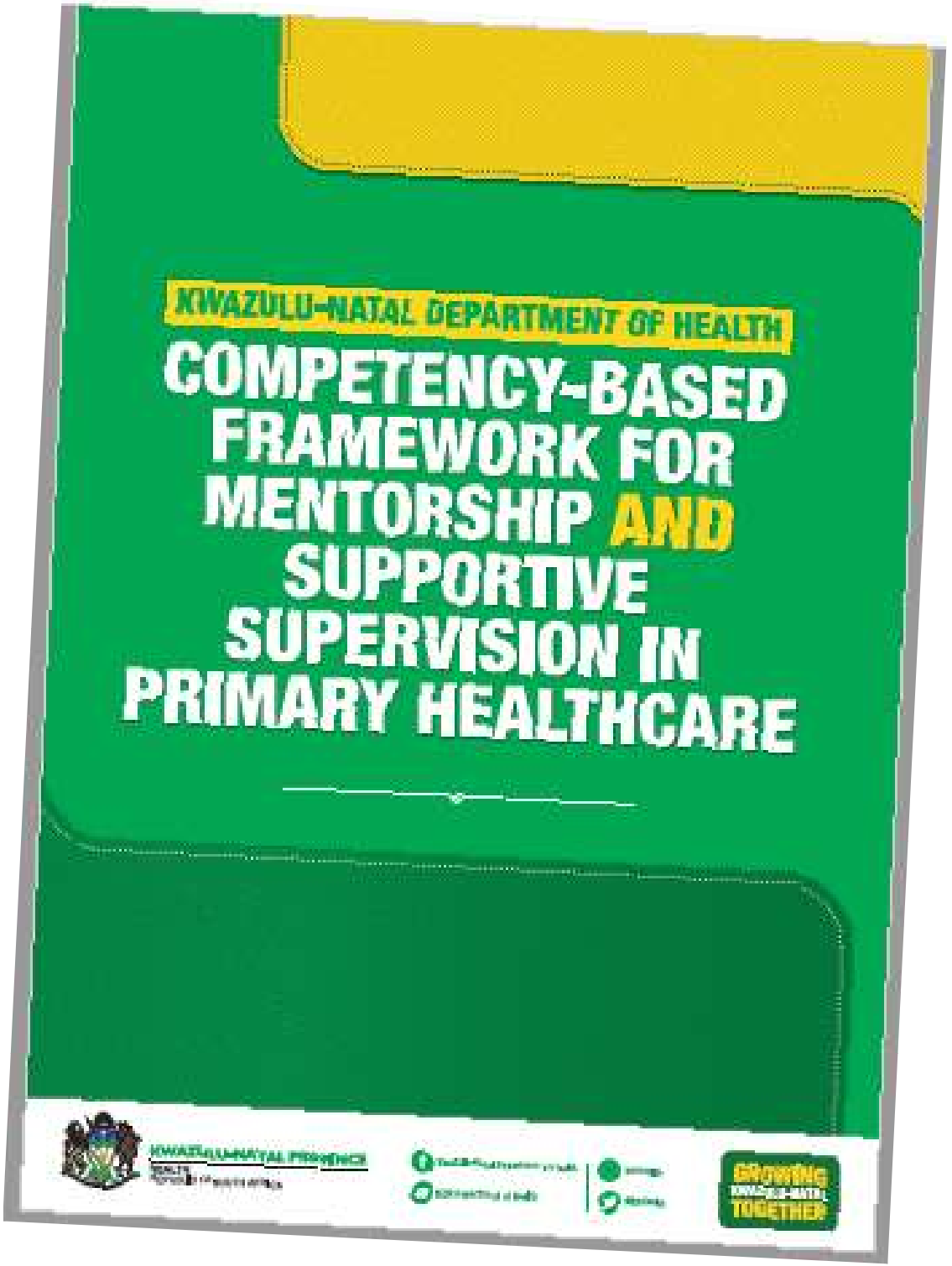
KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

