



# 2021 Annual Report

## Executive Summary

In 2020 we reported that it gave us real joy to be able to answer our colleagues' requests to celebrate African nursing knowledge at a hard time for nurses at the front line. This inspired us to push for even more progress in 2021. At a time when many organisations have been frustrated and had to put plans on hold, we are incredibly proud that our team has managed to innovate and move forwards at an even faster pace than before. In a packed year, the undisputed highlight was hosting the sixth Building Children's Nursing (BCN) Conference. BCN 2021 was fully online, providing a truly engaging and energizing day in which we welcomed 115 delegates, and 16 speakers and presenters. If we were looking for confirmation that we have really developed our abilities to deliver game changing and memorable experiences online, this was it - and it was only March! In the remainder of the year, we celebrated the launch of a greatly expanded Journal Club for children's nurses (reaching 8 hospital sites in Africa)

and started our exciting Best Practice Project putting evidence-based excellence in reach for Africa's children's nursing leaders. We have designed and launched a new short course for nurses working with children in Africa as an accessible online foundation course intended to support better care delivery. New team members have been joyfully welcomed, bringing new skills and capacity.

Our strength and passion are fueled by the work that we do. Children's nurses on the front line continue to tell us that they want and need opportunities to learn, develop professionally, and think critically. We have been inspired to find new ways of meeting these needs, even in the challenging circumstances that we are all working in. Thank you for making it possible for us to do the work we do. It really is meeting a need and making a difference for children by supporting the nurses who care for them.



THE HARRY CROSSLEY  
Children's Nursing  
Development Unit



# Educating children's nurses

Postgraduate training at the University of Cape Town  
to build a children's nursing workforce



**Beatrice Shikongo**

(Ongwediva Medipark Private  
Hospital, Namibia)



**Lucy Dapaah**

(Komfo Anokye Teaching Hospital, Ghana)



**Lucy Dapaah**

(Mercy James Hospital, Blantyre, Malawi)



## Master of Nursing in Child Nursing (MNCN) Programme

We welcomed three new students onto the first year of the MNCN programme in January 2021. This intake are all critical care specialists looking to develop into Advanced Practitioner roles with the support of their employers and are alumni of the PGDip programmes offered by our Unit. All three students have made excellent progress with the first year of their studies, impressing us as accomplished clinicians and dedicated students. They will all continue into the second year of studies. We anticipate the next intake for this programme will be in 2023.

## Post Graduate Diplomas (PGDips) in Child Nursing & Critical Care Child Nursing

Due to continued delays with reaccreditation of PG Dips by the South African Nursing Council (SANC), we had no news students in training in 2021. Good progress was made on work to transition the two postgraduate diploma programmes to a blended learning format and we anticipate offering the new style PGDip in Child Nursing from 2023.

## Online Short Courses

The 4th annual online 12 week PhD Prep course was successfully completed by a mix of 9 health professionals all seriously considering PhD study. This year's evaluation suggests that the refinements made have further enhanced an already successful student experience.

We also developed the Essentials of Nursing Sick Children course - a fully online UCT registered short course providing foundational training for any nurses working with children in Africa. First intake will be in February 2022.

## PhD supervision

Three doctoral candidates have continued from 2020. One candidate has made excellent progress and is due to submit her thesis in February. Another is awaiting ethics approval before she commences her data collection. The third, CNDU team member Natasha North, has been able to complete data collection and analysis for her study of children's nursing roles in Malawi with the assistance of local colleagues and looks forward to submitting at the end of 2022.

