



AFRICAN HEALTH PROFESSIONS Regional Collaborative for Nurses and Midwives

Writer's Workshop

Dar es Salaam 1 August 2016



AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE WRITER'S WORKSHOP

Dar es Salaam Tanzania August 2016

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ACKNOWLEDGEMENTS



This report was written by Jill Iliffe, Executive Secretary, Commonwealth Nurses and Midwives Federation, on behalf of the ARC faculty.
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AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE

PARTNERSHIP FOR EXCELLENCE IN AFRICA'S HEALTH WORKFORCE

Dar es Salaam Tanzania August 2016

1. INTRODUCTIONS: Ken Hepburn

Professor Kenneth Hepburn from Emory University, Principal Investigator for the ARC initiative Phase 2 welcomed participants to the Writer's Workshop. Members of the ARC QUADs from Botswana, Kenya, Lesotho, Namibia, Rwanda, South Africa, South Sudan, Swaziland, Tanzania, and Zimbabwe attended the Writer's Workshop. Professor Hepburn opened the Writer's Workshop by discussing his expectations for the day. He said writers often start by asking themselves three questions:

- Why do I want to write?
- What is the reward?
- What is in it for me?

Professor Hepburn said writing is a craft and as such can be learned. Everyone has a story to tell. What is the story that the ARC QUADs want to tell? Deciding which story to tell is the first step. Professor Hepburn said it is his view that the ARC QUADs must tell their stories by writing; they must 'publish or perish'. No one knows what you have done, what you have achieved, what you have accomplished, unless you tell them. Writing allows you to:

- Celebrate accomplishments,
- Keep your legacy alive,
- Convince policy makers and funders,
- Give personal recognition of your work,
- Promote ARC.

Professor Hepburn invited Professor Yoswa Dambisya, Director General of the East, Central and Southern Africa Health Community to open the Writer's Workshop. Professor Dambisya welcomed participants to the Writer's Workshop and to Dar es Salaam and reminded them of the importance of language. Language is a powerful tool which can influence perception. The ARC QUADs, in his view, have a responsibility to themselves, to the nurses and midwives in their countries, and to their populations, to share and promote their achievements. Professor Dambisya said that writing had been a very important and rewarding part of his work and commended the Workshop to participants.

Other members of the ARC Faculty, present at the Writer's Workshop, were introduced to participants and included: Muadi Mukenge, NJessica Gross, Agnes Waudu, Alphonse Kalula, Jill Iliffe and Nancy Ruto.

2. ARC Phase 1 accomplishments: Jessica Gross



Ms Jessica Gross said that over the four years of ARC Phase 1: 7 countries established CPD programs; 12 countries made enhancements to their CPD program; 5 countries reviewed or revised their SOPs; 3 countries reviewed and updated their Act and Regulations; 1 country commenced decentralisation of their regulatory services; and 2 countries developed entry to practice examinations.

In addition, an evaluation tool based on the Capability Maturity Model; an ARC website; and an ARC CPD Toolkit were developed. Six countries have included a requirement in their CPD programs for nurses and midwives to undertake HIV CPD (Botswana, Lesotho, Namibia, Zambia, Seychelles, and Tanzania). Two countries have developed NIMART modules (Rwanda and Kenya). Three countries have undertaken specific HIV training for nurses and midwives (Lesotho, Zambia and Zimbabwe).

The ARC initiative and the projects undertaken by ARC countries, Ms Gross said, have resulted in improved in-country collaboration among the four nursing pillars (management, regulation, professional, and academia); fostered strong country ownership of projects; increased support and funding to regulatory councils to support projects; created a track record in grant and project management; and achieved regulatory improvements quickly. Ms Gross shared articles that had been written by both ARC QUADs and ARC Faculty members during ARC Phase 1. She shared with participants a number of journals and their author guidelines but encouraged participants to explore local publications also. Ms Gross emphasized the importance of publishing the work that had been undertaken by the ARC QUADs and the amazing reward of seeing your writing in print.

3. Pre-Conference Report - International AIDS Conference: Agnes Waudo and Flavia Moetsana-Poka



Ms Waudo and Ms Moetsana-Poka attended a pre-conference held in conjunction with the Nursing International AIDS Society Conference July 2016, Durban South Africa. The discussion at the pre-conference was focused on three themes: workforce and practice; education; policy and leadership. Ms Waudo and Ms Moetsana-Poka shared with participants a 'Call to Action' to nurses and midwives to actively contribute to the achievement of the UNAIDS 90-90-90 goals.

The Call to Action is to be launched at the International AIDS Conference and is seeking:

- Policy changes to support nurse-led care.
- Greater investments in nursing.
- Improving access to healthcare by removing political, legal and economic barriers to nurse-led care
- Improving equity by building sustainable solutions and requiring equitable representation of nurse on policy, guidelines and other decision making bodies.
- A focus on rights and demanding an end to HIV stigma, discrimination and unjust HIV criminalization.
- Support for inter-professional collaboration.

