



# KENYA NURSING WORKFORCE DATABASE: ACHIEVEMENTS AND CHALLENGES

Chris Rakuom  
Chief Nursing Officer  
Kenya

# OVERVIEW

## Areas of Interest

- Nurses demographics
- Nurses education and training
- Nurses recruitment, deployment and exit
- National workplace policy

## Some critical questions

- How many nurses do we produce annually?
- How many nurses do we actually have?
- Where are they located throughout the country? In regions/ in health facilities?
- How many exit, when, where to, and why?
- What are their other problems?
- What are they doing and where?
- What do we actually need and where?



# WORKFORCE DYNAMICS

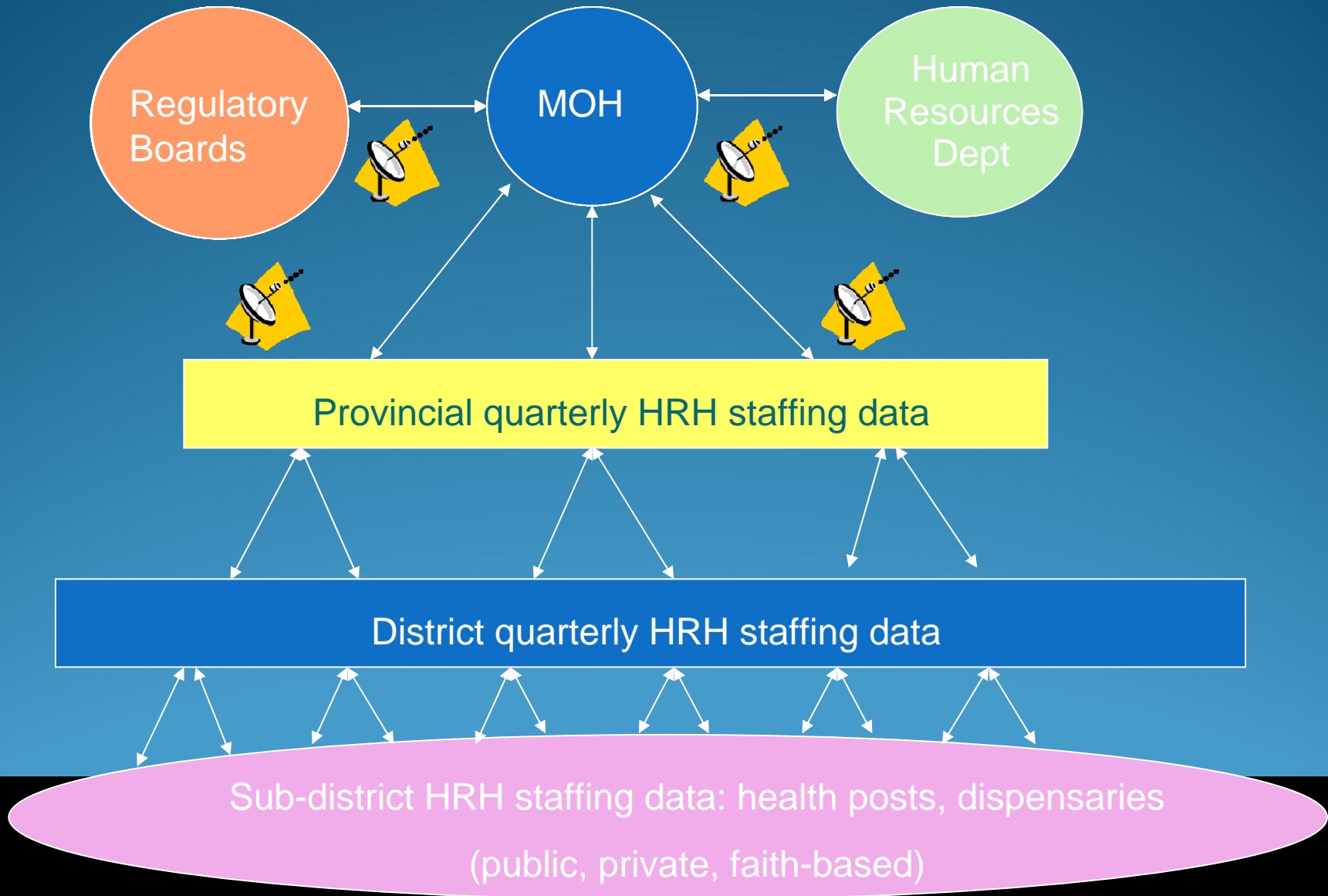
## **Supply:** Management of stock of nurses

- Those in training
- Those trained outside Kenya coming in
- Those migrating out of the country
- Those who are private practitioners
- Registered to practice in Kenya

