



2020

INTERNATIONAL YEAR OF THE NURSE AND THE MIDWIFE

PROGRESS REPORT ON 2020 YEAR OF NURSE AND MIDWIFE - MALAWI



November 2020

Table of Contents

ACKNOWLEDGEMENTS	4
BACKGROUND	5
NIGHTINGALE CHALLENGE MALAWI	5
Introduction	5
Curriculum development for mentorship program.....	6
Orientation meetings for mentors and mentees	7
NURSES APPRECIATION WEEK ON MIBAWA TELEVISION.....	8
THE OFFICIAL LAUNCH OF 2020 YEAR OF THE NURSE AND MIDWIFE AND THE NIGHTINGALE CHALLENGE IN MALAWI	10
Background	10
The Day of the Launch.....	11
Speeches	13
SUMMARY	14
APPENDIX.....	15
Lifetime achievement awards.....	15
PHOTO GALLERY	18
The Big Walk.....	18
TOURING THE PAVILION	22
AWARD PRESENTATIONS	25
SPEECHES	28
MEDIA COVERAGE.....	32
NIGHTINGALE CHALLENGE LEADERSHIP MENTORING PROGRAM	34
Some of the mentees in the program	36

AMAMI	Association of Malawian Midwives
AMREF	African Medical and Research Foundation
CHAI	Clinton Health Accesses Initiative
CHAM	Christian Health Association of Malawi
COVID 19	Corona Virus 2019
GIZ	Gesellschaft für Internationale Zusammenarbeit
MoH	Ministry of Health
NONM	National Organization of Nurses and Midwives of Malawi Four Pillars of Nursing & Midwifery Professions (Education, practice/policy, regulation and professional associations)
QUAD	
SoWN	State of World Nursing Report
UNC	University of North Carolina
UNFPA	United Nations Population Fund
WHA	World Health Assembly
WHO	World Health Organisation
YONM	Year of Nurses and Midwives

ACKNOWLEDGEMENTS

The design and planning of this Program has been collaboratively developed by the nursing and midwifery leadership representatives from training institutions; regulatory body; professional associations and Policy/Clinical practice and development partners (Seed Global Health, WHO, CHAI, GIZ, AMREF, UNFPA) under the leadership of Directorate of Nursing and Midwifery Services.

Representation from the Four Pillars (QUAD) of nursing and midwifery professions i.e. Education, Regulation, Professional associations, Policy and practice formed a Steering Committee which provided strategic direction for the 2020 YONM including Nightingale Challenge Initiative (focusing on leadership development) and facilitated resource mobilization for the initiative

Special thanks to Seed Global Health for technical and financial support in putting the Mentorship Program together and Brudet Trust for Nursing for funding the program

BACKGROUND

Following COVID 19 restrictions, a number of activities that were planned to be conducted in the year 2020 as we celebrate the year of nurses and midwives were put on hold. These activities included (just to mention a few) the following; Launch of 2020 International Year of the Nurse and Midwife, Conducting orientation meeting with young nurse/midwife under the Nightingale challenge: (leadership mentoring program for young nurse leaders), Joint events for International Day of the Nurse and Midwife, Dissemination of Malawi's Nursing & Midwifery Policy to districts & central hospitals, Dissemination of the SoWN reports, documentary program on what Nurses/Midwives do in different settings and media publicity programs

However, with easing of the COVID 19 restrictions, we have now started implementing a number of the programs as planned. This report will therefore highlight a summary of the activities so far implemented in the month of November 2020.

NIGHTINGALE CHALLENGE MALAWI

Introduction

The Nightingale Challenge Initiative is a global initiative which aims to develop Nurse and Midwifery Leaders for the Future. In Malawi, the initiative is focusing on developing future Young Nurse and Midwifery Leaders aged 35 years or younger from clinical practice and education sectors through the Mentoring program. Mentoring is an exchange of knowledge gained through personal experiences. It is designed to build individual relationships between experienced employees and employees striving to succeed within an organization. It is structured to identify and meet the developmental and professional growth needs of the inexperienced professionals within an organization.

