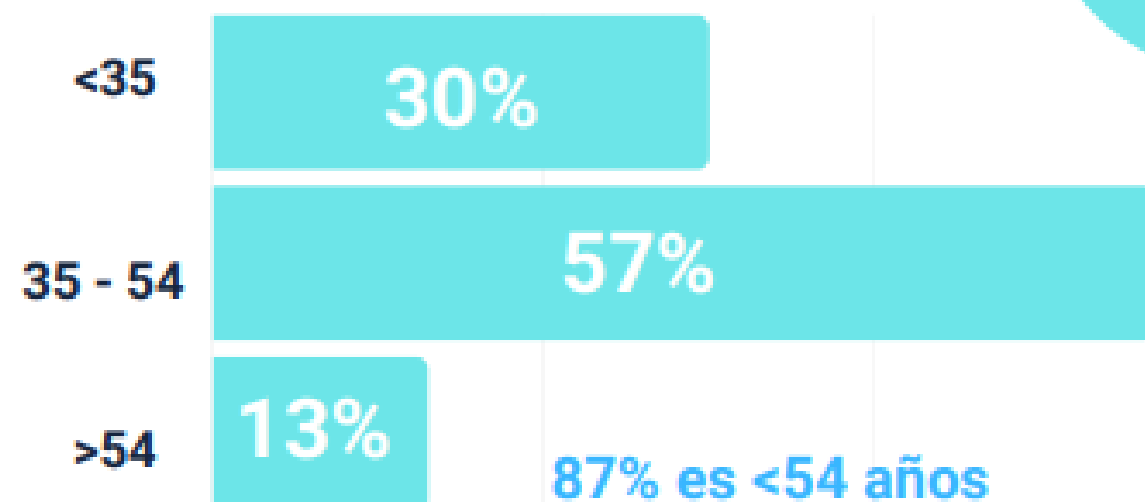
3 de cada 10 trabajadores de la salud  
son personal de enfermería

305

Formados en el extranjero

0,55%

Distribución por edad



Decreto N° 354/014

Reglamentación de la Ley N° 18.815 relativa a la regulación del ejercicio de la profesión universitaria de enfermería y de auxiliar de enfermería. 2014

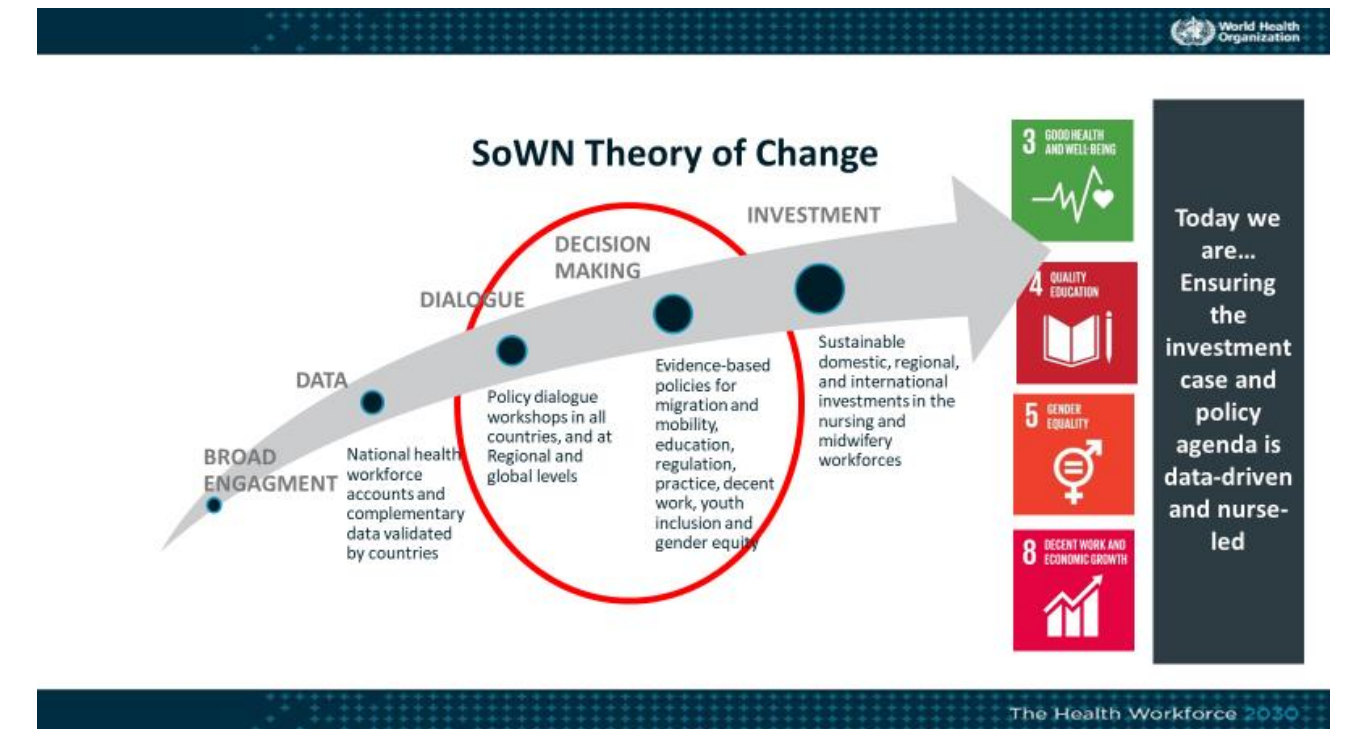
Fuente: - Situación de la Enfermería en el Mundo. Organización Mundial de la Salud. 2020

