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The Enterprise Program



A Joint Program of the

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TRIP REPORT

NIGERIA (#3)

April 30 - June 27, 1986

Contract No. AID/DPE-3034-C-00-5072-00

936-3034

Submitted August 7, 1986

ENTERPRISE PROGRAM

TRIP REPORT

NIGERIA (#3)

April 29 - June 27, 1986

Contract No. AID/DPE-3034-C-00-5072-00

Dates In-Country: Mr. Norman Bramble, April 30 - May 10, 1986
Mr. Bill Chester, May 11 - June 27, 1986
Mrs. Nancy Harris, May 28 - May 31, 1986
Mrs. Kulmindar Johal, May 13 - May 30, 1986

TABLE OF CONTENTS

- I. **Executive Summary**
- II. **Purpose of Trip**
- III. **Background**
- IV. **Description of Activities and Findings**
- V. **Recommendations**

Appendices

- A. **Persons Contacted**
- B. **Statistical Chart on Companies Contacted**
- C. **Family Planning Training Schedule for UNILAG and PPFN**
- D. **Health-Aids Background Material**
- E. **Framework of National Health Services**

I. Executive Summary

The Enterprise team worked in Nigeria over the period April 29 - June 27, 1986. The team consisted of four staff members who were travelling in-country during various periods of time. The primary objectives were: 1) monitor the initial phases of a management development seminar being sponsored for PPFN, Planned Parenthood Federation of Nigeria; 2) develop and conclude, if possible, an agreement with Lever Brothers of Nigeria, Ltd. (LBN) to initiate a company-based family planning service program; and, 3) select a firm and develop a project with the selected firm to operate as a manager for a series of factory or company-based service programs. The team also visited a series of firms that had expressed interest in starting family planning service delivery to verify their continued interest, and their willingness to work through a local firm with Enterprise backing.

The seminar, which was organized and managed by consultants from the Coverdale Organization, was very successful. By the end of the Enterprise visit, three, one-week seminars had been completed which hosted regional volunteers and staff from PPFN. Follow-up working groups with National Headquarters Staff Planners, had identified strengths and needs of the organization and helped them to plot new directions for PPFN and its goals. This management development process was continuing at every organizational level as we returned to the U.S.

The negotiation of an agreement to provide services at LBN clinics ran into several difficulties. The Personnel Director, who began labor contract negotiations during the visit, did not have adequate time to work on the Enterprise contract, which somewhat delayed reaching an agreement. Management at Lever Brothers also concluded that as a result of these negotiations the timing was not appropriate for offering new benefits, and they decided to withdraw their earlier offer to provide family planning services to the spouses of junior employees, at this time. This significant change to our initial discussions caused extensive concern and subsequent adjustments to our proposed program. The final agreement reached, included a reduced start-up budget and a program to refer these spouses of junior employees to other locations for services. The program calls for an expansion of the budget in the future, when junior spouses can be included.

Discussions were also held with several firms which had expressed interest in managing a network of company-based programs. Several large firms were deemed inappropriate when it became apparent that their business interests and project goals were not closely related. Health-Aids Ltd. a three-year old health care management firm, owned by a group of Nigerian doctors, appeared to be well suited for the project. More extensive research was accomplished concerning the firm's background and qualifications and initial discussions were held to introduce the management staff to the concept. Health-Aids' personnel prepared a preliminary description of the concept which will serve as a starting point for the proposal development.

Following conclusion of the Lever Brothers, Ltd. agreement, an aggressive implementation program should be initiated. The proposal received from Health-Aids should be analyzed, modified as required and used as the basis for contract negotiations.

II. Purpose of Trip

The objectives of the Enterprise Program's third visit to Nigeria were to:

1. Conclude a contractual agreement with Lever Brothers of Nigeria Ltd. to establish family planning services at the LBN employee clinics.
2. Identify and negotiate an agreement for subcontracting a firm as an "umbrella" organization to provide basic support activities to a number of company-based family planning service sites.
3. Visit and reinterview companies previously identified as possible subproject sites, inform them of the progress of the Enterprise Program in Nigeria and determine their interest in, and willingness to, participate in family planning activities through an "umbrella" organization.
4. Identify family planning clinical training sites for subproject service delivery providers and IEC training of managers, field workers and other company employees.
5. Monitor and assist in coordination of the PPFN organizational improvement workshops being conducted by two consultants from the Coverdale Organization.

Sixteen commercial and industrial companies were visited to ascertain their continued interest and commitment to participate as subprojects which would provide family planning services as part of their employee benefit service packages. The "umbrella" organization concept was explained to the company representatives, and all indicated their willingness to participate in such a program. Since the team's previous visit, several companies had begun family planning activities. Several companies indicated that these activities were initiated in part in response to the Enterprise and TIPPS Programs' initial contacts with them three months ago which had stimulated and encouraged them to proceed on their own. Training of service providers, training and motivation of managers and workers, and company newsletter publications of the Enterprise Program's and company activities in relation to family planning are some of the events which have occurred. This increased media advertising, through the channels of television, newspaper and posters, and Nigeria's current economic constraints, are part of an increasing favorable "climate".