The Leadership Mentoring program in Malawi is targeting to develop 50 young nurses and midwives to work to their full potential as leaders, innovators, and advocates within the multi-disciplinary team. These nurses and midwives have been drawn from 27 institutions across the country from both Government and Christian Health Association (CHAM) facilities. The mentoring program which already started will run for a period of 10 months and the some of the activities within the program, included; Curriculum development for mentorship program,

Orientation/briefing of mentors and mentees on the program and its expectations, Conducting follow up supervisory visits to the mentors and mentees by the Facilitators, Monitoring and Evaluating the program. This report will therefore share the progress that has been made so far on the first three activities.

Curriculum development for mentorship program

The curriculum explains in detail the leadership mentoring program. It outlines the following areas; the goals and objectives of the program, the organizational structure of the program, program delivery and management, list of leadership core competences to be acquired, detailed roles and responsibilities of the Mentor and Mentee.

The curriculum also has copy of Mentoring Agreement Form which mentors and mentee are supposed to sign before starting the program



THE NIGHTINGALE CHALLENGE INITIATIVE

Mentoring the Young Nurses and Midwives Professional Leaders in Malawi

Ministry of Health - Malawi, 2020



Orientation meetings for mentors and mentees

The first orientation meeting was for mentors only. The aim of the meeting was to brief the mentors an overview of the program including; presentation on the Core competencies in leadership, roles and responsibilities of Mentor and Mentees presentation, background of on the 2020 Year of the Nurses and Midwives, an overview of the leadership mentoring curriculum, and Feedback and evaluation process of the program.



Total number of 25 mentors was briefed during the first meeting of mentors only. Later, we conducted two follow up orientation meetings for both mentors and mentees combined. These meetings were conducted in the central region and southern region of Malawi.

Following successful orientation meetings. Mentors and mentees are currently working together in their respective institutions for a period of six months with focus on leadership. A team of facilitators (supervisors) will conduct at least three supervisory



visits during a period the 6 months period to all mentors and mentees in their respective institutions.

	Item	2020						2021						
No	Activities	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
1	Planning meeting													
2	Curriculum development													
3	Identification of mentors and mentees													
4	Orientation meetings for mentors and mentees (2 sessions)													
5	Implementation by young nurse leaders													
6	Launch of 2020 year of the nurse and the midwife													
7	Supportive supervision													
8	Report writing and Evaluation													

NURSES APPRECIATION WEEK ON MIBAWA TELEVISION

Mibawa Television is one of the national local television in Malawi. The TV granted Nursing and Midwifery Leadership (QUAD Team) in the Country a week-long window for them to outline the package of the 2020 Year of the Nurse and the Midwife (YoNM) which was declared by the WHO at the 72nd World Health Assembly (WHA). The week for panel briefing was from 5th to 11th October, 2020. The program featured nurses and midwives from all the angles on nursing/midwifery profession in Malawi including; the regulatory body, practice, policy, academia and nursing professional organizations as well the global young nurse leaders.



NURSES

APPRECIATION WEEK

CLOSING PANEL DISCUSSION



Lauryn Haukeya
HOST



Thom Ngwira



Dr. Isabella Musisi



Mrs Neggie Mndolo

PANELISTS

Thom Ngwira
Ag. Deputy Hospital Director, Nursing and Midwifery Services.

Dr. Isabella Musisi
Registrar NCMC.

Mrs Neggie Mndolo
- Principal Malawi College of Health Sciences, Blantyre Campus.

SUNDAY 11TH OCTOBER 2020 FROM 7:00PM

The platform provided a good opportunity to share with the public the contributions of the nurse and midwife to health and wellbeing of the public and also to highlight some of the challenges we face in the nursing profession. More than 12 nurse and midwives including; very influential figures (Directors, Registrars, Presidents, Chancellors, Advocates as well as young nurses in the practice and academia) in the country as indicted in the photos.



