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Trip Report

#0-175

Travelers:

Dr. Gilberte Vansintejan, INTRAH
Consultant

Dr. Perla Sanchez, INTRAH Consultant

Ms. Mary Ann Mercer, IHP Consultant

Country Visited:

Nigeria

Date of Trip:

September 27 - November 2, 1985

Purpose:

To conduct four "Five-Day Family
Planning and Oral Rehydration
Therapy Update" workshops for
nurse/midwives and public health
nurses in Plateau and Benue States.

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Program for International Training in Health
208 North Columbia Street
The University of North Carolina
Chapel Hill, North Carolina 27514 USA

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EXECUTIVE SUMMARY

Following the planning and recommendations of INTRAH and the Ministry of Health teams, the four Five-Day Family Planning and Oral Rehydration Therapy Update workshops for public health nurse-midwives were held in Plateau State (Jos) from October 7 - 11, and from October 14 - 18; and in Benue State (Makurdi) from October 21 - 25, and from October 28 - November 1, 1985. INTRAH consultant teams -- Vansintejan/Mercer and Vansintejan/Sanchez -- and state co-trainers conducted the workshops. There were five co-trainers in Jos and seven in Makurdi.

The objectives of the four workshops were identical and were successfully achieved as demonstrated by the participants' pre/post-test results, their participant reaction forms and comments, and their active involvement, enthusiasm and desire for more learning throughout each workshop.

The delivery of family planning and oral rehydration therapy services varies from state to state. It may therefore be necessary to maintain a flexible curriculum, which takes into account state resources for co-teaching, level of FP services and need for longer training periods. The objectives remain appropriate, and the co-trainers will follow-up the participating midwives and nurse-midwives. Recommendations include hiring a Nigerian INTRAH consultant -- who has participated in at least one FP/ORT workshop -- along with a U.S.-based INTRAH consultant, in order to promote human resources development and institution building.

Based on the positive immediate results of these four workshops, the teams endorse the FMOH/INTRAH plans to conduct FP/ORT workshops for direct service-providers (midwives and nurse-midwives) in all other interested states.

SCHEDULE DURING TRIP

- Friday,
September 27: P.M.: Arrival of Vansintejan in Lagos from New York City, U.S.A. (Eko Holiday Inn).
- Sunday,
September 28: Briefing by Ms. Marilyn Schmidt, AID/W and Ms. Jedida Wachira: both returned from Ondo State workshops (coincidental meeting in Eko).

Telephone briefing with Mr. Garry Gleason, UNICEF.
- Monday,
September 30: Briefing at AAO's Office: Mrs. Shitta-Bey, Program Specialist and Mr. Lawrence Eicher, Population Officer. Collected materials. Called Mr. Kukoyi of Coopers and Lybrand.

Travel to Makurdi, (Benue State) by air (Plaza Hotel). Arrival 2:30 P.M. Contacted personnel at Ministry of Health and Health Service Management Board (HSMB).

Evening meeting at house of Dr. R. Abdullahi with Mrs. E. Onuaguluchi and Mrs. S. Attah. Met separately with Dr. Omale (replacing Dr. Ogebe).
- Tuesday,
October 1: Plan program schedule and assignments with team: Dr. Abdullahi, Mrs. Attah and Dr. Musa.
- Wednesday,
October 2: Review program schedule with team; discuss books/publications needed by participants and co-trainers. Visit workshop site.

P.M.: Travel to Jos by taxi (Plateau State). Arrival at 4 P.M. (Hill Station Hotel).
- Thursday,
October 3: Meeting with officials at MOH to plan program schedule, co-trainers' guidelines and training schedule.
- Friday,
October 4: Work with training team on development of schedule and guidelines for trainers. Prepare assigned topics.
- Saturday,
October 5: A.M.: Prepare content sessions; work with co-trainers at hotel.

Monday-Friday, Implementation of Workshop I, Jos (Plateau
October 7-11: State).

Monday, P.M.: Arrival of Ms. Mary Ann Mercer.
October 7:

Sunday, P.M.: Draft trip report.
October 13:

Monday-Friday, Implementation of Workshop II, Jos (Plateau
October 14-18: State).

Saturday, A.M.: Vansintejan travels by road to Makurdi
October 19: (Benue State). Arrives 12:30 P.M.
(Plaza Hotel).

A.M.: Mercer travels to U.S.A. via Lagos.

P.M.: Sanchez arrives in Makurdi by air
from Lagos (Plaza Hotel).

4:00-7:00 P.M.: Planning with five
co-trainers.

Sunday, P.M.: Planning last details of workshop.
October 20: Visit workshop site.

Monday-Friday, Implementation of Workshop I, Makurdi (Benue
October 21-25: State).

Saturday, A.M.: Draft trip report.
October 26:

Sunday, P.M.: Draft trip report.
October 27:

Monday-Friday, Implementation of Workshop II, Makurdi (Benue
October 28- State).
November 1:

Saturday, Finalization of trip report.
November 2:

P.M.: Sanchez and Vansintejan leave by air
for Lagos.

Sanchez travels by air to Nairobi
(Kenya) for debriefing by INTRAH.

Vansintejan travels by air to
New York City, U.S.A.

Monday,
November 4:

Sanchez is debriefed by INTRAH-Nairobi.

Vansintejan is debriefed by INTRAH-Chapel Hill.

Tuesday,
November 5:

Sanchez leaves Nairobi by air for Manila, Philippines.

I. PURPOSE OF TRIP

The objectives of the assignment (Vansintejan/Mercer and Vansintejan/Sanchez) were to conduct -- with Nigerian co-trainers -- four Five-Day Family Planning and Oral Rehydration Therapy Update workshops. Thirty participants were invited to attend each workshop. The total number of participants was to be 120.

Each team planned the details of the workshops with state co-trainers, assigned topics and participatory teaching methods, and ensured the smooth delivery of workshop content, pre- and post-tests, biodata and participant reaction forms.

II. ACCOMPLISHMENTS

- A. On September 30, October 1 and October 2, the INTRAH team leader met with Ministry of Health (MOH) and Health Service Management Board (HSMB) officials in Benue State. On October 3 and October 4, she met with MOH and HSMB officials in Plateau State. These officials were to be involved in supporting the workshops in their respective states. The firm of Coopers and Lybrand was also contacted in Lagos for introductory purposes.
- B. Detailed planning of the schedule of activities and resources (facilities and human and material resources) took place in each state prior to the workshops. Training guidelines for co-trainers were revised, using the model curriculum. Each co-training team needed to adapt the standard schedule and detailed curriculum. However, the workshop objectives were identical.

- C. Co-trainers in each state took all the responsibility for the logistics, including selection of participants, letters of invitation, local purchase of material, lunch arrangements, and dealing with representatives of Coopers and Lybrand. These tasks were well carried out by both teams.

The Plateau State team had been involved with the planning process during the INTRAH team's May/June 1985 visit, but no one from Benue State had participated in the planning process in that state.

- D. INTRAH's trainers and co-trainers conducted each workshop quite appropriately, emphasizing active teaching/learning methods. The participants responded well to this approach, with many questions not only about client management for family planning, but also for themselves.
- E. Training materials to be distributed to participants were those sent by INTRAH to the AAO's Office in Lagos. In Plateau State, most arrived with the INTRAH consultant; in Benue State, they arrived the first day of the workshop (see list in Appendix D). Handouts were typed and also distributed to participants in each workshop; some were prepared by state co-trainers and others by the INTRAH consultants (see Appendix E).
- F. In both states, co-trainers were more proficient by the time of the second workshop in workshop management and in co-teaching topics.

III. BACKGROUND

INTRAH's work and planning with the AAO's Office in Lagos and the various states are described in trip report #0-59 of May/June 1985.

