



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

**Kigali Convention Center Rwanda
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Registrar
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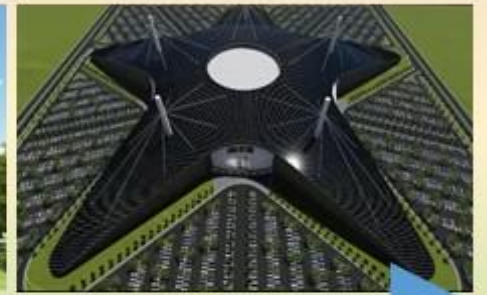
The Journey So Far



Nursing and Midwifery Council of Ghana

Ghana's Long-term National Development Plan

One Nation, One Vision, One Destination



2057

2018

2018-21 2022-25 2026-29 2030-33 2034-37 2038-41 2042-45 2046-49 2050-53 2054-57

1

2

3

4

5

6

7

8

9

10

For a
Total of
40 Years

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.

21st 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

Life-long learning

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**

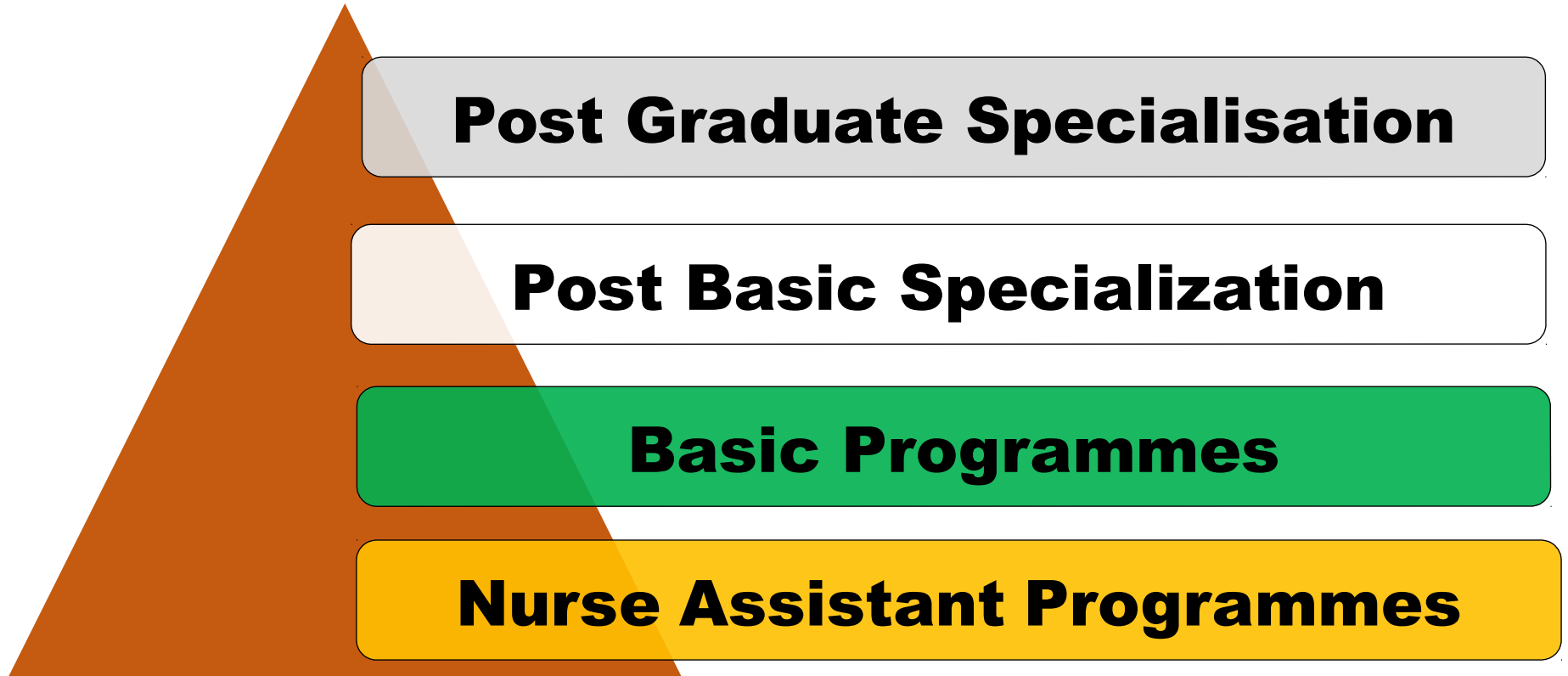


The Spirit of Our 5-Year Strategic Plan

- 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





Nurse Assistant (Clinical)[NAC]



