



Name	Adel bin Abdul Khaleq Al Hindi
Current Position	Director of the Nursing Department at the Qassim Health Cluster - Advisor to the chief executive officer of the Qassim Health Cluster.
Years of Experience:	22 years to now
Education	Master's degree in nursing command, control, and currently studying for a doctorate degree.
Professional Experience	Attached c.v
Professional Memberships and Affiliation	nothing
Specialization/Areas of Expertise:	Attached c.v
Key Achievements	Attached c.v
Contributions to Nursing Profession and SNA	Member of the Education and Training Subcommittee in the Assembly.
Vision for the SNA	That the association be an effective member in supporting advanced nursing practice in the Kingdom and participating in amending and approving relevant regulations for the nursing profession with the competent authorities and supporting the empowerment of nursing staff to take their rights.

عادل بن عبد الخالق الهندي	الاسم
مدير إدارة التمريض بجمع القصيم الصحي ومستشار للرئيس التنفيذي بجمع القصيم الصحي	الوظيفة الحالية
22 سنة	سنوات الخبرة
الماجستير بالتمريض القيادة والتحكم وحاليا دراسة درجة الدكتوراه	التعليم
مرفق c.v	الخبرات المهنية
لا يوجد	العضويات والانتماءات المهنية
مرفق c.v	التخصص/مجالات الخبرة
مرفق c.v	الإنجازات الرئيسية
عضو اللجنة الفرعية للتعليم والتدريب في الجمعية.	المساهمات في مهنة التمريض وجمعية التمريض السعودية
أن تكون الجمعية عضو فعال في دعم الممارسة التمريضية المتقدمة في المملكة والمشاركة في تعديل وإقرار اللوائح ذات العلاقة لمهنة التمريض مع جهات الاختصاص ودعم تمكين الكادر التمريضي من أخذ حقوقهم.	الرؤية لجمعية التمريض السعودية





ADEL ABDULKHALEQ AL-HENDI

BSN, RN, MSN, Assoc. CIPD

REGIONAL NURSING DIRECTOR
QASSIM HEALTH CLUSTER



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Buraidah, Al qassim KSA

EDUCATION

- Doctor of Philosophy (PhD) in Nursing Administration
Mansoura University
Candidate
- Level 5 – Associate Diploma in People Management
Chartered Institute of Personnel and Development (CIPD)
Class 2023
- Master of Science in Nursing Management and Leadership
Majmaa University
Class 2020
- Bachelor Degree in Nursing
Buraidah Private College
Class of 2014
- Nursing Technician
Health Institute in Buraidah
Class 2003

AFFILIATION

- Excellence Allowance Committee
- Housing Allowance Committee
- Nutrition Allowance Committee
- Manpower Standards Committee
- Transformational Indicators Committee
- Recruitment Committee (Nurse – Physician)

SKILLS

- Leadership and Management Skills
- Ability to motivate staff / employee
- Critical Thinking and Problem Solving
- Communication Skills

EXPERIENCE

- Advisor of Qassim Cluster CEO
2024 up to date
- Nursing Director in Qassim Cluster
2019 up to date
- Maternity and Children Hospital Manager
2018 – 2019
- Director of Nursing Administration in Qassim Region
2017 – 2018
- Head of Home Visit – Maternity and Children Hospital
2014 – 2016
- Head of Planning and Development – Maternity and Children Hospital
2013 – 2014
- Head of IT – Maternity and Children Hospital
2012 – 2013
- Deputy Director of Nursing – Maternity and Children Hospital
2011 – 2012
- Emergency Supervisor – Maternity and Children Hospital
2006 – 2007
- Nursing Technician AKU – King Fahad Specialist Hospital
2003 – 2006
- Nursing Technician ER – King Fahad Specialist Hospital
2002 – 2003

PUBLICATIONS

1. Assessment of Nursing Shortage and Calculation Methods in Saudi Arabia: A cross-Sectional Study in Government Hospital, October 2024.
2. Effectiveness of Home Health Care Services in the Qassim Region – IOER International Multidisciplinary Research Journal, Vol. 6, No. 2, June 2024.
3. Healthcare productivity and sociodemographic Determinant of Saudi female nurses: A cross – sectional survey in Al-Qassim - Pubmed; Semantic Scholar; Researchgate; International Journal of Health Sciences, 2019
4. Healthcare productivity and its sociodemographic Determinant of Saudi female nurses: A cross – section survey in Al-Qassim, Saudi – 2017.
5. Job satisfaction among nurses in Al-Qassim hospitals and primary healthcare centers, Saudi Arabia, 2016
6. Efficacy of implementation of a 5 scale pediatric triage & acuity scale in pediatric emergency, Saudi Arabia, 2010.

ACHIEVEMENTS

• HUMAN RESOURCES

1. Created new job numbers for nurses in Qassim which is equal to 2905 jobs since 2015 up to present.
2. Opened/initiated nurse's recruitment with new countries such as Indonesian, and attracting more than 150 nurses from them.
3. Established a monthly follow up mechanism with international and national standards to meet the needs in health facilities in the region for the nursing staff.
4. Established an electronic program to manage the nursing workforce in the region and closely monitor its performance in all health facilities in the region.
5. Established electronic programs to study shortage in every health facility in the region.
6. Established and implemented plans for utilization of vacant job numbers.
7. Recruited with more than 2000 nurses for Qassim region since 2015
8. Established and implemented plan with Human resources (HR) for recruitment of nurses to prevent nursing shortage in the region.
9. Initiated the process of upgrading nurses with higher qualification than their current job.
10. Solved a lot of nursing issues in the region in Human Resources(HR).

