

# **Action Period II: Project Work Plan and Progress Update**

**Using Mentorship to Improve HIV/AIDS services provided to Children 2 – 14 years by Nurses and Midwives in Uganda**

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Uganda Nurses and Midwives Union  
Date

# High Volume Sites

MUBENDE REGIONAL REFERRAL HOSPITAL



MASINDI GENERAL HOSPITAL



NDEJJE HC IV



# TOOLS FOR EACH PHASE OF YOUR PROJECT IMPLEMENTATION



**Define**

**Measure**

**Analyze**

**Improve**

**Control**

# DEFINE: Project Summary

What are we trying to accomplish?	How will we know if a change is an improvement?	What change will we make that will result in an improvement?
<p><b>Overarching Goal:</b>  <b>To improve HIV/AIDS services provided by Nurses and Midwives to children in 3 selected Health facilities in Uganda</b></p>	<p><b>AIM Statement</b></p> <ol style="list-style-type: none"> <li>1. To increase the knowledge and skills of Nurses and midwives on provision of HIV services to children from 9% self expert competence to 80% by end of the project</li> <li>2. To increase Nurses and Midwives Quality improvement skills to handle challenges faced during the provision of HIV services to children from 0% to 80% by the end of the project</li> <li>3. To improve the clinical outcomes of HIV+ children accessing care at the 3 health facilities by the end of the project</li> <li>4. To develop mentorship standards for nurses and midwives providing HIV services by the end of the project</li> </ol>	<p><b>Your Intervention Training on</b></p> <ul style="list-style-type: none"> <li>• HIV prevention, care, and support for children</li> <li>• Quality improvement</li> </ul> <p><b>Mentorship</b></p> <ul style="list-style-type: none"> <li>• HIV prevention, care and support for children</li> <li>• Quality Improvement</li> </ul>

# DEFINE: Elevator Speech

**This project is about Using Mentorship to improve HIV services provided by Nurses and Midwives to Children in Uganda**

**As a result of these efforts, There will be increased knowledge and skill on HIV provision for children by nurses and midwives; and Increased health outcomes for HIV positive children (2yrs to 12 years)**

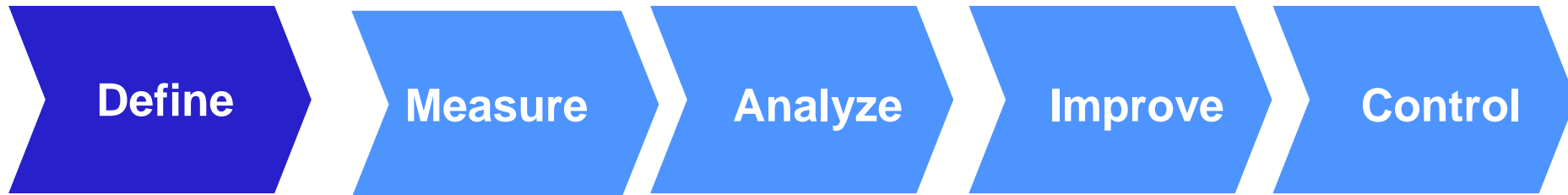
**It's important because we are concerned about:**

- ❖ **Nurses low self expert competence**
- ❖ **The multi-factored challenges faced by nurses and midwives in HIV care**
- ❖ **Parents failure to adhere to prescribed regimen and follow up for their children**

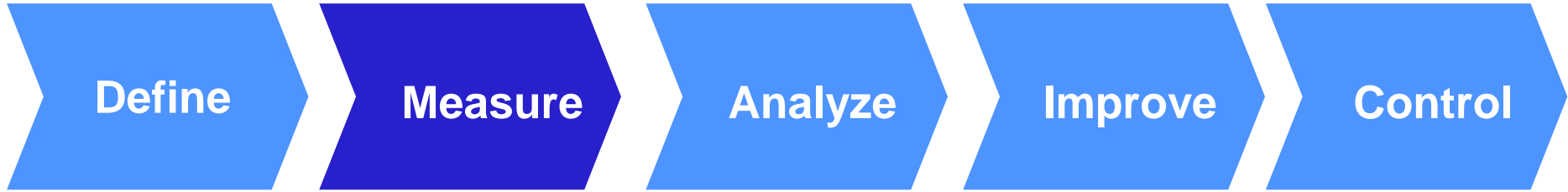
**Success will be measured by showing improvement in:**

