



**Introduction/Background**

- ❑ According to the University Grant Commission (UGC) in Sri Lanka, five universities offer degree programs leading to B.Sc. in Nursing with more than 300 students for 2018 intake (UGC 2018).
- ❑ More than 2000 graduate nurses are currently working in the national healthcare sector and most nurses are seeking postgraduate qualifications to develop their career prospects .
- ❑ However there is no postgraduate nursing program in Sri Lanka to fulfil the current and future demand for higher education for nurses in Sri Lanka.
- ❑ This innovative Master of Nursing program will meet an identified need for accessible, flexible graduate nursing education that prepares nurses to provide leadership in healthcare, education, management and research within a complex and dynamic, healthcare system.

**Purpose**

- ❑ To develop an evidence based framework for Postgraduate Nursing Program enabling development of first Master of Nursing (Research) program in Sri Lanka.

**Methods**

1. Conducting a national survey regarding need of the postgraduate programs for nurses in Sri Lanka.
2. Analysing current trends and issues in healthcare, and nursing education to capture the concepts that should be addressed in the conceptual framework for the Master of Nursing program.
3. Developing a draft conceptual framework for the postgraduate nursing program via focus group discussion with key stakeholders in nursing and healthcare sectors.
4. Developing the administrative proposal for the program and following administrative procedure for the approval from the University and UGC.

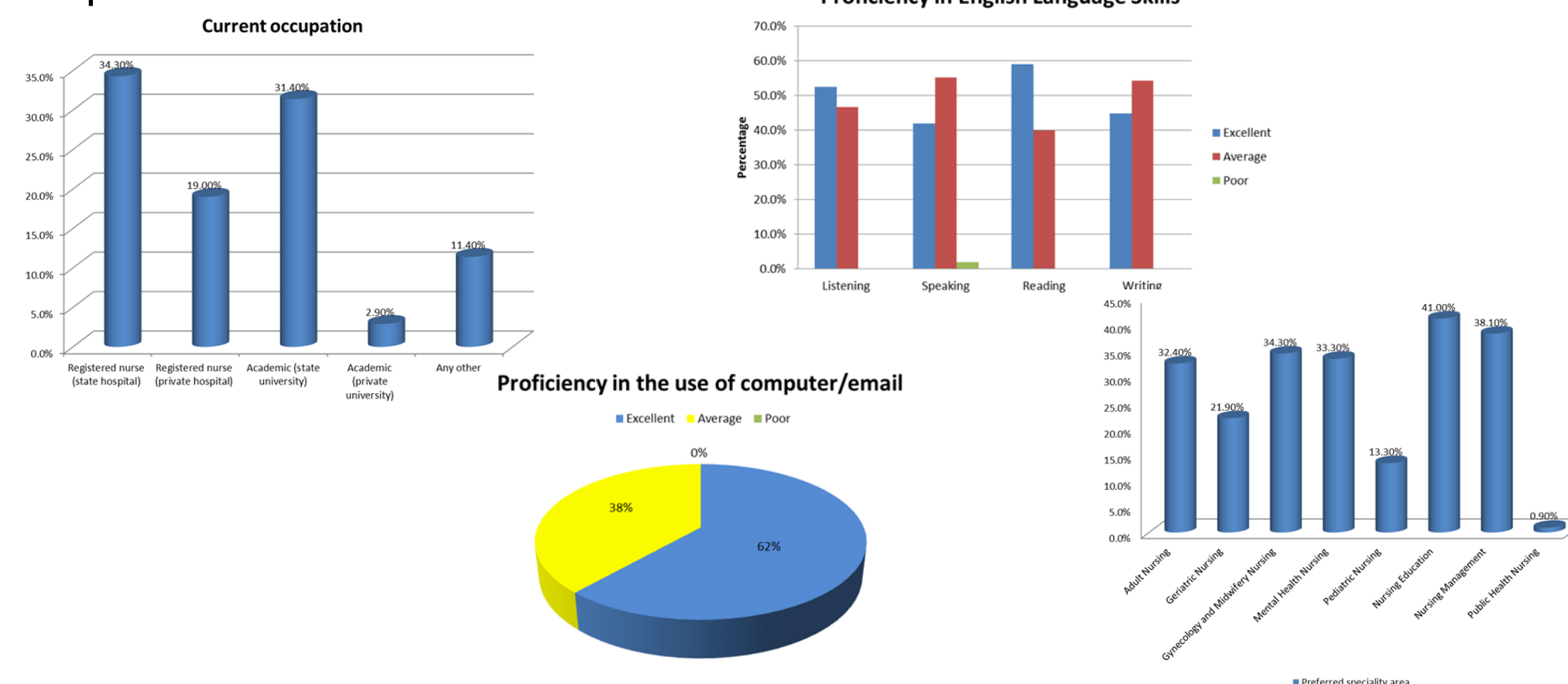
**Results**

**Need Assessment Survey:**

- ❑ Majority of nursing graduates (60%) worked as nurses in the government hospitals or private hospital in Sri Lanka.
- ❑ The majority (90%) of the participants reported that they intend to enrol in a master of nursing program.
- ❑ The preferred speciality areas were nursing education (41%), nursing management (40%), gynaecology and obstetrics nursing (34%), mental health nursing (33%), and adult nursing (32%),
- ❑ The preferred teaching-learning methods were lectures (58%), self-directed learning (54%), workshops (50%) and problem-based learning (42%).
- ❑ The majority of participants (80%) preferred to full-time enrolment.

**Developing the Postgraduate Program:**

- ❑ Number of meetings/ Focus group discussion with key stakeholders.
- ❑ Proposal developed for establishment of Postgraduate Institute of Health Sciences and submitted to the Ministry of Higher Education for approval (pending approval).
- ❑ Faculty of Allied Health Sciences (FAHS) established in February, 2019
- ❑ Existing nursing unit upgraded into the Department of Nursing and Midwifery in FAHS.
- ❑ Developing administrative proposal for the establishment for the first Master of Nursing program is in progress.
- ❑ An abstract submitted to STTI Convention 2019 and accepted for an oral presentation.



**Leadership Journey**

- ❑ EEAI Workshop -1(2018) ; Monthly conference Triad-call; Useful webinars; EEAIWorkshop-2 (2019)- Highly productive to the leadership journey
- ❑ Transformational leadership to establish the first MSc Nursing program in Sri Lanka
- ❑ Fullest encouragement from the Faculty Advisor and the Mentor- Role Models
- ❑ Support from the VC , Dean, Colleagues and all Key Stakeholders
- ❑ Strength of vision and motivating groups of people to work towards common goal
- ❑ The Master of Nursing Program will commence in 2020

**Achievements**

- ❑ Leadership qualities development
- ❑ Able to face challenges; Work as a change agent
- ❑ Able to build consensus and effective conflict management
- ❑ Guiding others through inspiration
- ❑ Ability to meet deadlines
- ❑ Ability to manage a crisis situation



**Challenges**

- ❑ Need to be more flexible
- ❑ Need to improve skills on asking assistance when needed
- ❑ Need to plan for more work life balance

**References**

- ❑ UGC (2018), Admission to an undergraduate course of the universities in Sri Lanka 2018/2019. Colombo: University Grants Commission of Sri Lanka