Numerous visits were made to LBN. The scope of work and contract were reviewed, discussed and revised with Dr. Olugbile, the medical consultant, and Mr. G.O. Igonovia the personnel manager. Although this review has been a slow and time-consuming process, by the end of the visit there was mutual understanding of how the LBN program will function. The provisions of the contract were explained in detail. USAID/Lagos was kept informed at all stages.

Further visits were made to Mobil Oil, Nigeria, Ltd. to determine their capability and interest in initiating a family planning program. Mobil Oil Nigeria, Ltd. is part of a large multinational corporation. This program would be a pilot effort which, if successful, could be replicated in other Mobil Oil subsidiaries worldwide. Dr. Olatunji, the Medical Director, is seeking organizational clearance to proceed, based on a short concept paper. Dr. Olatunji also contacted Dr. Kightlinger, Mobil Oil's Deputy Corporate Medical Director in New York (in charge of worldwide medical services) and requested the Enterprise Program staff to follow-up.

A series of discussions were held with John Holt, Sterling Drug, Ltd. and Health-Aids, Ltd. to determine the feasibility of using the resources of one of these groups as an "umbrella" organization to provide training, technical assistance and follow-up to various companies in Lagos, Kaduna and elsewhere in Nigeria in company-based family planning. Because of other commitments, Sterling Drug is not in a position to manage the program but is eager to participate in the area of provision and distribution of commodities. John Holt's subsidiary, West African Drugs, is interested in expanding a program to the largest population base possible rather than restricting their activities to employees and families of company personnel.

Health-Aids, Ltd. has emerged as the most likely organization to undertake this task. Health-Aids, Ltd. is aggressive and innovative, fiscally sound and appropriately staffed. It is expected that negotiations with Health-Aids, Ltd. will continue.

In relation to family planning clinical training of company-based service providers and IEC for company managers, field workers and other personnel, PPFN and LUTH (Lagos University Teaching Hospital - on a limited basis) are able to provide both classroom and clinical training facilities. Both programs, however, require curriculum revision, training and contraceptive technology updates for trainers. More trainers, training materials, clinical equipment and health education materials are needed to strengthen their programs, and improve the quality of their training and enable the programs to accommodate additional trainees.

Three PPFN management workshops and a patient flow analysis in selected PPFN clinics were successfully completed. Follow-up activities based on the outcomes and recommendations of these activities may be undertaken in the future. Separate reports will be submitted by the consultants who provided the technical assistance. (Coverdale Organization and Bowman Associates.)

III. Background

Nigeria is a high priority country for the Enterprise Program because it is the most populous country in Africa and also has one of the most active commercial sectors in Africa. Its population growth rate (estimated at 3 - 3.5% per year) fertility rate (7) and a young population which comprises about 43% of the total population indicates that population growth will rapidly exceed available resources. World Bank projections reveal that at the present growth and fertility rates Nigeria's population would rise from the present 100 million to over 500 million near the end of

the next century, making it the third largest in the world, behind India and China (Population Today, May 1986).

Knowledge and use of contraception is very low. As many as two-thirds of women (66.3%) have not heard of any contraceptive methods and as many as 84.9% of women have never used any methods of contraception (Nigeria Fertility Survey 1981 - 1982). Introducing effective, factory-based family planning services into the commercial sector can play a vital role in promoting the health status of employees and their families. Improving the management capabilities of private volunteer organizations so that they can become self-sustaining will contribute to development. In this context, an assessment visit was made in Nigeria January 22 to February 12, 1986 to examine the possibilities for Enterprise Program involvement in the private sector. The team visited about 60 companies, private health facilities and private voluntary organizations. There was an overwhelmingly positive response to the need for including planning services in all of the companies visited.

Because of LBN's high level of interest and enthusiasm for embarking on a family planning program and their leadership role in the Nigerian industrial sector, LBN was selected as one of the first companies to participate in Enterprise Program activities. A preliminary understanding was reached with LBN on a factory-based family planning program. In the PVO area, discussions with the PPFN resulted in a request for technical assistance in patient flow analysis and a proposal for assistance in a five-phase program of organizational improvement. Discussions were also initiated with potential "umbrella" organizations.

A second program development visit was conducted March 19 - April 3, 1986. Proposal development of the LBN subproject continued on this visit and arrangements were made to provide technical assistance to PPFN. A consultant was identified to perform patient flow analysis at selected clinic sites in May, and arrangements were made to conduct a series of management development workshops also to begin in May. Discussions with other companies continued.

For further background information refer to the previous two trip reports.

IV. DESCRIPTION OF ACTIVITIES AND FINDINGS

Ms. Lucille Chaveas, (a part-time, short-term consultant to the Enterprise Program who lives in Lagos) arranged appointments and scheduling of daily activities for the Enterprise Team. She also provided administrative and logistical support. Through her efforts, the Enterprise Team was able to efficiently utilize their time in-country.

The team also had frequent contact and discussions with Mr. Larry Eicher, Health and Population Program Officer, USAID/Lagos. He provided the team with valuable support and relevant information which guided our activities and assisted in the achievement of the Enterprise team objectives.

As described earlier, the focus of activities was: subproject development with LBN; the identification of an "umbrella" organization; a more in-depth survey of the needs, resources and constraints of companies wishing to participate in a private sector family planning program; and a survey of the available training facilities. An outline of a scope of work and expected activities of an "umbrella" organization was developed and discussed with John Holt Limited, Sterling Drugs and Health-Aids, Ltd. with a view towards clarification and identification of the potential role(s) of the organization in achievement of Enterprise objectives. One or more site visits were made to training facilities in Lagos and to sixteen companies.

