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EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
A,B	1.1	<p>Plan for Trainers Course on Evaluation of Health Management training programs.</p> <p><u>Documentation</u> WHO memo on course on evaluation for trainers in Health Management: 8 February 1985.</p>	<p>This is the fourth and final course in training of trainers programs being carried out with WHO/AFRO to develop competencies of teaching staff in institutions belonging to the African Regional Network for Health Management Development. The three other courses were carried out in October 1982 (Experiential Learning Methods in Health Management Training); January and March 1984 (Functions and Problems in PHC Management); and November-December 1984 (Applied Research in Health Management).</p>	<p>The subject of the course and its three phase structure was decided upon during a meeting of SHDS, AFRO personnel, senior SHDS consultants and Network consultant trainers in August 1984. Plans were finalised in February 1985. The 4 courses are in line with the functions of the Network as set out in the WHO Arusha consultation on Health Management Development (1980) which established the Network and the SHDS/AFRO training component to develop Network competencies, set forth in 1982.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
A,B	1.2	<u>Course Preparation</u> <u>Documentation:</u>	<p>The preparatory meeting took place in Brazzaville at AFRO 17-22 March 1985. The course was prepared by SDHS and AFRO staff, SHDS senior consultants and six Network consultants. Participants also included 4 representatives from a Danida funded project doing Management Development in Eastern Southern Africa. The meeting focused mainly on the first phase of the course. Preparation for the second and third phases will be finalised during the first phase which will be held in Lome in association with the WHO Regional Training Center. This Center has been added to the Network.</p>	<p>Final decisions need to be taken with regard to phases II, and III of this course. The decisions concern the sites to be visited during the field practice, and the site for the third phase. SHDS will meet with AFRO on these matters in August. Final decisions on the field practice sites will be made at the end of the first phase of the course.</p>
A,B	1.3.1	Course Implementation Phase I	<p>The course has been scheduled for 15-30 August 1984. There will be two sections (English and French speaking) held simultaneously. The course will be held for those chosen to be Network Consultant Trainers; 12 English speaking and 10 French speaking participants have been invited. The selection of participants was made by SHDS, AFRO and senior facilitators from among participants in previous courses and those currently functioning as NCTs.</p>	Hold first phase of course as scheduled.

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A,B	1.3.2	Second phase of course: Field work on evaluation of Health Management Training programs.	The evaluation will cover Network Training institutions, management training activities in countries which have participated in SHDS Objective I Management Training programs, as well as other non-SHDS countries which have undertaken management training programs. AFRO will fund the latter from its own budget.	The following activities will be carried out: - selection of field sites - scheduling of evaluation visits - implementation of evaluation. Field sites and schedules will be determined by SHDS, AFRO senior facilitators in collaboration with participants. AFRO will have the major responsibility in handling the logistics. In all, it is expected 10 sites will be visited during the field component.
,B	1.3.3	Third phase of course: Analysis of data and preparation of report.	The third phase has been scheduled for 4-25 November 1985. It is to be held at GIMPA (Ghana Institute of Management and Public Administration) a Network Institution	During the next period a site visit will be made to Ghana to review logistics.
,A	1.4	Preparation of Trainers Guides for Health Management Development.	Two Guides are planned: a) Guide 1: Trainers Guide for conducting Health Management Courses in Training Institutions. This Guide is based on the first two TOT courses. Revisions of first draft have been made by authors. These have been collated by Network Consultant-Trainer Prof. K. Kinzounza.	Results will be reviewed by the authors in an October meeting in Brazzaville and a final draft will be prepared for distribution to Network Institutions and other organisations doing management training. The dates for these meetings will be fixed in August.

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		b) Guide 2: Trainers Guide for organising Top Level inter-sectoral Management workshop on PHC.	This guide concerns the organisation and implementation of top level PHC management workshops. It is based on the experience of the regional and national workshops carried out since 1981. The first draft was prepared in 1984. It is currently being revised and a second draft will be completed by December 1985.	The guide will be completed and sent for review by December 1985.

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C,B	2.1	Continuing Education in Health Management Development: Senegal	<p>The plan for the 3rd cycle was prepared by MOH and local facilitators from the Senegalese Bureau d'Organisation et Methode. This is the 3rd intersectoral workshop on PHC. There will be 60 participants from Health, Development, Rural Development, Education and Information Ministries working at the regional level. The MOH is covering 50% of the cost from its own Continuing Education budget.</p>	<p>The 3rd cycle is scheduled for October 1985. SHDS will assist in preparing a final report covering the three cycles.</p>
		<p><u>Documentation:</u> Plan for the 3rd Cycle in Continuing Education in Health Management Development.</p>		
		Continuing Education in Health Management Development: Nigeria	<p>This workshop in Enugu, Anambra State was a follow-up to the one held in Abeokuta in October 1984. The request for the workshop was made in November 1984 by the Anambra State Commissioner of Health who attended the Abeokuta workshop. The planning mission composed of senior facilitator Dr. B.S.F. Adjou-Moumouni and Network Consultant Trainers C. Eboh and O.O.E. Ossai (IPA, University of Benin, Nigeria) took place 12-24 January 1985.</p> <p>The planning meeting scheduled the workshop for 2-12 June 1985. The workshop was held on schedule. There were a total of 67 participants, 27 more than expected. Facilitators included senior consultant Dr. B.S.F. Adjou-Moumouni, Network Consultant Trainers C. Eboh and O.O.E. Ossai, and 2 local facilitators.</p>	<p>As there were more participants than expected, the Ministry of Health requested additional documents used in the workshop. The funds for documentation are in the AFRO budget. If sufficient funds remain, SHDS will procure the additional documents.</p>
		<p><u>Documentation:</u> Report of the workshop.</p>		

