

Implementing surgical mentorship in Ethiopia: experiences of mentees, mentors, and leaders

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Disclosures

- Safe Surgery 2020 is funded by the GE Foundation

KEY MESSAGES

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- Mentorship is promising for building the capacity of surgical providers in LMICs
 - Participants perceived: safer care, increased surgical volume, mentor-mentee bonds, and a culture of learning
 - Two-thirds of mentees reported increased confidence & job satisfaction
 - The holistic approach, effective mentee-mentor relationships & receptive climate contributed to the intervention's success

Introduction

- A qualified workforce is critical to effective functioning of health systems
 - However, skill gaps present a challenge in low-resource settings
- Evidence suggests that mentorship can build the capacity of health providers, improving quality, access, and systems
 - Little is known about mentorship in surgery
- We studied a novel surgical mentorship intervention as part of Safe Surgery 2020 in five rural Ethiopian facilities to understand factors affecting implementation of surgical mentorship in LMICs

Safe Surgery 2020 Mentorship Intervention

Changing culture

- Leadership Training

Capacity Building

- Safety protocols and data quality training
- Facility Accelerator Fund

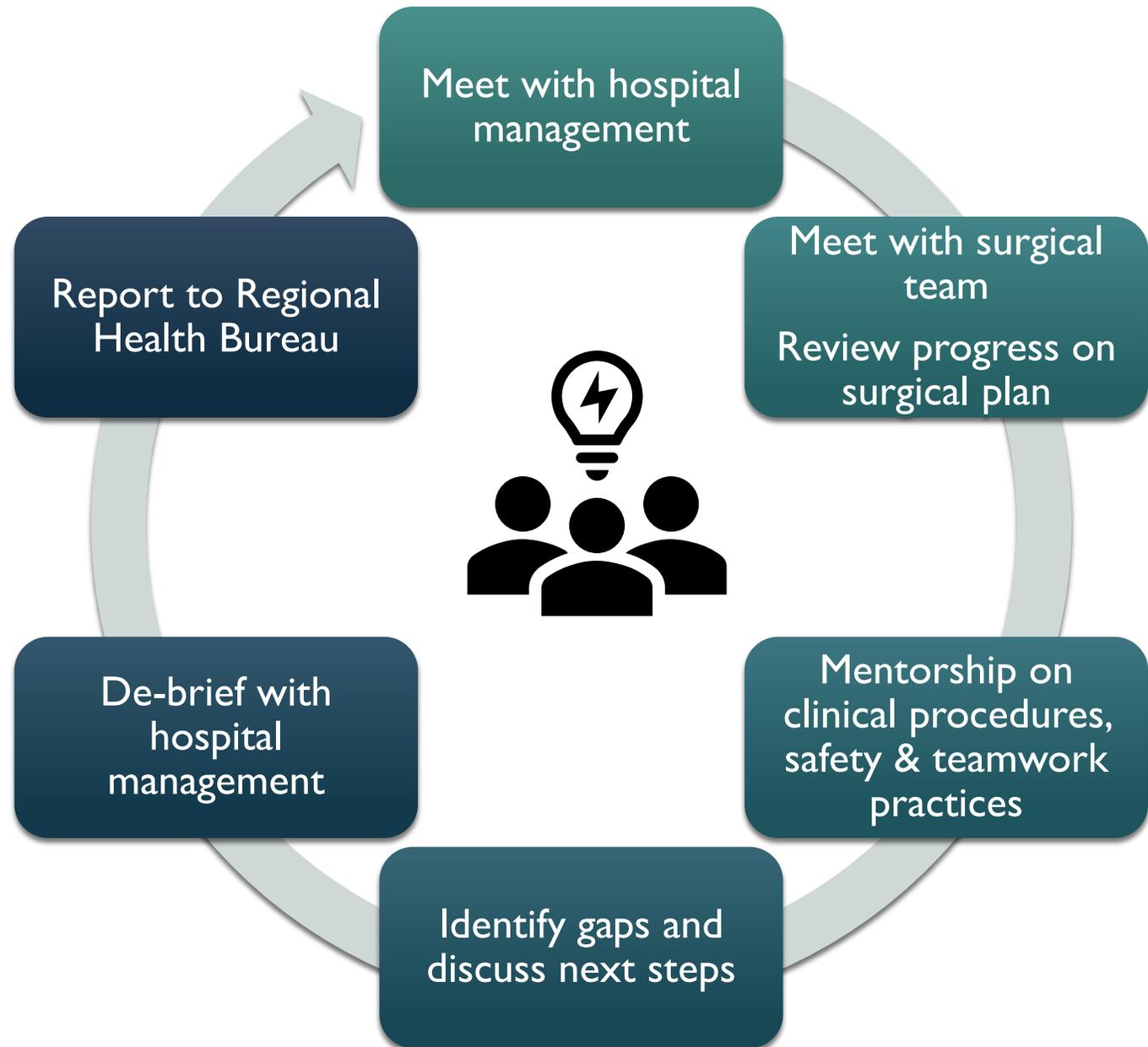
Facilitating sustainability

- Mentorship

Aim

- Improve technical and non-technical skills & surgical ecosystem

Onsite mentoring
one day per month
by a multidisciplinary
mentorship team
from Ayder Regional
Hospital



