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Trip Report

0-365

Travelers: Mr. James Herrington, INTRAH Program Officer
Mr. Pape Gaye, INTRAH/WCA Director

Country Visited: SENEGAL

Date of Trip: August 27 - September 6, 1986

Purpose: To discuss possible INTRAH-sponsored regional training activities for Francophone Africa in clinical and non-clinical FP in Senegal with officials from USAID/Senegal, Africa Consultants, Inc. and the Senegal Family Health Project.

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

LIST OF ABBREVIATIONS

ACI	Africa Consultants, Inc.
GOS	Government of Senegal
ISTI	International Science and Technology Institute
NFP	Natural Family Planning
SFHP	Senegal Family Health Project

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EXECUTIVE SUMMARY

Mr. Pape Gaye, Director, RO/WCA and Mr. James Herrington, INTRAH Program Officer, visited Senegal from August 27 to September 6, 1986. The purpose of the trip was to discuss with representatives from USAID/Senegal, Africa Consultants, Inc. (ACI), and Senegal Family Health Project (SFHP) possible regional training activities in clinical and non-clinical family planning, which would be sponsored by INTRAH and conducted in Senegal. Additionally, they were to identify, and if appropriate, to interview candidates for the position of INTRAH/WCA Regional Training Officer.

Primary and secondary purposes of the assignment were achieved and the following was accomplished:

1. a draft proposal for ACI technical and administrative assistance to the SFHP with INTRAH financial support was developed (Appendix B);
2. a candidate for the INTRAH/WCA Regional Training Officer position was identified.

USAID/Senegal viewed favorably the feasibility of INTRAH contracting with ACI for administrative and technical assistance, particularly in light of ACI's past and current work with the Senegal Rural Health Services Project. ACI's expertise in trainer-of-trainers techniques and facilitation of training events is considered unique and highly developed.

Major recommendations include:

1. INTRAH should pursue development of regional training capability in Senegal with the SFHP in collaboration with USAID/Senegal.
2. INTRAH should sponsor five Chadian participants to the SFHP's six-week clinical FP training course planned for May - June 1987.
3. INTRAH should review and approve the proposal with ACI.

4. INTRAH should invite the qualified candidate for an on-site interview in Abidjan to pursue discussions regarding the position.

SCHEDULE OF ACTIVITIES

Wednesday
August 27 Mr. Gaye and Mr. Herrington arrived in Dakar.

Thursday
August 28 Mr. Gaye and Mr. Herrington developed tentative workplan.

Meeting with Dr. Maryanne Micka, Health Officer, USAID/Senegal.

Meeting with Mme. Aida Lô-Faye, Coordinator, Senegal Rural Health Services Project.

Friday
August 29 Meeting with Mr. Ousmane Samb, Director, Senegal Family Health Project (SFHP).

Meeting with Africa Consultants, Inc.

Saturday
August 30 Interviewed INTRAH/WCA Regional Training Officer candidate Mme. Awa Mbaye Tabaski.

Monday
September Meeting with Ms. Priscilla Randall, Liaison Officer, International Science and Technology Institute (ISTI).

Meeting with Ms. Suzanne Prysor-Jones, Regional Representative, PRITECH.

Meeting with ISTI staff.

Tuesday
September 2 Meeting with ACI staff.

Meeting with Dr. Steve Simon, Senegal Rural Health Services Project (Dakar-based Harvard staff).

Meeting with Mme. Djarétou Thiam, INTRAH/WCA Regional Training Officer candidate.

Wednesday
September 3 Interviewed Mme. Adama Ndao, INTRAH/WCA Regional Training Officer candidate.

Meeting with ACI staff.

Meeting with Mr. Samb.

Interviewed Mme. Thiam.

Thursday
September 4 Meeting with ACI staff to draft proposal for regional training plan with SFHP.

SCHEDULE (cont.)

**Friday
September 5**

Debriefed with Dr. Micka.

Meeting with Mr. Adama Kone, Technical Advisor, PRITECH.

Second interview with Mme. Mbaye.

Second interview with Mme. Ndao.

**Saturday
September 6**

Second interview with Mme. Thiam.

Meeting with ACI staff to finalize proposal.

Mr. Gaye departed Dakar at 12:00 noon.

Mr. Herrington finalized documents and departed Dakar at 11:00 p.m.

I. PURPOSE OF TRIP

The primary purpose of this assignment was to meet with USAID/Senegal, Africa Consultants, Inc. (ACI) and Senegal Family Health Project (SFHP) representatives to discuss possible INTRAH-sponsored regional training activities in clinical and non-clinical Family Planning in Senegal. A secondary purpose was to identify and interview, if appropriate, candidates for the position of Regional Training Officer to be based in the INTRAH Regional Office for West and Central Africa (INTRAH/WCA), Abidjan.

