

# Task-shifting in sub-Saharan Africa

## ICAP – Global Nurse Capacity Building Program

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# Background – Africa

	2000	2015
New HIV infections - Adults and children	2.3 million	1.370 million (61%)
ART coverage	less than 1%	11.4 million people receiving ART in 2015 (41%)
# of people dying from HIV-related causes/year	1.5 million (2004)	800,000 (53% fewer)

(WHO, 2015)

- **75% new infections;**
- **Zero infection among children;**
- **90% know HIV status;**
- **90% initiated ART;**
- **90% suppressed VL;**

- Health systems improvement;
- Strengthening and expanding the health workforce.



# Task shifting – WHO 2008

*‘Task-shifting approaches have helped to reduce the shortage of health workers in many countries, but ensuring quality, safety and motivation of those workers remains a challenge.’* WHO, 2011.

Nurses are Frontline of health services (80%)

# Approach to improving HIV care and treatment – task shifting



Strengthening  
health systems

Development of a robust and well-  
trained nursing workforce

PEPFAR'S – HRSA - Global Nurse Capacity Building Program (GNCBP) –  
since 2009 – 10 countries and 22 schools

- MoH
- Academic institutions

**Nursing Education  
Partnership Initiative  
(NEPI)** – improve de  
quantity and quality of  
the nursing and midwife  
workforce

**General Nursing Program  
(GN)** – increase nursing  
and midwifery capacity to  
provide HIV and primary  
care services

- MoH
- Nursing council
- Nursing associations
- Training institutions



# Approach to improving HIV care and treatment – task shifting

**GN Program** (Cameroon, DRC, Ethiopia, Kenya, Mozambique, and Cote d'Ivoire):

Nurse-Initiated and Managed Antiretroviral Treatment (NIMART):  
Kenya - needs assessment and mentorship;

Campus to clinic training: South Africa;

Nurse-led ART initiation (NARTI) training: Swaziland;

HIV pre-service nursing curriculum: Swaziland;

Option B+ training: Cameroon.

**NEPI** - DRC, Ethiopia, Lesotho, Malawi, South Africa, and Zambia:

NIMART: Malawi, Lesotho and Zambia (Option B+ e-learning).

Clinical preceptorship program: Malawi (NIMART competencies).



# Impact of nursing workforce in HIV care and treatment

<i>Country name</i>	<i>Number of sites where there is NIMART (either pediatric and/or adult)</i>	<i>Number of patients enrolled in HIV care*</i>
<i>Cote d'Ivoire</i>	<i>16</i>	<i>11477</i>
<i>DRC</i>	<i>216</i>	<i>26858</i>
<i>Ethiopia</i>	<i>59</i>	<i>21757</i>
<i>Kenya</i>	<i>293</i>	<i>256821</i>
<i>Mozambique</i>	<i>77</i>	<i>170774</i>
<i>TOTAL</i>	<i>661</i>	<i>487687</i>

\*includes adults and pediatric patients



# Success

“Since being trained, I have trained and mentored five nurses who have initiated 30 patients on ART” *A.L. a nurse from Katalo Manyatta Health Centre, an ICAP-supported facility in Nyanza region - Kenya.*

“We do not have to wait for a clinical officer to start prescribing ART for HIV-infected women at our PMTCT clinic” *R.M. a nurse at Athi River Health Centre, an ICAP-supported facility in Eastern region - Kenya.*

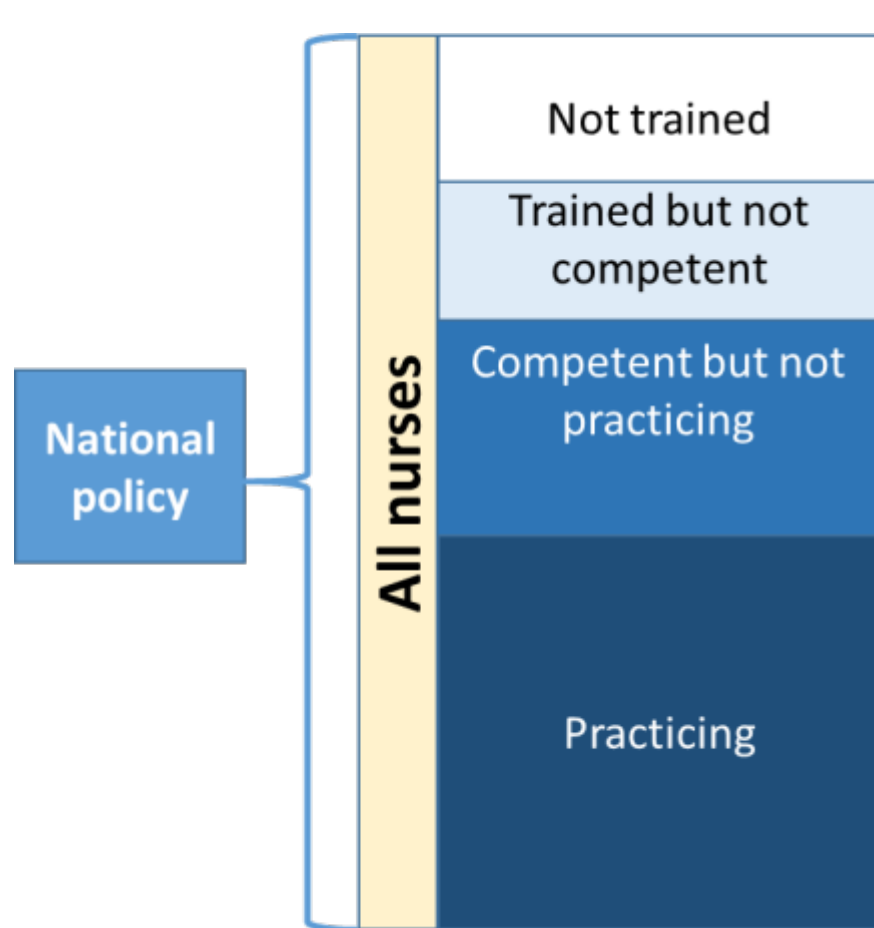
“ We have benn able to empower the nurse, now they have a voice, they feel more confident as they are providing care and treatment for clients. Nurses were able to reduce the waiting time, improving the adherence and retention” *D.N.O. responsible for the nursing program at ICAP- Kenya office.*



# Challenges

- Pre-service education - is not regularly updated with the latest care and treatment guidelines;
- In-service trainings - repeat frequently (high rotation of nurses);
- Limited support from most experienced clinicians;
- Clinical officers/physicians see ART management as their domain;
- Motivation – lack of incentives

# Challenges



Identify  
barriers and  
opportunities  
to bridge the  
gaps.

Smith et al. Identifying the Gaps: An Assessment of Nurses' Training, Competency, and Practice in HIV Care and Treatment in Kenya. JOURNAL OF THE ASSOCIATION OF NURSES IN AIDS CARE, Vol. 27, No. 3, May/June 2016, 322-330

# NIMART can change broader health outcomes

- Expanded scope of practice for nurses enhances ability to leverage broader health outcomes developed through HIV responses.
- NIMART increases access to HIV care and treatment to reach 90 – 90 – 90 goals

# Contact

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