**NURSE ASSISTANT
PROGRAMMAES**



**Nurse Assistant (Preventive)
[NAP]**







Women's Health



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





Training

calls





Nursing and Midwifery Council of Ghana



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

Nurs  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&MC HEAD OFFICE





Mock Examinations

Mock Examination 1

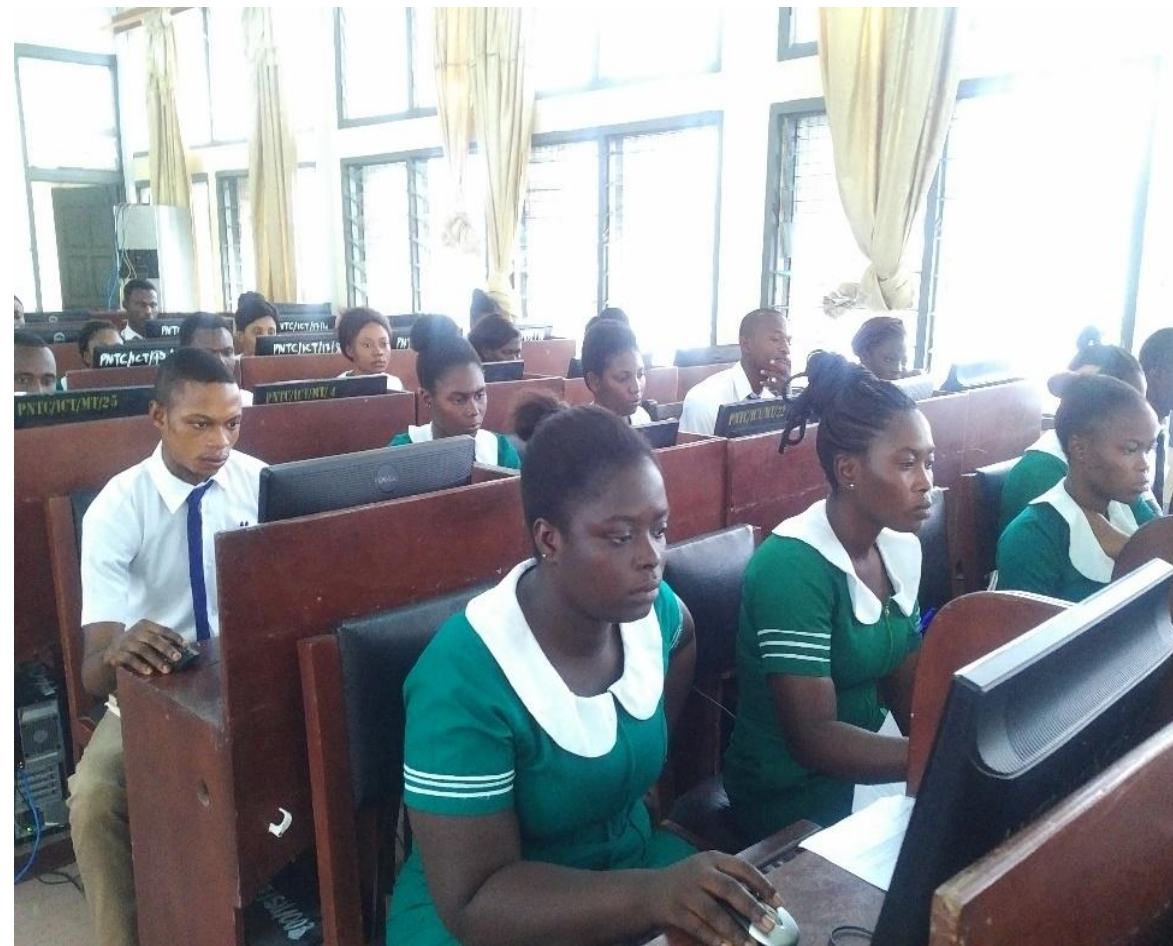
- a. **Three Registered Mental Nursing schools**
- b. **Practical and Multiple Choice Questions**

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, Ankafu (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



Nursing and Midwifery Council of Ghana



Nurses begin first online professional licensing exam

By Doreen Andoh, ACCRA

REGISTERED Mental Health Nurses from three training institutions yesterday began the first online professional licensing examination.

The first 304 candidates from the College of Health Sciences in Yendi, the Nursing Training College, Pantang, and the Nursing Training College, Ankaful 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 completely automated system of the examination conducted through a web based online examination software.

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 since 2014 awarded a total of Euro 1,067,250 in support of the project through its capacity development in Higher Education programme initiative (NICHE) and The Netherland Universities Foundation for International Cooperation (NUFFIC).

The fund was to specifically help build the capacity of the senior staff on strategic management and leadership skills as well as strengthen the capacity of the Council to conduct the online licensing examination.

The capacity building component of the project was implemented in 2014 and 2015, while the online examination component was launched in 2018 with the implementation scheduled for 2018.

Minister's tour

Touring the Accra examination centre at the Council's head office yesterday, the Minister of Health, Mr Kwaku Agyeman-Manu, said the implementation of the E-licensing examination would be done in phases.

