LESOTHO

DEVELOPING A CONTINUING PROFESSIONAL DEVELOPMENT (CPD) TO IMPROVE QUALITY OF NURSING PRACTICE THROUGH LICENSURE RENEWAL IN LESOTHO
Country Team/Quad

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• ‘Mamohapi Flavia Moetsana-Poka, Registrar, Lesotho Nursing Council;

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Background

- LNC was first established by Act No: 8 of 1966, now Nurses and Midwives Act No: 12 1998, Draft Bill of 2008;
- Nursing Standards, Rules and Regulations, Scope of practice, Disciplinary Procedures and Code of conduct at varying stages of review
- Lesotho Nursing Council in the process of developing Strategic Plan
- Complaints that nurses and midwives are not given equal opportunities for capacity building
• Health Sector Human Resource Needs assessment (2004) showed unsafe practices by health professionals
• The MoHSW developed national Continuing Education strategy for health professionals 2010.
• Health profession’s Councils were responsible to design the CPD program for their profession
Lesotho in ARC Project

• The Lesotho Quad responded to call for Proposals
• Project Grant received in 2010
• The plan action developed with the following objectives
Project Objectives

Introduce the concept of CPD to relevant stakeholders

Develop the CPD Program

To implement the CPD Program

To monitor and evaluate the CPD Program
Project Activities

• Held sensitization forums for Nurses, Midwives, Nursing Assistants and other relevant stakeholders
• Developed CPD committee – Technical working group
• Developed, printed and distributed draft for CPD framework & logbook
• Held consultative meetings for feedback on draft
• Trained Nurses in charge of all Health facilities on usage of the CPD Logbook
• Conducted PILOT STUDY to assess the logbook usage;
• Reviewed Project implementation
The CPD Technical Working Group
Implementation Activities

• Drafted communication strategy (flyers, brochure)
• Developed and printed the final CPD framework & logbook
• Proposed dates for Launch of the CPD program was 21st May 2012
Budget

- Lesotho Nursing Council opened a separate CPD project account
- It covered a lot of project preparatory activities
- Reporting was done using the provided guidelines
- The major challenge was limited Accounting skills
- The funds were limited and did not cover all activities
- Submitted the new proposal for 2\textsuperscript{nd} year grant to complete the CPD activities
Next Steps

• Draw a schedule for supervisory visits and to pre-test a draft M&E tool
• Orient nurses in charge on CPD M&E
• Conduct supervisory visits
• Write a supervisory report (pilot district)
• Administer Evaluation tool and write Summative report for publication
Lessons Learned

• Achievements made in ARC year 1 surpass the challenges
• Strengthened collaboration of the National Quad beyond the ARC project
• Networking with other countries working on the same project
• The Nursing pioneered CPD can influence its use among other health professionals
• There is improvement in the re-licensure process
• There was appropriate tools, adequate support and guidance from the ARC Faculty
• There was a general buy-in from all stakeholders
Challenges

• CPD was a new concept
• Information did not reach all the targeted users
• Competing agendas beyond the ARC project control affected commencement and progress
• The CPD program was developed for the professional Nurses & incurred adaptation costs for Nursing Assistants
• Limited time frame to complete project
• Change in the Quad members
• Delay in the Launch
Thank You
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