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## Trip Report

# 0-275

**Travelers:** Miss Pauline W. Muhuhu, Director  
INTRAH E/SA Office

**Country Visited:** TANZANIA

**Date of Trip:** February 17, 1986

**Purpose:** To Discuss Possibilities for  
Continued INTRAH/UMATI Collaboration  
in Provision of Regional Training.

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**

Miss Pauline W. Muhuhu, INTRAH E/SA Office Director, visited UMATI in Dar es Salaam, Tanzania on February 17, 1986 to discuss with UMATI the possibility of developing a direct contract with INTRAH whereby UMATI would conduct regional training in clinical family planning skills and training of trainers. This visit was designed to expedite possible resumption of an INTRAH/UMATI PAC I regional training project. Miss Muhuhu had discussed the proposed visit with Ms. Pamela Mandel, Population IDI, USAID/Tanzania, during a telephone call during the first week of February, 1986.

Miss Muhuhu met with Mrs. Christina Nsekela, UMATI Executive Secretary, and discussed possibilities for development of an INTRAH/UMATI project proposal and contract. UMATI requires that INTRAH subcontract with a third party, with UMATI acting as the executing agency. UMATI's requirement results from current United States government restrictions on financial support to Tanzania. UMATI, as a national agency, is hesitant to contract with a United States funded agency while the current restrictions are in force.

Miss Muhuhu and Mrs. Nsekela agreed on a series of actions through which INTRAH will make an effort to seek a contractor other than UMATI. If INTRAH cannot locate an appropriate contractor, UMATI will present INTRAH's proposal for establishment of a direct contract (initially submitted to UMATI in November 1985) to the UMATI Board. If the UMATI Board agrees, INTRAH will then proceed with contract negotiations. However, if the Board's reaction is negative, UMATI and INTRAH will suspend all negotiations until funding restrictions are lifted. The deadline for a decision was agreed upon as the end of April, 1986.

SCHEDULE DURING VISIT

Sunday  
February 16           Departure from Nairobi (15 hours' delay at  
Nairobi Airport).

Monday  
February 17

3:30 am           Arrival in Dar es Salaam.

9:00 am           Meeting with UMATI trainers.

12:30 pm          Meeting with Dr. Nimrod Mandara, Program  
Officer, International Planned Parenthood  
Federation.

1:30 pm           Lunch with representatives of the Pathfinder  
Fund (Nairobi and Boston), UMATI senior  
staff, and Dr. Mandara.

3:00 pm           Departure for Airport.

8:00 pm           Arrived Nairobi.

**I. PURPOSE(S) OF TRIP**

- A. To discuss possibilities for INTRAH/UMATI regional training collaboration.
- B. To explore possible contractual arrangements for INTRAH/UMATI regional training collaboration.

**II. ACCOMPLISHMENTS**

- A. Discussions were conducted with Mrs. Christina Nsekela, UMATI Executive Secretary. An end-of-April deadline was agreed upon, by which date UMATI and INTRAH would reach a final decision as to whether to proceed with contract negotiations or to hold collaborative activities in abeyance until Brooke-Alexander restrictions on Tanzania are lifted.
- B. Discussions were conducted with Dr. Nimrod Mandara, IPPF Program Officer, (Medical) who is responsible for UMATI/IPPF activities.
- C. Miss Muhuhu met informally with Dr. Ajayi and Mr. James Crawford of Pathfinder Fund (Nairobi and Boston).

**III. BACKGROUND**

During the PAC I period, INTRAH collaborated with UMATI in an institutional building training project and, through an IPPF subcontract, in a regional training project for training in clinical family planning skills including IUD insertion and training of trainers for participants from Somalia, Sudan, Uganda, Nigeria,

Botswana, Swaziland and Malawi. The contractual arrangement with IPPF was made at the request of UMATI.

During the PAC II period INTRAH's intent has been to continue collaborative regional training efforts for training of trainers and clinical family planning skills without IUD insertion through a subcontract with UMATI.