Major objectives were to:

1. Define with USAID/Senegal the possibilities of INTRAH-sponsored regional clinical and non-clinical training in Senegal for participants from Francophone African countries where INTRAH is sponsoring FP/MCH training projects.
2. Meet with ACI to discuss a possible agreement with INTRAH for the administration of four training courses per year (two clinical, two non-clinical) to be conducted in conjunction with the SFHP.
3. Draft a proposed agreement and budget with ACI, as appropriate.
4. Meet with SFHP representatives and trainers to follow-up an INTRAH letter of enquiry regarding clinical training for five Chadians and possibly other Francophone African FP clinicians.
5. Meet with other Government of Senegal (GOS) officials, as appropriate, to accomplish the assignment.

II. ACCOMPLISHMENTS

The INTRAH team achieved both the primary and secondary purposes of this trip and the following was accomplished:

1. A draft proposal for ACI technical and administrative assistance to the SFHP with INTRAH financial support was developed (Appendix B);
2. A finalist for the INTRAH/WCA Regional Training Officer position was identified.

III. BACKGROUND

This second trip follows an initial INTRAH exploratory visit to Senegal in September 1985 when enquiries were made regarding regionally-based FP training activities in Senegal. At that time, the possibility of regional training was viewed favorably, but because INTRAH's regional office had not yet been established, no immediate plans were made to aggressively pursue this issue (see Trip Report # 0-150).

IV. DESCRIPTION OF ACTIVITIES

A. USAID/SENEGAL

Mr. Gaye and Mr. Herrington initially met with USAID/Senegal Health Officer, Dr. Maryanne Micka; Ms. Laura Evison, Technical Assistant to the SFHP, ISTI/Senegal; and USAID/Senegal Assistant to the Health Officer, Ms. Fatimata Hann, to brief them on the INTRAH assignment objectives and to obtain USAID/Senegal advice and guidance regarding suggestions and initiatives from INTRAH for regional FP training for sub-Saharan Francophone African countries.

Three specific questions were addressed during the briefing:

1. If amenable, could the SFHP accommodate five INTRAH-sponsored Chadian clinicians during the next SFHP clinical training in 1987?
2. How feasible and acceptable is an arrangement whereby INTRAH would contract for administrative and technical assistance from ACI to support specific regional training events in Senegal, conducted in collaboration with SFHP and financed by INTRAH?
3. Is it possible to strengthen the SFHP through such an arrangement as described in 2 above, so that SFHP may become a resource for clinical and non-clinical FP training for Francophone African countries?

Dr. Micka expressed strong concern regarding the SFHP capability to accommodate additional requests for

training at this time due to the sheer volume of their current project activities, as well as a demonstrated lack of experience in conducting training activities which requires significant improvement.

Ms. Evison echoed Dr. Micka's concern, but considered it feasible that the SFHP could accommodate the five INTRAH sponsored Chadian clinicians during the next SFHP clinical training activity, currently scheduled for early/mid 1987. However, Dr. Micka insisted that INTRAH provide technical assistance to the SFHP in the form of a clinical trainer, in addition to full financial support of the Chadians during the SFHP training.

USAID/Senegal viewed favorably the feasibility of INTRAH contracting with ACI for administrative and technical assistance, given ACI's past and current work with the Senegal Rural Health Services Project. The expertise of ACI in training of trainers techniques and facilitation of training events was considered unique and highly developed.

USAID/Senegal considered the issue of the SFHP becoming a regional training institution and resource as a desirable long-term prospect, but one which is premature to address at this time as the project is currently in the early stages of implementation. To date, the only major training event sponsored through the project occurred in April/May 1986 in Dakar, when 36 midwives and nurses were given two weeks FP theory and four weeks practical FP training (including 5-10 IUD insertions each). Ms. Evison indicated a good deal of work is necessary to improve the training skills of SFHP trainers and to increase the number of IUD

insertions for each participant. She considers ACI technical assistance in training to be quite competent.

USAID/Senegal also expressed concern that Senegalese physicians are not receiving FP training, potentially undermining nurses and midwives in their efforts to provide FP services since they are mostly supervised by physicians. As JHPIEGO is currently addressing STD training and laparoscopic techniques through the university in Dakar, USAID/Senegal suggested that INTRAH could perhaps collaborate with JHPIEGO to train physicians in basic FP theory and practice.

During the INTRAH team's debriefing with USAID/Senegal, Dr. Micka expressed great satisfaction with a recent training in FP "animation" she had attended where SFHP personnel were the principal trainers. Delivery by the trainers and involvement of the participants was excellent.

The possibility of the SFHP receiving a study tour of 10 Chadians was viewed as appropriate and feasible by USAID/Senegal, given that ACI would be responsible for handling the logistics of the Chadians' visit to Senegal, in coordination with the SFHP.

