

RESOLUTION
based on the results of the International conference
"The Trinity of Nursing: Clinical Practice, Research and Education"

November 9-10, 2023

We, the participants of the Conference from among the partners of the Project “Accelerating Master and PhD level nursing education development in the higher education system in Kazakhstan – AccelEd”, representatives of government bodies, higher educational institutions and scientific organizations, higher medical colleges and medical colleges, practical healthcare organizations by taking into account the implemented achievements in the field of nursing development in the Republic of Kazakhstan, the Project results and topics discussed during the conference, and also existing challenges to further development of nursing education, science and practice, we adopt this Resolution and consider necessary to:

1. Recognize the importance of nursing and the necessity of the development of nursing education, nursing science, and the clinical nursing practice in the Republic of Kazakhstan.

2. Support the need to hold regular international nursing conferences on the relevant topic supporting the development of nursing science in the country at least once a year.

3. Recognize that the results of the international events dedicated for the development nursing shall be applied in the policy by government bodies, the education system of nursing specialists, nursing research, and in evidence based clinical practice of healthcare facilities.

Considering the above and to promote nursing research and further development of nursing practice, we propose to:

Central (Ministry of Health and Ministry of Science and Higher Education of the Republic of Kazakhstan) and local (Health Administration) government authorities:

1. Consider the possibility of increasing the state order (both at the expense of the republican and local budgets) for the training of applied, academic Bachelors, Masters and Doctors of Philosophy (PhD) in the field of nursing.

2. Provide funding for research in nursing and projects for the development of evidence-based nursing practice, including the development and implementation of a targeted state-funded program for applied nursing research for medical universities and higher colleges.

3. Establishment of the peer reviewed National Journal of Evidence-Based Nursing with the strategic goal of inclusion in recognized scientific journal databases.

4. Create a national Repository for nursing research in a consortium with medical universities and higher colleges of Kazakhstan as part of a project to develop open science.

5. Ensure further development of the practice of introducing positions of nursing coordinators at the level of the Ministry of Health and have advisory role to the government of the Republic of Kazakhstan and positions within regional health departments with the involvement of highly qualified and experienced nursing specialists with a master's degree or PhD degree in nursing to these positions. Include responsibility for coordinators at the level of regional health departments for applications for grants for the training of nurses at different levels of education.

6. Increasing the research potential of nursing teachers and nurses through internships (including foreign ones), advanced training, trainings on evidence-based practice nursing, research in nursing, development of Clinical Practice nursing guidelines, as well as through strengthening the procedure for recognizing documents of nursing specialists who have received education abroad.

7. Ensure the further development of the principles of evidence-based practice in nursing at all levels of organization of nursing services, including the expansion of existing practices and application of updated clinical practice nursing guidelines, as well as the transition to evidence-based approaches to policy-making at the level of government bodies (through the preparation of Policy Brief, White Papers, Rapid Review, conducting political dialogues).

8. Establishment on the basis of the Center for the Improvement of Nursing and AccelEd over an institutional consortium of nursing schools of universities and higher colleges to implement the state order for the development of clinical nursing guidelines, joint educational programs and methodological recommendations based on multi-level teams of nurses and nursing specialists (with PhD-degree, Masters, Bachelor of Science academic bachelor, applied bachelor).

9. Complete the formation of all elements of the sectoral system of qualifications (National Classification of Occupations, Professional Standards) that determine the niche of professional activity, competencies and trajectory of professional development of nurses at all levels (BA, MA, PhD) and nursing specialists.

10. In the nomenclature of positions and qualification characteristics of healthcare professionals, to develop range of positions (with clear role descriptions) for nurses in line with their professional and academic background (BA/MA/PhD) provide for the division into separate types of positions held by graduates of applied bachelor's degree programs and graduates of academic bachelor's degree programs, with a division of qualification requirements and functionality.

11. Include nurses (preferably with Masters or PhD background) in all expert and advisory bodies at the industry level responsible for developing the quality of health care and medical services (Joint Commission on the Quality of Medical Services of the Ministry of Health of the Republic of Kazakhstan) and scientific research in the field of healthcare (Scientific Council of the Ministry of Health of the Republic of Kazakhstan).

12. Introduce effective mechanisms which may include sufficient professional development, mentoring opportunities (among other) for retaining nurses and nursing specialists in the profession and encouraging them to professional growth and development to secure strong and well educated nursing workforce.

13. Create conditions for strengthening the role and status of professional organizations for nurses and stimulating nursing professionals, professional organizations need to show their leadership in the development of nursing education, nursing practice and nursing research.

14. Review staffing standards for nurses in healthcare organizations at different levels of medical care, taking into account the introduction of new roles for nurses.

15. Introduction of payment systems for independent services of advanced practice nurses (applied, academic Bachelors, Master), optimization of tariffs for services of interdisciplinary teams with independent roles of nurses.

To universities and higher colleges of Kazakhstan:

1. Medical universities in Kazakhstan should have financially independent departments of nursing faculties, which include bachelor's, master's and doctoral degree programs.

2. It is recommended to develop and implement educational Master's degree programs in nursing (one-year) with part-time employment in order to allow nurses to continue their work in clinical practice and training simultaneously with the implementation of their master's program.

3. Actively implement recommendations and methodological materials developed within the AccelEd project for the development of nursing and evidence-based nursing practice, including through strengthening the work of the Center for Nursing Excellence and providing access to all methodological and educational materials for nursing education in universities and higher colleges of Kazakhstan.

4. Strengthen the contribution of the Center for Nursing Excellence to the development of collaboration in nursing education and practice, as well as the dissemination of evidence-based practice.

5. In order to strengthen the nursing workforce and human resources potential of universities in the field of nursing science and provide highly qualified academic teaching staff for/within nursing educational programs (BA/MA/PhD), to consider allocating intra-university grants and/or introducing partial co-payment of tuition fees by the university for the training of nursing educators/nursing teachers for the Master's and PhD nursing education programs in nursing in universities and higher colleges of Kazakhstan.

6. To include in the university development plans expenditure items for the creation of infrastructure for nursing research, capacity development for nursing and nursing science and the acquisition of necessary resources to support nursing research, which also should include expanding access to full-text publications in English in international peer-reviewed and open access Journals, the allocation of internal grants, targeted funding projects for nursing research.

7. In order to create conditions for strengthening the nursing profession to improve health care to expanding the practice of conducting nursing research, to establish nursing research centers on the basis of university hospitals (similar to University Medical Centers in European countries), and introducing academic positions like “teacher-researcher”, “associate professor-researcher” and “professor-

researcher” including clear academic career pathways for nurses in line with their educational background in the structure of university nursing departments.

8. Provide for the allocation of a separate section for nursing research in scientific and practical publications published in scientific journals of universities, and the regular publication of scientific articles on the results of nursing research.

9. Develop the practice of conducting research in nursing education and using an evidence-based approach to the development and improvement of nursing education programs in universities and higher colleges of Kazakhstan.

10. Encourage the practice of interprofessional education at all levels of nursing education to ensure readiness to work in a multidisciplinary team.

11. Based on the potential created by the AccelEd project, partner universities should strengthen scientific ties by concluding bilateral and multilateral memorandums and agreements on mutual assistance in conducting joint scientific research.