NURSES
APPRECIATION WEEK
OPENING PANEL DISCUSSION

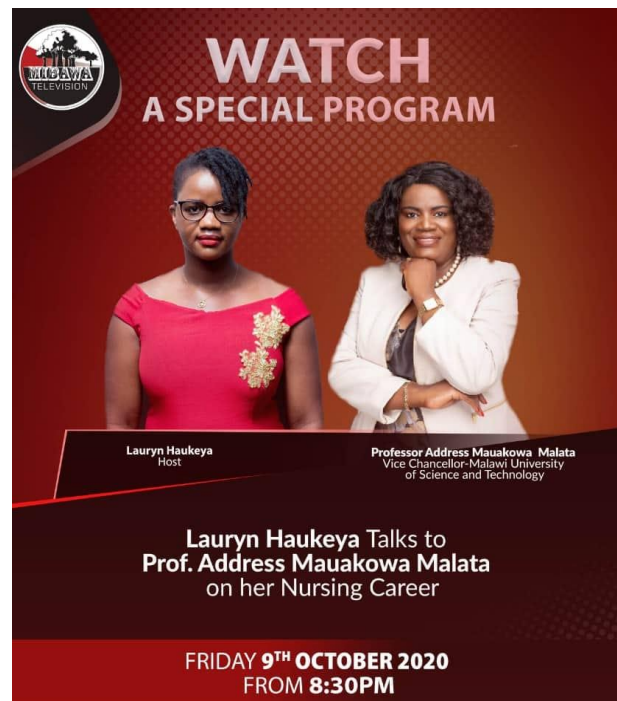

Joe Nkhonjera
Senior Nursing Officer


Lauryn Haukeya
HOST


Rozina Taurai
Nurse/Midwife Educator

PANELISTS
Joe Nkhonjera - Senior Nursing Officer
Rozina Taurai Zodwa Banda - Nurse/Midwife Educator

MONDAY 5TH OCTOBER 2020 FROM 6:00PM



WATCH
A SPECIAL PROGRAM


Lauryn Haukeya
Host


Professor Address Mauakowa Malata
Vice Chancellor-Malawi University
of Science and Technology

**Lauryn Haukeya Talks to
Prof. Address Mauakowa Malata
on her Nursing Career**

**FRIDAY 9TH OCTOBER 2020
FROM 8:30PM**

THE OFFICIAL LAUNCH OF 2020 YEAR OF THE NURSE AND MIDWIFE AND THE NIGHTINGALE CHALLENGE IN MALAWI

Background

The World Health Organization (WHO) at the 72 World Health Assembly (WHA) held in Geneva on 24 May 2019 endorsed the Year 2020 as a Year of the Nurse and the Midwife (YoNM). This is in remembrance of 200 years after the birth of founder of nursing ‘Florence Nightingale.’ The year had been designated to recognize the role of nurses and midwives in serving lives in variety of settings and that they constitute more than 50% of world health work force. Designation of the year 2020 as the International year of the Nurse and Midwife therefore provides an opportunity to address constraints experienced by these professionals in the course of their duty. Internationally the YoNM is to be celebrated under the theme” Celebrate, Demonstrate, Mobilize and Unite.” Governments and Development Partners and all sectors of the economy are therefore expected to support nurses and midwives organize and implement activities at national level reflecting the theme. In Malawi like in other countries, the Covid-19 pandemic has disturbed nurses and midwives and other partners in their plans to celebrate the Year 2020 in a bigger way. On the other hand, Covid-19 pandemic has demonstrated and showed-cased the reality that nurses and midwives are a key to caring for the populations and have even risked themselves contracting the virus and dying in the frontline of service to humanity.

Despite the shortcomings brought about due to Covid-19, Malawi joins the rest of the World in celebrating this year “2020! The Year of a Nurse and Midwife”. In Malawi, the events are organized by a Professional QUAD TEAM comprising four pillars on which the Nursing and Midwifery Professions lean. These include:

1. Ministry of Health’s Nursing and Midwifery Directorate, a policy and practice holder.
The Directorate of Nursing and Midwifery in the Ministry of Health is taking lead of the planning and processes of the function under the YoNM
2. Nurses and Midwives Council of Malawi, regulatory body

3. Association of Malawian Midwives (AMAMI) and National Organization of Nurses and Midwives of Malawi (NONM), a union voice
4. Academia in the training institutions that offers the Nursing and Midwifery educational and training programs.



The Day of the Launch

During the day of the launch, Nurses and Midwives representatives from most of the districts were present although the number was trimmed following the COVID 19 recommendations. The launch was presided over by the head of state His Excellency Dr Lazarous Chakwera, the president of the republic of Malawi. The president was accompanied by a number of senior government officials including Cabinet ministers and directors. Also in attendance were the UNFPA country representative for Malawi, The president of the National Organisation of nurses and Midwives in Malawi (NONM).