In summary, INTRAH received a request (December 1984) to assess the feasibility of a series of continuing education workshops of family planning and oral rehydration therapy for nurse-midwives from five states. During a May/June 1985 visit by INTRAH staff and consultants, a training proposal, plan and detailed curriculum were developed. The INTRAH team conducted a needs assessment on the basis of discussions, interviews with health personnel, and observations of MCH/FP-related activities, developed pre- and post-tests, and identified training materials needed. Two-member training teams of two were identified, training materials were mailed to the AAO's Office in Lagos, and arrangements were made for transfer of finances with a Nigerian accounting firm.

IV. DESCRIPTION OF ACTIVITIES

A. The INTRAH team finalized plans for the workshops with state coordinators and co-trainers, in Makurdi (September 30 to October 2), and in Jos (October 3 to October 5).

B. Workshops in Jos, Plateau State:

The two FP/ORT Update workshops were held in a conference room at Plateau Hospital from: (1) October 7 through 11, and (2) October 14 through 18, 1985. Five co-trainers from Jos were responsible for the logistics, and for co-teaching specific topics. Their other work-related responsibilities kept them away from the workshops for part of the time, but they were there when

directly involved in the training. Among the five co-trainers, two were present more than the others (Mrs. Z. Mafuyai, and Mrs. R. Gottom). Mrs. Mafuyai was also the project coordinator.

1. Twenty-nine participants completed the first workshop: 20 midwives, 8 nurse-midwives and 1 male psychiatric nurse.
2. Thirty participants completed the second workshop: 22 midwives, 7 nurse-midwives and 1 public health nurse-midwife.

The goal of the Jos workshops was to update the knowledge and skills of the participants in increasing acceptance and use of family planning and oral rehydration therapy (FP/ORT) among their clients in the maternal and child welfare clinics and maternities. The specific objectives are detailed in Appendix C. The content of the workshops was oriented to the acquisition of skills that would be of use to the trainees in their clinical practice. At the end of the workshops, they would be allowed to prescribe all contraceptives except IUDs, and manage clients using family planning methods. Presentations and discussion included background on health and fertility aspects and related programs in Nigeria, and specific knowledge and skills related to all family planning methods (excluding the practical aspects of IUD insertion), infertility, sexually transmitted diseases, and oral rehydration therapy for diarrhea. (See Appendix C for the workshop schedule and specification of training objectives, content, methods, evaluation and trainers involved.)

An important goal for the INTRAH trainers was to assist the five co-trainers in the training

process, and in updating co-trainers' knowledge in the content areas. Several of the co-trainers had attended the INTRAH TOT workshop in 1984. Two of them were responsible for the logistics and the smooth running of the workshops.

Participants received a certificate of attendance and family planning supplies and commodities (Source: FPIA, USAID, Africare).

C. Workshops in Makurdi, Benue State:

The two FP/ORT workshops were held in a large classroom of the School of Nursing-Midwifery from: (1) October 21 through 25, and (2) October 28 through November 1, 1985. The state coordinator, assisted by two co-trainers, was responsible for the logistics, and for co-teaching specific topics.

1. Thirty participants completed the first workshop: 19 midwives, 10 nurse-midwives and 1 public health nurse-midwife.
2. Thirty participants completed the second workshop: 13 midwives, 11 nurse-midwives, 4 health assistants and 2 public health nurse-midwives.

The objectives of the Makurdi workshops were identical to those of the Plateau State workshops. Dr. R. Abdullahi took responsibility for coordinating the two Makurdi workshops. Two co-trainers (Mrs. Justina Abeda and Mrs. Susannah Attah) were there permanently while Mrs. Esther Onuaguluchi, Dr. Cephas Ityonzughul, Mr. Andrew Odah and Mrs. Hannah Adema were there part of the time. Mr. P. Oglegba, statistician, made a brief presentation of the state demographic characteristics to the first group. Dr. Soliman further elaborated on this topic for the second

group. Dr. Elizabeth Yaji shared her knowledge and experience with the use of oral rehydration therapy with the two groups. She said that, since using ORT, there has been no death from diarrhea in the general hospital of Makurdi. Following discussion and practice with oral rehydration solutions, participants visited the ORT Unit of the hospital, and the small family planning clinic in the general hospital.

The opening ceremony was attended by more than 200 guests (officials and students). The Permanent Secretary and the Commissioner for Health made speeches praising INTRAH's involvement (see copy in Appendix E). The event was covered by local television.

The workshops proceeded very much along the lines of the Jos workshops with active participation and interest from the midwives and nurse-midwives. The content of some sessions was different since knowledge and skills of co-trainers varied and so did the questions and reactions from participants. The films and slides shown throughout the workshops were quite useful in illustrating and summarizing sessions. They were generally shown after 5 p.m.

Participants received a certificate of attendance, and a small amount of family planning supplies/commodities.

V. FINDINGS

- A. Planning with co-trainers was important for many reasons: getting acquainted, developing a good rapport, and deciding together on the training approaches. The planning phase was, however, too

short in Benue State. In both Plateau and Benue States, the coordinators were well aware of the objectives and selected participants appropriately (see Appendix B). Three of the four observers of the Ondo State workshops participated actively in their own workshops.

- B. Collaboration among co-trainers illustrated the importance of international and national cooperation. Participants benefited from the perspectives of people working at the State Ministry of Health level, and from more recent update sharing by INTRAH consultants. In Plateau State, co-trainers knew the active training process, but surprisingly lacked up-to-date knowledge in family planning. In Benue State, most co-trainers definitely lacked experience in active training (except for Dr. Abdullahi and Mr. A. Odah).
- C. Most training materials were appropriate, but they arrived much later than expected. They should have been available at the training sites at least one week prior to the start of the workshops.

The most important and relevant book in these workshops was Family Planning Methods and Practice: Africa. Other books/publications were not given to all participants since there were not enough copies for everyone. Contraceptive Technology 1984-85 was not appropriate for the level of participants because:

1. the content was focused on American situations and resources; and
2. the content was too complicated for this level of participant.

In Plateau State, no participants received copies (not enough of them), and in Benue State, it was decided to give copies to those who had achieved post-test results of more than 30 points out of a possible 50. All co-trainers received copies of all available materials.

- D. Pre- and post-test results indicated the degree of learning which occurred during the workshops (see Appendix F). The mean numbers of points gained were as follows: Jos - (1) + 10 points; Jos - (2) + 12 points; Makurdi - (1) + 15 points; and Makurdi - (2) + 11 points.
- E. The co-trainers in both states did an excellent job in facilitating the workshop logistics: audio-visuals, transport, food service, secretarial and mimeographing assistance, and the facilities themselves. Furthermore, co-trainers offered optimal help to the INTRAH consultants.
- F. Among the co-trainers in Makurdi (Benue State), one had attended the Ondo State FP/ORT Update workshops as an observer (S. Attah); four had attended the family planning course at the Institute of Maternal and Child Health in Manila (C. Ityonzughul, R. Abdullahi, J. Abeda, S. Attah). In Jos (Plateau State), four co-trainers had attended the INTRAH TOT workshop conducted there in 1984, and two had observed the Ondo State workshops.
- G. Dr. Alan Brody from UNICEF was very helpful in briefing the INTRAH trainers on national and state ORT policies. He supplied UNICEF ORS posters which were distributed to participants. The small number of ORT manuals for nurses did not allow the distribution of copies to everyone. The manual was typed and mimeographed for all at both sites.

- H. Coopers and Lybrand was the financial agency (accountants) which provided monies for locally-acquired supplies, food, travel fees and per diem for participants, and honoraria for co-trainers.

In Jos, the representative (Mr. Aliyou) fulfilled his commitment very well (to come to the workshop site on Mondays and Thursdays). In Makurdi, no one came on the first Monday (as was planned), and the INTRAH team received no news until Vansintejan called Mr. Kukoyi on Wednesday of the first workshop. The representative came on Thursday of the first week, with only part of the monies needed to cover the travel and expenses of participants. During the second workshop, all went according to plan, and there were no problems. The co-trainers were not happy with the amount they received, as it was less than what the participants got. Participants themselves were overjoyed.