V. FINDINGS & RECOMMENDATIONS

As a result of discussions and information gathered by the Enterprise Team, it is recommended that the following activities be undertaken by the Enterprise Program as soon as possible:

1. The LBN project, a program which incorporates family planning as a benefit/service package, should be implemented. Staff have begun training in family planning and the health service is eager and ready to provide family planning services now.
2. Subproject development should proceed with Mobil Oil Corporation. A project proposal should be designed with technical assistance from the Enterprise Program. Dr. B.N. Kightlinger, Deputy Corporate Medical Director in New York, should be contacted and discussions initiated on the possibility of similar efforts with other Mobil Oil subsidiaries.
3. Continue discussion and subproject development with Health-Aids, Ltd. which has emerged as the most dynamic, visible organization which could function as an "umbrella" organization. Health-Aids, Ltd. could help the Enterprise Program develop a balanced program in the for-profit sector in company-based family planning services. This program would focus on medium-to-large organizations that employ large numbers of women through subcontracts with an "umbrella" group.

Health-Aids Limited has a multidisciplinary approach to health care planning, implementation and control, and has a wide variety of health care personnel; full-time staff such as doctors, nurses, pharmacists, engineers, health planners and administrators, research analysts, and computer technologists. Health-Aids has also initiated a training component in their organization. This diversity is an asset which provides an innovative team approach to health management systems.
4. Continue discussions with Sterling Drugs Ltd. and determine how the company may play a role in Enterprise Program development in Nigeria. It is essential that the Enterprise Program, Sterling Drugs and the prospective "umbrella" organization coordinate their activities and this should be reflected in any subcontract design.
5. PPFN should conduct various family planning training courses as a source of income generation and self-sufficiency. Enterprise Program should explore possible assistance to PPFN to strengthen and improve the quality of its training, which in turn would encourage other organizations to utilize its services. More trainers, equipment, and training materials are required as well as curriculum revision and contraceptive technology updates for the trainers. Strengthening the training component of PPFN activities would improve the efficiency and effectiveness of PPFN by providing a continued

source of income. This is an equally important issue because the State Ministries of Health are in the process of taking over PPFN clinics, which have been a source of pride and income for the PPFN. The Association must now, more than ever, search to identify new avenues for income generation.

6. Subproject service delivery providers could receive family planning training at PPFN and LUTH. Training schedules would have to be coordinated with INTRAH and state training programs, as it is possible that there may be competition for the few clinical training sites in Lagos and Nigeria generally. PPFN model clinic requires more equipment and clinical trainers. Patient flow analysis was done and the results of the study, when available, should be implemented in order to improve clinical services and thereby generate more income.

APPENDICES

APPENDIX A

PERSONS CONTACTED

1. Technical Information of Population for the Private Sector (TIPPS)
P.O. Box 1305
Columbia, Maryland 21044
(301) 964-2811

Ms. Maureen Clyde - Commercial Marketing Analyst
Mr. Jonathan Myer - Financial Analyst
Dr. Harry Cross - USAID/Washington

2. Lucille Cheveas
32 B Adetodumbo Ademola
Victoria Island 617913

Enterprise Program - Part-Time Employee

3. Shell Petroleum Development Company
21/22 Marina, Lagos
601600-5

Dr. M.B.C. DeLang - Medical Officer

Dr. K.J. Rotimi - Medical Practitioner

4. Nigerian Breweries Ltd.
HQ Iganmu House, Lagos
801340-9

G.B. Mesaiyete - Head of Personnel

A.A.O. Esoh - Personnel Manager

Sister Ojekunle - Clinic Manager

5. Berec Nigeria Ltd.
Isolo Expressway, Lagos
520360

C.J. Nassar - Managing Director

Sister AdeJuma - Clinic Supervisor

6. Cadbury Nigeria Ltd.
Isheri Road, Agidingbi Ikeja
900390-9

Dr. O.A. Odukunle - Company Medical Advisor

Mrs. A.O. Sogbesan - Senior Nursing Sister

Ebere Ahanihu - Publications Manager

7. National Oil and Chemical Marketing Co. Ltd.
Eagle House
38/39 Marina, Lagos
665880-5

Dr. K. Orija - Senior Medical Officer

8. Planned Parenthood Federation of Nigeria
2 Akinmade Street
Anthony Bus Stop, Lagos
960129

Mr. Fajobi - Executive Director

Mrs. C. A. Olaiya - Program Officer (training)

Dr. Segun Oshin - Environmental/Occupational Division
Ministry of Health

Mrs. Eme Umren - Program Officer (service delivery)

Mrs. Bola Fawole - Family Planning Counselor and Supplies Officer

Mr. Bola Kisemiju - Program Officer - IEC

9. Five Star Industries
Isolo, Lagos
523715

Mr. Babalola - Nurse in charge

Mr. F. Ogunrombi - Nurse

10. Lever Brothers Nigeria Ltd.
15 Dockyard Rd., Apapa
803300-9

Dr. A.O.B. Olugbile - Consultant Physician

Mr. G.O. Iginovia - Personnel Manager

11. Federal Ministry of Health

Dr. A.B. Sulaiman - Director National Health Planning
9th Floor Room 930, Ikoyi Lagos
684491

