LAUNCH EDITION · BLACK HISTORY MONTH · OCTOBER 2026

Nurses Agenda: Future Health Solutions

Nursing the nation. Nursing the world.
One human family, one profession, one shared future with AI.

One human family · Nurses & AI: a global need · UK & Kenya: shared inequalities · Jobless nurses, short-staffed wards · An NHS fit for the future · Mentoring the next generation

Cure → Care
Whole people, over a lifetime

Hospital → Home
Care among the people you love

Paper → AI
Services in your hand, nurses in charge



In the colours of the United Kingdom and Kenya: two nations, one nursing family

Happy Nurse, Happy Patient, Better Health Outcomes.

Powered by SERANA+
Secure and Reliable Artificial Nurse Assistant. AI you can trust. Safety you can measure.

OUR FOUNDATION

The same beneath the skin

Every nurse learns the same anatomy. Beneath the skin, the heart, the lungs and the blood of every patient work the same way, whoever they are and wherever they come from. That is not only science. It is the moral starting point of nursing.

One origin

Modern humans first emerged in Africa, and East Africa, including the fossil sites of northern Kenya, holds some of the oldest evidence of our shared ancestry. Every person alive today belongs to that one family tree.

One biology

Any two people share most of their DNA, about 99.9%. The differences we see on the surface are tiny next to everything we hold in common.

> A nurse does not ask where a patient is from before taking their pulse. Care sees the person first.

Celebrating Black History Month

We launch this broadcast in October, Black History Month in the UK, to honour the Black nurses whose care built health systems on both sides of the world:

- **Mary Seacole,** the Jamaican-born nurse who cared for soldiers in the Crimean War, often against the prejudice of her time.
- **The Windrush generation** of Caribbean nurses who answered Britain's call as the NHS was born in 1948 and helped keep it running for decades.
- **African nurses today,** including thousands from Kenya and across the continent, who serve patients in NHS wards and communities every day.
- **Nurses at home in Africa,** who hold together services in villages, counties and city hospitals with far fewer resources.

Our pledge

Nurses Agenda stands for care without discrimination, as the profession's own ethical codes require equal respect, equal dignity, equal outcomes for every patient and every nurse, whatever the colour of their skin.

A GLOBAL VIEW

Nurses and AI: one global need

From Nairobi to the Wirral, every health system faces the same equation: more people living longer with more complex needs, and not enough nurses to meet them. Nurses are the answer, and AI can help each nurse reach further.

29.8m
nurses worldwide in 2023, the largest group of health workers on earth

5.8m
global nurse shortage in 2023, still 4.1m projected by 2030

46%
of the world's nurses work in high-income countries holding just 17% of its people

Source: WHO, ICN and partners, State of the World's Nursing 2025.

Shortages are deepest in Africa and the Eastern Mediterranean, and high-income countries, the UK included, continue to recruit nurses from lower-income nations. The need is shared. So must the solutions be.

Why nurses and AI belong together

The shared challenge	What nurse-led AI can do
Too few nurses for too many patients	Take paperwork and repetitive tasks off nurses so time goes back to the bedside.
Knowledge gaps at the point of care	Put up-to-date clinical decision support in every nurse's hand, in a rural clinic or a city ward.
Patients who cannot reach services	Let people book, track and receive care at home, and see results on their phone.
Tools built without nurses	Design AI with frontline nurses so it fits real practice and keeps them in charge.

> The system advises. The nurse decides and can always override.

TWO COUNTRIES, ONE STORY

Health inequalities: the UK and Kenya

The UK and Kenya look very different on paper. Through a nurse's eyes they share the same pattern: the poorer you are, and too often the darker your skin, the worse your chances of good health.

In the UK

~4× higher risk of dying in or shortly after pregnancy for Black women than for White women (2019–21).

2×+ the maternal death rate for women in the most deprived areas compared with the least deprived.

People in the poorest areas of England live many fewer years in good health than those in the richest.

Source: MBRRACE-UK, 2023.

In Kenya

Maternal and newborn deaths remain far higher than in the UK, with the heaviest burden on rural and low-income families.

Distance to a facility, transport costs and out-of-pocket payments decide who gets care and who goes without.

Nurses and midwives are often the only skilled health workers a community will ever see.

The same roots on both sides

Driver	UK	Kenya
Poverty	Deprived towns and estates	Informal settlements and rural poverty
Access	Long waits, closed local services	Long distances, few facilities
Discrimination	Ethnic gaps in maternity and mental health care	Gaps by income, region and gender
Digital exclusion	No device, data or digital skills	Patchy connectivity and costly data
Workforce	Vacancies alongside jobless new graduates	Shortages alongside thousands of jobless nurses

The nursing answer is the same too

Listen to patients. Go to where people live. Prevent before you treat. Use technology to widen access, never to leave anyone behind. Nurses who have worked in both systems, like many in our community, carry lessons each country can learn from the other.

