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## Trip Report

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**Travelers:** Dr. Julia J. Tsuei  
Mrs. Jedida W. Wachira

**Country Visited:** NIGERIA

**Date of Trip:** September 10-29, 1985

**Purpose:** To Implement Two Five-Day Family Planning and Oral Rehydration Therapy (FP/ORT) Update Workshops for 60 Nurse/Midwives in Ondo State, Nigeria.

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\* On file at INTRAH Program Office

## EXECUTIVE SUMMARY

Following an INTRAH planning team's visit to Nigeria in May/June 1985 for preparation for a series of five-day Family Planning and Oral Rehydration Therapy (FP/ORT) Update workshops in Plateau, Ondo, Imo, Anambra, and Benue States, Dr. Julia Tsuei and Mrs. Jedida Wachira (INTRAH Consultants) and Mrs. Tunde Kuteyi, a representative of the Nigeria Federal Ministry of Health (FMOH), Nursing Division, were contracted to implement the first two five-day FP/ORT Update workshops.

The team met in Lagos on September 11, 1985, travelled to Akure, Ondo State on September 12 and stayed there until September 27.

The purpose of the trip was to implement two five-day Family Planning and Oral Rehydration Therapy (FP/ORT) Update workshops for nurse/midwives in Ondo State, to test the curriculum developed by the INTRAH planning team and the Ministry of Health in May, 1985, and to demonstrate the participatory training techniques to the co-trainers from the states of Anambra, Benue, Imo and Plateau.

The objectives of the assignment were satisfactorily accomplished. A total of 55 (fifty-five) participants completed the workshops.

The INTRAH consultants worked hand-in-hand with the Ondo State co-trainers. Nine co-trainers attended as participant observers from the states of Plateau, Imo, Anambra and Benue. They observed and participated in the participatory format of training and were anxious to implement the same training in their own states.

Pre- and post-tests were administered. Participant Reaction Forms were completed. Results of the above were compiled for each workshop (see Appendices F<sub>1</sub> and F<sub>2</sub>). Observations, conclusions and recommendations were made (see Sections VI and VII).

**SCHEDULE DURING TRIP**

- Tuesday**  
10 September .Arrival in Lagos from Hawaii and Kenya (Eko Lodge).
- Wednesday**  
11 September .Visit to AID Affairs Office. Met by Ms. H.O. Shitta-Bey, Population/Family Planning Specialist, and Mr. Lawrence Eicher, Health Development Officer.
- .Met with Mrs. Tunde Kuteyi, Deputy Chief Nursing Officer, FMOH.
- .Meeting with Mrs. S.O. Savage, Chief Nursing Officer, Federal Ministry of Health.
- Thursday**  
12 September .Travelled from Lagos to Akure by car (Owena Motel). Brief meeting with Dr. A.A. Adetunji, School of Health Technology.
- Friday (a.m.)**  
13 September .Meeting with Mr. Omolorun Modupe, Permanent Secretary, Ondo State Ministry of Health, Akure; and Dr. A.A. Adetunji, Principal, School of Health Technology.
- .Meetings at the School of Health Technology with the Principal, Dr. Adetunji; Mr. E.A. Ajayi, Chief Health Education Officer, MOH; Mrs. V.O. Akinbiyi, Public Health Nurse, Maternal and Child Health Office; Mr. A.M. Attah, Secretary PPFN, Ondo State; Mrs. J.E. Akerele, Principal Health Tutor; Mr. S.A. Orisason, Health Educator, School of Health Technology; and Mrs. Tunde Kuteyi, Deputy Chief Nursing Officer, FMOH.
- Friday (p.m.)**  
13 September .Visited the workshop venue at Old School of Nursing.
- .Meeting with Mr. E.A. Ajayi, Chief Health Education Officer and Mr. Balogun, Graphic Artist.
- Saturday (a.m.)**  
14 September .Shopping for some needed supplies.

- Saturday (p.m.)**  
**14 September** .Meeting with Mr. E.A. Ajayi regarding teaching aids for adult education session.
- Sunday (1 p.m.)**  
**15 September** .Meeting with Mrs. M.Olowo, Assistant Chief Public Health Nurse Tutor, School of Health Technology.
- Monday-Friday**  
**16-20 September** .Conducted the first workshop (A).
- Saturday**  
**21 September** .Examined local reference material from town bookshop.
- Sunday**  
**22 September** .Meeting with Dr. Adetunji to plan for second workshop (B).
- Monday**  
**23 September** .Meeting with Ms. Keys MacManus and Mrs. H.O. Shitta-Bey. Discussed progress of the five-day workshop.
- Monday-Friday**  
**23-27 September** .Conducted the second workshop (B).
- Saturday**  
**28 September** .Travelled from Akure to Lagos by car.  
.Report writing.
- Sunday (a.m)**  
**29 September** .Dr. Tsuei departed Lagos for Honolulu via London and Chapel Hill, North Carolina.
- Sunday (p.m.)**  
**29 September** .Mrs. Wachira departed Lagos for Nairobi direct.
- Tuesday**  
**1 October** .Dr. Tsuei debriefed at INTRAH, Chapel Hill, North Carolina.
- Wednesday**  
**2 October** .Dr. Tsuei departed Chapel Hill for Honolulu.

## **I. PURPOSES**

The objectives for the assignment were as follows:

- Conduct all aspects of FP/ORT curriculum developed with Ondo State MOH co-trainers.
- Ensure that curriculum addresses expressed needs of participants and revise as appropriate.
- Demonstrate the implementation and participatory training format and assist participant/observer co-trainers from Plateau, Imo, Anambra and Benue States with preparation for their five-day workshops; e.g. review of curriculum, workplan, and logistical needs.
- Distribute reference books to co-trainers and participants.
- Ensure that all participants are pre- and post-tested.
- Distribute and collect INTRAH biodata and participant reaction forms from participants.
- Produce one trip report following INTRAH guidelines that expresses MOH co-trainers' and consultants' observations, conclusions and recommendations regarding the five-day format and content.
- Make specific recommendations for follow-up activities INTRAH should undertake resulting from the five-day workshops.

## **II. ACCOMPLISHMENTS**

- All aspects of the FP/ORT curriculum developed with Ondo State MOH co-trainers were covered in both of two five-day workshops.
- Participants' expectations were assessed and integrated into every aspect of the FP/ORT curriculum designed with the exception of IUD insertion technique.

- Participant/observer co-trainers from Plateau, Imo, Anambra and Benue States were assisted in the following ways:
  - . Inclusion in frequent planning and feedback meetings.
  - . Involvement in facilitating small group activities;
  - . Provision of a trainers' curriculum manual, handouts and copies of materials developed during the workshop, and copies of the daily schedule;
  - . Discussion of pre- and post-test, and involvement in grading and summarizing the feedback of tests; and
  - . Encouragement to hold meetings regarding Ondo State workshop logistics, FP/ORT service provision, problem solving, etc.
  
- Reference books for participants and trainers were distributed (see Appendix D).
  
- All participants were pre- and post-tested (see Appendix F for the scores). The results were tabulated and feedback was given to the participants.
  
- The INTRAH Biodata and Participant Reaction Forms were distributed and collected from participants.
  
- Observations, conclusions and recommendations regarding the five-day workshop format and content, as well as specific recommendations for follow-up activities were made.

### **III. BACKGROUND**

In May 1985, INTRAH assembled a planning team to develop a curriculum for a series of five-day update workshops on family planning and oral rehydration therapy in five focus states: Plateau, Ondo, Imo, Anambra and Benue. The workshops were designed to meet expressed needs of Ms. Keys MacManus, AAO, and all state MOH/HMB officials contacted, and to provide and update FP/ORT principles and practices (excluding IUD insertion) for a large number of nurse/midwives currently (or proposed to be) providing FP/ORT services. Hence, it was planned that 30 participants would be trained in each of two back-to-back workshops in each focus state for a total of 300 participants and 10 workshops.

The implementation strategy developed by the planning team was that Dr. Julia Tsuei and Mrs. Jedida Wachira (two members of the planning team) would return to conduct the first two workshops in Ondo State (16-27 September, 1985). Two co-trainers from each of the remaining four states would attend one workshop in Ondo as participant/observers, the assumption being that the model set by Tsuei and Wachira in Ondo would have a significant impact on the co-trainers from the other states. Two other teams (A and B) for the remaining four states would be composed of two INTRAH clinician/trainers who would implement the workshops with local MOH/HMB co-trainers at a later date.