Ms. Stella O. Savage - Federal Chief Nursing Officer
10th Floor Room 1041, Ikoyi Lagos
684035

Mrs. A.A. Erinoso - Principle Nurse Tutor, Nursing Division
684035

Mrs. F.A. Henshaw - Federal Chief Health Education Officer,
Onikan Health Center
634-105

12. Ogilvy Benson and Mather
214 Araoti St. Yaba
861899, 862010

Mr. F. Adeniyi-Williams - Managing Director

Mr. J.K. Aroloye - Executive Director

13. UNICEF
U.N. Children's Fund
11A Osborne Rd., Ikoyi
603540-4

Dr. Gary Gleason - Programme Communication Officer

14. Gulf Oil Co. Nigeria Ltd.
19 Tinubu Square
PMB 2469
Lagos, Nigeria
664081, 664180, 664070, ext. 2161
- Dr. O.A. Kuforiji - Medical Director
- Mr. Emanuel Olutinde Sodeinde - Co-ordinator Health Services
15. United Africa Company of Nigeria (UAC)
UAC Clinic
Niger House
631066, 656020
- Dr. A.J. Thomas - Medical Advisor
- Mrs. O.I. Yusuf - Senior Nursing Sister
16. Mobil Oil Corporation
8th Floor
Bookshop House
Lagos Island
Lagos, Nigeria
- Dr. Olatunji - Director, Medical Services
- Mrs. F. Ayo - Senior Industrial Nurse
17. John Holt Limited
Ebani House
149/153 Broad Street, Lagos
663823, 661744
Mr. L. O. Onyafulu - General Manager, West African Drug
- Mr. A.M. Ola Yusuf - Chief Executive (Trade & Services)
18. Afprint Nigeria Ltd.
Oshodil Apapa Expressway, Isolo
522635, 522189
- Mr. F. Adebisi Omolambe - Executive Director
- Mrs. Helen Okoisor - Senior Nursing Sister
- Mrs. O. T. Peters - Nursing Sister, Isolo

19. Steven C. Smith - Development through Self Reliance Inc.
Box 281
Columbia, Maryland
(301) 596-0794
20. John Fiber - Film and Video Producer
7 Third Seaward Rd.
Madras India
411865
21. Dr. Ayo Ajayi - Regional Representative
The Pathfinder Fund
Nairobi, Kenya
22. Ellen Blair - Clinic Management Consultant, James Bowman Associates
419 1/2 E. 6th Street
Suite 202
Austin, Texas 78701
23. Health Aids Limited
27 Allen Avenue
Ikeja, Lagos
962695
- Dr. K.J. Oladapo Lawrence - General Manager
- Dr. J. Idris - Medical Department
- Mr. Alh A.A. Abukalkir - Director
- Dr. A.A. Edun - Health Care Consultancy Unit
- Mr. Wale Ade Kunle - Pharmacist
24. John Holt Limited & West Africa Drug
3/4 Adewuwi Estate
Oregon Rd.
Ikeja
901370
- Mr. A.M. Ola Yusuf - Chief Executive - John Holt (Trade & Services)
- Mr. L.O. Onyafulu - General Manager - West African Drug

25. Dr. Tim Johnson - Sociologist (Demographer), Program Evaluation Branch
Division of Reproductive Health
Center for Disease Control
Atlanta, Georgia 30333
(404) 329-3056

26. Dr. J. Lea - Director, INTRAH
INTRAH - Program for International Training in Health
University of North Carolina
208 North Columbia
Chapel Hill, NC 27514

27. Mrs. Mary Ellen Stanton - INTRAH Consultant
611 Stonewall Street
Lexington, Virginia 24450

28. Mr. Robert L. Minnis - Director, International Health Programs
Institute for Health Policy Studies
University of California/San Francisco
210 High Street, Room 103
Santa Cruz, California 95060
(408) 429-2678

29. Coverdale Organization Inc.
2054 N. 14th Street
Arlington, Virginia 22201

Mr. Gabriel M.A. Lopez - Management Consultant

Ms. Jane A. Gouveia - Senior Management Consultant

30. Lagos University Teaching Hospital (LUTH)
Phone: 837824 ext. 1871, 1204

Mrs. Elizabeth A. Aderinola - Medical Coordinator and Family Planning
Assistant Chief Health Officer

Mrs. N.A. Olaiya - Principal Health Sister

Ms. O. Inuble - Senior Nursing Sister, Community Health Officer

31. Sterling Products International
Plot A & K, Ihipeju Industrial Estate
P.O. Box 3199
Lagos
900740-7 Direct Line: 964-300

Mr. W.S. Price - Regional Vice-President West Africa

Mrs. H.O. Masha - FPIA Project Coordinator

32. Ikeja General Hospital
Family Planning Clinic
#900521-1 ext. 58

Mrs. Mabel A. Oshodi - Matron

Miss B. Kike-Olorunnimbe - Senior Midwifery Sister

Ms. L.S. Allen - Chief Matron

Dr. S. Kunle Joesph - Chief Consultant in Charge

33. USAID, US Embassy
2 Eleke Crescent
Victoria Island
Lagos
#610078, 610139, 610050

Mrs. H.O. Shitta - Program Specialist

Mr. L. Eicher - Health Development Officer

34. Lagos Island Maternity Hospital

Dr. (Mrs.) A.Y. Bankole - Chief Consultant

Mrs. A.P. Okoro - Chief Matron

Mrs. F.O. Odutayo - Matron (in charge of post-partum
and family planning clinic)

