

Continuing Professional Development In Maternal Healthcare: Barriers to Applying New Knowledge and Skills In the Hospitals of Rwanda

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Outline

- Continuing Professional Development (CPD)
- CPD in Advanced Life Support in Obstetrics © (ALSO) in Rwanda
- Purpose of the Study
- Methodology
- Results and Discussion : Challenges to integrate ALSO © CPD
- Implications and Recommendations



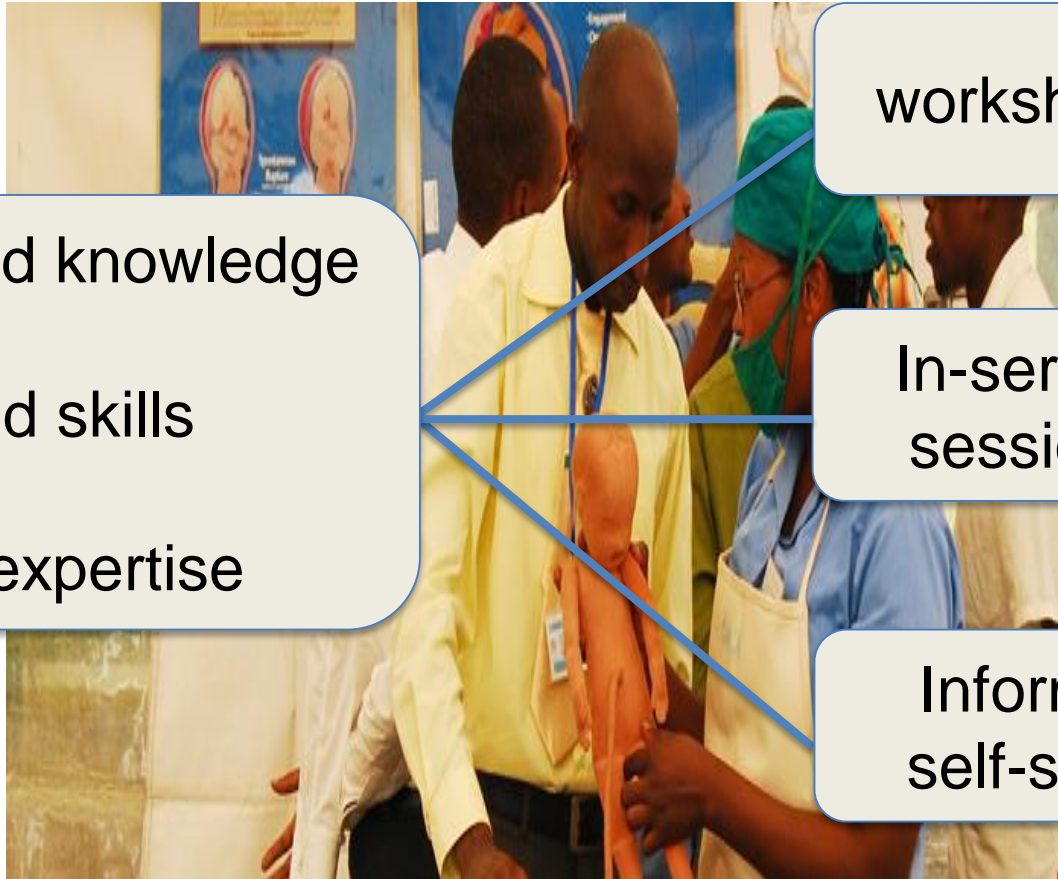
Continuing Professional Development

- Updated knowledge
- Updated skills
- Depth expertise

workshops

In-service sessions

Informal self-study



Continuing Professional Education in ALSO©

- ALSO © education aims to equip health professionals with adequate knowledge and skills to effectively manage obstetrical emergencies
- Well-educated midwives working in a well-systematized health system can offer up to 90% of needed maternal health care, reducing maternal deaths by two-thirds (Campbell & Graham, 2006).
- WHO (2009) reports that among countries with critical maternal health care; only 22% of them have near to sufficient number of midwives with adequate training to provide appropriate maternal health care
- Only 18.5% of maternal health providers are equipped to provide obstetrical emergencies (WHO, 2009)

Continuing Professional Education in ALSO © in Rwanda

- In Rwanda, maternal health training has been emphasized on pre-service education
- The proportion of births assisted by formally educated healthcare providers in Rwanda has increased from 26.7 percent in 2000 to 38.6 percent in 2005 and to 69 percent in 2010 (WHO, 2010)
- Efforts are being enacted to strengthen in-service training for maternal healthcare providers
- Implementation of CPD training in ALSO © in nine hospitals by the Maternal, Newborn and Child Health Project in Rwanda (2013-2015)
- For each of the participating hospitals, nine health professionals were educated in a 'train the trainer' mentorship approach

Purpose of the Study

To explore the barriers that hospitals face in their efforts to get health professionals to apply the knowledge and skills learned from the ALSO © CPD into practice.

Methods

- Qualitative approach
- Study population and Study Area : ALSO © trainees in The Eastern Province of Rwanda
- Primary data :
 - In-Depth Interviews with 13 Trainees
 - Descriptive quantitative data on turnover of ALSO © trainees (October 2012 to June 2014)
- Ethics approvals from the Research Ethics Board at Western University and Rwanda National Ethics Committee

Challenges to Integrate ALSO © CPD

- Rotation and shifts in hospital services

“I was not trained as a midwife, I’m a nurse... I was working in maternity service by the time of the training...As a nurse I have to work in different services of the hospital, not necessarily in maternal health services...currently I am working in Out Patient Department”. (Nurse, Female, 33 years old, Kirehe).

Challenges to Integrate ALSO © CPD

- Training not offered to all maternal health professionals in a hospital

“The training would bring more impact if all the maternal health professionals could benefit from the training because few persons who were trained are not enough to bring desired impact“. (Nurse, Female, 28 years old, Nyagatare)

Challenges to Integrate ALSO © CPD

- Lack of opportunities to share learned knowledge among colleagues

“In a hospital, we do not have many roles to train others in the maternity services. My suggestion as a midwife would be that we get the opportunities to get together so that we can share knowledge and skills about the care of mothers”. (Midwife, female, 28 years old, Gahini)

Challenges to Integrate ALSO © CPD

- Training not expanded to other health facilities

“It is important to provide training to health professionals in health centers ... they provide primary health care.... they send to hospitals the cases they cannot manage...sometimes it is too late when they send some cases ...”. (Midwife, male, 32 years old, Kiziguro)

Challenges to Integrate ALSO © CPD

- Lack of mentorship of those who have been trained

“The training should happen more often and there is a need to follow up those who have been trained so that we keep updated about new skills and guidelines “. (Physician, Male, 34 years old, Gahini)

Challenges to Integrate ALSO © CPD

- ALSO Trainees turnover :
62% from October 2012- June 2014
- Turnover Reasons :
 - Further Studies : 42%
 - Better Opportunities : 26%
 - Other reasons: 32%

Implications and Recommendations

- The emergence of improved inter-professionalism among workers shows the relative importance of ALSO © CPD especially in a setting without sufficient health resources (Mantovani et al., 2003).
- Need to expand the ALSO © CPD training to cover hospitals that were not covered under the auspice of the larger MNCHR project.
- Formalize ALSO © CPD into hospital in-service programs.
- Establish a sustainable mentoring systems that could help to strengthen the application of ALSO © knowledge and skills in hospitals to improve maternal health
- Develop enhanced health professional retention strategies

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