

Ghana Paediatric Oncology Nurse Education and Training

Terms of Reference for review of: Paediatric Oncology Nurse Education and Training and specifically the **Specialist 'Associate Membership programme' in Paediatric Oncology Nursing (delivered by Ghana College of Nurses and Midwives)** after its first year.

Background.

World Child Cancer has assisted in the development of Paediatric Oncology services in Ghana, and wider West Africa over several years. This continues to include both direct support to paediatric oncology units and ongoing 'twinning arrangements' between paediatric oncology staff in Ghana and in the UK, USA and Canada. As Ghana has further developed its health services, this capacity building support has been upgraded to assist in the development of in-country curricula and course delivery with the Ghana College of Physicians and Surgeons (GCPS), the Ghana College of Pharmacists (GCPharm) and the Ghana College of Nurses and Midwives (GCNM). This has been through Korle Bu Teaching Hospital (KBTH) in Accra and Komfo Anokye Teaching Hospital (KATH) in Kumasi and aims to increase the capacity of the multidisciplinary team in the management of children with cancer.

In 2019, a team from World Child Cancer UK led by Rachel Hollis, with partners including Boston Children's Hospital, and the Royal Hospital for Sick Children in Edinburgh supported GCNM in the development, review and finalisation of a one-year Paediatric Oncology Nursing Associate course which started with 18 residents in October 2020 and due to end in September 2021.

Presently World Child Cancer support encompasses:

- Service support and delivery

World Child Cancer supports the Ministry of Health and the Ghana Health Services in providing cancer services for children at both Korle Bu Teaching Hospital (KBTH) in Accra, and more recently at Komfo Anokye Teaching Hospital (KATH) in Kumasi. These two hospitals have dedicated paediatric oncology in-patient and out-patient facilities. World Child Cancer has supported infrastructure improvements and helped to remove a variety of financial costs for oncology services that would have fallen directly on families, e.g. access to diagnostic procedures and drugs; transport and accommodation. World Child Cancer also aims to keep more children in and completing treatment by supporting families during their

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child's cancer journey across their personal, social and economic challenges. More recently, secondary 'shared care' centres are being assisted at other teaching hospitals around the country to also provide cancer services for children nearer to their homes and families. Ghana Health Services pays all clinical, nursing, pathology and pharmacy staff. World Child Cancer supports some additional support staff on the units e.g. Child Life Specialists, teachers, and community nurses.

- Capacity Building

Previous capacity building support through the 'twinning arrangements' meant that often all staff on the units participated in two- or three-day workshops, with delivery being undertaken by a variety of medical, haematology, pharmacy and nursing staff who travelled out to deliver the training – delivered through formal lectures and also directly through clinical care on the units.

More recent and on-going support has focused on assisting Ghana College of Physicians and Surgeons (GCPS); Ghana College of Pharmacists (GCP) and Ghana College of Nursing and Midwifery (GCNM) to develop and deliver education and training packages to enhance both the availability and quality of staff in the paediatric oncology units across the country. Places are also available for staff from other West African countries to attend these courses, although not yet for the nursing programme delivered by GCNM. Several countries already have reciprocal arrangements to recognise courses and qualifications, including through the West African College structure (WACs) for medical, nursing and allied professional education.

World Child Cancer has also been supporting work across sub-Saharan Africa to improve medical and nurse education both through its support to twinning arrangements in other countries¹, and by engagement with the work of the International Society of Paediatric Oncology (SIOP).

Recently through new funding, this work has included direct support to the SIOP Africa Sub-Saharan Africa Nurses Network which is working across the continent to enhance nurse education and training opportunities, as well as develop core teaching and training materials relevant for Africa.

In Ghana this commenced with a formal Training Needs Analysis (TNA) for nurse education and training in early 2019². The TNA led to the development of a framework for formal education and training with the setting up and commencing of five key training activities, aimed at specific paediatric oncology education and training for nurses already working on the units:

¹ Cameroon, Malawi,

² See full report from Rachel Hollis.

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Orientation/Foundation Programme (*In-service training for nurses already working on the units*)

The first 10-day course in 2019 was delivered with support of nursing staff from twinning hospitals in UK and USA. A 'Train the Trainers' course is now planned to enable future delivery of this foundation programme to be available at the country level, delivered by local nursing leads.

