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## **ProInCa**

**Promoting the Innovation Capacity of Higher Education in Nursing during  
Health Services' Transition**

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### **2.1.D7 CNE Sustainability Plan**

**WP2.1 Center for Nursing Excellence and e-platform**



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## Executive Summary

The Center of Nursing Excellence (CNE) is established as part of ProInCa project. The CNE can be seen as a network organisation structure within its core the e-platform on [www.nursekz.com](http://www.nursekz.com). The e-platform of CNE consisting of free collaborative webpage and password protected e-learning platform Moodle, is a service with information for nurses, students, nursing teachers and nursing researchers and other stakeholders in nursing. For the long term sustainability, a solid organisational structure is needed.

For the sustainability of the CNE on the long term the mission statement is used for developing the functions of the CNE. The functions describe clearly how the CNE will realize its mission statement and help to divide the tasks of the different stakeholders. The structure of the CNE consists of Central and 5 Regional CNE Offices. The governing body of the CNE is the Council of the Consortium, represented by the rectors of the partner universities and presidents of Paryz Nursing Association and Association of medical colleges. The sustainability of the platform and genuine use in whole Kazakhstan is ensured by including during the development process of the e-platform all medical universities, higher medical colleges and colleges as well as health care facilities. In addition, stakeholders that are not partners in the project were given an opportunity to join in this process.

The long-term sustainability of CNE can be demonstrated and reached through three phases, establishment period (2018-2020), development phase (2021-2022) and sustainability phase (2023-2025). During these three phases of the development process the CNE consortium board will monitor the progress and success of the sustainability of the CNE by formulating indicators for knowledge sharing and education and for organisation and collaboration.

In order to implement the functions of CNE, all financial issues on the contribution of each partner to support the activities of the Center and the distribution of profits will be approved by the Council of the Consortium, represented by the rectors of the partner universities. The financing of the CNE offices is carried out at the expense of own funds of each partner university and income comes from CNE activities.



# 1 Introduction to the Center of Nursing Excellence

The Center of Nursing Excellence (CNE) is established as part of ProInCa project: Promoting the Innovation Capacity of the Higher Education in Nursing. This project is aiming to develop the sustainable innovation capacity of Kazakhstan's Medical Universities for the modernization of nursing. The project is coordinated by JAMK University of Applied Sciences and supported by the Ministry of Health as well as Ministry of Education and Science of the Republic of Kazakhstan (see [www.proinca-nursing.kz](http://www.proinca-nursing.kz)). The project runs from 2017 till end of January 2021 and one of the results is the establishment of the CNE. The project is co-funded by the Erasmus+ Programme of the European Union. During the project period the organisational structure of the CNE is set up to ensure the sustainability of the CNE.

In order to ensure the sustainability of the CNE different levels of stakeholders on nursing education and practice were involved in several workshops and working groups during the project period to discuss the structure, functions, and content of the CNE.

This document describes CNE mission, organisational structure, main functions, the developmental phases, and financial sustainability.

## 2 Mission and functions of CNE

The *mission* of CNE is to contribute to the improvement of nursing practice by empowering nurses to enhance the quality of healthcare for better health of individuals.

1. The CNE serves as **a collaboration and networking platform** (A) between nursing practice, nursing education and nursing research.
2. The CNE actively **collects, promotes and shares evidence-based knowledge** (B) (educational materials, best practices, nursing clinical guidelines and nursing research results).
3. The CNE offers **the platform for organizing capacity building** on contemporary nursing topics/issues. (C)

Thereby enhances the development of evidence-based nursing and nursing science in Kazakhstan.



The E-platform of CNE consisting of free collaborative webpage and password protected e-learning platform Moodle, **is a service with information** for nurses, students, nursing teachers and nursing researchers and other stakeholders in nursing.

The sustainability of the platform and genuine use in whole Kazakhstan will be ensured by including during the development process of the e-platform all medical universities, higher medical colleges and colleges as well as health care facilities. In addition, stakeholders that are not partners in the project are given an opportunity to join in this process. Through the use of letters A, B and C, the connections of functions to fulfilling the CNE Mission are visualized.

