

Practice Training Needs Analysis of Nurses in the Implementation of TB and HIV Policy Guidelines

**STTI/NLN NURSING EDUCATION RESEARCH
CONFERENCE, BETHESDA/WASHINGTON, DC, USA
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Conflict of Interest:

The authors report no real or perceived vested interests that relate to this article that could be construed as a conflict of interest

Learning objective of the presentation

- Enable understanding about the challenges that the nurses experience in TB and HIV infections' policy implementation in the rural public health care sectors in South Africa
- Enable understanding about the importance of continuous training for nurses to update their knowledge and skills on the frequent policy changes and in the management of TB and HIV infections.

Outline of presentation

- Background to the study
- Aim of the study
- Objectives of the study
- Methodology
- Results
- Conclusion

Background

- In 2014 UNAIDS report shows more than 6.3 million people were living with HIV and AIDS in South Africa
- WHO joint review of 2014 shows the TB incidence rate in SA was the highest in the world (993 per 100 000).
- Out of 9 million people ill with TB in 2013, 1.1 million were co-infected HIV.
- TB and HIV/AIDS is the leading cause of premature morbidity and mortality at 60% in SA.

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- HIV/AIDS and TB is the leading cause premature mortality at 9.3% & 8.5% respectively in the Overberg district
- Integrated TB and HIV policy implementation was remained a challenge.
- Health professionals have inadequate knowledge about the policy guidelines that they are expected to implement.
- Most of the training given mainly focused on the clinical aspect of treatment and care.

Aim and Objectives

- **Aim:** To assess the practice training needs of nurses in the implementation of TB and HIV policy guidelines.
- **Objectives**
 - To determine the training given to nurses in the implementation of TB and HIV policy guidelines
 - To identify gaps in knowledge and skills of nurses in the aspects of TB and HIV policy guidelines implementation

Research methodology

- Mixed methods approach with concurrent design was employed.
 - Survey questionnaire; Semi-structure interview
 - The study setting- Overberg district
 - Study population: Enrolled nursing assistants, Enrolled nurses and Registered nurses
 - Sample: Survey (N=60); semi-structure interview (N=14)
 - Data analysis- SPSS programme was used to analyse the survey data. Thematic analysis using Atlas ti- conducted to analyse the qualitative data

Ethics consideration

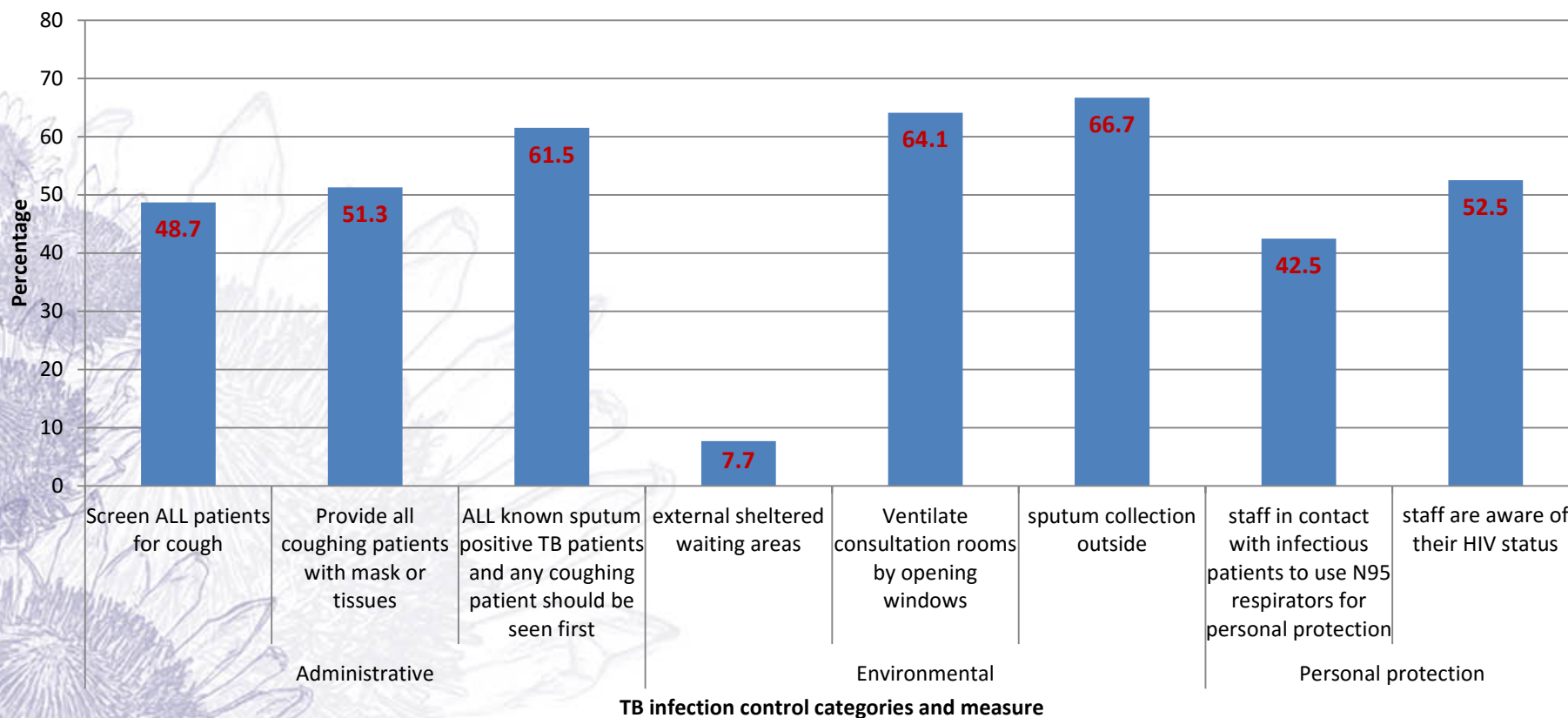
- Ethical clearance for the study was obtained from the University Senate Ethics Committee and the Provincial Department of Health.
- All participants signed an informed consent form before the data collection process

