

[LESOTHO] RE INFORCEMENT OF CLINICAL MENTORSHIP PROGRAM IN LESOTHO

Summative Congress:

Final Project Results

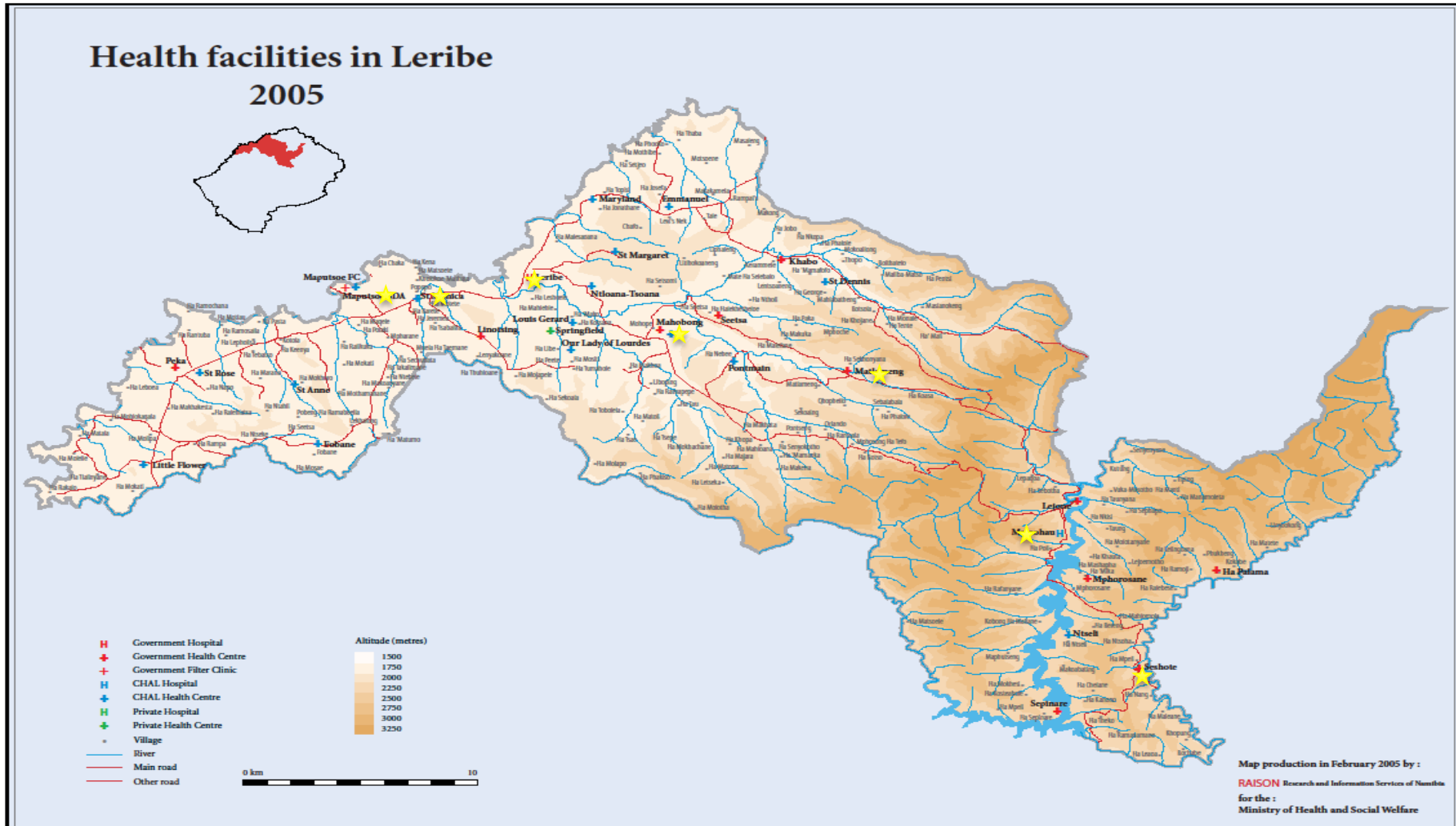
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Lusaka, Zambia
7th July 2017

ARC Project Team



ARC Project Context

- Name of Facilities (*map - ★ showing facility locations*)



ARC Project Context

- Name of Facilities (map - ★ showing facility locations)

Health facilities in Berea

2005



Map production in February 2005 by:

RAISON Research and Information Services of Namibia
for the:
Ministry of Health and Social Welfare

ARC Project Context

- National HIV prevalence rate : Lesotho has a high prevalence rate of HIV infection estimated at 25% since 2009 (LDHS, 2014)
- National ART coverage : 54%
- # of nurses – national: 4191
- # of midwives – National: 3099

ARC Project Context

- Implementing partners active in your project site (ICAP, CHAI, etc.)
 1. Ministry of Health (MOH)
 2. Christian Health Association of Lesotho (CHAL)

