

Developing the Nursing Workforce in Lebanon

Challenges & Opportunities

Conference Recommendations

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World Health
Organization



American University Of Beirut Medical
Center is Accredited As A Provider Of
Continuing Nursing Education By the
American Nurses Credentialing Center's
Commission On Accreditation.

Recommendations: National Level

- Recognize nursing as an area of national need in Lebanon
- Create a nursing unit at the Ministry of Public Health
- Develop a collaborative strategy with input from educators, clinicians, administrators, and policy makers to meet the nursing workforce challenges
- Organize national campaigns that inform the public of the value of the profession
- Revise the nursing law that regulates the profession
- Improve working conditions of nurses (flexible scheduling, self scheduling...)
- Increase remuneration (salaries, benefits)
- Promote mandatory continuing education for nurses
- Develop a national strategy for nursing
- Involve nurses in development of health care policy

Recommendations: Academic Nursing Education

- Enhance faculty development and retention strategies
- Maximize opportunities to promote evidence-based nursing practice
- Promote core proficiencies for nurses
- Create clinical partnerships
- Create bridging programs for holders of technical degrees
- Provide scholarships for nursing education
- Promote specialization in nursing
- Promote research on nursing workforce

Recommendations: Nursing Practice

- Create an empowering and safe work environment for nurses
- Develop leadership skills at the nurse executive level
- Plan staffing (number and skill mix) that ensures quality and cost effective care
- Create innovative retention and recruitment strategies
- Ensure collaborative practice between nursing education and nursing services to promote evidence-based practice
- Develop career advancement programs
- Promote the role of nurses in the community (school health, primary care centers, home health...)
- Empower nurses in health care agencies e.g. board of directors to include a nurse
- Enhance collaborative relationships between physicians and nurses e.g. regular interdisciplinary staff meetings and multidisciplinary collaboration on projects such as quality improvement