



NONM

Newsletter

July -September Quarter - 2024



President's Note Shouts M.G. Simeza

The past quarter has been eventful, marked by a blend of accomplishments and strategic planning. As an organization, we are proud to share some of the key milestones we've achieved, as well as our future goals.

One of the most notable highlights of the quarter is the launch of the first-ever Nursing and Midwifery Journal by NONM. This journal is a crucial platform for nurses and midwives to publish and showcase their research, contributing significantly to the body of knowledge in healthcare. It enables us to share our progress in aligning with the Malawi Health Sector Strategic Plan III, and underscores the vital role of research in advancing the nursing and midwifery profession.

As you know, research is not only a cornerstone of nursing and midwifery, but of

Research Innovation: **Journal of Nursing & Midwifery Launched**

This quarter marks an exciting and transformative milestone for the nursing and midwifery profession in Malawi by the launch of the first-ever Malawi Journal of Nursing and Midwifery (MJNM). This is not only a significant achievement for the nursing community but also a step forward in advancing healthcare systems in the the country as the journal will publish nursing and midwifery and health related research.

In announcing this milestone at the launch on the 28th of August, NONM's Executive Director, Peter Mvuma, said: "We are thrilled to announce the successful launch of the Malawi Journal of Nursing and Midwifery today. The process has been an exciting ride, and we look forward to continued success.

"A heartfelt thank you to our long-time partners, who have been with us every step of the way, the Norwegian Nurses Organisation (NNO) and other sponsors such as

<<President's Note from Page One

nursing and midwifery, but of healthcare as a whole. NONM is committed to taking a leading role in promoting research-driven practice. To this end, we are embarking on various initiatives to build the capacity of our members, empowering them to undertake research that can influence policy and strengthen evidence-based practice within the health sector.

In addition to this, we have commenced preparations for the upcoming Biennial General Assembly, one of the largest gatherings for nurses and midwives under the NONM umbrella. This year, we are also

thrilled to be organizing the National Nursing and Midwifery Scientific Conference, a major event where professionals from across the country and beyond will converge to share knowledge and innovations. We are currently accepting abstracts and manuscripts for consideration, and we encourage all members to submit their work for presentation at the conference.

As always, our advocacy work continues, and we remain engaged with the government to push for ongoing improvements in the welfare and working conditions of nurses and midwives.

Furthermore, we recognize the importance of strengthening our structures at every level. In this regard, we have conducted capacity-building sessions for our Central West and Central East zones, and are preparing to extend similar training to the remaining zones in the North and South. We are dedicated to ensuring that our organizational presence is felt and operational at every facility.

We hope you find this newsletter informative and engaging, and we look forward to your continued support as we move forward with these exciting initiatives.

<<First-ever Nursing Journal Launched

the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), USAID, and GAIA Global Health, for helping us improve health outcomes in Malawi through evidence-based practices and policies via credible research," he added.

The establishment of MJNM is a product of the National Organization of Nurses and Midwives of Malawi's (NONM) 2024-2026 strategic plan; specifically its second focus area on

professionalism. This journal aims at enhancing research standards within nursing and midwifery, delivering high-quality content relevant to Malawi and sub-Saharan Africa, which will inform professional practice.

The journal's chief editor, Associate Professor Genesis Chorwe Sungani, exhorted the members of the editorial board to execute their duties faithfully so that the goals of the journal may be achieved.

According to NONM, the launch of MJNM represents a significant step in the professionalization of nursing and midwifery in Malawi, setting a new benchmark for research and practice in the country and they look forward to seeing the far-reaching impact this journal will have on healthcare in Malawi and sub-Saharan Africa.

Learn more about the journal at <https://mjnm.mw/index.php/mjnm>

The Quest to Empower Local Structures



Knowledge is power, and for us as a trade union, professional organization, and non-governmental organization, understanding Malawi's labor laws is crucial. In early September, we took a step toward empowering our members by conducting a comprehensive training for shop stewards from various health facilities within the Central West and East Zones. The discussions so far have been highly enlightening, sparking thoughtful conversations and critical reflection. As we will be continuing in the north and south zones, we are confident that this training will have a lasting impact on both the participants and their respective workplaces and NONM as a whole.

