

WORKFORCE IN NURSING AND MIDWIFERY IN SLOVAKIA

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Actual situation in Slovakia

- Number of registered nurses and midwives:
 - 39 334
- Chamber members number:
 - 21 634
- Number of nurses and midwives – foreign countries:
 - 1 535

Lack of registered nurses

- There is a predicted shortage of nearly 25,000 nurses in Slovakia by 2030
- Faculties with an active field of nursing do not have the capacity and finances to accept such a number of students as the market demands
- 50 % of our graduates leave the labour market after completing their studies
- Fluctuation is more and more noticeable among experienced nurses
- Robotic procedures do not affect the nursing profession

Register

➤ Nurses

➤ 38 134

➤ Average age: 48.52 years



➤ Nurses - males

➤ 963 (2,54 %)

➤ Average age: 42.15 years



➤ Midwives

➤ 1 777

➤ Average age: 47.90 years

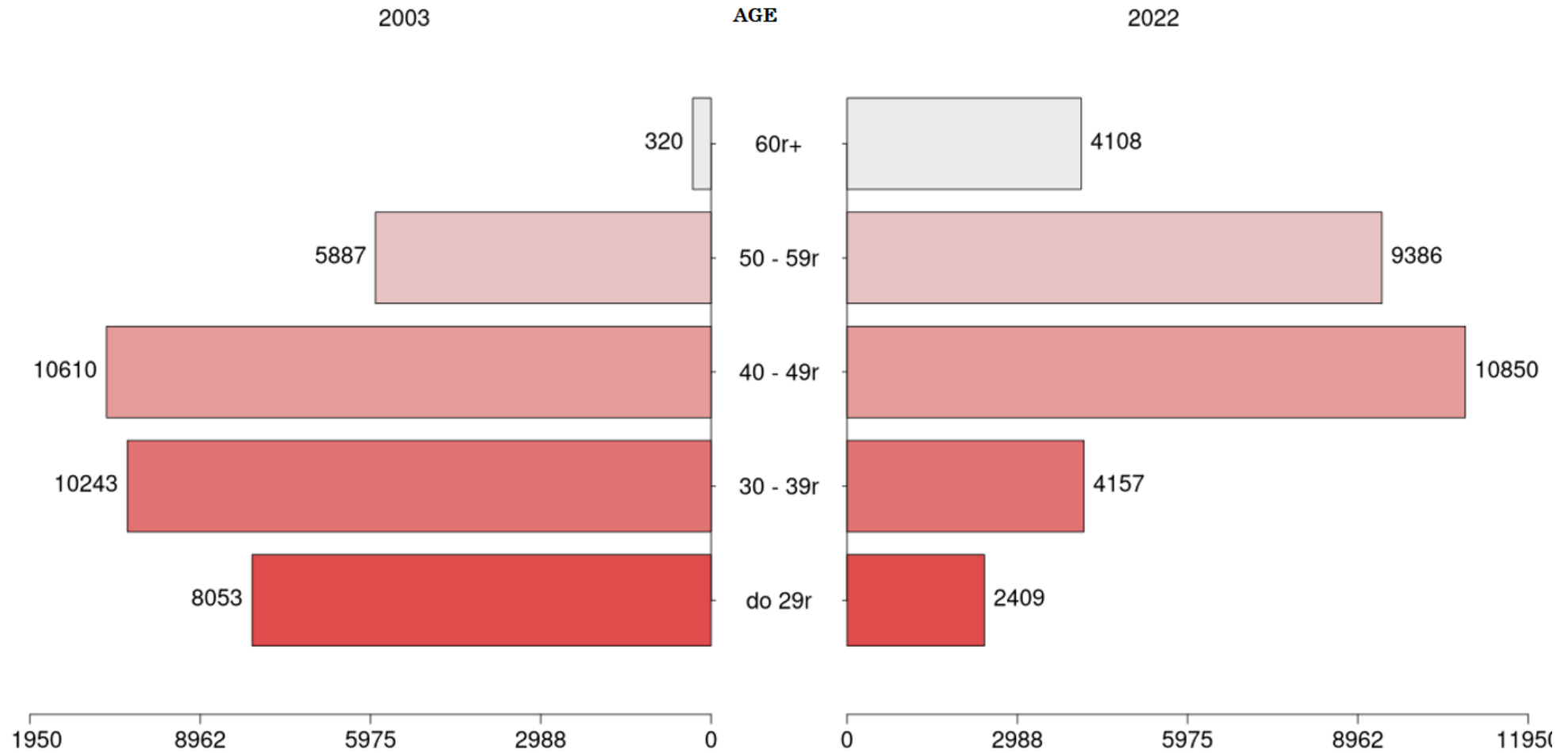


➤ Midwife - male

➤ 1 (0,057 %)