15

APPENDIX B

SOME STATISTICS OF COMPANIES CONTACTED IN NIGERIA

NAME OF COMPANY LEVEL OF INTEREST	PHONE NO	CONTACT/POSITION	# ENPL.	GR	IF	JUNIOR GR/IF	SENIOR GR/IF	IND- SPECIALS	FP TRAINING	Q AND LOCATION OF CLINICS	ARE SPOUSES & FAMILIES COVERED BY HEALTH SERVICES
LEVER BROTHERS	803100-9 874626(0)	Dr. A.S.B. Uwehillo/ Consultant Physician	1097	2912	185	2723, 151	189/141	1 Medical Director 15 Nurses	2 Men Trained/3 by end of yr. Already provide FP		yes
HELL PETROLEUM DEVELOPMENT COMPANY OF NIGERIA LTD.	801600	Dr. R. Adeyina/ Senior Medical Officer	1000(L) 2000(R)							1-Lagos, 1-Barris, 1-Port Harcourt	yes-fully covered
DEBEQ OF NIGERIA LTD.	520260	Chukri J. Hassan/ Managing Director	1100	1050	50	974/8	10/3	1 Visiting MD (G.P.) 2 MD/N, 1 Clinical Att.	2 trained MD/N, 1 FP training @ PPH	1-Lagos, 1-Kaduna	no-Families are not provided for
NIGERIAN DRUGGERS LTD.	801200-9	G.B. Hensley/ Head of Personnel	6000					1 Visiting MD 1 MD/N			
CAPOROY NIGERIA LTD.	900700-0	Dr. S.A. Odunle/ Co. Medical Officer	2000	1900	100			1 NO, 3 MD/N, 1 MD			
NATIONAL OIL & CHEMICAL INDUSTRIES CO. LTD. (SHELL)	645000-3	Dr. (Mrs.) H. Orijin/ Dr. Medical Officer	1627	1200	169			3 MD, 5 MD/N	MD trained 1 trained MD/N	1-Lagos(Main Office), 1-Agape, 1-Spt. Harcourt	yes-everyone is covered & services are the same at all grades
FIVE STAR INDUSTRIES, L.D.	523715	Dr. Babalola/ Nurse in Charge	1000	900	100			1 Visiting MD 3 MD			
ONLY (N) COMPANY OF NIGERIA LTD.	660001	Chief Tom; Babalola/ Coord. Health Activities									
UNITED AFRICAN COMPANY U.A.C.	656020	Dr. Imasen/Head. Dir.	4000					1 NO 3 MD/N Main Clinic Only		1-Agape 1-Kaduna 1-Kano 1-Sapele	junior spouses not provided for. Kingsway store workers also served you-families are covered
MOBIL OIL OF NIGERIA LTD.	632922	Dr. Olaniranji/Director of Medical Services	2000							1-Lagos, 1-Agape, 1-Sokolito Town, 2-Khot	
AFRINT NIGERIA LTD.	522044 522625 522106	Dr. Adesola Odejobi/ Executive Director	2000	2100	155			1 Visiting MD 3 MD/N	1 Trained	1-Ilele, 1-Igumu	full medical services for spouses & up to 5 children for Senior Staff (120), Management (8), expatriate (12) Junior staff covers only themselves
FLINCH HILLS OF NIGERIA LTD.	802370	D.C.B. Ogunyan/ Managing Director									
ADENA TEXTILE MILLS KADUNA	633000 633001	Ataughti Hiko/ Managing Director/CMO									
QUINNESS NIGERIA LTD.	900000-5	Amos G.I. Atieno/ Head of Personnel									
NIGERIAN NATIONAL PETROLEUM CORP.	210127	Dr. J.A. Ifijan/ Act. Chief Med. Officer									
KADUNA TEXTILES LTD.		Dr. Ade Ogunleke/ Company Doctor									
PEMPOT AUTOMOBILE NIGERIA LTD.	701130-4 216020	Alhaji Hassan Gajo/ Act. Gen. Mgr. Person									
LISTON OF NIGERIA LTD.	802360 802362	L.C. Alimam/Head of Sales - Director									
SAVANNAH BANK OF NIGERIA LTD.	400470-9	Moses Ode-Oshilua/ Gen. Mgr. Operations Affairs									
NIGERIAN INTERNATIONAL BANK LIMITED	612097 612922	David C. Johnson									
UNITED NIGERIAN TEXTILES LTD.	201060-3	Teddy Inn/Director (Kaduna)									
F & S AGRICULTURAL PROJECTS	216710	Greg S. Ojilili/ Director (Kaduna)									

Best Available Document

PLANNED PARENTHOOD FEDERATION OF NIGERIANATIONAL FAMILY PLANNING TRAINING PROGRAMME FOR NURSE/
MIDWIVES PRACTITIONERMARCH, JUNE, SEPTEMBER 1986TRAINING DESCRIPTIONI. INTRODUCTION

The Planned Parenthood Federation of Nigeria, a private, voluntary non-profit family welfare organisation is organising a four-week course preparing participants to undertake various tasks and activities in support of family planning and to provide efficient and effective family planning programme.

