

Visit to Lesotho, May 2011

22 participants from 7 of the ten districts were present for the workshop held at Victoria Hotel, Maseru from 16-20 May 2011. The programme which the Division of Nursing at the Lesotho Health Ministry asked for was the combined Leadership and Train the Trainers Programme. We have called this Preparing for the Future. It was facilitated by 2 trainers from Friends of African Nursing, two trustees, Lesley Wood and Dot Chadwick. The programme focuses on introducing nurses to the principles of good leadership, looking at what makes a good leader, how one can introduce the concepts of leadership into the managing of yourself and the teams and teaching people to pass on their skills by appropriate teaching and assessment techniques.

Each of the participants has gone back to their hospitals with an action plan of how and what they are going to change as a result of their education.

There follows a sample of specific remarks made in answer to the questions:

What have you enjoyed?

'talk on stress management', 'leadership, communication, negotiation, conflict management, change as these are all attributes of a good leader and if other nurses are aware of them there will be smooth running of the hospital'

'personal drivers, keeping myself fit – in fact I can say all topics were valuable and important'

'I have enjoyed almost all the topics that were presented'

What could have been better?

'more work on process mapping especially within work setting'

'all was marvellous'

'more time for the micro teach, more time for practice'

What will you do differently, after the course?

'try to communicate and negotiate with my colleagues to avoid conflict and stress'

'be supportive to junior staff'

'act effectively as a good leader'

'I will strive for punctuality'

Areas of interest for further study:

'Nursing education'

'Everything on management'

'resuscitation of an adult and infant'

'management of emergency operations, casualty and out patients'

Lesley and Dot were taken to Mafekeng District Hospital during their stay in Maseru.

A two theatre suite, adjacent to casualty and out patients was visited along with the female surgical ward, paediatric ward and obstetric ward/ hostel.

A light bright hospital, clean and airy with staff who were welcoming and obviously proud of where they worked. Resources, both human and other, were discussed as and observed to be an issue. For example having one anaesthetic nurse, no back up of anaesthetically trained medic, therefore when he is not available cases have to be referred elsewhere.

However despite these difficulties staff were obviously doing the best they could in a clean and caring atmosphere with staff who were striving to maintain standards and continuation of care.

Perioperative Organisation

The participants in 2010 had been very keen to start a perioperative network and by the end of the week, a steering group had been formed with named officers. However, issues with communication had prevented as much progress as they would have liked, so once again, FoAN encouraged the formation of the group and emphasised the benefits of continuing education and the networking opportunities which would ensue, once the initial set up was made.

Future Visit

A future visit was discussed briefly with Mrs Moji and Florence Mohai in the Ministry of Health with the possibility of further funds being available into 2012. FoAN would be pleased to be contacted further to discuss this and what sort of programme would be required. Some of the suggested areas for focus in further education included emergency care and procedures, anaesthetic nurse education and post operative care.

Lesley Wood and Dot Chadwick
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