

African Health Profession Regulatory Collaborative

Jessica Gross, MSN, MPH
Senior Nursing Advisor, HSHRT, CDC

Objectives

- *Strengthen the capacity and collaboration of national organizations to perform key regulatory functions and mobilize resources*
- *Foster a sustained regional network of nursing and midwifery regulatory leaders to facilitate the exchange of best practices*

The ARC Approach

Grants

TA

Collaboration

Program
Evaluation

ARC'S IMPACT: NATIONAL CAPACITY

Teamwork among National Nursing Leaders

- Teamwork: Quad members tended to work in isolation from each other prior to ARC
 - “Prior to ARC each nursing pillar operated individually. There was miscommunication, a lack of coordination and wasted resources...currently the pillars are working together with a common goal.”

Relationship Building between *QUAD Organizations*

- Relations between Quad organizations prior to ARC were described as moderate at best (10 countries). Following ARC, 13 countries report strong or very strong inter-organizational ties.
 - “[Before ARC], there was no communication between the CNO’s office, regulation, and the schools. The Association was not supportive of council activities. All organizations now work together and support each other...messages are disseminated across all organizations.”

Relationship Building with *Other National Organizations*

- Prior to ARC, 8 Quads reported weak or very weak relationships compared to 11 reporting strong or very strong after ARC
 - “Our networks have increased beyond the MOH to other professional groups, NGOs and development partners. We have been able to form linkages for technical support and funding.”

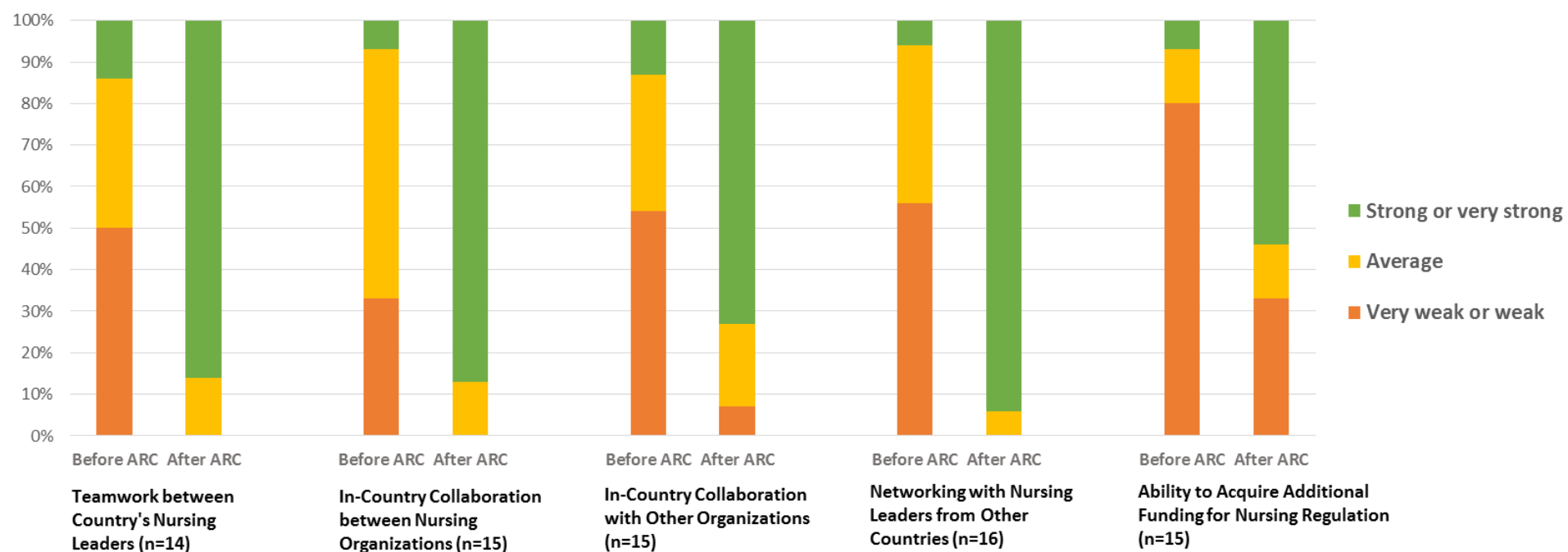
Regional Networking with Nursing Leaders from Other Countries