Though Tanzania is still under the Brooke-Alexander restrictions, INTRAH could collaborate with UMATI for regional training activities with a special waiver.

Correspondence between INTRAH and UMATI regarding continued collaborative efforts began early during the PAC II period. However, progress has been slow because of UMATI's desire for INTRAH to subcontract through IPPF and INTRAH's inability to do so because of current AID restrictions on financial support to IPPF.

This visit was made at the request of INTRAH with the hope of arriving at a final decision regarding the subcontracting situation.

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

On February 17, 1986, Miss Muhuhu held discussions with Mrs. Christina Nsekela at UMATI headquarters in Dar es Salaam. The discussions focused on UMATI's current capability to conduct training (UMATI's chief trainer during the PAC I period has joined INTRAH as E/SA Training Officer), UMATI's willingness to continue collaborative regional training efforts with INTRAH, and possibilities for contractual arrangements. Miss Muhuhu also held brief discussions with UMATI Training

Unit staff and Dr. Mandara of IPPF's Nairobi Office. Target dates were set for either proceeding with contract negotiations or reaching an amicable agreement to suspend INTRAH/UMATI collaboration until Alexander-Brooke restrictions are lifted.

A brief meeting was also held with Dr. Mandara who was at UMATI. He confirmed the UMATI reservations on establishment of a direct contract with INTRAH on the basis that UMATI is a Tanzanian national organization and INTRAH is an AID centrally-funded agency. A direct contract would, therefore, raise questions for UMATI within Tanzania. He, too, encouraged development of a third party subcontract.

Discussions with three UMATI trainers revealed that they would welcome continuation of INTRAH-funded activities and that they are actually expecting development and implementation of an INTRAH/UMATI project.

## V. FINDINGS AND CONCLUSIONS

- A. UMATI has increased the number of its trainers by two since Mrs. Grace Mtawali joined INTRAH. One of these is a past INTRAH participant of training of trainers workshops who participated in FP curriculum development for pre-service nursing programs. The senior trainer has just returned from a two-year public health nursing training program.
- B. UMATI's executive secretary and trainers expressed interest in conducting collaborative regional training in training of trainers and FP clinical skills without IUD insertion.

- C. UMATI, as a national agency, has difficulties in entering into direct contractual agreements with AID centrally-funded agencies under the prevailing Tanzania/United States restrictions. However, UMATI is willing to be the executing agency if a contract is drawn up with a third agency within or outside Tanzania. In addition to the Development Trust Fund, UMATI proposed UNFPA and Coopers and Lybrand as possible agencies with whom INTRAH might consider contracting for this project. Should INTRAH not be able to contract with any of these agencies, UMATI will present INTRAH's proposal for establishment of a direct contract to the UMATI Management Board. Mrs. Nsekela did not seem hopeful of the Board's approval.

Whereas UMATI expresses interest in continued collaboration with INTRAH, the politics surrounding a potential contract agreement may indefinitely block all efforts by INTRAH to continue working with UMATI as a regional resource centre.

## VI. RECOMMENDATIONS

- A. INTRAH should make one last effort to secure a contractual agreement with a third party, namely UNFPA or Coopers and Lybrand. INTRAH should communicate its stand on this by the third week of March in order that UMATI might take the next step.
- B. If INTRAH is unable to contract with either of these agencies, UMATI should present INTRAH's proposal for establishment of a direct contract with UMATI to the Board for a final decision.

- C. UMATI should communicate its final position by the end of April, 1986. If UMATI still requires a third-party contract, INTRAH should suspend all activities with UMATI until Brooke-Alexander restrictions are lifted. If the UMATI Board agrees to development of a direct contract, then INTRAH should proceed with contract negotiations and plan to hold one training activity during the first quarter of FY 1987.