- LEY N° 18.815 PROFESIÓN DE ENFERMERÍA URUGUAY. Registro Nacional de Leyes y Decretos. Tomo 2. Semestre: 2. Año 2014. Página: 1078.

# Context of NPD in Uruguay



- Uruguay had already advanced through some of the phases of the SoWN Theory of Change.
  - The Health Personnel Evaluation and Monitoring Division at the MoH conducted a National Nursing Census (2013) and National Nursing Survey (2014).
  - The MoH appointed a National Nursing Commission (CONAE), a representative commission made up of actors from healthcare and academic fields as well as nursing worker's unions.
  - The CONAE has advised the minister through the COVID-19 pandemic and developed a plan for the advancement of nursing at a national level.



# NPD in Uruguay - Plan



- The CONAE together with PAHO / WHO began a process of NPD, seeking to generate exchanges with different social actors, from all areas, in order to promote, design and implement policies regarding national nursing and its development to contribute to the quality of care for all Uruguayans.
- Even more relevant in the context of the COVID-19 pandemic, in which the Nursing staff faces a great challenge as a pillar of health care on the front line, exercising an essential and irreplaceable role.
- The NPD is structured in different levels, from the most specific of Nursing to the broader intersectoral dialogue and includes several themes.
- Timeline: April – October 2021.

## Levels of dialogue

- Nursing teams with each other.
- Nursing teams with other professionals from the healthcare workforce.
- Nursing teams with the decision-makers of the health service providers.
- Nursing teams in intersectoral dialogue.

## Themes

- Situation of the National Nursing. Opportunities and challenges.
- Nursing as a key discipline in the strengthening of the National Integrated Health System towards the achievement of the SDGs.
- Nursing education and work, towards professionalization of associates.
- Expansion of the role of nurses in PHC.
- Update of normative and regulatory framework of the profession.

# NPD in Uruguay - Activities

## (1) Pre-Planning

Review of SoWN Report materials  
Review of country data  
NPD Coordination Team

## (2) Identifying priorities and planning for action

Virtual sessions prep.  
Development of materials  
Conduct 4 NPD Virtual Sessions  
Conduct interviews and surveys

## (3) Implementing and capturing policy changes

Work on proritized list of policy changes  
Presentation and advocacy to key political actors in the country, in the areas of education, health, work and professional regulation.  
Drive agenda forward

# NPD Launch event



May 11th, 2021



- Eve to International Nursing Day.
- Live from MoH, with virtual participation and live transmission via MoH YouTube channel.
- Attended by key political actors (PAHO, CONAE, Ministry of Health, Health Commission of House of Representatives, Min. Of Culture and Education, first lady, PAHO Uruguay interim representative).
- The NPD coordinating team presented the context in which the project arises, the proposal to be developed and the main expected results.
- Launch of permanent suggestion box and e-mail address.