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
D,B	2.3	<p>National Level Health Management workshops in Congo and Burkina Faso</p> <p><u>Documentation:</u> Report of the workshop.</p>	<p>1. <u>Congo:</u> The workshop was held on schedule 18 February-9 March 1985 under the auspices of the Network Institution ENAM. There were 60 participants. Two Network Consultants Prof. K. Kinzounza and Mr. L. Bula-Bula served as chief facilitators. Local facilitators included 3 staff members of ENAM.</p>	No further action.
		<p>Report of "Mission de Contrôle" par NCT H. Diata 31 May-13 June 1985.</p>	<p>2. <u>Burkina Faso:</u> This workshop is scheduled to be held 2-23 September 1985. (The workshop was originally planned in October 1984). A follow-up visit by Network-Consultant Trainer, H. Diata of ENAM was undertaken in June 1985 to review arrangements and prepare documentation. The arrangements are on schedule.</p>	<p>The workshop will be held as scheduled. Chief facilitator will be Network Consultant H. Diata (ENAM, Congo) and L. Bula-Bula (ISTM Zaire). 64 participants are expected.</p>
D,B	2.4	<p>Regional Top Level PHC Management workshop.</p> <p>a) <u>Documentation:</u> Letter of Regional Director G.L. Monekosso; 18 April 1985.</p> <p>b) Letter of Minister of Health requesting change of dates: 15 April 1985.</p>	<p>The workshop for 5 Central African countries was originally planned for April 1985 in Brazzaville. It has been rescheduled for February 1986 because of late receipt of replies from participants. The Minister of Health of the Congo made an official request to have the workshop postponed to February 1986, in order to permit sufficient time to personally contact his colleagues in participating African countries to ensure their participation. In addition as per the recommendation of the PCC meeting Equatorial Guinea has been invited. The workshop will be held under the technical direction of ENAM, Brazzaville, a Network Institution.</p>	<p>ENAM will continue to follow-up with the MOH on arrangements. The Minister will personally meet with other Ministers of Health during the next regional committee meeting in September 1985 to discuss the workshop, etc. There will be approximately 30 participants from six countries.</p>

OBJECTIVE II LOME/LAGOS

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
E,I	1.1	<p>Apprenticeship Trainer program.</p> <p>Documentation: Reports by apprentice trainers.</p> <p>Letter from AFRO Regional Director on status of Centers: 18 April 1985.</p>	<p>This was cancelled as part of the SHDS project due to lack of funds. However, the activities continued under the support of AFRO, with 2 apprentice trainers each at Lome and Lagos Regional Training Centers.</p> <p>(It should be pointed out that AFRO is in the process of changing the status of these two institutions. Lome will become a bilingual regional training center and Lagos will become a national training center for Nigerians.)</p>	No further action.
H	1.2	National level training of community.	This has been cancelled due to lack of funds and lack of requests from participating countries.	No further action.
F	2.1	Production of learning materials for Primary Health Care at Lome Training Center.	<p>Two learning materials are planned:</p> <p>a) manual on developing training programs for health personnel and</p> <p>b) manual on mid-level management training for PHC.</p> <p>The first draft of the first document has been put on the word processor and will be reviewed by the authors in August.</p> <p>Document (b). This is in preparation by the staff of the RTC.</p>	<p>It is expected the final editing will be completed by September. The run of 200 copies will be completed by the end of September. The document will be distributed at cost. In the first instance, former Center participants will receive a flyer announcing availability of the document.</p> <p>The first draft of the document will be developed by the end of August. It should be ready for reproduction by the end of December 1985.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
G	2.2	<p>Upgrade equipment for producing learning materials.</p> <p><u>Documentation</u> Maintenance contract for two Wang computers with Datatechnique, Lome.</p>	<p>Several options for upgrading the production capacity have been investigated. The purposes are to facilitate linkages between computer and printer, increase speed and quality of reproduction, increase quality of printing and add design possibilities.</p>	<p>These options will be reviewed with the Center staff prior to taking a decision on the best option.</p>
G	2.3	<p>Training of RTC in learning materials production skills.</p> <p><u>Documentation:</u> 1) Report by SHDS consultant: 8-11 January 1985. 2) Learning objectives for deputy coordinator of studies/Lome RTC.</p>	<p>This training activity includes continued training for Lome personnel in (a) using the Wang computer and (b) in learning material production.</p> <p>With regard to (a) a consultancy was carried out in January by SHDS consultant A. Barry.</p> <p>With regard to (b) a short term training program for the deputy coordinator of studies was originally scheduled for January 1985, but had to be delayed because of the postponement of the PCC meeting and delay in approving the 1985 program until April 1985. The training program would take place in Abidjan at the Health Education Unit in Institut National de Santé Publique. June had been proposed but this month was inconvenient to INSP. September is another possibility.</p>	<p>Another consultation is planned for July 1985 to work with the staff in developing training program for secretarial pool, and to train staff on installation of character sets so that they can easily program the computer to use the wide variety of type face peripherals. A third consultation will be arranged when a decision is reached on what interface options to choose regarding upgrading printing facilities.</p> <p>Efforts will be made to reschedule the training to September.</p>