II. GENERAL OBJECTIVES

The main objective of PPFN training programme is to develop and maintain a national supply of family planning manpower capable and motivated to undertake various tasks and activities in support of the delivery of family planning information and services with particular regard to the family planning component of the nation-wide primary health care scheme.

Training is also intended to upgrade the knowledge and skills of physicians, non-physicians, FP/MCH service personnel in order to improve their capabilities to develop efficient and effective family planning programmes.

THE CURRICULUM

The curriculum is designed for nurse/midwives who are providing health services, or training or supervising those who provide services. The course is made up of eight inter-related components:

SPECIFIC OBJECTIVES: BY THE END OF THE COURSE

Participants would be able to:

ANATOMY/PHYSIOLOGY

- Name the main male/female reproductive systems
- State their location, functions in relation to reproduction
- List health/economic/social benefits of FP
- State the three menstrual phases, purpose and function in relation to conception and contraceptive methods.
- Mention all six modern methods of contraception, side effects, contraindication, mode of action, advantages/disadvantages and problems associated with traditional/modern methods

PHYSICAL ASSESSMENT

- Able to physically assess clients contraceptive need and be able to record physical examinations of women with special attention to the breast and pelvic area
- Able to take vaginal smears and recto-vaginal examinations.

FAMILY PLANNING

- Acquire knowledge and skills necessary to prescribe the pills, depo-provera, noristerat, insert and remove IUDs.
- Teach the use of all methods of preventing pregnancy (including "natural" methods, the IUD, the diaphragm, oral contraceptives and

injectables

- Manage minor problems associated with contraceptive use
- Basic facts about infertility and its causes, diagnosis and treatment.

GYNAECOLOGICAL TREATMENT

- Able to recognize common gynaecological problems, including sexually transmissible infections
- Able to treat uncomplicated conditions and making appropriate referrals

COMMUNICATION

- Able to use principles of effective communication in a variety of contexts.
- Able to interview, counsel youths and their parents and dealing with values and culture.

CLINIC MANAGEMENT AND ADMINISTRATION

- Able to apply basic management theory in a community health care setting.
- Able to develop record keeping and reporting systems
- Able to measure cost effectiveness of a FP programmes
- Able to analyze tasks, defining jobs, supervising staff who have varied kinds and levels of skills.

PROGRAMME DEVELOPMENT

- Able to use skills necessary for the design and direction of family programmes
- Able to implement, monitor and evaluate the impact of FP programmes on the population

TRAINING OF TRAINERS

- Able to develop, design and deliver training programme using audio visual material.

THE TRAINING TEAM

These include staff of the PPFN Training Unit, medical professionals drawn from Specialist/Teaching Hospitals and experts from a range of universities and health institution in the country.

DURATION

TUITION

Application Form: #20 (All Courses)

Course Fee including educational materials and miscellaneous expenses :

1 - 3 days	#75.00
1 - 14 days	#150.00
1 - 28 days	#200.00

The course is non-residential, but PPFN can arrange modest hotel accommodation and meals at a very modest cost near the training centre.

SPONSORSHIP: Individual, Organisations/Agencies

VENUE: Planned Parenthood Federation of Nigeria
2, Akimade Street,
Anthony Village
Lagos.

PLANNED PARENTHOOD FEDERATION OF NIGERIAFAMILY PLANNING TRAINING WORKSHOP FOR COMPANY EDUCATORS
JANUARY 22 - 24 AND 29 - 31st, 1986PROGRAMMEDAY ONEMORNING SESSION

8.00 - 8.30 a.m.
 9.00 - 10.00 a.m.
 10.00 - 11.00 a.m.
 11.00 - 12.00 noon
 12.00 - 1.00 p.m.

- Participants arrive
- Opening ceremony
- Introduction/Need Assessment
- Pre Test
- The PPFN
- Aims/Objectives
- Programme Strategies and Projects
- Accomplishments/Constraints/Future Plans

1.00 p.m - 2.00 p.m

LUNCH

AFTERNOON SESSION

2.00 - 4.00 p.m

- The need for family planning
 - a) Health-economic reasons for spacing child births
 - b) Economic/social reasons for limiting family size
 - c) Importance of family planning service in industrial health

4.00 - 5.00 p.m

- The Problems of Family Planning
 - a) Socio-cultural factors inhibiting family planning acceptance and practice
 - b) Religious and traditional beliefs regarding family planning
 - c) Level of family planning, knowledge and practice in Nigeria.
 - d) Present attitude to family planning
 - e) The role of educators in promoting the acceptance of family planning.

DAY TWOMORNING SESSION

8.30 - 11.30 a.m

- Anatomy and Physiology of Human Reproduction

- a) The main features of the male and female reproductive organs
- b) Function of the reproductive organs in relation to menstruation, ovulation and conception.