One of the participants, Glory Gwaza, Vice Branch Chairperson of Bwaila in Lilongwe, shared her

thoughts on the training: "Today's training on shop stewards has been so enlightening, especially when we discussed the Employment Act and the labor laws governing our profession. We also gained valuable insights on pension matters, which were previously unclear to many of us."

"I particularly appreciate the session on our roles as stewards, where we learned about transformational leadership. We were taught how to conduct situational analyses of our branches and take necessary actions. This knowledge will enable us to drive positive change when we return to our respective workplaces. It's been a very good workshop, and I believe we will make a difference," she added.

As we move forward, we are committed to ensuring that the knowledge gained here will be

applied to strengthen our branches and improve the working conditions of our members. Together, we will continue to drive positive change across Malawi's health sector. The trainings which are targeting 30 shop stewards per zone would not have been possible without the generous financial support of our longstanding development partners, the Norwegian Nurses Organisation. Their contribution has been vital in ensuring that we can continue to educate and empower our members.



Attendees writing down what they will implement when they go back

RECRUITER OF THE QUARTER



Paul Chilemba
Assistant HRMO
Blantyre DHO

I was motivated to do the recruitment firstly because of the financial reward that comes with the number of nurses recruited. Second, I attended a workshop in Zomba and I wanted to lead by example and show that it's possible to achieve great results. To recruit new members, we share with them why joining NONM is important; I share key points from the workshop that we had in Zomba. One good thing about where I work is that the HR team and the nursing section, we work together in the recruitment; this makes things easy. I believe the benefits of being a member are clear to everyone; e.g., the recent upward revision of the Top up and professional allowance is a result of NONM's lobbying. However, I think non-members may not feel the need to join because they're still benefiting. In my view, either the benefits should be exclusive to members, or membership should become compulsory."



Esther Jobe
Nurse Midwife Technician
Zomba Mental Hospital

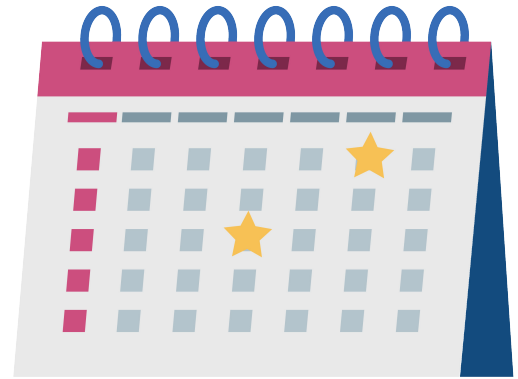
My motivation to recruit members came from a moment of embarrassment during a NONM workshop comprising shop stewards and Human Resource Officers, where other branches had recruited up to 90% of members, while I had none. This pushed me to take action. Back from the workshop, I created a WhatsApp group for newly employed nurses and midwives, where I actively explained the benefits and importance of NONM membership. I also visited wards with registration forms that I had collected from the zone office. These efforts led to a significant milestone in recruitment.



Tadala Juwa
Clerical Officer HR
Mzimba North DHO

In collaboration with the NONM branch Chairperson at Mzimba North DHO, we allocated time to educate nurses about NONM, its benefits, and what they gain by being members. This was to ensure they fully understand the value of their membership. The motivation behind the recruitment is that our office sees NONM as an essential entity to supporting nurses' welfare. Basically, we see that our goals are the same because as human resource professionals, we want good welfare for all our employees, hence the recruitment. Although resources and time were limited, the goal remains to achieve 100% membership of nurses in Mzimba North.

