

# **Title: Improving the retention of pregnant women, breast feeding mothers and infant on ART through mentorship of nurses, midwives and others. ZAMBIA**

## **Learning Session II: Project M&E Processes**

**BEATRICE ZULU  
EDUCATION MANAGER  
GENERAL NURSING COUNCIL OF ZAMBIA  
MARCH 2017**

# QUAD MEMBERS

1. Emily Chipaya – Deputy Director of Nursing services MoH
2. Beatrice Zulu – Education and Training Manager GNC
3. Jennifer Munsaka-Director of Programs and Professional Affairs ZUNO
4. Mutinta Muleya- Lecturer University of Zambia School of Nursing Science
5. Judith K. Chipili Standard and Compliance specialist

# ARC 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></p> <p>Implement and monitor a system that allows continuing mentoring of nurses and midwives in improving the retention of pregnant women, breast feeding mothers and infant on ART.</p>	<p><b>AIM Statement</b></p> <p>Improve the retention rate of pregnant and breast feeding mothers on ART to 85% by May 2017            Numerator - # of mothers retained on ART            Denominator - # of mothers enrolled on ART            And the retention rate of infants on ART to 90% by May 2017            Numerator- # of infants retained on ART            Denominator - # of infants enrolled on ART</p>	<p><b>Intervention</b></p> <p>Mentoring nurses, midwives and others on the following:</p> <ul style="list-style-type: none"> <li>• Counseling</li> <li>• Testing</li> <li>• Initiation of ART</li> <li>• Monitoring and follow up of pregnant and breast feeding mothers and infants on ART</li> <li>• documentation</li> </ul>

# Materials to Bring to March 2017 Learning Session

- Basics of clinical mentorship facilitators guide
- Basics of clinical mentorship participants manual
- EMTCT case management observation checklist
- Zambia consolidated guidelines for treatment and prevention of HIV infection

# Materials to Bring to March 2017 Learning Session

- Option B+ training Agenda
- Mentorship training agenda
- Option B+ and mentorship training report
- Pre- test and Post test
- Graphics for mentors

# INDICATORS

- 85% of pregnant women and breast feeding mothers receiving treatment from the 3 facilities retained on ART by May, 2017.
- 90% of infants receiving treatment from the 3 facilities retained on ART by May, 2017.

# M&E Plan

Objective 1	Activities	Anticipated Outcome	Indicator	Tools
<p><b>Consolidate the project work plan with input from the facility assessment by 30<sup>th</sup> September, 2016</b></p>	<p>Arrange a meeting to consolidate the project work plan with inputs from the facility assessment report.</p>	<p>Consolidated project work plan</p>	<p>One meeting held and the work plan was consolidated with inputs from the facility assessment report</p>	<p>Facility assessment report</p>

# M&E Plan

Objective 2	Activities	Anticipated Outcome	Indicator	Tools
Adapt and operationalize the national mentorship guideline by September, 2016 to ensure adherence to standard guidelines	Identify and appoint members of a technical working group and write to them.	8 TWG members appointed  Technical working group in place	List of TWG	National Mentorship guideline
	Arrange for meeting to adopt and operationalize the national mentorship guidelines	Adopted national mentorship guidelines	1 national mentorship guideline reviewed and adopted	National Mentorship guideline



# M&E Plan

Objective 3	Activities	Anticipated Outcome	Indicator	Tools
<p><b>Develop PMTCT mentorship tools by 15th October, 2016 to harmonize the mentorship program</b></p>	<p>Meeting to brainstorm and list the competence areas.</p> <p>Meeting to review national EMTCT mentorship tools</p>	<p>7 competence areas listed</p> <p>Adoption of the national mentorship tool for EMTCT</p>	<p>List of competence areas</p> <p>Number of mentorship tool for EMTCT</p>	<ul style="list-style-type: none"> <li>- EMTCT tool from MoH</li> <li>- Mentoring tool for nurses and midwives</li> <li>- Mentorship report form</li> </ul>