VI. CONCLUSIONS

INTRAH workshops planned with state officials need both national and international input. The four five-day workshops proceeded smoothly, with good involvement and participation of all. The INTRAH trainers worked with 12 Nigerian colleagues and trained 119 participants.

Workshops on family planning and oral rehydration therapy (FP/ORT) were timely and welcomed by officials in both states. Materials and supplies were appropriate and selectively distributed to participants. The environments were conducive to learning and sharing. The per diem was

satisfactory to participants; the honoraria for co-trainers was not satisfactory to all co-trainers. Support staff were also quite adequate.

VII. RECOMMENDATIONS

- A. Each training team should develop/finalize the detailed schedule of activities and training guidelines with the state co-trainers. The activities in FP/ORT will depend heavily on resources available locally. The schedule and guidelines should be based on the standard curriculum (including goals, objectives, content and suggested schedule) developed by the May/July 1985 INTRAH team. The curriculum model should remain flexible if the workshop is to be extended to the other 14 states.
- B. Midwives and nurse-midwives are indeed an appropriate target for workshops on FP/ORT. They form the bulk of direct service providers in the communities, particularly in the rural communities. It is important, however, to consider the level of development of FP and ORT programs and services in the state where the training program is conducted. It is the INTRAH teams' impression that Plateau State is more advanced than many other states in the extent to which family planning services are delivered. This may justify a long training period in some states (e.g., two weeks), that would cover family planning in much greater depth and would include clinical practice. Other officials should also become involved through panel discussions with midwives and nurse-midwives.

- C. State co-trainers are crucial to the success of individual workshops, and for follow-up of FP/ORT activities by participants. Therefore, we recommend that two or three state co-trainers are retained for the full period of the workshops in each state and that alternative financial arrangements are made for them (e.g., honoraria for co-trainers should be at least equal to participants' per diem, calculated on a daily per diem instead of per hour). Planning prior to the workshop should be for a period of three days.
- D. If workshops on FP/ORT are implemented in other states, one of the most competent co-trainers should team up with one U.S.-based INTRAH trainer. Since human resource development is such an important component of institution building, this combination of manpower should facilitate the strengthening of national capabilities to carry out FP/ORT strategies.
- E. A further possibility is the use of Nigerian trainers at an international level once their capabilities have been fully established.
- F. Equipment and materials need to arrive at the training sites at least one week prior to the implementation of the workshops. If software audio-visuals (films) have not been identified on-site, the INTRAH trainer should carry some films relevant to the topics.
- G. Co-trainers in each state recommend INTRAH's involvement in IUD insertion/management training for midwives and nurse-midwives to be implemented at the state level. This would require a careful needs assessment and study of IUD demand by the local population.

APPENDIX A

PERSONS CONTACTED

AID AFFAIRS OFFICE/LAGOS:

- Mr. Lawrence Eicher, Population Officer (by Vansintejan and Sanchez)
- Mrs. Shitta-Bey, Program Specialist (by Vansintejan and Mercer)
- Dr. Alan Brody, UNICEF (by Mercer and Sanchez)

OTHERS:

- Ms. Marilyn Schmidt, INTRAH Project Monitor, AID/
Washington (by Vansintejan)
- Mrs. Jedida Wachira, INTRAH Consultant (by Vansintejan)
- Dr. James Veney, INTRAH Evaluation Officer (by Sanchez)

JOS, PLATEAU STATE:

- Mr. A.D. Ayenaje, Permanent Secretary, Ministry of Health
- Mr. A.M. Nyam, Commissioner of Health, Ministry of Health
- Dr. J.J. Makiling, Senior Medical Officer I, Ministry of Health
- *Mrs. S.O. Dung, Primary Health Care Coordinator, Ministry of Health
- *Mrs. Z. Mafuyai, Principal Nurse Tutor, Family Planning Coordinator, Ministry of Health
- *Mrs. R. Gotom, Principal Health Sister, Health Service Management Board (HSMB)
- *Dr. J. Mutahir, Senior Medical Officer II, Plateau Hospital
- *Mrs. R. Nadoma, Principal Health Sister, Ministry of Health
- Mr. Kukoyi, Coopers and Lybrand
- Mr. Aliyou, Coopers and Lybrand

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MAKURDI, BENUE STATE:

- Mrs. Lucy Aluor, Commissioner of Health, Ministry of Health
- Mr. J. Orya Ikyaagba, Permanent Secretary, Ministry of Health
- Dr. Nelson Bur, Executive Secretary, Health Service Management Board (HSMB)
- *Dr. Rosemary Abdullahi, Chief Health Officer, Ministry of Health (Coordinator for INTRAH Program)
- *Mrs. E. Onuaguluchi, National Vice-Chairman and Manager, Planned Parenthood Federation of Nigeria, Benue State (P. O. Box 581)
- *Mrs. S. Attah, Assistant Chief Health Sister, Health Service Management Board (HSMB), Family Planning Coordinator
- Dr. Cletus Musa, Medical Officer, General Hospital
- *Mrs. Justina Abeda, Assistant Chief Community Health Officer, Maternal/Child Health Clinic
- *Dr. C. Ityonzughul, Medical Superintendent, General Hospital, Gboko
- *Mrs. Hannah Adema, Acting Principal, School of Nursing/Midwifery
- *Dr. Elizabeth Yazi, Medical Officer I, General Hospital
- *Mr. Andrew Odah, Assistant Chief Nurse Tutor, General Hospital, Idah
- Mr. Alhaji U. Ibrahim, Assistant Chief Commissioner, Health Officer, Ministry of Health
- *Participated in INTRAH FP/ORT Update workshops.

APPENDIX B

B.1. LIST OF PARTICIPANTS, TITLES, ORGANIZATIONS

B.2. LIST OF CO-TRAINERS

APPENDIX B.1.

LISTS OF PARTICIPANTS, TITLES, ORGANIZATIONS

- A. WORKSHOP I, JOS:
1. Victoria Bottsha, Midwife, Basic Health Clinic, Zabolo
 2. Fibi I.B. Azi, Nurse-Midwife, MCW Clinic
 3. (Mr.) A. Gyang Davou, Psychiatric Nurse, Jos University Hospital
 4. Comfort Fakoreded, Nurse-Midwife, Evangel Hospital, Jos
 5. Rose B. Benjamin, Midwife, MCW Clinic, Barakin Ladi
 6. Sarah Shaltau, Midwife, Basic Health Clinic, Miango
 7. Roseline Wuyep, Midwife, Basic Health Clinic, Sabon-Gida
 8. Esther Apollos, Midwife, MCW Clinic, Jos
 9. Victoria D. Tari, Midwife, MCW Clinic, Vom Uwang
 10. Gyem Nyango, Midwife, Vom Christian Hospital, Vom
 11. Maliya Danjuma, Nurse-Midwife, Basic Health Clinic, Fускаumata
 12. Warche D. Yakzum, Nurse-Midwife, Evangel Hospital, Jos
 13. May Osigwe, Nurse-Midwife, Vom Christian Hospital, Vom
 14. Margaret Bakfour, Midwife, MCW Clinic, Mangu
 15. Lydia B. Dawal, Midwife, MCW Clinic, Vom
 16. Mary G. Gogo, Nurse-Midwife, MCW Clinic, Jos
 17. Esther F. Obevudiri, Nurse-Midwife, Plateau Hospital, Jos
 18. Rhoda Awul, Midwife, Rural Health Center, Dengi
 19. Anna G. Dung, Midwife, MCW Clinic, Boron Mission
 20. Bridget Rume, Midwife, MCW Clinic, Takas
 21. Victoria Harri, Midwife, MCW Clinic, Jos

22. Esther D. Dandaura, Midwife, MCW Clinic, Bukuru
23. Dinatu T. Iyoh, Midwife, Basic Health Clinic, Dawaki
24. Josephine Abubakar, Midwife, Rural Health Center, Binchi Bassa
25. Augustina Itodo, Midwife, Ande Hospital, Jos
26. Esther Mazere, Midwife, MCW Clinic, Bassa
27. Esther Yibis, Midwife, MCW Clinic, Langshi
28. Laraba Pam Kivis, Midwife, MCW Clinic, Bukuru
29. Laraba Ikeorgu, Nurse-Midwife, Vom Christian Hospital, Vom