Methods

■ Study Design

- Convergent mixed-methods

■ Setting

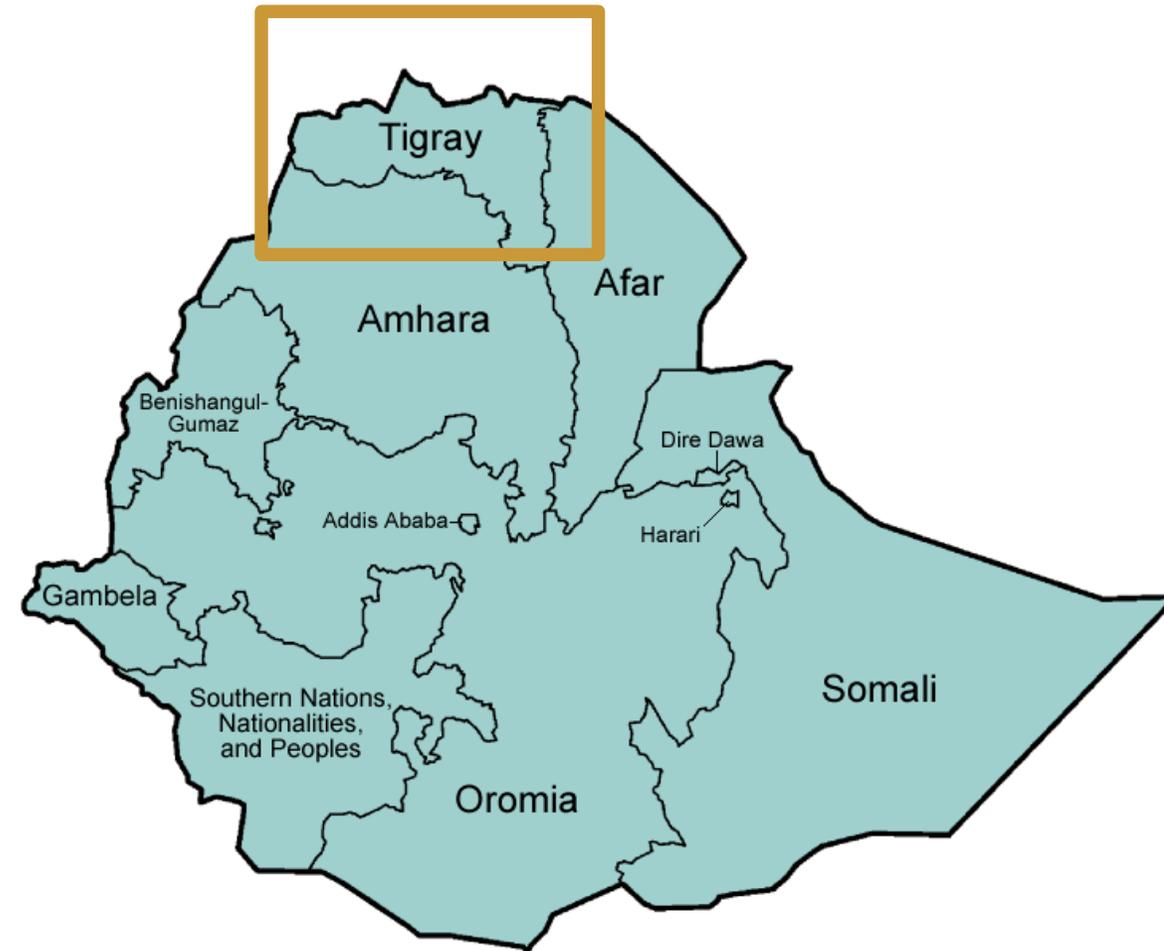
- 5 rural hospitals in Tigray, Ethiopia

■ Participants (N=26)

- Mentees (IESOs, anesthetists, nurses), mentors, hospital leaders and stakeholders

■ Data collection (2018)

- Survey & interviews in English & Tigrinya



Data Collection

Intervention Characteristics

Mentorship areas,
relationships &
characteristics

Organizational Context

Facilitators &
barriers to
implementation

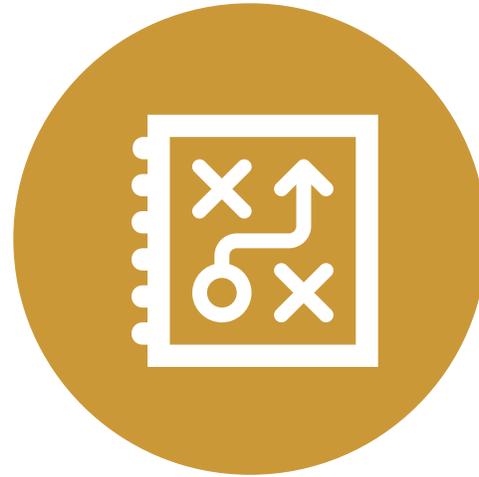
Perceived Impact

Satisfaction,
changes made &
areas of impact

Major Emergent Themes



**THEME I
FACILITATORS**

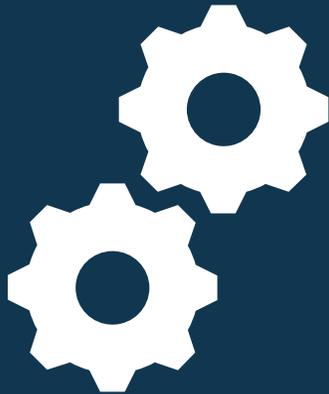


**THEME II
BARRIERS**



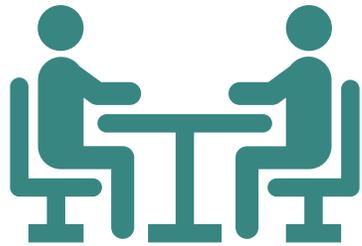
**THEME III
PERCEIVED IMPACT**

FACILITATORS



-
- **Intervention characteristics**
 - Systems focus of the mentorship intervention
 - Multidisciplinary mentorship team
 - Mentee – mentor relationships and mentor characteristics
 - **Organizational context**
 - Receptive implementation climate

