



East Central and Southern Africa college of Nursing and Midwifery - ECSACONM

Annual Report for the period of July 2022 to June 2023

New ECSACONM Office Bearers

September 2022



Dr. Glory Msibi
ECSACONM President

2022 was an election year for the College, elections for new office bearers were held for various positions at the Executive Council level. Dr. Glory Msibi, the current Chief Nursing Officer in Eswatini was elected as the new President of the College for 2022-2026. The General Assembly also elected and approved new Executive Committee Members for various college positions; Vice President, Faculty Chair for Education, Research, Clinical Practice, Leadership and Management and the Country National Representatives (CNRs).

Stakeholders Meeting with Nurse Leaders for validation of Accreditation Framework and Tools and review of ECSACONM Fellowship Curriculum

18th to 20th
August 2022



Supported by



SUCCESSFUL IMPLEMENTATION OF DEVELOPMENT OF ACCREDITATION FRAMEWORK AND TOOLS FOR NURSING AND MIDWIFERY INSTITUTIONS AND FELLOWSHIP CURRICULUM REVIEW



SEPTEMBER 2022

ECSACONM in partnership with Amref Health Africa and Vaka Health Foundation collaborated in the development of a Regional Framework for Assessing and Accreditation of Nursing and Midwifery Training Hospitals, as well as the curriculum for fellowship programs. This monumental effort involved the benchmarking exercises, literature reviews, and collaboration with key stakeholders in the field. The comprehensive ECSACONM Accreditation Framework was officially launched in September 2022 during the 15th Scientific Conference held in Eswatini. The implementation of this accreditation framework will play a vital role in assessing the readiness of hospitals to support ECSACONM training programs and the learners themselves. By setting stringent standards, this framework aims to enhance the quality of healthcare services by strengthening nursing and midwifery education and practice across the region.

During the same conference, Nurse Leaders had the opportunity to review and provide feedback on the ECSACONM-developed curricula. Their valuable input has paved the way for countries to approve the ECSACONM Fellowship training, demonstrating a strong commitment to advancing nursing and midwifery education. These nurse leaders also pledged their support for the training and accreditation of sites in their respective countries. The stakeholders meeting was funded by Amref Health Africa and Vaka Health Foundation.

**Deliberations of the
Pre-Conference
Meeting**
11th to 12th
September 2022

The Preconference Meeting held on 11th and 12th September 2022 at the Hilton Garden Inn in Mbabane, Eswatini, which was attended by CNRs, Quad members, and partners, aimed at addressing the challenges faced by the College. The key highlights from the groups were centered around advocacy, dissemination, and visibility, value subscription for membership, flexible payment platforms, chapter performance, and mutual recognition. The regulators proposed strategic focus areas such as harmonization of college and program frameworks, strengthening the resource basket, operationalizing the chapter beyond the QUAD, strengthening leadership, providing a legal framework, and biennial meetings for regulators in ECSA-HC and Africa. Additionally, they also emphasized on the importance of accountability through introducing a reporting template for chapter performance and supporting CPD reporting.



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**DELIBERATIONS OF THE PRECONFERENCE
MEETING**
SEPTEMBER 2022



15th Biennial Scientific Conference of the East, Central and Southern Africa College of Nursing (ECSACON) & the 7th Quadrennial General Assembly Meeting 13th to 15th September 2022

15th Biennial Scientific Conference and 7th Quadrennial General Assembly held in Manzini, Eswatini on September 13, 2022. Delegates from 16 African countries, including hosts Eswatini, attended the conference focused on improving adolescent health. The WHO Director-General delivered a recorded message acknowledging the shortage of nurses globally and in Africa and commending their commitment during the COVID-19 pandemic. Over 1000 nurses attended the conference, led by the Chief Nursing Officer, and observed a moment of silence for those lost to COVID-19. The conference stressed the need for investment in nursing and midwifery training and the use of technology and innovation to reduce maternal neonatal mortality and other health conditions. ECSACON has been contributing to nursing education, regulation, and practice for 32 years.