### **IV. DESCRIPTION OF ACTIVITIES**

Two five-day FP/ORT Update workshops were conducted back-to back in Akure, Ondo State, Nigeria from September 16-27, 1985.

Twenty-eight (28) participants attended the first workshop and twenty-seven (27) participants attended the second workshop for a total of 55 trainees.

Two co-trainers from Plateau, Imo and Benue States and three co-trainers from Anambra State attended as participant/observers.

**A. Lagos:**

- . AID Affairs Office. The INTRAH consultants met with Mrs. H.O. Shitta-Bey and Mr. Larry Eicher. Recommendations for facilitating in-country travel were provided.
- . Federal Ministry of Health (FMOH). The consultants met with Mrs. Tunde Kuteyi of the Federal Ministry of Health, Nursing Division, and made a courtesy call to Mrs. S.O. Savage, the Chief Nursing Officer, FMOH.

**B. Akure:**

- . Pre-workshop planning meetings were held daily under the leadership of Dr. A. Adetunji, Chief Family Planning Consultant, Ondo State MOH, from September 12 to 15. The curriculum brought by the consultants was compared and merged with the curriculum developed by Ondo State co-trainers to form a detailed Five-Day FP/ORT Update Workshop Outline -- A Guide for Trainers (see Appendix C). Forty copies of Contraceptive Technology 1984/1985, seventy-five Copies of Safe and Unsafe (IPPF), and fifteen copies of Helping Health Workers Learn which had arrived at the AAO's Office, Lagos, were brought by the consultants to Akure. Logistics such as supplies, transportation, teaching aids, library facilities,

and audio-visual equipment were discussed. The training site was also inspected.

Courtesy calls were made to the Ondo State MOH Permanent Secretary, the Chief Nursing Officer and Chief Health Officer on September 13. The consultants were met and welcomed by the Permanent Secretary and the workshop program was discussed.

C.. Workshops:

1. (16 - 20 September)
2. (23 - 27 September)

Day One

Registration and filling out of biodata forms by participants was followed by an informal introduction of participants and trainers. The workshop rules were formulated by the participants (see Appendix C).

The workshop was officially opened by Mr. Omoolorun Modupe, Permanent Secretary, Ondo State MOH (see Appendix G).

The pre-test was administered. After participants stated their expectations (see Appendix E), the curriculum and workshop schedule were presented, and compared with these expectations. The curriculum addressed all the needs expressed by the participants except the IUD insertion technique (see Appendix C). The participatory format planned for this workshop was introduced by a presentation of adult learning methods (see Appendix D).

The content of the workshop started with the theme "How my job and myself relate to FP/ORT and the need for family planning in Nigeria". The basic demographic national and state data were given through fact sheets, individual and group presentations. Ways in which FP/ORT can improve

MCH and family health were highlighted by the trainers. The relationship between one's job and FP/ORT was illustrated through discussion of expressed wishes for oneself, one's children and clients (see Appendix E).

### Day Two

Anatomy and physiology of reproductive systems was reviewed through a 16 mm twenty minute trigger film entitled "Human Reproduction". This was followed by a group activity in which groups of five participants drew diagrams of male and female external and internal genitalia. A plenary session followed where critiques were made by both trainers and participants for each diagram produced by the groups and compared with a standard drawing presented by the trainers.

Physiology was reviewed through a mini-drama. A group of nine participants demonstrated the menstrual cycle in a ten minute presentation (see Appendix E). The relationship of male and female reproduction to family planning methods was highlighted by the trainer using a slide presentation.

Physical assessment for FP clients was reviewed by small group discussion using a checklist for systematic examination including pelvic examination. Trainers demonstrated the standard technique. A twenty minute film on "Pelvic Examination for Contraceptives" was used to complement the discussion and demonstration.

At the end of the day, using the brainstorming method, participants listed all the contraceptive methods. The trainers helped to group the methods under five categories. Groups of five were assigned to study one category for

presentation in plenary session on the following day (see Appendix E).

### Day 3

Participants worked in their groups to prepare presentations and demonstrations of contraceptive methods. After each group presentation in the plenary session, trainers invited comments and clarifications. Highlights of each FP method were presented using slides.

Oral rehydration therapy was introduced by group discussions, content presentation, demonstration and practice. Each participant was provided with two ORT measuring spoons and one ORT demonstration poster.

At the end of the day, a group assignment was given. Each group was to identify barriers to specific contraceptive methods and ORT and discuss how these barriers could be overcome (see Appendix E). The story of Ayodele and Fumilayo was given to stimulate the need for adolescent sex education (see Appendix E).

### Day 4

Sexually transmitted diseases were reviewed through small group discussion and presentations. Trainers highlighted the description, diagnosis and prevention of STD and implications for prescribing contraceptive methods.

This was followed by a presentation through lecture/discussion by trainers on causes, types, current modes of treatment and counselling techniques for infertility.

Trainers invited participants' reactions to the story of Ayodele and Fumilayo. A discussion ensued which highlighted the importance of sex education for teenagers. The groups then

presented and discussed the barriers to acceptance of FP and ORT and possible solutions (see Appendix E).

The afternoon session was devoted to a role-play on counselling skills in relation to FP acceptance and delivery problems. Each group was assigned a situation role-play for the entire class, followed by discussion. Trainers guided both the role-play and the discussion and provided the appropriate counselling techniques (see Appendix E).

In order to examine the practice of integrating FP/ORT into MCH services, participants visited the Arakale Clinic, Akure, which offers MCH services including family planning and oral rehydration therapy. Participants were divided into five groups and each was assigned an area of concentration (see Appendix C).

#### Day 5

A post-test was administered on the fifth day. This was followed by a panel presentation to plan strategies for providing service, developing further skills and obtaining supplies and monitoring output. The panelists included representatives from the State Health Services Management Board, State Planned Parenthood Federation of Nigeria, State Ministry of Health, and FMOH. The panelists stated their roles in provision of FP and ORT services, and clarified strategies for providing these services. Sufficient time was provided for participants to ask service and training-related questions.

A three-hour session was provided for record keeping methodology. The federal standard client record, supply records and records for data analysis were discussed. Record keeping exercises

were carried out during the session, under the trainers' guidance (see Appendix E).

Post-test feedback was then given to the participants after the test was graded and results analyzed. The strong and weak areas of knowledge were outlined and correct answers provided.

The INTRAH Participant Reaction Forms were distributed and completed followed by a verbal feedback session.

A vote of thanks was given by one of the participants to the organizers and trainers on behalf of the entire participant group.

Commodities were distributed to the participants representing twenty-six health stations for Workshop A and nineteen health stations for Workshop B to start service delivery (see Appendix I for the list of commodities provided).

The State Project Director of Family Planning, Dr. A. Adetunji, declared the workshop closed at the end of the second workshop on September 27, 1985.

## V. FINDINGS

When the team met in Lagos, the plan developed was that Thursday, September 12 and Friday, September 13 would be used for workshop planning meetings with the state co-trainers. The team met with three out of eleven co-trainers briefly on September 13.

Since the Coopers and Lybrand representative had indicated that cash would not be brought to Akure until September 16, there was no cash available for the co-trainers to purchase basic supplies for the workshop, such as name tags, folders, workshop banner, newsprints, markers, etc. The team advanced one hundred (100) Naira to facilitate the purchasing of the

above materials. All the planned supplies of teaching materials which included family planning reference books for co-trainers and participants did not arrive for the opening of the first workshop. The team collected from the AAO's office forty copies of Contraceptive Technology 1984/85, seventy-five copies of Periodic Abstinence, and fifteen copies of Helping Health Workers Learn. A second shipment was brought in through the courtesy of the Coopers and Lybrand representative on the last day of the first workshop (see Appendix D for the entire list of books received), which provided a sufficient number of reference materials for both workshops.

Activities planned with UNICEF in May 1985 for the five-day workshops, including pre-testing UNICEF posters and booklets and participation of a UNICEF speaker, etc., did not materialize, although contact with UNICEF was made in Lagos by a FMOH team representative. However, UNICEF did supply posters, measuring spoons and fourteen ORT manuals for nurses. These were distributed during the two workshops.