The 'Call to Action' is an initiative of the Association of Nurses in AIDS Care (ANAC) and other international nursing and midwifery bodies who are working together to collect 10,000 signatures. Ms Waudo and Ms Moetsana-Poka encouraged ARC QUAD representatives to share the 'Call to Action' when they returned to their countries and encourage nurses and midwives to sign. The URL is: <https://www.nursesinaidscare.org/i4a/forms/index.cfm?id=165>.

4. The craft of journal writing: Ken Hepburn



Professor Hepburn said his presentation would be in two parts: Deconstructing the journal article and Strategies for effective writing. A journal article has four main writing parts: introduction, methods, results, and discussion. Participants, on behalf of their QUADs, were asked to take the time to consider their achievements and decide on a 'story' they could turn into a peer reviewed article.

An important question to ask is: Who is the audience? The same story will not interest all audiences. The story to be told will also influence the journal to which it is submitted. Deciding on the journal is also important so their author guidelines can be followed from the start of the writing. Each QUAD representative was asked to consider the story they thought they would write about and to complete the purpose statement: *The purpose of this article is to ...*: Participants then shared the proposed topic of their article with each other.

- **Botswana:** the development of their CPD program; the results of their gap analysis; the experiences of nurses and midwives in accessing CPD; and the results of their audit of their CPD program.
- **Kenya:** how a curricula was developed to increase the competencies of nurses and midwives in NIMART.
- **Lesotho:** the impact of their CPD program on nurse and midwife performance, attitude and re-licensure which has now been monitored for two years with a lot of data available.
- **Namibia:** the survey that was conducted regarding what HIV CPD nurses and midwives undertook; what HIV CPD was available; and what challenges there were in access.
- **Rwanda:** how the scope of practice was changed to incorporate NIMART.
- **South Africa:** the challenge of accrediting NIMART education and training courses to ensure consistency across the country.
- **South Sudan:** the creation of a nursing act covering nursing education and practice in the unique situation of a civil war.
- **Swaziland:** the process of developing a national entry to practice examination including the development of competencies to ensure the examination was competency based.
- **Tanzania:** the development of their scope of practice to include HIV requirements; the subsequent development of CPD modules to make sure nurses and midwives could meet the HIV requirements in the SOP; and the inclusion of HIV questions in their entry to practice licensing examination.
- **Zimbabwe:** the implementation of a program of training, support and mentorship to nurses and midwives providing NIMART.

Professor Hepburn suggested that the writing should start with the results section, which is the 'what' of the story you are telling. Start from what you know and use figures, tables, diagrams and graphs not just words. Professor Hepburn said tables and figures are worth their weight in words. The narrative should include who and when and the main findings aim by aim. One thing to avoid is table-text redundancy. You don't have to explain the table. Let the table (figure, diagram) speak for itself.

The next section of writing should be the introduction. The introduction is where you introduce the results. The introduction is generally just a few paragraphs. In it you should identify the known; identify the unknown; and state the purpose of the article. The purpose should match the findings.

The methods section comes next. The methods section is where you *dot the i's and cross the t's* and includes such things as the design; the conceptual framework; sample; recruitment; ethical considerations; setting; procedures; intervention; data gathering; time frame; measures; analytic or statistical procedures; and steps to assure reliability or trustworthiness of the results.

The next section to write is the discussion. Summarise the main findings. Talk about whether you found what you expected; whether you found something unexpected; or that you didn't find what you expected. Talk about what you have strengthened or confirmed or what you are contradicting or challenging. What is the place of your findings in the field? What else needs to be done? What are the next steps for additional research or recommendations? The discussion section should also include comment on the strengths or limitations of your work.

The article usually ends with a summary or conclusion and a brief statement about the implications of the work generally for the related field. Once the bulk of the writing is done, it is time to attend to the minutiae and address title; author's information; abstract (format and limits); citations; acknowledgements (noting funding source if any); and cover letter as appropriate.

The next part is probably the most important: revise and edit and then revise and edit again. Make sure you are within the specified word count. Expose the article to trusted peers for critical comment. Ask for, accept and consider critical comment. Attention to this step will minimise the need to revise and resubmit later. When you are satisfied, submit the article, remembering submission format and method for the journal you are submitting to and their deadlines. Be prepared for rejection. Do not give up. Send your article elsewhere. Be prepared for a request to revise and resubmit. That is good news as it means your article is almost there. Once your article is accepted for publication, make sure you meet journal deadlines to check copy proofs. And once your article appears in a publication, take time to celebrate.



Professor Hepburn shared his personal strategies for effective writing after many long years of writing for publication.