OBJECTIVE II - Francophone Nursing: CESSI Dakar and Yaounde

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
M	1.1-1.2.3	<p>Collaborate with the two CESSIs to carry out short-term out-reach consultations to two schools of basic nursing in organising national Continuing Education workshops for the teaching staff.</p> <p><u>Documentation</u> Rapport de pré-consultation Effectuée du 17-22 Décembre 1984 à Brazzaville par M. Racine Bousso, Jan. 1985</p>	<p><u>National workshops organised and implemented by CESSI Dakar and Yaounde consultants.</u></p> <p>One workshop was implemented and another one planned by CESSI Dakar and Yaounde faculty during the first six months as scheduled.</p> <p>11-15 March 1985, Brazzaville, The Congo. The workshop "Atelier de Formation en SSP du Personnel Enseignant Infirmier des Ecoles de Base du Congo" was conducted at the Ministry of Health, Brazzaville.</p> <p>Twenty six nurse participants attended.</p> <p>CESSI facilitators were Mr. Racine Bousso, CESSI Dakar, and Mr. Noumssi André, CESSI Yaoundé.</p> <p>National facilitators (Congolese) were Mr. Monka Michel and Mr. Ambendé.</p> <p>A workshop planning visit was made to Libreville, Gabon by M.H.B. Thiam, CESSI Dakar and Mr. Ousmanou Nassourou, CESSI Yaounde. Date of the workshop: 15-20 July 1985 Venue: Libreville, Gabon Title of the workshop: Atelier pour la Formation Continue du Personnel Enseignant des Ecoles Infirmieres Facilitators for the personnel Enseignant des Ecoles Infirmieres Facilitators for the workshop are: M.J.B. Thiam, CESSI Dakar; Mr. Ousman Nassourou, CESSI Yaounde;</p>	<p>Implementation of the continuing education workshop in Libreville, Gabon is scheduled to take place 15-20 July 1985 as planned.</p> <p>Workshop reports will be distributed to basic schools of nursing by WHO/AFRO during the next six months. Efforts will also be made to obtain and distribute teaching modules used in the workshops.</p> <p>Planning and implementation of the two workshops will complete the objective set for 1985 under subobjective 1.2.</p> <p>However, with respect to the EOPS the overall SHDS objectives will be only partially met. This is due to limitations of SHDS budget, not to plans made by the CESSIs. Indeed it was with great disappointment that the CESSIs cancelled two additional proposed workshops for 1985.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
			<p>Dr. Crepin Atende, Gabon Dr. Nlombe Nze, Gabon</p>	
			<p>Copies of workshop modules (see sub-objective 1.2.2) have not yet been received by the SHDS/Abidjan office but they are expected to be forwarded to SHDS within the next 6 months of 1985.</p>	
			<p>It should be noted that WHO AFRO HMN, Mlle. Perroa has assumed much responsibility in coordinating CESSI workshop activities.</p>	
M	1.3	<p>Prepare and distribute a four page newsletter quarterly, for CESSI graduates.</p>	<p><u>CESSI Newsletter</u> Two CESSI newsletters were prepared and distributed during the first six months of 1985.</p>	<p><u>CESSI Newsletter</u>. Two additional issues of the newsletter will be prepared and distributed and will include inputs from both CESSI Dakar and Yaounde.</p>
		<p><u>Documentation</u> <u>CESSI Newsletter</u> No. 1, January 1985 CESSI Newsletter No. 2, April 1985</p>		
M	2.1	<p>Collaborate with CESSI Dakar to plan a comprehensive evaluation of the reformulated curriculum installed in 1984.</p>	<p>Three planning meetings were held at CESSI Dakar to develop strategies, methodology, workplan and instruments to conduct the comprehensive evaluation of the CESSI program.</p> <p>- 25 February-2 March 1985, Dakar Senegal meeting, SHDS Nursing Coordinator, Dr. C. Ferguson, and CESSI Director, Mlle. M. Pellegrin developed a timetable and strategies for the implementation of the evaluation. A list of possible evaluation consultants were also reviewed.</p>	<p>CESSI Dakar evaluation</p> <p>- July 1985: Submission of evaluation documents to WHO/AFRO for review and comments</p> <p>- July 1985. First mailings of follow-up survey questionnaire to CESSI graduates, (1980-1984), N = 111, and CESSI employers.</p> <p>- October - November 1985. Collection of CESSI documents and courses by faculty</p> <p>- October - December 1985. Analysis of evaluation data.</p>

COPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
			<p>Mme. S. Missé, CESSI/Yaounde, Directrice was also recruited to participate in the evaluation.</p> <p>SHDS Nursing Coordinator sent copies of evaluation materials used at CUC to Dr. Boyer and Mme. Missé 1 1/2 months prior to a planning meeting scheduled 10-31 May 1985.</p> <p>10-31 May 1985 meeting, Dakar, Senegal. Mlle. Pellegrin, CESSI Dakar Directrice, Mme. S. Misse, CESSI Yaounde Directrice, Dr. Boyer, SHDS evaluation consultant and Dr. C. Ferguson, SHDS Nursing Coordinator, were the principal participants in the meeting.</p> <p>While all the CESSI Dakar instructors had had been expected to participate in the planning process, several unforeseen problems prevented more active involvement. Most notable was a general strike by nurses which disrupted normal school operations.</p> <p>However all of the instructors participated in at least one meeting.</p> <p>In the May Dakar meeting, it was the consensus of the group that the evaluation model design/methodology and instruments used at CUC was suitable for use by CESSI Dakar. Some of the documents were translated into French by Dr. Boyer and Mme Missé.</p>	<ul style="list-style-type: none"> - December 1985. Analysis and interpretation of evaluation data by CESSI faculty and consultants. - December 1985/January 1986. Writing the evaluation report by evaluation consultants.

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2.1.1	Develop evaluation methodology, instruments and an operational plan to conduct the evaluation.	<p><u>Documentation</u> Evaluation model, Design, Workplan for CESSI evaluation. Dakar, May 1985.</p> <p>Follow-up survey questionnaire: CESSI graduates. May 1985.</p> <p>Follow-up survey of CESSI employers May 1985.</p> <p>Instructions to CESSI faculty on extraction of evaluation data from CESSI documents May 1985.</p>	<p><u>Evaluation Design Methodology, Instruments and Workplan.</u> The design methodology, instruments and workplan used in the evaluation of Cuttington College Post-Basic Nursing program were reviewed by the Director. French translations of the documents were provided by 13 May 1985 for each CESSI instructor to review.</p> <p>SHDS in collaboration with WHO/AFRO recruited Dr. M. Boyer as consultant to evaluate the program. She was selected because she was bilingual, a nurse educator and, among the candidates for the position, the most acceptable to the CESSI Director.</p> <p>Dr. Ferguson reviewed the evaluation process, explained CUC model and coordinated evaluation planning activities in collaboration with Mlle. Pellegrin.</p> <p>Accomplishments of the May 1985 meeting.</p> <ol style="list-style-type: none"> 1. Development of evaluation work plan and timetable. 2. Development of evaluation instruments. 3. Pre-test of follow-up survey questionnaires. 4. Selection of follow-up survey sample. 5. Assignment of duties and responsibilities of CESSI staff and evaluation consultant. 6. Development of guidelines for extracting data from existing CESSI records and courses. 	