# 1st virtual session



235

Registered participants

95%

National coverage

**Aim:** discuss and consult the opinion of the nursing workforce on issues related to the situation of nursing in Uruguay in order to promote the necessary change in the policies related to the profession that help advance the contribution of the profession to the improvement of health of the country's population.

## OUTCOMES:

Validation of the participatory methodology for virtual sessions.

The five themes of priority areas for the advancement of nursing in Uruguay were validated by the nursing workforce. They are:

- Situation of the National Nursing. Opportunities and Challenges.
- Nursing workforce response to the COVID-19 pandemic at all levels of care. (expansion of the role in PHC, adaptation to the third level)
- Nursing role as a key discipline in health teams and in strengthening the SNIS.
- Nursing training and demands of the labor market. Professionalization of assistants. Postgraduate training.
- Updating of the normative and regulatory framework of the profession. Enabling new roles for professional nursing. (endowments, full-time positions).

These are considered priority in order to advance in the necessary change of the policies related to the profession that help advance their contribution to improving the health of the country's population.

# 2nd virtual session



**258**

Registered participants

**100%**

National coverage  
+5 countries in our region

12 healthcare professionals were interviewed, covering different levels of care and disciplines, about nursing, its role and its contributions to the interdisciplinary team. They were synthesized in a video that served as a trigger for a deeper discussion of theme 3, the role of nursing as a key discipline in health team and strengthening the NHS.

## OUTCOMES:

The role of the nursing staff, in their proximity and the human profile that characterizes the profession, must be recognized within health teams as fundamental for the continuity of care, emphasizing the scientific method that guides its actions.

On the other hand, there are no clear agreements regarding the need to expand the nursing role, although there is evidence of a perception of overload of the role with tasks belonging to other professional roles, in their absence. This overload could be linked, firstly, to the shortage of nursing professionals and, secondly, to the placement of people in roles with demands that are above their graduation profiles, especially in the case of Nursing Associates.

The commitment and investment on the part of the nursing staff, as well as other professions of the health teams, of the institutions that provide health services and key actors in decision-making places is essential to change this reality.

# NPD survey



A survey was carried out in order to find out the profile of the NPD participants, as well as their opinion about the project.

The survey is anonymous, and one response per participant is possible.

**155**

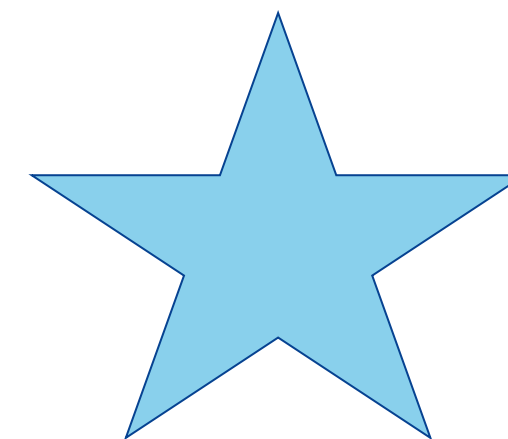
Registered  
responses

**84%**

National coverage  
+ 2% other countries.