Three (3) participant observers from Anambra and two (2) from Benue state arrived for the first workshop on September 15. Two (2) participant observers each Imo and Plateau arrived September 22 for the second workshop (see Appendix B for the names of co-trainers). The attendance of the participant/observers (co-trainers) was approved by the Coopers and Lybrand representative. Co-trainers expressed the difficulties they had encountered in meeting the high cost of room, board and transportation from the limited per diem allocated.

Twenty-eight (28) participants attended the first+ workshop while twenty-seven (27) attended the second workshop.

All the participants lived out of town and were provided with a transportation allowance. Lunch and snacks were served during the workshop session.

The venue was a classroom in the former School of Nursing with facilities for films, slide and overhead projection. A temporary library was set up at the back of the classroom throughout the workshop sessions.

The workshops were officially opened on the first day of the first workshop. The speech delivered by the Permanent Secretary emphasized the importance of FP/ORT and the essential role of the nurse/midwife in the delivery of these services in Ondo State (see Appendix G).

The participatory format of training was used throughout the two workshops with the cooperation of the Ondo State co-trainers and participation of participant observers from other states. Although in May 1985 the state co-trainers' planning committee agreed to use a participatory format for these five-day FP/ORT update workshops, the program they presented during the pre-workshop meeting did not reflect participatory methodology (see Appendix C). After much effort, the program was integrated into the INTRAH-designed curriculum and produced the Five-Day FP/ORT Workshop Manual: A Guide for Trainers (see Appendix C). Using this manual, the INTRAH team was able to offer their services and facilitated the participatory format throughout the workshops. The participants seemed to enjoy the participatory method as reflected in the Participant Reaction Forms where several remarks were made to this effect. The workshop rules were formulated by the participants as a first step towards participation. Every session involved some participatory activity such as brainstorming or small group discussion and presentation. Participants particularly enjoyed the mini-drama and the role-play.

The participant/observers were impressed with the methodology and expressed their readiness to adopt the methods.

The evaluation of knowledge using the pre- and post-test was very useful in the following aspects: the pre-test outlined the scope of basic knowledge the workshop intended to cover, and the post-test scores reflected the effectiveness of the teaching techniques as well as the level of learning acquired by the participants.

The participants' pre- and post-test results for both workshops were very encouraging. In the first workshop, the average increase was 10 points, while in the second, it was 13 points. The increase in the first workshop ranged from 0 - 22 points while in the second workshop the range was 3 - 34 points (see Appendix F).

Participants' reactions indicated, in general, a very satisfying learning experience. It seemed the training stimulated desire to learn more. The areas mentioned as requiring additional training were practical and clinical skills, especially IUD insertion technique, counselling skills and management of a family planning service system (see Appendix F). It was observed that participants had difficulties comprehending some wording in both the reaction and biodata forms.

The verbal reaction session held at the end of each workshop, reiterated the above impressions. The need for more training courses of a similiar type was expressed. Most participants felt that this amount of content needs additional time.

On the last day of each workshop, participants were provided an opportunity to meet a panel of senior administrators in FP/ORT. Participants appreciated the session greatly because this enabled them to obtain

answers and clarifications related to job setting, such as professional backups, etc. Although this was a good opportunity for communication among all levels of health workers, it also exposed the gap existing between the various levels and types of administrative organizations.

An intensive three-hour exercise on record keeping was necessary for the participants to become familiar with a complicated family planning records system recently adopted nationally. At the end of the session, participants expressed confidence in maintaining appropriate records and ordering commodities on time.

Meetings were held at the end of each day with Ondo State co-trainers for evaluation of the day's activities and planning the following day. Participant/observers from other states participated in some of the meetings.

## **VI. CONCLUSIONS**

Judging from the urgent need of FP/ORT providers in Nigeria, the training of large numbers of nurse/midwives in a relatively short time becomes a necessity. The five-day FP/ORT Update workshops were designed on the basis of this rationale. Since the nurse/midwives of Nigeria have a relatively solid base in anatomy and physiology of the female reproductive system, the present design of the content is logical. However, to enhance the capability of FP/ORT counselling skills, an additional half-day of training is advisable. In order to address the individual needs of the participants and benefit from their existing knowledge and experience, the participatory format of training is the best choice. This format of training requires experienced trainers who have adequate time for preparation of team teaching, training materials

and proper logistics. If the above conditions are met, this training model could be used for training of large numbers of nurse/midwives serving at the grassroots level.

#### **VII. RECOMMENDATIONS**

1. The five-day FP/ORT Update workshops should be extended to five and one-half days.
2. A training of trainers course specifically designed for state co-trainers of the five and one-half day workshops should be offered to allow trainers to familiarize themselves fully with the participatory method of training.
3. Logistic arrangements should not occupy training time during the five and one-half day sessions.
4. It is advisable for INTRAH to develop a pre-workshop organization checklist so that the planning committee can unify its preparation including logistics for the five and one-half day workshops.
5. Follow-up evaluation by MOH officials with INTRAH staff is recommended within three to six months post-training. An evaluation form geared specifically to the objectives of the five and one-half day workshop should be designed by INTRAH for this follow-up activity.

APPENDIX A

PERSONS CONTACTED/MET

Lagos

Mr. Lawrence R. Eicher	Health Development Officer, American Embassy
Mrs. H.O. Shitta-Bey	Population/FP Specialist, American Embassy
Mrs. S.O. Savage	Chief Nursing Officer, Federal Ministry of Health
Ms. Keys MacManus	AID Affairs Office, Lagos

Akure, Ondo State

Dr. A.A. Adetunji	Family Planning Project Manager, Ondo State Ministry of Health
Mr. Omolorun Modupe	Permanent Secretary, Ondo State Ministry of Health
Mr. E.A. Ajayi	Chief Health Education Officer, Ondo State Ministry of Health
Mrs. V.O. Akinbiyi	Public Health Nurse, MCH Office, Akure
Mr. M.M. Attah	Secretary, Planned Parenthood Federation of Nigeria, Ondo State
Mrs. J.E. Akerele	Principle Health Tutor, School Of Health Technology
Mr. S.A. Orisasona	Health Educator, School of Health Technology
Mr. Balogun	Graphic Artist, Health Education Office
Mrs. M.M. Olowo	Assistant Chief Public Health Tutor, School of Health Technology

State co-trainers and participant/observers as listed in .  
Appendix B.

Other

Ms. Marilyn Schmidt	INTRAH Program Monitor, AID/W, Washington, D.C.
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APPENDIX B

WORKSHOP PARTICIPANTS AND OBSERVERS

1. 16th - 20th September 1985

NO.	NAME	QUALIFICATION	PRESENT DESIGNATION	PRESENT STATION	NAME OF EMPLOYER
1	Mrs. J.O. Babtola	Comm. Mid/CHO	Comm. Midwife Sister/CHO	C.H. Centre, Laje-Ondo	SHMB Akure
2	Mrs. G.O. Komolafe	NRN/HCM	Nursing Sister	State Hospital, Akure	HMB Akure
3	Mrs. S.A. Esan	NRN/HCM	Resource for AVS	C/O State Hospital, Akure	AVS
4	Mrs. J.W. Akerele	SRN/NRM/HV/CHO	Prin. Health Sister/CHO	Health Office, Ikare	HMB Akure
5	Mrs. M.A. Elebe	Comm. Mid/NRN/PHN	Health Sister	Basic H/Clinic, Iso	HMB Akure
6	Mrs. J.O. Kuduyo*	NRN/NCM	Nursing Sister	State Hospital, Akure	HMB Akure
7	Mrs. G.O. Akingbemisulu	NRN/NCM/PHN	Health Sister	Health Clinic, Ore	HMB Akure
8	Mrs. F.O. Obaoye	Comm. Mid/NRN	Comm. Midwife Sister	C.Health Ctr, Iju/Itaogbolu	HMB Akure
9	Mrs. F.A. Omole	Comm. Mid/NRN/PHN	Health Sister	C.Health Ctr, Igbaraodo	HMB Akure
10	Mrs. F.O. Akande	NRN/NCM/PHN	Prin. Health Sister	C.Health Ctr, Oye	HMB Akure
11	Mrs. M.A. Adejumobi	NRN/NCM/PHN	Health Sister	Health Clinic, Isakunmi Ikare	HMB Akure
12	Mrs. M.O. Agboola	NRN/NCM/PHN	Health Sister	Sch. of Health Tech. Akure	HMB Akure
13	Mrs. E.A. Olafin	Comm. Mid/NRN	Comm. Mid. Sister	CH Ctr, Igogo-Ekiti	HMB Akure
14	Mrs. M.A. Okoro	Comm. Mid/SRN	Health Sister	Basic Health Clinic, Iyere	HMB Akure
15	Mrs. M.A. Agunloye	Comm. Mid/SRN	Comm. Mid. Sister	State Health Office, Akure	HMB Akure