B. WORKSHOP II, JOS:

1. Elizabeth Kim, Nurse-Midwife, Jos University Teaching Hospital, Jos
2. Vou Mwanti, Nurse-Midwife, MCW Clinic, Hoss
3. Mary Agidi, Nurse-Midwife, MCW Clinic, Lafia
4. Enoch Olarinaye, Nurse-Midwife, Jos University Health Services
5. Heyaratu Mavalla, Nurse-Midwife, SDA Hospital, Jos
6. Zarmabu Dyakujari, Midwife, Comprehensive Health Center, Nasaralia
7. Becky Davou, Nurse-Midwife, Jos University Teaching Hospital, Jos
8. Elizabeth Golen, Midwife, Rural Health Center, Wase
9. Laraba Nathaniel, Midwife, Basic Health Center, Uke
10. Uchenna Urvajeh, Public Health Nurse-Midwife, Jos University Health Service, Jos
11. Kezia Nyang, Midwife, MCW Clinic, Lafia
12. Victoria Ali, Midwife, Rural Health Center, Awe

13. Dinatu Jacob, Midwife, MCW Clinic, Keffi
14. Nangi Vonghip, Midwife, MCW Clinic, Langtang
15. Mary Chigwong, Midwife, Pankshin MCW Clinic, Pankshin
16. Christiana Tsengen, Midwife, MCW Clinic, Jos
17. Victoria Gyang, Midwife, PIT Center, Assaklo
18. Grace Angbalaga, Midwife, MCW Clinic, Barakin Abdullah
19. Martha Hoomlong, Midwife, MCW Clinic, Shendam
20. Helen Dafur, Midwife, MCW Clinic, Shendam
21. Esther Chusi, Midwife, MCW Clinic, Barkin Ladi
22. Salomi Jantinu, Midwife, Health Clinic, Tutan Wada
23. Ramatu Suleiman, Midwife, Rural Health Center, Toto
24. Yanbiyu Abubakar, Midwife, Health Clinic, Tubin Wada
25. Ruth Mallo, Midwife, MCW Clinic, Alwanga
26. Tabitha Sarki, Midwife, MCW Clinic, Kwande
27. Ruth Alumbuğu, Midwife, Rural Health Center, Nassarawa Eggon
28. Naomi Yarriok, Midwife, MCW Clinic, Jengre
29. Rebecca Musa, Midwife, Plateau Hospital, Jos

C. WORKSHOP I, MAKURDI:

1. Fay E. Alih, Nurse-Midwife, Basic Health Clinic, Vandeikya
2. Maria O. Okwe, Midwife, Basic Health Center, Oja
3. Dorcas A. Member, Nurse-Midwife, General Hospital, Katsina Ala
4. Margaret A. Owom, Midwife, General Hospital, Oguma
5. Oodoma Okpe, Midwife, MCW Clinic, Otukpo
6. Lydia F. Orpin, Public Health Nurse-Midwife, School Health Clinic, Makurdi

7. Esther A. Abeda, Midwife, Health Service Management Board (HSMB), Makurdi
8. Philomena L. Adaji, Midwife, Basic Health Clinic, Okura, Ocafia
9. Margaret C. Dutse, Midwife, MCW Clinic, Makurdi
10. Esther A. Sule, Midwife, General Hospital, Anokpa
11. Jane O. Ati, Midwife, Basic Health Clinic, Ofugo
12. Celestine I. Ozer, Nurse-Midwife, Health Clinic, Uato Aka
13. Felicia N. Gbangham, Nurse-Midwife, Basic Health Clinic, Adikpo
14. Cecilia O. Okpeke, Midwife, Basic Health Clinic, Udel
15. Hannah M. Humbe, Nurse-Midwife, General Hospital, Gboko
16. Becky A. Alidu, Midwife, Health Service Management Board (HSMB), Makurdi
17. Elizabeth A. Abah, Midwife, Basic Health Clinic, Egume
18. Abigail N. Haruna, Nurse-Midwife, MCW Clinic, Ankpa
19. Tabitha N. Iniondo, Nurse-Midwife, MCW Clinic, Gboko
20. Margaret Nwizu, Nurse-Midwife, Nigerian Airforce Base Medical Center, Makurdi
21. Grace Akegh, Midwife, MCW Clinic, Gboko
22. Juliana I. Abah, Midwife, Rural Health Center, Otukpa, Okpowu
23. Monica Ikuve, Midwife, Basic Health Clinic, Naka
24. Elizabeth O. Okpe, Midwife, Rural Health Center, Utoken
25. Marcellina Undko, Midwife, Government Health Clinic, Orokom
26. Veronica K. Igbudo, Nurse-Midwife, Mkar Christian Hospital
27. Veronica A. Ukwenja, Nurse-Midwife, General Hospital, Makurdi

28. Elizabeth Okwori, Midwife, Rural Health Clinic, Taranu
 29. Rhoda Ade, Midwife, Rural Health Clinic, Agasha
 30. Salome Musa, Midwife, Health Center, Abocho
- D. WORKSHOP II, MAKURDI:
1. Mr. Simon Musa, Health Assistant, Maternal and Youth Clinic, Dekina
 2. Elizabeth Mamodu, Midwife, Divisional Health Clinic, Ankpo
 3. Charity Uba, Nurse-Midwife, Police Clinic, Makurdi
 4. Janet O. Obage, Nurse-Midwife, Child Welfare Clinic, Idah
 5. Mr. Jibrin Atabo, Health Assistant, Basic Health Clinic, Onyedega, Ibaji
 6. Elizabeth Idoko, Midwife, Rural Health Center, Abejykololo
 7. Rose O. Eigege, Midwife, Rural Health Center, Oweto
 8. Lydia S. Vanger, Public Health Nurse-Midwife, Christian School of Health Technology, Mkar
 9. Felicia Idoga, Midwife, Health Clinic, Makurdi
 10. Mary M. Ejigah, Health Assistant, Basic Health Center, Bagana
 11. Felicia A. Ameh, Midwife, Rural Health Center, Oshigbudu
 12. Abigail Icheckwu, Midwife, Rural Health Center, Odolu
 13. Elizabeth Ikuwe, Midwife, Health Clinic, Lessol
 14. Janet Obaje, Nurse-Midwife, General Hospital, Idah
 15. Comfort Ekine, Midwife, Basic Health Clinic, Buruku
 16. Julian Itolo, Nurse-Midwife, Basic Health Clinic, North Bank, Makurdi
 17. Maria A. Eba, Midwife, Basic Health Clinic, Ito

18. Priscilla Gbillah, Nurse-Midwife, General Hospital, Makurdi
19. Memuna Atabor, Nurse-Midwife, Health Clinic, Ugwelgwo
20. Theresa Atongo, Midwife, Basic Health Clinic, Owukpa
21. Annah Akegh, Public Health Nurse, MCW Clinic, Makurdi
22. Mabel Yacim, Public Health Nurse-Midwife, Health Clinic, Gbokolo
23. Lydia U. Dam, Midwife, Basic Health Clinic, Itungul
24. Rosaline Ogbadu, Health Assistant, Maternity Clinic, Dekina
25. Vestal Diogo, Nurse-Midwife, N.K. St. Hospital, Mkar
26. Anastasia Aganyi, Midwife, Health Clinic, Makurdi
27. Florence Moses, Nurse-Midwife, MCW Clinic, Makurdi
28. Lydia Idu, Nurse-Midwife, General Hospital, Dekina
29. Rebecca Nyakura, Nurse-Midwife, University of Jos Clinic, Makurdi
30. Aladi Otache, Midwife, Benue Dispensary, Makurdi

APPENDIX B.2.