THE WORKFORCE PARADOX

Jobless young nurses, short-staffed wards

In both countries, wards and clinics are under pressure for lack of nurses, yet newly qualified nurses cannot find work. Patients wait while trained nurses stack shelves, sit at home or leave the profession. This is not a shortage of nurses. It is a failure to employ them.

In the UK

Over 20,000 full-time equivalent nursing posts sit unfilled in NHS England.

Yet in July 2026 only about a quarter of advertised entry-level (Band 5) jobs were full-time, permanent and open to newly qualified nurses, and a third demanded experience new graduates cannot have.

Graduates report applying for 20 or more posts without an interview.

Source: Royal College of Nursing, August 2026.

In Kenya

More than 42,000 trained nurses are seeking work, and the number grows every year.

Around 10,000 nurses graduate each year, but fewer than 3,000 are absorbed into the workforce.

Counties have frozen hiring for lack of funds while public hospitals remain short-staffed, and thousands of nurses leave to work abroad.

Sources: Kenya Health Workforce Report 2023; Nursing Council of Kenya, via People Daily, May 2025.

What Nurses Agenda calls for

- **A guaranteed first post** for every newly qualified nurse, funded where patients need care most.
- **Preceptorship, not "experience required":** entry-level jobs that build experience instead of demanding it.
- **New nursing jobs in the community and at home,** created by the shift from hospital to home and enabled by platforms like ours.
- **Mentoring through the IJNF** so young nurses stay connected, keep learning and stay in the profession while they seek work.
- **Fair and ethical international exchange** that benefits nurses and both health systems, not one at the expense of the other.

> Every jobless nurse is care a patient is not getting.

NURSES AT THE HEART OF REFORM

An NHS fit for the future needs' nurses

The Government's 10 Year Health Plan for England, *Fit for the Future* (July 2025), rests on three shifts. They are the same three shifts' Nurses Agenda was built on, and every one depends on nurses.

NHS 10 Year Plan shift	Nurses Agenda	Why nurses are central
Hospital → Community Neighbourhood health centres in every community	Hospital → Home	District, community, practice and specialist nurses already deliver most care outside hospital. Neighbourhood health will run on them.
Analogue → Digital NHS App, shared records, AI support for staff	Paper → AI	Nurses record more, see more and act on more data than any other group. AI must be shaped by them to be safe and useful.
Sickness → Prevention Earlier risk detection, healthier lives	Cure → Care	Health promotion, screening, long-term condition support and health visiting are nursing at its core.

What nurses need for the plan to succeed

- **A voice at every table** where neighbourhood services and digital tools are designed.
- **Safe staffing** so the shift to the community is not a shift of pressure.
- **Digital and AI skills** built into training, from pre-registration to senior leadership.
- **Fair treatment for every nurse,** including internationally educated and Black and minority ethnic colleagues.
- **Protected professional judgement:** technology supports nurses, never replaces their decisions.
- **Investment in prevention** that reaches the communities with the worst outcomes first.

> Nurses are the NHS's largest professional workforce. A future NHS that is not nurse-led will not be fit for anyone.

THE CARE PLATFORM

Care at home, in the driver's seat

Hospital stays put pressure on Government, health systems, nurses and the whole family. Constrained health budgets, staff shortages, burden of daily visits, travel, time off work only exacerbate a bad situation. When care comes to you, Government saves money to pay nurses as per their cognitive value, Hospital are left for only what they are deserved to have, nurses' health and well-being is restored, families stay together and keep their hard-earned money for the things that matter. Nurses post their profiles, you choose the service, you choose the time, nurses is matched and you see who is coming before they arrive.

Order nursing care as easily as a ride or a pizza

STEP 1

Request sent

Choose a service, such as a blood test, wound care or a medicines check, and a time.

STEP 2

Nurse matched

Preview your nurse's profile and qualifications before they arrive.

STEP 3

Care at your door

Receive care at home and your results on your phone.

NURSE PROFILE

AK

Amina K., RN

Registered Nurse (Adult)
Community & district nursing

✓ VERIFIED

Sample profile for illustration

Ksh 2000/visit (KE)

Nurse qualification profile

What you see before your nurse arrives: who they are, what they are qualified to do, and that they are safe to care for you.

