

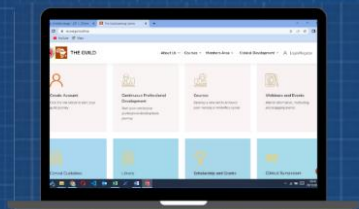
# The East, Central and Southern Africa College of Nurses and Midwifery [ECSACONM]



## TRAINING PROSPECTUS Fellowship Programme

for 2023 Academic Year

CHRONIC CARE DISEASE MANAGEMENT | CRITICAL CARE NURSING | NEONATAL CARE | MIDWIFERY




SOME COURSE ACCESSED ONLINE VIA  
THE GUILD LEARNING PLATFORM



UNDERTAKEN AT ACCREDITED HOSPITALS

 [www.ecsacon.org](http://www.ecsacon.org)

 [info@ecsacon.org](mailto:info@ecsacon.org)

 255-27-254-9362; 254-9365/6

Plot No. 157, Oloirien, Njiro Road

P.O.Box 1009, Arusha

Tanzania



## PREAMBLE

Global and regional free movement of health professionals in nursing and midwifery has allowed for the search for and sharing of knowledge across and within borders. While professional regulatory bodies in ECSA member states accredit nursing and midwifery education, practice and research, there's no a standardized way for the accreditation for nursing and midwifery professions across the region nor a regional nursing and midwifery body to provide oversight for cross border engagements in nursing and midwifery professions in the region. The lack of a regional accrediting body creates a gap that has left a porous and weak oversight role of ECSACONM in the ECSA region. It has also slowed the pace of moving towards integration, coordination and collaboration in the nursing and midwifery professions across the region. The time to act is now, in alignment with the global call for strengthening the nursing and midwifery workforce through well established and strengthened nursing and midwifery education, training, practice and research.

ECSACONM is an actual "College Without Walls" and works with 16 ECSA member states to carry out several functions, including but not limited to: (1) Harmonizing nursing and midwifery standards; (2) Improving nursing and midwifery professions; (3) Creating regional uniformity in the Nurses and Midwives Acts; (4) Defining roles for nurses and midwives; and (5) Strengthening and advancing the research agenda in nursing and midwifery. The International Conference on Harmonization of Curriculum and Training of Health Professionals: February 7-9, 2022: SarovaWhitesands Beach Resort resolved a need for policy direction to redirect the training of the health workforce to address the changing health dynamics. Without these changes, improving regional health indices will be a challenge. At the core of these reforms is a need to promote collegiate training across the region and enhance participation of ECSA region institutions in a joint inspection of health facilities, common standards and accreditation frameworks. In addition, the World Health Organization (WHO) guidelines of 2013 cited in transforming and scaling health professionals' education and training, guides among other modalities, professional associations, or accrediting agencies may regulate institutions and programmes to protect the populations and safeguard professionalism. It is in this backdrop that ECSACONM being an affiliate member of ECSA-College of Health Sciences, and mandated to coordinate professional issues of nursing and midwifery practice, research, education, has developed this accreditation framework to guide its oversight role of nursing and midwifery programmes to provide quality continuing professional education, fellowship programmes and effective governance and leadership of the Nursing Quad.

## PARTNERS

Title	Description
<p data-bbox="76 204 331 226"><b>Vaka Health Foundation</b></p> 	<p data-bbox="488 236 972 671">Vaka Health Foundation is capacity building social enterprise for Healthcare workers throughout Africa. VAKA is an African word widely understood across Africa which translates to ‘build or develop’. This action-based word reflects their values and ethos to building better, easily accessible healthcare in Africa. Vaka Health Foundation provides professional development and education to healthcare workers across the African continent including those in resource limited communities. Vaka Health Foundation provided the consultative leadership in the development and ratification of the fellowship curriculum.</p>
<p data-bbox="76 716 434 775">Council of International Neonatal Nurses – INC (COINN)</p> 	<p data-bbox="488 716 972 1086">An organization that represents nurses who specialize in the care of newborn infants and their families or have a special interest in this area of nursing. COINN is an important part of the growing international community of nurses that represent a resource for nurses who want to form a national or local organization, create guidelines for care or professional standards or just want advice on neonatal nursing issues. As recognized global leaders in neonatal nursing care, COINN is committed to fostering excellence and promoting the development of neonatal nursing globally.</p>
<p data-bbox="76 1131 412 1190">American Association of Critical Care Nurses (AACN)</p> 	<p data-bbox="488 1131 972 1374">American Association of Critical Care Nurses (AACN) is committed to educational and professional development activities that support nurses in caring for high acuity and critically ill patients and their families. The backbone of the curriculum is the American Association of Critical-Care Nurses’ Essentials of Critical Care Orientation (ECCO).</p>