Mentee-Mentor Relationships



Friendly & non-
hierarchical

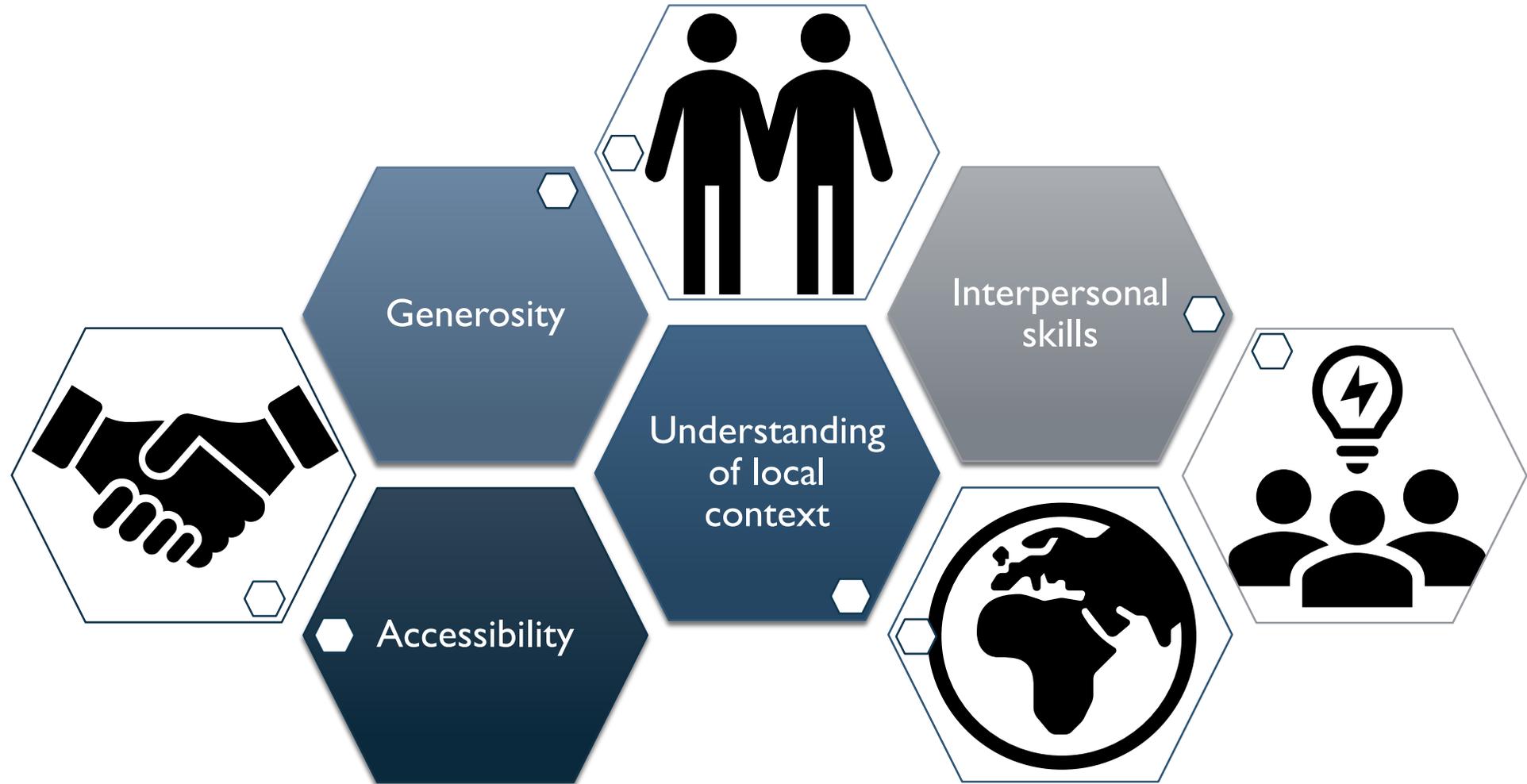


Nonjudgmental
feedback

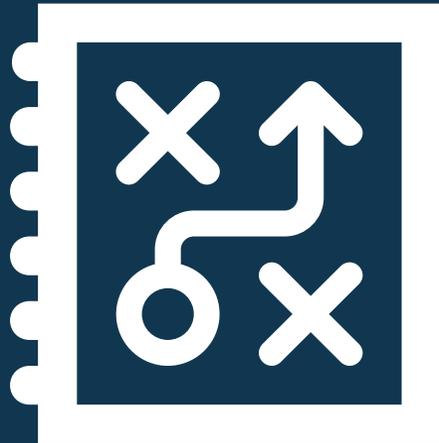


Psychological safety

Mentor Characteristics



BARRIERS



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- **Intervention characteristics**
 - Lack of understanding of mentorship intervention
 - Insufficient clinical training
 - Inadequate mentor support
 - **Organizational context**
 - Challenging context