Supply Chain Management Online Course 2022 - Ongoing

The Johnson&Johnson team, in collaboration with Empower School of Health, has successfully developed a comprehensive supply chain training curriculum with a nursing focus. This curriculum was created with the technical expertise of the East, Central and Southern African College of Nursing (ECSACON) and the Ecumenical Pharmaceutical Network (EPN). Recognizing the crucial role played by nurses and midwives as frontline healthcare workers, the curriculum aims to equip them with the necessary skills to efficiently operate the supply chain system, ultimately saving lives. The intervention countries for this initiative are Kenya, Rwanda, South Africa, Botswana, and Nigeria, with a target of training 100,000 nurses and midwives over a span of five years. The content design and training approach take into consideration the cultural context, existing knowledge, attitudes, and practices of frontline workers, as well as digital penetration and mobile connectivity to ensure broad accessibility and sustainability. An immersive electronic learning platform has been developed, allowing users to access the curriculum on any device, even in areas with limited or no internet connectivity. Pilot testing in Kenya and Botswana yielded positive feedback, with 90% of participants finding the courses easy to understand, 96% believing the knowledge gained would benefit their professional careers, and 86% finding the assessment questions valuable for testing their understanding of supply chain topics. Suggestions were also made to include additional topics such as data management. To further promote and support the initiative, various advocacy and engagement strategies are being implemented. These include establishing partnerships with Ministries of Health and Nursing and Midwifery Associations and Unions in the five countries, offering Continuing Professional Development (CPD) points upon course completion, accrediting the supply chain curriculum with Nursing

Councils, showcasing supply chain champions, promoting the curriculum during nursing/midwifery conferences or events, marketing the courses on partner websites/platforms, mentioning them in newsletters and emails, and providing course registration links on relevant websites. Ensuring access to the supply chain management (SCM) course is a priority, and to achieve this, the curriculum is made available on various online platforms, including Empower, ECSACON, and Nursing and Midwifery Associations. Additionally, the courses are provided for free, and efforts are made to ensure access to data or Wi-Fi for taking the courses. Collaboration with academic institutions is also pursued to incorporate the supply chain curriculum into pre-service education, further enhancing its reach and impact.

**Perioperative
Nursing E-Learning
Program in
Partnership with
RCSI and
ECSACONM
14th, September 2022**

On September 14th, 2022, RCSI Faculty of Nursing & Midwifery and RCSI Institute of Global Surgery, in partnership with ECSACONM, launched the Perioperative Nursing (PeN) E-Learning Foundational Program. Funded by Irish Aid, the program provides essential training for perioperative nurses in the region to support safe surgical care. The e-learning format offers flexibility and accessibility, allowing nurses to enhance their skills and knowledge from any location. The PeN Program will improve surgical care and strengthen healthcare professionals' capacity. The launch marks a significant achievement for RCSI, ECSACONM, and Irish Aid, and will positively impact perioperative nursing in the region.

**PERIOPERATIVE NURSING E-LEARNING
FOUNDATIONAL PROGRAMME (PEN PROGRAMME)
SEPTEMBER 2022**

**ECSACONM
Welcomes New
Leadership with an
Orientation Meeting
November 2022**



The ECSACONM Orientation Meeting took place on November 10th and 11th, 2022, at the Corridor Spring Hotel in Arusha, Tanzania. The event was attended by key members of the new ECSACONM leadership including the President, Vice President, Council National Representatives (CNRs), Chairs of various faculties, Immediate Past President and Vice President, the Senior Programme Officer (SPO), ICT-Intern, and representatives from Amref. The purpose of the meeting was to familiarize the new leadership team with the organization's goals, objectives, and operations, as well as provide an opportunity for open communication and collaboration among all attendees. The two-day event featured discussions, presentations, and interactive sessions aimed at ensuring the smooth transition of leadership and the continued success of ECSACONM.