The team also discussed the possibility of the SFHP Director and principal trainers going on a study-tour to Zimbabwe where INTRAH has assisted in the establishment of a regional training institution, and to Rwanda where INTRAH currently has a contract with ONAPO. Dr. Micka viewed this as possible though she would need more information on both study-tour sites before giving her approval.

B. SENEGAL FAMILY HEALTH PROJECT (SFHP)

Mr. Ousmane Samb, Director, SFHP, indicated that one of the long-term goals of the project is to become an institution within Senegal for FP services, as well as a regional resource to other Francophone African countries.

The participation of five Chadian clinicians in the next SFHP training (scheduled for six-weeks beginning in May - June 1987) should pose no problem, and Mr. Samb welcomed the administrative and technical assistance of ACI. The clinical training team of the SFHP consists of:

- two OB/GYN physicians;
- two midwives (technical assistants of ISTI);
- two IEC coordinators; and
- one surgeon.

The training program covers all methods during an initial two-week theory course followed by a four-week practicum at several clinic sites in Dakar, with approximately three to four trainees per clinic site. Regarding IUD insertion, Mr. Samb would like to see an average of 25 IUD insertions per participant. The average of nine IUD insertions during the last training was considered unacceptable. Mr. Samb provided the team with copies of the six-week course training plan and objectives (Appendix C).

Mr. Samb was favorably disposed to the idea of receiving a study-tour group of ten Chadians and felt it would be a beneficial experience. The time frame of late November/early December 1986 was not as acceptable as that of late December/early January 1987. However, he will discuss the issue with his staff and ISTI personnel.

C. AFRICA CONSULTANTS, INC. (ACI)

The team met with Ms. Lillian Baer and Mr. Gary Engleberg to discuss and outline the parameters of possible ACI involvement in regional FP training events sponsored by INTRAH. The outcome of these discussions was a proposal for administrative and technical assistance (Appendix C).

The purposes of INTRAH contracting with ACI would be to utilize ACI expertise in administration and facilitation of training events, in addition to obtaining specific technical assistance designed to strengthen the SFHP capability to serve as a regional institution for FP training.

By designing, implementing and evaluating training events with ACI, the SFHP can broaden its experiential and technical base in FP training, while not being overwhelmed initially by the administrative and logistical burdens of bringing participants into Senegal from other countries and managing their stay while in-country.

D. INTERVIEW PROCESS FOR RTO CANDIDATE

The team interviewed three candidates for the INTRAH/WCA Regional Training Officer position. All three candidates had similar profiles on paper in that they had midwife training and FP experience. All three candidates were interviewed twice before the decision was made to invite one of them to Abidjan for an on-site interview.

Mme. Djarétou Thiam, who currently works for the Senegal Ministry of Health, had the most experience in training and, because she has been working in a clinic, has been able to keep up with developments in the field of FP. Mme. Thiam was also the only one of the three

candidates who could read and understand English. Although the INTRAH/WCA Regional Training Officer will work mainly in Francophone African countries, knowledge of the English language was an important criterion. The team was quite impressed by Mme. Thiam's familiarity with adult training methodology and her experience as a trainer in the Sine-Saloum Rural Health Project.

V. FINDINGS/CONCLUSIONS AND RECOMMENDATIONS

FINDINGS/CONCLUSIONS	RECOMMENDATIONS
=====	
A. <u>Implementation of Activities</u>	
1. USAID/Senegal and the GOS have exhibited strong interest in regional training activities.	1. INTRAH should pursue development of regional training capability in Senegal with the SFHP in collaboration with USAID/Senegal.
2. Although in the early stages of implementation, the SFHP displays a potentially strong capacity to serve as a resource for clinical and non-clinical FP training for Francophone African countries. The SFHP offers six-week FP training courses (two weeks theory, four weeks practical experience) and has clinics with adequate client loads that serve as practice sites.	2. INTRAH should provide technical assistance to the SFHP through sources such as ACI's and INTRAH's professional network, designed to strengthen the content and process of FP courses in order to develop it as a resource for regional training.
3. USAID/Senegal and the SFHP are in favor of receiving a group of five INTRAH-sponsored Chadian clinicians during the next SFHP clinical training in 1987.	3. INTRAH should sponsor five Chadian participants to the SFHP's six-week clinical FP training course planned for May-June, 1987.
4. Large numbers of Senegalese personnel need to be trained in family planning. However, the SFHP's absorptive capacity is currently low, but is expected to increase in mid-late 1987.	4. INTRAH should coordinate discussions with the SFHP and ACI to determine the potential for use of SFHP courses and facilitators for regional training.

FINDINGS/CONCLUSIONS

RECOMMENDATIONS (cont.)