Comparison of age structure



Survey

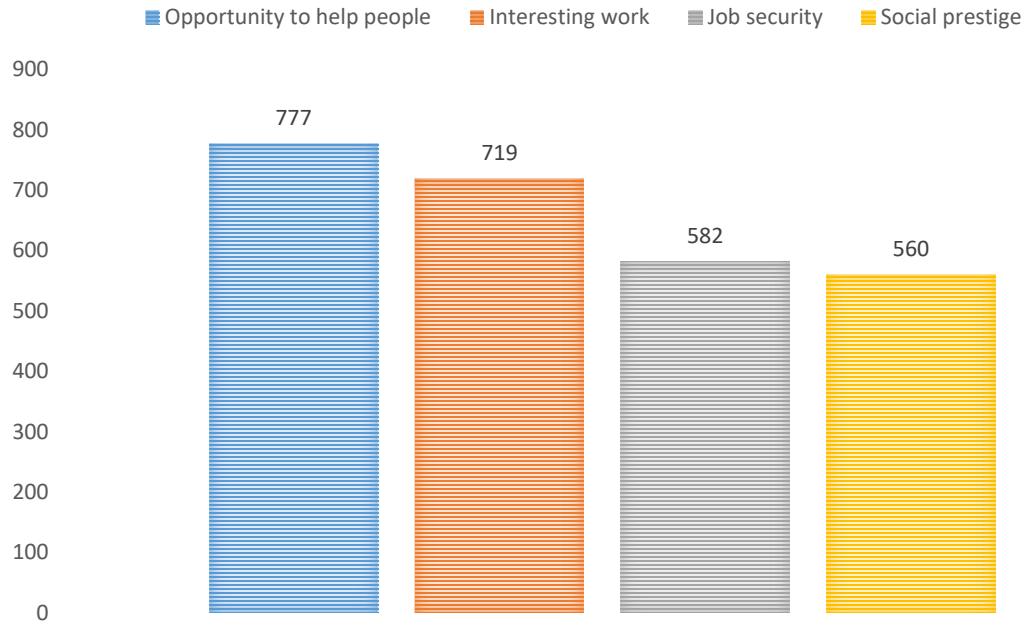
Respondents

- **Age:**
 - 22 – 70 years
 - Average age: 44.4 years
- **Location:**
 - All over Slovakia (west = 336, central = 306, east = 246)

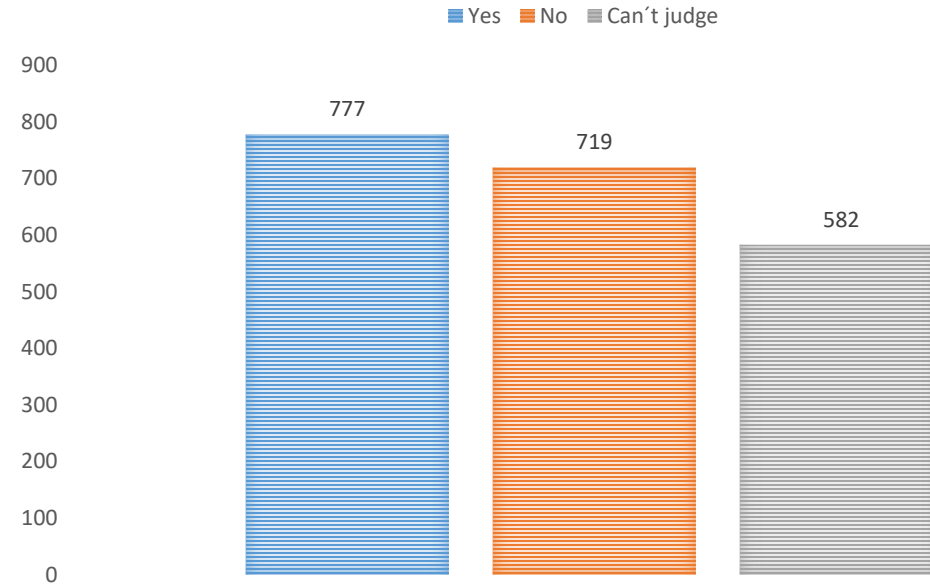
Questionnaire

- Non-standardized self-constructed
- 22 items (7 closed, 8 semi-open, 2 open and 5 categorization)
- Data collection in the months of August to September 2022