**Launched
ECSACONM
Fellowship Training
Academic Year
January 2023**

The College has achieved a significant milestone through its recent partnership with VAKA Health Foundation, COINN and the American Association of Critical Care Nurses. Together, we have introduced the ECSACONM Fellowship Programmes for the upcoming 2023 academic year. This collaborative initiative is designed to offer specialized training to nurses and midwives in technical areas such as Critical Care, Chronic Disease Management, Midwifery, and Neonatal Care across ECSA region Countries. With the application window now open, healthcare professionals have a remarkable opportunity to enrich their expertise and knowledge in these crucial fields. The College has diligently submitted the program's curricula to the Nursing and Midwifery Councils for careful review and approval. Notably, the college has already, received, curriculum approval letters from Seychelles, Mauritius, Malawi and Rwanda, while Kenya and Eswatini have provided valuable feedback and input on the curricula. The college's technical team has promptly responded to the feedback and shared the revised curriculum with these countries for their final review and approval. Moreover, the fellowship programs have received an overwhelming response, with 35 applicants eagerly awaiting the outcome. The college aims to process and assess these applications by September 2023, ensuring that the first intake of fellows can commence their journey by October 2023. This remarkable achievement demonstrates the college's commitment to advancing healthcare education and fostering excellence within the nursing and midwifery profession.

APPLICATIONS ARE NOW OPEN FOR

ECSACONM FELLOWSHIP PROGRAMMES ON

- Chronic Disease Management
- Neonatal Care
- Critical Care
- Midwifery

TO APPLY

Visit: www.ecsacn.org



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of CRITICAL CARE
NURSES



LAUNCHED ECSACONM FELLOWSHIP PROGRAMME FOR FOUR SPECIALTIES



Orientation of Nurses and Midwives to the Guild Learning Platform and Public Health Outreach February 2023

ECSACONM, in partnership with Vaka Health Foundation, funded by Adavale Resources, successfully trained 30 nurses and midwives through the Guild e-learning in Ngara District, Tanzania. This initiative aimed to address the healthcare challenges faced by this remote region. Recognizing the critical role of the nursing workforce in providing quality care, the project ensured that these healthcare professionals had access to the latest knowledge and skills. Over the course of three days, the training introduced nurses to the Nurses Guild learning platform, offering online courses and resources for their continuing professional development (CPD). Moreover, the project went beyond professional training and extended its benefits to the local community. In total, 225 Ngara residents were provided with free medical check-ups, mental health consultations, and nutritional advice, improving their overall well-being. This impactful project, made possible by the collaboration between ECSACONM, Vaka Health Foundation, and Adavale Resources, has made a significant difference in enhancing healthcare services and promoting public health in Ngara District.



ORIENTATION OF NURSES AND MIDWIVES TO THE GUILD LEARNING PLATFORM AND PUBLIC HEALTH OUTREACH

FEBRUARY 2023



**ENC Now, ECHO
Project – American
Academy of
Paediatric
April 2023 - Ongoing**

During the period of 2nd to 18th April 2023, an assignment was carried out in Tanzania to install and distribute equipment for Project ECHO (Extension for Community Healthcare Outcomes) aimed at enhancing newborn survival rates through digitally supported training and mentorship tools. The team, comprising a representative from the Ministry of Health of Tanzania and ICT Staff from ECSACON, visited six regional referral hospitals, namely Katavi, Morogoro, Sokoine, Tumbi, Ligula, and Mbeya. The main objectives of the assignment included collecting baseline data, distributing the required equipment, and installing the video conference set at each hospital. At every facility, the team successfully handed over the designated equipment, which included a Logitech Bcc950 conference cam video, Hisense 43 inch A 7100 4k TV, 2 Samsung Galaxy Tab A7 tablets with covers, an Anker Power Conference Bluetooth speaker, a Tronic TV High Voltage guard, a movable TV trolley, 2 Neonatalie Newborn simulators, 2 Neonatalie newborn ventilation trainers, and 2 newborn bag masks. The ECSACON ICT officer provided training to the IT officers of the respective hospitals on connecting the video conference set, ensuring smooth integration.



Furthermore, baseline data was collected and recorded for future reference, and the procurement team at each hospital received the equipment along with a delivery note. To date, ECSACONM in partnership with AAP Technical team have planned a series of virtual training and mentorship to the health care workers of the 6 hospitals. We expect to reach out to a total number of 180 health providers (30 from each hospital) on Essential Newborn Care 1 and 2. With the expected outcome of reducing infant death caused by birth asphyxia, improved healthcare services and enhanced newborn survival rates in Tanzania.

