

# **KALENE MISSION HOSPITAL**

**P.O. BOX 10, IKELENGE, MWINILUNGA, NORTH – WESTERN PROVINCE  
ZAMBIA**

**Project Title:**

**CONSTRUCTION OF A STAFF HOSTEL AT KALENE MISSION HOSPITAL and KALENE  
NURSING SCHOOL**

*Improving Rural Retention and Recruitment of Nurses.*

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## **Executive Summary**

The main goal of this project is to improve retention and recruitment of Nurses for Kalene Mission Hospital. This is part of a multi – faceted approach to increase numbers of Zambian Health Professional Staff Country wide, especially in the rural areas.

The Mission Hospital plays an integral part in providing equity of access to cost effective quality health care for North – Western Province and beyond. General medical, paediatric, surgical and obstetric and gynecology care is provided. Specialist clinics in HIV and Tuberculosis are also available. Statistics for 2007/2008 show that there were on average 110 inpatients each day, over 100 outpatients consultations a day and approximately 1000 deliveries, 500 major operations and 1000 minor operations a year. The hospital has been working to improve the scope and quality of care that it provides. A major difficulty faced is the shortage of qualified nursing staff. Improved hospital care therefore includes working to improve the number of nursing staff working at the hospital. It is therefore a priority that an increased number of qualified Nurses are recruited and retained.

Kalene Mission Hospital is in a very rural location, being surrounded by village communities. One consequence of this is that there are no houses in the Kalene area for the hospital to rent. Housing shortages therefore makes the recruitment and retention of an adequate number of Nurses and other Health workers a challenge. The ‘brain drain’ phenomenon described in Zambia draws many qualified nursing staff from the rural areas to the cities and from Zambia to other countries. Professional staff members have made it clear during the past decade that a suitable standard of accommodation is a significant incentive for retention in the rural areas.

Kalene Mission Hospital is therefore pleased to present the attached proposal for construction of staff hostel for recently qualified nurses, and other health staff, coming to work at Kalene Hospital. We estimate that a 15 room hostel, at a cost of nine hundred and fifty million Kwacha (K950,000,000) would greatly increase the Mission Hospital’s ability to recruit and retain qualified health staff.

## **Organizational Information**

### ***The Kalene Mission Hospital***

#### **Demographic profile**

Kalene Mission Hospital is situated in Mwinilunga District in the North Western part of Zambia. The Mwinilunga District has an estimated population of 150,387 (CSO 2007) and is over 900km from Lusaka and 280km from Solwezi, the Provincial capital. Lunda is the language spoken by the local people in the District.

The Kalene Mission Hospital is located 83Km from the Mwinilunga Boma. It is a grant – aided institution which receives funding from the Ministry of Health through Mwinilunga District Health Management team. The Hospital is governed by the Kalene Mission Hospital Management and Mwinilunga Health Office.

The physical environment of the Mission hospital includes electricity through the recently completed Zengamina Hydroelectric Project and a gravity fed clean water supply. There is an internal phone system and a sporadic cell phone coverage. The roads are not sealed, and can be difficult to negotiate in the wet season. The internet system is limited and needs significant expansion.

#### **Sponsorship and Internship of Student Nurses**

Kalene Mission Hospital works closely with the Kalene School of Nursing. The Nursing School trains Zambia Enrolled Nurses for the duration of two years. The school was recently reopened in 2008. Kalene graduates are proposed to undergo a period of two (2) years internship where they will serve at health facilities within the North Western Province. The Nursing School and Hospital Management are working to encourage graduates to remain at the mission hospital for a good number of years, as this will mitigate the human resource crisis (see below). There are ten student nurses who will be qualified in approximately one year who want to work at Kalene, but we have no accommodation for them! In addition to this plans to expand the number of enrolled nurse students at the training institute are taking root. However, this can only be achieved if adequate accommodation is available.

#### ***Present Health staffing for Kalene Mission Hospital***

<b>Establishment</b>	<b>Establishment</b>	<b>Actual</b>	<b>Shortfall</b>
Medical Officers	5	1	4

Medical Licentiate	3	0	3
Clinical Officers	11	1	10
Registered Nurses	23	5	18
Registered Midwives	4	2	2
Enrolled Nurses	45	6	39
Enrolled Midwives	7	0	7
Radiographers or technologist	5	0	5
Nutritionist	1	0	1
Laboratory technologists	5	0	5
Pharmacy technologists	3	1	2
Physiotherapists	3	1	2
Environmental Health Technologist	1	0	1
Dental surgeon or Therapists	2	1	1
Medical Equipment Technologist	1	0	1

The current hospital shortfall of enrolled nurses is 39, and of registered nurses 18. This shortfall is resulting in a lower standard of nursing care in the ward than is ideal. Our desire to improve the standard of care patients are receiving is the main reason for the proposal that we are making.

### **Rationale**

Recruitment and retention of professional health care staff has been a long standing barrier to health care in rural Zambia. Kalene Hospital and other rural hospitals in North – Western Province have historically had problems recruiting and retaining both professional staff. Kalene Hospital, for example, currently operates with less than 15% of its GRZ staff establishment.

Nurses and other health workers can only come to such a rural place if they are motivated. Good accommodation is one factor to motivate and retain Health workers.

For these reasons, Kalene Mission Hospital is urgently seeking funding to build a (15) roomed standard staff Hostel in order to improve recruitment and retention of additional Health Workers. The hostel will be aiming to provide accommodation for newly qualified ZEN staff who are working at the hospital as well as for qualified staff who are not married.

### **Project details**

**Goal:** To construct a staff Hostel at Kalene Mission Hospital.

#### **Objectives/expected outcomes:**

1. Increased retention and recruitment of Health workers (nurses and other health workers) at Kalene Mission Hospital.
2. Increased numbers of qualified health workers being trained and retained
3. Improved Enrolled Nurse Staffing Levels at Kalene Hospital, North – Western Province and the Country as a whole.
4. Improved quality Health care delivery to the community, by improving the number of nurses working in the wards and the number of nursing performing community outreach and care.

### **Overview of Hostel**

To help retain staff in a very rural part of the country the hostel will need to be sufficiently comfortable for qualified staff. The proposed hostel will comprise individual living areas and three communal areas. Each living area will have a living room with a small kitchen bench and off to the side of this room a door into a bedroom and a door into a toilet and shower area. The three communal areas will include a recreation room, a larger kitchen with cooking facilities and a communal eating area and a washing and ironing room.

### **Budget narrative**

The total cost for this project is Kwacha Nine Hundred and Fifty Million only (950, 000,000)

This will include all the materials for the construction of the building, the internal fittings including plumbing and electrical requirements, furnishings and labour.

Also built into the budget is 3% for labour, and a 10% allowance for contingencies. A full reporting of expenditures will be available.

Thank you.

Dr John Woodfield  
Medical Officer  
**Kalene Mission Hospital.**