• NURSING

1. **Developed a strategic plan for nursing in Qassim Region for 3 years (2016 – 2019), which is composed of 5 main goals with 31 branches goals and 100 strategies, with a recorded achievement of 80% of the goals.**

The 5 main goals with its branches goals are as follows:

I. Active Nursing administration

- a. Developed an organizational Chart.
- b. Established a nursing statistics process with the health facilities.
- c. Created a policy and procedure manual.
- d. Developed a Job Description.
- e. Activated the role of nursing in social media.
- f. Transferred to the new location of Nursing Administration.

II. Improved the Training and Education

- a. Increased the courses for nurses among Hospitals and PHCs.
- b. Created a new training program for critical care.
- c. Increased number of higher studies in nurses.
- d. Approved and initiated nursing diploma programs in the region from Saudi Commission of Health Specialties (Saudi Council).
- e. Activated teaching and courses through online flat forms.

f. Created special courses for nursing leaders.

- g. Increased numbers of nurse instructors in different courses.
- h. Supervised nursing interns among health facilities in the region.

III. Created electronic programs and participation in publication of Nurses Research.

- a. Created training courses for research.
- b. Developed and participated in doing 3 research in nursing in Qassim Region.
- c. Activated and established good communication way between Nursing Administration and health facilities using electronic programs.
- d. Developed electronic program to manage nursing Task Force in the region and connect it to all health facilities.
- e. Created intra-network in the nursing administration.

IV. Increased nursing performance among health facilities.

- a. Improved the quality of nursing performance among hospitals and PHCs through training programs and specific evaluation of KPIs.
- b. Established minimum standard number for nursing in each health facilities in the region.
- c. Implemented rules and regulation regarding working performance.
- d. Increased recruitment committee to cover 80% of vacant jobs which is equal to 687.
- e. Decrease the percentage of nurses working in non-nursing areas by 5% from the total number of nurses in each facility.
- f. Created an executive committee for nursing in the region with participation of nursing leaders in the region.
- g. Developed improvement projects for nursing in health facilities.
- h. Increased saudization among PHCs
- i. Increased patient satisfaction regarding nursing services to above 80%.

V. Other Goals.

- a. Created disaster team from nursing with specialized frame.
- b. Created new logo for nursing in the region.

2. Developed a strategic plan for nursing in Qassim Region for 2020 – 2021, which is composed of 3 main goals with 14 branches goals and 47 strategies, with a recorded achievement of 78.3% of the goals.

The 3 main goals with its branches goals are as follows:

I. Updated and improved rules and regulation.

- a. Activated nursing administration in Qassim Cluster by creating organizational chart and standardizing organizational chart among facilities with developing policies and procedures.
- b. Improved nursing work force.

II. Improved Training and education for nurses.

- a. created a specialized training programs for model of care and service line for nurses.
- b. Studying health facility needs from continuous training program.
- c. Increased number of approved nursing diploma programs in the region.
- d. Increased number of specialized nursing courses.
- e. Increased number of approved training courses in the region.
- f. Encouraged nurses to do research and studies.

III. Improved nursing performance.

- a. Initiated and upgraded the nursing KPIs.
- b. Upgraded the nursing electronic programs.
- c. Eliminated / decreased the number of nurses working in non-nursing areas.
- d. Increased the percentage of satisfaction for client and nursing staff.
- e. Encouraged nurses to participate in the community as volunteers.
- f. Increased nursing performance in implementing health programs in PHCs.

3. Developed a strategic plan for nursing in Qassim Region for 2022, which is composed of 3 main goals with 16 branches goals and 63 strategies.

● **MODEL OF CARE**

1. Participated, developed and implemented requirements of Model of Care in Gate 1 and Gate 2 (Policies and procedures, Roadmap/Pathways)
2. Established system and forms for follow-up implementation for MOC standards in Gate 1 & Gate 2.
3. Participating and developing requirements of Model of Care for gate 3.
4. Developing Roadmap for achieving the requirements of Model of Care in gate 3.
5. Developed a website for Model of Care containing all approved system of Care Pathway and concern Policies and Procedures and make it accessible for all health care provider in the region.

● **FINANCE**

1. Developed a roadmap plan for creating electronic finance unit for Qassim Cluster separated from the Qassim Health electronic finance unit.

● **OTHER ACHIEVEMENTS**

1. Managed the nursing administration of a 300 bed capacity hospital during the COVID-19 pandemic/outbreak (shut-down).
2. Participated in making the agreement between Qassim Health and Qassim Cluster.
3. Participated in making a plan for more authority of Qassim Cluster among different department.
4. Giving recommendation for modification of the Professional Registration and Accreditation by laws to Dr. Aws Al Shamsan the Chief of Saudi Commission for Health Specialties.
5. Awareness of the different rules and regulation in the kingdom.