CO-TRAINERS

CO-TRAINERS, JOS (PLATEAU STATE):

1. Mrs. Zipporah Mafuyai, Principal Nurse Tutor, Family Planning Coordinator, Ministry of Health, INTRAH Program Coordinator
2. Mrs. Rebecca Gotom, Principal Health Sister, Health Service Management Board (HSMB), Jos
3. Dr. J. Mutahir, Senior Medical Officer II, Plateau Hospital, Jos
4. Mrs. Saratu O. Dung, Primary Health Care Coordinator, Ministry of Health, Jos
5. Mrs. Rebecca E. Nadoma, Principal Health Sister, Ministry of Health, Jos

CO-TRAINERS, MAKURDI (BENUE STATE):

1. Dr. Rosemary Abdullahi, Chief Health Officer, Ministry of Health, Coordinator for INTRAH
2. Mrs. Susannah Attah, Assistant Chief Health Sister, Health Service Management Board (HSMB)
3. Mrs. Justina Abeda, Assistant Chief Community Health Officer
4. Mr. Andrew Odah, Assistant Chief Nurse Tutor, General Hospital, Idah
5. Mrs. E. Onuaguluchi, National Vice-Chairman of PPFN
6. Dr. Cephas Ityonzughul, Medical Superintendent, General Hospital
7. Mrs. Hannah Adema, Acting Principal, School of Nursing/ Midwifery

APPENDIX C

COURSE CURRICULUM: PLATEAU AND BENUE STATES

GOALS AND OBJECTIVES

DAILY SCHEDULES

WORKPLAN

APPENDIX C

GOALS AND OBJECTIVES

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

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:

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.
2. Demonstrate increased knowledge regarding selected FP and ORT methods.
3. To demonstrate, through practice, FP and ORT skills.
4. Demonstrate increased knowledge and skill in recognizing, preventing and managing sexually transmitted diseases.
5. Demonstrate through practice and role playing, skill in recognizing, counselling and referral for infertility.
6. Compile, examine and outline psycho-social issues related to FP and ORT and develop strategies to overcome any client, community and provider related barriers to acceptance of FP and ORT.
7. To design strategies and recommendations for continuing education; and for service evaluation delivery and service delivery evaluation in FP and ORT.

DAILY SCHEDULE
PLATEAU STATE
5 - DAY WORKSHOP FOR PUBLIC HEALTH
NURSE - MIDWIVES ON FAMILY PLANNING
ORAL REHYDRATION THERAPY
PROGRAM SCHEDULE

1. MONDAY:

8.00	-	10.00 A.M.	<ul style="list-style-type: none"> • REGISTRATION, FILLING OUT BIODATA FORM • INTRODUCTION OF PARTICIPANTS, TRAINERS, RESOURCE PERSONS. • DISTRIBUTION OF REFERENCE BOOKS, SCHEDULE. • WORKSHOP AGREEMENT.
10.00	-	11.00 A.M.	OFFICIAL OPENING, INCLUDING EXHIBIT OF FAMILY PLANNING METHODS AND ORT.
11.00	-	11.30 A.M.	B R E A K
11.30	-	12.30 A.M.	P R E T E S T
12.30	-	1.00 P.M.	PARTICIPANTS' EXPECTATIONS
1.00	-	2.00 P.M.	L U N C H
2.00	-	3.00 P.M.	DEMOGRAPHIC CHARACTERISTICS OF NIGERIA AND STATE.
3.00	-	5.00 P.M.	IMPLICATIONS OF FP AND ORT ON FAMILY, MATERNAL & CHILD HEALTH.
ASSIGNMENT:			READ CHAPTER 1 IN "AFRICA" READ PAGE 91 TO 95.

2. TUESDAY:

8.00	-	8.30 A.M.	WHERE ARE WE? GRAB BAG: DEMOGRAPHICS & BENEFITS OF FP.
8.30	-	10.30 A.M.	M/P MALE & FEMALE REPRODUCTIVE SYSTEM.
10.30	-	11.00 A.M.	B R E A K
11.00	-	12.00 NOON	RELATIONSHIPS BETWEEN REPRODUCTIVE PROCESS & FAMILY PLANNING
12.00	-	1.00 P.M.	OVERVIEW OF FAMILY PLANNING METHODS
1.00	-	2.00 P.M.	L U N C H
2.00	-	4.00 P.M.	FAMILY PLANNING METHODS
4.00	-	5.00 P.M.	OBSTACLES TO THE USE OF FP&ORT
ASSIGNMENT:			READ "AFRICA" ON FP METHODS.

3. WEDNESDAY:

8.00 - 8.30 A.M.	WHERE ARE WE? GRAB BAG ON A/P & PP.
8.30 - 9.30 A.M.	SEXUALLY TRANSMITTED DISEASES
9.30 - 10.30 A.M.	INFERTILITY
10.30 - 11.00 A.M.	BREAK
11.00 - 12.00 NOON	NATURAL FAMILY PLANNING.
12.00 - 1.00 P.M.	CASE STUDIES ON FAMILY PLANNING
1.00 - 2.00 P.M.	LUNCH
2.00 - 3.00 P.M.	PRESENTATION OF CASE STUDIES
3.00 - 4.00 P.M.	HISTORY TAKING AND PHYSICAL ASSESSMENT IN FP.
4.00 - 5.00 P.M.	COUNSELING: ROLE PLAY

4. THURSDAY:

8.00 - 8.30 A.M.	WHERE ARE WE? GRAB BAG ON PHYSICAL ASSESSMENT-FAMILY PLANNING
8.30 - 9.30 A.M.	INTRODUCTION TO ORT IMPLICATIONS OF ORT ON CHILD SURVIVAL.
9.30 - 10.30 A.M.	MANAGEMENT OF DIARRHEA
10.30 - 11.00 A.M.	BREAK
11.00 - 1.00 P.M.	DEMONSTRATION OF ORS, SSS
1.00 - 2.00 P.M.	LUNCH
2.00 - 4.00 P.M.	DISCUSSION ON CLINICAL ISSUES IN FP., ORT, STD, INFERTILITY.
4.00 - 5.00 P.M.	REFERRAL SYSTEM OF FP & ORT.
	ASSIGNMENT: REVIEW.

5. FRIDAY:

8.00 - 9.00 A.M.	POST TEST
9.00 - 10.30 A.M.	RECORD KEEPING, STATISTICS AND FOLLOW UP.
10.30 - 11.00 A.M.	BREAK (DISTRIBUTION OF PARTICIPANTS REACTION FORM).
11.00 - 12.30 P.M.	SUPPLY AND ORDERING SYSTEMS FOR CONTRACEPTIVES.
12.30 - 1.00 P.M.	COMPLETING REACTION FORM.
1.00 - 2.00 P.M.	LUNCH
2.00 - 2.30 P.M.	FEEDBACK ON TEST
2.30 - 3.00 P.M.	GENERAL FEEDBACK
3.00 - 4.00 P.M.	CLOSING.