B. Evaluation/Follow-up of Activities

- | | |
|---|---|
| 5. USAID/Senegal recognizes and encourages the SFHP's potential as a regional training institution, but insists INTRAH provide technical assistance to the SFHP. | 5. During a follow-up visit, INTRAH should discuss with the SFHP modalities for technical assistance in the development and implementation of regional activities. |
| 6. USAID/Senegal is supportive of utilizing ACI to decrease the administrative burden on the SFHP and to offer technical support. | 6. INTRAH should pursue negotiations with ACI based upon USAID/Senegal's recommendations. |
| 7. ACI has the potential to assist the SFHP in administrative and technical training. INTRAH and ACI have developed a proposal that contains specific objectives (work-plan and cost estimates) for provision of regional FP training assistance to the SFHP. | 7. INTRAH should review and approve the proposal with ACI. |
| 8. ACI possesses the capacity for technical assistance with study tours for Chadian clinicians. | 8. INTRAH should procure (through a possible subcontract) ACI's services for logistical and technical assistance in training for the Chadian study-tour to Morocco and Senegal. |
| 9. One of the three candidates interviewed for the INTRAH/WCA Regional Training Officer position possessed the required qualifications. | 9. INTRAH should invite the qualified candidate for an on-site interview in Abidjan to pursue discussions regarding the position. |

APPENDIX A

Persons Contacted/Met

USAID/Dakar

Dr. Maryanne Micka, Health Officer

Ms. Laura Evison, Technical Assistant to the Senegal Family Health Project, and the International Science and Technology Institute/Senegal

Ms. Fatimata Hann, Assistant to the Health Officer

Senegal Rural Health Services Project

Mme. Aida Lô-Faye, Coordinator

Dr. Steve Simon, (Dakar-based Harvard staff)

Senegal Family Health Project

Mr. Ousmane Samb, Director

Africa Consultants, Inc.

Ms. Lillian Baer

Mr. Gary Engleberg

International Science and Technology Institute

Ms. Pricilla Randall, Liaison Officer

PRITECH

Ms. Suzanne Prysor-Jones, Regional Representative

Mr. Adama Kone, Technical Advisor

APPENDIX B
DRAFT - BROUILLON

PROPOSITION FOR REGIONAL TRAINING

IN FP BASED IN SENEGAL

COUNTRY: Senegal

ORGANIZATION: Africa Consultants, Inc. (ACI)

TITLE OF ACTIVITY: Programme d'assistance aux
activités régionales de
formation pour les pays
francophones en Afrique

NUMBER OF PARTICIPANTS: 60 (approximately)

ESTIMATED BUDGET:

LOCAL COSTS:

ESTIMATED COST PER PARTICIPANT:

ESTIMATED COST PER PARTICIPANT PER DAY:

LIAISON PERSON: Lillian Baer
Africa Consultants, Inc.
B.P. 5270
Dakar-Fann, Senegal
Telephone: 22-36-37; 22-62-55

SUBMITTED: 9/25/86

LENGTH OF PROJECT:

ENGLISH TRANSLATION

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SUMMARY OF PROJECT:

1. GENERAL GOAL:

To provide assistance in the development and strengthening of the Senegal Family Health Project (SFHP) as an institution capable of offering training in FP for Francophone Africa at the regional level.

2. OBJECTIVES OF THE PROGRAM:

a. To provide administrative assistance in the organization and implementation of:

- 1) a study tour for representatives of the Chad FP program to Senegal and to Morocco;
- 2) a clinical training in FP for Chad technicians to Senegal in collaboration with the SFHP;
- 3) a clinical training in FP for technicians from Francophone countries -- to be determined -- to Senegal with the collaboration of the SFHP; and
- 4) a conference in Senegal on training in natural methods of FP for representatives of FP programs sponsored by INTRAH in Francophone Africa.

b. To develop, organize and implement:

- 1) a trainers' training session (intermediate level) in Senegal for representatives of FP programs sponsored by INTRAH in Francophone Africa; and
- 2) a training session in Senegal in the management of FP programs for representatives of FP programs sponsored by INTRAH in Francophone Africa.

3. OPERATIONAL OBJECTIVES:

- a. Between November and December 1986 (estimate), to organize and evaluate a study tour of 2 weeks to Senegal and Morocco for 10 Chadians.
- b. During 1987, to provide administrative assistance to the SFHP for the organization, implementation and evaluation of a six-week clinical training in FP for five Chadians.
- c. During 1987, to provide administrative assistance to the SFHP for the organization, implementation and evaluation of a six-week clinical training in FP for at least five technicians from Francophone countries (TBD).
- d. During 1987, to organize and evaluate a trainers' training session (intermediate level) of two weeks for 12 - 15 representatives from Francophone countries.
- e. During 1988, to organize and evaluate a management of FP programs training session of two weeks (advanced level) for 12 - 15 representatives of Francophone countries.
- f. During 1988, to organize and evaluate a five-day conference in Senegal on training in natural methods of FP for about 30 representatives of Francophone countries.