## CONTENTS

PREAMBLE.....	i
PARTNERS.....	ii
CONTENTS .....	iii
INTRODUCTION.....	1
ECSACONM Practice Fellow in Chronic Disease Management (EPF-CDM) .....	3
ECSACONM Practice Fellow in Critical Care (EPF-CC) .....	6
ECSACONM Practice Fellow in Midwifery (EPF-M).....	8
ECSACONM Practice Fellow in Neonatal Care (EPF-NC).....	11
GRADUATION AND FELLOWSHIP OF ECSACONM .....	14
ASSESSMENT AND EXAMINATION .....	14
APPENDICES.....	17



## INTRODUCTION

The ECSACONM is the East, Central, and Southern Africa College of Nurses and Midwifery, established in 1990 as an executing arm of the Commonwealth Regional Health Community Secretariat for East, Central, and Southern Africa (CRHCS-ECSA) in the area of nursing and midwifery. As an executing arm of the ECSA Health Community, ECSACONM is charged with the responsibility of promoting and strengthening professional excellence in nursing and midwifery in the ECSA region.

### Vision

Be the leading centre for excellence in nursing and midwifery education, clinical practice, research, and management in Africa and the world over.

### Mission

Improving the health of communities in the ECSA region by increasing the contribution of frontline health workers (nurses and midwives) to the delivery of quality health care services

### Guiding Philosophy

ECSACONM believes that nursing is a dynamic profession built on a caring tradition, adapting to the ever-changing health care landscape in order to meet the increasing demand for health care, emerging technologies, and limited resources. ECSACONM promotes the spirit of Ubuntu, which relates to bonding with others. This is also in line with the popular Zulu saying, “*UMUNTU NGUMUNTU NGABANTU*” which asserts that to be human is to affirm one’s humanity by recognizing the humanity of others, establish respectful human relations with them on that basis, and preserve the life that we owe to our communities.

## ECSACONM TRAININGS

Accredited training facilities are used for the training. An ECSACONM Training Programme Director (TPD) oversees the execution of the ECSACONM training programs in each accredited hospital as well as the advancement of trainees located there. To guarantee that all potential trainees are enrolled by the deadline and that assessments of trainee progress are finished, TPDs are urged to collaborate with country national representatives (CNRs).



### Application Requirements:

- ❖ Valid Practice License
- ❖ Recommendation letter from the head of working department
- ❖ Academic Certificate (degree certificate or equivalent for Chronic Disease Management, Critical Care, and Midwifery specialities and diploma certificate or equivalent for Neonatal Care Nursing Fellowship)
- ❖ An individual interview may be requested (To establish your ability to demonstrate self-directed and independent learning attitude(s))

### Examinations

- ❖ There will be both theory and practical examination. The theory examination will be written at the end of first year. Practical examinations will be conducted through an objective-structured clinical examination (OSCE). A series of stations will be used to evaluate the student. Every station must be passed. A student can re-seat a failed station, and on a re-seat, the student only retakes the failed stations.

### Grading

Grade	Written Exam	Practical Exam	Interpretation
Pass with Distinction	80% - 100%	90% - 100%	Outstanding
Pass with Credit	70% - 79%	80% - 89%	Very Good
Pass	50% - 69%	70% - 79%	Good
Fail	<50%	<70%	Unsatisfactory

### Communication

- ❖ Communication should be directed to the instructor and copied to: [info@ecsacon.org](mailto:info@ecsacon.org)



