

# Malawi German Health Programme (MGHP)

## Human resource management and development

### Challenge

A highly skilled health workforce with the appropriate size and distribution is essential to ensure universal health coverage. The Malawian health system however faces huge challenges regarding their workforce. Inadequate quality of pre-service training, poorly implemented continuous professional development (CPD) and shortage of medical specialists are only some of the challenges that need to be addressed!

### Our approach

The Malawi German Health Programme (MGHP) responds to these challenges with a multi-level approach, working at national, district and facility level. The programme provides advisory services through international and national personnel, through development advisors (DA) and integrated experts (IE).

At national level, the MGHP supported the Ministry of Health and Population (MOHP) to develop the Human Resource for Health Strategic Plan 2018-2022 and continues to support MOHP, training institutions and regulatory bodies with implementing selected strategies from the plan. Additionally the Christian Health Association of Malawi (CHAM) receives assistance to implement their HR policies in CHAM facilities.

The MGHP has been instrumental in harmonising the mentoring approach to in-service training in the health sector. MGHP works with the district management teams to institutionalise this approach for training of skilled birth attendants in emergency obstetric care at their work place. This is complemented by strengthening the Continuous Professional Development

(CPD) programme for health workers through the regulatory bodies.

To raise the quality of pre-service training the MGHP is providing assistance to the College of Medicine (CoM), Kamuzu College of Nursing and Nkhoma College of Nursing, CHAM. At the nursing colleges, a particular focus is placed on improving clinical skills training of nurse-midwife students and at CoM several IE contribute to the training of medical students and clinical officers (CO) during their specialist training in the BSc CO Programme.



<b>Project name</b>	<b>Malawi German Health Programme</b>
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<b>Implementing organisation</b>	Deutsche Gesellschaft für internationale Zusammenarbeit (GIZ) GmbH
<b>Project region</b>	Malawi; Target districts: Dedza, Lilongwe, Mchinji & Ntcheu
<b>Lead executing agency</b>	Ministry of Health and Population (MoHP)
<b>National partners</b>	Ministry of Health and Population (MoHP); Colleges, Christian Health Association of Malawi, Regulatory bodies
<b>Duration</b>	February 2017 – July 2020
<b>Financial volume</b>	20.650.000 EUR including co-financing from the Bill & Melinda Gates Foundation



Photo left: Each year Kamuzu College of Nursing enrolls 250 nurse-midwife students.

Photo right: 80 % of clinical officers' specialist-training is delivered on-the-job



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*Photo left: MGHP has established 9 skills labs for mentees and students to be taught emergency obstetric skills.*

*Photo right: Skilled birth attendants report to benefit from the mentoring on life-saving skills*

## Results in figures ...

- The HRH Strategic Plan was endorsed and launched in September 2018 by the Minister of Health and Population, Hon. Atupele Muluzi, MP.
- 114 BSc Clinical Officers are now providing specialised care mostly at district hospitals.
- 180 CHAM managers have received training in HR management.
- 78 trained Continuous Professional Development Facilitators coordinate CPD for skilled birth attendants in their facilities in the four target districts.
- Harmonised Mentoring Guidelines and Training Manual were endorsed by MoHP and are now being implemented.
- 6 skills labs were set up in selected health centres now allowing 9 teams of mentors to offer mentoring on basic emergency obstetric and newborn care skills in addition to those at the district hospitals.

## ... and in stories

**Clinical officers** form an important part of health service delivery at district level. They have been trained as generalists and rotate between different departments in district hospitals. The absence of specialist doctors at district level results to inadequate quality of service delivery and a high referral rate from district to central level. The BSc Programme supported by MGHP offers specialized training to CO in 6 disciplines: paediatrics, internal medicine, anaesthesia,

obstetrics & gynaecology, orthopaedics and surgery. Joster Kamphoni, Clinical Officer, who completed the BSc programme in the paediatric stream, says: "Through the BSc Programme for Clinical Officers I got the knowledge and experience to comfortably diagnose and treat the paediatric cases that present at Ntcheu District Hospital. I can now treat the children here in Ntcheu and don't need to refer so many to Kamuzu Central Hospital which is 160km away. I am also heading the paediatric department and provide mentoring and bed-side teaching to my colleagues. Through my training I am now in close contact with specialists at the central hospitals who I can notify when I do refer a very sick child, preventing unnecessary delays."

Mandatory **Continuous Professional Development** for nurse-midwives was re-introduced by the Nurses and Midwives Council of Malawi with the assistance of the MGHP. Rachel Jiya, a ward matron and CPD facilitator at Kamuzu Central Hospital in Lilongwe says: "After nurses complete their education things keep changing – how can nurses with their heavy workloads get the necessary updates on new guidelines and procedures? CPD is a structured mode of knowledge sharing for health professional within a health facility. NMCM offers great support and provides guidance and materials required for implementing CPD successfully."

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