

**THE GRETTA FOUNDATION (“TGF”)
2008 Uganda Trip Summary**

TGF Trip Objectives

Networking

1. Introduce TGF to Ugandan national nursing associations. Learn about their missions, challenges and goals and objectives for the association and the nursing profession in Uganda.
2. Introduce TGF to key health professionals in both public and private sectors such as those in the Ministry of Health, Ministry of Education and Sports, Uganda Catholic Medical Bureau and the like.
3. Introduce TGF to various schools of nursing both urban and rural.
4. Explore potential funding avenues and opportunities.

Fact finding mission

1. Through the networking channels, determine a general consensus of dynamics and challenges in: 1) nursing practice, and 2) the nursing education system, while identifying priority needs, goals and objectives.
2. Meet with attorney to explore TGF’s options for establishing its identity and operational infrastructure in Uganda.
3. Visit hospitals, public and private, urban and rural, to get an on-the-ground picture of health delivery system.
4. Visit schools of nursing to identify schools and nursing programs (e.g. EN, ECN, RN, RM, RCN, BSN, MSN) for potential TGF sponsorship.

TGF Tour

Ministry of Health

Senior Health Planner, Health Planning Department
Assistant Commissioner of Nursing
Chief Nurse, Mulago Hospital, Clinical Nurse Specialist
Commissioner of Nursing
Director General of Health Services
Human Resource Development

Ministry of Education and Sports

Coordinator Developing Human Resources for Health Programme

Nursing Associations/Organizations

Uganda National Association for Nurses and Midwives (UNANM)
Uganda Private Midwives Organization (UPMA)
Uganda Nurses and Midwives Council (UNMC)

Schools of Nursing

Kibuli School of Nursing and Midwifery (Private)
Makarere Department of Nursing BSN (MOH)
The Aga Khan University (Private)
International Health Sciences University (Private)
Nsambya School of Nursing (FBO-private, Catholic)
Mulago School of Nursing and Midwifery (MOES)
Lira Referral Hospital School of Nursing (MOES)
St. Mary's Hospital, Lacor School of Nursing (FBO-private, Catholic)

Hospitals

Mulago National Referral and Teaching Hospital (MOH)
Kiryandongo Hospital (MOH)
Lira Regional Referral Hospital (MOH)
St. Mary's Hospital Lacor (FBO)
Gulu Regional Referral Hospital (MOH)

Health Service Organizations, etc.

Uganda Catholic Medical Bureau (UGMB)

Palliative Care Association of Uganda

The Association for the Advancement of Higher Education and Development
(AHEAD)

Uganda: Priorities in Nursing Practice and Nursing Education (Synopsis)

After completing the TGF tour and meeting with a wide range of veteran professionals in health service and delivery, human resource development and nursing education, TGF has synthesized a general consensus of foremost dynamics and challenges in: 1) nursing practice, and 2) the nursing education system, while identifying priority needs, goals and objectives in these two areas.

Findings from this research will be instrumental in defining and determining TGF's niche in nursing education and directing TGF's programmatic strategy and implementation in Uganda.

The following line items highlight the findings:

Nurses' role in healthcare delivery and patient outcomes:

Overall consensus: "Nursing is the largest healthcare worker cadre and without them we can't move. They are critical to healthcare delivery"

Higher nursing education.

Across the board, it was determined that investing in higher nursing education programs was a high priority with emphasis on both: 1) entry into the nursing profession, and 2) scale-up conversion programs to higher cadres for existing nurses in lower cadres of nursing.

Programmatic focus on higher nursing education - Points for consideration:

1. Potential absorption of higher nursing cadres in healthcare delivery on the ground (public primarily.)
2. Need for more masters-level nursing programs.
3. Challenges in vertical nursing training.
4. Overhaul ECN.
5. BSNs and the debate of clinical training.
6. Incorporate professional and life skills training and counseling into all nursing curriculum.
7. Integrate management training into diploma and degree level nursing education.
8. Create avenues for accredited specializations and provide nurses with specialization opportunities and advancement within their chosen specialization.
9. Increase surgical skill training in nursing education.
10. Skilled nurses as key role in training of community health workers.
11. Palliative care.

Advance the nursing profession.

To ensure programmatic sustainability, efforts must be made to advance the nursing profession by bolstering the associations dedicated to advocating for the profession and all that practice it.

Capacity building in nursing education system (both public and private).

1. Primary challenge in nursing education capacity is the lack of nursing tutors/lecturers.
2. Facilitate and augment access to higher education for working nurses and/or those living in rural areas by supporting the increase of distance training capacity.
3. It is imperative that an investment in nursing school infrastructure support resource and teaching capacity.
4. Support efforts focused on improving training standards and nursing curriculum.

Increasing the Nurseforce (more nurses).

True to TGF's mission to address Uganda's nursing shortage, in-country nursing scholarships will empower those with a calling for nursing through:

- a. Scholarships for entry into nursing profession.
- b. Scale-up scholarships for professional advancement for working nurses.

Necessity to retain nursing professionals in-country.

1. Target recruiting.
2. Retention strategies.
3. Bonding.