APPENDIX A

PERSONS CONTACTED/MET

USAID

Ms. Pamela Mandel, Population IDI, USAID/Tanzania (by telephone).

UMATI

Mrs. Christina Nsekela, UMATI Executive Secretary, PO Box 1372, Dar es Salaam, Tanzania.

INTERNATIONAL PLANNED PARENTHOOD FEDERATION (IPPF)

Dr. Nimrod Mandara, Program Officer (Medical), International Planned Parenthood Federation, Regional Office, PO Box 30234, Nairobi, Kenya.

Pathfinder Fund

Mr. James Crawford, Regional Director for Africa and the Middle East, Boston, Massachusetts.

Dr. Ayorinde Ajayi, Acting Regional Representative for Sub-Saharan Africa, Nairobi, Kenya.

KENYA POSTS AND TELECOMMUNICATIONS  
TELEGRAM

CHARGE

APPENDIX B  
CONCURRENCE REQUEST CABLE

A	Sent on (date)		to (place)		by		Date and T.M.I.
	Co. Br. No.	Prefix	Office of Destination	Office of Origin	Telegram No.	No. of Words	
FOR							
INITIAL	Transmitter	Date	By	Charge	Service		
USE							

If you wish to pay for a reply, insert the letters - R.P. - and the amount before the address.

TO: MS PAMELA MANDEL AMEMBASSY DAR ES SALAAM 1951  
TELEPHONE 22351.  
FROM: PAULINE MUMBU, INTRAH REGIONAL OFFICE DIRECTOR  
BOX 55699 NAIROBI TELEPHONE: 29670 TELEX 22683 DODWELL.

PLEASE USE BLOCK LETTERS

SUBJECT: POPULATION TRAVEL FOR PAULINE MUMBU, INTRAH STAFF FEBRUARY 16 AND 17, 1986.

REQUEST MISSION CONCURRENCE FOR MUMBU TO VISIT UMATI ON 17 FEBRUARY 1986. PURPOSE OF THE VISIT IS TO DISCUSS INTRAH/UMATI CONTINUED COLLABORATION IN REGIONAL TRAINING IN 1982/84 UMATI CONDUCTED CLINICAL SKILLS AND TRAINING OF TRAINERS COURSES FUNDED BY INTRAH.

P.T.O.

FROM (if required to be signalled).

NOTE.—The signature and address of the sender must be written on the back of this form.

TA 13

PLEASE USE BLOCK LETTERS

THIS WAS IN ACCORDANCE WITH INTRAH GOAL AND CONTRACTUAL OBLIGATION WITH AID TO DEVELOP/STRENGTHEN INSTITUTIONAL CAPABILITY UNDER PAC I CONTRACT INTRAH CONTRACTED WITH

IPPF FOR UMATI TO CONDUCT TRAINING. AS INTRAH IS UNABLE TO ENGAGE IN SIMILAR CONTRACTUAL AGREEMENT THROUGH IPPF, WE PROPOSE A DIRECT CONTRACT WITH UMATI.

MUMBU WILL DISCUSS THIS PROPOSAL WITH MRS. NSEKELA BEFORE PROPOSAL IS PRESENTED TO THE UMATI BOARD IN APRIL.

REGRET SHORT NOTICE BUT THIS IS THE ONLY WEEK MRS. NSEKELA IS

FROM (if required to be signalled).

PTO

PLEASE USE BLOCK LETTERS

AVAILABLE. MUMBU WILL BE RESPONSIBLE FOR ALL IN-COUNTRY LOGISTICS AND HAS WORKED WITH UMATI IN THE PAST.

THIS TRAVEL PER AID CONTRACT DPE-3031-C-00-4077.

REGARDS - MUMBU

FROM (if required to be signalled).

NOTE.—The signature and address of the sender must be written on the back of this form.

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I. TRAINING OF TRAINERS WORKSHOP:

A. INTRODUCTION:

This will be one of the two courses to be conducted each year through INTRAH/UMATI collaboration under PAC II Contract.

