

**THE QUAD AND IMPLEMENTATION  
OF THE WHO SDNM AND ECSA  
EDUCATION&LABOUR MARKETS:  
ZAMBIAN PERSPECTIVE**

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# Presentation outline

- Introduction
- Establishment of the Quad in Zambia
- The Quad working relationships
- WHO Global Strategic Directions for Nursing and Midwifery ( and the ECSCA Nursing Education Reports): a Zambian perspective

# Introduction

- The “Nursing Quad” was formally constituted and institutionalized as a constant mechanism in the ECSA region while implementing the African Health Professions Regulatory Collaborative (ARC) project (2011-2017).
- This was to ensure that the nursing and midwifery agenda during implementation of that project was addressed in comprehensive manner to improve practice, regulatory governance, advocacy mechanisms to embrace change as well as strengthened education aspects to ensure sustainability of newly introduced approaches.

# The four Pillars of the Quad

- The Quad included four nursing pillars in a respective country which include representation from:
  1. Government (the Chief Nursing Officer/Director of Nursing and Midwifery Services or other Ministry-based nurse leaders);
  2. Regulators (councils or other regulatory bodies),
  3. Professional association leadership.
  4. Nursing educators (professors, educators, and preceptors),

# Establishment of the Quad

The purpose of the partnership was designed to increase the regulatory capacity of the health professional organizations. The objectives of the partnership were to:

- i. Ensure Nursing and midwifery practice standards are harmonized in the ECSA Region and aligned with global standards
- ii. Ensure national nursing and midwifery regulatory frameworks are updated and reflect nationally approved practice and educational reforms
- iii. Strengthen the capacity of the health professional councils within the ECSA Region to conduct key regulatory functions
- iv. Establish sustained consortia of African Nursing and Midwifery leaders in practice and regulation

# **Establishment of the Zambia Quad**

The Quad initiative was launched in February 2011 in Nairobi, Kenya.

The Quad was mobilised as African Health Professions Regional Collaborative (ARC) for nurses and midwives from 14 countries in the ECOSA Region.

Zambia was able to strengthen the Nursing and midwifery leadership relationship through the establishment of the Quad at country level

# The Quad in Zambia

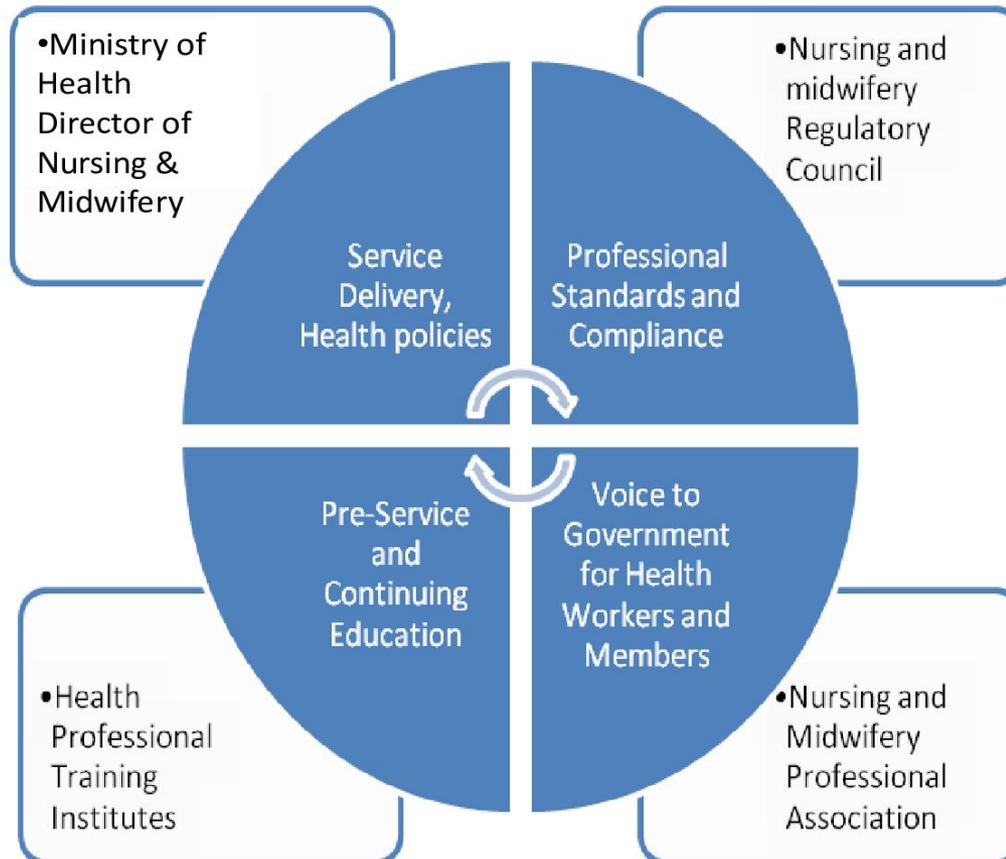
Zambia has been implementing Quad activities since 2012. The country participated in the initial ARC projects and initiated the CPD for renewal of licences.