2030 NDP

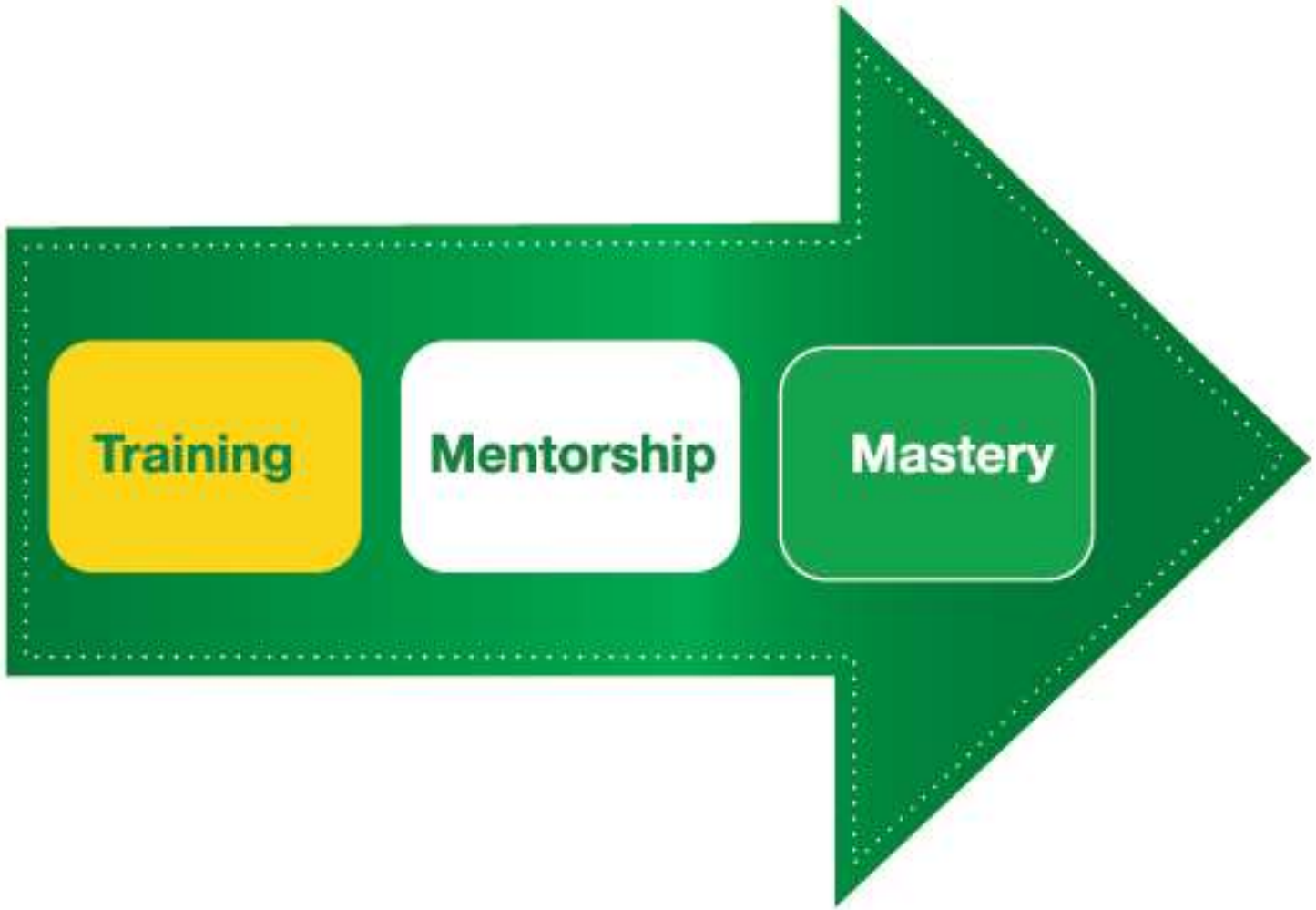
KZN DoH Mentorship Principles