## **ECSACONM Practice Fellow in Chronic Disease Management (EPF-CDM)**

### **Course Description**

About 50 per cent of people over 40 years old presenting to health practitioners in ESCA region have at least one chronic condition. This is a 2 year competency based applied learning course consisting of a foundational year and residency(practicum/attachment) year. Nursing Practice Fellow Chronic Disease management builds skills and knowledge to prevent and manage chronic diseases (including of the lung, heart, gastrointestinal system, thyroid and eyes, kidney, gender-specific chronic health issues; hepatitis; diabetes; Parkinson's; obesity; osteoarthritis), deliver chronic disease education, reduce the burden of chronic disease, identify chronic disease models, and the tools and resources required to work effectively in primary health care settings. In order to manage the chronic diseases well, foundation courses will be taught and these include Health Assessment, Investigations and diagnostics, Applied Pathophysiology in context, Applied pathophysiology in context, Applied Pharmacology and therapeutics, Clinical practice development. Principles of Specialty Practice and Specialty Residence, Nursing Specialty Practice 1 and Nursing Specialty Practice 2. Theory will be assessed through case studies, examinations and assignment and clinical competency will be through a practice portfolio accrued at accredited hospitals.

### **Course Level**

Equivalent to Post Graduate Diploma

### **Prerequisite**

Membership, Registered General Nurse with BNSc/ BScN or equivalent

### **Core Competencies :**

- ❖ Analysis, Assessment and Evaluation
- ❖ Leadership and Communication
- ❖ Health System Strengthening
- ❖ Advanced Practice Competency

### **Duration**

2 year competency based course



## Course/Modules

### Core Courses

to	Course Title	Code	Duration	Credit
01	Foundation 1: Health Assessment, Investigations and Diagnostics	FIHID	6 months	15
02	Foundation 1: Applied Pathophysiology in Context	F1APC	6 months	15
03	Foundation 2: Applied Pharmacology and therapeutics	F2APT	6 months	15
04	Foundation 2: Clinical Practice Development	F2CPD	6 months	15
05	Nursing Specialty Practice 1: Principles of Specialty Practice	N1PSP	6 months	15
06	Nursing Specialty Practice 1: Internship	N1SR1	6 months	15

### Assessment

- ❖ Theory will be assessed through routine assignments, Reflective journals, Quizzes, Test and Examination
- ❖ Clinical Examinations through Objective Structured Clinical Exam (OSCE)
- ❖ Clinical Practice Portfolio

### Course Delivery

- ❖ Course delivery is via The Guild (the learning management system).
- ❖ During the second year of fellowship learning will mostly take place at the site where a student is attached with block online lectures preceding each clinical rotation

### Assignments

- ❖ Assignments are indicated on each course panel and are to be submitted by the due date

### Tutorials

- ❖ Live tutorials (Q&A style) done on weekends will be provided for each course, and these are announced on the learning management system. A tutorial is provided at the start of each course and during the middle of the course.





## Textbooks

- ❖ The recommended textbooks to be identified and stated in the course outlines



## **ECSACONM Practice Fellow in Critical Care (EPF-CC)**

### **Course Description**

Critical care nurses are required to lower the ESCA region burden of disease associated with care after major surgery in high-risk areas like obstetrics, trauma and paediatrics and management of time critical acute phases chronic and infectious diseases (including HIV, TB and malaria). The Nursing Practice Fellowship Critical Care builds competencies of nurses to work in high-pressure critical care environments and to effectively care for patients who are critically ill. This key outcome of this fellowship is to expand the scope of practice for registered nurses and advances knowledge, specialist skills and core competencies in critical care nursing. Fellows are equipped with the expertise to care for patients and their families using contemporary evidence-based practice. Theory will be assessed through case studies, examinations and assignment and clinical competency will be through a practice portfolio accrued at accredited hospitals.

### **Course Level**

Equivalent to Post Graduate Diploma

### **Prerequisite**

Membership, Registered General Nurse

### **Core Competencies**

- ❖ Analysis, Assessment and Evaluation
- ❖ Leadership and Communication
- ❖ Health System Strengthening
- ❖ Advanced Practice Competency

### **Course Duration**

A - 2 year competency based applied learning, consisting of a foundational year and residency/Internship (practicum/attachment) year

**Course/Modules:** Core Courses

SN	Course Title	Code	Duration	Credit
01	Foundation 1: Health Assessment, Investigations and Diagnostics	FIHID	6 months	15
02	Foundation 1: Applied Pathophysiology in Context	F1APC	6 months	15
03	Foundation 2: Applied Pharmacology and therapeutics	F2APT	6 months	15
04	Foundation 2: Clinical Practice Development	F2CPD	6 months	15
05	Nursing Specialty Practice 1: Principles of Specialty Practice	N1PSP	6 months	15
06	Nursing Specialty Practice 1: Internship	N1SR1	6 months	15