## **Demand:** Management of nurses in active service

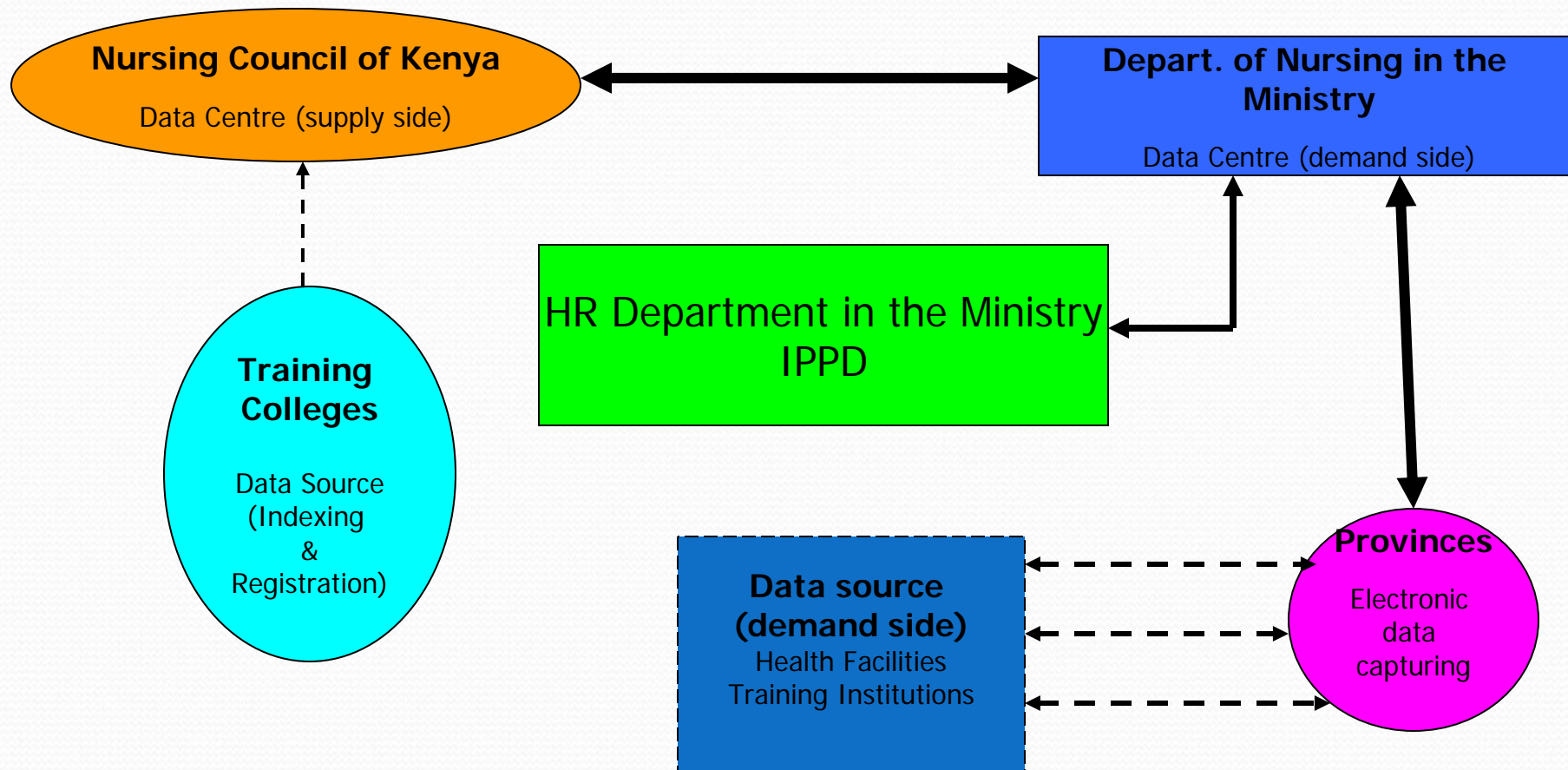
- Worksite requirements and actual deployment
- Attrition e.g. death, retirement, resignation
- Skills and competencies
- Provider : Population ratio
- Provider : Client ratio