The purpose of the course is dual:

1. To promote, support, and strengthen UMATI as a regional and trans-regional training resource; and
2. To improve pre-service and in-service teaching and training in clinical family planning.

B. COURSE GOAL:

To enable participants to design, develop, conduct and evaluate clinical family planning courses in pre-service or in-service training programs.

C. COURSE OBJECTIVES:

1. To update knowledge of contraceptive technology
2. To develop and interpret the results of a needs assessment instrument.
3. To apply all aspects of clinical knowledge and skills learned during a clinical training course to the design of a clinical family planning course at the pre-service or in-service training level.
4. To prepare a curriculum for a clinical family planning course, including natural family planning, that includes:
  - goals
  - objectives
  - content
  - teaching/training methods
  - resources
  - standards/criteria of expected performance
  - an evaluation and follow-up plan

5. To conduct a series of sessions based on the curriculum developed, and to modify them based on feedback from peers and UMATI trainers.
6. To demonstrate comprehension of and skills in applying adult learning methods.
7. To develop a plan of action for implementation of the curriculum, or a portion of it.

D. CONTENT: (will include theory, practice and application)

- contraceptive technology
- adult learning methods and techniques
- needs assessment
- curriculum development
- course evaluation and follow-up systems
- standard-setting
- performance evaluation
- planning for change: organizational and systems
- planning and management of training

E. CURRICULUM AND SCHEDULE:

Curriculum developed by UMATI/INTRAH team in 1984 will be reviewed and revised if necessary for use during this training activity.

F. EVALUATION:

Daily feedback sessions, weekly reviews, peer and trainers' critiques, and participant reaction forms will be used to evaluate the course. Standards for trainee performance will be formulated prior to the course. In-country follow-up will be conducted (see H)

G. PARTICIPANT SELECTION:

24 participants will be drawn from applicants who have successfully completed one previous family planning clinical in-service or pre-service course. Selections

of nominees will be solicited from the following USAID Missions: Tanzania, Botswana, Swaziland, Uganda, Malawi, Sudan, Kenya, Nigeria, Sierra Leone and The Gambia.

Nominees' and alternates' names, positions and short biodata will be requested of each USAID Mission, will be forwarded to and screened by INTRAH. The final roster - two - three candidates per country - will be sent to UMATI which will send participant information packets to the Missions for distribution to the candidates.

Preference will be given to participants who have national or regional (in-country) training or teaching responsibilities.

H. FOLLOW-UP OF PARTICIPANTS:

An UMATI or INTRAH staff member will be assigned to follow-up each participant, in-country, within six months after training. A uniform follow-up instrument will be used which will focus on progress toward implementation of the action plan developed during the TOT, and identification of and problem-solving around problems of implementation,

If indicated and/or necessary, technical assistance will be provided at the time of the follow-up visit. If additional assistance is required and/or requested, the UMATI or INTRAH staff member will confer with the sponsoring institution and USAID Mission to determine how and when assistance can be provided.

I. TEXTS TO BE PROVIDED TO EACH PARTICIPANT\*

- Abbatt: Teaching for Better Learning WHO, 1980.
- Fink and Disecoff: Evaluation Primer (set of three)
- Kemp: Instructional Design:
- Mager: Developing Vocational Instruction.  
Measuring Instructional Intent:
- CDC Family Planning Methods and Practice Africa:  
Atlanta, 1983.
- Abbatt Self-Assessment for Teachers of Health Workers:  
How to be a better teacher, WHO, 1982:
- Davis Planning, Conducting and Evaluating Workshops:  
Learning Concepts. Austin 1974.
- INTRAH Teaching and Learning with Visuals.

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\*INTRAH will supply UMATI with 24 copies each project year.

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II. CLINICAL FAMILY PLANNING SERVICE SKILLS:  
(Without IUD Insertion)

A. INTRODUCTION:

This will be the second course conducted each year through INTRAH/UMATI collaboration under PAC II Contract.