Upcoming Events & Activities



**Activity 1:
Shop stewards
Training**

**Location: South East & West Zones
Dates: Week beginning 14th October
*Communication will be sent to
responsible offices**

**Activity 2:
Organisation
Survey**

**Location: Online
Dates: Week beginning 14th October
*Please make it a point to participate.
Your voice will help us serve you better.**

**Event:
Malawi National
Nursing & Midwifery
Scientific Conference &
Biennial General
Assembly (BGA)**

**Venue: BICC, Lilongwe
Dates:: 29th - 30th November
Guest of Honour: His Excellency, Dr.
Lazarus McCarthy Chakwera - President
of the Republic of Malawi**



Call for Abstracts

For the Malawi Nursing & Midwifery Scientific Conference



29 - 30 November

@Bingu International Convention Centre

The National Organisation of Nurses and Midwives of Malawi in collaboration with the Malawi Ministry of Health – Nursing and Midwifery Directorate, Malawian Association of Midwives (AMAMI), Kamuzu University of Health Sciences, The Nurses and Midwives Council of Malawi and Global AIDS Interfaith Alliance (GAIA) invites submissions of Abstracts to the Nursing and Midwifery Scientific Conference to be held from 29th – 30th November, 2024 at The Bingu International Convention Center (BICC) in Lilongwe.

The Theme for this conference is Nursing and Midwifery Workforce: An Investment in Combating HIV/AIDS and Achieving Universal Healthcare Coverage.

This is an important opportunity for nurses and midwives to showcase their skills and contribution they are making towards the Malawi Health Sector Strategic Plan III and the Global Strategic goals such as Universal Healthcare Coverage and the fight towards ending HIV/AIDS as a public health threat by 2030.

To the above, NONM is inviting submissions of abstracts relevant to the following priority areas.

- Priority 1: Navigate and protect HIV/AIDS response gains and public health threats
- Priority 2: Unique and innovative digital solutions
- Priority 3: Reinforce nurses physical well-being
- Priority 4: Empower nurses to lead including risk communication

NONM further encourages all interested nurses and midwives to submit abstracts on the following broad areas.

1. Mental Health Nursing
2. Adult Health Nursing
3. Emergency, Theater and Critical Care Nursing
4. HIV/AIDS management and care
5. Nursing and Midwifery Education
6. Health Systems and Policy
7. Climate Change and Health – Emergency response
8. Maternal, Neonatal and Child Health Nursing
9. Non communicable and communicable diseases
10. Nursing and Midwifery Leadership

All interested applicants should submit their abstract online via the QR Code below or at <https://mjnm.mw> and registration to the conference will also be done online by scanning the other QR code or at <https://forms.gle/b3gF3NjrNiMjVcg87>

Please be advised that the Malawi Journal of Nursing and Midwifery (MJNM) will publish a special issue for this nursing and midwifery conference.

Deadline for submission of abstracts is October 15, 2024. Please do not hesitate to contact the following should you require any information:
+265 882874285 / 0998264607



Submit Abstract



Register Attendance



For sponsorship call +265 882874285 / 0998264607



ICN
International
Council of Nurses
The global voice of nursing

Nurses are critical to deliver on the promise of “leaving no one behind” and the global effort to achieve the Sustainable Development Goals (SDGs). They make a central contribution to national and global targets related to a range of health priorities, including universal health coverage, mental health and noncommunicable diseases, emergency preparedness and response, patient safety, and the delivery of integrated, people-centred care. No global health agenda can be realized without concerted and sustained efforts to maximize the contributions of the nursing workforce and their roles within interprofessional health teams.





JOIN NONMM

ENJOY THE BENEFITS

- . Legal representation
- . Continuous Professional Development (CPD)
- . Funeral Insurance cover
- . Collective bargaining (lobbying & advocacy)
- . Capacity building
- . Best nurse awards
- . Solidarity with likeminded organisations
- . Leadership grooming & networking
- . Care of carers initiatives



To become a member contact the following people

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South West Zone: +265 884 710 567 - Queen Mkorongo
South East Zone: +265 884 233 411 - Tapiwa Mguntha
Central East & West Zone: +265 886 463 321 - Grace Mutholowa

More information @ <https://www.nonmmalawi.com/membership/>

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