## **The Quad leadership comprise:**

- i. The Ministry of Health top Nursing and Midwifery leader (Director of Nursing/Midwifery)
- ii. The Registrar of the Nursing and Midwifery Regulatory body (Registrar)
- iii. The President of the Nursing and Midwifery Organization (ZUNO)
- iv. The Senior Representative of the Nursing and Midwifery Academia (Education)

The aim of the Quad is to harmonise our working relationship of the nursing and midwifery leadership at country level and to provide direction in nursing and midwifery education and practice

# The Role of the Quad



# The working Relationship of the Quad in Zambia

- From the time the Quad was established, the Zambian Nurse Leaders have been working together, in consultation and making collective decisions related to Nursing and Midwifery professions under the four areas:
  - Education
  - Clinical Practice
  - Leadership and Management
  - Research

# **WHO Global Strategic Directions for Nursing and Midwifery and the ECSA Nursing Education Reports, a Zambian perspective:**

- The Government of the Republic of Zambia since August 2016 had launched a paradigm shift in the health sector reviving the goal of attainment of the Universal Health Coverage (UHC) through the highest level of commitment to a transformative agenda.
- The Nursing and Midwifery fraternity in Zambia is alive to the attainment of the UHC (SDG 3) and has been implementing four SDNM and recommendations from the ECSA Nursing Education and labour markets Reports through the collaboration of the Quad.
- All the four pillars of the Quad are involved in implementation of the same.

# Education

- Development and review of different competence based curricular for Nursing and Midwifery programmes and their launch to strengthen the MoH transformative agenda through the PHC approach and to improve health services.
- This has been driven by the disease burden and the health needs of the Zambian Community.
  
- Pre-service public health Nursing
- Oncology Nursing
- Pre-service paediatric nursing
- BSc critical care nursing
- Emergency and Trauma Nursing
- Direct Midwifery
- Neonatal nursing
- COVID Response for nursing and midwifery education -2020

# Education

- **Reviewed the following curricular:**
- Midwifery
- HIV Nurse Practitioner
- Clinical Instructor Nursing
- Developed a disability module and incorporated sign language in to the Nursing curriculum
- Trained and sensitisation of lecturers to the new materials and curricular

# Education

- Opening of new nursing and midwifery colleges in rural areas and advocacy on priority selection of local applicants.
- Increase of intakes per each academic year (9,000 RNs and 900 midwives)

# **Jobs - Areas of collaboration by the Quad**

- Conducting nursing and midwifery workforces planning – through nursing and midwifery audits
- Advocate for employment of newly qualified nurses and midwives to alleviate staff shortages especially during the COVID 19 pandemic.
- Advocacy is now being directed on employment of pre-service Public Health Nurses to the achievement of UHC through PHC.

# Leadership - Areas of collaboration by the Quad

- Establishment of the Department of Nursing and Midwifery at Ministry of Health and establishment of position of Director Nursing spear headed by ZUNO with support from the Quad
- Development of the national Nursing and Midwifery Strategic Plan to guide the building of the profession.
- Development of the infrastructure to increase the number of nurses being trained which resulted in building of the LMMU which included other professions. There was also nationwide upgrading and opening of new TIs.
- Development and revision of nursing and midwifery structures which expanded the leadership positions in the clinical areas and TIs.
- Reviewed and replaced the Nurses and Midwives Act of 1997 which has incorporated the mandatory CPD for license renewal and it is now in the process of developing the scopes of practice for each level of nursing and midwifery education/practice.

# Leadership - Areas of collaboration by the Quad

- Nursing leadership is a critical issue. ZUNO working with other Quad members continue to Lobby and advocate for nursing and midwifery positions at Provincial and District levels.
- Developed a module on Nursing Leadership and management to be accessed as a CPD module
- Development of preceptorship module for practice and education and its implementation on new and serving nurses and midwives.
- Holding of meetings (virtually) with Nurse and Midwifery leaders (CNOs, PNOs, Heads, PTs etc)
- In May, 2019, the World Health Organization, declared the Year 2020 as the year of the Nurse and the Midwife. With this declaration, the Quad worked tirelessly putting together activities to showcase the activities of nurses and midwives.

# Leadership and the COVID-19 Pandemic

- i. With the emergency of the COVID 19, in 2020 the Quad held meetings to plan how nursing and midwifery was going contribute to the mitigation of the pandemic as the bulky of the work lay on the shoulders of nurses and midwives
- ii. The Quad mobilized nurses and midwives; and other resources to respond to the Pandemic
- iii. The Quad sensitized nurses on the dangers of the pandemic and how nurses can protect themselves and their families.

# Service delivery

- Expanded scope of practice in the repealed Nurses and Midwives Act of 2019 No. 10 to allow nurses and midwives practice to full capacity and protect them.
- Mentorship and technical support of nurses and midwives in various service delivery institutions.
- Development of nursing and midwifery protocols and guidelines eg respectful maternity care etc
- During the COVID 19 pandemic advocated the employer to provide: Safe work environment, adequate Personal Protective Equipment (PPE), Hand washing Liquid Soap and Sanitizers, reduced hours of work in order to reduce long contact hours of exposure.

# Summary

- The Nursing and Midwifery profession in Zambia working together as a Quad has achieved many successes and has also encountered some challenges in implementation of the WHO Strategic Directions.
- We continue to count our successes and look at the challenges as points of motivation to move forward.