Nurses and Midwives – agents of change

2nd Commonwealth Nurses Conference
London 8th-9th March 2014
Angela Neuhaus
Nurses and Midwives – agents of change

Establishing Paediatric Nurse Training In Zimbabwe
Nurses and Midwives – agents of change

THE PROBLEM

No Paediatric Nurse training in the country

• Two custom built children’s hospitals
• Only 5 trained children’s nurses on the nursing register
• No professional capacity to teach more
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RATIONALE FOR CHANGE

Rising child morbidity and mortality:

– Deteriorating MDG 4 (mortality <5 years) score
– Child Health identified by Zimbabwean government as a key priority
– Rise in admissions to cerebral palsy specialist clinic due to birth trauma
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CONSTRANTS on CHANGE

Lack of funds –

Bankrupt economy
Numerous other pressing demands on health funds
Low nursing salaries and no capacity to self fund training
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CONSTRAINTS on CHANGE

Inadequate teaching resources in the country

No nurse tutors trained in Paediatrics
Paediatricians overstretched and unable to assist with teaching
Poor library resources and internet connections
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CONSTRAINTS on CHANGE

Depleted and overworked workforce –

Brain drain from the country
Nursing positions frozen
High patient/nurse ratio
High levels of fatigue and stress
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CHANGE

Needs to-

• be affordable
• not compound existing workplace problems
• recognise and reinforce existing strengths
• recognise, rectify and/or bolster resource deficits
• be acceptable to stakeholders
• be sustainable
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POSSIBLE CHANGE

In Zimbabwe a Paediatric Nursing Course would need to:
• be taught in-country
• attract donor funding
• build on existing nursing capacity
• address the need for tutors and future leaders in the field
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RESOURCES FOR CHANGE

Useful contacts:

• Nurses Associations –
  Speciality specific: Neonatal, Paediatric, Midwifery
  Local: ZINA, ANF
  International: CNF, ICN

• Universities and colleges

• Internet

• Personal and professional links
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SUPPORT FOR CHANGE

Key people:
- Minister and Ministry of Health
- Major source of Aid
- Nursing Administrators/Council/Registrar
- Hospital Administrators and Senior Nurses
- School of Nursing
- Potential students
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SUPPORT FOR CHANGE

Additional key people:
Paediatricians
Dean of the Medical School
Nurse’s Organisation
Other community supporters
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SUPPORT FOR CHANGE

Involve stakeholders at every stage:

• Meet with them: explain, discuss, listen
• Respond to concerns and constraints
• Respect their views
• Encourage their ownership
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ESTABLISHING CHANGE

Pilot programme:

• Choose suitable candidates
• Ensure they are well supported
• Explain/discuss/listen
• Modify if necessary
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DELIVERING CHANGE

Be prepared:

• for setbacks
• for sceptics
• for changes to original ideas
• to keep your eye on the goal
• to hand over control
Nurses as Agents of Change: The International Postgraduate Paediatric NURSE Certificate in Zimbabwe

Commonwealth Nurses Conference
March 2014

Adjunct Associate Professor Kathryn Currow & Mrs Angela Neuhaus
IPPC / IPPNC & Commonwealth Connections

Professor Sirajul Islam former President COMHAD, Dr Uday Bodhankar; current President Dr Sundaram Arulrhaj, Chair CHPA & Dr Oheneba Owusu-Danso Commonwealth Medical Association
International Postgraduate Paediatric Nurse Certificate / DCH / IPPC Vision

.....is to provide affordable access for doctors & paediatric nurses worldwide to an international standard of current best practice in treating children & young people.
IPPC / IPPNC

• Started with doctors – demand from remote areas
• First Nurse 2008 Sydney: Rosie Zunek “my only regret was that I did not do this years ago”. Scored better than many doctors!!!
• Solomon Islands 2009
• Vanuatu 2010
• Cambodia & Kenya 2012
• Zimbabwe 2013
• Allied Health Professionals 2012 onwards
“DCH / IPPC / IPPNC- helping countries accelerate achievement of Millennium Development Goals”

Training one Doctor or Nurse who treats 50 children per day impacts 12,500 child health consultations per year

- Doctors / Nurses themselves
- Children & Young People
- Parents, especially Mothers
- Families & Communities
- Colleagues & Students
DCH / IPPC / IPPNC Child Health Consultations Impact: 1992-2018

- **Australia:** (20/day)
- **International:** (50/day)
IPPCC / IPPNC Essentials

• 111 Lecture Units updated annually: case based teaching. All subspecialty areas: neonates to adolescents.

• Collaborative In Country Learning, IPPC’s unique model: contextualisation of the international standard in current best practice from Sydney experts by local Tutors in each country in face to face Tutorials

• FOR IPPNC NURSE EDUCATORS ARE TUTORS WHEREVER POSSIBLE
IPPC Essentials

- 2 Streams: Jan – Dec; Sept – Aug
- Online for widespread access or DVDs
- **Assessment:** Case Reports; Oral & Written Examination *conducted in each country*
- Paediatric clinical experience required
- Self-sustaining education enterprise; not for profit.
- Full international fee 2014 AUD$6000
- Fee in each country set locally to ensure affordability in context of sustainability.
Collaborative In Country Learning

Lectures from Sydney from renowned international experts who crystallize current evidence based best practice. All material updated each year.

Expert Tutors in each country enrich through sharing of expertise & experiences, highlighting key differences to provide local adaptation. At bedside, in classroom, by phone or VC.
Weekly study requirements

3 Lecture Units from Sydney experts
Lecture Unit =
- Recorded Lecture
- Learning Outcomes
- Lecture Notes
- Self-assessment Q

3 Hours of Self Study: course material provided

1 hour / week from IN COUNTRY Paediatric expert
Remote & Rural Areas

• Accessible **EVERYWHERE**

• Strengthens health systems, **where** doctors & nurses work, **while** they work, no travel.

• Immediate **benefit**; new knowledge & reinforced daily, without workforce capacity or social disruption.

• **Graduates can become Tutors**, building a network....fuelling an **Education Epidemic** of sharing best practice.
IPPC is Portable

Remote Solomon Islands

Rural Cambodia
Solomon Islands Graduation
IPPC / IPPNC commenced in Kenya in 2012 in collaboration with the Adventist University of Africa.

Tutors
Dr Grace &
Dr Loice
Sierra Leone
Economic Impact

• Short term: enhancing quality & safety reduces cost of health care; enacting ‘best practice’ ↓ errors

• Healthy children maximise their learning opportunities & potential to contribute to future generations.

• Long term: healthy children → healthier populations of adults, reducing long term health costs: a real investment in the future.
IPPC / IPPNC: what is coming?

• **Additional Lectures**: Neonatology in resource limited settings; Severe Acute Malnutrition; Paediatric HIV

• **Additional modules**: Tropical Diseases

• Ongoing **REVIEW** access for Alumni for life: in 2020 you will see 2020 Lectures

• **Other specialities** within same distribution platform to start.

• **Research** on education outcomes
Nurses as AGENTS of CHANGE
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MRS ANGELA NEUHAUS

http://www.magga.org.au
Marga = the path that leads from suffering to wellbeing.