ARC Project Summary

Overarching Goal	AIM Statement	Project Intervention
<p>- To improve the provision of TB /HIV and AIDS (NIMART) services through the mentorship programme in the selected health facilities in Leribe and Berea Districts</p>	<p>AIM (goal): Increase number of clients accessing TB/NIMART from 56% to 75% by July 2017.</p> <p>Metric (list 1-2 project indicators):</p> <ul style="list-style-type: none"> • Identify clinical mentors in Leribe and Berea districts • Train clinical mentors in Leribe and Berea district <p>ACHIEVEMENT (actual): 17 clinical mentors were identified and trained on TB, HIV and AIDS from 7% to 59% by July 2017.</p>	<p><i>- Describe your Intervention</i></p> <ol style="list-style-type: none"> 1. Clinical mentors identified 2. Clinical mentors trained on Lesotho Preceptorship and Mentorship Framework and on TB, HIV and AIDS management (NIMART) 3. Trained mentors competently provide supportive supervision and mentoring on TB/NIMART 4. Plan is to increase number of clients

Key Activities/Intervention

1. Identified 17 clinical mentors from all health facilities within Leribe and Berea districts
2. Engaged facilitators from MOH to conduct trainings on TB, HIV and AIDS.
3. Trained 17 clinical mentors from all health facilities in Leribe and Berea districts on TB, HIV and AIDS and Clinical mentorship.
4. Developed the M&E tool for providing guidance and evaluating performance.
5. Monitoring of trained clinical mentors in Leribe and Berea districts on mentoring other nurses and midwives within their facilities.

CLINICAL MENTORS' WORKSHOP



CLINICAL MENTORS' WORKSHOP



Output Indicator Matrix

Describe your monitoring activities

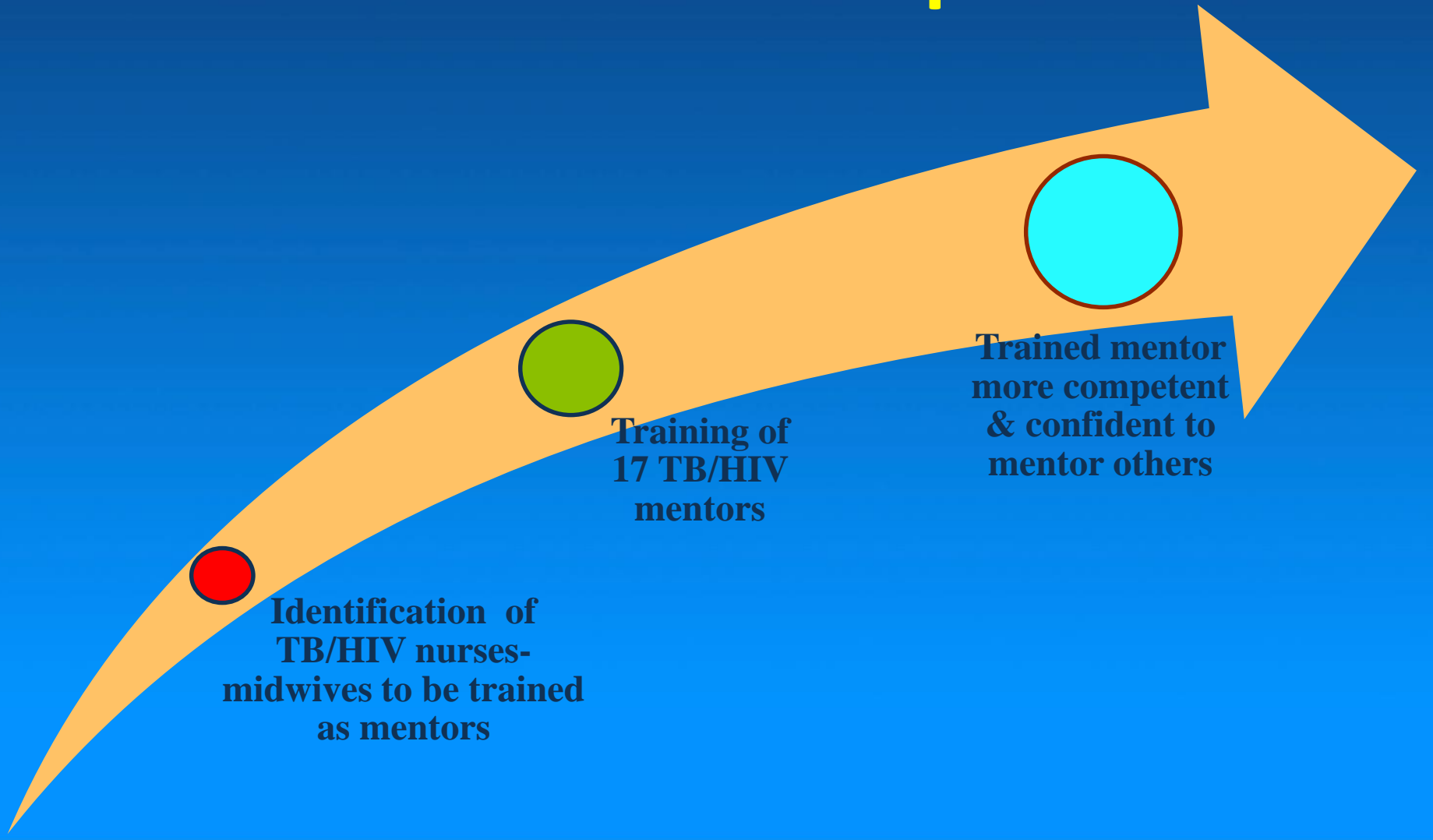
Output Indicator	Frequency of monitoring	Comments – How was the experience?
No. of Clinical mentors identified for NIMART training in Leribe and Berea districts	Once at the end of the project (July 2017)	The task was completed in time, without any challenges.
No. of clinical mentors trained and proficient to mentor others on TB/NIMART services	At the end of each training	There was a delay due to the change in selected areas, which had to focus on Leribe and Berea districts due to time constraints. The clinical mentors acknowledged the trainings offered, and indicated that they need more trainings and follow ups.
M&E tool developed	Once during project implementation (Feb – July 2017)	Due to competing roles, it took longer time than expected to develop the M&E tool
No. of nurses and midwives mentored by each of the trained TB/HIV and AIDS mentors	Ongoing throughout the life of the project and beyond	Work in progress

