



Three-day Workshop on National Consultation on Nursing Policy Priorities and Best Practices Successfully Concludes

National Workshop Reaffirms India's Commitment to Advancing Nursing Excellence and Building a Future-Ready Workforce

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Union Ministry of Health & Family Welfare, in collaboration with Jhpiego and the World Health Organization (WHO), concluded the three-day National Consultation and Experience Sharing Workshop on Nursing Policy Priorities and Best Practices in India, today in New Delhi.

The workshop brought together senior officials from central and state governments, nursing leaders, academic experts and development partners, and served as a platform to advance the national agenda on nursing and midwifery reforms.

The workshop underscored the importance of systematic workforce planning and management. States and experts recommended the adoption of scientific planning tools to determine appropriate staffing levels, improve deployment, and ensure optimal nurse-to-patient ratios across various levels of care. Deliberations also highlighted the need to create clear and progressive career pathways enabling nurses to take on advanced practice, public health, and leadership roles. Participants agreed that improved workplace conditions, mentorship systems, and supportive supervision would significantly contribute to better retention and professional growth.



Discussions on service delivery laid strong emphasis on scaling evidence-based nursing practices from across the country. States shared examples of nurse-led care models, quality improvement initiatives, and innovations in community-based service delivery, which can be replicated at national level.

Experts and state representatives shared successful models from across India, including workforce planning innovations, quality improvement frameworks, and capacity-building initiatives. The workshop also reflected on key priorities such as expanding leadership roles for nurses, enhancing workplace environments, and aligning India's nursing ecosystem with global standards.

Speaking at the valedictory session, Dr. Vinod Kotwal, Additional Secretary, Medical Education, Ministry of Health and Family Welfare, reiterated the sentiments expressed by Union Health Secretary and affirmed that "nurses are the heart of the healthcare delivery system." She emphasized that the strength, dedication, and clinical competence of India's nursing workforce form the core of service delivery at every level of care.



Dr. Kotwal also noted that the recommendations emerging from the workshop hold immense value, as they are rooted in the lived experiences of participants from across states, spanning educators, clinical nurses, administrators, and regulators. She highlighted that one of the most significant aspects of the workshop was the collective sharing of knowledge, with each state presenting its achievements, challenges, and innovations.

She further underscored the importance of developing practical, solution-oriented strategies tailored to India's resource-constrained settings. She encouraged participants to design interventions that are feasible, sustainable, and aligned with existing capacities, while also pushing for continuous improvement.

Speaking at the occasion, Ms. Akanksha Ranjan, Deputy Secretary, Nursing & Dental, Ministry of Health & Family Welfare, expressed appreciation for the active participation and thoughtful contributions made by nursing leaders, educators, and state representatives throughout the three-day workshop.



She also stated that the workshop has been highly fruitful in identifying critical gaps in nursing education, service delivery, and governance. She emphasized that the value of this consultation lies not only in recognising these gaps but also in generating practical, solution-oriented approaches. She highlighted that many of the solutions discussed were tailor-made to address the unique challenges of different states, demonstrating the strength of collaborative problem-solving and shared learning.

She underscored the importance of strengthening academic-clinical linkages, enhancing institutional capacities, and ensuring that nursing education remains aligned with the evolving needs of the health system.

Addressing the gathering for way forward, Dr. Deepika C. Khakha, Nursing Advisor, Director General for Health Services (DGHS), Ministry of Health & Family Welfare, commended the commitment demonstrated by nursing professionals and state representatives throughout the workshop. She also stated that, the workshop has effectively set the context for actionable work and tangible reforms in India's nursing ecosystem. She emphasised that while it is often easy to speak about challenges, true leadership lies in thinking about solutions within the capacities and constraints of the system.



Highlighting that the workshop was “for the nurses, and by the nurses,” she commended the spirit of mutual support and collaborative learning demonstrated by participants. Furthermore, Dr. Khakha underscored the need to strengthen competency-based curriculum, invest in continuous faculty development, and build future-ready nursing leadership. She also noted that India is the second-largest source of migrant nurses globally after the Philippines, which reflects both the high demand for Indian nurses and the need to strengthen governance mechanisms to ensure safe, ethical and well-supported migration pathways.

In her Concluding remarks, she stated that, the way forward must focus on working together as a unified team to strengthen nursing education, regulation and overall governance.



The event concluded with a shared resolve to take forward the recommendations and continue building an empowered, skilled, and motivated nursing workforce that can meet the evolving health needs of the nation. The Ministry reiterated that investing in nursing is vital for achieving quality healthcare and accelerating India’s progress toward Universal Health Coverage.

Dr. Manohar Agnani, Former Additional Secretary, Maternal and Child Health, Ministry of Health and Family welfare, senior state officials and participants from nursing profession were also present at the event.

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