Chemotherapy Training (*In-service training for nurses working on the units*)

The first formal training was delivered in late 2019 by nursing and medical staff from the Royal Hospital for Sick Children in Edinburgh and members of the local multidisciplinary team. The aim for future training is that this would be delivered by those who have since undertaken specialist training. Chemotherapy training is also a component of the 'Associate Membership' programme (*see below*).

Psychosocial Support Training (*In-service training for nurses*)

Three-day course, delivered previously by World Child Cancer Psychosocial Support Advisor in 2018. A 'Train the Trainers' course is planned to enable future delivery of this programme to be available at the country level, delivered by local nursing leads.

Palliative Care Training

Palliative care training is also a component of the 'Associate Membership' programme (*see below*) and this element of the programme was delivered by the team from Edinburgh Hospital for Sick Children. Additionally in 2020 an online training was delivered as part of a 'virtual' twinning visit.

Specialist 'Associate Membership programme' in Paediatric Oncology Nursing (Ghana College of Nurses and Midwives).

One year course for 18 key paediatric oncology nurses working in KBTH, KATH and key 'shared care centres' at Cape Coast Teaching Hospital, Tamale Teaching Hospital and Agogo Presbyterian Hospital.

In 2019 and 2020, the above nurse education and training activities commenced. They have primarily targeted the nurses already working on the units. The courses and materials require further development to remain relevant for future nursing staff who join the units. It is anticipated that the nurses who are undertaking the specialist programme at GCNM will in future play a key role in taking these developments forwards and delivering training and education within their units.

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Ministry of Health and Ghana Health Service and HRD

Ghana has been at the forefront of formal assessments and planning for health workforce development, utilising since 2011 the WHO's Workload Indicator for Staffing Needs (WISN) to consider actual workload to determine the number of health workers of a particular cadre required in each health facility; and assess the workload pressure of the health workers. Ghana was further supported to develop staffing norms. This has now fed into recent health workforce development, alongside implementing new staffing norms at the various places of work (primary to tertiary and education levels). This demonstrates how some nurse specialisms and nurse sub-specialisms have managed to get into the plans and budgets. At Regional Hospitals the following are slated: Burns and plastic nurse; nephrology nurse; nephrology paediatric nurse alongside the midwife, community health nurse, enrolled nurse, general nurse, critical care nurse, emergency nurse, ENT, ophthalmic, peri-operative nurse, PH nurse... This detail is further enhanced for staffing norms at the Teaching Hospital levels. The GCNM already offers training in key specialisms: oncology, cardio-thoracic, paediatric nursing etc.

Review of the Specialist 'Associate Membership programme' in Paediatric Oncology Nursing - delivered by Ghana College of Nurses and Midwives - and recommendations for its relevance and future delivery.

The Ghana College of Nurses and Midwives has been delivering the one-year Associate Membership course in paediatric oncology nursing with key support from various nursing and clinical staff in Ghana, the UK and the USA in both curriculum and materials development, and delivery of most core materials.

GCNM has been leading on the delivery of this course through utilizing various colleagues, faculty members, staff at paediatric oncology units, and international nurses.

The course had to meet the various needs of the nurses working in the PO units, as staff had not originally been recruited with necessarily paediatric or oncology nurse specific education, training, or previous experience. In KBTH and KATH units many nurses now have years of paediatric oncology experience and were able to attend the various trainings delivered previously by local and international staff.

The one-year course as devised is set at 'Associate Membership level' in GCNM.

GCNM also runs three-year programmes leading to full Membership of the College and two additional years for Fellowship.

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Key questions for the review:

- How has the one-year course at GCNM improved quality and standing of paediatric oncology nursing in Ghana?
- How has the one-year course at GCNM improved the quality of paediatric oncology nursing care and what impact has the training had on patient outcomes?
- Does the one-year course at GCNM support individual professional and career development for participants who have completed the programme?
- What are the remaining needs for the nurses who completed one-year of training in paediatric oncology nursing (alongside other courses also delivered in past few years)?
- Do those remaining needs require the extension of the education and training of all / some of the initial nurses for a three-year membership / two-year Fellowship course at GCNM – for example to take leadership roles within clinical services, and/or as faculty at the GCNM?
- What would the feasibility be for the development of a three-year membership / two-year fellowship programme at GCNM?
- What is the expected future demand of the one-year (Associate Membership) programme and a potential three-year (Membership) or two-year (Fellowship) programme in paediatric oncology nursing through GCNM?

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