# M&E Plan

Objective 4	Activities	Anticipated Outcome	Indicator	Tools
<p>Conduct one (1) training in option B+ to capacity build nurses and midwives working in PMTCT departments by December, 2016.</p>	<p>Identify and engage trainers in option B+</p> <p>Invite and train the nurses and midwives in option B+</p>	<p>4 trainers engaged for the training</p> <p>Thirteen nurses and midwives trained in option B+ - 3 Nangowe, 5 Matero, 3 Maramba and 2 quad plus members.</p>	<p>List of trainers</p> <p>Number of nurses and midwives trained in option B+</p>	<ul style="list-style-type: none"> <li>- Training manuals</li> <li>- 2016 National Consolidated guidelines for HIV management and prevention</li> </ul>

# M&E Plan

Objective 5	Activities	Anticipated Outcome	Indicator	Tools
<p>Conduct one (1) mentorship training by December 2016 to empower nurses and midwives providing EMTCT with quality support</p>	<p>Mobilized and engage trainers in mentorship and invited nurses and midwives to be trained</p> <p>Conducted 1 mentorship training</p>	<p>4 National trainers mobilised</p> <p>13 nurses and midwives trained in mentorship - 3 Nangowe, 5 Matero, 3 Maramba and 2 quad plus members.</p>	<p>List of National trainers</p> <p>Number of nurses and midwives trained to be mentors</p>	<p>-Mentorship guideline</p> <p>-Mentorship training manuals</p> <p>-Mentorship tools</p>

# M&E Plan

Objective 6	Activities	Anticipated Outcome	Indicator	Tools
<p>Implement the mentorship program for nurses and midwives in PMTCT by January, 2017 to ascertain its feasibility</p>	<ul style="list-style-type: none"> <li>- Print EMTCT ART mentorship tools</li> <li>- Implement the mentorship program for nurses and midwives in the 3 selected facilities.</li> <li>-</li> </ul>	<p>14 mentees mentored by the end of January, 2017. ( 6 Matero, 6 Nangwe 2 Maramba)</p>	<p>Number of EMTCT ART mentorship tools printed</p> <p>Number of mentees that were mentored by the trained mentors.</p>	<p>Mentorship tools</p>

# M&E Plan

Objective 7	Activities	Anticipated Outcome	Indicator	Tools
<p>Monitor and evaluate the pilot mentorship program from January to May, 2017 to assess the suitability of the program and identify necessary improvements</p>	<p>Conduct facility visits to monitor the mentorship project.</p>	<p>One monitoring and evaluation visit conducted per each facility in February 2017.</p>	<p>Number of Monitoring and Evaluation visits conducted per facility in a month (Matero, Nangogwe and Maramba) in February, 2017</p>	<p>Mentorship tools</p>

# Input Indicators

1. Number of trainers engaged to train nurses and midwives in option B+ and mentorship
2. Number of nurses and midwives identified to train as mentors .
3. Amount of money required for the trainings.
4. Number of training manuals for option B+ and mentorship

# Process Indicators

1. Number of option B+ trainings conducted
2. Number of mentorship trainings conducted
3. Number of mentorship done per facility
4. Number of Monitoring and Evaluation visits conducted per facility ( Matero, Nangogwe and Maramba) in February, 2017

# Output Indicators

13 nurses and midwives trained in option B+

13 nurses and midwives trained in mentorship

14 mentees mentored by the mentors

1 Monitoring and Evaluation visit done per facility in February, 2017



# Outcome Indicators

100% of all the mothers enrolled on ART in the Month of January 2017 from all the 3 facilities were all retained on ART by February, 2017.

