



The preceptorship training programme for antiretroviral therapy rollout in Botswana

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The purpose of this paper is to discuss the preceptorship training programme for antiretroviral therapy rollout in Botswana. The preceptorship training programme started in 2002, and has trained 3,063 health workers in 30 sites in 3 years. It is a Government of Botswana initiative which is funded by African Comprehensive HIV/AIDS Partnership (ACHAP).

The preceptorship programme places HIV/AIDS experts comprised of physicians and nurses from leading international institutions in Botswana's hospitals and clinics. Most experts cruited for the programme are adult care specialists in HIV/AIDS and serve a term of at least three to six months.

The preceptorship training programme has been instrumental in training health personnel in all new sites for rollout of the ARV programme. Preceptors prepare sites for ARV launch by providing both managerial support for organizing ARV services and for rapidly training treatment teams. Preceptorship training causes minimal interruption to day to day running of the hospital or clinic as it is facility based, cadre specific team training. It also involves clinical mentorship and problem oriented learning, based on Botswana National Guidelines for HIV/AIDS treatment and the national Knowledge Innovation Together Shall Overcome HIV/AIDS (KITSO) curriculum.

Challenges faced by the programme are lack of resources such as manpower in facilities leading to conflict of roles for preceptors. Secondly, preceptors are not familiar with the health care system of Botswana.

The lessons learned in this programme are building capacity locally for sustainability of the programme. Experts recruited from different leading international institutions share experiences to improve the quality of care in HIV/AIDS.

It is recommended that contracts for preceptors should be for a period of 1 to 2 years. Orientation programme for preceptors should be extended to two weeks. More paediatricians should be recruited to handle paediatric issues. Administration of examinations after training should be the role of preceptors.