OBJECTIVE II - Anglophone Nursing

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
0	1.1	<p>WACN Continuing Education program development.</p> <p><u>Documentation</u> Terms of reference for WHO/AFRC short-term consultant for WACN continuing education programs, Lagos.</p>	<p>All scheduled activities for this period took place with minor delays - in some categories of activities.</p> <p>SHDS/WHO Short-term Consultant (STC) for the WACN office began his consultation activities in Lagos April 1985 instead of January 1985 as planned. The delay was due to lack of clarity regarding funding the consultant position. However, by the end of April Mr. Joseph Adamu, SHDS WHO STC, was engaged and commenced his duties. His terms of reference include assisting the SHDS Nursing Coordinator and the WACN Coordinator for Nursing Affairs in implementing a regional system of Continuing Education for nurses in The Gambia, Ghana, Liberia, Nigeria and Sierra Leone.</p>	<p>Mr. J. Adamu, SHDS/WHO short-term consultant (STC), will remain at WACN Headquarters in Lagos until the end of December 1985. He will assist SHDS Nursing Coordinator and WACN in:</p> <ul style="list-style-type: none"> - completing the WACN Continuing Education Five-Year plan of action including a needs - conducting a follow-up survey of WACN/SHDS workshop participants - coordinating activities for the 1985 WACN/SHDS workshops on research and on curriculum development. - preparing reports on needs assessment, follow-up surveys and workshops.
	1.1.1	<p>Plan WACN Continuing Education activities for 1985-1986 (March-March).</p> <p><u>Documentation</u> Report of the WACN Continuing Education Committee Meeting 1-6 April 1985, Banjul, The Gambia.</p>	<p>WACN Regional Continuing Education Committee (CEC) in collaboration with SHDS and WHO/AFRO completed a draft WACN CE Plan of Action for 1985-86 in a meeting of the CEC which took place 1-6 April 1985, Banjul. The plan of action included the following:</p> <ul style="list-style-type: none"> - implementation of 2 regional workshops, - conducting a follow-up survey of workshop participants; 	<p>Plans for the second six month period include the following:</p> <ul style="list-style-type: none"> - implementation of a five-day WACN Regional Workshop on research in nursing. The workshop is scheduled to take place 7-12 July 1985 at Lagos University Teaching Hospital in Lagos, Nigeria. <p>The breakdown of participants by WACN member countries are the following:</p> <ul style="list-style-type: none"> 2 participants - The Gambia 4 participants - Ghana 3 participants - Liberia

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
		Report of planning meetings between WHO STC and WACN representatives - Planning a Needs Assessment for Continuing Education in the WACN Region, 1985.	<ul style="list-style-type: none"> - developing a five-year WACN Continuing Education plan of action - developing a plan for Continuing Education needs assessment for the five WACN member countries - The Gambia, Ghana, Liberia, Nigeria and Sierra Leone <p>The 1985-86 WACN Plan of Action has been distributed to the five WACN member countries by the national representatives;</p> <ul style="list-style-type: none"> - Miss O. Roberts , Tutor, Gambia College School of Nursing. The Gambia - Mrs. A. Akiwumi, Director of Nursing, University of Legon, Legon Ghana - Mrs. E. Mulbah. Director of Nursing, Division of Nursing, Cuttington University College, Suacoco, Liberia - Miss O. Kujore, Director of Nursing, Department of Nursing, University of Ife, Ile-Ife, Nigeria. - Miss N. Osborne, Principal, National School of Nursing, Freetown, Sierra Leone. <p>The Regional Plan of Action was reviewed by Chief Nursing Officers and National WACN Chapters in the five countries.</p>	<p>8 participants - Nigeria 3 participants - Sierra Leone</p> <p>SHDS/WHO STC, Mr. Adamu, will coordinate the workshop in collaboration with WACN Planning Committee.</p> <p>Apart from SHDS/WHO STC input the research workshop will be funded by WACN.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
		<p><u>Documentation</u> Data collection instruments for the follow-up survey of WACN/SHDS workshop participants. (Draft - June 1985).</p>	<p>Data Collection instruments for the follow-up survey of WACN/SHDS workshop participants was <u>completed</u> June 1985 by SHDS Nursing Coordinator and SHDS WHO STC. They are being reproduced and prepared for pre-testing.</p>	<p>Data collection instruments for the follow-up survey of WACN/SHDS workshop participants are scheduled for pre-testing during the third quarter (June-August 1985). In the last quarter (September-December 1985) follow-up data will be collected and analyzed.</p>
		<p><u>Documentation</u> Workshop reports from the five countries 1985. (Note: The reports have not yet been submitted to SHDS).</p>	<p><u>National Workshops.</u> As a result of WACN/SHDS workshop on curriculum development for training programs in primary health care (PHC) two national workshops have been held in Sierra Leone; one in The Gambia and one in Ghana. National workshops for Liberia and Nigeria are scheduled for the last quarter (December 1985). National workshops which have been implemented were financed by the respective governments. However there have been numerous requests to SHDS to fund additional workshops on PHC themes. Two requests for funding have been forwarded to the REDSO/Abidjan office. One request (Nigeria) included an estimated budget for the activity.</p>	<p>Two national workshops are scheduled to take place in Liberia and Nigeria. These workshops will be financed by the WACN national Chapters and their governments.</p> <p>SHDS will also distribute to all national WACN Continuing Education Committees data on sources of funding for their many workshops and projects.</p>
			<p><u>WACN Continuing Education Program Needs Assessment.</u> Because assessment of WACN Regional Continuing Education needs are seen as critical to further development of WACN Continuing Education programs, this activity, a needs assessment, was included. Funding from SHDS for a needs assessment was not possible because of budgetary constraints.</p>	<p><u>Needs Assessment.</u> The methodology for the needs assessment will be developed during the third quarter.</p> <p>Data collection instruments will be developed and pre-tested during the final quarter of the SHDS Project.</p> <p>It is unlikely that the needs assessment will be implemented before the first quarter in 1986.</p>