NO.	NAME	QUALIFICATION	PRESENT DESIGNATION	PRESENT STATION	NAME OF EMPLOYER
16	Mrs. O.A. Oluwole	Comm. Mid/SRN	Comm. Mid. Sister	CH Ctr, Ilogbo	HMB Akure
17	Mrs. F.O. Olutayo	Comm. Mid/SRN	Comm. Mid. Sister	CH Ctr, Otun-Ekiti	HMB Akure
18	Mrs. M.A. Ajijola	Comm. Mid/SRN	Comm. Mid. Sister	Basic H/Ctr, Ogotun	HMB Akure
19	Mrs. H.O. Folarin	NRN/NCM/PHN	Health Sister	Basic H/Clinic, Owena	HMB Akure
20	Mrs. A.W. Akinje	NRN/NCM/PHN/CHO	Prin. Health Sister	State Health Office, Ondo	HMB Akure
21	Mrs. S.B. Akinrelerere	NRN/NCM/PHN	Sr. Health Sister	State Health Office, Ondo	HMB Akure
22	Mrs. C.T. Elewa	NRN/NCM/PHN	Health Sister	CH Ctr, Igbara-Oke	HMB Akure
23	Mrs. F.M. Omoabugan	NRN/NCM/PHN	Health Sister	Health Clinic, Oka	HMB Akure
24	Mrs. R.A. Akinjolire	NRN/NCM/PHN	Health Sister	CH Ctr., Ile-Oluji	HMB Akure
25	Mrs. J.O. Fagbamila	NRN/NCM/PHN/CHO	Prin. Health Sister	CH Ctr, Irun-Akoko	HMB Akure
25	Mrs. M.A. Disafe	NRN/NCM/PHN	Health Sister	CH Ctr, Epinmi-Akoko	Health Mngm. Bd
27	Mrs. M.O. Adedoyin	NRN/NCM/PHN	Health Sister	CH Ctr, Akunnu-Akoko	Health Mngm. Bd
28	Nrs. C.I. Olubimo	NRN/NCM/PHN	Health Sister	CH Ctr, Ikaramu-Akoko	Health Mngm. Bd
29	Mr. S.A. Orisasona	NRN/PHN/ADHA	S/Health Tech., Akure	Supt. Health/H. Educator	MOH, Akure

NO.	NAME	QUALIFICATION	PRESENT DESIGNATION	PRESENT STATION	NAME OF EMPLOYER
<u>OBSERVERS</u>					
	Mrs. S.O. Attah	NRM/NCM/PHN	Asst. Chief 4/Sister	MOH, Markudi	MOH, Markudi
	Dr. C.S. Musa	MBBS	Medical Officer	Gen. Hospital, Markudi	HMB Markudi
	Dr. G.O. Ude	MBBS	Sr. Consultant Ob/Gyn	Parklane Gen. Hosp., Enugu	HMB Enugu
	Mrs. R.C. Njoku	NRN/NCM/PHN	Sr. Health Sister	UNTH., Enugu	Teaching Hosp, Enugu
	Mrs. Orji Imelda	SN/MR/Midwife Tutor	SN/M	Awgu-Anambra State	MOH
Participants	29	Observers	7		
Withdrew	<u>1</u>				
Total	28				

APPENDIX B

WORKSHOP PARTICIPANTS AND OBSERVERS

2. 23rd - 27th September 1985

NO.	NAME	QUALIFICATION	PRESENT DESIGNATION	PRESENT STATION	NAME OF EMPLOYER
<u>PARTICIPANTS</u>					
1	Mrs. M.B. Adefegha	NRN/NCM	SNMW	State Hospital, Akure	State HMB
2	Mrs. S.S. Akindele	NRN/NCM	SNMW	State Hospital, Ido-Ekiti	State HMB
3	Mrs. M.I. Akinbobola	NRM/NCM	Nursing Sister	Gen. Hospital, Ile-Oluji	State HMB
4	Mrs. E.A. Jegede	NRM/NCM	SNMW	Ile Abiyo Hosp, Ado-Ekiti	State HMB
5	Mrs. C.O. Ogunmola	NRN/NCM	Sr. Nursing Sister	St. Louis, Owo	State HMB
6	Mrs. F.A. Ijanusi	NRN/NCM	Comm. Mid. Sister	B.H.C., Ipele	State HMB
7	Mrs. J.O. Kuduyo	NRN/NCH	Nursing Sister	State Hospital, Akure	State HMB
8	Mrs. C.E. Rotimi	NRN/NCH	Nursing Sister	State Hospital, Ikare	State HMB
9	Mrs. J.B. Olu-Francis	NRN/NCH	Nursing Sister	CH Ctre, Ilutitun	State HMB
10	Mrs. M.A. Adeniyi	NRN/NCH/PHN	Prin. Health Sister	State Health Office, Okitipupa	State HMB
11	Mrs. I.O. Ogunleye	NRN/NCH	S/N/M	State Hospital, Ondo	State HMB
12	Mrs. M.A. Bamisile	NRN/NCH	S/N/M	State Hospital, Ondo	State HMB
13	Mrs. J.M. Aboyewa	NRN/NCH/PHN	Health Sister	Health Office, Owo	State HMB
14	Miss C.O. Alale	NRN/NCH/PHN	Health Sister	Basic Health	State HMB
15	Mrs. J.I. Bakare	NRN/NCM	Nursing Sister	Gen. Hospital, Ija-Ekiti	State HMB

NO.	NAME	QUALIFICATION	PRESENT DESIGNATION	PRESENT STATION	NAME OF EMPLOYER
<b><u>PARTICIPANTS</u></b>					
16	Mrs. R.J. Omoyanmola	NFN/NCM/PHN	Public Health Nurse	Monitoring Unit(MOH)Akure	State HMB
17	Mrs. G.T. Adebayo	NRN/NCM	S/N/M	Health Clinic, Ifon	State HMB
18	Mrs. R.E. Adu	NRN/NCM	Sr. Nursing Sister	State Hospital, Ado-Ekiti	State HMB
19	Mrs. J.I. Akintaju	CH Asst. Superv.	CH Supervisor	State Health Office, Akure	State HMB
20	Mrs. F.B. Bello	CH Asst. Superv.	CH Supervisor	State Health Office, Akure	State HMB
21	Mrs. W.O. Ologbon	CH Asst. Superv.	CH Supervisor	State health Office, Akure	State HMB
22	Mrs. P.F. Adegunleye	NRN/NCM/PHN	P.H. Sister	State Health Office, Akure	State HMB
23	Mrs. Yomi Ogunkeyede	NRN/NCM	Staff Nurse	State Hospital, Ondo	State HMB
24	Mrs. M.T. Eniola	NRN/NCM	Nursing Sister	General Hospital, Aiyede	State HMB
25	Mr. I.O Ajayi	RN/PHN/CHO	Nursing Supt. Health	Health Clinic, Oba-Akoko	State HMB
26	Mrs. A.O. Adejoro	NRN/NCM/PHN	Health Sister	Health Office, Akure	State HMB
27	Miss P. Hammond	NRN/RM	SNM	MMM Cath. Hosp., Ondo	State HMB
<b><u>OBSERVERS</u></b>					
	G.N. Ogbonna	NRN/NCM/PHN	Coordinator/FP	MOH, Owerri	MOH, Owerri
	L.N. Anomnachi	NRN/NCM/PHN	Trainer/FP Imo	MOH, Owerri	MOH, Owerri
	Dr. J.T. Mutihir	MMBS/Trainer/FP	Trainer Plateau	HSMB, Jos	HSMB, Jos
	Mrs. Z.G. Mafuyai	NRN/NRM/PNT	FP Coordinator Plateau	MOH, Jos	Plateau State Govt.
<b><u>PARTICIPANTS</u></b> 27		<b><u>OBSERVERS</u></b> 4			