- ❖ **Knowledge and skills of Nurses and Midwives on HIV care to children**
- ❖ **Number of HIV+ children seeking care and their health status**

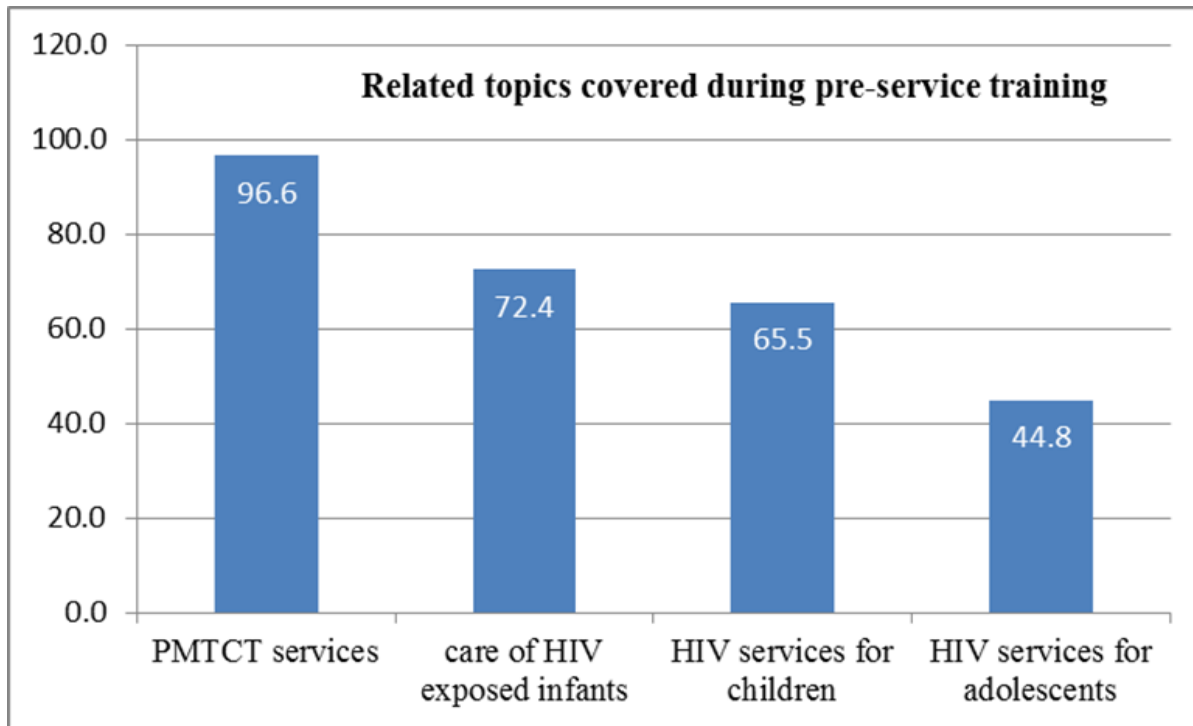
**What we need from you –funds to complete the project**



Stakeholders	How to keep them informed
Ministry of Health	Meeting at initiation and end of Project
The selected Health facility Administration	Quarterly meetings to share progress of project
Mild May Uganda	Monthly meeting to share progress of the mentorship
District Health Offices (Masindi, Ndejje, Mubende)	Meeting at initiation and end of Project