# Educating practice development

Supporting the development of locally relevant, in-country training



**Teaching and Learning children's nursing to find the voice to lead is a team effort**

**12 MAY 2021: TODAY, with Nurses around the globe, nurse educators from 7 African countries celebrate International Nurses day.**

## WHAT HELPS YOU FIND YOUR VOICE TO LEAD?

KNOWLEDGE AND SKILL OTHER CHILD NURSES  
PRECISION EMPOWERING BEDSIDE NURSES SICK CHILDREN  
KNOWLEDGE PASSION CARING SUPPORT FROM SENIORS  
KEEPING QUIET AT TIMES WORKING WITH PARENTS COMMUNITY  
GOOD ROLE MODELS VULNERABLE MOTHERS  
SHARING KNOWLEDGE

## Children's Nursing Educator Forums

The online meetings of the Children's Nursing Educator Forum continued to be a success, with three meetings in 2021 focusing on finding our voice to lead, how to implement a hospital journal club and what educators have learnt about how to engage with people & teach online. Membership of this Forum has now been formalised, to include all those either offering or planning to offer children's nursing training in Africa. The meetings have provided an opportunity to model and showcase the increasing sophistication and capability that our team has developed in online learning and facilitation, and the opportunities for upskilling have been really appreciated by colleagues. Each year the bonds between members of this Africa-wide community of educators feel deeper and stronger, and this forum is a real resource of knowledge and solidarity for all of us working to strengthen children's nursing in Africa.

## Establishing children's nursing education programmes at peer African institutions

*The Lusaka College of Nursing, Zambia* enrolled their first cohort of 14 students in the new postgraduate neonatal programme during the second semester of 2021.

*The Bamalete Lutheran School of Nursing, Ramotswa, Botswana:* Planned programme redeveloped & being reviewed by Botswana Qualifications Authority following request from national stakeholders to include bridging course for diploma nurses.

*National University of Science & Technology (NUST), Bulawayo, Zimbabwe:* The Nurses Council of Zimbabwe has approved registration of the first paediatric nursing programme for Zimbabwe, and the NUST Academic Board has given approval. The educator team led by Yvonne Chauraya have expressed their appreciation for the assistance and support provided by our team as they walked this long journey. The team now await approval from ZIMCHE (the higher education authority) to give the go ahead and anticipate a first intake in August 2022.



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# Clinical practice development

Implementing and measuring the impact of evidence-based, context-specific practice



Nurses Who Count



Mphatso M Ngulwe;  
Nurse Leader in Malawi

#NursesCount  
23 June 2021 | Virtual conference



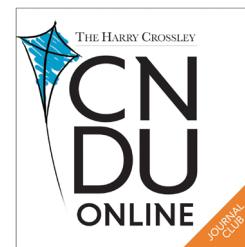
## Building Children's Nursing Conference (BCN), March 2021

For the first time, CNDU hosted the sixth BCN Conference fully online, welcoming 115 delegates, and 16 speakers and presenters. There was a great focus on the development of Afrocentric knowledge, and delegates went away challenged and envisioned to consider the contribution they make and how they thereby "count" as children's nurses in their local context.

### Best Practice Project

THE BEST PRACTICE PROJECT  
Good, Better, Best.

The Best Practice Project provides children's nursing teams throughout Africa with structured support including three custom-made learning modules, dedicated expert assistance for nursing teams, and individual coaching for project leaders. At the end of their two-year journey teams will have the opportunity to apply for the award of Best Practice Unit status. Long-term we expect that project sites will host clinical placements for students. We launched a competitive applications process to join the project in October 2021 and were delighted to receive more than 50 applications from nursing teams in 10 African countries. After shortlisting we interviewed 15 teams over four days and offered 10 teams a place on the project. Online training and project activities will start in February 2022. Two new team members have been appointed to help provide structured support, including three custom-made online learning modules, dedicated expert assistance for nursing teams, and individual coaching for the 25 project leaders. At the end of their two-year journey teams will have the opportunity to apply for the award of Best Practice Unit status.