- ARC has also promoted regional networking between Quad teams from participating countries.
 - “We now attend frequent and interactive meetings. Topics of common interest are presented and discussed, and guidance is provided to strengthen regulatory capacity. There is consultation with other nurse leaders from various countries.”

Increased Funding Opportunities for Nursing Regulation

- Countries reported an increase in funding opportunities following their participation in ARC with 8 of the 15 countries noting several to many opportunities after ARC.
 - *“Before, we had few opportunities for additional funding because organizations came with their own agendas. Now, we have several opportunities for additional funding. As the Quad, we are able to identify our needs and set goals and objectives. A number of organizations have been able to support our project.”*

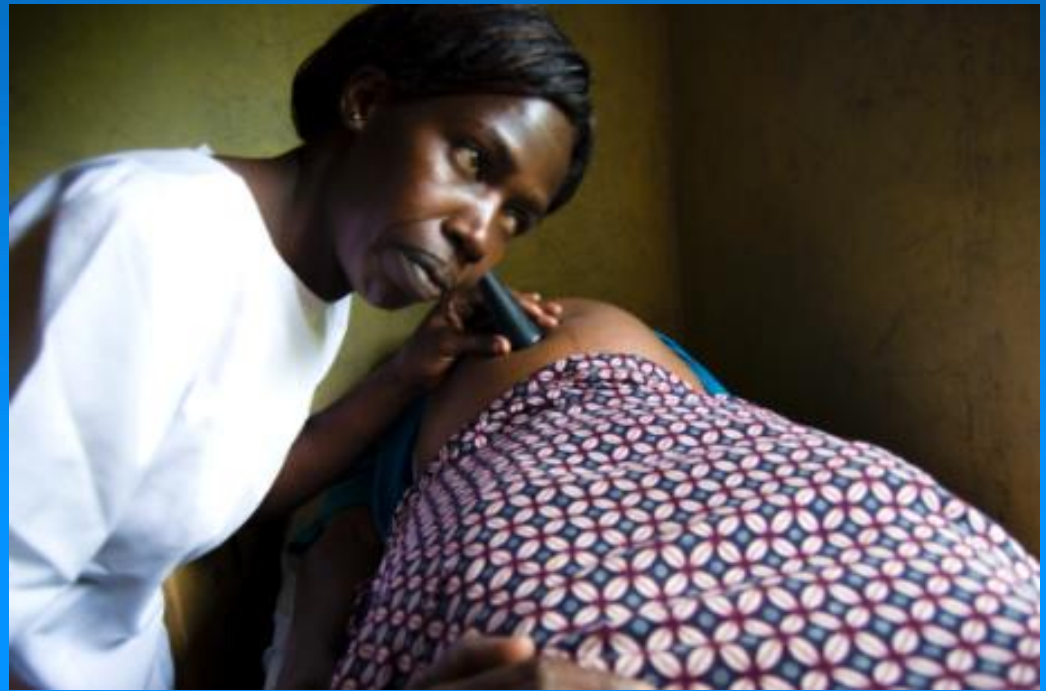
Increased Capacity in National Teamwork, Organizational Collaboration, Regional Networking, and Additional Funding



Nursing Practice Collaborative

Improve the quality of nursing practice at priority, high-volume sites

- *Seed Grants*
- *Technical Assistance*
- *Learning Sessions*
- *PMTCT B+*
- *Pediatric HIV*
- *Patient experience*



