



# Nursing Leadership & Management During Covid 19 Pandemic : Experiences, Resource Mobilization and Challenges

Presenter: Margaret Mungai  
Deputy Director, Nursing Services  
Moi Teaching & Referral Hospital  
Eldoret-Kenya.

**ISO 9001:2015 Certified Hospital**



29<sup>th</sup> April, 2021



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# MTRH-Shoe for Africa Paediatric Hospital





# Background

- MTRH Nurse leaders were in-cooperated into the MTRH Covid 19 Control and Suppression Committee and its sub-committees:-
  - Communication and coordination
  - Nursing & Infrastructure
  - Treatment and Care
  - Surveillance & Contact Tracing
  - Home Based Care



# Role of Nurse Leaders & Managers in Covid-19 Management at MTRH

- **Prevention, Treatment & Vaccination**

- Guide in the interpretation/Adapting Covid 19 National Guidelines/ Communique for implementation
  - Sensitization of all employees
  - Identified, outlined and communicated plan of action upon receiving suspected patients

***Covid 19 Pandemic :Acid Test for Nurse Leaders and Managers***



# Experiences

- **MTRH First Case Results 9<sup>th</sup> April 2020 (Tested on 6<sup>th</sup> April 2020)**
- Harness Team work within interdisciplinary health care teams
- Listen, Empathize & Respect feelings of Uncertainty and Fear among nurses yet Empower nurses
- Cope with New and Evolving guidelines/ protocols/Updates,-New PPEs,-New Equipment
- Learning: New disease, first hand experience from health Team and patients

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## Experiences Cont...

- Envisioned our capabilities as MTRH:
  - Focused testing-eligible patients & clients in view of testing kits and transportation media
- Continuous Sensitization on Strict adherence to Covid 19 prevention protocols:-No need for accommodation/Isolation of nurses and other care providers



## Experiences Cont...

- Courage and Optimism to support our Nursing teams:-
  - -Nurses have:-Co morbidities/Elderly
  - -Nursing Workforce needed despite sickness absence
- Communication/gratitude /support to nurses-Focused on Mental Health aspect of staff/ patients/relatives
  - Psychological support and debriefing nursing teams to enable coping with infections/mortality(pts and colleagues)

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## Experiences Cont...

Need for Prompt response and Decision making upon consultations/enquiries

### Hotline:

- 0110052150 & cell-phone 056527474 to decongest the Night Superintendent/Referrals Coordinators call line (0701790434)
- MTRH Covid 19 self screening tool- \*219#





# MTRH Multidisciplinary Rounds.....



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## Experiences Cont...

- Working hours/Duty reorganization –Night duty from 5pm to 7am upon Curfew hours
- Confidentiality yet prompt availability of Covid 19 results for immediate action
- Nursing voice-Needed in IPC, care provision, knowledge dissemination guidance, care provision and support



## Experiences Cont...

- Scaling down the Consultants Follow-up Clinics bookings & Extended Drug refill periods for Psychiatric and DM Patients
- Surveillance /Contact tracing was effective in early stages of the Pandemic not in CT4Covid 19
- Vaccination planning –Logistics & scheduling MTRH staff and collaborating institutions staff.







# Resource Mobilization

1. Reassignment /redeployment of nurses :  
Inpatient, Evaluation and Testing Centre ,Home Based Care and Follow-up /Outreach services
2. Infrastructure : Rafiki Isolation Centre, Rafiki Evaluation Centre, Amani Isolation ward, MTRH World Bank Regional Laboratory, Oxygen generation plant, Oxygen Piping with relevant maintenance and service commitments

# MTRH Covid Amani Isolation Ward



- Nurse Station Safe/Green Zone
- Donning Area
- Ward Entrance and Exit
- Doffing Area
- Shower/Amenities back to the Nurse Station



### 3.Collaboration:-



Kenya Covid 19 Fund Board  
with Equity Foundation

-Indiana University,

-USAID-

-MOH

-World Bank

-Quadong P.R.China

-Smile Train,

IPAS,

EABL,

Brightek IL



# Resource Mobilization Cont...

4. Employment of nurses-(114 Nurses)

5. Other Health Products and Technologies(HPTs) -  
High oxygen flow-rate administration consumables:-

- High Flow Nasal Cannula (HFNC) and  
Continuous Positive Airway Pressure Non Invasive  
Ventilation (CPAP NIV) masks

6. TeleHealth/Teleconferencing infrastructure







# Resource Mobilization Cont...

7. Transportation Logistics

8. Maintenance of Non Covid 19 Essential Health Services

9. County Engagement and support to reduce movement/referral of Covid 19 patients.

10. Private Hospitals support to contain Covid 19 patients





## Challenges

- Regulation of Visitors to the hospital
- Inadequate resources/Financial constraints  
(PPEs, oxygen, supplies, Drugs)
- Increased workload yet some patients perceived a dehumanized/Discriminatory care
- Burnout/Exhaustion/Long Working hours-curfew time=  
=Compensatory offs/food and teas/Debriefs/Duties with resting periods(4hrs)





## Challenges cont..

- Psychological effect of Covid 19-for patients/relatives:-
  - Debriefing Patients & Relatives
  - Staff /Family -anxiety may infect/avoidance
- Stigma by colleagues and community-Sensitization/MTRH Integration policy



## Challenges cont..

- Industrial action within the county facilities by doctors, nurses and clinical officers-Referrals
- Denial +ve results-Present to other facilities/lost to follow-up on HBC
- Covid 19 –“Loneliest of all diseases” (Isolation, PPEs, No visitors) :-Introduced Covid 19 Care Companion for the very sick patients.
- Public/Political sheer disregard of safety protocols
- Infodemics and miscommunication-(Social Media)





# Conclusion

- Salute the nursing fraternity:-
  - Nurse leaders'/Managers' moral responsibility and support to nurses
  - Nurses selflessness in Covid 19 care provision & Professional mentorship of nursing students and Young nurses.
- Salute MTRH CEO Dr Wilson Aruasa for his Leadership & Support to MTRH Nurses & our DNS Titus Tarus –The Leader of Nurse Leader Managers at MTRH.





END.....Asante Sana