- Start with what you actually have. What results do you have? Work the data.
- Draft a purpose statement (the purpose of this article is ...) and keep it in front of you and refer to it constantly while writing.
- Write the introduction only when the story is clear.
- Once the introduction, methods, results and discussion sections are written, put them in order and see what you have. What is missing? What is extraneous and can be deleted? Be ruthless. Edit for clarity, concision, completeness, and word count.
- Schedule writing times. Write at optimal times but also write opportunistically.
- Make the time to write. Shut your office door. But do not sacrifice the balance in your life.
- Set intermediate and final deadlines and stick to them.
- Don't set overambitious targets and set yourself up not to meet them.
- Write in a place where you like to be, where you are comfortable, and where everything you need is to hand.

Professor Hepburn concluded his presentation by giving some insights into team writing. What is team writing?

- A marvellous writing strategy?
- A boon for productivity?
- A guarantee of conflict?
- A sure way to lose friends?

Professor Hepburn said you must make a contract up front. Assign roles. Who is good at and knows the most about what? Assign responsibilities: writing, computing, designing, editing, compiling, or submitting. Decide and agree on main author and the order of other authors. Agree on who is the corresponding author. Agree on timelines. Agree on consequences if roles and responsibilities are not met: warnings; performance improvement plan; graceful withdrawal. Agree on conflict resolution strategies. Who decides and who adjudicates.

And after all that, start writing, enjoy and good luck.

AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE WRITER'S WORKSHOP

Dar es Salaam, Tanzania 2-4 August 2016

LIST OF ATTENDEES

Dr Mabel MAGOWE	Senior Nurse Educator, University of Botswana	Botswana
Ms Edna TALLUM	Registrar, Nursing Council of Kenya	Kenya
Ms Flavia MOETSANA-POKA	Registrar, Lesotho Nursing Council	Lesotho
Ms Josephine Elize DE VILLEIRS	Lecturer, University of Namibia	Namibia
Mr André GITEMBAGARA	President, Rwanda Nurses and Midwives Association	Rwanda
Ms Veronica TASCHL	Office of the Chief Nurse	South Africa
Ms Mamakwa Sanah MATABOGE	University of Pretoria	South Africa
Ms Jemelia Sake BEDA	President, Nurses and Midwives Association of South Sudan	South Sudan
Mr John MONDI-BENSON	CDC Country Office	South Sudan
Ms Glory MSBIBI	Registrar, Swaziland Nursing Council	Swaziland
Mr Ligmas Samwel KOYO	Senior Nurse, Tanzania Ministry of Health	Tanzania
Dr Cynthia CHASOKELA	Director of Nursing Services, Ministry of Health and Child Welfare, Zimbabwe	Zimbabwe
Professor Kenneth Hepburn	ARC and LARC Principal Investigator, Emory University	USA
Professor Yoswa DAMBISYA	Director General, East, Central and Southern Africa Health Community	Tanzania
Ms Muadi MUKENGE	ARC and LARC Project Manager	USA
Ms Jessica GROSS	ARC Lead, CDC Atlanta	USA
Ms Jill ILIFFE	Executive Secretary, Commonwealth Nurses and Midwives Federation	Australia
Mr Alphonse KALULA	Senior Program Manager, East, Central and Southern Africa College of Nursing	Tanzania
Ms Agnes WAUDO	Manager, ARC Secretariat	Kenya
Ms Nancy RUTO	Events Coordinator, ARC Secretariat	Kenya



AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE

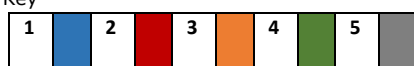
WRITER'S WORKSHOP

Dar es Salaam, Tanzania 1 August 2016

EVALUATION REPORT

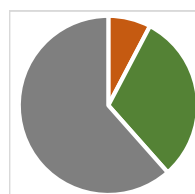
PLEASE RATE THE USEFULNESS TO YOU OF THE FOLLOWING PRESENTATIONS

Key



ARC 1 accomplishments: (Jessica Gross)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	1	7.7
4.	4	30.8
5. Very useful	8	61.5

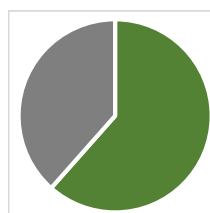


Comments

- Good overview

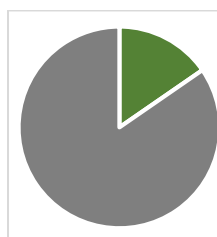
Pre-Conference Report: International AIDS Conference: (Ms Agnes Waudo and Ms Flavia Moetsana-Poka)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	8	61.5
5. Very useful	5	38.5



The craft of journal writing: (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	2	15.4
5. Very useful	11	84.6



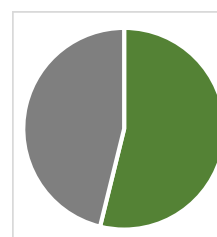
Comments

- Well presented.
- Presented as one workshop has built my capacity to readers.

convey information to

The purpose statement (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	7	53.8
5. Very useful	6	46.2

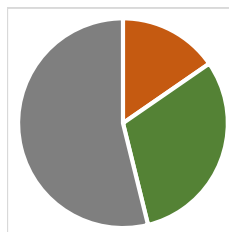


Comments

- A good exercise and helped with understanding.
- Has helped to formalise our project purpose: very helpful.