# OVERVIEW OF KENYA HEALTHCARE WORKFORCE SYSTEM





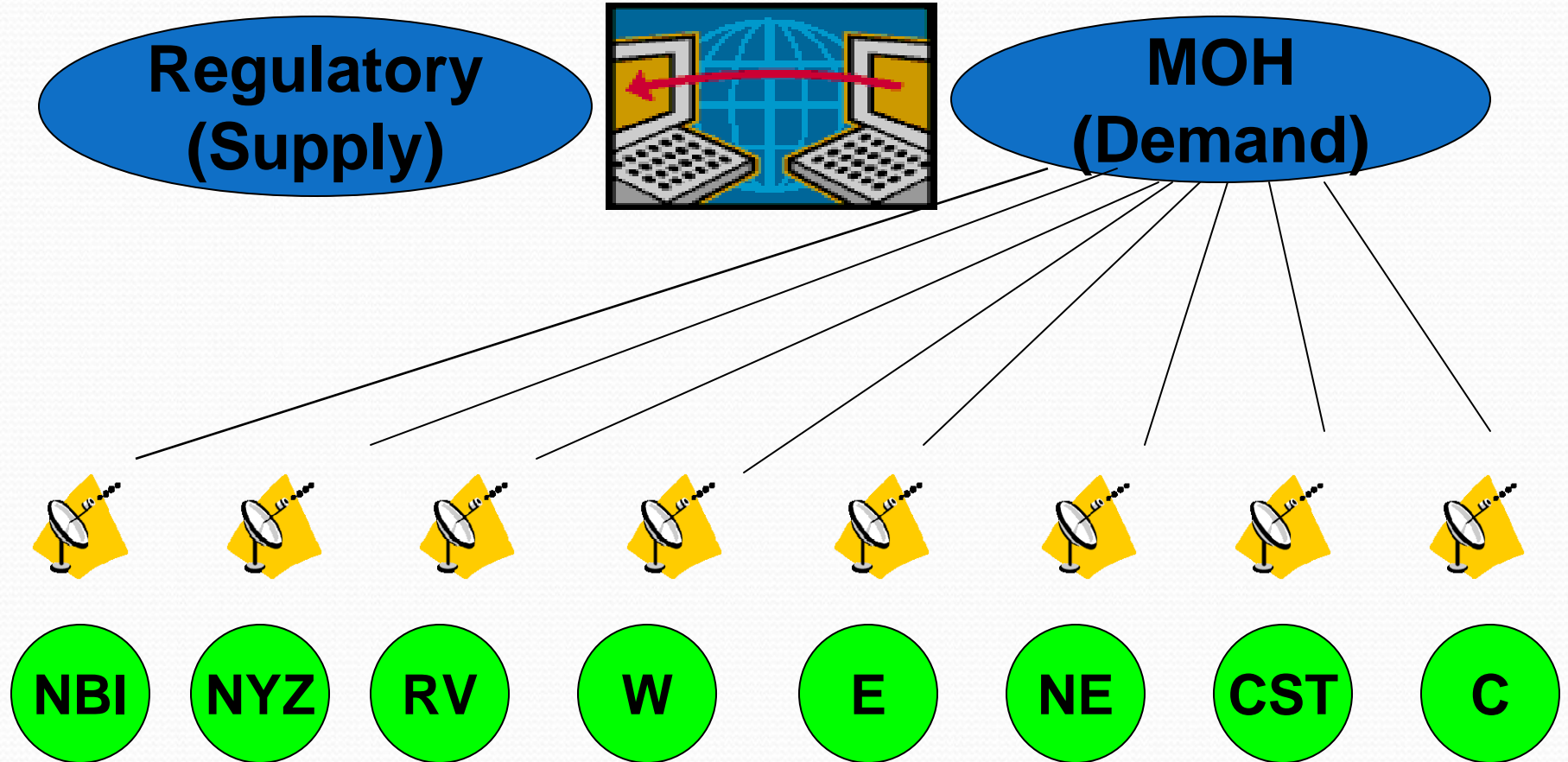
# SYSTEM SET UP





# DATABASE SYSTEM

NCK data linked to MOH deployment data via satellite Internet connection



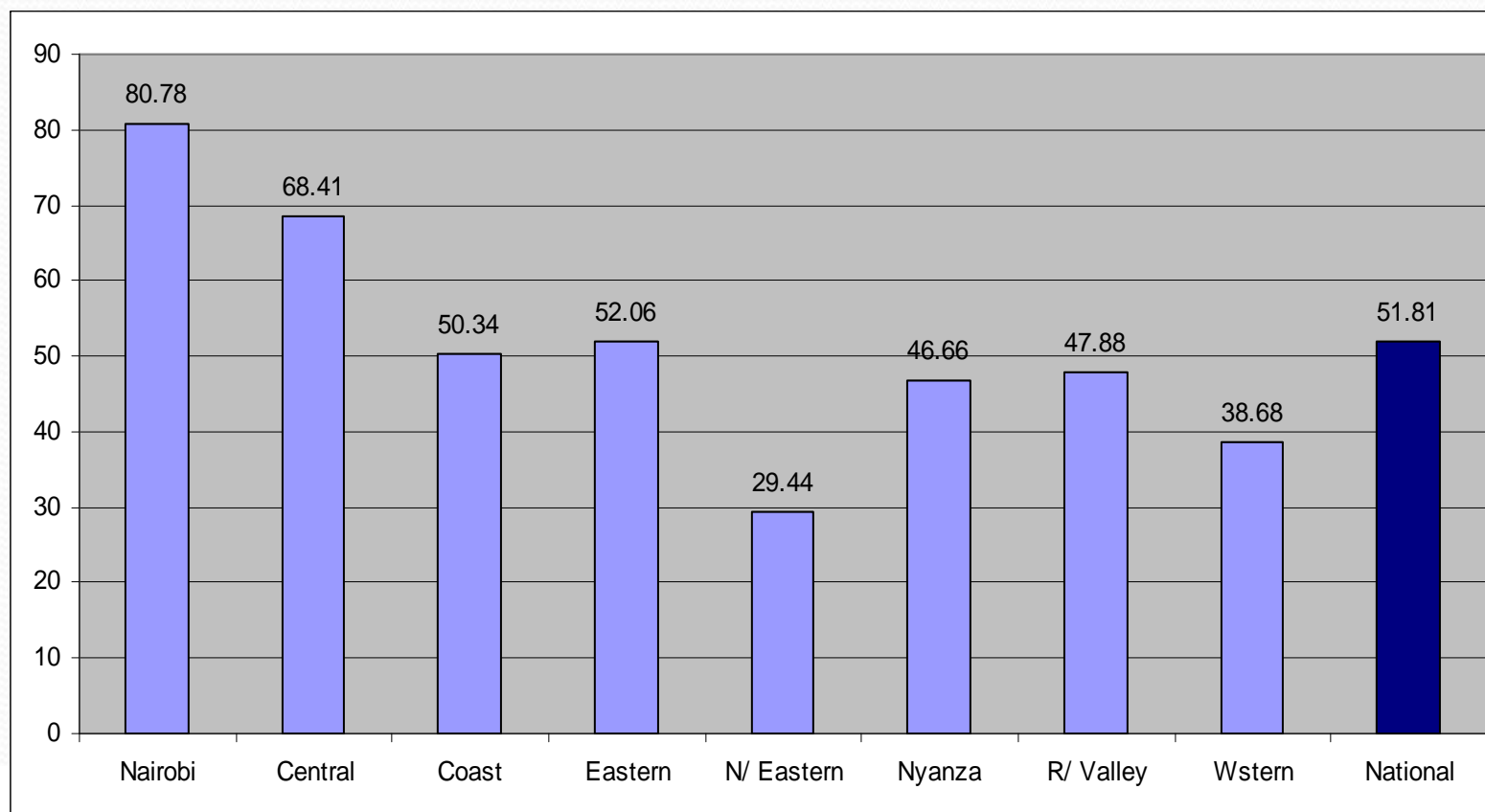


## SOME DATA BEING COLLECTED

FACILITY DATA	INDIVIDUAL NURSE (DEMAND SIDE)	INDIVIDUAL NURSE (SUPPLY SIDE)
<p>Name of Facility</p> <p>Type of Facility</p> <p>Ownership</p> <p>District</p> <p>Province</p> <p>Constituency</p> <p>Bed Capacity</p> <p>Nursing Units</p>	<p>Name</p> <p>Personal Number</p> <p>Date of Birth</p> <p>Gender, marital status</p> <p>Date of 1<sup>st</sup> Appointment</p> <p>Qualifications &amp; Reg. No</p> <p>Date of 1<sup>st</sup> Promotion</p> <p>Date of last promotion</p> <p>Title, Designation and rank</p> <p>Date arrived at the station</p> <p>Area of deployment/responsibility</p> <p>Registration/License Number</p> <p><b>Education data</b> – college, data of entry, date of graduation, course, etc</p> <p><b>Exits</b> – reasons and date</p> <p><b>Work place policy for health workers</b> – health status</p> <p><b>Other courses done including regular CE</b></p>	<p>Students in training</p> <p>Student attrition</p> <p>Graduating nurses</p> <p>Trained outside Kenya</p> <p>Migration out</p> <p>Retention in register</p> <p>District of origin</p> <p>Where trained and when</p>