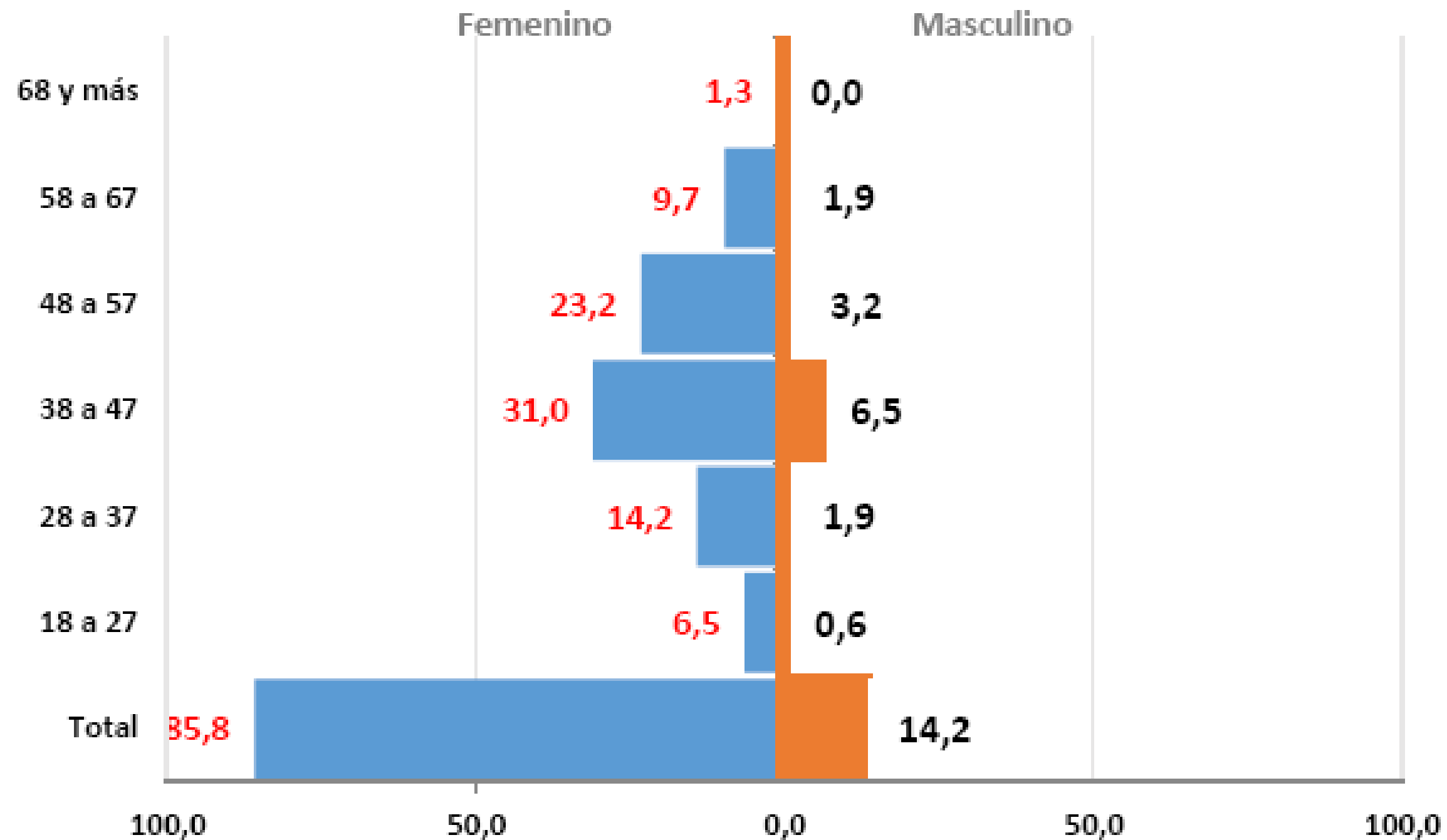
**4,2**

Satisfaction  
with NPD.



