



Mrs Joy Kemp (UK)

*Exploring student midwives' and
midwives' experience of
mentorship in Uganda*





5th Commonwealth Nurses and Midwives Conference

Friday 6 and Saturday 7 March 2020, London UK

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Exploring Ugandan student midwives' and midwives' experience of mentorship: a qualitative study

6th March 2020

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Midwives Association*

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Midwives UK*



Background

Midwives can be a key to achieving UHC and SDGs *if...*

- Trained to international standards
- Working in an enabling environment

(WHO, 2019)

However...

Global shortage of 350,000 midwives (WHO, 2013)

Midwives in 93 countries report widespread abuse, subordination and, gender discrimination (WHO, 2016)



Uganda Country Context

- Uganda is one of the poorest countries in the world
- Only 27% of women and newborns have their needs met (UNFPA, 2014)
- 74% increase in the population predicted by 2030
- Student midwives often receive poor-quality clinical education and are not fit to practise at the point of qualification
(Jackson, 2009; Ugandan Ministry of Education and Sports, 2010; Royal College of Midwives, 2015).

RCM and UPMA

Long-Term Twinning Partnership



- 2013- present
- Implemented 3 funded projects together
- Many reciprocal visits and individual midwife twin relationships
- Direct request from UNMC to help with mentorship

March 2015 needs assessment identified mentorship as important to all stakeholders

‘We had issues with the nurses and midwives being produced in training institutions but we didn’t know what was wrong and how to put it right. .. We had a belief that if we trained our mentors they would be able to bring out quality nurses and midwives required to serve the people of Uganda. So we welcomed the MOMENTUM project with both hands’.



Mercy Mwanja,
Quality Assurance
Manager
Ugandan Nurses and
Midwives Council

MOMENTUM

Developing a Model of Mentorship for Ugandan Midwifery

**Developing a model of mentorship
for Ugandan midwifery through
participatory action research: the
MOMENTUM project 2015-2017**



This research study

- Purpose: To add rich data and meaning to the MOMENTUM project by exploring the experiences of the first batch of student midwives and midwives as mentors and mentees.
- Midwifery research is nascent in Uganda and this study is the first research paper submitted by the professional midwives association.
- It is Sarah's first piece of research and international conference presentation – sadly she can't be here

Method

- 37 participants (8 midwives, 29 students)
- 4 focus group discussions June/July 2017, piloted, adapted, recorded and transcribed
- Thematic data analysis, validated by participants
- Ethical approval from a national body



Results

- Four major themes and seven sub-themes emerged, including the dimensions of an effective mentor/mentee relationship.
- Mentorship was found to significantly improve the quality of student's practice learning and enable self-efficacy in midwife mentors, improving the quality of maternity care they provide.

Table of Themes - Students

THEME	SUB-THEMES
Confidence	Ability
Competence	Hands-on experience
Mentorship	Independence
	Hands on experience
Student development	Endurance
	Effective mentor-mentee relations
	Hand on experience

Table of themes - Mentors

THEME	SUBTHEMES
Confidence	Demonstration of skills
Knowledge sharing	Effective mentor-mentee relations
	Mentorship training

*“When you are a mentor you must have the willingness to share the knowledge with the students so that they become expert midwives”
(Mentor)*

Examples of data from students

- *'I transformed from a hen to a lion. At first I was not confident but now, I do not fear'*
- *'When I was shifted to (Health Centre with mentorship) 'we were able to touch by our hands so that helped me a lot to get confidence'*
- *"Effective working relationship enabled me and my mentor to work closely and learn a lot."*

Discussion

- This paper adds to the sparse number of empirical midwifery research studies in Uganda.
- The model of mentorship in the project improved practice learning and the quality of maternity care
- Mentorship may not be effective outside of such a project



Why was mentorship successful?

- MOMENTUM created an enabling community of practice which allowed for transformation of the practice learning environment (Kemp et al, 2018)
- Mentors and mentees learned in the workplace. Traditional classroom-based learning for mentors may be less effective
- Within context of wider twinning project
- Action research approach allowed for frequent reflection and change

Mentors and Students with twins



Moving forward

- Mentorship in Uganda deserves further exploration
- Ministry of Health adopting mentorship standard
- Further opportunities for developing mentorship and leadership in extended partnerships
- Favourable policy and funding context
- Current challenges for international engagement

Thank You for listening!



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"The greatest joy is to
become a mother;
the second greatest
is to be a midwife."
- Norwegian Proverb