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APPENDIX C

5-DAY TRAINING PROGRAM FOR NIGERIAN PUBLIC HEALTH NURSE/  
NURSE MIDWIVES IN FAMILY PLANNING AND ORAL REHYDRATION  
THERAPY: SEPTEMBER 16TH-20TH; SEPTEMBER 23RD-27TH 1985

SCHEDULE OF ACTIVITIES (ONDO STATE, AKURE)

- Monday - 8.00 - 9.00 a.m. Registration, filling of  
biodata forms.
- Distribution of reference books.
- Workshop schedules and other  
training materials,
- Workshop rules.
- 9.00-10.00 a.m. Introductions to each other  
(trainers and trainees).
- 10.00-11.00 a.m. OPENING CEREMONY.
- 11.00 - 11.30 a.m. Pre-test.
- 11.30 - 12.30 p.m. Participants' Expectations and  
Adult's Learning Techniques.
- 12.30 - 1.00 p.m. Presentation of Curriculum.
- 1.00 - 2.00 p.m. LUNCH
- 2.00 - 4.00 p.m. Demographic characteristics and  
effects in Nigeria/Ondo State.
- 4.00 - 5.00 p.m. Impact of FP and ORT on health  
of children and women.
- 
- Tuesday - 8.00 - 9.30 a.m. Impact of FP and ORT on health  
children and women.
- 9.30 - 10.30 a.m. Applied Anatomy and Physiology  
of Male and Female Reproductive  
systems as these relate to F.P.
- 10.30 - 11.00 a.m. B R E A K.
- 11.00 - 1.00 p.m. Continuation of A&P of Reproductive  
Systems.
- 1.00 - 2.00 p.m. L U N C H.
- 2.00 - 4.00 p.m. Physical Assessments.
- 4.00 - 5.00 p.m. Group assignment on Contraceptive  
Methods.
- 
- Wednesday - 8.00 - 9.00 a.m. Continue Group Work.
- 9.00 - 10.30 a.m. Presentation and Demonstration of  
Contraceptive Methods.
- 12.30 - 1.00 p.m. Highlights on F.P. Methods.

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1.00 - 2.00 p.m. L U N C H.  
2.00 - 5.00 p.m. ORAL REHYDRATION THERAPY (ORT) -  
Principles and Practice -  
Demonstration.  
5.00 p.m. Assignment on Barriers to  
Acceptance of F.P. and O.R.T.

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Thursday - 8.00 - 9.30 a.m. Sexually Transmitted Diseases  
What they are - Causes and  
Prevention - Implications for  
prescribing an F.P. Method.  
9.30 - 10.30 a.m. Infertility - Causes, Types and  
current modes of treatment and  
counselling skills.  
10.30 - 11.00 a.m. B R E A K.  
11.00 - 11.30 a.m. Presentation of Barriers.  
11.30 - 1.00 p.m. Group Session on Psycho-social  
issues related to ORT/FP,  
Infertility and STD.  
1.00 - 2.00 p.m. L U N C H.  
2.00 - 4.00 p.m. Role Play Presentation on  
Counselling.  
4.00 - 5.00 p.m. Visit Arakale Clinic -  
Integration of ORT/FP.

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Friday - 8.00 - 9.00 a.m. Post Test.  
9.00 - 10.00 a.m. Panel Presentation by Health  
Officials - strategies of  
integration of services.  
10.00 - 10.30 a.m. B R E A K.  
10.30 - 11.00 a.m. Feedback on Post Test.  
11.00 - 12.00 p.m. Record Keeping.  
Client Record.  
National F.P. Records.  
12.00 - 1.00 p.m. Participants Reaction Forms.  
12.30 - 1.00 p.m. General Feedback - Participants  
- Trainers.  
1.00 - 2.00 p.m. L U N C H.  
2.00 - 3.00 p.m. CLOSING CEREMONY.

APPENDIX C (continued)

5-DAY TRAINING PROGRAM FOR PUBLIC HEALTH/NURSE MIDWIVES IN FAMILY  
PLANNING AND ORAL REHYDRATION THERAPY

GOAL:

To update knowledge and skills of Public Health Nurses/Nurse-Midwives to increase acceptance and use of family planning, including natural family planning, and oral rehydration therapy.

GENERAL OBJECTIVE:

At the end of this 5-day training program, the participant should:

1. Demonstrate increased knowledge and skills in transmitting information and providing service in family planning and oral rehydration therapy.

SUB-OBJECTIVES AND CONTENT:

At the end of this 5-day training program, participant should be able to:

1. Explain the socio-economic and health background and context for Maternal Child Health, Family Planning and Oral Rehydration Therapy in the nation and specific state.

CONTENT:

- Population dynamics of Nigeria and State
  - Comparisons of selected population characteristics
  - Vital health indices for Nigeria and State
  - Current FP/ORT programs or efforts in Nigeria and the State
  - Impact of FP/ORT on health of mother, children and family
2. Demonstrate increased knowledge regarding selected FP and ORT

CONTENT:

- : Male and Female reproductive systems in relation to FP.
- : Required physical assessment for FP.
- : Barriers to acceptance and use of FP/ORT.
- : Overview of FP methods.
- : Family Planning methods - types, effectiveness, actions, disadvantages, inconveniences side effects and contraindications for each method.
  - Pills and injectables
  - IUD - counselling, follow up
  - Chemical barriers - female tablets, creams and gels
  - Mechanical barriers - condoms, diaphragms.

- Natural family planning methods.
- Sterilization.

: Oral Rehydration Therapy:

- Child survival
- Type of ORT solutions

: Integration of FP and ORT into MCH services.

3. To demonstrate, through practice, FP and ORT skills.

CONTENT:

: Family Planning.

- Cultural and physical and provider related barriers to acceptance and use of FP.
- How to deal with barriers.
- Counselling principles and group education for all FP methods.
- Problem solving in FP practice.
- Psycho-social and sexuality issues related to counselling for utilising above strategies in FP practice.
- Guiding clients in selection of most suitable contraceptive method/alternatives.
- Instructing clients on how to use the chosen method.
- Counselling new and continuing acceptors.

: Oral Rehydration Therapy:

- Barriers to acceptance of ORT
- Dealing with such barriers
- Counselling and group education for ORT
- Problem solving in ORT practice
- Psycho-social and cultural issues related to acceptance and use of ORT
- Preparation and administration of ORT.

4. Demonstrate increased knowledge and skill in recognizing, prevention and management of sexually transmitted diseases.

CONTENT:

Types of sexually transmitted diseases.

- Gonorrhoea
- Syphilis
- Trichomoniasis

- Mollusciasis
- Chlamydia
- Herpes
- Pubic lice

Recognition:

- Main symptoms and signs of each
- Relevant laboratory examinations

Prevention of STD

- : Psycho-social, cultural and physical issues related to spread, early treatment and prevention.
- : Counselling and group education regarding STDs.

Treatment of STD:

- Referral
- Counselling
- Major modes of treatment

Implications for prescribing on FP method, counselling in selection of most appropriate FP method in clients suffering or more prone to developing an STD.

5. Demonstrate through practice and role playing, skill in recognizing, counselling and referral for infertility.

- Types of infertility
- Causes of infertility
- How clients present infertility problems
- Essentials of fertility
- Role of nurse/midwife in:
  - : Investigation
  - : Referral
  - : Follow up treatment for infertility
- Psycho-social and cultural issues related to infertility
- How to overcome the barriers

6. Compile, examine and outline psych-social issues related to FI and OIT and develop strategies to overcome any client, community and provider related barriers to acceptance of FI and OIT.

CONTENT:

- : Community's cultural beliefs and taboos regarding reproduction, Family Planning and Abortion/sterilization.

- : Traditional methods of FP and treatment of diarrhoea/dehydration.
- : Male and female roles in sexual behavior including adolescents.
- : Local attitudes about infertility
- : Cultural beliefs regarding female/male sterilization
- : Socio-economic and educational factors.

7. To design strategies and recommendations for continuing education, and for service evaluation delivery and service delivery evaluation in FP and ORT.