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			Three separate meetings to discuss a needs assessment were held:	Funding will be sought by WACN from non SHDS Project sources.
			<ul style="list-style-type: none"> - 1-6 April, Banjul with the WACN Regional CEC. Committee members representing the five countries agreed to collect data from their countries on CE needs. Data will be submitted to the WACN between December 1985 and February 1986 WACN Annual General Meeting. 	
			<ul style="list-style-type: none"> - 20-23 May 1985, Lagos with WACN Coordinator for Nursing Affairs (CNA) and the SHDS WHO STC. The SHDS WHO STC was designated to coordinate needs assessment efforts. 	
			<p>SHDS Nursing Coordinator also met with the Executive Director and the Education Programs Director of the Canadian Nurses' Association (The Association) who were visiting Lagos at the time. Discussions were held regarding the importance of needs assessment for continuing nursing education programs in the region and the need for SHDS, WACN and the Association to coordinate education and funding efforts.</p>	
			<ul style="list-style-type: none"> - 14-18 June 1985. Strategies for conducting a needs assessment were delineated and data collection instruments from library sources were reviewed and shared with WACN CNA. 	

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			SHDS WHO STC has scheduled a meetings with the Nigeria Nursing Council and the 19 State Nursing Associations for the Third quarter (July-September 1985).	
	1.1.2.	Hold a WACN/SHDS sub-regional workshop on curriculum development for Continuing Education Programs in Primary Health Care.	The SHDS Coordinator for Nursing Programs met with the WACN Regional Continuing Education Committee 1-5 April 1985 in Banjul for the preliminary Planning of the October/November 1985 Curriculum Development workshop. The dates and venue for the workshop are 28 October-8 November 1985 at GIMPA, Accra/Achimota, Ghana.	<u>Implementation of the October-8 November 1985 WACN/SHDS Workshop on Curriculum Development in Primary Health Care</u>
		<u>Documentation</u> Report of WACN Regional CEC Meeting 1-6 April 1985.		Names of workshop participants from the Gambia and Nigeria will be procured and forwarded to WHO/AFRO
			Coordination and implementation of the workshop was delegated to the Ghana WACN Chapter Planning Committee and SHDS.	Teaching materials will be reproduced during the third quarter.
			SHDS Nursing coordinator met with the WACN Ghana Chapter 29 April-3 May 1985 Accra, to coordinate workshop planning. WACN/Ghana and MOH/Ghana, WHO/Ghana and USAID/Ghana were invited to participate on the planning committee.	Workshop facilitators' meeting will be held 23-26 October. The following is the list of facilitators:
			<u>Coordination of October/November 1985 Curriculum Workshop with WHO/AFRO.</u> The annotated program of work was forwarded to the HMN, Brazzaville by mid-May 1985 followed by meetings with Mlle. Perron, HMN/AFRO, 3-11 June 1985	<ul style="list-style-type: none"> - Dr. Charlotte Ferguson, SHDS Abidjan - Mr. Wilton Kezala, WHO STC at Cuttington College; Liberia. - Mrs. Joana Samarasinghe, CNA, West African College of Nursing. - Mrs. O.O. Alade, Director of Nursing Education, University of Ibadan Teaching Hospital, Nigeria. - Mrs. A. Akiwumi, Director, Department of Nursing, University of Ghana, Legon Ghana. - Mrs. Ellen George, Director of Nursing TNIMA, Liberia.
			To date the names of the workshop facilitators, and the participants from Liberia, Ghana and Sierra Leone have been sent to Brazzaville.	

EOPS	Sub-Obj.	Activity	Progress to Date	Plan for Next 6 Month Period
	1.1.2.	Hold WACN sub-regional workshop.	It should be noted that SHDS was unable to fund additional sub-regional workshops outlined in WACN Plan of Work (1985-86), for WACN regional Continuing Education Programs. An additional workshop on research will be given in July 1985. (see discussion under subjective 1.1.1 of this report). The research workshop will be funded by WACN.	The SHDS WHO STC will assist with the coordination, planning and implementation of sub-regional and national workshop funded by WACN for the third and fourth quarters. (July-December 1985).
	1.1.3	Finalize long-term of action for WACN Continuing Education Programs.	A partial draft of the long-term plan of (five-year plan) was developed by the WACN Regional Continuing Education Committee (CEC) in Banjul 1-6 April 1985. While it was recommended that an additional meeting be held in July 1985, to complete the task. WACN is unable to fund the proposed meeting. Minimal funding by SHDS and the lack of funding by WACN pose considerable constraints on accomplishing this objective.	Plans for the next six months and completion of the five-year plan of work for the WACN Regional System of Continuing Education which will be coordinated by SHDS Nursing Coordinator and SHDS WHO STC in collaboration with the WACN Coordinator for Nursing Affairs, CNA and the WACN CEC
		<u>Documentation</u> Draft of WACN CEC Five Year Plan of Action. April 1985, Banjul	However the SHDS WHO STC will coordinate efforts of WACN CEC in completing the long-term plan of work assisted by the WACN CNA and the SHDS Coordinator for Nursing Programs.	SHDS and WACN will write a report and distribute it to WACN CEC, WHO and USAID by 31 December 1985.
U	1.2	Promote collaboration in PHC between Nurses from Anglophone and Francophone countries	Several activities included under this sub-objective were deleted from SHDS project due to budget constraints. (See EOPS) - the Anglophone-Francophone nurses conference on collaboration in PHC. - participation of francophone nurses in WACN-SHDS workshops.	Anglophone-Francophone collaboration in PHC Programs: continued collaboration with WHO/AFRO HMN in promoting follow-up meetings of Anglophone-Francophone and Lusophone Nurses based on objectives and recommendations proposed in the 5-11 June 1985 Nursing round-table in Brazzaville, Congo.
		<u>Documentation</u> Report of the WHO/AFRO Nursing Round-table. Discussion on Primary Health Care. 5-11 June 1985, Brazzaville, Congo.		

EOPS	Sub-Obj.	Activity	Progress to Date	Plan for Next 6 Month Period
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However, after lengthy conversations between WHO/AFRO HMN, SHDS Nursing Coordinator and short-term WHO/AFRO Consultant, Mlle. A. Konde, WHO/AFRO procured funding to sponsor the first AFRO Regional Conference on Nursing in 14 years. The theme: PHC and the role of the Nurse in Africa.