# NPD survey

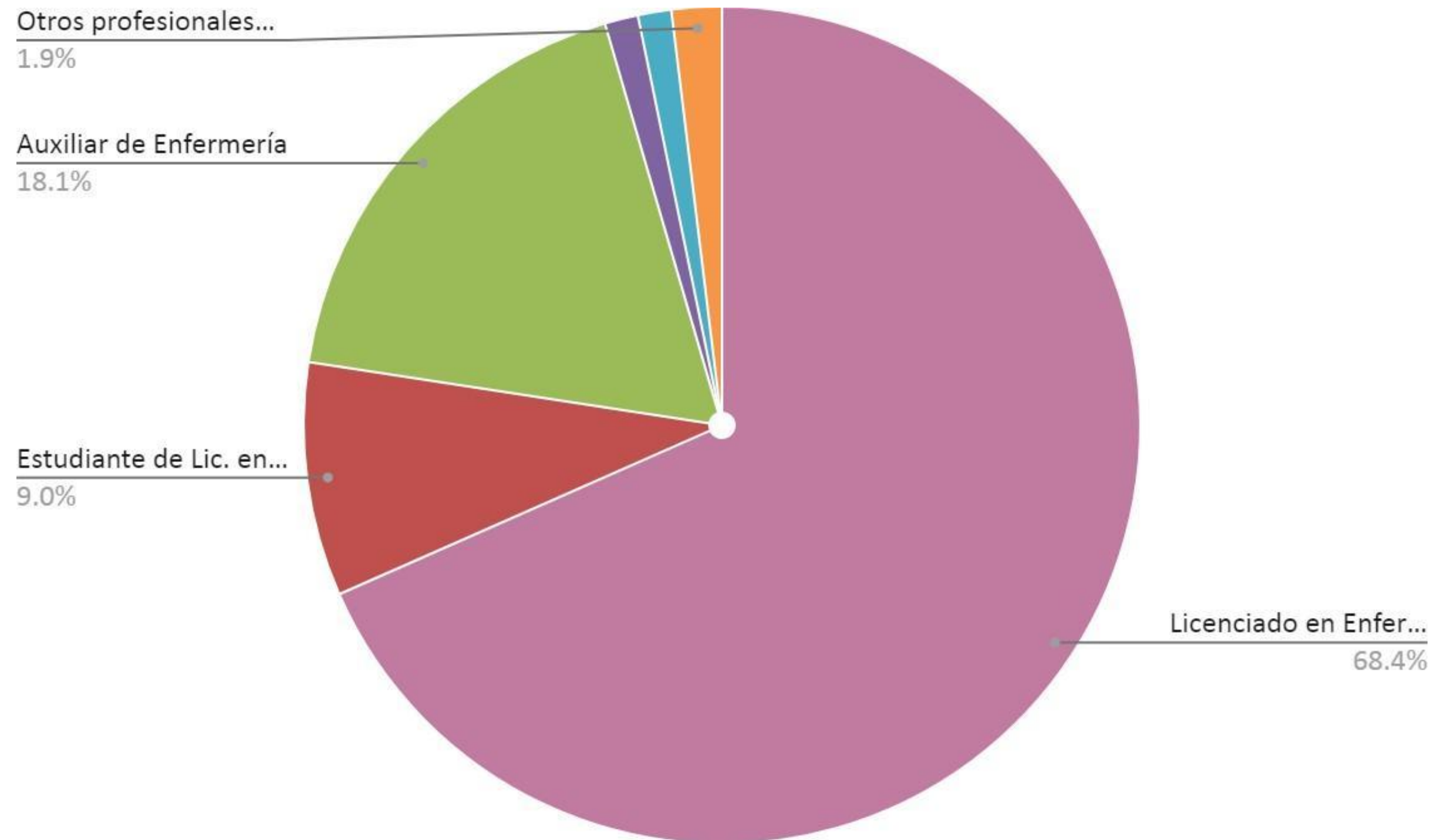
Gráfico 1. Distribución por sexo y edad



Fuente: Encuesta DPEU, 2021.