The day started with a big walk which was joined by the president, the first lady, minister and deputy of health, the principal secretary for health, different government official among others. During the big walk placards were displayed showing different messages and the event largely covered by the media. Up on reaching the venue the president toured the pavillions where nurses showed a number of activities that we do as our contribution to health and wellbeing



After the touring of the pavillions, everyone gathered in the main hall where the ceremony took place. The ceremony started with nurses and midwives recited the nurses pledge of services, nurses song and then the prayer, followed by drama and poems. Prior to speeches, there was a brief ceremony where two nurses were awarded lifetime achievement awards for their contribution to nursing and



midwifery profession. These nurse/midwives were Mrs Dorothy Ngoma (the immediate former President for the National Organisation of nurses and Midwives in Malawi) and Charity Salima a retired nurse/midwife who opened a maternity clinic (read more about her story in the appendices)



Speeches

Speeches were made by the UNFPA country representative for Malawi Won Young Hong, The president of the National Organisation of nurses and Midwives in Malawi (NONM) Mr Shouts M. Galang'anda Simeza, the Minister of the Health, Hounarable Mrs Khumbize Kandodo Chiponda MP who later on invited His Excellency Dr Lazarous Chakwera, the president of the republic of Malawi to make his remarks.

SUMMARY

The launch provided a great opportunity to bring awareness to the general public on the contribution of the nurses and midwives to health and wellbeing to the public since the event was covered on different media platforms including; live TV coverage by three National Television broadcasters, radio stations, National newspapers as well as social media platforms. Most importantly the event provided an opportunity to engage and present top governmental officials on crosscutting issues that affect the nursing and midwifery profession. In his remarks the president appreciated the work of nurses and midwives in the country including nurses' commitment during the COVID 19 pandemic and called the nurses and midwives as the living heroes and heroines, he further assured the nurses and midwives that his government is committed to ensuring that issues that were raised by the various speakers on this day are addressed. The president further accepted the request made by the NONM president to have a special meeting where details of issues raised can further be discussed.

APPENDIX

Lifetime achievement awards

DOROTHY GILLIAN NGOMA PROFILE AND ATTRIBUTES



DOROTHY GILLIAN NGOMA Born 7th January 1954 Dorothy is a Malawian Community Health Nurse Midwife. Dorothy has, for many years, been an active professional nurse, lecturer, lobbyist, and unionist at national level. In 2014 Dorothy became President of the National Organisation of Nurses and Midwives of Malawi (NONM) with a membership representing over 80% of the country's nurses and nurse-midwives. Prior to this she was NONM's Executive Director for 12 years and was instrumental in bringing the organization from a poorly-functioning, small group of nurses to the country's largest and strongest health care organization.

During 2012 to 2014 Dorothy was appointed National Coordinator and Adviser to President Dr. Joyce Banda for Safe motherhood in Malawi. She led an ambitious construction program of 15 maternity waiting homes for pregnant rural women.

In 1985 Dorothy worked as Executive Director for Banja la Mtsogolo, a national non-governmental reproductive health programme where, among many achievements, she built 26 reproductive health service facilities for rural communities within a period of five years.

For 20 years Dorothy was a senior lecturer for Kamuzu college of nursing and Vice-Principal of the same college for 6 years.

In 2008 Dorothy was given a recognition award by the Royal College of Nursing Scotland.

Dorothy Ngoma is a strong, fearless lobbyist and advocate who continues her fight for quality nursing care and safe motherhood rights for Malawian women.

Dorothy has also just been appointed to a three-year term of service as Special Advisor to the President of Malawi on issues related to maternal mortality and reproductive health.

CHARITY SALIMA PROFILE AND ATTRIBUTES



Charity Fyness Salima was born on 24th Aug, 1958. In 2008, she established Achikondi Women and Community Friendly Health Services, popularly known as (Achikondi), a Community Health Care Centre that focuses on reducing maternal deaths in Malawi by providing quality and accessible health care, in one of the underprivileged areas of Lilongwe, TA Tsabango.

Achikondi has six permanent staff and five volunteers. From its establishment to date, Achikondi has safely delivered over 10,000 healthy babies for underprivileged moms. The Centre is also addressing the scourge of Cervical Cancer by offering early Cervical Cancer Screening to poor women and girls.