4. NUMBERS AND TYPES OF PERSONNEL TO BE TRAINED:

- a. Study tour: Ten Chadians -- members of central training team and GOC representatives.
- b. Clinical training: Five Chadians -- midwives, nurses and physicians of central training team.
- c. Clinical training: Five Francophone clinicians (TBD).
- d. TOT (intermediate level): Twelve to 15 representatives of Francophone countries with INTRAH projects.
- e. TOT (advanced level): Twelve to 15 representatives of Francophone countries with INTRAH projects.
- f. NFP regional conference: Thirty (approximately) representatives of Francophone countries in west and central Africa; FP practitioners, policy makers and trainers.

5. **PARTICIPANT SELECTION CRITERIA:**

INTRAH will be responsible for identifying appropriate participants and relevant selection criteria for training activities identified in this document.

6. **ANTICIPATED OUTCOMES:**

a. Study Tour:

- Increased understanding and practical application by Chadians of policies, procedures and practice of FP programs visited in Senegal and Morocco;
- Increased capacity of SFHP to evaluate the progress of their FP program based on necessary preparation required to receive outside visitors and the questions/comments made by outside visitors; and
- Increased capacity of SFHP to serve as a regional resource and model program for FP programs in Francophone Africa.

b. Clinical FP and TOT Training:

- Increased capacity of SFHP to organize and implement regional training in clinical and non-clinical FP; and
- Increased potential of SFHP to become an institution within Senegal and a resource to Francophone Africa for TOT training for trainers of FP service providers.

c. NFP Conference:

- Increase the knowledge of FP practitioners, policy makers and trainers of NFP methods, how to train in NFP, and their integration into FP programs.

7. **CONTENT:**

a. Study Tour:

- To be developed in collaboration with SFHP, ACI and INTRAH.

b. Clinical and TOT Training:

- To be developed by SFHP, ACI and INTRAH trainers.

c. NFP Conference:

--To be developed in collaboration with George Washington University NFP project (as appropriate and feasible).

8. **FOLLOW-UP AND EVALUATION:**

INTRAH biodata and participant reaction forms will be administered to each participant by the trainers, and forwarded to and analyzed by INTRAH.

9. **TRAINING MATERIALS:**

To be determined by trainers.

10. **RESPONSIBILITIES OF INTRAH/UNC-CH:**

- a. Provide operating funds as detailed in Article VI, Budget, and Article VII, Payment Schedule, of the contract.
- b. Assure an adequate supply of forms required to document the participant training and/or technical assistance activities, and training evaluation.
- c. Arrange and finance any INTRAH technical assistance visits.
- d. Provide training materials, per specific requests from trainers.
- e. Select and notify participants, and notify ACI of names, number of participants, dates of arrival and other pertinent information on participants prior to training programs and travel.

11. **RESPONSIBILITIES OF AFRICA CONSULTANTS, INC. (ACI):**

- a. Designate a project director who shall have overall responsibility for the successful, timely implementation of the Work Plan.
- b. As required, coordinate arrangements with other agencies involved in the training activities: Projet Santé Familiale (SFHP), USAID/Senegal, ISTI, and as regards dates; technical training and various roles of participating organizations/structures.
- c. Provide (locate and/or rent) appropriate physical facilities for the training activities in Senegal.

- d. Provide logistic arrangements related to the transport, accommodation, meals and per diem payments to participants, from funds provided by UNC-CH.
- e. Execute the evaluation activities as detailed in paragraph nine, above.
- f. Complete and mail the INTRAH bimonthly (every other month) Technical/Financial Report.

BUDGET ITEMS

1. SALARIES:

- a. Professional staff
 - 1) Administrator
 - 2) Trainer(s)
- b. Administrative and general support staff
- c. Conference and training program staff (as needed)

2. TRANSPORTATION:

- a. Local
 - 1) Taxis, buses, public transport
 - 2) Gasoline, mileage, etc.
- b. International
 - 1) On study trips
 - 2) Administrative (Abidjan)

3. PER DIEM:

- a. Participants
- b. ACI travel

4. COMMUNICATIONS:

- a. Telephone
- b. Telex
- c. DHL
- d. Post

5. TRAINING MATERIALS:

- a. Training session coffee breaks, etc.
- b. Opening/closing ceremonies
- c. Paper, pens, general supplies
- d. Photocopying

6. SUPPORT STAFF (IF NOT COVERED IN 1.b. ABOVE):

Secretaries, drivers, messengers, additional training session support staff

7. OVERHEAD

8. FEE

9. EXCHANGE RATE FACTOR (10%)

Budget by activity, each activity with own line items.