**Assessment**

- ❖ Routine assignments, Reflective journals, Quizzes, Test and Examination
- ❖ OSCE (Objective Structured Clinical Exam)
- ❖ Clinical Practice Portfolio

**Course Delivery**

- ❖ Course delivery is via The Guild (the learning management system).
- ❖ During the second year of fellowship learning will mostly take place at the site where a student is attached with block online lectures preceding each clinical rotation

**Assignments**

- ❖ Assignments are indicated on each course panel and are to be submitted by the due date

**Tutorials**

- ❖ Live tutorials (Q & A style) done on weekends will be provided for each course, and these are announced on the learning management system. A tutorial is provided at the start of each course and during the middle of the course.

**Textbooks**

- ❖ The recommended textbooks to be identified and stated in the course outlines

## **ECSACONM Practice Fellow in Midwifery (EPF-M)**

### **Course Description**

Midwives are needed to address infant, child, and maternal mortality rates in the ECSA region. Midwives play a vital role in supporting women across the continuum of pregnancy, labour, birth, and the post-natal period. The Nursing Practice Fellowship Midwifery is a unique program, which aligns with the philosophy of ‘woman-centred’ midwifery practice, to enable fellows to develop a high-level clinical competence. The fellowship covers anatomy and physiology, midwifery theory and practice, primary healthcare, perinatal mental health, care during preconception, pregnancy, labour and birth, and early parenting. The fellows will be equipped to work in multi-disciplinary teams and in partnership with women to contribute to healthier outcomes for mother, baby, and the community. Theory will be assessed through case studies, examinations and assignment and clinical competency will be through a practice portfolio accrued at accredited hospitals.

### **Course Level**

Equivalent to Post Graduate Diploma

### **Prerequisite**

Membership, Registered General Nurse

### **Core Competencies**

- ❖ Advanced Practice Essential Competencies
- ❖ Analysis, Assessment and Evaluation
- ❖ Leadership and Communication
- ❖ Health System Strengthening

### **Course Duration**

A- 2 year competency based applied learning, consisting of a foundational year and residency/Internship (practicum/attachment) year

**Course/Modules:** Core Courses

SN	Course Title	Code	Duration	Credit
01	Foundation 1: Professionalism and Midwifery Trends	FIPMT	25Hours	5
02	Foundation 1: Health Assessment, Investigations and Diagnostics	F1HID	80 Hours	10
03	Foundation 1 Anatomy and Physiology	F1AP	38 hours	5
04	Foundation 1: Normal Midwifery Science	F1NMS	109hours	10
05	Foundation 2: Research, Epidemiology and Demography	F2RED	62Hours	5
06	Foundation 2: Applied Pharmacology and Therapeutics	F2APT	10	10
07	Foundation 2: Abnormal Midwifery Sciences	F2AMS	128 hours	10
08	Foundation 2: Women’s Health and Psychosocial Issues	F2WHPI	47 hours	5
09	Foundation 2: Clinical Practice Development, Midwifery Informatics and Entrepreneurship	F2CPDIE	15 hours	10
10	Nursing Speciality Practice 1: Midwifery Specialty Internship /Clinical Internship	N1SR1	10 months	120
	Nursing Speciality Practice 2: Advanced Specialty Practice	N2ASP2	6 months	15

**Assessment**

- ❖ Written examinations at the end of each semester. A learner can repeat a failed examination.
- ❖ Clinical Examinations through Objective Structured Clinical Examinations (OSCEs). A series of stations will be used to evaluate the learner. All stations must be passed, and a student can repeat a failed station.



### **Course Delivery**

- ❖ Course delivery is via The Guild (the learning management system).
- ❖ During the second year of fellowship, learning will mostly take place at the site where a student is attached, with block online lectures preceding each clinical rotation.

### **Assignments**

- ❖ Assignments are indicated on each course panel and are to be submitted by the due date

### **Tutorials**

- ❖ Live tutorials (Q & A style) done on weekends will be provided for each course, and these are announced on the learning management system. A tutorial is provided at the start of each course and during the middle of the course.