Functions:

- 1) organization and management of on an electronic platform (webpage and e-learning environment) (A)
- 2) promoting integration of the Kazakhstan community of nursing with international communities (A)
- 3) collaborating and networking in regional and central CNE offices on contemporary nursing issues (A)
- 4) collects, promotes and shares evidence-based information on nursing (B)
- 5) organising training of nurses on contemporary nursing issues (C)
- 6) organizing of consulting, expert and other types of services on nursing education, research and practice (C)

### 3 Organisational structure of CNE

The governing body of the CNE is the Council of the Consortium, represented by the rectors of the partner universities and presidents of Paryz Nursing Association and Association of medical colleges.

The structure of the CNE consists of Central and Regional CNE Offices.

1. Central CNE Office is a coordinating office of CNE managed by Astana Medical University, and Nazarbayev University School of Medicine.
2. There are 5 regional CNE offices managed by West-Kazakhstan Medical University, Semey Medical University, South-Kazakhstan Medical Academy, Karaganda Medical University, Kazakh National Medical University, respectively. See Figure 1.



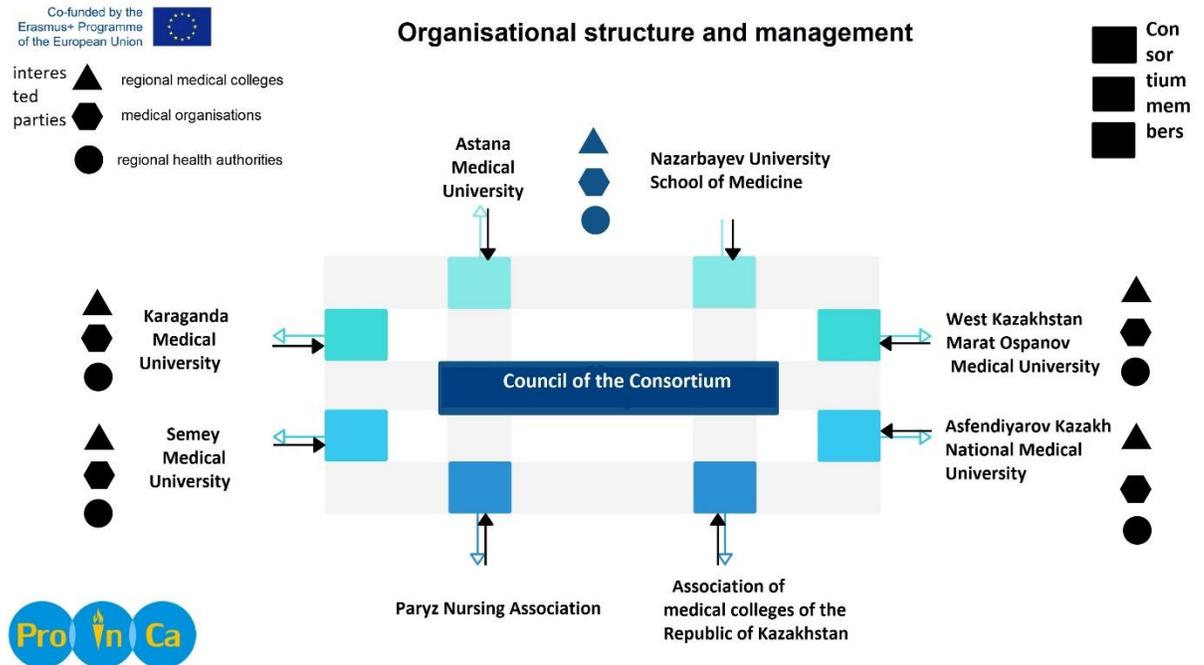


Figure 1 CNE Organizational structure and management

### 3. Detailed **functions of Central CNE Office** are following:

- implementation of activities in accordance with annual working plan confirmed by Consortium Council;
- CNE website life support [www.nursekz.com](http://www.nursekz.com), updating of design and content, including materials on evidence-based nursing, Nursing Research, Nursing Leadership, forum management;
- all materials of CNE platform will be reviewed by the Expert Group, the members of which are appointed annually by the Consortium Council;
- collecting, promoting and sharing evidence-based information (educational materials, best practices, nursing clinical guidelines and nursing research results);
- organizing conferences, round tables, online/face-to-face meetings on nursing at the national level
- interaction with the Ministry of Healthcare, the Republican Center for Health Development, professional associations of the republican level, local health authorities and professional nursing associations in the framework of CNE;
- supporting for integration of Kazakhstani nursing society with international nursing society