## Baseline Data: HIV related topics in Pre-service training



Define

Measure

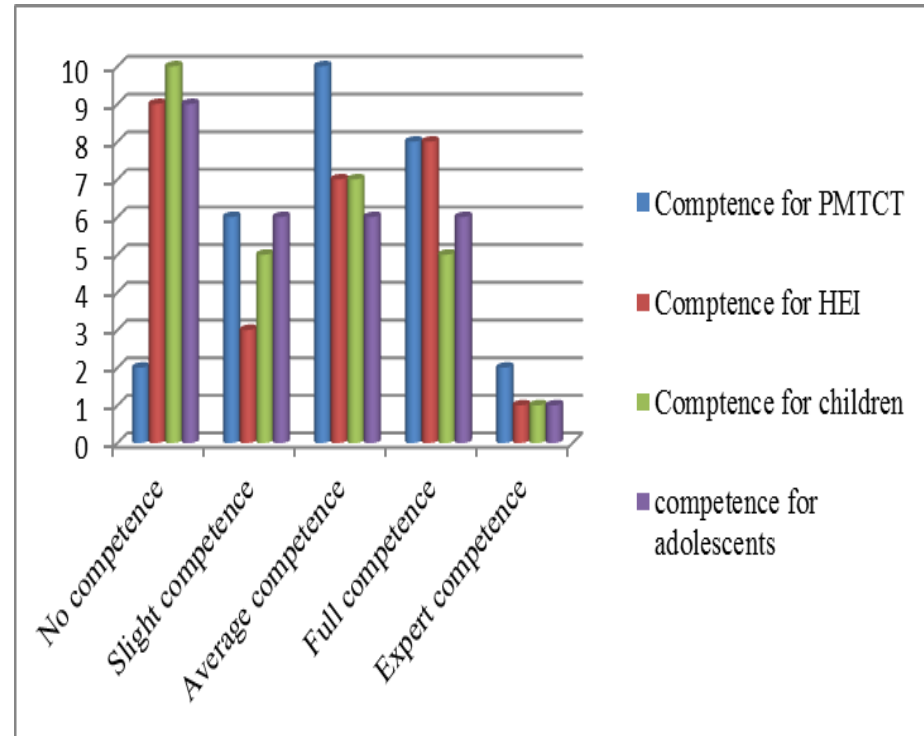
Analyze

Improve

Control

## Baseline Data: Self competency in providing HIV care

Overall reported lack or limited self-competency in providing care to HIV exposed infants, children and adolescents







Define

Measure

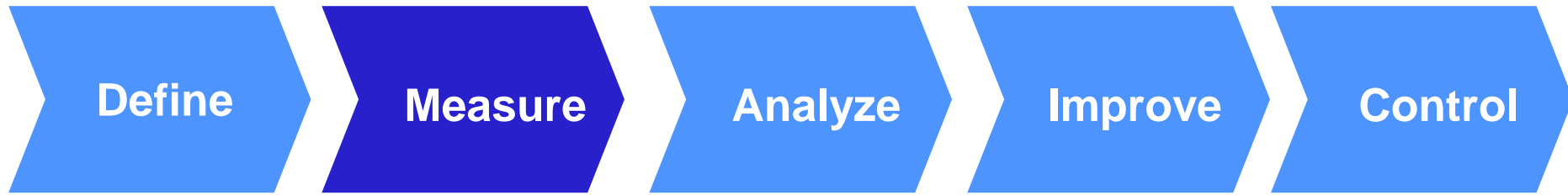
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## **Baseline Data: Barriers to HIV care**

1. Lack of Equipment
2. Patients' attitudes and practices
3. HIV Status non-disclosure
4. Data collection tools and CPD
5. Staffing challenges
6. Work overload
7. Lack of knowledge and skills



## Baseline Data: Facilitators of HIV care provision

- **Strong facilitator:** Partnerships with HIV partner organisations in terms of:
  - Staffing
  - Training
  - Motivation
- **Other facilitators:** training provided by the facilities; relations between the health care providers; patient and community trust