**Jhpiego MCGL
Program (USAID
Funded)
2021 – June 2023**

ECSACONM College has achieved significant milestones with the invaluable support of Jhpiego under MCGL Program, funded by USAID. Together, we embarked on an extensive mapping exercise of PSE institutions and conducted a thorough review of published and grey literature for our member states. Utilizing virtual collaboration tools such as meeting platforms, WhatsApp, and Google forms, ECSACONM successfully facilitated this process, fostering collaboration among our anglophone and francophone regional partners.

In addition to our mapping efforts, ECSACONM actively contributed to the development of a co-designed project approach, resulting in the creation of the ECSA

regional PSE education SWOT analysis. This comprehensive analysis has provided valuable insights into the strengths, weaknesses, opportunities, and threats facing our region in the field of PSE education.

To ensure the smooth implementation of the Education Capacity Frameworks (ECFs), ECSACONM received technical assistance from PACT Build. Leveraging their expertise, we focused on enhancing our organizational capacity to support and manage midwifery education excellence. Through the utilization of Integrated Technical and Organizational Capacity Assessments (ITOCA), Change Action Plans (CAP), and Organizational Performance Index (OPI) tools, ECSACONM underwent a transformative capacity development process.

Furthermore, we actively engaged in knowledge sharing through a series of virtual convenings with our regional partners and their Centers of Excellence (COEs). These collaborative discussions took place on a dedicated meeting platform, fostering a dynamic exchange of ideas, experiences, and best practices.

As part of this program, ECSACONM identified the Institute of Health Science in Gaborone, Botswana, as the selected center of excellence in Midwifery Education. With this selection, ECSACONM introduced and implemented the ECFs tools to identify gaps and propose necessary interventions. Currently, one of the key priority gaps identified at the school is the shortage of essential manikins in the skills lab, hindering students' acquisition of critical skills. Consequently, ECSACONM has taken steps to address this gap by initiating the purchase and delivery process of essential manikins, including Noelle Maternal Birthing Simulators, 3B: Episiotomy and Suturing Simulators, and 3B: Pelvis -6 Parts – Female. We anticipate the completion of this process by the end of June, marking a significant milestone in our pursuit of excellence in midwifery education.

**Business
Sustainability and
Resource
Mobilization Plan
June 2023**

The Jhpiego-led MCGL Program provided support to ECSACON (Eastern, Central and Southern Africa College of Nursing) by offering technical assistance through the PACT (Partnership for Capacity Strengthening and Quality Improvement) in training its Resource Mobilization committee on Business Sustainability and Resource Mobilization. The main objective of this three-day virtual training was to develop a comprehensive guideline and plan for Business Sustainability and Resource Mobilization. Various topics were covered during the training, including defining ECSACON's niche, analyzing the landscape and trends (PEST Analysis), conducting a SWOT analysis for sustainability and resource mobilization, understanding the components of resource mobilization, conducting resource mapping, and exploring donor landscapes. As a next step, PACT drafted the initial version of the Business Sustainability and Resource Mobilization Plan, which will be reviewed and finalized by the ECSACON Resource Mobilization Committee. This plan will serve as a roadmap for fundraising activities and provide a list of potential donors who may support the college's initiatives and strategies.

ECSACONM Joins Forces with IAPB and Eye Care Partners for Master Trainer Training in Rwanda
November 2022



"ECSACONM, in partnership with the International Agency for the Prevention of Blindness (IAPB) and other eye care partners, supported team members from East, Central and South African countries to participate in a three-day Primary Eye Care Master Trainer Training in Kigali, Rwanda. The training began on November 21st and ended on November 23rd, 2022 and aimed to enhance the skills and knowledge of those involved in eye care in the region. With the support of these partners, ECSACON continues to drive efforts towards improving eye care and preventing blindness in the African region."