CONTENT:

- Role of participants in FP/ORT education and provision of service.
- Looking at local resources for improved quality care in FP/ORT.
- Commodity and equipment procurement and storage
- Integration of FP/ORT in MCH services
- Supervisory and monitoring methods
- Planning how and from where each participant would increase her practice in FP/ORT practice including IUD insertion.

Method of Teaching/Learning:

The workshop will adopt mainly participatory and group activity type of teaching. The following is a list of some methods to be used:

- a. Small group discussion
- b. Brainstorming
- c. Role play
- d. Drama (skit)
- e. Panel discussion
- f. Lecture/discussion using teaching aids e.g. overhead projector, slides etc.
- g. Demonstration and return demonstration.

Evaluation Methods:

- Pre and post test
- Check lists
- Responses from group work
- On-going daily feedback responses
- Strategies designed.

APPENDIX C (continued)

TRAINING PROGRAM FOR PUBLIC HEALTH NURSE/NURSE-MIDWIVES IN FAMILY PLANNING AND  
ORAL REHYDRATION THERAPY

Week 1 - September 16 - 20, 1985

Week 2 - September 23 - 27, 1985

DAILY WORKPLAN

DAY 1 MONDAY

<u>TIME</u>	<u>SUBJECT</u>	<u>PREPARATION</u>	<u>MATERIALS</u>	<u>TRAINER</u>
8:00 - 9:00 AM	Registration of Participants. Distribution of work plan and other documents.	1. Completion of workplan 2. Purchase of materials 3. Set up workshop library 4. Set up workshop	1. List of Participants 2. Biodata forms 3. Work plan	Dr. Adetunji Mrs. Olowo
9:00 - 10:00 AM	Opening Ceremony/Refreshments	1. Discussion with Permanent Secretary 2. Media coverage 3. Invitations	1. Drinks 2. Public address 3. Audience	Mrs. Ikuomola Mr. Ajayi
10:00 - 11:00 AM	Introduction of participants.  Trainers workshop rules.		1. Flip chart	Dr. Adetunji Mrs. Ikuomola
11:00 - 11:30 AM	Pre-test	1. Preparation of pre-and post-test		Mrs. Olowe Dr. Adetunji
11:30 - 12:30 AM	Participants' expectations		1. Flip chart, chalk	
12:30 - 1:00 PM	Presentation of curriculum	1. Development of curriculum	1. Copies of curriculum	

1:00 - 2:00 PM	LUNCH	Contact caterer Fix menu		
2:00 - 4:00 PM	Demographic characteristics and effects in Nigeria/Ondo state	Prepare transparency	Overhead projector transparency etc.	Dr. Adetunji Mr Oguntonade
4:00 - 5:00 PM	Impact of Family Planning and ORT on health of children and women	Trainer meeting	Flip charts	Mr. Oguntonade Dr. Adetunji Mr. Balogun

DAY 2 TUESDAY

<u>TIME</u>	<u>SUBJECT</u>	<u>PREPARATION</u>	<u>MATERIALS</u>	<u>TRAINER</u>
8:00 - 9:30 AM	Continue impact of Family Planning and ORT on health of children and women	-do-	-do-	-do-
9:30 - 10:30 AM	Applied anatomy and physiology of male and female reproductive systems	Inform Mrs. Omoyajowo Prepare flip charts Find models	Flip charts Models	Mrs. Omoyajowo
10:30 - 11:00 AM	BREAK			
11:00 - 1:00 PM	Continue with applied anatomy and physiology.			Mrs. Omoyajowo
1:00 - 2:00 PM	LUNCH			
2:00 - 4:00 PM	Physical assessment	Readings Objectives	Flip charts Overhead projector Film on pelvic exam	Dr. Adetunji
4:00 - 5:00 PM	Contraceptive methods preparation	Prepare objectives Reading assignment	Flip charts Natural method chart	Mrs. Olowo

DAY 3 WEDNESDAY

<u>TIME</u>	<u>SUBJECT</u>	<u>PREPARATION</u>	<u>MATERIALS</u>	<u>TRAINER</u>
8:00 - 10:30 AM	Contraceptive method demonstration	Inform Ilara CHC Arrange transport	Transport "clients"	Mrs. Ikuomola
10:30 - 11:00 AM	BREAK			
11:00 - 1:00 PM	Contraceptive method demonstration			
1:00 - 2:00 PM	LUNCH			
2:00 - 5:00 PM	ORT principles and practice	Objectives 'Federal' Formula 'State' Formula 'WHO' Formula	WHO Technical Report State protocol	Dr. (Mrs.) Oke Dr. Adegbenro Mrs. Ikuomola

DAY 4 THURSDAY

<u>TIME</u>	<u>SUBJECT</u>	<u>PREPARATION</u>	<u>MATERIALS</u>	<u>TRAINER</u>
8:00 - 9:30 AM	Sexually transmitted diseases (STD)	Brain storming Objectives	Overhead projector STD chart	Dr. Adetunji
9:30 - 10:30 AM	Infertility	Reading assignment Objectives	Flip chart STD chart Chalk board	Dr. Ogunleye
10:30 - 11:00 AM	BREAK			
11:00 - 1:00 PM	Psycho-Social aspects of STD. Infertility, Family Planning and ORT (group preparation)	STD Prostruction	Flip chart Group arrangement	Dr. Adetunji Mrs. Ikuomola Mrs. Olowo Mr. Ajayi
1:00 - 2:00 PM	LUNCH			
2:00 - 4:00 PM	Psycho-Social aspect of STD. Infertility, Family Planning ORT (presentation in small group discussions).	Plenary session	Flip chart	Same as above
4:00 - 5:00 PM	Integrated Maternal Child Health/ Family Planning/ORT Services (group preparation).	Structure of health service Need for integration	Flip chart	Same as above

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1

DAY 5 FRIDAY

<u>TIME</u>	<u>SUBJECT</u>	<u>PREPARATION</u>	<u>MATERIALS</u>	<u>TRAINER</u>
8:00 - 9:00 AM	Presentation of integrated Maternal Child Health/Family Planning/ORT Services.	Plenary session	AV materials	All
9:00 - 10:00 AM	Post-test Reaction forms		Post-test Reaction forms	Mrs. Olowo
10:00 - 10:30 AM	BREAK			
10:30 - 11:30 AM	Review and skills in Family Planning/ORT records.	Simulation records	Record forms	Dr. Adetunji
11:30 - 12:30 AM	Management and administration of supplies			Mr. Attah Dr. Adetunji Mr. Aboluwoye
12:30 - 1:30 PM	Evaluation	Invitations		ALL
1:30 - 2:30 PM	Closing Ceremony/Refreshments	Preparation of results	Evaluation forms	ALL
2:30 PM	DEPARTURE			

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APPENDIX C (continued)  
 FIVE-DAY FP/ORT WORKSHOP MANUAL  
 A GUIDE FOR TRAINERS

MONDAY

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To provide data on self and obtain initial essential workshop materials	8- 9	<ul style="list-style-type: none"> <li>- Registration and Biodata</li> <li>- Distribution of reference books</li> <li>- Name tags</li> <li>- Workshop rules</li> </ul>	<ul style="list-style-type: none"> <li>- Individual filling-out of Biodata forms (Consultants and co-trainers to guide)</li> <li>-do-</li> <li>-do-</li> <li>-do-</li> </ul>	<ul style="list-style-type: none"> <li>- 30 INTRAH Biodata forms</li> <li>- Package for each participant containing workshop materials</li> </ul>	<ul style="list-style-type: none"> <li>- Completed Biodata forms</li> <li>- List of names of participants and co-trainers and consultants.</li> </ul>
To relax and settle down to the task at hand by getting to know each other.	9-10 am	<ul style="list-style-type: none"> <li>- Introduction to each other (Trainees, Trainers)</li> </ul>	<ul style="list-style-type: none"> <li>- Group all in two's Ice Breaker e.g.               <ul style="list-style-type: none"> <li>- Name</li> <li>- Where from</li> <li>- Present title and what you do</li> <li>- Hobby or nickname or special preferences</li> <li>- One person to introduce neighbors</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- People</li> </ul>	
To obtain relevant aspects of the importance of FP/ORT activities in the State	10-11 am	<ul style="list-style-type: none"> <li>- Opening Ceremony</li> </ul>	<ul style="list-style-type: none"> <li>- Official Opening Speech by Permanent Secretary (Course coordinator/co-trainers to guide this session.)</li> </ul>		<ul style="list-style-type: none"> <li>- Attendance guest</li> <li>- List if available</li> <li>- Outline of official speech</li> </ul>