Define

Measure

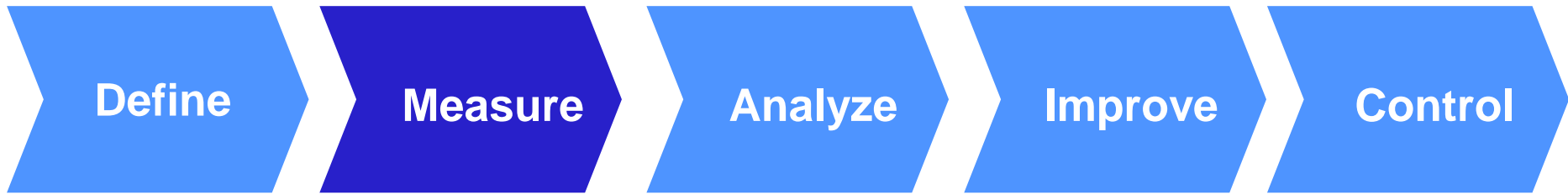
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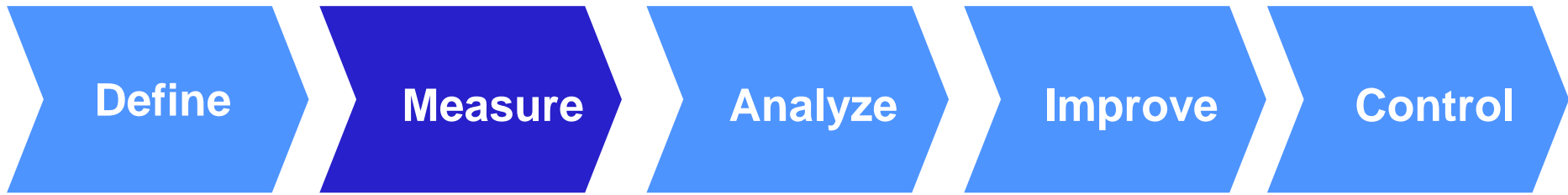
- **What data elements are measured?**

- Knowledge of Nurses and Midwives on HIV care to children
- Nurses and Midwives reported self competency in HIV care provision to children
- Development and implementation of 1 QI project per facility
- Existence of draft mentorship standards on HIV care
- Number of children receiving HIV care
- Adherence to prescribed regimen
- Health status of children
  - Immunological status
  - Weight
  - Number of days at school



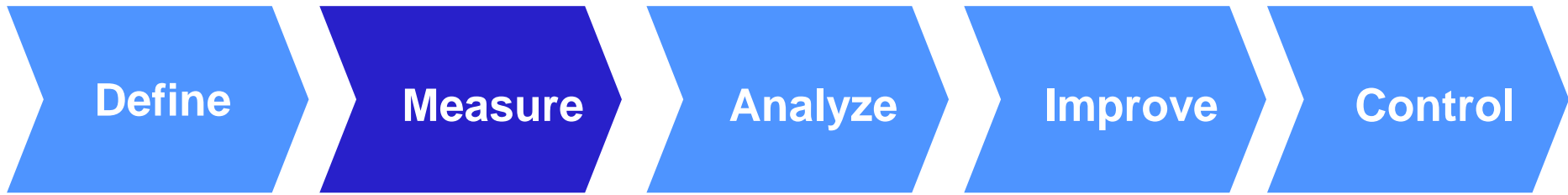
- **Data Collection Plan**

Who	How	When	Tools
<b>Clinical Outcomes for Children</b>			
<b>Facility coordinators</b>	- Review of the clinic record books on No. of children, their weight, immune status, adherence & school attendance	Quarterly	Adapt hospital record tools



## Data Collection Plan

Who	How	When	Tools
<b>Training and Mentorship</b>			
Mildmay	<ul style="list-style-type: none"> <li>- Mentorship weekly activity logs from mentors and mentees</li> <li>- Focus group discussions with Nurses and midwives; mentors</li> </ul>	Monthly	Weekly Activity Logs  Interview guide
Mildmay	Post test assessment of knowledge and self competency	End of the project	Questionnaire



## Data Collection Plan

Who	How	When	Tools
<b>Quality Improvement skills</b>			
Mildmay	<ul style="list-style-type: none"> <li>- Review of QI project for each facility</li> <li>- Review of records for baseline data for the project</li> <li>- Review of records and interviews to evaluate the QI project</li> </ul>	Beginning and end of the QI project	Challenge model  Pre and Post test Questionnaires