Objectives

- Build capacity of nursing and midwifery leadership teams to design and implement innovative projects to improve the quality of nursing and midwifery practice in PMTCT B+ and pediatric HIV services, which have the capability to be sustained and scaled nationally

Program Evaluation

African Regional Collaborative
FOR NURSES AND MIDWIVES

AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE FOR NURSES AND MIDWIVES (ARC)
FACILITY ASSESSMENT FOR PRIORITY HIGH-VOLUME SITES

Voluntary Participation Information for Module 1: in-depth interview with clinical supervisors to assess implementation and quality of PMTCT and pediatric HIV services provided by nurses and midwives

Facility Name: _____ Interview #: _____

PART 1. DEMOGRAPHIC INFORMATION [CONFIDENTIAL]

1.1. Date of interview: ____/____/____ (dd/mm/yyyy)

1.2. Name of interviewer: _____

1.3. Province or Region: _____

1.4. District or County: _____

1.5. Name of health facility: _____

1.6. Type of health facility: Dispensary/clinic District hospital Other (specify): _____

Health center Referral hospital

1.7. Sector of health facility: Government organization Non-governmental organization Mission/faith-based Other (specify): _____

1.8. Age of respondent: _____ years

1.9. Gender of respondent: Male Female

1.10. Professional cadre (nurse, midwife, physician, etc.): _____ years

1.11. Number of years as a (insert cadre from 1.10): _____ years

of years served at facility: _____ years

African Regional Collaborative
FOR NURSES AND MIDWIVES

AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE FOR NURSES AND MIDWIVES (ARC)
FACILITY ASSESSMENT FOR PRIORITY HIGH-VOLUME SITES

Voluntary Participation Information for Module 2: Survey of facility nurses and midwives to assess implementation and quality of PMTCT and pediatric HIV services

Facility Name: _____ Interview #: _____

PART 1. BACKGROUND, EDUCATION, AND EXPERIENCE

Instructions: This section seeks information regarding your background, education, and experience. Many questions we will ask rely on your best judgment – there are no right or wrong answers. The responses you provide will contribute valuable information in helping to identify possible areas for improvement. Please answer the following questions about yourself, recording your answers in the "Responses" column.

Definitions: children = less than 10 years old adolescents = 10-19 years old pediatric = birth to 19 years old

Questions	Responses
1.1. What is today's date?	____/____/____ (dd/mm/yyyy)
1.2. How old are you?	____ years
1.3. What is your gender?	<input type="checkbox"/> Female <input type="checkbox"/> Male
1.4. What is your professional title?	<input type="checkbox"/> Nurse <input type="checkbox"/> Midwife <input type="checkbox"/> Nurse-midwife
1.5. What is the name of the health facility in which you work?	Facility name: _____
1.6. Where is this facility located? Province/region and district/country	Facility location: _____
1.7. At this facility, do you currently provide HIV services to pregnant women, infants, children, or adolescents?	<input type="checkbox"/> Yes <input type="checkbox"/> No IF NO
1.8. What type of pre-service education did you receive? Check all that apply	<input type="checkbox"/> Doctorate <input type="checkbox"/> Master's <input type="checkbox"/> Post-Basic Specialty Certificate <input type="checkbox"/> Other (specify): _____
1.9. Did your pre-service education include training on the following services?	PMTCT services: _____ Care of HIV-exposed infants: _____ HIV services for children: _____

African Regional Collaborative
FOR NURSES AND MIDWIVES

AFRICAN HEALTH PROFESSIONS REGIONAL COLLABORATIVE FOR NURSES AND MIDWIVES (ARC)
FACILITY ASSESSMENT FOR PRIORITY HIGH-VOLUME SITES

Voluntary Participation Information for Module 3: Facility audit of programs and materials that support PMTCT and pediatric HIV services

Facility Name: _____ Interview #: _____

PART 1. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

1.1. Is there a CPD or in-service training (IST) program in place to provide on-going clinical training for nurses and midwives? Yes No

If "Yes," proceed to 1.2. If "No" or "In the planning stage," skip to PART 2.