The second phase will be in 2019 with Registered Community Nursing and then all other nursing and midwifery licensing examination will follow in 2020.

Mr Agyeman-Manu further announced that by 2020 all Nursing and Midwifery licensing examinations would completely 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

Quick Read

The Nursing and Midwifery Council has begun a process that will ensure that by 2020 all its licensing examinations will be taken online.

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.

He said although the Service Charter of the Council required that licensing examination results were released within 70 working days after the completion of the examination, the new automated system was expected to be released 20 working days of completion of the examination.

Mr Agyeman-Manu said Ghana was the first country in West Africa to implement the automated system of examination.

Registrar

The Registrar of the Council, Mr Felix Nyante, said the online licensing examination would make the Council more effective and efficient.

He said the Council wanted to focus on ICT deployment to enhance its performance.

"We want to see a situation where nurses and midwives can sit in their offices, homes, and various hospitals to log onto our website and renew their licence" he stated.

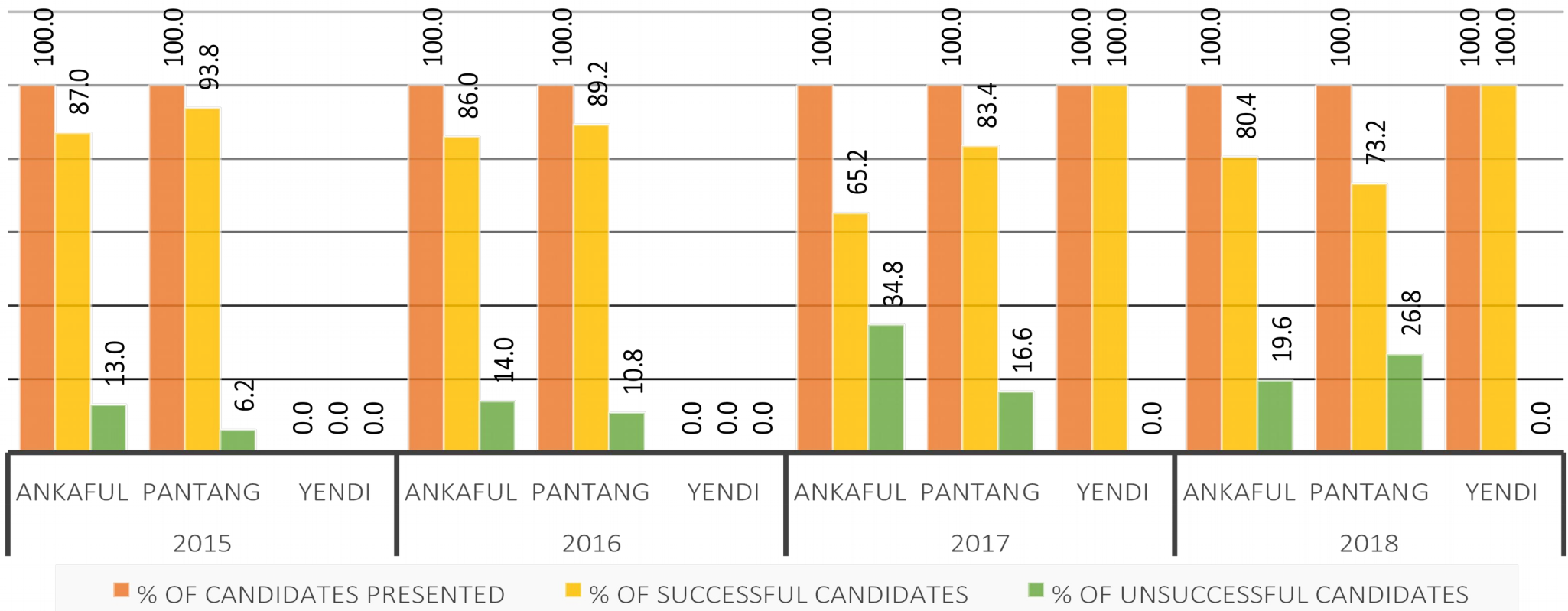


• Mr Felix Nyante (right), Mr Kwaku Agyeman-Manu (2nd right), Mr Ronald Strikker (3rd right), The Netherlands Ambassador to Ghana, observing a candidate going through the examination during a visit to the centre. Picture EDNA ADUSERWAA

Nursing and Midwifery Council of Ghana



PERCENTAGE (%) SUMMARY OF REGISTERED MENTAL NURSING LICENSING EXAMINATION RESULTS (2015 -2017) COMPARED WITH 2018 ONLINE LICENSING EXAMINATION RESULTS



Nursing and Midwifery Council of Ghana



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
4. Hon. Dr. Robert Kuganab-Lem – MP, Ghana



Thank You



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