Implementation of preceptorship training program, Botswana

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Issues:
Preceptorship Training Program provides rapid facility based cadre specific theoretical and clinical training to all relevant cadres of health workers in all ARV sites in Botswana.

Description:
• Identify institutions to supply your program HIV/AIDS specialist physicians and nurses on 3-6 monthly rotations.
• Sign "memorandum of understanding" with each institute clearly defining roles and responsibilities of either party.
• Define terms of reference for the physicians and nurses.
• Develop national ARV treatment guidelines and standard curriculum.
• Designate a coordinator to liaise between partner institutions, relevant ministries, national ARV office and ARV site managers.
• Define training sites.
• Plan ahead for arrival of preceptors to give enough time to sites for ARV rollout preparation and to preceptors for personal accounts.
• Once forwarded by institutions screen all CVs at ministry level for approval.
• Orient the preceptors to the public health system, national guidelines and the curriculum on arrival.
• Provide accommodation and transport, one computer and printer, one overhead projector, telephone and internet access to each team.
• Define line management for preceptors within the site.
• Define clear and specific objectives for each preceptor on arrival according to the scope of work and appraise performance regularly, centrally.
• Collect monitoring and evaluation data centrally.

Lessons Learned:
Preceptors provide managerial support and rapidly train ARV sites. Preceptorship training causes minimal interruption to day to day running of the hospital and penetrates all levels of health care. Preceptors provide confidence, supervision and quality control to sites.

Recommendations:
Preceptors rapidly can train all relevant cadres across sites when training is facility based. Identify multiple partner institutions as provider of preceptors but plan your budget flexible enough to be able to recruit opportunistically. Training and ARV rollout
must go hand in hand.

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