Developing and Implementing Online Licensing Examinations for Nurses and Midwives in Ghana

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The Journey So Far
Ghana’s Long-term National Development Plan
One Nation, One Vision, One Destination

The Vision will be pursued thru 10 Medium-term Plans

- AU’s Agenda 2063 (First Step)
  10 Years (2013-2023)

- Sustainable Development Goals
  15 Years (2016-2030)

- Spatial Development Framework
  20 Years (2015-2035)

- National Infrastructure Plan
  30 Years (2018-2047)

2057 will be the centenary of Ghana’s independence

The medium-term plans will be driven by national & international frameworks.

Plus...Social, Economic, Environmental, & Institutional Policies; Financing Strategies; & M&E.
21\textsuperscript{st} Century skills and values for Ghanaian students and workers

**Foundational Literacies**
How students apply core skills to everyday tasks

1. Literacy
2. Numeracy
3. Scientific literacy
4. ICT literacy
5. Financial literacy
6. Cultural and civic literacy

**Functional Competencies**
How students approach complex challenges

1. Critical thinking and problem solving skills
2. Creativity
3. Team work
4. Communication

**Ethos for the work place**
Applying academic skills and competencies in the world of work

1. Innovativeness
2. Excellence
3. Persistence/grit
4. Leadership
5. Ethics and integrity

*Source: World Economic Forum, 2016 (modified by NDPC for the LTNDP)*
Our Statutory Mandate

Securing in the Public Interest, the highest standards of Education, Training and Practice of Nursing and Midwifery in Ghana.

Health Professions Regulatory Bodies Act 2013, (Act 857) Part III
The Spirit of Our 5-Year Strategic Plan

1. **Streamline and strengthen operations of the Council**

2. **Develop infrastructure to support the operations of the Council**

3. **Establish continuous staff performance improvement mechanisms**
Levels of Programmes

- Post Graduate Specialisation
- Post Basic Specialization
- Basic Programmes
- Nurse Assistant Programmes
Nurse Assistant (Clinical)[NAC]

NURSE ASSISTANT PROGRAMMAES

Nurse Assistant (Preventive) [NAP]
Nursing and Midwifery Council of Ghana
The Big Question

How do we overcome the Challenge of organizing Paper-based Licensing Examinations throughout the year for these:

1. 22 Nursing and Midwifery programmes
2. Over 18,000 Students
3. 88 Nursing & Midwifery Training Schools
Threw a Proposal to Nuffic through The Embassy of the Kingdom of The Netherlands in Ghana, 2014-2015
Tremendous MIS Technical Assistance

1. CINOP Global (The Netherlands)
2. Kwame Nkrumah University of Science and Technology (Ghana)
3. Times-End “C” (Ghana)
Aggressive MIS infrastructural Development
Training calls

1. Study tour to the Netherlands and Local Courtesy calls
Training Cont’d

2. Training of the N&MC staff on online examinations

3. Training of first batch of practical Examiners (70)
Dissemination

N&MC Social Media

+233200862772
NMCGH_official
NMCGH_official
Nmcghana_official

Nursing and Midwifery Council of Ghana
Dissemination Con’t

1. The Hon. Minister for Health and his Deputies
2. Parliamentary Select Committee on Health
3. Health Partners
4. Agency Heads
5. Principals, Directors of Nursing & Midwifery
6. Other relevant Stakeholders
Dissemination Con’t
Durbars with Nursing and Midwifery Students
MODEL COMPUTER LABORATORY AT N&MPC HEAD OFFICE
Mock Examinations

Mock Examination 1
a. Three Registered Mental Nursing schools
b. Practical and Multiple Choice Questions

Mock Examination 2
c. Three Registered Mental Nursing schools
d. Multiple Choice Questions
Mock Practical Examinations  Mock MCQs
Examinations
2018 Licensing Examination
Schools
a. College of Health Sciences, Yendi (NR)
b. Nursing Training College, Pantang (GAR)
c. Psychiatric Nursing Training College, Ankaful (CR)
Components of 2018 Registered Mental Nursing Licensing Examination