4. Detailed **functions of CNE regional offices** are following:
- implementation of activities in accordance with annual working plan confirmed by Consortium Council;
  - organizing conferences, round tables, online/face-to-face meetings on nursing at the regional levels;
  - interaction with the local health authorities, regional professional nursing associations, health organizations within the framework of CNE;
  - providing the content for CNE platform on Evidence-Based Nursing, Nursing Research, Nursing Leadership;
  - Network expansion of the CNE.

Preliminary estimation of the staff and their responsibilities of the Central and Regional CNE offices described in Appendix 1.

## 4 The phases of development to sustainability

The journey to the sustainability of CNE can be demonstrated and reached through three phases, establishment period (2018-2020), development phase (2021-2022) and sustainability phase (2023-2025). Next the phases are described in more detail:

### ***Phase 1 - Establishment period (2018-2020)***

At the phase 1, AMU provides institutional support to the Central CNE Office, technical support of the e-platform with the CNE website and Moodle within ProInca project period. Technical support was provided according to the service level agreement (SLA) (See deliverable 2.1.4). The SLA describes precisely, what are service hours, support hours, availability, reliability and other relevant parameters.

Kazakhstani partner universities provide content of CNE platform including materials for the following areas: Evidence Based Nursing Nursing; Clinical Guidelines; Nursing Research; Nursing Leadership, etc. The Central CNE office regulates and monitors the filling of information content; registration and provision of educational content. This establishment is supported by EU co-funding through ProInCa project.

By the end of the development phase, the CNE e-platform will be filled with the necessary information according to the approved structure. All important information and materials for nursing society are accumulated through CNE platform and will be disseminated to all interested stakeholders. In this phase the Consortium agreement will be signed by Kazakhstani partner universities to provide effective support for the functioning of the CNE on mutually beneficial conditions.

### ***Phase 2 - Development period (2021-2022)***

At the Phase 2, the Consortial members provide financial and resource support to the effective functioning of the CNE. The level and amount of support for the CNE by each member is agreed in the signed Consortium agreement. Each Consortial partner provides the educational content of the CNE website and training, appoints experts that have expertise and time to develop the topic areas of the CNE. In CNE nurses, nursing teachers and nursing researchers from different organisations start to work together, share information and organise activities at national and regional level. CNE starts to actively work with organising activities and nursing stakeholders start to use the CNE e-platform for sharing information, collaboration and education. During this period ERASMUS+ CBHE project AccelEd will use the CNE for project dissemination purposes.

### ***Phase 3 - Sustainability period (2023-2025)***

As the competence of the Center develops, the position is strengthened as the only permanent place with e-platform where nurses in Kazakhstan may find all relevant important information for their professional activities. CNE supports connecting nurses on their professional areas across the country and internationally, increasing sharing knowledge between the stakeholder, providing online discussion

Because of the CNE serving as bases of nursing experts on EBN, nursing research and nursing education, central and local health authorities provide support to the Center through the allocation state budget for organizing the development of standards, recommendations, algorithms, research projects, etc. Also, CNE makes money through the organization of paid courses, attraction of national and international grants to ensure self-sufficiency and independence. The CNE's



competitiveness is ensured through cooperation in the development of applications and participation in competitions.

During these three phases of the development process the CNE consortium board will monitor the progress and success of the sustainability of the CNE by formulating indicators. Quantitative and qualitative indicators need to be specified by the CNE consortium board in such a way that they can be measured in time. These indicators should be related to the main goals of the CNE and the national and local circumstances.

The CNE consortium will formulate indicators for the second and third phase among others on the following areas:

Knowledge sharing and education: with for example

- the growing number of visitors of the website
- the number of newsletters and other ways of informing nurses
- the increase of webpages with up to date information (eg about clinical guidelines)
- the growing number of courses on the e-platform
- the number of students and nurses trained to the e-platform courses
- number of activities organised by the regional offices

Organisation and collaboration: with for example

- the growing number of partner organisations that will join the CNE (universities, medical colleges, health care organisations, nursing associations, regional authorities and others)
- the growing number of projects
- the financial sustainability: course fees and grants e.g.
- the level of service (SLA) of the CNE e-platform

Also every two years the opinion of the users of the CNE (nurses, nursing students, nursing teachers) will be asked to get feedback and make improvements.