Outcome Indicator Matrix

Describe the impact of activities

Outcome Indicator	Impact – What is the significance of the change?
2 clinical mentors trained in each health facility within Leribe and Berea districts	Lesotho QUAD project has assisted the country in facilitating implementation of the newly developed Lesotho Clinical Mentorship framework.
17 clinical mentors proficient on TB/NIMART to mentor others	Identification and training of the clinical mentors within the Leribe and Berea districts was a great initiative as the health facilities did not have clinical mentors before the project, and there were knowledge and skills gaps.
12 nurses and midwives mentored by trained clinical mentors	There is improvement confidence in mentoring others on TB/NIMART services

Intervention Graphic



**Identification of
TB/HIV nurses-
midwives to be trained
as mentors**

**Training of
17 TB/HIV
mentors**

**Trained mentor
more competent
& confident to
mentor others**

Results Chart

INDICATOR	BASELINE	TARGET
2 clinical mentors trained in each hospital within Leribe and Berea districts	50%	100%
1 clinical mentor trained in each health centre within Leribe and Berea districts	0%	59%
17 clinical mentors proficient on TB/NIMART to mentor others (Using pre and post test results)	78%	90%
12 nurses and midwives mentored by trained clinical mentors	0%	60%

Lessons Learned

- **What 1 thing are you most proud of?**
 - QUAD supporting the MOH in initiating the operationalization of the Lesotho Preceptorship and Mentorship Framework which has to be rolled out in other districts.
 - Clinical Mentorship program has formalized identification of clinical mentors within the country. This activity was implemented in a haphazard manner and was not properly monitored.

Lessons Learned

- What were the top 2 lessons learned in implementing your QI project?
 - That nurses do not express their shortcomings related to the provision of services they offer.
 - There is need to create platforms to get their views regarding their services and work environments.
 - ARC – Proposal writing, project management etc.

Lessons Learned

- **What 1 thing do you think you should have done differently?**
 - Extended the project as the project life was too short.
- **What 2 capacities does your team feel it has developed this year?**
 - Training of TB/NIMART clinical mentors
 - Development of the M&E tool to be used while implementing the clinical mentorship programme

Way Forward

- How will you build on what you've learned this year?
 - Seek support from MOH partners to roll out the Clinical Mentorship program
 - Compile a list of partners who work on clinical mentorship program, and collaborate in the implementation and monitoring of the program.

Way Forward

- Share 2 dissemination targets to present your results.
 - Trained and proficient clinical mentors
 - Nurses and midwives mentored on provision of TB/NIMART services

Way Forward

- How will the quad remain in contact?
 - Quad will remain in contact and collaborating because of the various activities in nursing and midwifery that link them together. One pillar cannot function in isolation of the others.

Way Forward

- **Share 1 advice to ARC Faculty on how to improve future support.**
 - Lesotho QUAD appreciates and congratulates the ARC Faculty for the entire support offered technically and financially throughout the 4 phases of ARC life; their commitment and dedication in guiding all the Quad members in writing proposals and reports, and implementing their projects for improvement of nursing and midwifery regulation and services within their respective countries.

ACKNOWLEDGEMENTS

- ARC faculty
- Ministry of Health
- Christian Health Association of Lesotho

KEA LEBOHA
THANK YOU VERY MUCH