Data will be reviewed quarterly by the QUAD team

Define

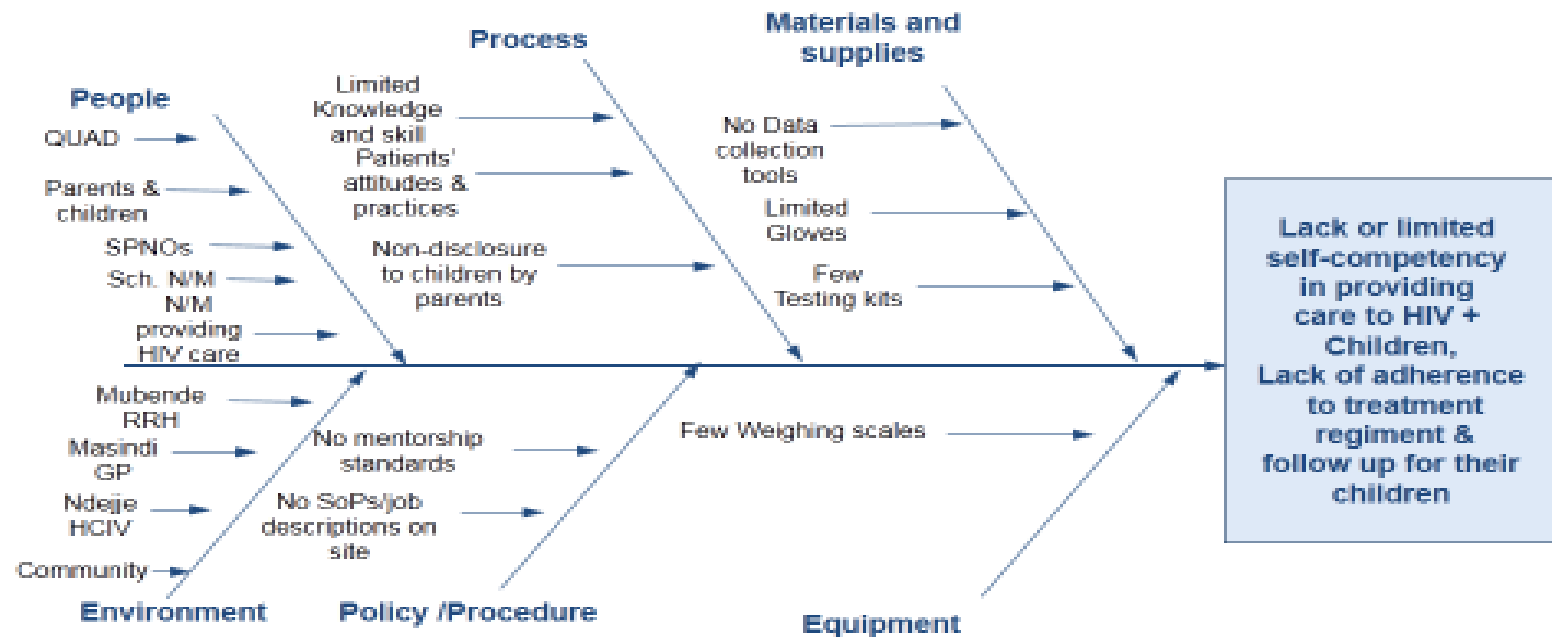
Measure

Analyze

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### Using Mentorship to improve HIV services provided by Nurses and Midwives to Children in Uganda



Define

Measure

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## Project Plan

Objective I: To increase the knowledge and skills of Nurses and midwives on provision of HIV services to children from 9% self expert competence to 80% by end of the project

Nursing Practice (Select 1)	Activities (Align with 1 Nursing Practice)	Who is responsible?	Duration	Indicator
Clinical Mentorship	<ol style="list-style-type: none"> <li>1. Conduct competence gap assessment on Training and Mentorship</li> <li>2. Develop mentorship module on HIV prevention, care &amp; support</li> <li>3. Train Nurses and Midwives on HIV provision for children</li> <li>4. Mentor nurses and midwives on HIV care for Children</li> </ol>	<p>Mild May Uganda</p> <p>Nursing Department - MoH</p>	<p>1 week</p> <p>2 weeks</p> <p>2 weeks (3 days for each facility)</p> <p>4 months</p>	<ul style="list-style-type: none"> <li>• Report on Training and Mentorship needs of Nurses and Midwives</li> <li>• Presence of a mentorship module</li> <li>• Training schedule</li> <li>• List of nurses and midwives trained</li> <li>• Mentorship weekly activity logs</li> </ul>