The meeting was held at WHO Regional office in Brazzaville, the Congo, 5-11 June 1985.

Eleven nurses from Anglophone, Francophone and Lusophone African countries, as well as participants from the SHDS Project (Dr. Ferguson), WHO/AFRO (Mlles Perron and Konde; Dr. Mojekwu) and WHO/Geneva (Dr. Maglacas) attended the meeting.

The WHO/AFRO Regional Director, Dr. Monekosso, delivered the keynote address at the opening ceremony.

U 1.2.1. Invite one representative from each CESSI (Francophone)

Representatives from CESSI Dakar (Mr. Ndeki), and CESSI Yaounde (Mme Missé) attended the WACN, Annual General Meeting in Banjul, The Gambia, 25-29 March 1985. In addition, the Director of Nursing of CESSI Angola was invited and attended the meeting.

SHDS provided support for CESSI Dakar and Yaounde, while the government of Angola supported its representatives and an interpreter.

OPS	Sub-Obj.	Activity	Progress to Date	Plan for Next 6 Month Period
P	2.2	<p>Conduct a follow-up survey of 1983-84 CUC post-basic Nursing graduates.</p> <p><u>Documentation</u> Revised CUC follow-up survey questionnaire, 15 March 1985, Suacco, Liberia.</p> <p>Analysis of data from pre-test of revised CUC follow-up questionnaire. June 1985 Suacco, Liberia</p>	<p><u>CUC Follow-up Survey Questionnaire</u> The questionnaire for the CUC follow-up survey of 1983-84 graduates was revised based on problems with the instrument which were discovered in the 1984 comprehensive evaluation. Revisions were completed early March 1985.</p> <p>The <u>revised</u> questionnaire was pretested late March on a sample of graduate registered nurses, N = 15. Analysis of pre-test data was completed late June 1985. Based on pre-test data the instrument was further refined and will be used in the follow-up of 1983-84 CUC post-basic nursing graduates beginning October 1985.</p>	<p><u>'Follow-Survey of 1983-84 CUC Post-basic Nursing graduates.</u> the survey will be conducted October and November 1985 by SHDS WHO STC, Mr. W. Kezala, and CUC Faculty. Questionnaires for graduates living outside Liberia will be mailed September 1985.</p> <p>Data will be analysed November-December 1985 and a report is expected by the end of December 1985.</p>
Q	2.3-2.3.3	<p>Curriculum reformulation in basic schools of Nursing.</p>	<p><u>National School of Nursing, Freetown, Sierra Leone.</u> SHDS Nursing Coordinator to held discussions with the Principal of the National School of Nursing, Miss N. Osborne, 1-6 April 1985 during the WACN/SHDS Continuing Education Committee meetings in Banjul.</p> <p>The curriculum has been reformulated. Additional SHDS inputs have not been requested, although the need for a comprehensive evaluation was discussed.</p> <p>The school has initiated plans to develop or conduct a comprehensive evaluation of the program.</p>	<p><u>National School of Nursing, Freetown</u> . No SHDS activities are planned for this sub-objective during the next six-month period.</p> <p>It must be noted that SHDS participation in reformulation of the curriculum did not replicate the CUC and TNIMA approach. Rather the SHDS Nursing coordinator worked with members of the faculty through workshops and courses on curriculum development sponsored by SHDS Project.</p> <p>Meetings with the faculty as a whole were judged to be unnecessary by the Principal of the school. While the objective of curriculum reformulation was met, application of the process used at CUC and TNIMA was unable to be tested.</p>

PS	Sub-Obj.	Activity	Progress to Date	Plan for Next 6 Month Period
Q	2.3.4	<p>Curriculum reformulation, in basic schools of nursing. (TNIMA National School of Nursing, Freetown).</p> <p><u>Documentation</u> Technical document TNIMA reformulated curricula - nursing, certified Midwifery Programs. March 1985.</p>	<p>TNIMA. Curriculum revisions for TNIMA were <u>completed</u> by June 1985. After an 18 month closure TNIMA re-opened 15 April 1985. The new curricula (basic nursing, practical nursing and the 2-year midwifery programs) are being implemented.</p> <p>The TNIMA Nursing faculty can only be praised for their dedication and persistence in completing the curricula under most discouraging conditions.</p> <p>Maintaining faculty motivation was a considerable constraint.</p>	<p><u>TNIMA curriculum.</u> Reproduction of the curriculum for review by MOHSW Liberia and WACN is planned for October 1985.</p> <p>Implementation of the reformulated curricula will continue following the TNIMA Program schedule, 1985.</p> <p>Planning for a comprehensive program evaluation will be initiated by SHDS in discussion between TNIMA the Executive Director and the Director of Nursing late November 1985.</p>

OBJECTIVE III

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
Y	1.1	<p>Conduct third annual six week-intensive introductory course in field epidemiology at OCEAC.</p> <p><u>Documentation:</u> Correspondence among SHDS, OCEAC, AFRO and OCEAC member countries.</p>	<p>List and time frame for logistical and administrative tasks completed February, 1985. Six facilitators/co-facilitators selected as follows: OCEAC - course director and 1 facilitator, WHO/AFRO - 2 facilitators; SHDS - 2 facilitators. Invitations for 12 participants sent to OCEAC countries March, 1985.</p>	<p>Course will be held November 11-December 22, 1985. Facilitator's meeting will be held November 4-8, 1985.</p>
Y	1.2	<p>Revise OCEAC course materials and produce and distribute final version.</p> <p><u>Documentation:</u> "Cours d'Initiation aux Méthodes Epidémiologiques" (revised).</p> <p>Correspondence between SHDS and REDSO.</p>	<p>Technical revisions begun May-June, 1985.</p>	<p>Technical revisions to be completed by late August, 1985. Editorial revisions to be completed by October, 1985. Production and distribution of final documents to be carried out in early 1986.</p>
Y	1.3	<p>Follow-up 1983 and 1984 OCEAC course trainees with respect to progress on individual projects developed during 1983 and 1984 courses.</p> <p><u>Documentation</u> Report of OCEAC staff supervision visits April 20-26, 1985</p>	<p>First follow-up visits made by OCEAC staff to 1984 Camerounian participants in mid-April, 1985. Schedule for remaining follow-up visits drawn up in June, 1985. 3 1983 course participants presented their results at the April 23-26, 1985 meeting of the OCEAC Groupe de Travail des Epidémiologistes.</p>	<p>Remaining follow-up visits to be made August-December 1985. 1984 participants will present results at the 1986 meeting of the OCEAC Groupe de Travail des Epidémiologistes. Results will also be published in the OCEAC Bulletin.</p>

