

WHO recommendations

Optimizing health worker roles to improve access to key maternal and newborn health interventions through task shifting

## **Annex 1**

Cadre definitions used in the project

## DEFINITIONS OF CADRES INCLUDED IN THE OPTIMIZE MNH GUIDANCE

Broad category	Definition	Different names
Advanced level associate clinician <sup>1</sup>	A professional clinician with advanced competencies to diagnose and manage the most common medical, maternal, child health and surgical conditions, including obstetric and gynaecological surgery (e.g. caesarian sections). Advanced level associate clinicians are generally trained for 4 to 5 years post-secondary education in established higher education institutions and/or 3 years post initial associate clinician training. The clinicians are registered and their practice is regulated by their national or subnational regulatory authority	Assistant medical officer, clinical officer (e.g. in Malawi), medical licentiate practitioner, health officer (e.g. Ethiopia), physician assistant, surgical technician, medical technician non-physician clinician
Associate clinician	A professional clinician with basic competencies to diagnose and manage common medical, maternal, child health and surgical conditions. They may also perform minor surgery. The	Clinical officer (e.g. in Tanzania, Uganda, Kenya, Zambia), medical assistant,

<sup>1</sup> Following discussions at the Guidance Panel meeting, it was decided to move away from the term 'Non-physician clinician' and to rather use the term 'Associate clinician'. It was also noted that associate clinicians may have more or less advanced training, and therefore different skills and scope of practice, and that therefore two categories of associate clinicians needed to be considered for the purposes of the guidance. These categories have been called 'Advanced level associate clinician' and 'Associate clinician'.

	prerequisites and training can be different from country to country. However, associate clinicians are generally trained for 3 to 4 years post-secondary education in established higher education institutions. The clinicians are registered and their practice is regulated by their national or subnational regulatory authority	health officer, clinical associate, non-physician clinician
Auxiliary nurse	Have some training in secondary school. A period of on-the-job training may be included, and sometimes formalised in apprenticeships. An auxiliary nurse has basic nursing skills and no training in nursing decision-making. However, in different countries the level of training may vary between few months to 2-3 years. (WHO 2010)	Auxiliary nurse, nurse assistant, enrolled nurses <sup>2</sup>
Auxiliary nurse midwife	Have some training in secondary school. A period of on-the-job training may be included, and sometimes formalised in apprenticeships. Like an auxiliary nurse, an auxiliary nurse midwife has basic nursing skills and no training in nursing decision-making. Auxiliary nurse midwives assist in the provision of maternal and newborn health care, particularly during childbirth but also in the prenatal and postpartum periods. They possess some of the competencies in midwifery but are not fully qualified as midwives (UNFPA 2011, WHO 2010)	Auxiliary midwife

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<sup>2</sup> *Enrolled nurses*: also called nurse technicians or associate nurses. Education includes three to four years training and leads to an award not equivalent to a university first degree (postsecondary school). An enrolled nurse has common nursing skills. Within a traditional service delivery model, they can perform simple as well as complex medical procedures and traditionally operate under the supervision of registered nurses or physicians (WHO 2012). For the purposes of this guidance, enrolled nurses were considered part of the category ‘auxiliary nurses’. However, the training and scope of practice of enrolled nurses may differ across settings.

Lay health worker	Any health worker who performs functions related to healthcare delivery; was trained in some way in the context of the intervention; but has received no formal professional or paraprofessional certificate or tertiary education degree (Lewin 2005)	Community health worker, village health worker, treatment supporter, promotores etc.
	<i>Traditional birth attendant (TBA):</i> A person who assists the mother during childbirth and who initially acquired their skills by delivering babies themselves or through an apprenticeship to other TBAs (WHO 1992). Trained traditional birth attendants have received some level of biomedical training in pregnancy and childbirth care. <sup>3</sup> In this guidance, trained TBAs are considered within the category of lay health workers.	Community Based Skilled Birth Attendant (Bangladesh); Dai (Pakistan); Bidan Kampong (Malaysia); Skilled Birth Attendants (Bangladesh); Traditional midwives (Guatemala); Dayas (Egypt)
Midwife	A person who has been assessed and registered by a state midwifery regulatory authority or similar regulatory authority. They offer care to childbearing women during pregnancy, labour and birth, and during the postpartum period. They also care for the newborn and assist the mother with breastfeeding. Their education lasts three, four or more years in nursing school, and leads to a university or postgraduate university degree, or the equivalent. A registered midwife has the full range of midwifery skills (WHO 2010). <sup>4</sup>	Registered midwife, midwife, community midwife
Non-specialist	A legally qualified and licensed practitioner of medicine,	Family doctor, general

<sup>3</sup> Note that only trained traditional birth attendants were considered in the context of this guidance.

<sup>4</sup> The publication “State of Midwifery” and the website of the International Confederation of Midwives have definitions that are slightly different but, for the purpose of the guidance, the WHO definition outlined above was used.

doctor	<p>concerned with maintaining or restoring human health through the study, diagnosis and treatment of disease and injury, through the science of medicine and the applied practice of that science. A medical doctor requires training in a medical school. Depending on the jurisdiction and on the university providing the training, these may be either undergraduate-entry or graduate-entry courses. Gaining a basic medical degree may take from five to nine years, depending on the jurisdiction and the university providing the training.</p>	practitioners, medical doctor
Nurse	<p>A graduate who has been legally authorised (registered) to practice after examination by a state board of nurse examiners or similar regulatory authority. Education includes three, four or more years in nursing school, and leads to a university or postgraduate university degree or the equivalent. A registered nurse has the full range of nursing skills (WHO 2010).</p> <p>Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well, and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles (ICN 2012).</p>	Registered nurse, nurse practitioner, clinical nurse specialist, advance practice nurse, practice nurse, licensed nurse, diploma nurse, BS nurse, nurse clinician

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