Survey results

- Out of the 60 questionnaires distributed 44 questionnaires were returned, with the response rate of 73%.
- Among the respondents:
 - 77% attended training on HIV policy,
 - 64% attended training on TB policy,
 - 46% attended training on STIs and
 - 32% attended on integrated TB and HIV policy

Knowledge on TB infection control measures

TB infection control measures practiced

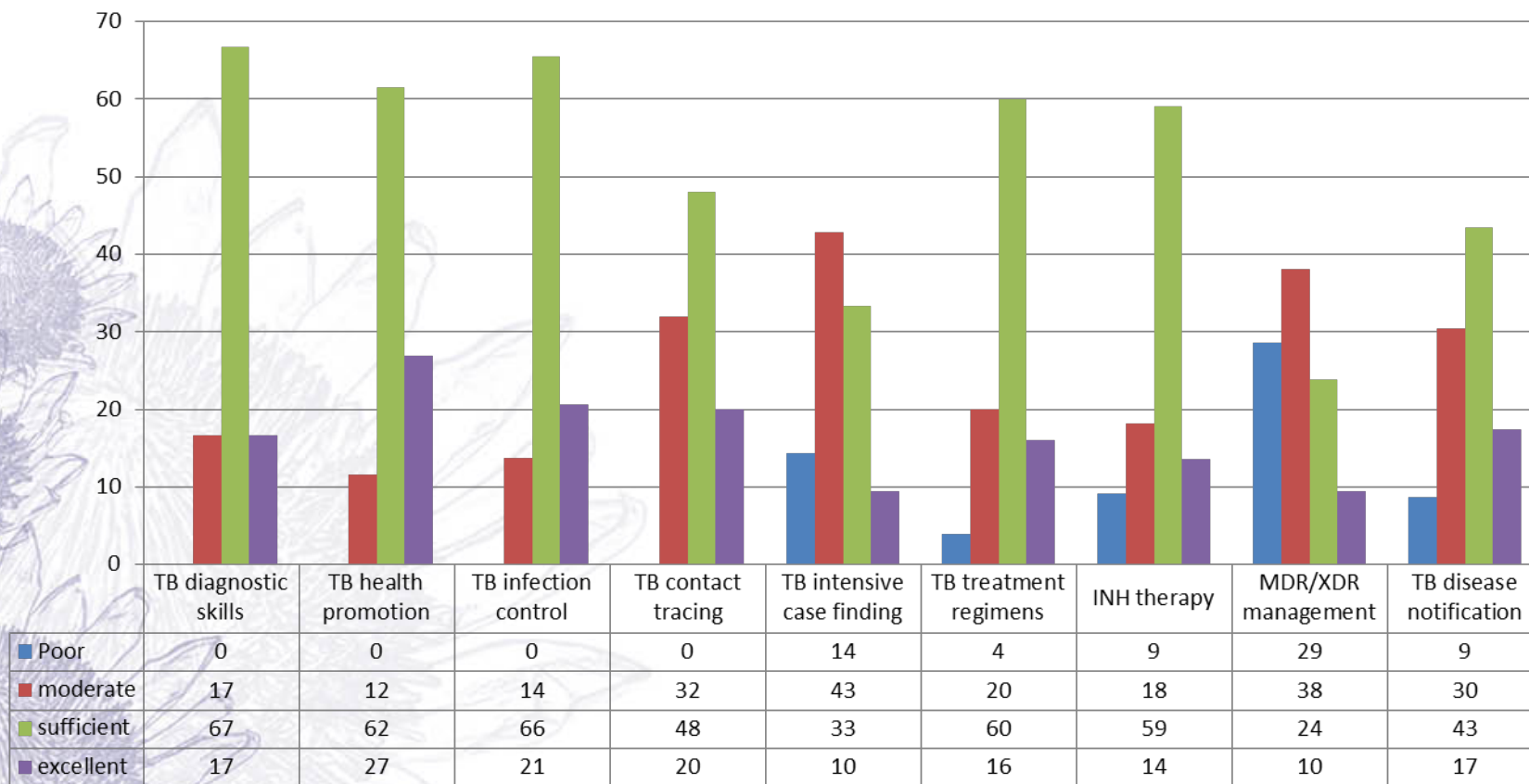


Summary of knowledge of nurses

Level	TB	HIV	Integrated