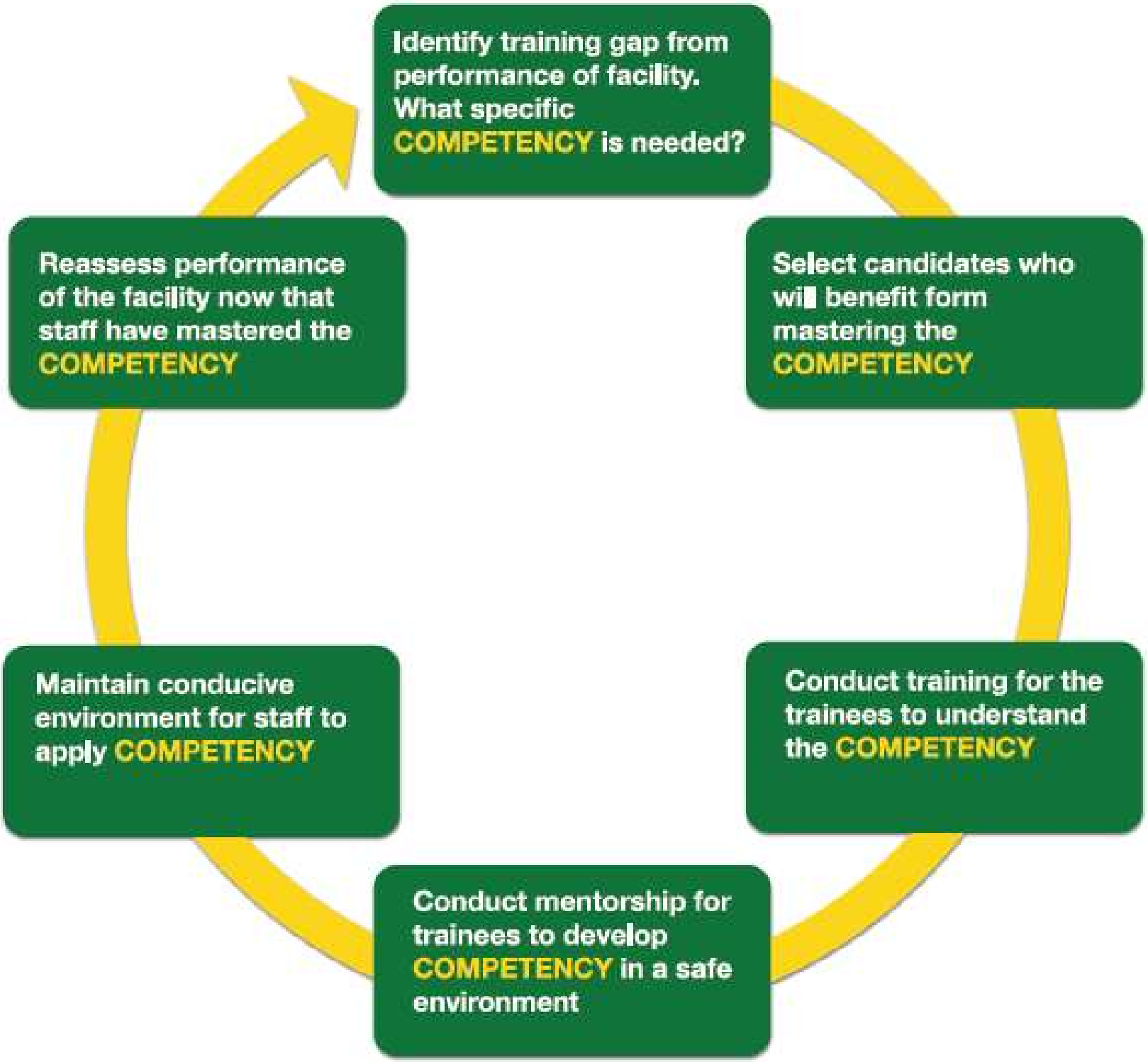
AWACC – Southern Sun Elangeni
29th October 2026

