



## DFID MSP PROJECTS: IMPROVING THE QUALITY OF NURSING CARE IN LIMPOPO PROVINCE

**Project title: Management capacity-building and leadership capacity-building of nurses.**

**Service Provider: Regenesys Management**

**Partner: Limpopo Department of Health and Social Development**

### **Aims and objectives**

This project aimed to improve the quality of nursing care in Limpopo province by building the management and leadership capacity of nurse managers in the Nursing Services Directorate.

### **Project Description**

Thirty four nurse managers in Limpopo province were identified to participate in this project. A baseline skills audit was conducted to assess the current skills and competencies of nurse managers against the required level of each tier of management.

They then completed a modular training course that covered the following topics:

- Personal and team effectiveness;
- Strategic planning and change management;
- Advanced project management;
- Research skills;
- Human resource management;
- Financial management;
- Health systems management; and
- Quality and customer relations management.

### **Results**

Thirty four nurse managers from Sekhukhune District in Limpopo province completed this accredited course and obtained a Diploma in Public Management.

The learners rated the overall quality of the course as either “Excellent” or “good”. The overall standard of completed assignments and progress of learners was considered satisfactory.

In December 2006, Personal Development Plans were devised for each participant. These were reviewed with the learners as the year progressed. Copies of the group Personal Development Plans were handed over to the Limpopo Department of

Health and Social Development during a skills transfer workshop conducted at the beginning of December 2007.

As part of the course requirement, learners were required to initiate and implement a project to improve the quality of nursing service delivery in the district. They were divided into teams for this assignment.

The five projects were:

- To recruit and appoint professional nurses for clinics to render 24 hour services by January 2008;
- Nursing process supervision: clinic visits;
- Service delivery improvement project on nursing care at Mecklenburg Hospital;
- Training on the collection of data and the calculation of immunisation coverage; and
- Devising a strategy of researching the factors that contribute to the maternal and peri-natal deaths at Mamone Clinic and Jane Furse Hospital's maternity ward.