Registration	NMC (UK) or NCK (Kenya) register checked ✓
Qualifications	BSc (Hons) Adult Nursing · Wound care (tissue viability) · Venepuncture
Experience	8 years in community and district nursing
Safety checks	Enhanced DBS ✓ · Right to work ✓ · Indemnity cover ✓
Revalidation	Up to date, next due 2027
Services	Blood tests · Wound care · Medicines check
Languages	English · Kiswahili

No profile, no booking: a nurse can only accept requests once their registration and checks are confirmed.

AI for nurses: decision support that keeps the nurse in charge

SERANA software strengthens nurses' knowledge at the point of care while protecting their professional autonomy.

System signal	Nurse action	Safety First
✓ Safe to proceed	Nurse confirms	Ensure right patient, right service, right time
! Review required	Nurse checks	Ensure review of Vital signs, Lab results etc
■ Stopped	Nurse escalates	Escalate anything beyond your scope of practice
i Override	Nurse decides	AI can Hallucinate or the benefit outweigh the risk

One platform, three partners

BUILD

Developers

Able to create AI-enabled tools shaped by the nurses who will use them.

INVEST

Funders

Value for money. Back solutions with real frontline evidence behind them and ready to use not just piloting

LEAD

Frontline Nurses

Explainability: Bring lived experience and keep professional judgement at the centre.

GROWING THE NEXT GENERATION

Mentoring young nurses through the International Junior Nurse Fellowship

Mentor one nurse today, and you shape the care of thousands of patients tomorrow. An agenda is only as strong as the nurses who carry it forward. The International Junior Nurse Fellowship (IJNF) is how Nurses Agenda grows leaders who will deliver it, in Kenya, in the UK and Globally wherever nurses serve.

Our story

2017

Inspired by the ICN Global Nursing Leadership Institute, mentoring of young nurses begins at Mount Kenya University.

2021/22

Through Nursing Now Challenge the mentoring grows into the IJNF, a partnership of Bradford District Care NHS Foundation Trust and Mount Kenya University.

TODAY

Fellows now practise in Kenya and abroad, reconnected and expanding as the IJNF-Global Network.

NEXT

Fellows become mentors, and every cohort carries the Nurses Agenda into new settings.

How mentoring delivers the Nurses Agenda

Agenda goal	What young nurses gain through the fellowship
One human family	Cross-cultural mentoring between UK and Kenyan nurses, grounded in dignity, anti-discrimination and equal respect.
Nurses and AI	Digital and AI literacy, so new nurses shape the tools they will use and keep clinical judgement in charge.
Tackling inequalities	Community and home-based practice, public health thinking and a focus on the people furthest from care.
An NHS fit for the future	Exposure to UK community and district nursing models that fellows can adapt for Kenya, and lessons from Kenya that the NHS can learn from.
A voice at the table	Academic writing, research, leadership and advocacy skills so young nurses can influence policy, not just follow it.

MENTOR

Experienced nurses

Post their profiles and availability either for group or one on one in Kenya, the UK or Global.

JOIN

Junior nurses

Search for a Mentor or Cohort that match their needs. Select and match

PARTNER

Trusts, Professional bodies & universities

Host fellows, share placements and co-design the next cohort and training materials. Award Certificates

AN OPEN INVITATION

Pull up a chair. Your experience shapes this.

The Nurses Agenda Platform is a space for nurses, patients, families, developers, funders and policymakers to talk honestly about the future of care. We are not prescribing solutions. Lived experience is where the best answers come from.

Launch season themes

#	Episode theme	The conversation
1	One human family	Black History Month: honouring the origin of humankind, and promoting provision of care without discrimination.
2	Nurses and AI: a global need	The global nurse shortage and how nurse-led AI can help, in Kenya, the UK and beyond.
3	Two countries, one story	Health inequalities and jobless young nurses in the UK and Kenya, and what each can learn from the other.
4	An NHS fit for the future	Neighbourhood health, digital care and prevention, with nurses leading.
5	From hospital to home	Patients and families on what care at home means to them.
6	Mentoring the next generation	IJNF fellows and mentors on growing nurse leaders across the UK and Kenya.

Join the conversation

▶ YouTube	@NursesAgenda	Broadcasts, talks, webinars and how-to videos
f Facebook	@NursesAgenda	Community news and discussions
𝕏 X	@NursesAgenda	Campaigns, live updates and conversations
in LinkedIn	@NursesAgenda	Partnerships, research and professional updates
◎ Instagram	@NursesAgenda	Stories from the frontline
♪ TikTok	@NursesAgenda	Short videos and quick tips



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Secure and Reliable Artificial Nurse Assistant. AI you can trust. Safety you can measure.