The purpose of the course is:

To improve family planning service delivery.

B. COURSE GOAL:

To prepare Nurses, Midwives and Public Health Nurses to provide clinic based family planning services with the exception of IUD insertion.

C. COURSE OBJECTIVES:

1. To demonstrate understanding of the relationship between child spacing and health problems associated with nutrition, maternal and child health or family size.
2. To develop effective communication skills in interviewing and counselling individuals and groups in order to motivate and promote the acceptance and continued use of family planning services.
3. To perform and record medical and social history prior to use of contraception.
4. To demonstrate knowledge of the effectiveness, mechanism of action, contra-indications, danger signs, minor and serious side effects and non-contraceptive benefits of child spacing methods.

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5. To develop skills in physical examination and recognition of deviations from normal that may influence use of contraception.
6. To demonstrate ability to prescribe appropriate contraceptive methods according to clients' profiles and to conduct follow-up visits for clients using contraceptives.
7. To demonstrate ability to recognize and manage minor gynaecological conditions among family planning clients.
8. To demonstrate ability to organize clinic including client recruitment; record keeping; use of clinic data for improvement of services; ordering supplies; care of commodities and equipment; and preparing reports.

D. CONTENT: (will include theory, practice and application)

i) Communication in family planning:

- Process and barriers
- Interpersonal skills to include
  - rapport establishment
  - observation
  - use of silence, active listening, respect
  - questioning
- Use of visual aids

ii) Male and female reproductive system as they relate to contraception.

- Structure and functions
- Hormones and their functions
- Menstrual cycle
- Fertility and infertility

- iii) Contraceptive Technology and Management of family planning clients (theory and practice)
  - o Need for family planning
  - o Benefits
  - o Methods including (types, effectiveness mechanism, indications, contra-indications side effects
  - o Client management
    - physical assessment
    - counselling
    - prescription
    - instructions
    - follow-up
- iv) Gynaecological conditions and their management.
- v) Subfertility and infertility
- vi) Clinic Management.

F. CURRICULUM AND SCHEDULE:

Curriculum developed in 1984 by UMATI/INTRAH team will be reviewed and revised as necessary for use during this course.

F. EVALUATION:

Daily feedback sessions, weekly reviews, peer and trainers' critiques, and participant reaction forms will be used to evaluate the course. Standards for trainee performance will be formulated prior to the course. In-country follow-up will be conducted (see H).

G. PARTICIPANT SELECTION:

15 - 20 participants will be drawn from applicants who have successfully completed one previous family planning clinical in-service or pre-service course.

Selections of nominees will be solicited from the following USAID Missions: Tanzania, Botswana, Swaziland, Uganda, Malawi, Sudan, Kenya, Nigeria, Sierra Leone, and The Gambia.

Nominees' and alternates' names, positions and short biodata will be requested of each USAID Mission, will be forwarded to, and screened by INTRAH. The final roster - two candidates per country - will be sent to UMATI which will send participant information packets to the Missions for distribution to the candidates.

Preference will be given to participants who have national or regional (in-country) training or teaching responsibilities.

H. FOLLOW-UP OF PARTICIPANTS:

An UMATI or INTRAH staff member will be assigned to follow-up each participant, in-country, within six months after training. A uniform follow-up instrument will be used which will focus on progress toward implementation of the action plan developed during the clinical course, and identification of and problem-solving around problems of implementation.

If indicated and/or necessary, technical assistance will be provided at the time of the follow-up visit. If additional assistance is required and/or requested, the UMATI or INTRAH staff member will confer with the sponsoring institution and USAID Mission to determine how and when assistance can be provided.