11.30 - 1.00 p.m

- Overview of traditional methods of birth control methods
- Problems associated with traditional methods of birth control

1.00 - 2.00 p.m

LUNCH

AFTERNOON SESSION

2.00 - 4.00 p.m

- Overview of modern contraceptive methods types, mechanism of action, side effects, contra-indication

DAY THREE

8.30 - 10.30 a.m

- Industrial based family planning services
- Need for FP in industries
- The role of educators in promoting family planning within the industry

10.30 - 12.30 p.m

- Techniques for motivation
- Expectations of participants on setting back to their industries
- a) Plan and implement information and education activities
- b) Act as referral agents
- c) Distribute educational materials
- d) Keep simple records of contacts and referrals

2.00 - 3.00 p.m

- Post Test
- Evaluation/Distribution of Educational materials

4.00 p.m

- Closing Ceremony.

W

PLANNED PARENTHOOD FEDERATION OF NIGERIAFAMILY PLANNING TRAINING COURSE FOR NURSE/MIDWIVESWEEK ONEMonday

9.00 - 10 a.m
10.00 - 11.30 a.m

- Opening Ceremony
- Introduction of Trainees and Trainers
- Assessing participants needs and expectations.
- Review of goals and objectives
- Pre-Test

11.20 - 12.00 p.m
12.00 - 1.00 p.m

1.00 - 2.00 p.m

LUNCH

2.00 - 3.00 p.m

- History of family planning in Nigeria
- PPFN programmes and plans.
- Achievement, constraints and future plans.
- Population Dynamics
- Film Show
- (a) Margaret Sanger
- () Population Problems

3.00 - 5.00 p.m

Tuesday

9.00 - 10.30 a.m

- Male Reproductive System
- Anatomy and Physiology in relation to fertility and contraception
- Female Reproductive System
- Anatomy and Physiology in Relation to Fertility and Contraception.
- Menstrual cycle, physiology and purpose
- Menstrual cycle in relation to contraception.

10.30 - 12.00 p.m

12.00 - 1.00 p.m

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Menstrual cycle (continued)
- Film Show: Human Reproduction.
- Large group discussion
- Questions/Answers.

Wednesday

9.00 - 11.00 a.m

- Overview of Traditional Methods
- Mode of action
- Advantages/Disadvantages
- Overview of Modern Methods of Contraception.
- Hormonal Methods
- Pills
- Injectables
- Mechanism of Action
- Advantages/Disadvantages
- Side Effects/Management
- Contra-indications and screening.
- Modern Methods of contraception (contd)

11.00 - 1.00 p.m

1.00 - 2.00 p.m

2.00 - 4.00 p.m

Thursday

9.00-11.00 a.m

11.00 - 1.00 p.m

1.00 - 2.00 p.m

2.00 - 4.00 p.m

Friday

9.00 - 11.00 a.m

11.00 - 1.00 p.m

1.00 - 2.00 p.m

2.00 - 4.00 p.m

WEEK TWO

Monday

8.00 - 1.00 p.m

1.00 - 2.00 p.m

2.00 - 3.00 p.m

3.00 - 4.00 p.m

- Intra Uterine Devices:
- Advantages/Disadvantages
- Side effects/Management
- Contra indication/screening

- Film show:
- Pills and IUD

- Barrier Methods:
- Diaphragm
- Condom
- Foaming tablets, creams, jellies

- Male Involvement in Family Planning
- Small group discussion on the role of men in encouraging women to accept family planning

- Communication and Counselling
- Role Play

LUNCH

- Cassette Play
- Film Show: Barrier Methods
- Group Discussion

- Introduction to Clinic Administration
- Overview of FP clinic equipment
- Role of nurse/midwives in the FP clinic
- FP Information, education and counselling

- Review of individual role/work plan and preparation of new work plan with FP inputs.

LUNCH

- Film Show: Comfort
- Role play Reporting.

- Clinical Practice/Clinic Duties:
- Sterilizing equipment/IUD
- Family Planning Motivation/Recruitment.
- History Taking
- Breast and Pelvic Examination
- Physical/Bi-Manual/Speculum Examination.
- Screening for Hormonal/IUD
- Contraceptive Methods.

LUNCH

- Experience Sharing
- Report of clinic experiences

- Cultural/individual Attitudes towards sexual behaviour

22

- The role of family planning nurse in dealing with cultural/individual differences/handling difficult clients.

Tuesday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Sexually Transmitted infections
- Causes; Diagnosis
- Treatment, Management

Wednesday

8.00 - 1.00 p.m

- Clinic Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Infertility/Sub-fertility
- Causes in Males/Females
- Treatment
- Case Management

Thursday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 pm

- Recognition of Gynaecological Pathology/ Treatment of vaginal infections.
- Management of side effects from the use of contraceptives.

12.30 - 2.30

Friday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Review of Pre-Test/First Week activities

WEEK THREE

Monday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Clinic Monitoring:
- Structure
- Personnel
- Clinic-flow
- Client Education
- Supplies
- Record keeping
- Equipment
- User perspective

Tuesday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Case Studies
- Initial comprehensive services
- Medical history
- Information, education/counselling
- Initial physical examination/lab. screening.
- Mandatory initial annual laboratory services provided annually

Wednesday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- FP Services/Return Visit
- Creating rapport
- IUD user
- Pill User
- Foam, condom, diaphragm users.