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OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To assess the entry behavior regarding FP/ORT knowledge and skills	11-11:30 am	- Pre-test	- Individually answer each question	- 30 complete copies of pre-test and answer sheets	- Result of pre-test
	11:30 - 12:30	- Participants' Expectations	- In groups of 6, each group member to state what she/he expect to learn from the workshop. - What to do with this knowledge after the workshop		- Summary of Expectations
		- Presentation of curriculum	- Group secretary/leader to summarize to entire group	- Masking tape - Markers - Flip Charts - Slides - Newsprint - Workshop curriculum and time table - Workshop schedule	- Summary of Expectations
		- Comparison with participants' expectations	- Comparison led by trainer		
	12:30-1:00	- Adult learning methods			
	1:00-2:00	LUNCH			
(a) Describe the relationship between national state resources and health issues of Nigerians	2:00-4:00 pm	- How my Job and Myself relate FP/ORT for Family Planning in Nigeria - Basic demographic national and state data rate	- Fact sheets - Presentations - In groups of 6 brainstorming list - How of ORT - How of FP - Benefits of both to Family	- Fact sheets - Handouts - Transparencies - Handout on benefits of FP and ORT - Flip charts	- Lists presented in each group

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OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
(b) State the total population of Nigeria and the state		<ul style="list-style-type: none"> <li>- Reducing infant mortality</li> <li>- Supporting child survival</li> </ul>			
(c) Compare selected national and state vital health statistics					
To outline how FP/ORT can improve MCH and family health	4:00-5:00 pm	<ul style="list-style-type: none"> <li>- Spacing of births</li> <li>- Avoiding pregnancy at unfavorable maternal age</li> <li>- Prolonging breast feeding and so reducing infant mortality</li> <li>- Control of family size</li> <li>- Avoiding adolescent pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>- Then in same groups each participant to outline one wish to be related to any of the following:               <ul style="list-style-type: none"> <li>- What would you like to see happening 10 years from now in:                   <ul style="list-style-type: none"> <li>a. Nigeria</li> <li>b. Ondo State or your state</li> </ul> </li> </ul> </li> <li>- Make 3 wishes for oneself, one's children and one's clients. (10 years time)</li> <li>- How the wishes relate to FP/ORT.</li> </ul>	<ul style="list-style-type: none"> <li>- Hand-out assignment</li> </ul>	

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TUESDAY

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To demonstrate knowledge regarding the role of the female and male reproductive systems in the process of reproduction	8:00-9:30 am	<ul style="list-style-type: none"> <li>- Structure and location of organs</li> <li>- Exterior organs</li> <li>- Interior location of organs</li> <li>- Shape               <ul style="list-style-type: none"> <li>- organs and function</li> <li>- penis</li> <li>- scrotum</li> <li>- vas deferens</li> <li>- seminal vesicles</li> <li>- prostate gland</li> <li>- testosterone</li> <li>- interstitial tissues</li> <li>- ejaculation</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Discuss the wishes and approaches to fulfillment of wishes.</li> <li>- Present wishes and solutions.</li> <li>- Resource person to comment and summarize</li> <li>- Trigger-film on human reproduction.</li> <li>- Review through discussion in groups of 5, draw a diagram(s) of the female and male reproductive organs showing parts as in content.</li> <li>- Trainer to compare and give correct information.</li> </ul>	<ul style="list-style-type: none"> <li>- Flip charts</li> <li>- Task assignment</li> <li>- 16 mm colour</li> <li>- 20 min. film</li> <li>- Film projector</li> <li>- Newsprints</li> <li>- Markers</li> </ul>	<ul style="list-style-type: none"> <li>- Diagrams drawn by participants and critiques by the trainer.</li> </ul>
	10:30-11:00 am	BREAK			
To outline the required physical assessment and its rationale before and during contraceptive use	11:00-11:30	<ul style="list-style-type: none"> <li>- Menstrual cycle               <ul style="list-style-type: none"> <li>- Hypothalamus</li> <li>- Follicle stimulating hormone (FSH)</li> <li>- Luteinizing hormone (LH)</li> <li>- Anterior lobe of pituitary gland</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Review through mini-drama the systematic function of reproductive organs (female)</li> </ul>	<ul style="list-style-type: none"> <li>- A group of participants to play</li> <li>- Mini-drama guidance sheets</li> </ul>	<ul style="list-style-type: none"> <li>- Drama content and feedback from audience</li> </ul>

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OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
		<ul style="list-style-type: none"> <li>- Ovary</li> <li>- Corpus Lutum</li> <li>- Estrogen</li> <li>- Progesterone</li> <li>- Uterus (ready)</li> <li>- Uterus (bleeding) (Menses)</li> </ul>	<ul style="list-style-type: none"> <li>- Relationship of male and female reproductive methods to Family Planning</li> </ul>	<ul style="list-style-type: none"> <li>- Slides</li> <li>- Slide projector/Overhead</li> </ul>	<ul style="list-style-type: none"> <li>- Comments from viewers</li> </ul>
	11:30-1:00 pm				
	1:00-2:00 pm	LUNCH			
		<ul style="list-style-type: none"> <li>- Thyroid</li> <li>- Breast</li> <li>- Abdomen</li> <li>- Extremities</li> <li>- Pelvic examination</li> </ul>	<ul style="list-style-type: none"> <li>- Film on pelvic examination for contraceptives</li> <li>- Discuss about the film</li> <li>- Difficulties in the technique</li> <li>- Highlights and what to look for</li> </ul>	<ul style="list-style-type: none"> <li>- Check list for systematic examination for each section <ul style="list-style-type: none"> <li>- Film on pelvic examination</li> </ul> </li> <li>- Full model using check list</li> <li>- Breast and pelvic slides with viewers</li> <li>- 7 speculums</li> </ul>	<ul style="list-style-type: none"> <li>- Discussion of critiques</li> <li>- Check list</li> </ul>

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OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To name all contraceptive methods	4:00-5:15 pm	- Brain storming. Known contraceptive methods and listing - Group task assignment - Assign group to work on contraceptive methods	- Ref. book: <b>Contraceptive Technology</b> - Chalk & board		

WEDNESDAY

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To describe the following contraceptive methods in terms of user-effectiveness and types, indications, contra-indications, side effects, advantages and risks	8:00-10:30 am	1. IUDs: Lippes Loops : Copper T 2. Barrier methods : Diaphragms 3. Male methods 4. Hormonal : Injectable and implants : Oral 5. Sterilization 6. Natural Family Planning	In 6 groups Each group will be assigned one type of method to present to entire class the content in the objective (Trainers react to major deviations immediately)	- Actual devices available sizes - Pelvic models - Newsprints - Charts	- Reports from rapporteurs
	10:30-11:00 am	BREAK			

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
	11:00- 1:00 pm	Highlights of methods	- Summary by trainer	- Slides - Slide projector	- Comments from trainers
	1:00- 2:00 pm	LUNCH			
To compare and contrast the different ORT formulae	2:00- 5:00 pm	- Formulae: - Federal - State - WHO - Diarrhea and dehydration	- Discussion - Demonstration	- UNICEF/FEDERAL MOH ORT material - posters - spoons - references	-Demonstrations
To outline the local cultural and physical barriers to accep- tance of FP and ORT	5:00- 5:15 pm	- Cultural e.g. : Traditional : Religious beliefs : Incarnation - Physical e.g. : Ignorance : Lack of effec- tive facili- ties	- Home assignment - Groups to discuss and work on a list of existing local: : cultural : physical : provider related barriers to accep- tance of FP and ORT	- Newsprint - Markers	-Listing pro- duced by groups next morning

THURSDAY

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To describe common STDs and how to recognize them	8:30-9:30 am	- Gonorrhoea - Syphilis - Trichomoniasis - Chlamydia - Herpes - Pubic lice - Warts - AIDS etc.	- Brainstorming on types - Presentation of prevention - Implications for prescribing FP	- Overhead projector - STD chart - Slides	- Participants - Responses
To demonstrate understanding of - prevention and - implication for prescribing an FP method					
To describe the types, causes, current modes of treatment and counselling techniques	9:30-10:30 am	- Infertility : Types : Causes : Current : Modes of Treatment : Counselling Techniques	- Brainstorming on causes	- Flip charts - Chalk and board - Reading assignment - STD chart	
	10:30-11:00 am	BREAK			
To describe barriers to FP/ORT methods	11:00-11:30 am	- Story of "Ayodele and Fumalayo" - Preparation and discussion of situations on barriers to acceptance of FP	- Trigger story-hand-out - Newsprint		