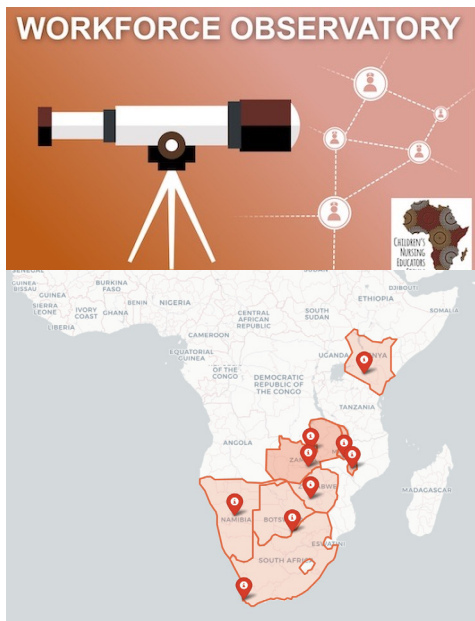


### Nurses Journal Club

After the disappointment that we reported about having to suspend the popular hospital journal club for nurses at the Red Cross War Memorial Children's Hospital as a result of the Covid pandemic at the start of 2020, we are very proud of the progress we have made. We originally anticipated offering our 'Journal Club in a box' as part of the Best Practice Project, but we outpaced ourselves and launched it six months early. Our team have provided training and support to children's nurses enabling them to lead journal club sessions at 12 hospitals in 6 countries across Africa. Of the 10 Best Practice Project teams, 7 are already participating in Journal Club and we are looking forward to welcoming the 3 new teams to the Journal Club family in 2022. We are also enrolling additional facilities as part of a new intake in February 2022.

# Evidence for education, practice & policy

Gathering and sharing evidence on, about and to support Africa's children's nursing workforce



## Publications

We have enjoyed considerable success with publications in 2021. The team achieved publication of 3 peer reviewed papers, 2 open educational resources and participated in a global collaboration which produced 1 international care standard. A further 2 papers were written and submitted and are undergoing peer review. A chapter has also been written for a text book which will be published in 2022. This brings the total number of publications since 2019 to 15.

An interactive online Children's Nursing Training Directory has been created to make it easier for funders, employers and potential students to find information about programmes. [http://www.childrensnursingunit.uct.ac.za/CNDU/EducPrac/nursingtraining\\_in\\_africa](http://www.childrensnursingunit.uct.ac.za/CNDU/EducPrac/nursingtraining_in_africa)



## Children's Nursing Workforce Observatory

The purpose of this project is firstly to produce the first comprehensive picture of the children's nursing workforce across the southern and east African countries training children's nurses. Then the second step, to communicate this information to national stakeholders, informing them about development of national workforce strategies and training plans.

Having spent much time in 2020 navigating challenges connected with the research administration and ethical permissions involved in launching this project, we were delighted to finally launch an online template and collect nursing training data from educator teams at institutions in seven countries. We then compiled and published the first Children's Nursing Training Activity Report in December. Five countries had active children's nursing training programmes that produced 134 graduates in 2019. The report is available to download on the Open Science Framework project site at: <https://osf.io/rz3ga/> It presents information about the training programmes in operation, new programmes in development, and programmes that have stopped.

### Group facilitation

Facilitation aims to create high levels of engagement and energy. The process of summarizing the article is shared out across groups, with the facilitator recording key points through a large-format graphic record until the full summary is captured. Group discussion focuses on finding opportunities to apply new insights to practice.



### Topic selection

Hospital management are consulted about topics. Topics chosen for relevance to current issues in the hospital, e.g. medication safety, nursing documentation.

### Question formulation

Facilitator develops a series of questions to use as facilitation prompts to guide nurses through navigating and analysing the article. All sessions follow a consistent approach to build familiarity with the process, covering foundational research, research terminology, study design, results and discussion, including practice implications.

### Article selection

Facilitator conducts a literature search to identify a suitable journal article. Considerations include: quality and rigour of article; applicability to nursing practice; relevance to local context; clarity of writing/presentation. Participants prefer paper copies over digital files. Photocopies of the article are made in accordance with the journal's permitted terms of use for teaching. Digital copies are available and sent on request.