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OBJECTIVES	CONTENT	METHODS	MATERIALS	EVALUATION	RESOURCE PERSON(S)
Describe impact of FP/ORT on health of mothers & children 3-5	Benefits of FP by avoiding to have children when - too young - too old - too often - too many child survival: GOBI-FFF	Examples of 4 situations-discussion of risks summarize description of GOBI-FFF group work(5) identify concretely(give ex.) a strategy for G or O or B or I or F & state why it influences child survival	"Africa":ch. 1p.3-14 RAMOS study confirms contraception saves lives (FHI,85)	Questions by participants work presented by each group	R.Gotom G.Vansintejan
<u>TUESDAY</u> Reflect on previous day. 8-8.30	Where are we?	Grab bag:each group picks out a question & gives answer	question in bag	answers by group	G.Vansintejan MA Mercer
Demonstrate knowledge about anat.physio.of reproductive organs-male & female 8.30-10.30	Male & female organs-menstrual cycle	Each partic.draws organs-review names of parts.Drama to play & depict systematic functions of organs & hormones leading to ovulation	"Africa": p.91-95 slides graphs	Drawings by partic. Feedback from colleague/participants	Z.Mafuyai J.Mutihir
Discuss reproduction & FP.11-12	Relationship between reprod.process & FP-how methods interact with fer phases of human sexuality	Drawing of phases Question partic. on when FP interacts with fer	newsprint film(15') Silent Contrac.	level of involvement.Number of ? & answers	G.Vansintejan MA Mercer

OBJECTIVES	CONTENT	METHODS	MATERIALS	EVALUATION	RESOURCE PERS.
Outline contraceptive methods 12-1	Overview:hormonal barrier(mecanical & chemical -IUD -sterilization -NFP	Brainstorming by part, on knwn methods list by mecanism of action	newsprint or blackboard samples of contraceptives	list produced amount of involvement	Z.Mafuyai G.Vansintejan
Describe FP methods by effectiveness, type, advantages, side-effects, contra-indications 2 - 4	Family planning methods	groupwork(5)½ h. one for each method.Present type, effectiveness etc.. trainer complete group presentations eg chemical composition.	newsprint for each group book:Africa samples	group presentation feedback by partic.	Z.Mafuyai G.Vansintejan
Outline local cultural & physical barriers to acceptance of FP & CRT 4-5	Obstacles to use of FP & CRT reflection	Brainstorming by partic.list on newsprint	newsprint	listing produced-handout to participants	R.Gotcm
WEDNESDAY					
Reflect on previous day.8-8.30	Where are we? physio.FP	Grab bag:each group picks out a ? and gives answer	questions in bag	answers by group	MAMercer
Describe common STDs & how to recognize them.Demonstrate understanding of - prevention- implications 11-12	STDs:gon.rrhea syphilis, trichomoniasis, chlamydia PREVENTION, DIAGNOSIS TREATMENT 8.30-9.30	presentation with discussion - brainstorming on types of prevention summary of implications for FP	slides newsprint	partic.involvement number of ?	J.Mutihir
Identify causes of infertility,participate in assessing cause & refer. 9.30-10.30	Infertility: overview	Discussion Case studies	newsprint case studies ch.in Africa	Questions by partic.	J. Mutihir

OBJECTIVES	CONTENT	METHODS	MATERIALS	EVALUATION	RESOURCE PERS.
Describe natural family planning methods 11-12	NFP-breastfeeding -rhythm-BBT -mucus -abstinence -withdrawal	Listing-mini-presentation exercise	"Africa":p.225-235	participation-number of ?	Z.Mafuyai G.Vansintejan R. Gotom
Manage clients on FP 12-1 & 2-3	Case studies on FP clients	group work(5)each group will prepare 3 case studies & present them to the entire group	handouts of case studies	management of FP cases	G. Vansintejan MA Mercer
Outline physical assessment of women on FP & rationale 3-4	history-taking physical assessment	-demonstration role play-return demonstration in groups	handout-check list for systematic examination	observation of activities	M.A.Mercer
Demonstrate counseling skills for FP & ORT consumers 4-5	counseling principles	role-play in group	handout on counseling cases for role-play	observation of participation	R. Gotom G. Vansintejan
Pelvic ex. for contrac. 5-5:30					
THURSDAY					
Reflect on previous day.6.-8.30	Where are we? STD,NFP,Ph.A. counseling	grab bag	questions in bag	answer by groups	MA Mercer G. Vansintejan
Describe national/state policy on ORT & implications for child survival8.30-10.30	ORT - management of diarrheal counseling methers	overview of experiments in Nigeria Case history for where ORT projects have been launched in state	UNICEF ORT manual		S.O.Dung
Prepare ORT 11.-1.00	ORS and SSS	DEMONSTRATION AND PRACTICUM	all material necessary for demonstration	return demonstration	R. Gotom

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OBJECTIVES	CONTENT	METHODS	MATERIALS	EVALUATION	RESOURCE PERS.
Identify problems & solutions to delivery of services in clinics 2-4	clinical issues on FP, ORT, STD, infertility	.brainstorming .discussion by group .panel listing strategies	newsprint	'participants' output	G. Vansintejan Z. Mafuyai MA Mercer
Discuss referral system for clinics of FP, ORT consumers, 4-5	Referrals	questions & answers		Number of ? level of participation	R. Gotcm Dr. Mutahir
FRIDAY					
Assess exit knowledge & skills regarding FP & ORT. 8-9 & 2-2.30	Post-test verbal & written feedback	indivi. tests to complete by each partic. return to trainer	30 tests + answer sheets	results	G. Vansintejan MA Mercer
Describe strategies to improve FP & CRT services 9.10.30 11-12.30	record-keeping statistics & follow-up supply & ordering systems for centr.	presentations ? and answers "	sample materials	participation number of answers	R. Nadoma R. Nadoma
Examine & state in writing reactions to workshop 12.30-1.00 2.30-3.00	REACTION forms general feedback	indiv. completion of reaction forms to collect	30 reaction forms	records-response of partic.	MA Mercer
3.00	CLOSING				

FIVE-DAY WORKSHOP FOR PUBLIC HEALTH NURSE/MIDWIVES IN
FAMILY PLANNING AND ORAL REHYDRATION THERAPY, UGANDA

GOALS: To update knowledge and skills of Public Health 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 Workshop, the participant should:

- demonstrate increased knowledge and skills in transmitting
information and providing services in Family Planning
and Oral Rehydration Therapy.

Sub-Objectives

1. Explain the socio-economic & health background, and context
for Maternal Child Health, Family Planning & Oral Rehydration
Therapy in the Nation and in own State.
2. Demonstrate increased knowledge regarding selected FP & ORT
methods.
3. Demonstrate, through practice, FP & ORT skills
4. Demonstrate increased knowledge and skills in recognizing,
preventing & managing sexually transmitted diseases
5. Demonstrate, through practice & role playing, skill in
recognizing, counseling & referral for infertility.
6. Compile, examine & outline psycho-social issues related to FP
& ORT and develop strategies to overcome any client, community
& provider related barriers to acceptance of FP and ORT.
7. Design strategies & recommendations for continuing education,
and for service evaluation delivery and service delivery
evaluation in family planning and ORT.

FIVE-DAY TRAINING PROGRAM FOR BENUE STATE PUBLIC HEALTH
NURSE/MIDWIVES IN FAMILY PLANNING AND ORAL CONTRACEPTION
THERAPY: OCTOBER 21 - 25; OCTOBER 29 - NOVEMBER 1, 1985

Schedule of Activities

Monday

- 8.00 - 9.00 a.m. Registration, filling of biodata forms, Distribution of reference books, schedule and other training materials, Workshop agreements, training methods to use.
- 9.00 - 10.00 a.m. Introduction to each other.
- 10.00 - 11.00 a.m. Opening Ceremony.
- 11.00 - 12 noon Pre-Test
- 12.00 - 1.00 p.m. Participants & trainers expectations - Logistics
- 1.00 - 2.00 p.m. LUNCH.
- 2.00 - 3.00 p.m. Demographic characteristics & effects in Nigeria/Benue State.
- 3.00 - 5.00 p.m. Impact of FP & ORT on Health of Children and Women. FP/ORT as an approach to improve the family/infant/child health.
- Assignment - Read Chapter in Africa

Tuesday

- 8.00 - 8.30 a.m. Where are we? "Grab bag: FP/ORT benefits
- 8.30 - 10.30 a.m. Applied anatomy/physiology of male/female reproductive systems as they relate to FP.
- 10.30 - 11.00 a.m. BREAK
- 11.00 - 12 noon Relationships between A.I.T and Family Planning
- 11.45 - 12 noon Film Show: "About Conception & Contraception"
- 12.00 - 1.00 p.m. Over-view of contraceptive methods
- 1.00 - 2.00 p.m. LUNCH
- 2.00 - 3.00 p.m. Physical assessment
- 3.00 - 4.30 p.m. Group assignments on contraceptive methods (6 Groups) 15 mins. discussion
- 4.30 - 5.00 p.m. Questions & reflections on day's work.
- 5.00 - 5.30 p.m. Film Show: "Human Reproduction"
- Assignment: Read on topic assigned.