The DJCC (East, Central and Southern Africa Health Community) and the 71st Health Ministers Conference

Feb 8th-9th, 2023

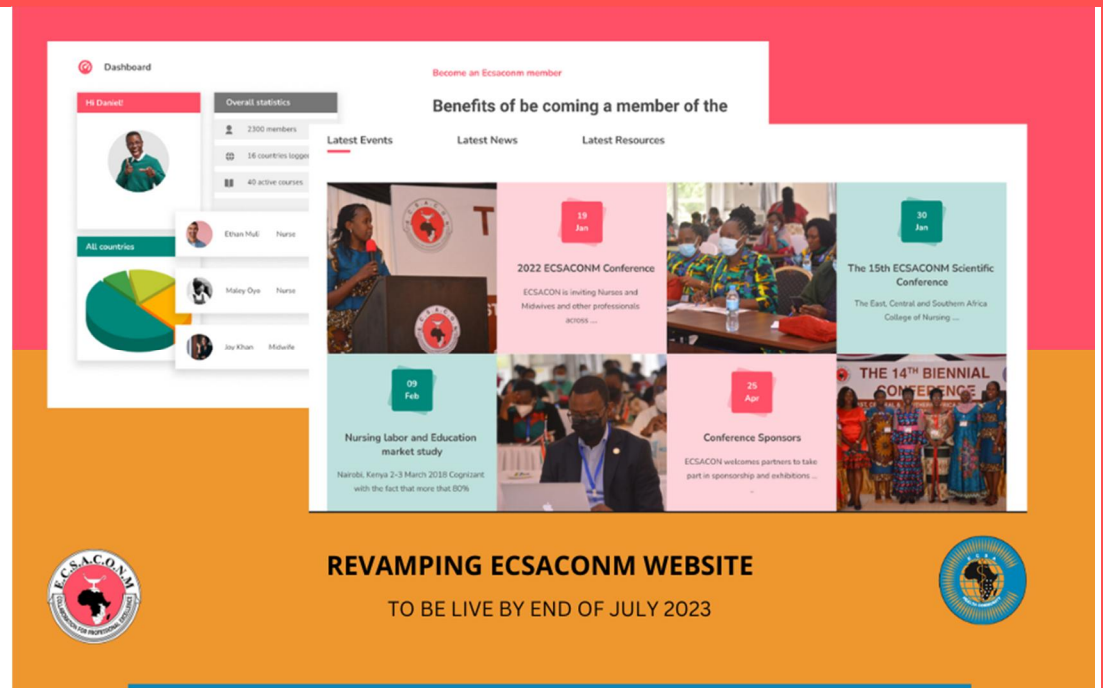


Took place at the Avani Lesotho Hotel in Maseru, Kingdom of Lesotho. The conference brought together esteemed Health Ministers, Heads of Delegations, senior officials from ECSA Health Community Member States, partner organizations, research institutions, civil society organizations, and other stakeholders. The event's overarching theme focused on "Stronger Health Systems Post COVID-19 for the attainment of Universal Health Coverage in the ECSA region." Notable attendees included Dr. Glory Msibi, Evarline Maziku, and Ms.

Lemmy Mabuga from the ECSACONM Executive, as well as representatives from Jhpiego and Amref. During the conference, discussions centered around prioritizing fellowship programs, collaborating with professional bodies, enhancing HRH planning and policies, and supporting the draft WHO AFRO African Health Workforce Investment Charter. Following the conference, the Executive members and Lesotho Nurse leaders convened at the Ministry of Health board room to discuss the upcoming biannual ECSACONM conference in Lesotho. The Lesotho QUAD+ members expressed readiness to host the event and initiated the process of informing and gaining support from the Ministry of Health and other stakeholders. The meeting concluded with a visit to the potential venue for the conference at the convention center.

Revamping ECSACONM Website

to be live by end of
July 2023



The partnership between Amref Health Africa and ECSACONM for the website redesign project has yielded remarkable results. By implementing a structured process that involved extensive user research, ideation sessions, prototyping, and usability testing, we successfully developed a modern and user-centric website design. The valuable insights acquired throughout the design process played a significant role in creating a comprehensive dashboard, enabling administrators to effortlessly manage ECSACONM content. The revamped website is primed to effectively engage users, fulfill their requirements, and ultimately elevate the overall user experience. These improvements position ECSACONM to better serve its members and stakeholders in the East, Central, and Southern Africa region. The new look of the ECSACONM Website is expected to be live by end of July 2023.