Challenging Implementation Context



Insufficient workforce



Lack of equipment, supplies and utilities

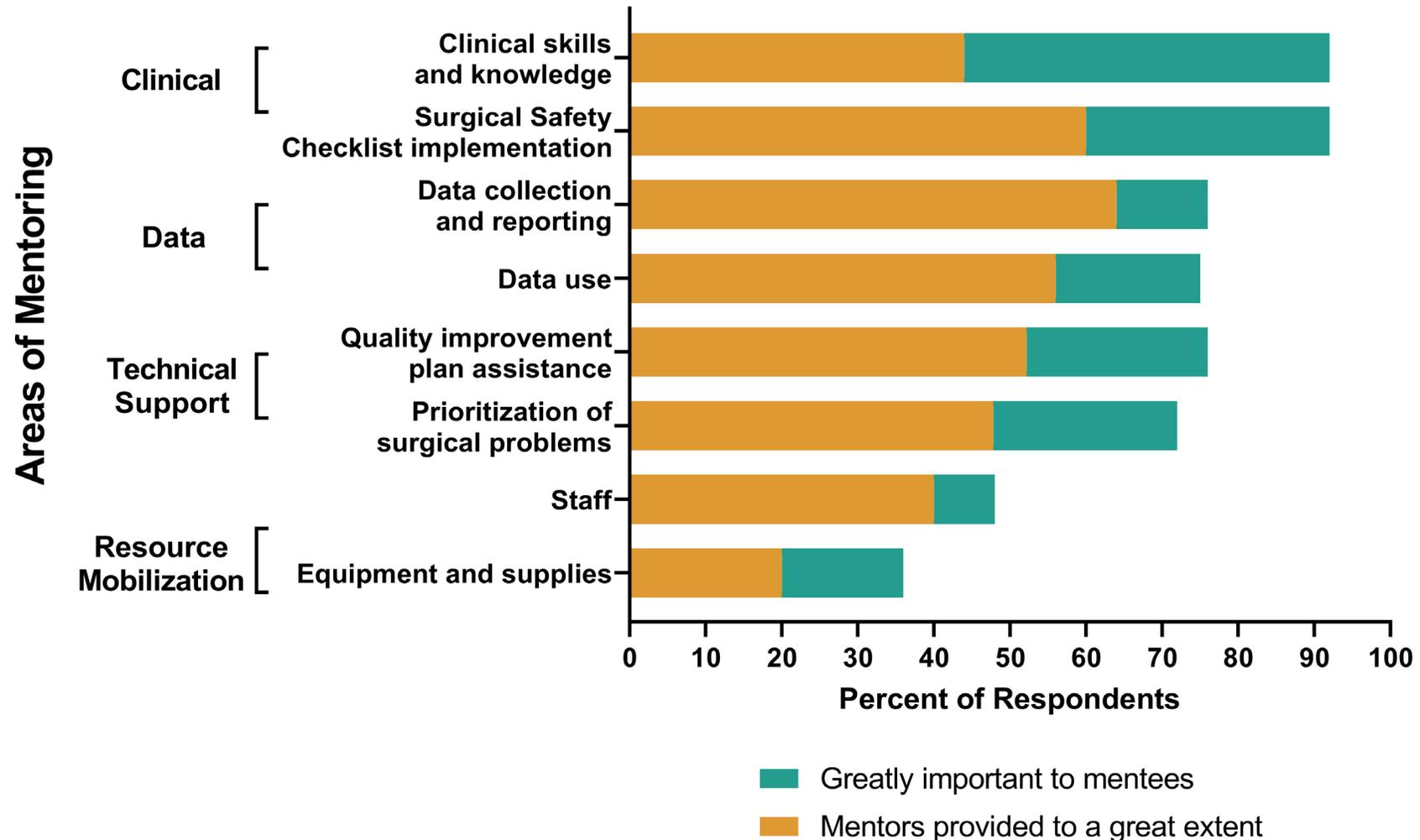


Surgical culture



Isolated, high patient ratios, limited continuing education

Areas of Mentoring



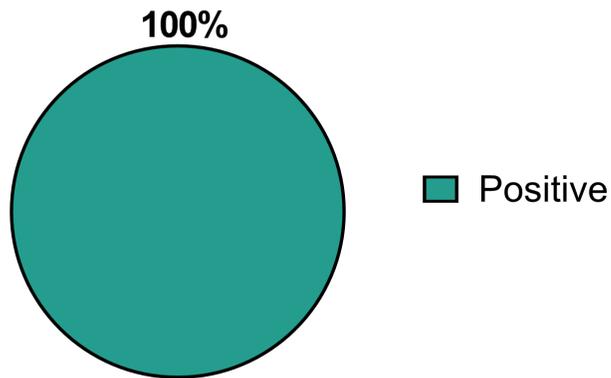
PERCEIVED IMPACT



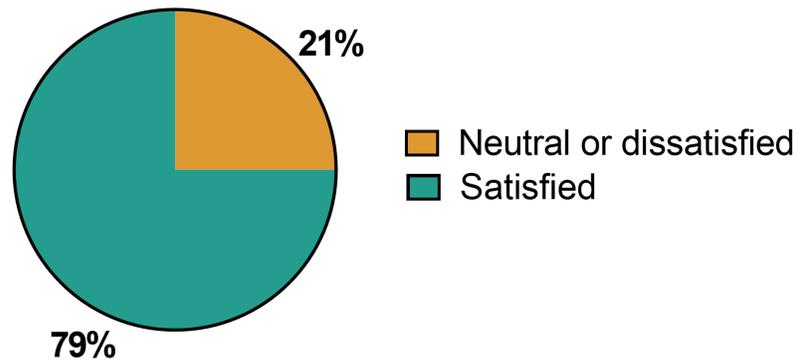
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- Overall mentee experience, satisfaction, & support
 - Reported changes
 - Reported impact of intervention