Wednesday

- 8.00 - 9.30 a.m. There are not Grab bags.
- 9.30 - 9.30 a.m. Presentation of demonstration of Contraceptive methods
- 9.30 - 10.30 a.m. Natural Family Planning
- 10.30 - 11.00 a.m. BREAK
- 11.00 - 12 noon Case studies on family planning (Group work)
- 12.00 - 1.00 p.m. Presentation of Group Work
- 1.00 - 2.00 p.m. LUNCH
- 2.00 - 3.00 p.m. Slide & Tape
SPT: "What they are: causes & prevention - Implication for family planning methods
- 3.00 - 4.00 p.m. Infertility: causes, types & current modes of treatment
- 4.00 - 5.00 p.m. Obstacles and solutions to family planning: OMT (Cultural & Traditional)
- 5.00 - 5.30 p.m. Film Show: "Pelvic Exam For Contraception"

Thursday

- 8.00 - 10.30 a.m. Oral Rehydration Therapy Principles and practice - policy demonstration.
- 10.30 - 11.00 a.m. BREAK
- 11.00 - 12 noon OMT: Practice - demonstration for Child survival
- 12.00 - 1.00 p.m. General discussion on solution to obstacle of FT, SPT, Infertility, OMT, Clinical issues.
- 1.00 - 2.00 p.m. LUNCH
- 2.00 - 4.00 p.m. Solo-play presentation on counselling OMT/FT
- 4.00 - 5.00 p.m. Visit to FT Clinic, HSC.
- 5.00 - 5.30 p.m. Film Show: "Planning Your Family"

Friday

- 8.00 - 9.00 a.m. Post-test
- 9.00 - 10.30 a.m. Final presentation by Health Officials - Evaluation of the reaction of service of OMT/FT.
- 10.30 - 11.00 a.m. BREAK. (Distribution of reaction forms).
- 11.00 - 12.30 p.m. Record-keeping, client record, National FT records/compilation.
- 12.30 - 1.00 p.m. Participated reaction forms to fill
- 1.00 - 2.00 p.m. LUNCH
- 2.00 - 2.30 p.m. Feedback on workshop
- 2.30 - 3.00 p.m. General feedback on participation/evaluation
- 3.00 p.m. CLOSING CEREMONY.

APPENDIX C - WORKPLAN - BENUE STATE
BENUE STATE 5-DAY WORKSHOP ON FAMILY PLANNING/ORAL REHYDRATION THERAPY
GUIDELINES FOR TRAINERS, OCTOBER, 1985

12.

OBJECTIVE & TIME	CONTENTS	METHODS	MATERIAL	EVALUATION	LECTURER/FACILITATORS
<u>MONDAY.</u> Provide data on self & obtain initial essential Workshop material 8-9 a.m.	Registration & Biodata - Distribution of Reference Books & name tags - Workshop schedule	Individual filling out of biodata forms	Biodata forms Package for each Consultant	Completed biodata forms List of names of all Participants & Co-trainer	Justina Abeda Susan Attah Perla Sanchez
Relax, Settle down to the task of getting acquainted 9-10 a.m.	Introductions to each others	By twos: find out name, where coming from, title, job, children, hobbies & any other of interest - Each introduces others		Knowing each other better	Cophas Ityonzugh Rosemary Abdullah
Obtain relevant aspects of the importance of FP/ORT activities in the State. 10-11 a.m.	Official Opening Ceremony	Speeches following program			Officials INTRAH Representative
Assess the entry behavior regarding FP/ORT knowledge & skills 11-12 & 12-12.30 p.m.	Pro-test Participants' Expectations	Individual answers to questions By groups, state what they expect to learn	Pro-test forms & answer sheets Newsprint	Results of Pro-test Summary of Expectations	Perla Sanchez Gilberte/ Vansintejan Rosemary A.
Discuss Workshop Schedule, Objective 12.30-1.00 p.m.	Goal & Objectives Workshop Rules and Agreement Adult Learning	Discussion Reading	Hand-outs Blackboard	Rules accepted by all	Rosemary A

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OBJECTIVE & TIME	CONTENTS	METHODS	MATERIAL	EVALUATION	LECTURER/ FACILITATORS
EVERY DAY:					
BREAK - 10.30 - 11.00 a.m. LUNCH - 1.00 - 2.00 p.m.					
Describe relationships between State Resources & health issue State total population of Nigeria & State -Compare selected vital Health Statistics 2.00 - 3.00 p.m.	-Population of Nigeria & of State -Crude birth rate -Crude death rate -Infant mortality rate -Infant mortality -Growth rate -Land, food, shelter	-Presentation -Fact Sheet -Discussion on major health problems -Outline what participants wish for their country	Newsprint Flip-chart Handout	Questions & answers by participants	Rosemary A. State Statistician (20 minutes)
Describe and outline Benefits of FP and ORT on the health of mothers & children 3.00 - 5.00 p.m.	Spacing birth - Birth interval - Avoiding pregnancies at unfavourable ages - Reducing infant mortality GOBI - FFF	In groups, outline Health risks, social risks of having a pregnancy - Too early - Too late - Too often - Too closely spaced & ways to reduce infant mortality. - Presentation - Discussion	Newsprint Book "AFRICA" Chapter 1	Questions - Level of participation	Rosemary A. Gilberto
TUESDAY					
Reflect on previous Day learning 8.00 - 8.30 a.m.	Where are we ?	Grab Bag on Demographics Benefits of FP/ORT	Questions for each group	Answer to questions	Gilberto Hannah Adams
Demonstrate knowledge of Male/Female Anatomy-physiology in Reproductive process 8.30 - 10.30 a.m.	Male-Female Organs Menstrual cycle	Presentation & Discussion - Draw Diagram Game: Mini-drama on Menstruation	Blackboard Newsprint Models "AFRICA" P.91-95 Guidance Sheet	Questions Drama Content & Feedback from Audience	Cophas Odah Susan A. Gilberto

Objective & Time	Contents	Methods	Material	Evaluation	Lecturer/ Facilitators
Review Relationship between FP & Reproductive Planning process 11.00 - 11.45 11.45 - 12.00 p.m.	A.P.P and family Planning About conception & Contraception	Presentation Question & Answers Discussion Film Show	Newsprint Projector + Film	Level of Participation	Gilberte Gilberte Odah
Present all FP methods 12.00 - 1.00 p.m.	Over-view of contraceptive methods	Questions Discussion	- Flip Chart - Newsprint - Samples		Cophas Gilberte
Outline Required Physical assessment for Hormonal Contraception 2.00 - 3.00 p.m.	History taking - Physical Examination	- Demonstration - Use of Checklist	- Checklist - One participant as model	- Participation - Demonstration of physical assessment	Susan A. Justine A.
Describe FI methods: - effectiveness, indications, contra-indications, side-effects 3.00 - 4.45 p.m.	Hormonal methods - Barrier methods - I. U. D. - Sterilization - Traditional & Natural Methods	Group work assignment, followed by presentations & discussion	Ref. "AFRICA" Newsprint Handout: Instruction to client	Content of presentations	Cophas Gilberte
Refresh memories on Day's work 4.45 - 5.00 p.m. 5.00 - 5.30	Reflection/ Summary Film	Discussion "Human Reproduction"	Projector		Perla Odah
<u>WEDNESDAY</u> Reflect on previous Day learning 8.00 - 8.30 a.m.	Where are we ?	Grab Bag on FP methods	Questions for each group	Answers to questions	Perla Gilberte