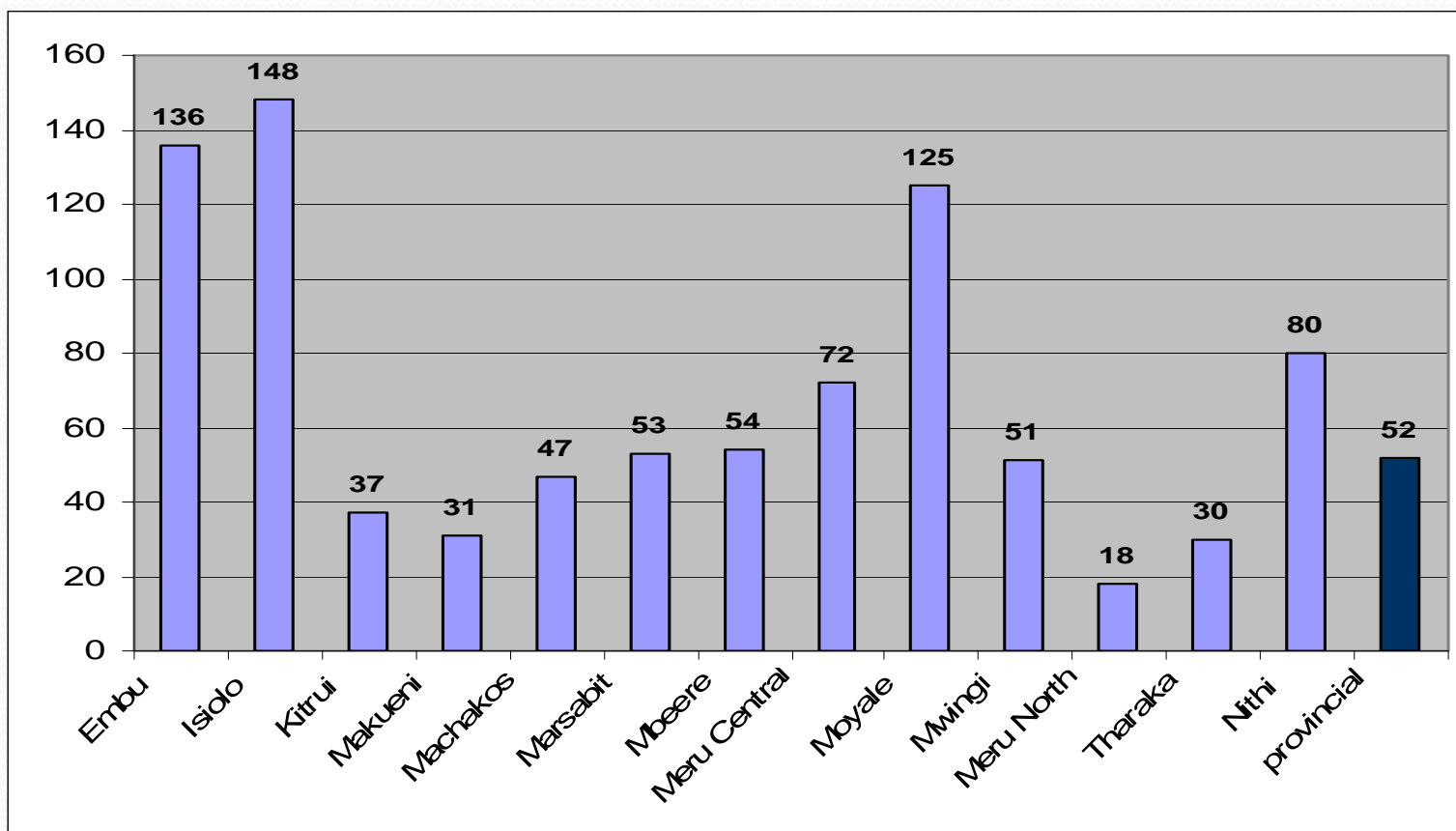


## DISTRIBUTION OF GOK NURSES BY PROVINCE (per 100,000 pop), Nov 2009





# NURSES PER 100,000 PER DISTRICT NORTH EASTERN PROVINCE (July 2009)

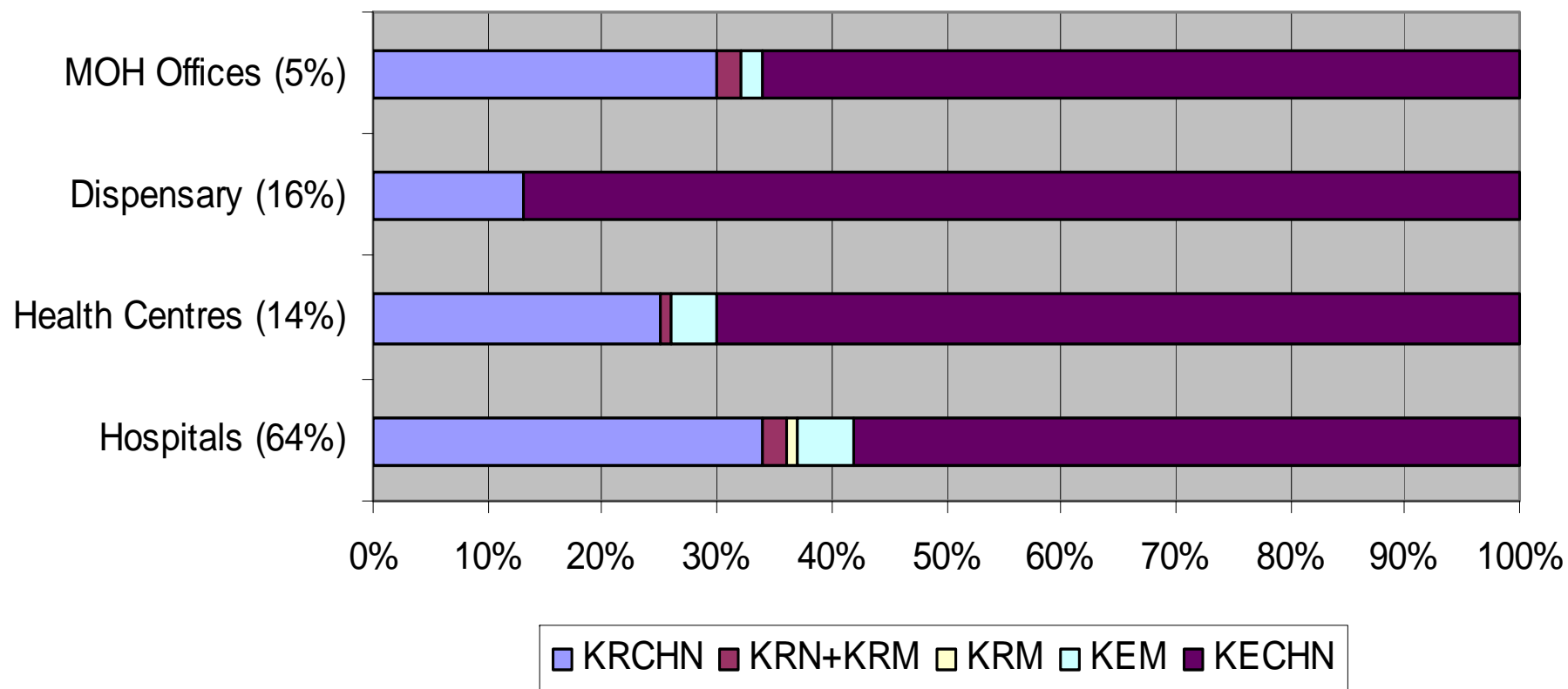




# RIFT VALLEY PROVINCE

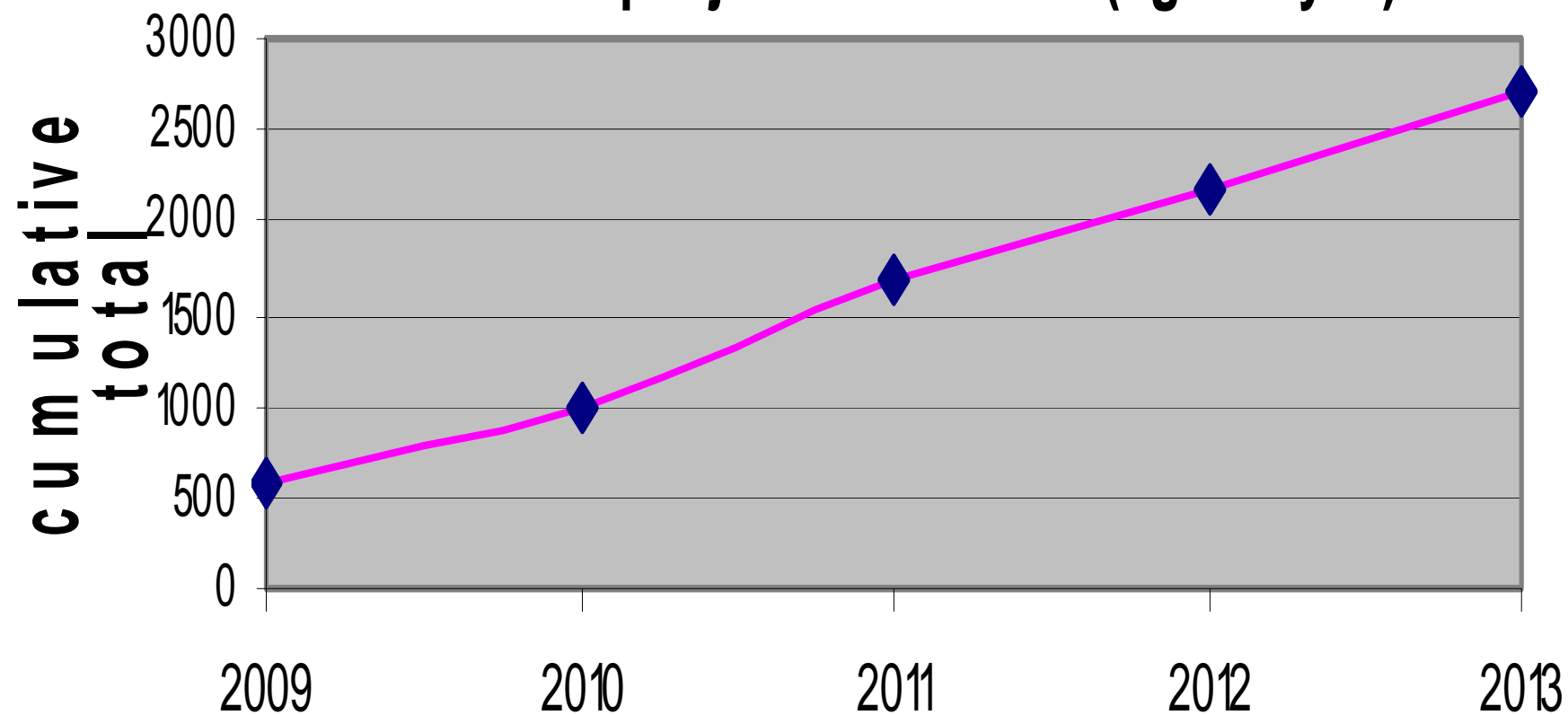
## NURSES WITH MIDWIFERY SKILLS (Jan 2010)