Lower knowledge level	Intensive care, MDR management, TB notification	NIMART,ART, PMTCT, ART in children, ACTS and VCT	NIMART, Continuous HIV treatment and management
Sufficient high knowledge to level	INH therapy, Health promotion, TB diagnostic skills, Infection control	Health promotion, counselling	Knowledge of TB for HIV patient, VCT for TB patient, TB investigation, Knowledge of dispensing co-trimoxazole

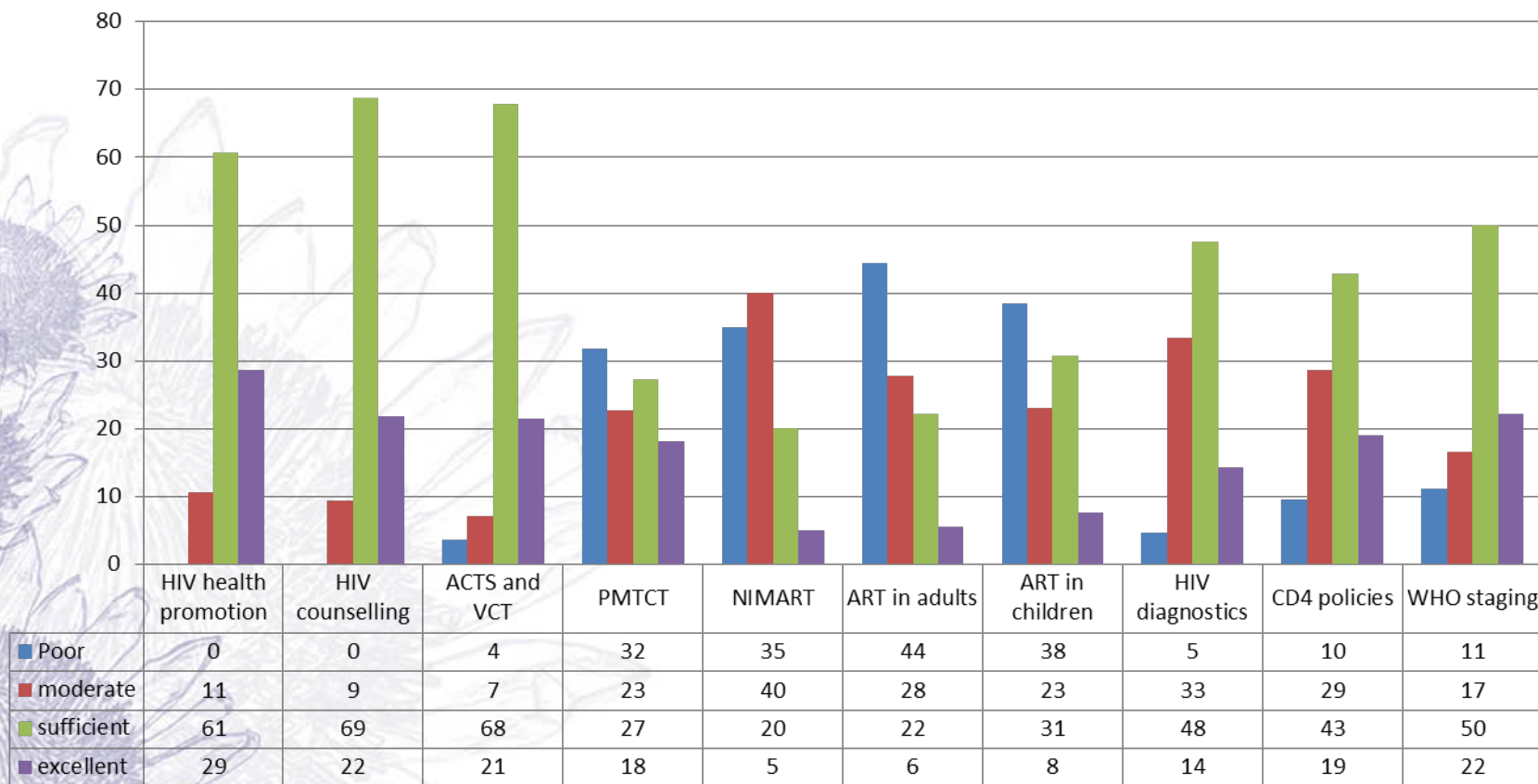
Knowledge of nurses on specific TB activities