# NPD survey

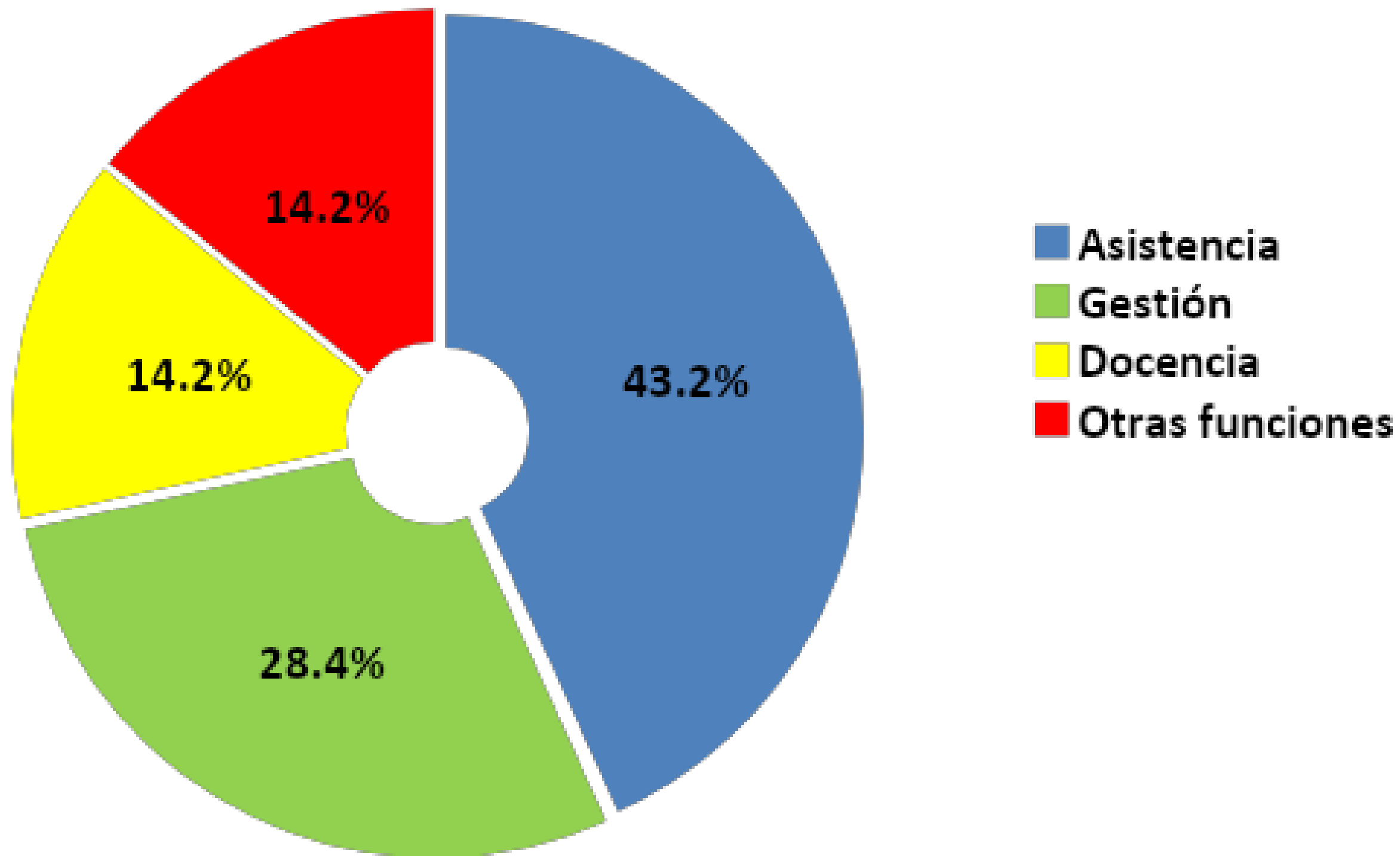
**Gráfico 2. Distribución de los participantes según su rol**



Fuente: Encuesta DPEU, 2021.

