

Category	Track B4: Human Capacity Development
Title	Improvement in Laboratory Management Practices to Support HIV Care and Treatment
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Location of Project/Program	EAST AFRICA (Tanzania)
Key Words	HIV/AIDS, Laboratory Management and Leadership Training, Tanzania
Implementation Area	Tanzania
Abstract Options	Option 1
Abstract Text	
Challenges to Implementation	<p>The Tanzania Ministry of Health and Social Welfare (MOHSW) acknowledge diagnostic services as a critical component of quality health care. In 2004, a plan with a roadmap for development capacity to support the anti-retroviral rollout was completed. With increased HIV testing need, demand for supplies and trained personnel emerged. The MOHSW continues to invest in facilities, technology, and laboratory operations to address the need. In July 2007, with support from the CDC and the American Society for Clinical Pathology (ASCP), customized laboratory management curriculum was developed for laboratory personnel. Twenty-one participants attended the pilot training in October 2007. A regional rollout of the program closely followed.</p> <p>Language barriers, limited supplies and equipment, a knowledge</p>

	<p>gap between regional managers, resource management, and funding resources were challenges.</p>
<p>Intervention or Response</p>	<p>Co-facilitators (members of the National Training Team) and laboratory decision makers' presence at trainings provide guidance and input on national policies and protocols. Their contributions reinforce the importance of implementing changes to improve laboratory quality. Since participants are expected to share the knowledge practices learned during training to advance their laboratories, this message is vital. Participants must comprehend training curriculum fully to be able to train colleagues and co-workers.</p>
<p>Results and Lessons Learned</p>	<p>In order to develop a comprehensive training that meets country requirements, adequate time and resources must be allocated. Participants must be capable of extracting knowledge gained from training to their laboratories by employing essential changes to improve lab practices.</p> <p>While role playing with participants at training, we learned that tools targeting self-esteem and pride in the laboratory profession need to be added to training curriculum to help strengthen the important role laboratorians play within the health care team.</p>
<p>Key Recommendations</p>	<p>National standard operating procedures should be shared with participants at training to ensure that everyone understands them and the importance of their implementation.</p>

	<p>Co-facilitators should begin conducting site visits to assess if skills acquired at training are being applied.</p> <p>Skill set, experience, and anticipated length of employment must be considered when selecting participants.</p> <p>Training quality is crucial for ensuring quality of output at testing sites. Laboratory infrastructure, including adequate supervision and staffing, must be developed alongside the health care system to address the growing needs of the National AIDS Care and Treatment program. Regional medical officers could assist the lab with follow-through.</p> <p>Implementing partners should monitor and evaluate work on the group through mentorship.</p>
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