## 5 Financial sustainability

In order to implement the functions of CNE, all financial issues on the contribution of each partner to support the activities of the Center and the distribution of profits will be approved by the Council of the Consortium, represented by the rectors of the partner universities. The financing of the CNE offices is carried out at the expense of own funds of each partner university and income comes from CNE activities.

The University partners agree to make the contribution to joint activities for the period from 2020-2025. The University partners are allowed to make a profit by developing and realization of their own educational courses in nursing through CNE. The detailed financial issues of CNE activities are described in the Consortium Agreement. Central CNE Office will provide content management and IT support.



## Appendices

### Appendix 1. Preliminary estimation of staff and their responsibilities of the Central and Regional CNE offices

Functions of CNE	TASKS	CENTRAL OFFICE		REGIONAL OFFICES		Manager with nursing knowledge	Technician
		Hours / year	Hours / month	Hours / year	Hours / month		
1) organization and management of an electronic platform (A)	day to day processes of E-platform of the CNE according to the Service Level Agreement	400	40				x
	development and maintenance of <b>the website</b> , make changes and updates, solve problems etc. providing the quality and service level (SLA) of the CNE e-platform (website and Moodle environment)	400	40	80	8		x
	development and maintenance of <b>the Moodle</b> courses New courses (4 courses in 1 year): User enrolment, Provide instructions, Solving problems etc	400	40	80	8		x
2) promoting integration of the Kazakhstan community of nursing with international	organizing international conference with international nursing experts participation (for 1 international conference per 1 year)	80	8			x	

communities (A)	organizing on-line courses, meetings with international nursing experts participation (3 meetings/online courses per 1 year)	120	12			x	
3) collaborating and networking in regional and central CNE offices on contemporary nursing issues (A)	development, implementation and reporting of an annual working plan of CNE consisting for example meetings national/regional, conferences on contemporary topics, trainings to be offered	40	4			x	
	development, implementation and reporting of an annual working plan of regional CNE consisting for example meetings national/regional, conferences on contemporary topics, trainings to be offered			40	4	x	
	organizing conferences meetings and round tables (4 meetings/round-tables per year, 2 national conferences per year)	280	28	40	4	x	
	organizing regional conferences, meetings and round tables (4 meetings/round-tables per year)			160	16	x	
	interaction with the Ministry of Healthcare, the Republican Center for Health Development, professional associations of the republican level, local	80	8			x	



	health authorities and professional nursing associations						
	interaction with the local health authorities, regional professional nursing associations, health organizations within the framework of CNE;			80	8	x	
	development of financial and nonfinancial incentives for cooperation with the CNE	160	16	80	8	x	
	network expansion of the CNE	160	16	80	8	x	
4) collects, promotes and shares evidence-based information on nursing (educational materials, best practices, nursing clinical guidelines and nursing research results): (B)	collection of EBN materials and putting it on appropriate section of <b>CNE website</b>	80	8	200	20	x	
	provision of interesting and attractive content for <b>the website</b> eg newsletters, blog, calendar, updates of text	200	20	200	20	x	
	dissemination CNE activities through <b>social media</b> channels, TV, news, etc	200	20	100	10	x	
	monitoring the quality (evidence-based) and quantity of information on CNE website, and social media postings.	160	16			x	
	developing and posting on the CNE of summary semi-annual reports on best practices.	80	8		16	x	

5) organising training of nurses on contemporary nursing issues (C)	at least 2 courses per year/ region			160	16	x	
6) organizing of consulting, expert and other types of services on nursing education, research and practice (C)	analyzing of calls from health organizations, nurses, etc; correspondence with relevant experts	80	8	40	4	x	
	organizing of services (paid or free of charge)	80	8	40	4	x	
	<b>TOTAL</b>	<b>3000</b>	<b>300</b>	<b>1380</b>	<b>152</b>		