TB knowledge - specific aspects



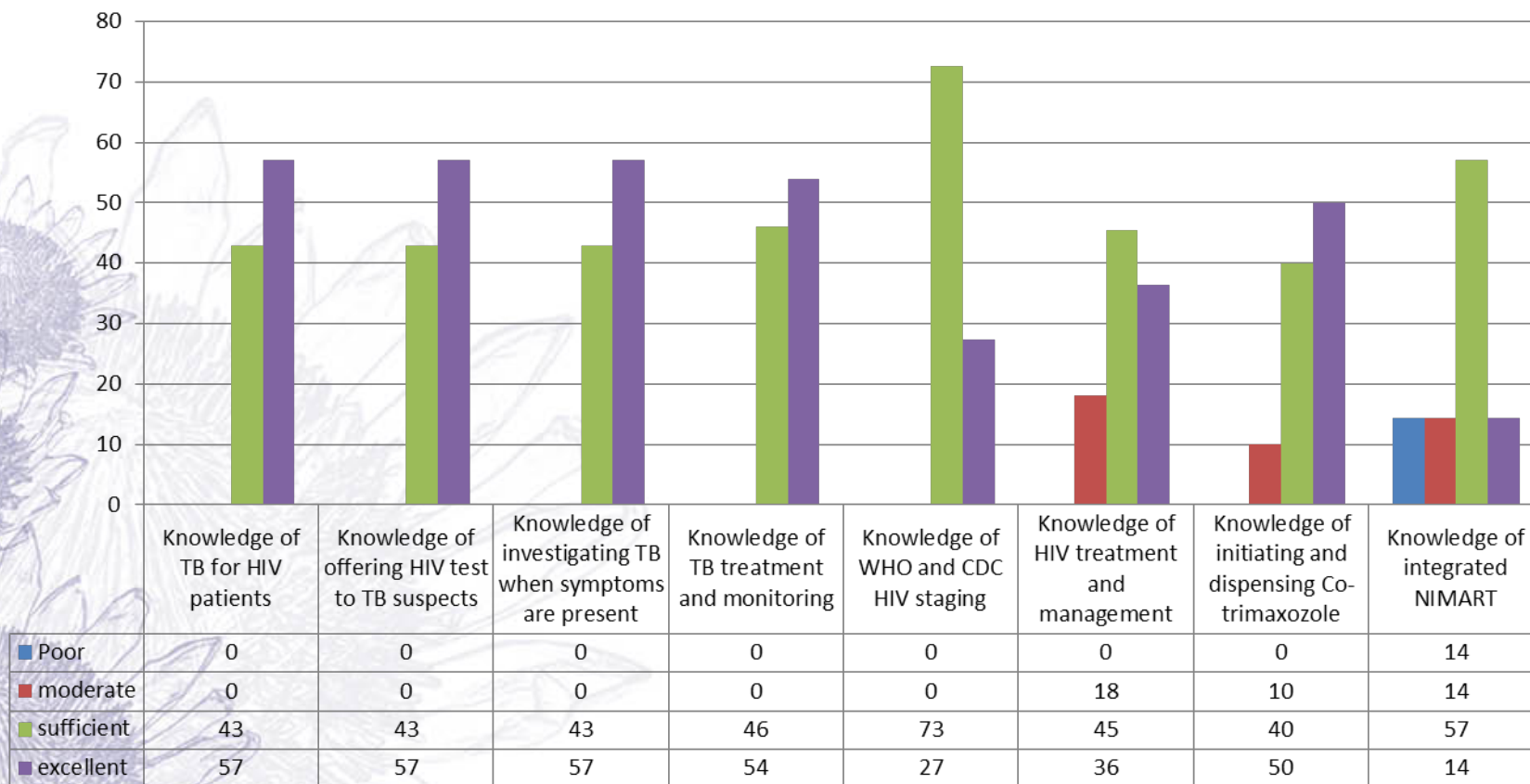
Knowledge of nurses on specific HIV activities

