

- Development of mental health nursing specialists' programmes in Ghana

Dzigbodi Kpikpitse

Ghana College of Nurses and Midwives

Purpose of Presentation

- The purpose of this presentation is to answer questions such as:
- Why Ghana College of Nurses and Midwives was established
- How mental health nursing specialists' programme was developed
- How is the programme implemented
- What are the expectations of the mental nurse specialist
- Is the mental health nurse specialist recognized on graduation

Ghana College of Nurses and Midwives (GCNM)

- Agency of the Ministry of Health
- Established by ACT 2011 (833) – Specialist Health Training and Traditional Medicine ACT

Basis for Establishment of GCNM

- Provide the much needed specialized care for populations to meet global standards and trends
- Train postgraduate specialist nurses and midwives to fit into the multidisciplinary team

Basis for Establishment of GCNM

- Provide career diversification and pathways for professional nurses and midwives
- Motivate and retain nurses and midwives in country
- Reduce cost of training nurses and midwives with specialized competencies

Basis for Establishment of GCNM

- Specialization across all fields and disciplines ensures that there is job specification and division of labour among workers.
- Current trends in health care delivery systems globally have turned to professional specialization to ensure that populations receive specific care.

Divisions of the College

- Nursing
- Midwifery
- Mental Health
- Community Health

Division of Mental Health

- The purpose of the division is to develop mental health nurse specialists who will provide comprehensive specialist evidence-based nursing services and facilitate capacity building programmes for mental health nurses and other health professionals

Special Initiatives

- We had interactions with stakeholders around the development and implementation of mental health nursing specialists' programmes

Highlights

- Mental health care provision is based in the community and hospital
- Care provision is generally poor
- Apathy among nurses

Highlights

- Nursing roles are not clearly defined
- Not supported
- There are few opportunities for career advancement in mental health nursing
- There are no CPD/CPE programmes to upgrade their competencies

Highlights

- Gaps in training are mainly in the practice area where there are few/no mentors in the field

Highlights

- Subsequently, five specialties areas were identified for development and implementation
- Substance use disorders nursing

Highlights

- Child and adolescent mental health nursing
- Community mental health and rehabilitation nursing
- Older adult mental health nursing
- Forensic nursing

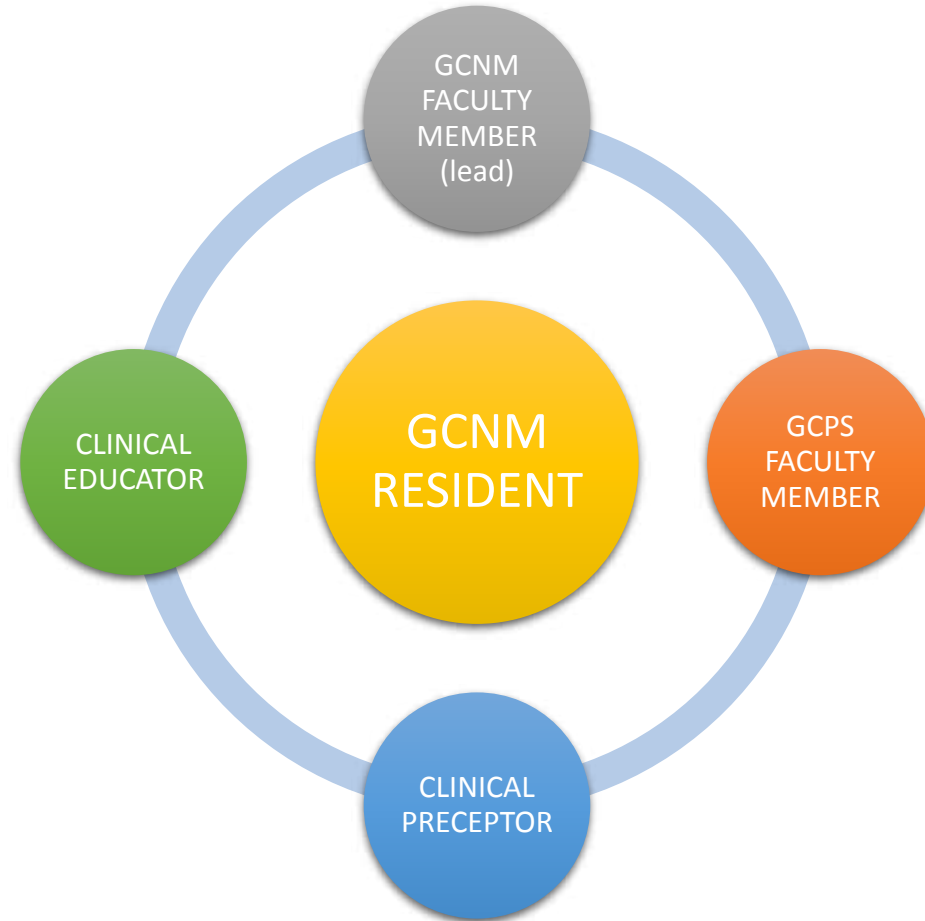
Curricula development

- Selected 6 curriculum writers
- Technical review
- Synthesis and editing
- Endorsement

Curricula Implementation

- Robust competency-based curricula
- 6 blocks for Residency
- Practice-focused, with 30% theory & 70% practice (delivery and evaluation)
- Resident-centered, with highly interactive competency-based approaches to teaching
- Robust clinical education component

4 Member Education Team



Required Hours Of Exposure

- 46 academic weeks; 6 weeks Residents leave
- 2 blocks / year; 23 weeks / block
 - 6 weeks – Theory (30%) i.e. 6 hours x 5 days x 6 weeks = 180 Hours (360 Hours/Year)
 - 14 weeks – Practicum (70%) i.e. 6 hours x 5 days x 14 weeks = 420 Hours (840 Hours/Year)
 - 1 week – Revision
 - 2 weeks – End of Block Examinations

Expectations of the Specialist

Programmes must reflect an added value to the mental health specialists, and who should reflect:

- Competency and professionalism
- Passion to save/promote health in area of expertise
- Strong academia and clinical/managerial practice

Expectations of the Specialist

- Mentorship/preceptorship capabilities at all times
- Drive change for improved readiness to practice at all levels of care
- Teamwork, research and skills in programme management

Recognition

- On graduation the mental health nurse specialist is register with NMC
- MOH and GHS recognition as mental health nurse specialist with well-defined career progression

Thank you