Budget to be done in U.S. Dollars, translated into local currency (F.CFA).

BUDGET DETAILS FOR ACI-INTRAH TRAINING ACTIVITIES: 1986-1988

1. STUDY TOUR:

10 Chadians/to Senegal and Morocco/2 weeks/November-December 1986

Professional staff	
Trainer: 21 days x \$240/day	5,040
Administrative: 9 days x \$184/day	1,566
Support staff	0
Per diem	
ACI: 1 x 12 days x \$60/day	720
International travel: 1 ACI x \$600	600
Local travel	
Morocco and Senegal: 15 days x \$20/day	300
Training materials	180
Communications	250
Rent	<u>0</u>
SUBTOTAL:	8,656

2. CLINICAL TRAINING I:

5 Chadians/to Senegal/6 weeks/May-June 1987

Professional staff	
Trainer: 1 x 15 days x \$240/day	3,600
Administrative: 10 days x \$184/day	1,840
Support staff	300
Per diem	
5 participants x 45 days x \$115/day	25,875
International travel	0
Local travel	
Santé Familiale essence	
5 1/day x 45 days x 350f./1	\$240
ACI - public transportation	210
ACI - gas	200
Training materials	500
Communications	500
Rent	<u>0</u>
SUBTOTAL:	33,265

3. CLINICAL TRAINING II:

5 participants/6 weeks/Senegal/end 1987

Same costs as #2. above

SUBTOTAL:	33,265
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4. TRAINING OF TRAINERS:

15 representatives/2 weeks/Senegal/mid-end 1987

Professional staff	
Trainer: 2 x 21 days x \$240	10,080
Administrative: 10 days x \$184/day	1,840
Support staff	300
Per diem: 15 participants x 17 days x \$114	29,070
International travel	
ACI: 1 trip to Abidjan + per diem	900
Local travel	200
Training materials	500
Communications	400
Rent	<u>0</u>
SUBTOTAL:	43,290

5. MANAGEMENT TRAINING:

15 representatives/2 weeks/Senegal/early-mid 1988

Professional staff	
Trainer	10,080
Administrative	1,840
Support staff	300
Per diem	29,070
Local travel	200
Training materials	500
Communications	400
Rent	<u>0</u>
SUBTOTAL:	42,390

6. NFP CONFERENCE:

30 participants/5 days/Senegal/early 1988

Professional staff	
Facilitator: 10 days x \$240	2,400
Administrative: 8 days x \$184	1,472
Support staff	300
Per diem: 30 participants x 7 days x \$115	24,150
International travel: 1 ACI to Abidjan + per diem	900
Local travel	
Airport: 2 trips x 30 participants x 3,000 f.	545
Local	105
Gas: 5 l/day x 7 days	50
Training materials	
e.g., 45 copies x 100 pages	
x 100 f./participant, etc.	1,500
Communications	500
Rent/locale: 6 days x \$150/day	<u>900</u>
SUBTOTAL:	32,822

ACI/INTRAH: PLAN FOR TRAINING PROGRAM -- 1986-1988

ACTIVITY	PARTICIPANTS	TRAINERS	DATES (APPROX.)	PLACE	COMMENTS
1. Study tour	10 Chadians	ACI: 1 Guide (Trainer with FP experience)	Nov-Dec 1986 (2 weeks)	Senegal & Morocco	1 week in each country with 10 participants from the national training team
2. Clinical and technical training in FP	5 Chadians (midwives, nurses and doctors)	1 Administrative Assistant ACI: SFHP Trainers	End May-Jun 1987 (6 weeks)	Senegal	With SFHP (5 participants from the national training team)
3. Clinical and technical training in FP	(TBD)		End 1987-TBD (6 weeks)	Senegal	With SFHP (5 participants from the national training team)
4. TOT at regional level (intermediate level)	12-15 representatives of Francophone countries with INTRAH projects	ACI: 2 Trainers INTRAH: 1 Trainer	Mid-End 1987 (2 weeks)	Senegal	In collaboration with SFHP (sites and human resources)
5. Regional training in management of FP programs (advanced level)	12-15 representatives of Francophone countries with INTRAH projects	ACI: 2 Trainers INTRAH: 1 Trainer	TOT: Mid-1988 (2 weeks)	Senegal	
6. Regional conference on training in NFP methods	30 representatives of Francophone countries	ACI: 1 Administrative Assistant 1 Facilitator INTRAH: 2 Trainers	TOT: 1988 (5 days)	Senegal	

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ESTIMATED ACI-INTRAH BUDGET 1986-1988