From 2000 to 2006 she worked as a Research Nurse, University of North Carolina (UNC) Project in Malawi. She contributed to evidence-based method of deciding whether a new approach to treatment or care is better than the current standard, and is essential to diagnose, treat, prevent, and cure disease.

From 1982 to 1999 she worked as an enrolled Nurse/ Midwife. She worked in a number of Government Hospitals including Queen Elizabeth Central Hospital in Blantyre and Bwaila hospital in Lilongwe.

As of now she has received the following awards

Common Wealth Points of Light Award (2018), awarded by the Queen of England to outstanding individuals- people who are making a difference in their community

Malawi Broadcasting Innovations Award (2019) in Health

Marie Stops International 2015, Blue Star Best Performing Clinic in Central Region of Malawi

Civic responsibilities achieved so far,

- 1.Board Chairperson Centre for Human Rights and Rehabilitation (2010-2020)
- 2.Board Member, Malawi Health Equity Network, (2017-to date)
- 3.Board Member, Mlodza Water Users Association (2018-todate)

PHOTO GALLERY

The Big Walk



His Excellency Dr Lazarous Chakwera the President of Republic of Malawi with First Lady and the Minister and Deputy Minister of Health



Nurses during the big walk







Dr Ann. Phoya. One of the veteran nurse/midwife. The current President of the Association of Midwives in Malawi. She also served as Director for Nursing and Midwifery at the Ministry of Health



TOURING THE PAVILION



The president touring the pavilion. Nurses explaining how they take care of patient in the ICU



Part of the pavilions



AWARD PRESENTATIONS



Dorothy Ngoma, Marching to receive lifetime achievement award from the president



Dorothy Ngoma, receiving lifetime achievement award from the president



Charity Salima cerebrating the lifetime achievement award



Charity and Dorothy

SPEECHES



The His Excellency Dr. Lazarus Chakwera, the President of Republic of Malawi delivering his speech



Ms Won Young Hong - UNFPA Country representative delivering her speech



Nurses Pledge



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—MHRC—P2



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1 month
ultimatum to
factories—P4



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Sunday



RECOGNITION—Fainess Charity Salima receives a Lifetime Achievement Award from Chakwera—Picture by Lisa Kadango

Chakwera praises midwives, nurses

STORY ON PAGE 3

ACB TO ACT ON BULUMA'S LETTER

STORY ON
PAGE 3

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Govt cancels all Nocma tenders—Page 2



Escom overhaul on cards —Page 3



Chakwera graces Nurses Year celebrations



PHOTOGRAPH: LISA KADANGO, MINISTRY OF INFORMATION

Yesterday Malawi joined the rest of the world in commemorating International Year of the Nurse and Midwife under the theme 'Celebrate, demonstrate, Mobilise and Unite' At the occasion which President Lazarus Chakwera attended at Bingi International Convention Centre (Bicc) in Lilongwe, he called on development partners and all sectors to continue supporting nurses and midwives in their activities at national level amid the Covid-19 Pandemic. He commended the health workers for their hardworking spirit, saying Covid-19 has demonstrated and showcased the reality that nurses and midwives are key to the caring of populations and have risked themselves contracting the virus, with some dying in the frontline of service to humanity. At the 72nd World Health Assembly held in Geneva in May 2019, the World Health Organisation (WHO) endorsed 2020 as a year of the Nurse and the Midwife. The commemoration provides an opportunity to address constraints experienced by these professionals in the course of their duty. In the picture, Chakwera (L) interacts with nurse Juliana Lunguzi (R) and other health workers during the event yesterday.—LISA KADANGO, MINISTRY OF INFORMATION

OIL SPILLS ON TONSE GOVT

Nocma executive reports matter to ACB



PHOTOGRAPH: NATION

Denied any wrongdoing: Kambala

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NIGHTINGALE CHALLENGE LEADERSHIP MENTORING PROGRAM



Orientation meeting of Mentors and mentees in Mponela (First group)





Orientation meeting of Mentors and mentees in Mulanje (Second group)



Some of the mentees in the program



Wisdom Chiomba , Nurse midwife, One of the mentees