# NPD survey

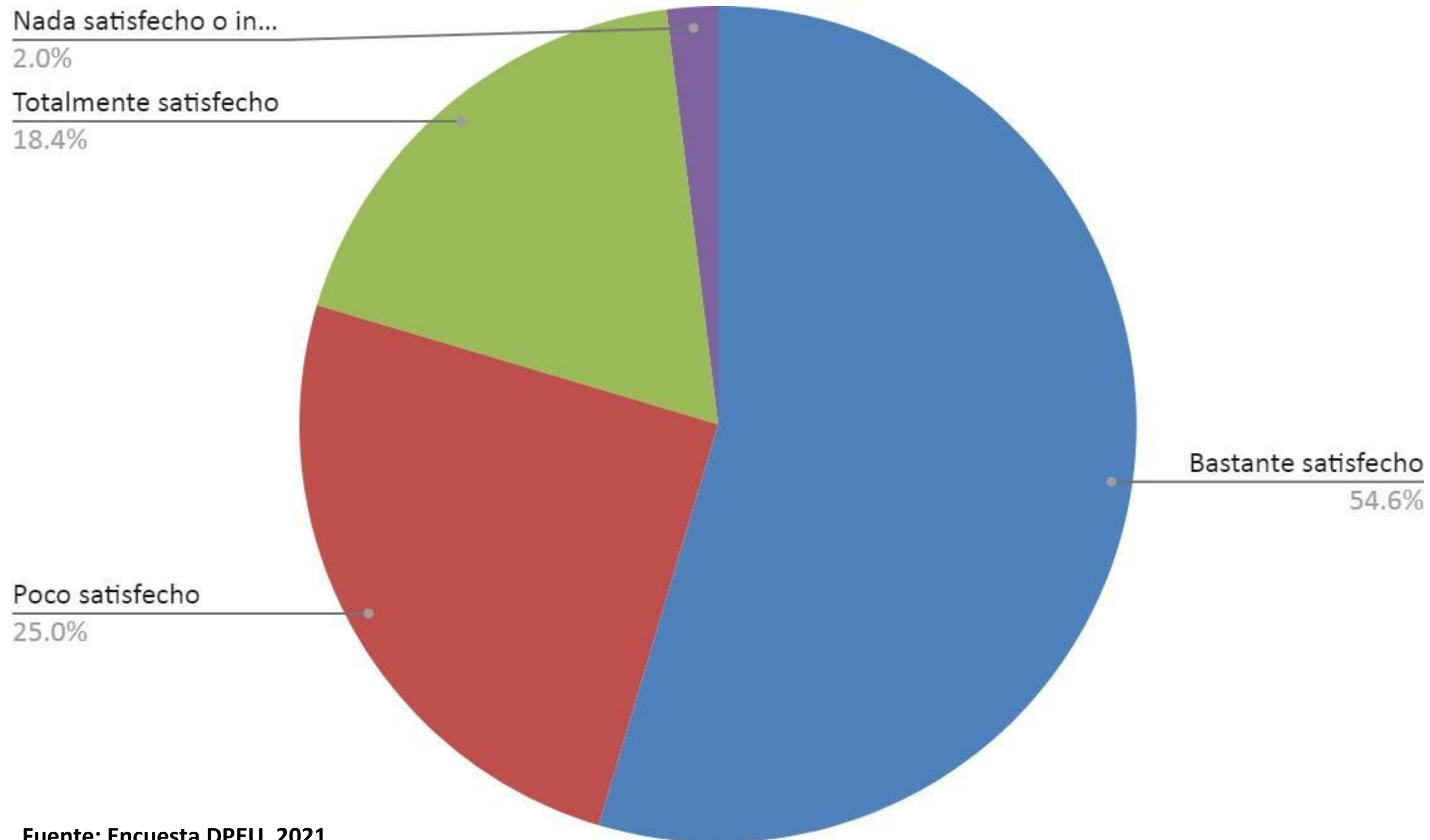
Gráfico 3. Distribución de los participantes según principal función



Fuente: Encuesta DPEU, 2021.

# NPD survey

**Gráfico 4. Grado de satisfacción en relación a su empleo**



Fuente: Encuesta DPEU, 2021.

# CONAE Meeting



**When:** August 3, 2021.

The NPD Executive Team met with the National Nursing Commission of the Ministry of Public Health, with the aim of:

1. Presenting a progress report after the second webinar and prior to the delivery of the report made to PAHO Uruguay, conducting a midterm review of the policy dialogue process.
2. Validating the work done and approve the synthesis of the conclusions of the first two virtual meetings.
3. Approving the contents and the methodology proposed for the next virtual meetings.



# 3rd virtual session plan



Nursing dialogues with the directors and authorities of healthcare institutions, scientific societies, academia and health workers unions. In order to promote intersectional dialogue:

- Summaries of the first two virtual meetings along with relevant data and evidence of the nursing workforce and the need for investment at a national, regional and international level will be sent in advance.
- An online survey will be conducted, with questions regarding the content of the results of the previous meetings, with the aim of knowing their opinions .