*How to engage nurses in research using new style journal club*

# Financial Report

## Expenditure Report, 1 January - 31 December 2021

Budget by Line Item	Budget 2020	Actual Spend 2020	Variance	% Variance
<b>Personnel</b>	<b>8 640 816</b>	<b>7 820 722</b>	<b>820 093</b>	<b>9%</b>
Program Director/Child Nursing Chair	1 399 463	1 365 762	33 701	2%
Program Manager	509 847	500 531	9 316	2%
Administrative staff (2)	744 479	731 405	13 074	2%
Post Graduate Diploma Lecturers (5)	3 220 185	3 111 264	108 921	3%
Masters Lecturer	476 040	54 776	421 264	88%
Clinical & Blended Learning Manager	0	0	0	
Researchers (3)	2 290 801	2 056 983	233 818	10%
<b>Training at UCT</b>	<b>1 153 570</b>	<b>822 854</b>	<b>330 717</b>	<b>29%</b>
APFP Scholarships	1 092 222	730 863	361 359	33%
South African Scholarships	-	-	-	
Student Study Support	35 955	91 991	-56 036	-156%
Blended learning development	25 393	0	25 393	100%
<b>Education Practice Development</b>	<b>12 697</b>	<b>0</b>	<b>12 697</b>	<b>100%</b>
Support Visits - African Programs	12 697	0	12 697	100%
African Educator Forum for Children's Nursing	-	-	-	
Children's Nursing Workforce Workshop	-	-	-	
<b>Clinical Practice Development</b>	<b>19 080</b>	<b>18 745</b>	<b>335</b>	<b>2%</b>
Building Children's Nursing Conference	19 080	18 745	335	2%
Digitising of material	-	-	-	
Masters Yr. 2 Student Clinical Prac Dev Project	-	-	-	
<b>Research - Evidence for Policy and Practice</b>	<b>388 859</b>	<b>253 850</b>	<b>135 009</b>	<b>35%</b>
Salesforce Workforce Observatory & Platform	45 843	24 013	21 830	48%
Postdoc Fellowship	-	-	-	
Fieldwork and data transcription	-	-	-	
Publishing and Graphic design	343 016	229 837,04	113 179	33%
<b>Program Development</b>	<b>29 041</b>	<b>27 630</b>	<b>1 411</b>	<b>5%</b>
Staff capacity building and conference attendance	29 041	27 630	1 411	5%
<b>Direct Costs</b>	<b>10 244 063</b>	<b>8 943 801</b>	<b>1 300 262</b>	<b>13%</b>
<b>Indirect Costs - 10% of direct costs</b>	<b>1 522 792</b>	<b>1 363 878</b>	<b>158 914</b>	<b>10%</b>
Finance Officer	101 373	101 373	0	0%
Purchasing Officer	24 561	24 561	0	0%
Program IT Equipment and operating expenditure	208 194	307 007	-98 814	-47%
Health Sciences Overhead Charge on Personnel	1 188 664	930 936	257 728	22%
<b>Total Budget</b>	<b>11 766 855</b>	<b>10 307 679</b>	<b>1 459 175</b>	<b>12%</b>
<b>Unspent Funds on Hand as at 31 December 2021</b>		<b>-3 094 452</b>		

# Future Focus

**Our sincere appreciation to all our donors**



Our work programme for the next year anticipates the resumption of PGDip programmes in 2023. In addition, we anticipate a number of projects which are additional to the workstreams originally envisaged in the grant proposal written in 2020. These include:

- Two new UCT registered short courses, Essentials of Nursing Sick Children and Essentials of Nursing Sick Neonates.
- Further expansion of our successful Journal Club to reach 20 hospitals in Africa, plus a UCT registered short course in facilitation training for journal club leaders.

- A much larger and more structured Best Practice Project, serving nurse-led teams at 10 hospitals in Africa, with project leaders enrolled on a new UCT short course 'Facilitating Practice Change'.
- One new lecturer, one new clinical educator and a doctoral research fellow will join the team in February 2022.



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