CREATING A CRITICAL CARE NURSING WORKFORCE IN ZAMBIA

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Presentation outline

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Introduction

- Zambia has a population of over 15.2 million people (WPR 2015) and these are served by 1956 health facilities, (MoH 2012), out of which 109 are hospitals with intensive care units.
- The country’s frontline workers, the nurses and midwives remained untrained in key knowledge and skills to enable them provide quality care in ICU.
- The School of nursing at the UTH identified the need to develop faculty and curriculum as necessary.
Project Aim

- The aim was two fold
- Develop a national Critical Care Nursing workforce
- Design a professionally endorsed and locally delivered curriculum that was developed through educational partnership.
Project objectives

- Develop nursing faculty in key knowledge and skills to design and deliver a high quality training programme
- Engage stakeholders to endorse the developed curriculum for national use
- Improve nurse information literacy
- Develop nursing faculty in mentorship to support clinical placements
- Train nurses in skills and competencies in an area with no training opportunities but a clear health need
The ministry of health identified poor in-service training and education opportunities as major contributory factors to the severe shortages of qualified clinical staff (HRSPH 2006 TO 10).

Health care trainers were in short supply and opportunities to develop this capacity were limited (Crisp Report 2008)

The country with the population of over 15 million people, serviced by over 1956 health facilities out of which 109 are hospitals with ICUs
Indicated hospitals have areas identified as ICU for critically ill patients with no nurses formally trained for the specialty.

At the country’s biggest referral hospital, the UTH, with an intensive care unit only one ICU nurse available before the project.

The scenario made it inevitable for this trained nurse to start informal training of other general nurses to ease the burden.
Against this background the faculty at the nursing school looked for an opportunity to develop formal ICU training.

Educational Partnership with Brighton University School of Nursing and Midwifery and University Teaching Hospital Lusaka School of Nursing started
Method; Partnership approach

- Riding on the existing Lusaka – Brighton link, established in 2005, linking Brighton and Sussex University Hospitals NHS trust, its academic partners and similar organizations.
- Overall goal of above link was to build capacity in health systems in Zambia, based on identified priorities.
Results

- Faculty underwent training for 5 months to build capacity to design and deliver a CCN curriculum.
- Mentorship, information literacy training, and exchange programmes between partners strengthened the faculty.
- Faculty engagement of Nursing Council to tailor curricula to local design and endorsement
- Final approval to commence program achieved 2012
The first cohort was enrolled for training in January 2012

To date 81 Critical Care Nurses have been trained

Sustainability plans- Government was engaged to develop faculty in CCN

One lecturer has since completed her masters in CCN, while three were still in training

This particular partnership led to another link which worked on the development of paediatric curriculum
Conclusion

- Taking advantage of MDG 6, (the attainment of universal health coverage on HIV treatment), and MDG 8 b, - global partnerships for development to address the special needs of the least developed countries, UN (2008)].

- The critical care nursing curriculum was identified as a special need by the faculty on the Zambian team

- This partnership led to another link for key needy area – the paediatric nursing curriculum
References

References conts,

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Thank you for your attention