1.2. Please describe any type of continuing professional development (CPD) or in-service training (IST) programs that are currently in place to provide on-going clinical training for nurses and midwives at this facility.

1.3. Are educational content, modules or training materials available for nurses and midwives at this facility? Yes No

1.4. Are trainers available for nurses and midwives at this facility? Yes No

Nursing Practice Projects – Growth Chart

[Country]	No Process	Process & Pilot	Routine Implementation	Replicate	Policy
Continuing Professional Development (CPD)	<input type="checkbox"/> <u>No CPD, in-service training (IST) or clinical mentorship program in place at pilot site(s), or in planning stage.</u>	<input type="checkbox"/> CPD, IST or clinical mentorship program <i>developed</i> at ____ sites. <i>(enter the number of project sites/facilities)</i>	<input type="checkbox"/> CPD, IST or clinical mentorship program implemented at ____ sites to train nurses and midwives in NML HIV services. <i>(enter the number of project sites/facilities)</i>	<input type="checkbox"/> CPD, IST or clinical mentorship program replicated at ____ sites to train nurses and midwives in NML HIV services. <i>(enter the number of replication sites or facilities)</i>	<input type="checkbox"/> National CPD, IST, or clinical mentorship program exists to train nurses and midwives in NML HIV care.
Service Delivery Models	<u>No NML model of HIV care in place at pilot site(s), or in planning stage, for:</u> <ul style="list-style-type: none"> <input type="checkbox"/> PMTCT B+ services <input type="checkbox"/> Pediatric HIV care. 	NML model of HIV care <i>established</i> at ____ pilot sites, for: <ul style="list-style-type: none"> <input type="checkbox"/> PMTCT B+ services <input type="checkbox"/> Pediatric HIV care. <i>(enter the number of project sites/facilities)</i>	Nurses and midwives are trained on clinical protocols, guidelines, policies, schemes of service, or job <u>descriptions</u> at ____ sites to support NML: <ul style="list-style-type: none"> <input type="checkbox"/> PMTCT B+ services <input type="checkbox"/> Pediatric HIV care. <i>(enter the number of project sites/facilities)</i>	NML model of HIV care replicated ____ sites, for NML: <ul style="list-style-type: none"> <input type="checkbox"/> PMTCT B+ services <input type="checkbox"/> Pediatric HIV care. <i>(enter the number of replication sites or facilities)</i>	NML model of HIV care exists nationally for: <ul style="list-style-type: none"> <input type="checkbox"/> PMTCT B+ services <input type="checkbox"/> Pediatric HIV care.

Advancing the Science: Nursing Policy & Practice

1. Survey of Accreditation of Pre-Service Education Programs for Nursing and Midwifery in East, Central, and Southern Africa. *Human Resources for Health (under review), 2017.*
2. A Model for Advancing Professional Nursing Regulation: The African Health Profession Regulatory Collaborative. *JNR, 2015.*
3. A Survey of NIMART in practice, education, and policy and regulation in east, central, and southern Africa. *JANAC, 2014.*
4. Development of a Framework to Measure Health Profession Regulation Strengthening. *Evaluation and Program Planning, 2014.*
5. The African Health Profession Regulatory Collaborative (ARC) at Two Years. *AJM, 2014.*
6. Nursing and midwifery regulatory reform in east, central, and southern Africa: a survey of key stakeholders. *HRH, 2013*
7. Nursing and Midwifery Regulation and HIV Scale-up: Establishing a Baseline in East, Central, and Southern Africa. *JIAS, 2013*
8. The African Health Profession Regulatory Collaborative. *HRH, 2012*
9. Strengthening Nursing and Midwifery Regulation and Standards in East, Central and Southern Africa. *AJM, 2011*
10. Using law to strengthen health professions in Africa: frameworks and practice. *AJM, 2011*



THANK YOU