

**FUNDING to assist KALENE MISSION HOSPITAL to employ nurses who have qualified from the KALENE SCHOOL OF NURSING.**

**Introduction**

The recruitment and retention of qualified nursing staff to work in rural areas is one of the challenges that needs to be faced if the delivery of health care is to be improved. The Kalene Nursing School opened in March 2008. The first intake included 30 students. One advantage of having a nursing school in a rural location like Kalene is that the nurses are more likely to work in the rural areas of the country. Perhaps the most obvious or direct application of this is the school being used to assist with staffing at the hospital.

Kalene Hospital has had a chronic shortage of qualified staff for many years. In 2010 when 30 nursing students will qualify, this will provide a unique opportunity for the hospital to correct this problem, and to subsequently improve the delivery of health care given by the hospital. Previously nurses who have been sponsored by the hospital have been trained in the cities of Zambia. In contrast, all the nurses at the Kalene Nursing School will have lived on site for two years and will know the area well.

<b>Staff category</b>	<b>Establishment</b>	<b>Existing</b>	<b>Shortfall</b>
Medical Superintendent	2		2
Senior Resident Medical Officer	6	1	5
Medical Licentiate	2		2
<b>Medical, Nursing, Paramedical scale</b>			
Clinical care expert	1	0	1
Clinical officers-Anesthetist	3	1	2
Clinical officers –Ophthalmology	1	0	1
Clinical – officers Dermatology	1	0	1
Clinical –Officers Psychiatric	1	0	1
Clinical – officers Dental	2	0	2
Clinical- Officers General	2	0	2
Senior Nursing Officer	1	1	0
Nursing Officer	1	0	1
Sister in charge/ Nursing sister	7	1	6
Registered Midwife	4	1	3
Registered theatre Nurse	2	1	2
Registered Nurse	16	2	14
Zambia Enrolled Midwife	7	0	7
Zambia Enrolled Theatre Nurses	2	0	2
Zambia Enrolled Nurses	60	4	56
Radiographer	2	0	2
Physiotherapist	1	0	1
Dark room Assistant	1	0	1
Pharmacy Technologist	1	1	0
Pharmacy Dispenser	2	0	2
Laboratory Technologist	1	0	1
Laboratory Technician	1	1	0
Env- Health Technician	1	0	1
Health Information Officer.	1	0	1

With a shortage of qualified nurses the hospital has traditionally employed CDE's (Classified Daily Employees, these are unqualified staff who have been trained on site to do a specific job) as nurses. Many of these staff are experienced and are doing a good job, but they do not have a full nursing training, and documentation is often poor. The hospital gets support through government to employ 50 CDE's, but it has to employ about 65 to function as a hospital. Therefore other hospital and mission funds are used to pay the 15 extra CDE's salaries. The option of taking on more qualified nurses, which will improve the standard of nursing care in the hospital, will also mean that over a number of years the number of CDE's will be reduced back to 50 (freeing up the extra 15 salaries to be used for other hospital projects).

### **The Kalene ten**

Ten students have expressed an interest at staying at Kalene Hospital for two years when they qualify, and one has requested to go straight into further training before returning to Kalene. It is expected that at least half the nurses will stay for a longer period of time, especially those who have strong family ties to the area.

The UNFPA (United Nations Population Fund) has helped sponsor the nurses tuition fees as part of a deal where the nurses once qualified will spend two years working in the Province. They have also recommended that students should be sponsored by the hospitals they will work at once qualified.

There are three issues which have to be resolved for the sponsorship of the nursing students to go ahead

#### *Short term sponsorship*

The recommended sponsorship may include

- a) 100,000K a month ( Approximately \$24USD ) spending money/support
- b) Assisting in other ways as possible. This may include text books, helping with transport to home and back, hygiene packs etc

It is recommended that this is back paid to the beginning of the nursing school.

This would cost be a minimum of 1,100,000K ( \$262 USD) a month (13.2 Million K a year) for two years

#### *Salary once the students start work*

The usual practice in Zambia is that qualified staff are not paid by the government until they have been employed . They then receive a back pay, which usually covers most of the time which they have been employed for. The mission/hospital will therefore need to pay salaries until staff are put on the payroll. When the back pay is received the hospital can then be paid back. As money given to staff which is taxed is not returned we have learned from experience that it is probably best to pay staff at a rate which is just below the taxation threshold, at 600,000K a month.

For 11 staff this would be 6.6 million K a month, or 79.2 Million (80 million) K for the year. [approximately USD 19,000]. The mission would need assistance in raising this money.

### *Accommodation*

Currently all the accommodation on the hospital site is full. The proposal is to build a 'staff hostel' for single newly qualified nurses. This could also be used for clinical officer students, medical students and visitors who needed accommodation. A 15 to 20 room facility with individual showers and with shared eating facilities is envisaged.

An application for this is being written by Mr Banda (Principal of the nursing school) and Dr Woodfield, and will be submitted to a number of organizations within and outside Zambia. The cost is likely to be about 950,000,000 million K (Approximatley 16,000 USD )

### **Ongoing nature of the 'basket fund'**

One advantage of raising a "basket fund" for one years salary for 10 nurses is that we could expect to get approximately 75% of the paid salary back. This would enable us to repeat the salary payments (at a smaller number each year ) so that approximately 15 to 20 other nurses may benefit. The package would therefore have the potential to help us to build a good nursing team over a number of years.