.../

I. TEXTS TO BE PROVIDED TO EACH PARTICIPANT\*

1. CHD Family Planning Methods and Practice Africa.
2. Billings The Ovulation Method - Natural Family Planning.  
Liturgical Press, Collegeville 1978.
3. Hogan Human Sexuality A Nursing Perspective.  
Appleton Century Crafts. New York, 1980.
4. IPPF Male Involvement in Family Planning:  
London, 1984.
5. Porter et al The Health Providers Guide to Contraception.  
Pathfinder, Boston 1983.
6. INTRAH Concepts and Issues in Family Planning:  
University of North Carolina, Chapel Hill, 1984.

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\* INTRAH will supply UMATI with 15 copies each year of the project.

Program for International Training in Health

The University of North Carolina at Chapel Hill  
School of Medicine

APPENDIX D  
Proposal for Direct Contact

208 North Columbia Street (344A)  
Chapel Hill, North Carolina 27514

November 8, 1985

Cable: INTRAH, Chapel Hill, N.C.  
Telephone: (919) 966-5636  
TLX 5772542  
ANSWERBACK: UNCHINTRAH

Mrs. C.M.K. Nsekela  
Executive Director  
UMATI  
S.L.P. 1372  
Dar-es-Salaam, Tanzania

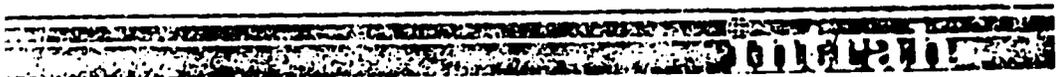
2 DEC 1985

Dear Mrs. Nsekela:

Greetings from Chapel Hill and from INTRAH. I am writing to offer a proposal for the re-establishment of collaboration between UMATI and INTRAH in the provision of regional family planning training for Anglophone African nurses and nurse-midwives. Over the past year, a number of international circumstances have arisen to intervene in the cordial and productive relationship between our two organizations. I would like to suggest that we work together to overcome those circumstances for the benefit of UMATI and INTRAH, and - perhaps most important - for the ultimate benefit of the people of the countries of the region.

Consequently, I hereby propose a direct contractual relationship which will provide for INTRAH financial support of two UMATI regional courses each year during calendar years 1986, 1987 and 1988. During each year, UMATI would provide one course in comprehensive clinical family planning practices (without IUD insertion training) and one course in clinical teaching and training methods. The average number of participants per course would be 12 to 15, and trainee selection criteria and mechanisms would be essentially the same as those applied in our previous collaborative efforts.

We propose that financial arrangements cover selected costs of UMATI's administration of, and material supplies for, each course, and payment of tuition and per diem per trainee. The form of agreement would be a technical services contract, to be negotiated directly between UMATI and INTRAH of the University of North Carolina at Chapel Hill along the lines of the INTRAH-IPPF contract for the July 16 - August 10, 1984, Clinical Teaching and Training Methods course (a copy enclosed for your convenience). I suggest a direct contract because involvement of an intermediary agency, such as the Community Development Trust Fund, would create potentials for entanglements with the



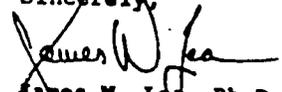
current AID position on assistance to Tanzanian organizations. A direct contract for the INTRAH "purchase" of technical services from UMATI would avoid such entanglements.

The contract would provide for a fixed amount of administrative and tuition costs, with per diem to be a variable amount depending upon the actual number of trainees per course. We do not normally audit this type of contract. INTRAH would be represented in the preparation and implementation of the agreement by our East and Southern Africa office in Nairobi, with back-up from this office.

I offer this proposal to the staff and the Board of Directors of UMATI in good faith and in the belief that through technical cooperation we can serve many needs and interests. I request consideration of this proposal by the UMATI Board, and I hope for a favorable response.

With best regards,

Sincerely,

  
James W. Lee, Ph.D.  
Director

cc: Lynn Knauff  
Raymond Baker  
Pauline Muhuhu ✓  
Worth Fulk  
Marilynn Schmidt

JWL/jct