**Define****Measure****Analyze****Improve****Control**

## Project Plan

Objective 2: To increase Nurses and Midwives Quality improvement skills to handle challenges faced during the provision of HIV services to children from 0% to 80% by the end of the project

Nursing Practice (Select 1)	Activities (Align with 1 Nursing Practice)	Who is responsible?	Duration	Indicator
Clinical Mentorship	<ol style="list-style-type: none"> <li>1. Train mentors on quality improvement</li> <li>2. Integrate quality improvement aspect in the developed mentorship module</li> <li>3. Mentor nurses and midwives on Quality improvement</li> </ol>	<p>Mild May Uganda,</p> <p>Nursing Department - MoH</p>	<p>3 days per facility (integrated with HIV care)</p> <p>4 months</p>	<ul style="list-style-type: none"> <li>• Training schedule</li> <li>• List of mentors trained</li> <li>• Report on training</li> <li>• Presence of updated mentorship module on HIV provision</li> <li>• Documented QI projects in each facility</li> </ul>

**Define****Measure****Analyze****Improve****Control**

## Project Plan

Objective 3: To improve the clinical outcomes of HIV+ children accessing care at the 3 health facilities by the end of the project

Nursing Practice (Select 1)	Activities (Align with 1 Nursing Practice)	Who is responsible?	Duration	Indicator
Clinical Mentorship:	Similar to the activities of objective 1 and 2	Mild May Uganda  UNMU	4 months	<ul style="list-style-type: none"> <li>• Number of children receiving HIV care</li> <li>• Adherence of children to prescribed regimen</li> <li>• Health status of children               <ul style="list-style-type: none"> <li>-Immunological status</li> <li>-Weight</li> <li>- Number of days at school</li> </ul> </li> </ul>

**Define****Measure****Analyze****Improve****Control**

## Project Plan

Objective 4: To develop mentorship standards for nurses and midwives providing HIV services by the end of the project

Nursing Practice (Select 1)	Activities (Align with 1 Nursing Practice)	Who is responsible ?	Duration	Indicator
Stakeholder participatory approach	<ol style="list-style-type: none"><li>1. Institute a technical working group</li><li>2. Draft the standard through:<ul style="list-style-type: none"><li>• Review the evaluation report of the mentorship project</li><li>• Literature review of existing standards</li><li>• Stakeholder interviews</li></ul></li><li>3. Validation of draft standard</li></ol>	UNMC	2 months	<ul style="list-style-type: none"><li>• List of TwG members</li><li>• ToR for TwG</li><li>• Minutes of meetings held</li><li>• Draft standard</li></ul>

# Project Progress: Achievements

1. Three QUAD Plus meetings held

2. Three meetings held with Mildmay



2. Memorandum of understanding signed with Mildmay



# Project Progress: Achievements

4. Orientation meeting on the mentorship module and methodology with the health facilities was held



# Project Progress: Achievements

5. Developed a work plan for the training and mentorship of nurses and midwives in the different health facilities

The work plan



Microsoft Office  
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# Project Progress: Achievements

6. Developed a detailed methodology and implementation plan for the training and mentorship of nurses and midwives in the different health facilities

Implementation plan



Microsoft Office  
Word Document

# Way Forward

- Integrated suggestions from ARC Faculty TA calls
  - Community sensitization activity was removed
  - It was difficult to engage only one facility and pull out from the rest as this would tarnish council's image.
- How lessons learnt in this meeting will be built on
  - Meeting to discuss recommendations from this meeting
  - Revise the training and mentorship work plan as necessary



# Way Forward: Plans for Next Action Period

- Orient District health officials on the mentorship module, methodology and work plan
- Conduct a competence gap assessment of the nurses and midwives at the inception of the mentorship
- Roll out the training and mentorship in the different facilities as per the work plan
- Develop monitoring and evaluation tools for the mentorship
- Conduct monitoring of the mentorship process on every planned mentorship visit
- Carry out end project evaluation of the mentorship

# Challenges

- Delay in initiation of training and mentorship due to the extremely expensive involvement of Mildmay as an implementing partner
- The sudden disruption in the functioning of Victoria University led to a significant loss of funds and disruption in implementation of project activities