Input	Process	Output	Outcome
<ol style="list-style-type: none"> <li>1. List of nurses and midwives to be trained</li> <li>2. Number of trainers</li> <li>3. Number of training manuals</li> <li>4. Amount of money needed for the trainings</li> </ol>	<ol style="list-style-type: none"> <li>1. One Option B + training conducted</li> <li>2. One mentorship training conducted</li> <li>3. Mentorship program in the 3 facilities commenced in January, 2017</li> <li>4. One monitoring and evaluation visit conducted per facility in February 2017.</li> </ol>	<ol style="list-style-type: none"> <li>1. Thirteen nurses and midwives trained in option B+</li> <li>2. Thirteen Trained nurses and midwives in Mentorship</li> <li>3. Fourteen mentees mentored from the three selected facilities ( 6 Matero, 6 Nangogwe, 2 Maramba)</li> <li>4. 100% data Collected for the project from all the 3 facilities</li> </ol>	<ol style="list-style-type: none"> <li>1. 100% of the mothers commenced on ART in the month of January, 2017 from the 3 facilities were retained on ART in February 2017.</li> </ol>

# Output Indicator Matrix

Provide details on the Output Indicators.

Output Indicator	When/frequency	How/method	Who
<b>Trained thirteen nurses and midwives in option B+</b>	December, 2016 Once	3 days workshop Theory and practical sessions	National trainers from MoH
<b>Trained thirteen nurses and midwives in Mentorship</b>	December , 2016 Once	5 days workshop Theory and practical sessions	National trainers from MoH
<b>Mentored fourteen mentees from the three selected facilities</b>	January, 2017 Daily	Individuals mentored at agreed time.	Mentors

# Project Baseline M&E Processes

## MARAMBA HEALTH CENTRE

Number of pregnant and breast feeding mothers enrolled on ART in 2016 – 76

Number retained - 49

Denominator - 76

Numerator – 49

Retention rate 64%

# Project Baseline M&E Processes

## MARAMBA HEALTH CENTRE

Number of HIV positive infants enrolled on ART  
in 2016 – 4

Number retained - 02

Denominator - 4

Numerator – 2

Retention rate 50%

# Project Baseline M&E Processes

## MATERO FIRST LEVEL HOSPITAL

Number of pregnant and breast feeding mothers enrolled on ART in 2016 – 398

Number retained - 138

Denominator - 398

Numerator – 138

Retention rate – 35%

# Project Baseline M&E Processes

## MATERO FIRST LEVEL HOSPITAL

Number of HIV positive infants enrolled on ART  
in 2016 – 12

Number retained - 6

Denominator - 12

Numerator – 6

Retention rate - 50%

# Project Baseline M&E Processes

## NANGONGWE HEALTH CENTRE

Number of pregnant and breast feeding mothers enrolled on ART in 2016 – 49

Number retained - 47

Denominator - 49

Numerator – 47

Retention rate – 95%



# Project Baseline M&E Processes

NANGONGWE HEALTH CENTRE

Number of HIV positive infants enrolled on ART  
in 2016 – 3

Number retained - 3

Retention rate – 100%

# Way forward

## AREAS THAT NEED SUPPORT

- The Zambian Quad would like ARC faculty to help with the development of the project evaluation tool
- Financial support - The district nursing officers have been engaged to help with the continuous monitoring of the projects in all the 3 facilities. However, the quad need to reinforce the monitoring monthly or quarterly as resources allow.

# Way forward

## General plans for the next action period

1. Mentors to continue mentoring the nurses, midwives and other staff in MCH, ART, Outpatient and Paediatric unit.
2. Develop a Monitoring and evaluation tool for the summative evaluation

# Way forward

3. Monitor the retention of infants, breast feeding and pregnant mothers on ART

4. Analyze the data collected and share the report in June, 2017

# MARAMBA HEALTH CENTRE



Mentor verifying with the mentee how to enter data on the antenatal card for mothers on ART

# Nangongwe Health Centre



- Mentor and Mentee discussing the management of HIV positive infant

# MATERO REFERENCE CENTRE



- The mentor and the mentee going through the ART register in labour.

# MATERO REFERENCE CENTRE



Mentor verifying with the mentee if he understood the revised ART regime which she had discussed with him.



# Any Question