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Objective / Time	Content	Method	Material	Evaluation	Lecturer/ Facilitators
Describe FP methods 8.30 - 9.30 a.m.		Demonstrations Questions & Answers	Models, Samples	Level of participation	Cephas Gilberto
Review all natural FP methods 9.30 - 10.30 a.m.	Natural Family Planning	Discussion Exercise	Flip Chart Hand-out Ref. Books	Questions by participants	Cephas-Gilberto Perla
Manage clients on FP 11.00 - 12.00 p.m. 12.00 - 1.00 p.m.	Case studies on FP Cases	Group work Presentation	Hand-out "Case studies"	Correctness of Case studies management Verbal feedback	Susan A. Esther O. Gilberto
Describe Common STDs How to recognize them 2.00 - 3.00 p.m.	STDs: Gonorrhoea Chlamydia Syphilis Trichomoniasis Herpes, Lice, Warts etc.	Presentation Discussion	Slides & Tape "	Participants' Response	Cephas
Discuss infertility, Implications Role of Nurse/Midwife 3.00 - 4.00 p.m.	Infertility	Presentation Discussion	Newsprint Charts		Cephas
Identify Obstacles to FP. 4.00 - 4.45 p.m.	List of Obstacles	Brainstorm by participants Discussion	Newsprint	Participation	Hanna A.
Refresh Memories on Day's work 4.45 - 5.00 p.m.	Reflection/ Summary	Discussion			Perla

Objective	Time	Content	Method	Material	Evaluation	Facilitators
Review II	5.00 - 5.30 p.m.	Film "Pelvic examination for contraception"	Film Presentation	Film & Projector		
THURSDAY						
Reflect on previous Day learning	8.00 - 8.30 a.m.	"Where are we?"	Grab Bag on STD, Obstacles	Questions for each group	Responses by participants	Perla
Describe ORE Principles & practice	8.30 - 10.30 a.m.	Oral Presentation through a solution	Discussion Demonstration	Sugar-Salt Water-Containers Fosters-Spoons	Return Demonstration	Esther O. Justina L.
Outline ORE National & State policies	11.00 - 12.00 p.m.	ORE - Practice & Strategies for Child survival	Presentation	UNICEF Manual		Iaji
Demonstrate understanding of solutions to obstacle to FP and ORE services.	12.00 - 1.00 p.m.	Solution on Clinical issues	Brainstorming: Group work Presentation	Handouts of obstacles previously identified	Level of participation	Justina-Esther Perla
Describe a practice Counseling for FP.	2.00 - 3.45 p.m.	Counseling	Role play Review handout	Handout Role-play handouts		Justina L. Gilberto
Visit Clinic in Makurdi.	4-5.00 p.m.	Visit a FP Clinic	Field Visit		Level of satisfaction demonstrated by participants	Justina L. Odah
	5.00-5.30 p.m.	Film: "Planning Your Family" - Danfa Project.	Film Presentation	Film & Projector		

Objectives / Time	Content	Methods	Material	Evaluation	Facilitators
Demonstrate level of knowledge/skills gained 1.00-1.01 a.m. 2.01 - 2.30 p.m.	Pre-test Feedback	Individual questions to participants	Post-test 1 Answer sheets	Result of Post-test	Perla Gilberte
Discuss strategies for integration of services CRR/TF 9.00 - 10.30 a.m.	Strategies for CRR/TF	Panel Discussion			Rosemary L. S. Fanoj Odash
Demonstrate use of records 11.00-12.30 p.m.	Record keeping, ET records commodities	Presentation	Forms Fingerprint		Susan L.
Reflection on Workshop. 12.30 - 1.00 p.m. 2.30 - 3.00 p.m.	Reaction Form	Fill in Form Verbal Adition	Forms	Result	Perla

APPENDIX D

LIST OF MATERIALS DISTRIBUTED TO
CO-TRAINERS AND PARTICIPANTS

APPENDIX D

LIST OF MATERIALS DISTRIBUTED TO CO-TRAINERS AND PARTICIPANTS

	PLATEAU STATE*		BENUE STATE	
	PARTICIPANTS	CO-TRAINERS	PARTICIPANTS	CO-TRAINERS
Family Planning Methods and Practice: AFRICA	59	5	60	15
Contraceptive Technology 1984-85**	--	5	22	15
Safe-Unsafe: Periodic Abstinence**	40	5	60	14
Vasectomy (IPPF)	59	10	60	15
Female Sterilization (IPPF)	25	5	60	17
Natural Family Planning (IFFLP)	--	--	60	14
Fertility Awareness (Human Life and NFP Foundation)	--	--	--	13
Sexually Transmitted Diseases	--	?	--	15
Planning, Conducting and Evaluating Workshops	--	10?	--	15
Concepts and Issues in Family Planning	--	?	--	15
Helping Health Workers Learn	--	15	--	15
What to Know About FP Posters	60	--	--	--
Methods of Contraception (Pamphlet - DHHS)	60	--	--	--
ORT Manuals (UNICEF)	60	5	60	15
UNICEF Posters	36	5	120	50

** Not enough copies available.

* Complete shipment had not arrived. Books borrowed from other agencies (FFIA, Africare).

APPENDIX F

DATA FROM PARTICIPANT REACTION FORMS

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JOS, PLATEAU STATE, GROUP I:

Twenty-nine participants completed the reaction form. All except two trainees stated that the workshop objectives were "very clear" or "mostly clear", and only three stated that the objectives were "somewhat achieved". The generally very favorable comments continued for all of the reaction form questions.

The major complaints about the training related to the lack of enough time to cover the information in depth, as well as the need for more practical/clinically oriented sessions. Desire for additional training focused on the following areas: counselling/patient education; clinical methods, supervision and management; and in-service training in family planning. The verbal feedback from the group reflected similar opinions.

Satisfaction with the practice in preparation of ORS (oral rehydration solution) was expressed. Natural family planning was seen as an important component. There was a general appreciation for the overall workshop format and training content. The multidisciplinary character (use of MDs, administrators, public health professionals, etc.) of the training staff provided participants with a variety of points of view on the issues and topics discussed.

JOS, PLATEAU STATE, GROUP II:

Written evaluations/reactions followed the same trends as for Group I. Thirty participants completed the forms. Verbal evaluations were also similar to those for Group I.

There was satisfaction expressed with all the learning techniques used. Additional comments focused on the desirability of further/longer training, learning IUD insertion, and especially on the ORT part of training. The need for further instruction on fitting the diaphragm was also identified.

MAKURDI, BENUE STATE, GROUP I:

All thirty participants completed the forms. The workshop objectives were "mostly clear" (10), and "very clear" (19), in that order. Twenty-three participants said that the workshop objectives were "mostly achieved" and seven said they were "entirely achieved".

DATA FROM PARTICIPANT REACTION FORMS (Continued) Page 2.

Participants overall responded very positively to the workshop content and teaching methods. They had additional comments such as:

"A good organized planned lesson, in which each and every one of us gained a lot."

"INTRAH is very helpful so we need more attention for continuous effectiveness."

"I am grateful and would like INTRAH to arrange teaching FP/ORT in schools of nursing/midwifery and health institutions."

Many expressed the desire for further training in IUD insertion and management.

It is to the participants' credit that they were all articulate, attentive, involved and punctual; even in the afternoon hours, everyone kept participating. The weather is extremely hot during the day.

MAKURDI, BENUE STATE, GROUP II:

All 30 participants completed the reaction forms; answers were comparable to those of the first group. Twenty-four participants indicated that objectives were "very clear", and six indicated that they were "mostly clear". On the achievement of the workshop objectives, 19 said "entirely achieved", while 10 said "mostly achieved".

Through the reaction forms, the participants unanimously testified to the usefulness of this workshop and that they learned many important and useful concepts. However, there were varied reactions on the amount of material covered during the workshop. Sixteen wrote "just about right", eight said "too much" while six checked "just about right".

Two-thirds of the participants found the time too short and some suggested two weeks. Like the other groups, the participants perceived the need for additional training in many of the categories related to family planning. They also expressed gratitude to "INTRAH" for enabling them to participate in such a good workshop, and one concluded "I'll try to be a good counselor to my clients".