Deployment Facility by Type of Midwife for Rift Valley Province





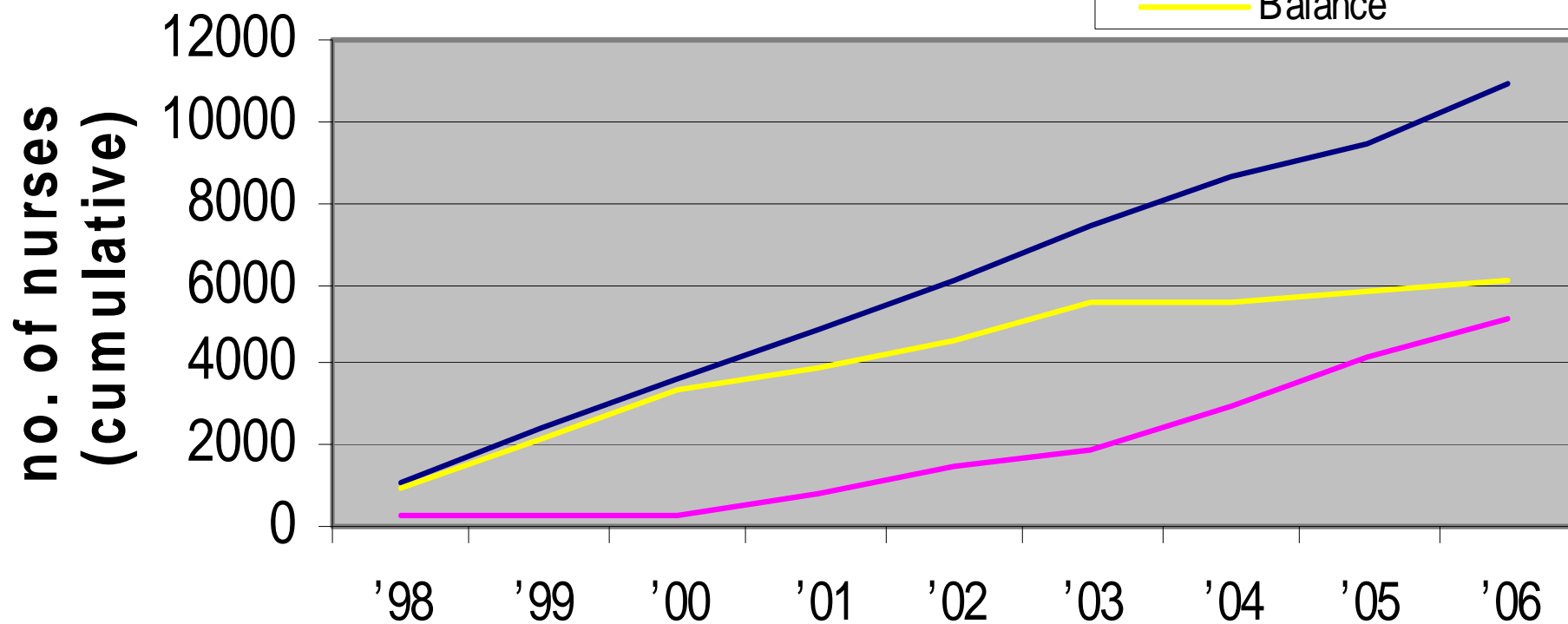
## Nurses who are projected to retire (age 55 yrs)