With all this processed material, the third virtual meeting will be convened, the date of which is scheduled for **September 14.**

# 4th virtual session plan



Nursing dialogues with government authorities and members of Parliament who are members of the Health Commissions.

With the aim of obtaining commitment for the necessary investment in nursing, a document with all the conclusions, recommendations and requests emanating from the previous virtual meetings will be shared with the authorities and parliamentarians previous to the event.

The virtual session is scheduled for September 28.

We aim to develop a "roadmap" for the legal or governmental implementation of the recommendations presented.

# NPD advocacy plan

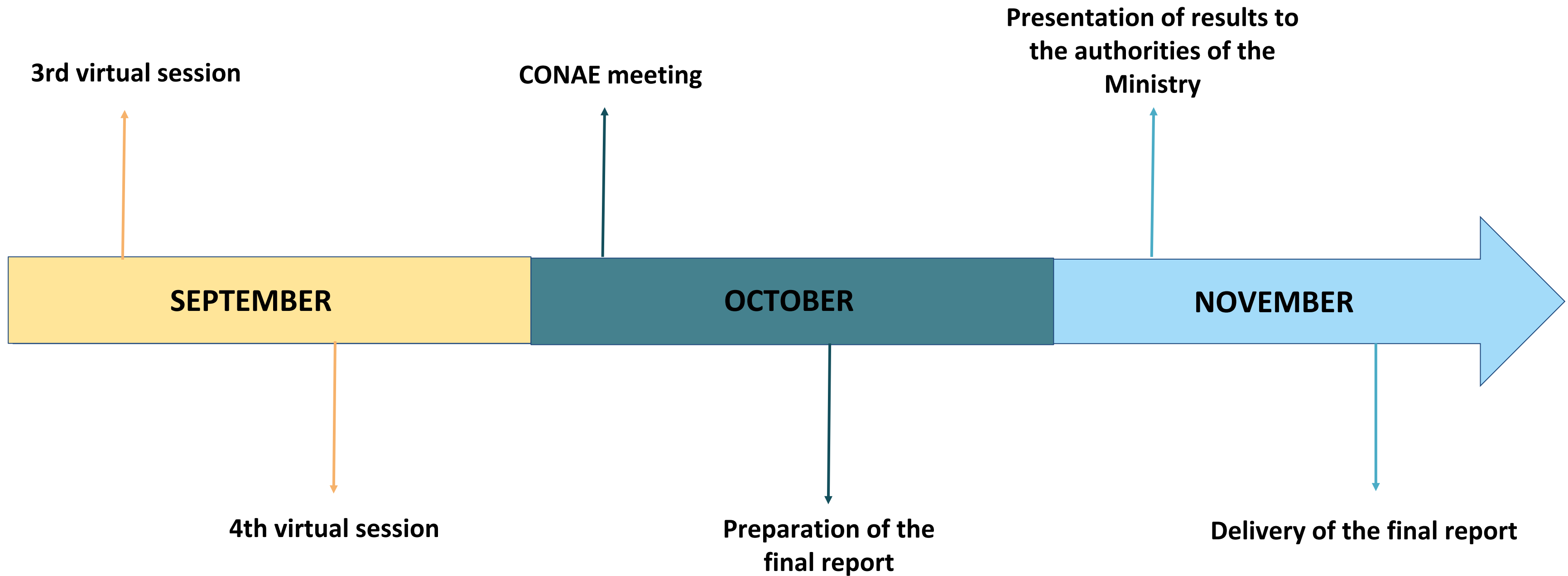


Once the four scheduled virtual meetings have been completed, the outputs of the process will be thoroughly analyzed and synthesized to inform the NPD advocacy plan.

Some significant milestones in this process include:

- Consensus meeting and validation with CONAE of the conclusions of the NPD. (October, 2021)
- Preparation of the Final Report of the DPEU 2021. (October, 2021)
- Presentation of conclusions of the DPEU 2021 to the authorities of the Ministry of Public Health. (November, 2021)
- Delivery of the Final Report to PAHO-WHO. (November, 2021)

# NPD advocacy plan





# Thank you!

For more information: [dpeu2021@gmail.com](mailto:dpeu2021@gmail.com)



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