LINE ITEM	STDY TR	CL. TNG. I	CL. TNG. II	TOT	MGT. TNG.	NFP CONF.
PROFESSIONAL STAFF	6,606.00	5,440.00	5,440.00	11,920.00	11,920.00	3,872.00
SUPPORT STAFF		300.00	300.00	300.00	300.00	300.00
PER DIEM	720.00	25,875.00	25,875.00	29,070.00	29,070.00	24,150.00
INTERNATIONAL TRAVEL	600.00			900.00		900.00
LOCAL TRAVEL	300.00	650.00	650.00	200.00	200.00	700.00
TRAINING MATERIALS	180.00	500.00	500.00	500.00	500.00	1,500.00
COMMUNICATIONS	250.00	500.00	500.00	400.00	400.00	500.00
RENT/LOCALE						900.00
SUBTOTAL	8,656.00	33,265.00	33,265.00	43,290.00	42,390.00	32,822.00
INFLATION/EXCH RATE 10%	865.60	3,326.50	3,326.50	4,329.00	4,239.00	3,282.20
SUBTOTAL	9,521.60	36,591.50	36,591.50	47,619.00	46,629.00	36,104.20
OVERHEAD 22%	2,094.75	8,050.13	8,050.13	10,476.18	10,258.38	7,942.92
SUBTOTAL	11,616.35	44,641.63	44,641.63	58,095.18	56,887.38	44,047.12
FEE 5%	580.82	2,232.08	2,232.08	2,904.76	2,844.37	2,202.36
TOTAL	12,197.17	46,873.71	46,873.71	60,999.94	59,731.75	46,249.48
TOTAL CONTRACT						272,925.76

APPENDIX C

Projet de Santé Familiale Programme de Formation Clinique 6 Semaines

OBJECTIF GENERAL-

A la fin du séminaire chaque participante devra être capable de mener des activités de planification familiale intégrées dans un service de Santé Maternelle et Infantile.

OBJECTIFS SPECIFIQUES-

1. -
 1. A la fin du cours chaque participante sera capable de :
 1. - Communiquer avec une cible donnée en planification familiale;
 2. - Citer les organes de reproduction de l'homme et de la femme et de donner leurs fonctions;
 3. - Citer les différentes méthodes contraceptives :
 - . mode d'action et d'utilisation
 - . Avantages et inconvénients.
 4. - Interroger et examiner une consultante pour déterminer les besoins en Santé Familiale ;
 5. - Appliquer une méthode contraceptive appropriée et selon les techniques enseignées;
 6. - Recueillir des données et gérer le matériel mis à sa disposition;
 7. - Donner des soins ou orienter des consultants atteints de stérilité - de MST ou de Cancer du col;
 8. - Donner des conseils en Education pour la vie familiale;
 9. - Poser au moins 15 D.I.U. selon la technique enseignée;
 10. - Assurer le suivi de 15 consultantes;
 11. - Déterminer la population cible à vacciner contre toutes les maladies infectieuses;
 12. - Planifier un programme de vaccination pour une population cible;
 13. - Participer à l'exécution du programme de vaccination;
 14. - Identifier les principales causes et les signes cliniques de déshydratation;
 15. - Apprendre aux femmes comment préparer et utiliser une solution de R.V.O.

Programme du séminaire du 15 au 30 Avril 1986.

Mercredi 15	Mercredi 16	Jeudi 17	Vendredi 18	Samedi 19
<p>8h30 Ouverture</p> <p>9h30 Pause</p> <p>10h45 Présentation des participants</p>	<p>8h30. Ou en sommes nous + reportage -</p> <p>9h30 - Politique du Gouvernement en P.F. - Présentation du P.S.F.P.</p> <p>10h. Pause.</p> <p>10h45 = Explosion démographique (Arche généalogique)</p> <p>11h45 - Andragogie (Méthode didactique sociale)</p>	<p>8h30 - Ou en sommes nous + reportage - + tirage au sort</p> <p>9h - les méthodes naturelles</p> <p>10h30 - Pause</p> <p>10h45 : les méthodes naturelles (suite)</p>	<p>8h30. Ou en sommes nous? + reportage + résolution problème</p> <p>9h30. Eau en du sein</p> <p>10h30 - Pause -</p> <p>10h45 Eau en du col</p>	<p>8h30. Ou en sommes nous? + Reportage - + résolutions de prob.</p> <p>9h30 Méthodes traditionnelles</p> <p>10h30 - Pause -</p> <p>10h45 Méthodes de Barrières chimiques - Barrières mécaniques</p> <p>Reflexion - Evaluation + Problèmes - + sujets causés.</p>
<p>Déjeuner</p> <p>Recueillement des besoins</p> <p>10h. Pause</p> <p>11h5 Problèmes liés à la P.F.</p> <p>12h15. Pre Test - Reflexion + Evaluation</p>	<p>12h Déjeuner</p> <p>15h - La communication</p> <p>16h30 - Pause -</p> <p>16h45 Aids visuelles.</p> <p>17h45 : distorsion du message -</p> <p>18h. Reflexion Evaluation</p>	<p>13h Déjeuner</p> <p>15 - La rétroaction</p> <p>16h30. Pause -</p> <p>16h45 - la causerie - L'entretien -</p> <p>17h45 - les organes de reproduction</p> <p>18 - Reflexion Evaluation + Problèmes -</p>	<p>13h Déjeuner</p> <p>15h - S.M.I. généralités - données épidémiologiques</p> <p>16h30. Pause -</p> <p>16h45 - vaccination R.V.O.</p> <p>18h30 - Reflexion Evaluation Problèmes. sujets causés.</p>	<p>13h Déjeuner</p>