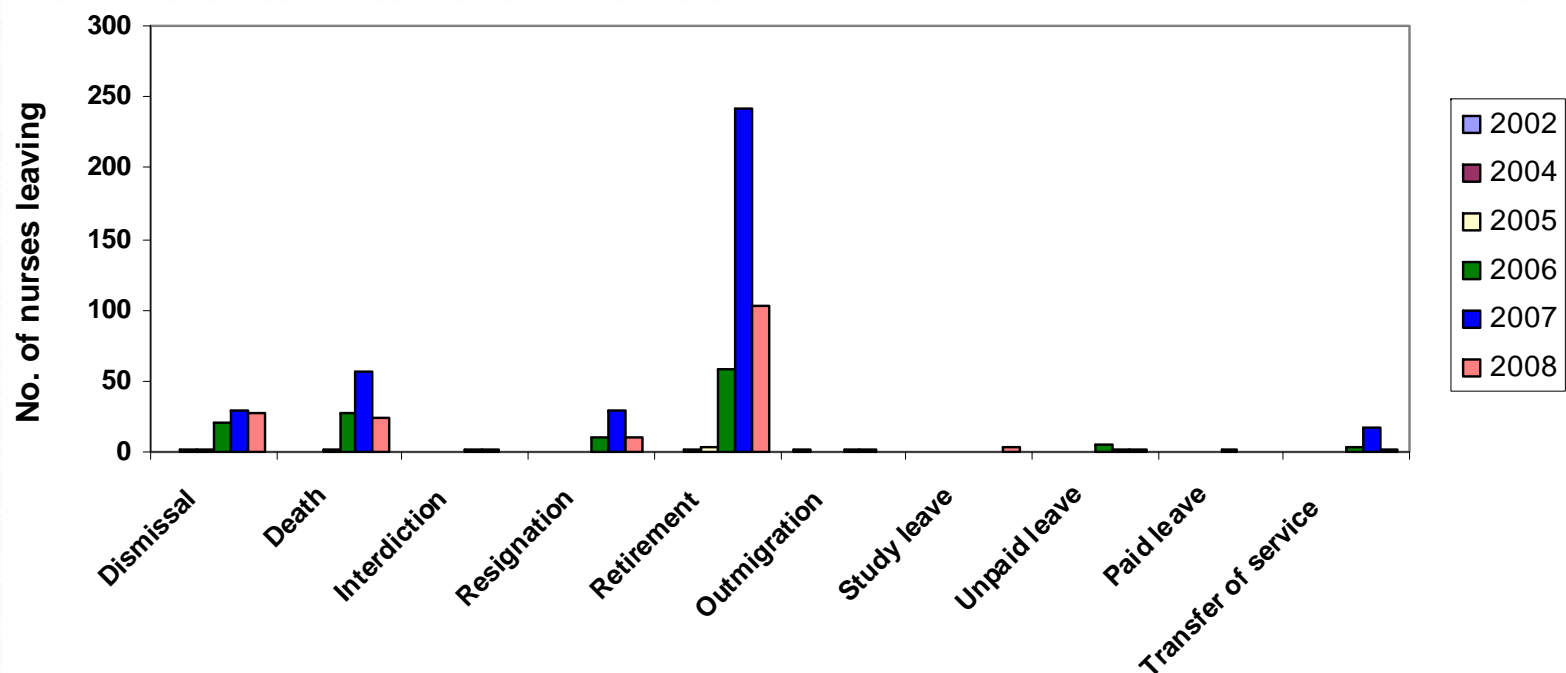
## Recruitment of Nurses

- Graduates
- Recruited to GOK
- Balance



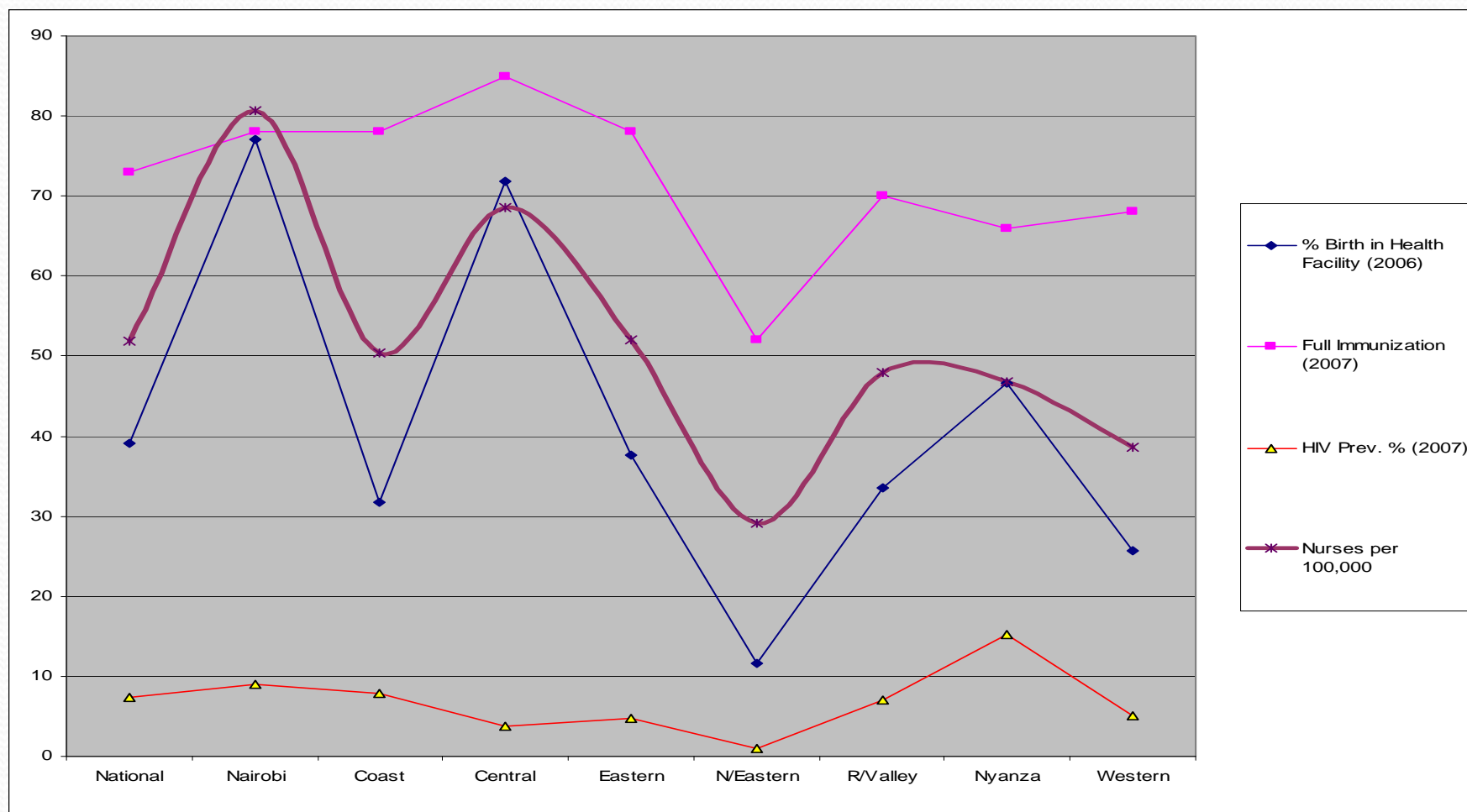


# ATTRITION FACTORS BY YEAR





# PRELIMINARY ANALYSIS OF RELATIONSHIP OF NURSING WORKFORCE WITH HEALTH INDICATORS





## DISTRIBUTION OF OUT-MIGRATION APPLICATIONS (2002-2008)

Average - 840 nurses apply for out-migration annually.

**NO. OF APPLICATIONS**





# CHALLENGES

- Data management and data use skills.
- Capacity building in areas of management, leadership, research, and policy development.
- IT equipment for service provision level.
- Empowering managers on data use.
  - Creating a culture of managing by data.