ASIBE HEALTHY KZN


KWAZULU-NATAL DEPARTMENT OF HEALTH
COMPETENCY-BASED FRAMEWORK FOR MENTORSHIP AND SUPPORTIVE SUPERVISION IN PRIMARY HEALTHCARE
KWAZULU-NATAL PROVINCE
GROWING KWAZULU-NATAL TOGETHER

ENVIRONMENT OF SUPPORTIVE SUPERVISION




Identify training gap from performance of facility. What specific COMPETENCY is needed?
Select candidates who wi benefit form mastering the COMPETENCY
Conduct training for the trainees to understand the COMPETENCY
Conduct mentorship for trainees to develop COMPETENCY in a safe environment
Maintain conducive environment for staff to apply COMPETENCY
Reassess performance of the facility now that staff have mastered the COMPETENCY

ROLE	DEFINITION	EXAMPLE CATEGORIES
Trainee	Official who is developing a new competency and will participate in training and mentorship	Nurse, Lay Counsellor, Community Health Worker
Mentor	Experienced clinician who is helping the trainee to develop a new competency in her workplace	Nurse, Doctor, DCST, Partner Mentor, Outreach Team Leader
Supervisor	Leader who is providing a supportive environment for the Trainee to develop a new competency	Operational Manager, PHC Supervisor, District or Provincial Programme Manager
Trainer	Content Facilitator who helps the Trainee develop an understanding of the competency	PHC Trainer, Provincial or District Programme Manager, Partner Trainer


BEFORE TRAINING
Identify prospective Trainees who will benefit from a specific competency
BEFORE MENTORSHIP
Agree to matching of Mentors to Trainees, endorse Mentorship Agreement
DURING MENTORSHIP
Maintain availability of required resources such as medication, clinical stationery and SoPs
AFTER MENTORSHIP
Allocate Trainee where competency can be applied, provide supportive supervision

health
Department:
Health
PROVINCE OF KWAZULU-NATAL

MENTORSHIP AGREEMENT FOR SAFE USE OF TLD

This agreement is between a **Mentor** who is an experienced Nurse Prescriber and is initiating and switching clients onto Tenofovir, Lamivudine, Dolutegravir (TLD) and a **Trainee** who is a Nurse Prescriber who is not yet ready to initiate or switch eligible clients onto TLD using the 2019 ART Guidelines.

Mentor Details	
Name	
Facility	
Contact Number	
PERSAL Number	
SANC Number	

Trainee Details	
Name	
Facility	
Contact Number	
PERSAL Number	
SANC Number	

Competencies to be mastered:

- Safe initiation of eligible clients onto Tenofovir, Lamivudine, Dolutegravir (TLD)
- Safe switching of eligible clients from Tenofovir, Emtricitabine, Efavirenz (TEE) to TLD

Agreement:
We agree to work together to the point where the Trainee has demonstrated mastery of the competencies above. This collaboration will entail direct observation and the provision of immediate feedback.

Mentor Sign:
Date:

Mentee Sign:
Date:

Commitment by Facility Manager:
I am aware of the agreement between the Mentor and Trainee and will work to create a supportive environment in which to practice the competencies.
Facility Name:
Facility Manager Name:
Facility Manager Signature:
Date:

SAHIVDI

MENTORSHIP AGREEMENT FOR SAFE USE OF TLD

Facility: Trainee Name: Mentor Name:

Competency: Safe initiation of eligible clients onto TLD

No.	Date	Client Initials	Age	Gender	Background and Treatment	Mentor Sign	Mentor Comments
1.							
2.							
3.							
4.							
5.							

Competency: Safe switching of eligible clients from TEE to TLD

No.	Date	Client Initials	Age	Gender	Background and Treatment	Mentor Sign	Mentor Comments
1.							
2.							
3.							
4.							
5.							

Declaration by Mentor after completion of cases:

I have observed the Trainee demonstrating the competencies above and I am confident that the Mentee has mastered the competencies. I believe that the Trainee will perform the competencies safely without direct supervision in her/his work environment.

Mentor comments:

Mentor sign:

Date:

SAMPLE

THANK YOU

Questions?