1. Practical examination
2. Paper I: 180 multiple choice questions   (3 hours)
3. Paper II: 180 multiple choice questions   (3 hours)
4. Paper III: 100 multiple choice questions
   (1 hour, 40 minutes)
DAY ONE OF ONLINE LICENSING EXAMINATION
Nurses begin first online professional licensing exam

By Doreen Andoh, ACCRA

Registered Nurses from three training institutions began the first online professional licensing examination today. The first 375 candidates from the College of Health Sciences in Winneba, the Nursing Training College, Pameang, and the Nursing Training College, Akwafu in Cape Coast are taking the E-licensing examination. The current examination is the first phase of the implementation of the E-examination initiative. This will mean a shift from the current manual system to a computerised examination system of the examination conducted through a web-based online examination. The Council is implementing the project in partnership with a consortium comprising CINOP Global and Advisory Services of The Netherlands and the Kwame Nkrumah University of Science and Technology. It forms part of a four-year project being undertaken by the Nursing and Midwifery Council to strengthen the capacity of the Council in the conduct of its licensing examination. The Netherlands Embassy has committed GH¢1,000,000 to support the project through its capacity development in Higher Education programme initiatives (NICE) and The Netherlands Universities Foundation for International Cooperation (NUFFIC). The fund was specifically designed to build the capacity of the senior staff on strategic management and leadership skills as well as strengthening the capacity of the Council to conduct the online licensing examination. The capacity building component of the project was implemented in 2015 and the online examination component was included in the implementation schedule for 2018. Minister’s tour Visiting the Accra examination centre at the Council’s head office yesterday, the Minister of Health, Dr Kwaku Agyreman-Mensah, said the implementation of the E-licensing examination would be done in phases. The second phase will be in 2019 with Registered Community Nurses and then all other midwives would be covered subsequently. The examination will follow in 2020. Mr Kwaku Agyreman-Mensah further announced that by 2020 all Nursing and Midwifery licensing examinations would be done online. Rationale He indicated that the rationale for the initiative was to ease the laborious processes associated with the current manual system and also to ensure significant cost saving, particularly with regard to paper, printing and distribution expenses. “It is also to strengthen the organisational capacity of the Council to conduct a more efficient, effective and credible licensing examination,” he added. The Council, although the service Charter of the Council required that licensing examination results be released within 70 working days after the completion of the examination, the new automated system was expected to be released 30 working days of completion of the examination. Mr Agyreman-Mensah said Ghana was among the first country in West Africa to implement the automated system of examination. Registrar The Registrar of the Council, Mr Felix Nyantakyi, said the online licensing examination would make the Council more effective and efficient. He said the Council wanted to focus on IT deployment to enhance its performance. “We want to see a situation where nurses and midwives can sit to their offices, log on to the council’s website and retrieve their licenses”, he stated.
PERCENTAGE (%) SUMMARY OF REGISTERED MENTAL NURSING LICENSING EXAMINATION RESULTS (2015 -2017) COMPARED WITH 2018 ONLINE LICENSING EXAMINATION RESULTS
Benefits

1. Cost savings
   a. No printing of examination questions
   b. No hiring of hotels for residential marking of examination scripts
   c. No payment of Assessors
   d. Reduction in the number of invigilators
Benefits Con’t

2. No carriage of heavy examination bags

3. No risk in travelling by Assessors for assessment

4. Assessors stay at posts to render services

5. Reduction in days of release of Examination results from 70 days to 10 days

6. A Hub for the West African Sub-region
The Way Forward

1. December 2018 (Six Post Basic Programmes)
2. Registered Community Nursing (2019)
3. Registered Midwifery (2020)
4. Registered General Nursing (2021)
5. 2019 (Open to any School that is ready)
The Ghana, N&MC & CINOP

1. Mr. Joop Clappers – CINOP, The Netherlands
2. Hon. Dr. Kwabena Twum-Nuamah – MP, Ghana
3. Hon. Dr. Nana Ayew Afriye – MP, Ghana
5. Mr. Felix Nyante – N&MC, Ghana
Thank You
My contact:

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