S. Wain

di. 21	Mardi 22	Mercredi 23	Judi 24	Vendredi 25
<p>8h30. Ou en sommes-nous ? + reportage résolution problèmes tirage au sort.</p> <p>30: Rappel sur le cycle menstruel Contraception hormonale</p> <p>45: Pause.</p> <p>45 Prévention stérilité + Film.</p>	<p>8h30. Ou en sommes-nous ? + reportage - + résolution problèmes. + tirage au sort.</p> <p>9h30. Flore vaginale normale et variations pathologiques - - Méthodologie - - Indications et résultats de la bactériologie génitale chez la femme -</p> <p>10h30 Pause - 10h45 (suite)</p>	<p>8h30. Ou en sommes-nous ? + reportage - + Résolution problèmes + tirage au sort.</p> <p>9h30. S. S. P.</p> <p>10h30. Pause.</p> <p>10h45 Pratique D.I.U. (suite)</p>	<p>8h30. Ou en sommes-nous ? + reportage - + résolution problèmes. + tirage au sort</p> <p>9h30 Méthodes chirurgicales</p> <p>10h30. Pause -</p> <p>10h45 Education pour la vie familiale.</p>	<p>8h30. Ou en sommes-nous ? + reportage + résolution problè</p> <p>9h30. Education pour la vie familiale.</p> <p>10h30. Pause -</p> <p>10h45 Education vie familiale (suite).</p>
<p>13h Déjeuner</p>	<p>13h Déjeuner.</p>	<p>13h Déjeuner</p>	<p>13h. Déjeuner</p>	<p>13h Déjeuner.</p>
<p>Barrière physique le D.I.U. - Pratique.</p> <p>30. Pause -</p> <p>45: Pratique D.I.U. (suite)</p> <p>1h. Reflexion + Evaluation + Problèmes -</p>	<p>15h. Jeux de yeux boudés 15h30 causeries. 16h30 = Pause - 16h45 causeries (suite).</p> <p>18h - Reflexion + Evaluation + Problèmes -</p>	<p>15h. M.S.T. un problème de Santé Publique.</p> <p>16h30. Pause - 16h45: C.A.T. pratique devant une M.S.T.</p> <p>18h. Reflexion - + Evaluation + Problèmes -</p>	<p>15h. gestion</p> <p>16h30. Pause</p> <p>16h45 gestion (suite).</p> <p>18h - Reflexion - + Evaluation + Sujets causeries.</p>	<p>15h Examen des devoirs</p> <p>16h30. Pause - 16h45. Causerie</p> <p>18h. Reflexion - + Evaluation + Problèmes -</p>

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Jaurdi 26-	Lundi 28	Mardi 29	Mercredi 30-
<p>8h30 ou en sommes-nous + reportage + Résolution Problèmes</p> <p>9h30. Causeries.</p> <p>10h30. Pause.</p> <p>10h45 Causerie (suite)</p>	<p>8h30. Ou en sommes-nous. + reportage + Filage au sort.</p> <p>9h30. Causeries.</p> <p>10h30. Pause</p> <p>10h45 Causeries (suite)</p>	<p>8h30. Ou en sommes-nous + reportage - + tirage au sort</p> <p>9h30. Post-test</p> <p>10h30. Pause.</p> <p>10h45 Examen final</p>	<p>9h. Mise en place des seminaristes - Résultats post Test</p> <p>10h. Cloture</p>
13h. Dejeuner	13 Dejeuner	13 h Dejeuner	13 Dejeuner -
	<p>15h Etude de cas</p> <p>16h30 Pause.</p> <p>16h45 Etude de cas</p> <p>18h. Reflexion + Evaluation</p>	<p>15h. Evaluation finale.</p> <p>16h30 - Pause -</p> <p>16h45 organisation du stage pratique</p> <p>18h reflexion.</p>	
<p>FILMS - APRES - DINERS</p>			

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