HIV knowledge - specific aspects



Knowledge of nurses on integrated TB and HIV management

Integrated management - specific aspects



Qualitative Results

The following three themes emerged from qualitative data analysis :

1. Theme 1. training opportunities
2. Theme 2. Inducting new staff members
3. Theme 3. Knowledge transfer

Theme 1: Training opportunities

- The need of training on policies and guidelines for both TB and HIV.
 - *“I think it’s important that all the staff must go for HIV and TB training to support these sick people”;*
 - *“Yes, I think it is important that all of us know about the new changes in TB and HIV policy guidelines.”*

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- Presenting all cadres of health workers with opportunities to learn in formal setting like in workshops or educational institution is important.
- *“... last time I spoke to sister X about further training with regard to TB and HIV in adult and paediatric care. And it is crippling for me because I am very hungry for knowledge and for things as they change”.*

Theme 2: Inducting new staff members

- Lack of orientation for new staff members who have joined the ward/ work area was also reported as a barrier to implementation of the TB and HIV integrated care policies.
- These new staff members are often given responsibilities without them having adequate time to learn and are expected to deliver quality service to the patient.
 - *“You see? Just a little bit of background. I was thrown here at section X just quickly and I caught up on the information – asking, asking, asking. And nobody took me by the hand, I’m going to be honest. One need more help”*

Theme3: Knowledge transfer

- Knowledge transfer which is expected from those who have attended training is a facilitator of the implementation of the policy.
- Participants indicated that knowledge transfer is not happening from those individuals sent to a workshop/training in spite of the expectation to give feedback to the others who did not attend.
- *“... you know, they go to attend training or workshop and when they come back they do not explain or give feedback to those who did not attend the course”*

Conclusion

- The result of the study has indicated that only fewer people attended integrated TB and HIV training, which is supposed to be the current practice.
- The study has demonstrated that nurses at the Overberg district lack adequate knowledge on TB and HIV policy guidelines, particularly on TB intensive care, MDR management, TB notification, and on NIMART, ART for adult and children, and PMTCT.

- The participants' responses showed poor service coordination and unsatisfactory knowledge of processes which impact on the ease of access for patients

Recommendation

- It is recommended that all nurses, including staff nurses be trained in the integrated TB and HIV policy guidelines to improve policy implementation thus patient outcomes

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Acknowledgement

We acknowledge the contribution of the following project team members: Ms M. Rosenberg, Dr. R. Marie Modeste, Mrs, M. Naidoo and F. Akinimpaye, and the NRF for funding the project.

Thank you !
Enkosi !
Ngiyabonga!
Dumela !

STTI/NLN CONFERENCE, USA, 2016