### **Textbooks**

- ❖ The recommended textbooks to be identified and stated in the course outlines



## ECSACONM Practice Fellow in Neonatal Care (EPF-NC)

### Course Description

Neonatal mortality has been a great source of discussion especially in low resource settings. Sub-Saharan Africa accounts for the highest neonatal mortality rate in the world at 27 deaths per every 1000 live births (World Health Organization, 2022). Sustainable Development Goal 3 section 2 encourages UN member countries to target reduction of Neonatal Mortality Rate (NMR) to less than 12/1000 live births by the year 2030 (<https://Sdg.data.gov./3-2-2/>). As most of the mortality is centered around the small and sick newborns, the WHO Every Newborn Action Plan (ENAP) for the low resource countries includes guidelines and standards. Recommendation from one part of the WHO Every Newborn Action Plan is related to workforce and if we build a competent, empathetic, motivated workforce we can help save over 60,000 newborns per year (WHO, 2020). This Neonatal Post-Graduate Diploma program will address the specialized education and skill acquisition that is needed for neonatal nurses.

### Course Level

Equivalent to Post Graduate Diploma

### Prerequisite

- ❖ Be a member of the participating ESCACONM member states
- ❖ Graduated from an accredited nursing or midwifery program with a minimum of Diploma in nursing/ midwifery.
- ❖ Registered with a Nursing and Midwifery Council of their home country. License need to be active and unrestricted.
- ❖ Be in good standing with the Nursing and Midwifery Council of in their home country. Fellows who have cases can obtain a written documentation on resolution of the case by the board/council.
- ❖ Minimum of two years' work experience caring for paediatric client or neonates or paediatrics clients in health facility/ settings

### Core Competencies

- ❖ Advance Neonatal Nursing Competencies
- ❖ Develop neonatal analysis, assessment and evaluation skills



- ❖ Develop Quality Improvement, research, leadership and adult education skills
- ❖ Learn to utilize the role to strengthen neonatal health systems

### Course Duration

The program duration shall be a one year combined didactic and clinical mentorship

### Course/Modules: Core Courses

Course Title	Code	Duration	Credit
Foundation 1: Developmental & Neonatal Physiology	F1DNP	6 months	3
Foundation 1: Newborn Assessment	F1NA	6 months	3
Foundation 1: Neonatal Pathophysiology and Management I	F1NPM1	6 months	3
Foundation 1: Neonatal Practicum I	F1NP1	6 months	4
Foundation 1: Seminar I Leadership	F1S1L	6 months	2
Placement 1: Prenatal Unit, Labor Ward, Post-Natal Unit, Level II			
Foundation 2: Quality Improvement / Research in Neonatal Unit	F2QIRNU	6 months	3
Foundation 2: Neonatal Pharmacology	F2NP	6 months	3
Foundation 2: Neonatal Pathophysiology and Management II	F2NPM2	6 months	4
Foundation 2: Neonatal Practicum II	F2NP2	6 months	2
Foundation 2: Seminar II	F2S2	6 months	
Foundation 2: Change Project	F2CP	6 months	6
Placement2: Nursery, Labor Ward, Level II & III Unit			

### Assessment

- ❖ Class participation \*recommended that this is a method used in each course (i.e. 10% of each course)
- ❖ Advocacy letter
- ❖ Scholarly paper
- ❖ Seminar presentation
- ❖ Clinical case presentation
- ❖ Self-evaluation/Reflective practice
- ❖ Concept mapping





- ❖ Peer evaluation
- ❖ Objective Structured Clinical Examination (OSCE)
- ❖ Change project and Change Implementation and Oral Defense
- ❖ Written examination
- ❖ Reflective journal

### Course Delivery

- ❖ Course delivery is via The Guild (the learning management system).
- ❖ During the second year of fellowship, learning will mostly take place at the site where a student is attached, with block online lectures preceding each clinical rotation.

### Assignments

- ❖ Assignments are indicated on each course panel and are to be submitted by the due date

### Tutorials

- ❖ Live tutorials (Q & A style) done on weekends will be provided for each course, and these are announced on the learning management system. A tutorial is provided at the start of each course and during the middle of the course.

### Textbooks

- ❖ The recommended textbooks to be identified and stated in the course outlines

### Examinations

- ❖ Examinations will be conducted through an objective-structured clinical examination (OSCE). A series of stations will be used to evaluate the student. Every station must be passed. A student can re-seat a failed station, and on a re-seat, the student only retakes the failed stations.