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OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
	11:30- 1:00 pm	- Presentation of barriers			
	1:00- 2:00	LUNCH			
	2:00- 4:00 pm		- Role-play on counselling skills in relation to FP/ ORT acceptance and deliv- ery problems	- Situations - Players	- Comments/content/ feedback regarding role play
To examine methods of integration of FP/ORT into MCH services	4:00- 5:00 pm	Example	- Visit Arakale MCH Clinic	- Task assignment- for the visit	Written group reports

FRIDAY

OBJECTIVES	TIME	CONTENT	METHODS	MATERIALS	EVALUATION
To demonstrate level of knowledge and skill gained	8:00 9:00 am	- Post-test	- Post-test	- 30 copies of post-test and answer sheets	- Results of Post-test
To plan strategies for providing service, developing further skills and obtaining supplies and monitoring outputs	9:00 10:00 am	- The planned expectations and role changes for participants - Establishment of new service delivery points - Organization of practical way of improved skills in contraceptive practice including IUD insertion using locally available resources, e.g. OB/GYN - PPFN clinics and personnel	- Panel Presentation Panelists to include : Health Management Board officials, e.g. chairman, chief nursing officer, local govt. supervisor if any : Ministry of Health officials e.g. : Chief nursing officer : State PPFN officer MOH official responsible for ORT and UNICEF matters : Chief MOH supplies officer if any - Panelists to clarify strategies and answer participants questions	- Five or six panelists	- Record of strategies

APPENDIX D

LIST OF REFERENCE BOOKS UTILIZED IN WORKSHOP

<u>NO.</u>	<u>TITLE</u>	<u>NO.</u>
1.	CONCEPTS & ISSUES IN FAMILY PLANNING	15
2.	EDUCATION FOR SEXUALITY	15
3.	NATURAL FAMILY PLANNING	15
4.	CONTROL OF SEXUALLY TRANSMITTED DISEASES	15
5.	FEMALE STERILIZATION	30
6.	HANDBOOK ON INFERTILITY	15
7.	FERTILITY AWARENESS	75
8.	CONTRACEPTIVE TECHNOLOGY 1984/85	35 + 40 75
9.	FAMILY PLANNING METHODS & PRACTICE IN (AFRICA)	75
10.	PERIODIC ABSTINENCE	75
11.	HELPING HEALTH WORKERS LEARN	15

AN ADDRESS DELIVERED BY THE PERMANENT SECRETARY  
MINISTRY OF HEALTH, ONDO STATE, AT THE OPENING  
CEREMONY OF A SERIES OF TWO ONE-WEEK WORKSHOP ON  
FAMILY PLANNING AND ORAL REHYDRATION THERAPY FOR  
NURSES AND MIDWIVES SELECTED FROM THE LOCAL  
GOVERNMENT SERVICE AND HEALTH CARE UNITS IN  
ONDO STATE AT 10.00 A.M. 16TH OF SEPTEMBER, 1985

It gives me great pleasure to be here this morning to address this august gathering of health workers drawn from different Local Government Areas and other Health Care Units in the State. I also wish to welcome you all to the opening ceremony of this two-week workshop organised to equip you and enhance the efficient performance of your duties.

This workshop has been mounted under the auspices of the Federal and the State Government and the collaborating agency - the Intrah of the University of North Carolina in the U.S.A. The latter agency has invested so much effort in the organisation of this programme in order to ensure its success. I believe the only way by which we can best demonstrate our appreciation as a people is to make the fullest use of the opportunity offered us to participate in this Workshop.

I am sure that every one of you here is already fully

aware of the health care needs and goals of our people whose preponderance live in the rural setting where effective health care delivery service is hampered by series of problems and difficulties. You have all been actually involved as health practitioners in the pursuit of the lofty ideal to achieve health for all by the year 2000. This health revolution is not peculiar to Ondo State or Nigeria or even Africa. All the nations of the world, especially those in the third world countries, have now reached the threshold of a vigorous war to make the earth a better place for its inhabitants to live in. One strategy for achieving this noble objective is through Primary Health Care Programme which has been described as the key to Health for all in the Alma Ata Declaration of 1978 to which Nigeria is a signatory. There are a lot of challenges and problems affecting our rural population which are attributable to ignorance, poverty, unwanted pregnancy etc. These phenomena contributed largely to over-population which in turn resulted in inadequate housing facilities, malnutrition and diarrhoeal diseases. The various components of health care programmes are therefore designed to make health for us all a feasible goal in our time. The programmes are also designed

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to enable the communities overcome preventable death, under-utilization and over stretching available health resources, increasing death rate, high morbidity and infantile mortality among our childhood population.

It will amount to under-statement to say that all the conditions stated above are indices of a very poor health status. No wonder then that the average life expectancy in this sub-region of <sup>the</sup> world is as low as 45 years. From all available statistics, it has been apparent that the task ahead of us all is enormous. We must therefore appreciate our disabilities and incapacities and get well equipped to take our people to the promised land.

Having carefully appraised our health situation, we must acknowledge that our fate lies in our own hands. We can make or mar it. As health workers, we all have such important and significant roles to play in salvaging our nation from the shackles, chains and clutches of a people plagued by different diseases. This two-week workshop has been organised to enable participants to improve the health status of our people. But we must first of all examine ourselves critically. Two essential components of the primary health care will be the subject of this workshop. They are Maternal Child Health and Family Planning

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and Oral Rehydration which have been given necessary boost apart from the world-acclaimed E. P. I. which is the entry point to Primary Health Care in Undo State.

It is my candid opinion that if rural dwellers must <sup>change</sup> their belief and attitude to health matters, the rural or community health worker must have the proper bearing and correct orientation both in his belief and attitude too. It is only then that the health worker could really influence the life style of others.

A health worker therefore must be adequately equipped to meet the challenges of changing health demands. The current programme has been designed to articulate this new role for all of us. Time there was, when a lot of undue emphasis was placed on curative services to the detriment of the much cheaper and comparatively more accessible preventive services. The shift in <sup>the present day</sup> emphasis has now been properly concretised. It is now anchored on to the execution of specific primary health care programmes.

It is apposite at this juncture to point out that nurses, midwives and community health workers constitute the most formidable and numerically <sup>the</sup> single largest group among different health workers <sup>in Nigeria</sup>. They provide a multiplicity of services in a wide range of settings in line with the multi-disciplinary

nature of health delivery services. This explains the importance of your role as individuals and as a group in the current crusade to make life better for all.

Although the concept of family planning is not new to Nigerians, Oral Rehydration is a recent addition. It is therefore hoped that whatever knowledge or skill you acquire during this short period of the workshop, will be put into judicious use thereafter so that the public at large could benefit from you all.

Before I conclude this address, I wish to recognise the presence of our distinguished observers at this workshop from Plateau, Benue, Imo and Anambra States. I hope they will take the advantage of this opportunity to interact with their professional colleagues in Ondo State and enjoy the warm hospitality for which Ondo State is highly reputed. Please find time to travel to the tourist centres in Ondo State and learn more about the culture and tradition of the people.

Distinguished Ladies and Gentlemen, it is my honour, pleasure and privilege to declare this workshop formally open.

Thank you and Good morning.

APPENDIX I

COMMODITIES ISSUED TO PARTICIPANTS OF FAMILY PLANNING/  
ORAL REHYDRATION THERAPY, 16th - 20th SEPTEMBER 1985

Oral thermometer	1 each
Koromex Cream	12 tubes
Oral Contraceptive (femenal)	1 pkt. of 100 cyles
Condom	2 pkts. of 100
Clients Record Forms	50 each
Applicators	1 dozen each

\* Each to 26 stations in the state.

BOOKS

1 copy to each participant

1. Contraceptive Technology 1984-85
2. Family Planning Methods and Practice in Africa
3. Fertility Awareness
4. Safe - Unsafe Abstinence