

CATHCA CARE WORKER TRAINING REPORT

LINDANISIZWE COMMUNITY DEVELOPMENT PROJECT: Reg: 071-694-NPO

FACILITATOR: Elizabeth Matare **CENTRE CONTACT:** Busisiwe Mbonane: Project Manager

VENUE: 3291 Xuma Street Emdeni Soweto **DATES:** 21 to 26 September 2015

Total Number of Health Care Workers Trained: 17

TRAINING MODULES: **USID: 260597 Level 3** Information on HIV and AIDS, Treatment Community Care and Support and **USID: 117017 Level 4** Information about Tuberculosis and Directly Observed Treatment (DOTS).

1. INTRODUCTION AND BACKGROUND ABOUT THE ORGANISATION:

Lindanisizwe Community Development Project was formed and was registered as an NPO on 29 September 2009. The organisation's main objective is to provide Home Based Care through education and support to people living with HIV and AIDS, chronic diseases and senior citizens. It also works in collaboration with other organisations that mainly deal with health transformation and education. It has extended its services to foster caring, feeding, and helping orphans and vulnerable children access social grants and other services. It is situated in Emdeni in Soweto. The organisation has for the first time recruited 20 Care Workers involved in Home Based Care in collaboration with EZola Clinic. The Centre has a potential of recruiting a number of unemployed youth who have passion in helping their sick community members and maintaining a database of Care Workers to be further engaged by other health orientated organisations offering Home Based Care. The Provincial Department of Social Development is funding the sustainability of the Home Based Care Programme and the 17 Elderly persons who are actively involved in social skills training and health screening four times per week at the Centre. A compliment of five staff are engaged at the centre. The Project Manager, a Nursing Sister, an Administrator, a part time Bookkeeper and a Gardener. The Centre largely depends on donations.

2. RULES AND REGULATIONS OF THE CATHCA TRAINING PROGRAMME:

The following CATHCA organisational policies were communicated to the learners and the mandate of CATHCA in partnership with Lindanisizwe. The pre-assessment checklist: that the learner understands the assessment process, his her rights to appeal against the assessment results and that the learner has access to assessment guidelines. At the start of the training process the group agreed by consultation in a democratic process to switch off or place their mobile phones on silent, respect each other's opinion, that it was a participatory learning environment, therefore there were no wrong responses, it was an adult education environment and that all will commit to a full 6 (six) days training with oral and written assignments with a final test. The group agreed to start at 09:00 to 15:30 hours

with 30 minutes tea break in the morning only and a 45 minute lunch break. A time keeper volunteered to ensure that these set times were adhered to throughout the training period.

3. TRAINING METHODOLOGY:

In training methodologies were arrived at after establishing the fact that this group of Care Workers had only started at Lindanisizwe in April 2015 and had not been exposed to any form of training; serve in house training provided by a retired highly qualified Nursing Sister who had been providing basic home based care. Only two (2) had done a First Aid Certificate, nine (9) just completed their Matric and eight (8) had not worked before. However had attended an HIV and AIDs course, one (1) a Trauma Counselling Course. The Facilitator then established best practice in training Care Workers who had limited reading abilities and literacy levels in view of the advanced modules at hand. The Facilitator used the following learning tools, participatory learning, oral questioning, and demonstration on flip chart, using familiar scenarios as examples, simplifying learning outcomes before looking at the module content together in sessions, group work to encourage full participation and role play. Assignments were done at the venue rather than at home. Then the final test was written over a two (2) hour period in class by all 17 Care Workers.

4. FEEDBACK ON MODULES:

Each learning outcome achieved on a daily basis, the following morning a recap on each day's activity was carried out through oral questioning and active participatory individual and group work. Individual feedback was offered on workbook assignments during tea time, lunchtime and after sessions for those who stayed behind. Individuals would express those learning outcomes which needed going over or which they did not quite understand.

5. ASSIGNMENTS:

The assignments were done during the training as a number of the Care Workers could not distinguish between explain, describe, demonstrate, define, discuss pertaining to the responses required and how long the responses could be. The group agreed to make use of the time at the venue that doing assignments at home. A number of Care Workers lived away from the Centre and either walked to the venue or took a Taxi. The majority of the Care workers attempted the assignments with due care and accuracy. The rest were slow and where they tried to summarise would go off tangent. Therefore the depth of the assignments were at varying levels of understanding the content as well. All assignments were marked