## GRADUATION AND FELLOWSHIP OF ECSACONM

Candidates who complete the fellowship program successfully will graduate and become ECSACONM fellows via examination. The new fellow may be accepted to the National Medical Council's specialised register. A graduation fee is required prior to graduation (see Appendix 2 for 2023 ECSACONM Fellowship fees). New fellows are encouraged to train as ECSACONM trainers and to participate actively in their college's operations.

## ASSESSMENT AND EXAMINATION

ECSACONM Fellowship Training (ECSACONM-FT) will be assessed formatively and summative. Formative assessment will take place on a weekly, monthly, and annual basis to ensure that ECASONM fellows are on pace to complete the program. Summative evaluation will be based on written, oral, and practical examinations.

### Formative Assessment

Clinical rotations will involve ongoing formative evaluation of knowledge, skills, and attitudes. Progression will be contingent on demonstrating the proper professional attitude. Multiple-Choice Questions (MCQs) and objectively designed clinical trials shall be used for the assessment. The development of core competence abilities will decide how far a candidate may proceed.

### Summative Assessment

Summative evaluation will be at the end of the two parts of the program. Trainees are expected to sit for their fellowship examinations at the end of their second year of training. A candidate shall only be eligible to sit for the ECSACONM Fellowship Examination on receipt of the examination fee. The exam shall consist of two parts: a written examination followed by a clinical examination. The written examination takes place first. Candidates who are successful in the written examination will then be invited to the clinical examination.

### Results

All Fellowship examination results are communicated to candidates by the Registrar by the end of December. Results are not made available immediately following an examination. Following the examination, the examination numbers of successful applicants will be



displayed at the examination centre. Candidates whose numbers would not be displayed are deemed to have failed the examination.

### **Appeal**

A written appeal against exam results must be submitted to the Council within sixty days of the exam's completion. The president of the college will then convene an impartial appeals committee to investigate the appeal and force the head of the panel of examiners and the Examination Board to provide a written report. The Appeal Committee will next take all factors into account and draw its own conclusions before recommending a final and binding judgment.

### **Postponement of Exam**

Candidates are allowed to postpone the exam if they have valid reasons, which must be approved by ECSACONM. In such circumstances, the candidate has to notify the Examination Committee by submitting a written application for postponement of their examination with supporting documents as necessary regarding the ailment or problem.

### **Illness and Leave for Personal Circumstances**

Leave may be requested on the grounds of personal health, well-being, and circumstance, such as bereavement, maternity breaks, career breaks, working abroad, and for other reasons. The ECSACONM Secretariat, their CNRs, and the Registrar should be contacted at the earliest possible time. No credit will be given for time out of the program, irrespective of posts held while on leave.

### **Financial Hardship**

ECSACONM strives to make fellowship training accessible to potential trainees from different backgrounds. To this end ECSACONM looks to partner with likeminded institutions to provide scholarship and other assistance to trainees and interested applicants. Please see the ECSACONM website or talk to your CNR for more details.

### **Trainee Support**

ECSACONM is committed to support trainees' wellbeing throughout their working life. The College advises trainees to monitor to monitor their physical and emotional wellbeing and to seek assistance early if they have any concerns. It is important to adhere to the medical advice and management plans of the doctors who support you. Remember to priorities your own health and wellbeing so that you can in turn support the patients in your



care. We encourage you to proactively contact ECSACONM Secretariat via [info@ecsacon.org](mailto:info@ecsacon.org) for any concerns.



## APPENDICES

### Appendix 1: Key Dates

The ECSACONM training year runs in two (2) semesters and we anticipate applications to be closed by the end of January. Intending trainees must apply online and pay for their chosen training programme by deadline below, in order to commence training in the relevant academic year. Dates may be subjected to change, should travel restrictions apply.

Activity	Date
Fellowship Programme enrolment and payment	November to January
Written Examination	November Exam Period
Clinical Examination	November Exam Period
Graduation	March

### Appendix 1: Fee Structure

ECSACONM Fees for the fellowship programmes;

Fellowship Training Programme	Fees in (USD)
Application Fee	50
Membership Entry Fee	100
Fellowship Training Programme Entry	600
Fellowship Training Programme Examination	700
Fellowship Training Programme Skills Attachment	550
Fellowship Graduation	500
Total	2,500
Extra Payment	Fees in (USD)
Repeat Examination	200

\* This fees can be paid in four instalment of six months (\$ 625)