EOPS	Sub-Obj.	Activity	Progress January-June	Plans for July-December
		Correspondence among SHDS, OCEAC, AFRO and OCEAC member countries.		
X,W	3.1	Collaborate with WHO/AFRO and the MOH/Sierra Leone to introduce data processing techniques as a management tool of PHC.	<p>A 5 person HIS team visited Sierra Leone April 9-23, 1985. Accomplishments were:</p> <ul style="list-style-type: none"> - Development of protocol and sample for survey to obtain basic, demographic data on Bombali District PHC project target population; - Development of a perpetual drug inventory system; - Development of a monthly summary reporting system; - Determination of feasibility of Kapro-Wang interface; - Evaluation of functional status of electronic equipment. <p>Preparations for implementing the symptomatic diagnosis and treatment component of the PHC/HIS program were made.</p>	<p>A second visit to Sierra Leone is planned for July 7-21, 1985. The objectives of the visit are:</p> <ul style="list-style-type: none"> - Continue to improve and modify demographic and management data collection and storage; - Continue training the PMO and the DMO in data analysis; - Review and strengthen the monthly reporting system; - Continue to develop interface between Kapro and Wang computers used in Bombali and Freetown; - Replace and repair damaged electronic equipment and install a small stand-by generator; <p>Symptomatic diagnosis and treatment program design visit scheduled for September 8-13, 1985. Representatives of REDSO/WCA, SHDS, Boston University and NAMRU - III will participate.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Months
V	4.1	<p>In collaboration with WHO/AFRO, CCCD and REDSO/WCA, organize a francophone or bilingual workshop/conference to foster the exchange of experiences in the areas of disease surveillance and field epidemiology.</p> <p><u>Documentation</u> Correspondence between SHDS and WHO/AFRO.</p>	<p>Tentative plans for holding the conference in Brazzaville, November 25-29, 1985 were made with REDSO/WCA, WHO/AFRO and CCCD.</p>	<p>Final selection of site and date, as well as conference agenda, will be made in August, 1985. Conference program will be developed in August, 1985. Tentative conference dates are November 25-29, 1985.</p>

OBJECTIVE IV

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
Z	1.1.1	Conduct a national-level A.R. workshop in a franco-phone country (Togo). <u>Documentation:</u> Correspondence among SHDS, REDSO, AFRO and RTC Lome.	All course planning completed.	Course will be held in Lome, Togo July 29-August 17, 1985 for 20 participants from the Faculties of Medicine of Lome, Cotonou, Conakry and Ouagadougou.
Z	1.1.2	Conduct an anglophone regional course on training of trainers in A.R. <u>Documentation:</u> Correspondence among SHDS and MOH/The Gambia.	Preliminary plans for holding the course in Banjul, the Gambia October 14-November 1, 1985 developed with MOH/The Gambia in May-June, 1985. Three facilitators selected; one facilitator remains to be identified.	Final decisions regarding the course will be taken by SHDS, in collaboration with AFRO and REDSO in August 1985. Invitations will be sent to anglophone countries concerned in August, 1985. On-site preparations will be made in September, 1985.
AA	1.3	Continue distribution of the SHDS/AFRO A.R. course documents and A.R. project funding guidelines. Develop a plan for ongoing publication and distribution of these documents. <u>Documentation:</u> List of all former SHDS/AFRO A.R. course graduates. Correspondence among SHDS and AFRO.	Ongoing distribution on demand. Plan developed for distribution of A.R. course documents to USAID missions in 20-countries and to all former SHDS/AFRO A.R. course graduates. A.R. course documents distributed to WHO/AFRO (100 copies each French and English course and facilitators' guide), MOH Senegal (30 copies each French course and guide), and RTC Lome (30 copies each French course and guide).	Ongoing distribution on demand. A.R. course documents will be sent to USAID missions in 20 countries. Letter soliciting interest in A.R. course documents will be sent to all former course graduates. Distribution of documents will follow receipt of replies.
BB	2.2	Offer technical support and supervision for the A.R. projects underway	Technical support and supervision provision to the following SHDS-funded A.R. projects:	Technical support and supervision for ongoing projects will continue throughout 1985.