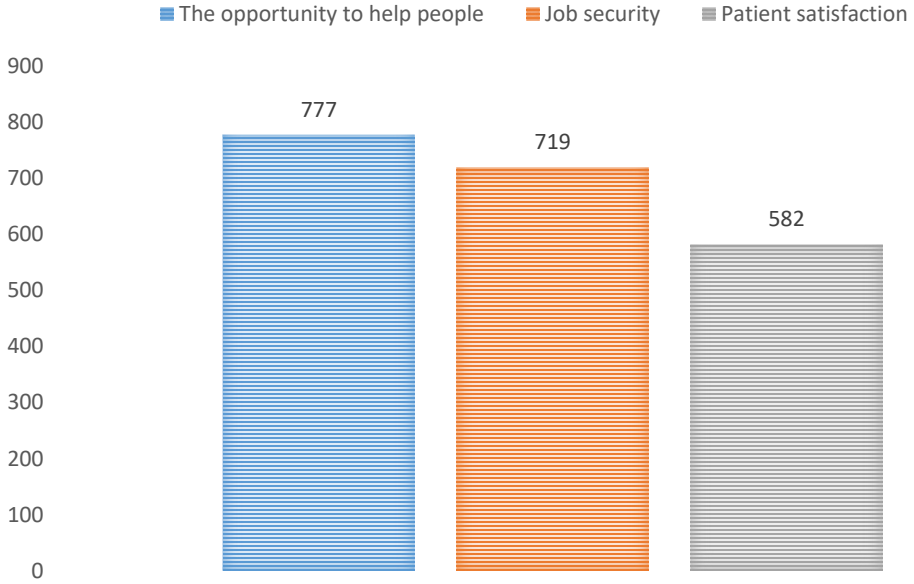
THE CHOICE OF PROFESSION



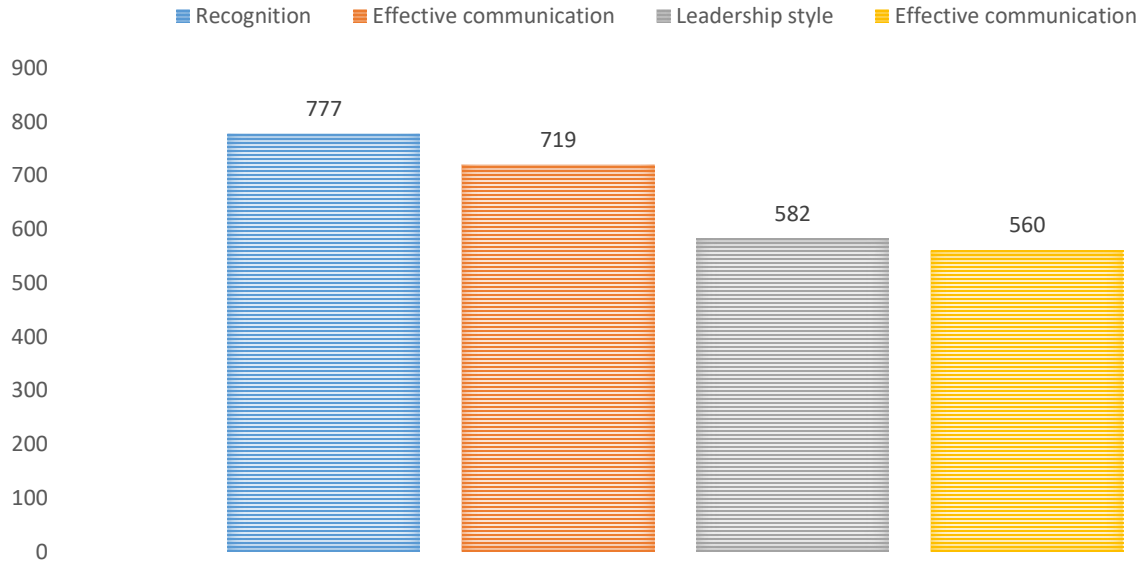
CHOOSING YOUR PROFESSION AGAIN



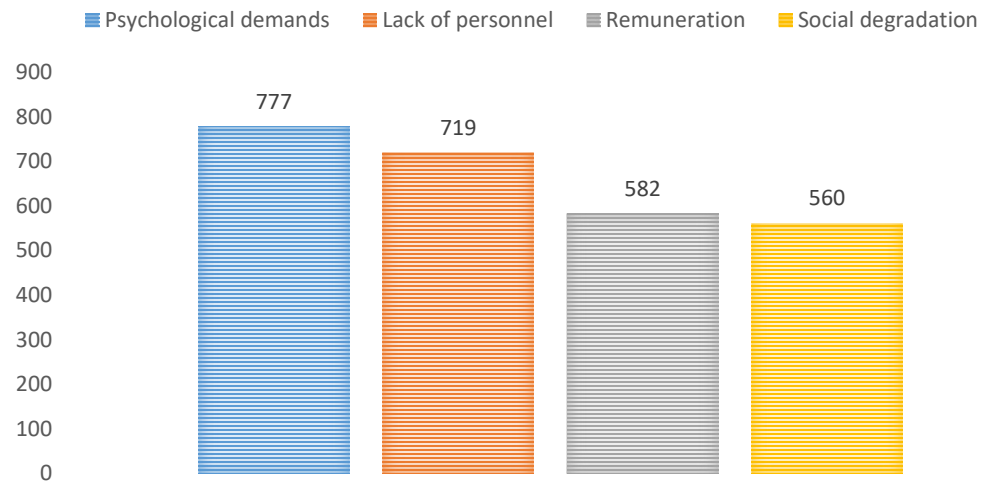
THE MOTIVATION AT THAT MOMENT



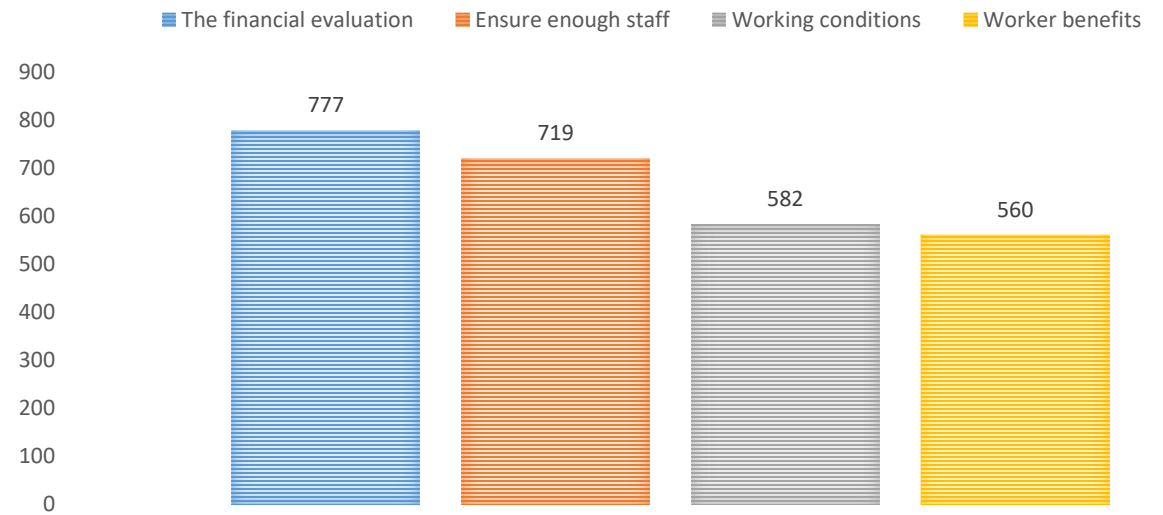
THE LEAST MOTIVATING FACTORS



THE MOST DEMOTIVATING FACTORS



NURSES MOTIVATION IMPROVING



Recommendations to improve the situation

- Search for and implement tools to optimize and stabilize the staffing of medical facilities.
- Use optimal motivational tools at the national and local level based on mapping the level of nurses' motivation.
- Conceptualize and implement the motivational programme of the hospital with the nurses participation.
- Implement effective recruitment programmes presenting not only job offers for specific job positions, but also the benefits offered.

Recommendations to improve the situation

- Build the culture of the organization, or hospitals with an emphasis on human and professional values and moral principles.
- Improve the area of „top-down and bottom-up“ communication.
- Develop a social care strategy for employees and employee benefits programme.
- Implement interventions aimed at reducing the workload of nurses, not only by arranging workplaces with adequate equipment.
- Support the education of nurses.
- Develop the cooperation of medical facilities with organizations and institutions from the external environment.

Thank you for your attention.

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