Overall Mentee Experience, Satisfaction, & Support

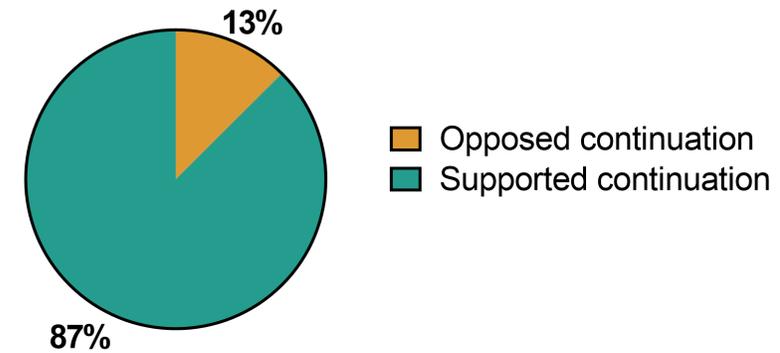
A Overall Experience



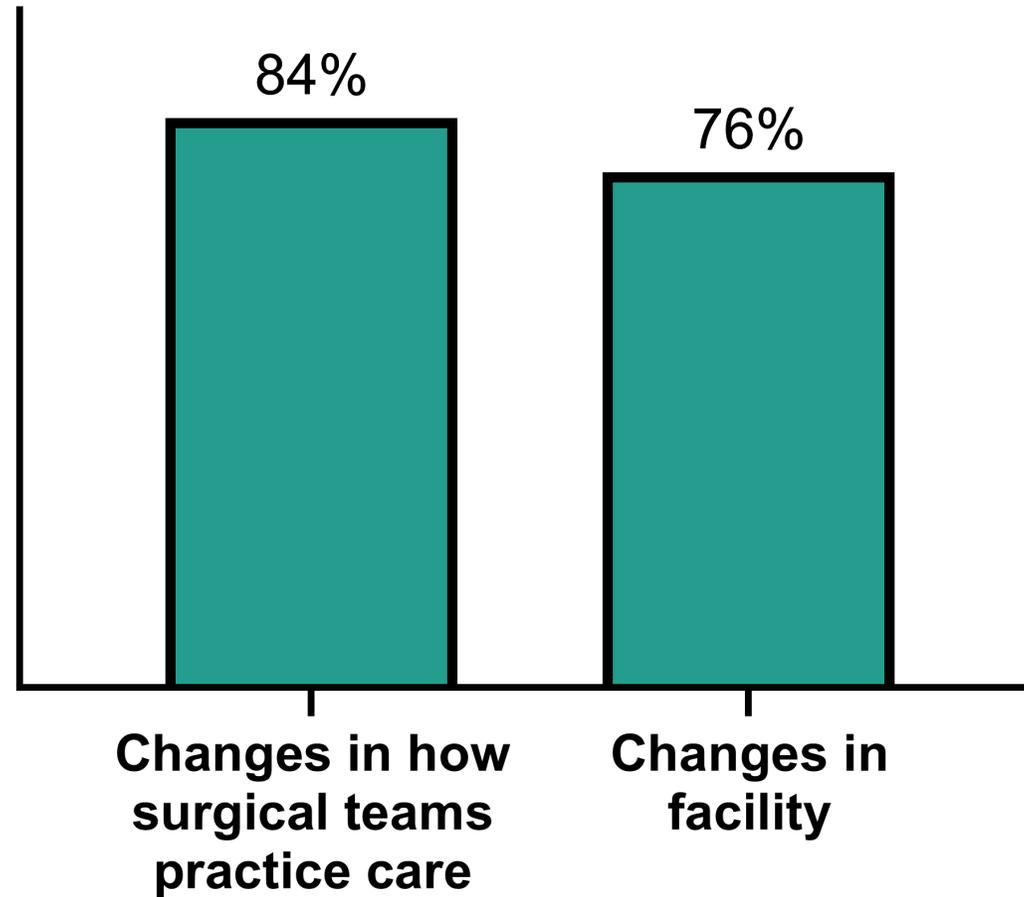
B Overall Satisfaction



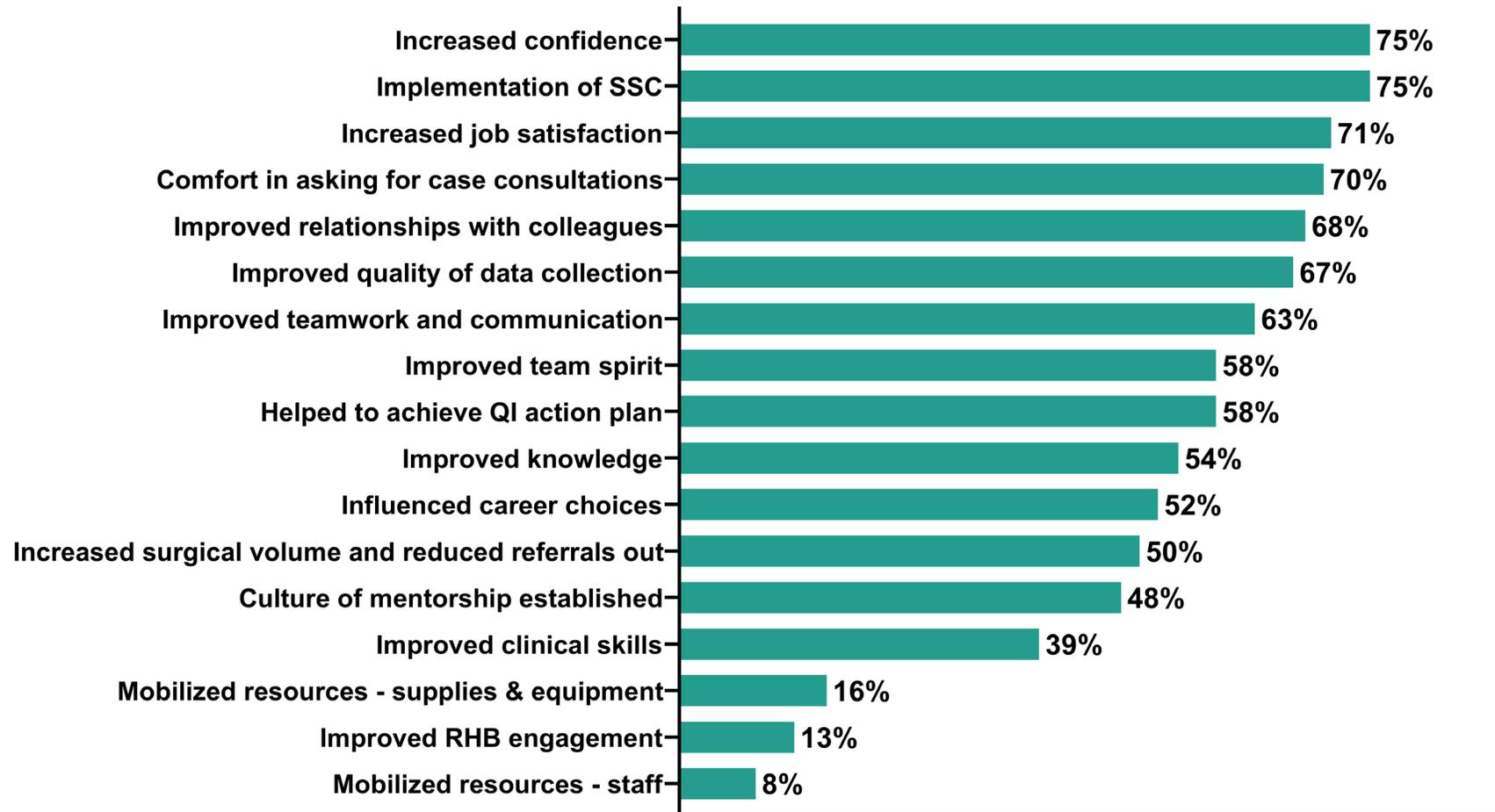
C Support for Continuation



Reported Changes

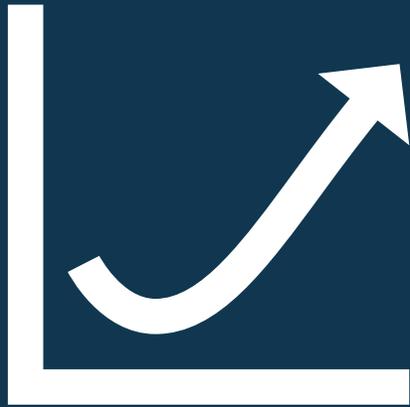


Reported Impact of Intervention



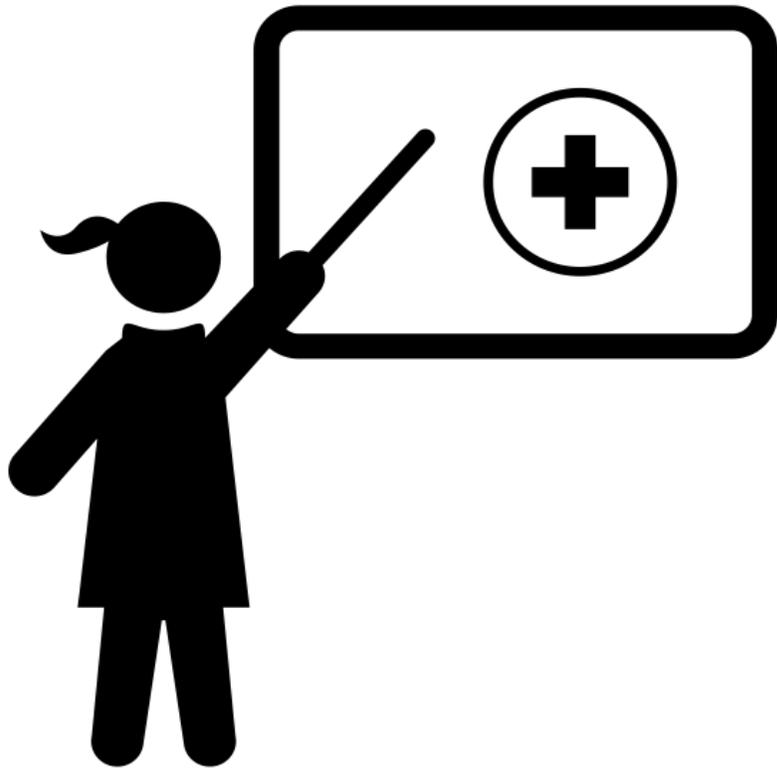
Percent of participants who reported "a great extent" of each outcome at their site

EMERGENT THEMES



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- Safer and more frequent provision of surgical care
 - Establishment of collegial bonds
 - Improved teamwork and organizational culture
 - Inculcation of a culture of continuous learning

Lessons Learned: Intervention Characteristics



- Holistic intervention
- Multidisciplinary mentorship
- Psychological safe mentee-mentor relationship
- Clinical training prior to mentorship
- Innovations that increase dose

Lessons Learned: Organizational Context



- Receptive climate
- Leadership engagement
- Participation by regional authorities
- Adequate resources for surgical teams
- Mentors require resources
- Building a culture of mentorship