The results section (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	2	15.4
4.	4	30.8
5. Very useful	7	53.8

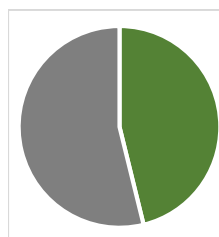


Comments

- It was difficult to assimilate all the information of the different sections.
- Have identified areas to go back to before we can write our paper.

The introduction (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	6	46.2
5. Very useful	7	53.8

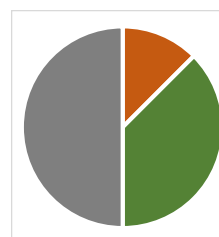


Comments

- Managed to isolate areas to include in the introduction section.

The methods section (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	2	12.5
4.	6	37.5
5. Very useful	8	50.0

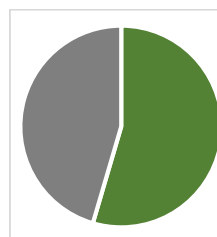


Comments

- I need to know more details about the methods section.
- Provided clarity on how to relook and write the methodology of the research.

The discussion section (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	6	54.5
5. Very useful	5	45.5

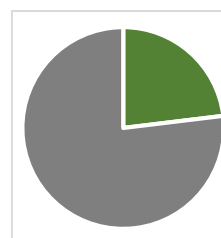


Comments

- Reaffirmed existing ideas on future research.

Effective writing strategies (Ken Hepburn)

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	0	0.0
4.	3	23.1
5. Very useful	10	76.9

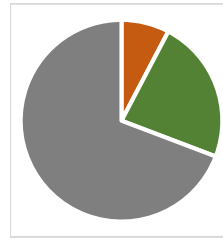


Comments

- Excellent; useful for me and with this guidance I will do well.
- This information is least talked about when learning about research.

Team writing

	No	%
1. Not at all useful	0	0.0
2.	0	0.0
3. Somewhat useful	1	7.7
4.	3	23.1
5. Very useful	9	69.2

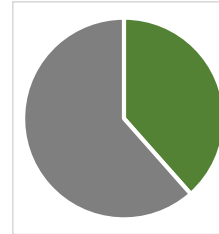


Comments

- This section has provided me with information I have always wondered about.

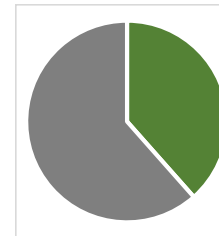
Workshop accommodation

	No	%
1. Not at all acceptable	0	0.0
2.	0	0.0
3. Moderately acceptable	0	0.0
4.	5	38.5
5. Highly acceptable	8	61.5



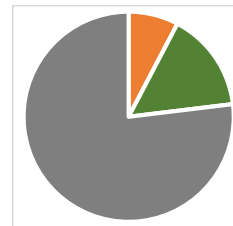
Conference venue

	No	%
1. Not at all acceptable	0	0.0
2.	0	0.0
3. Moderately acceptable	0	0.0
4.	5	38.5
5. Highly acceptable	8	61.5



Conference logistics

	No	%
1. Not at all acceptable	0	0.0
2.	0	0.0
3. Moderately acceptable	1	7.7
4.	2	15.4
5. Highly acceptable	10	76.9



PLEASE GIVE US SUGGESTIONS ON HOW WE CAN PROVIDE ASSISTANCE TO YOU AS YOU CONTINUE TO DEVELOP YOUR MANUSCRIPT(S)

- We need follow up to provide more guidance and support
- Exchange draft on email and rapid response.
- Developing a concept paper and working with ARC Faculty to refine it.
- Just to review and give inputs.
- We can also provide peer review for each other.
- Continuous support long distance at regular intervals until article is published. Help by providing steps in progress until publication in a project management style.
- Language editing would also be very helpful.
- Email exchanges on progress as we progress with our writing.
- Please review our scripts as honestly as possible.
- Reviewing it before submission would be great.
- I will continue communicating with you on how to do it best.
- This workshop was very good and useful. Congratulations to the ARC team and facilitators.
- Maintain communication.
- We need all the slides and handouts to guide us and internet communication is useful.