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
		<p>as part of the WHO/AFRO-SHDS program in Applied Research</p> <p><u>Documentation:</u> Interim report of the projects of Dr. T.R. Guiguemde</p> <p>Final report of Phase I study of Dr. M.O. George</p> <p>Trip report of Dr. Harold Martin consultant to project of Dr. George</p> <p>Correspondence among SHDS, AFRO, REDSO and Drs. Guiguemde and George.</p>	<ol style="list-style-type: none"> 1. "Projet de Contôle de la Dracunculose par l'utilisation de l'éducation sanitaire et des soins de santé primaires dans la Région de Banfora (Burkina Faso)" by Dr. T.R. Guiguemde 2. "Etude comparée de l'effet de l'éducation sanitaire, de l'effet du traitement chimique des points d'eau et de l'effet des deux actions conjuguées comme moyens de contrôle de la Dracunculose en zone de savane (Région de Banfora - Burkina Faso) by Dr. T.R. Guiguemde 3. "The Dental Habits of Gambian School Children and the Role of Health Education on the Proper Use of the Chewing Stick in Reducing the Incidence of Dental Caries and Periodontal Disease" by Dr. M.O. George. 	
	2.3	<p>Offer technical support for the development of at least 4 new A.R. projects suitable for funding.</p> <p><u>Documentation:</u> Draft proposals for 8 A.R. projects.</p> <p>Correspondence among SHDS, researchers, AFRO and REDSO.</p>	<p>Technical support was given for the development of 8 new A.R. projects.</p>	<p>No further support for the development of additional A.R. proposals will be given in 1985, as deadline for 1985 sub-missions to SHDS was 1 July 1985.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
BB	2.4	<p>Fund up to 4 new short-term projects for a total of up to \$60,000</p> <p><u>Documentation:</u> Final proposals for 3 projects.</p> <p>Correspondence among SHDS, REDSO and AFRO.</p>	<p>3 proposals were submitted to REDSO and AFRO with SHDS recommendation for funding.</p>	<p>3 additional proposals will be submitted to REDSO and AFRO in July-August, 1985. All projects will terminate on or before June 31, 1986.</p>
BB	3.2	<p>Prepare and distribute document which 1) describes what has been learned in the project concerning A.R. program development and 2) provides guidelines for countries and institutions wishing to develop training and research activities focussed on the solution of PHC problems.</p> <p><u>Documentation:</u> Questionnaire and interview guidelines</p> <p>Correspondence between SHDS and REDSO.</p>	<p>Questionnaire to be mailed to all former SHDS A.R. course graduates and guidelines for interviews of a sample of course graduates developed.</p>	<p>Questionnaire will be mailed to former course graduates in August, 1985. Interviews of course graduates will begin in September, 1985. Results will be analyzed by December 1985 and document will be prepared in January 1986.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
BB	3.3	<p>Disseminate results from A.R. projects supported or assisted by SHDS.</p> <p><u>Documentation:</u> Draft journal articles "Newslines" article</p>	<p>Dr. T.R. Guiguemde was assisted in preparing two articles, one in English and the other in French, for submission to appropriate journals. An article on Dr. Guiguemde's projects was prepared for the SHDS newsletter.</p> <p>The final report of Phase I of Dr. M.O. George's project was distributed to REDSO and AFRO.</p>	<p>Dr. George will be assisted in preparing a journal article in July, 1985. Assistance in preparing one or two additional articles will be given in October 1985.</p> <p>All SHDS-funded researchers will be invited to present their results at the second annual Applied Research Conference to be held in January, 1986.</p>
BB	3.4	<p>Collaborate with WHO/AFRO and REDSO/WCA to conduct a second A.R. conference.</p> <p><u>Documentation:</u> Reports of mission to Brazzaville by Drs. J. Shepperd, REDSO/WCA, and D. French, SHDS.</p>	<p>Tentative plans for holding the conference in Yaounde, Cameroun in January, 1986 were made with WHO/AFRO and REDSO.</p>	<p>The conference agenda and program will be developed in August-September, 1985. Tentative conference dates are January 13-17, 1985.</p>
BB	4.2	<p>Collaborate with WHO/AFRO in the continued development of the WHO/AFRO network of National Centers for Applied Research.</p> <p><u>Documentation:</u> Report of the WHO/AFRO Expert Group on Health Systems Research, Brazzaville, February 25-March 1, 1985</p> <p>Correspondence among SHDS, REDSO and AFRO.</p>	<p>Plans for continued development of the WHO/AFRO Network were discussed at the February 25-March 1, 1985 meeting of the WHO/AFRO Expert Group on Health Systems Research held in Brazzaville and attended by the SHDS Assistant Director for A.R.</p>	<p>Development of a short and medium-term program of A.R. activities for INRSP, Bamako will be begun in September, 1985. Technical and financial assistance to this center will be provided thereafter.</p>

EOPS	Sub-Obj.	Activity	Progress to Date	Plans for Next 6 Month Period
BB	4.3	Collaborate with WHO/AFRO to develop a long-term plan for ongoing A.R. activities in the region.	None.	Preliminary discussions will be held with WHO/AFRO in August-September 1985, and with REDSO/WCA in September, 1985. Plan will be developed by early 1986.

G L O S S A R Y

AR	.Applied Research
ASCON	Administrative Staff College of Nigeria (Badagry)
BOM	Bureau d'Organisation et Méthode (Dakar)
CAFRAD	Centre Africain de Formation de Recherche Administrative pour le Développement (Rabat)
CDC	Centers for Disease Control (Atlanta)
CESSI	Centre d'Enseignement Supérieur en Soins Infirmiers
CHW	.Community Health worker
CM	Course Management
CNA	Coordinator of Nursing Affairs
CUC	Cuttington University College (Monrovia)
DGRST	Délégation Générale de Recherches Scientifiques et Techniques (Cameroun)
EDT	Epidemiologic Demonstration and Training (Zones)
ENAM	Ecole Nationale d'Administration et Magistrature (Brazzavill
EOPS	End of Project Status
HIS	Health Information Systems
HSR	Health Systems Research
IPAES	Institute of Public Administration and Extention Services (Benin-City, Nigeria)
INSP	Institut National de Santé Publique (Abidjan)
INRSP	Institut National de Recherche en Santé Publique (Bamako)
ISTM	Institut Supérieur de Technique Médicale (Kinshasa)
MOH	Ministry of Health
NCT	Network Consultant Trainer
NAMRU	Naval Medical Research Unit (Cairo)
NWC	National WHO Programme Coordinator
OCEAC	Organisation de Coordination pour la lutte contre les Endémies en Afrique Centrale (Yaoundé)
OCCGE	Organisation de Coördination et de Coopération pour la lutte contre les Grandes Endémies (Bobo-Dioulasso)
PCC	Project Coordination Committee

PRC	Project Review Committee
REDSO/WCA	Regional Economic Development Services Office, West and Central Africa (Abidjan)
RTC	Regional Training Center (Lome, Lagos)
SHS	Strengthening Health Services
SHDS	Strengthening Health Delivery Systems (Project)
SCD	Systematic Course Design
TOT	Training of Trainers
USAID	United States Agency for International Development
VHW	Village Health Worker
WACN	West African College of Nursing (Lagos)
WHO/AFRO	World Health Organisation/Africa Regional Office
WHA	World Health Assembly
WPC	WHO Programme Coordinator