Thursday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Oral contraceptive visit
- Three month follow-up visit

Friday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Case Studies
- The IUD Visit

WEEK FOUR

Monday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Preparation/presentation of a good FP Demonstration
- Development/Planning for setting up a family planning clinic.

Tuesday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

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2.00 - 4.00 p.m

- FP Clinic Development Plan

Wednesday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Written Test

Thursday

8.00 - 1.00 p.m

- Clinical Practice

1.00 - 2.00 p.m

LUNCH

2.00 - 4.00 p.m

- Review of Week 1 - 3
- Evaluation of Training
- Distribution of FP Information Education/Counselling materials

8.00 - 1.00 p.m

- Clinical Practice

2.00 - 4.00 p.m

- Closing Ceremony
- Issuing of Certificates
- Participants departs.

25

DEPARTMENT OF COMMUNITY HEALTH
COLLEGE OF MEDICINE OF THE UNIVERSITY OF LAGOS

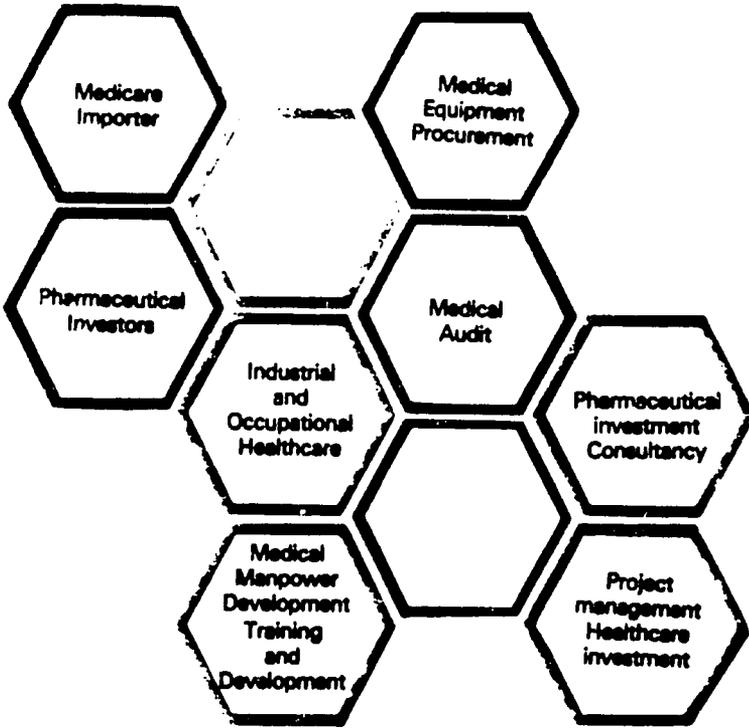
FAMILY PLANNING TRAINING
(CLINICAL EXPERIENCE)

<p style="text-align: center;"><u>WEEK 1</u></p> <p>Group A 24 - 28 March '86</p> <p>Group B 11/5 - 23/5/86</p>	<p>Interviewing Group I (4 Students)</p> <p>Nursing Procedure G.2(4 Students)</p> <p>Medical Procedure G.3(9 Students)</p>
<p style="text-align: center;"><u>WEEK 2</u></p> <p>Group A 31/3 - 4/4/86</p> <p>Group B 26/5 - 30/5/86</p>	<p>As in Week 1 - but Group 1 & 2 Change Posting.</p> <p>Evaluation begins.</p>
<p style="text-align: center;"><u>WEEK 3</u></p> <p>Group A 7/4 - 11/4</p> <p>Group B 1/6 - 5/6</p>	<p>Medical Procedure Grp. I & 2(8 Students)</p> <p>Nursing " Grp.3 (5 Students)</p> <p>Interviewing Grp.3 (4 Students)</p> <p>Evaluation continues.</p> <p>Post-tests: Wed. 9/4 & 4/6 (Wed.)</p>
<p style="text-align: center;"><u>WEEK 4</u></p> <p>Group A 14/4 - 18/4</p> <p>Group B 9/6 - 13/6</p>	<p>Monday 14/4 - Community Health and 9/6 Laboratory.</p> <p>As in Week 3 but Grp.3 Change Posting.</p> <p>Continuous assessment) Follow-up of Patients.</p>
<p style="text-align: center;"><u>WEEK 5</u></p> <p>Group A 28/4 - 2/5</p> <p>Group B 16/6 - 20/6</p>	<p>Mon./Tues.: Revision - Clinical Experience</p> <p>Wed.: Film - "My Brothers Children"</p> <p>Thurs. - Clinical Experience</p> <p>Friday - Final Post-test.</p>

/Omo/27/02/86/

APPENDIX C
DEPARTMENT OF COMMUNITY HEALTH, COLLEGE OF MEDICINE OF THE UNIVERSITY OF LAGOS
FAMILY PLANNING TRAINING -(LECTURES) 1986

<u>MONDAY: 17/3 & 12/5/86</u>	<u>TUESDAY: 18/3 & 13/5</u>	<u>WEDNESDAY: 19/3 & 14/5</u>	<u>THURSDAY: 20/3 & 15/5</u>	<u>FRIDAY: 21/3 & 16/5</u>	ALL POST-TESTS TO BE TAKEN IN THE 3RD WEEK OF TRAINING.
9 - 9.30 a.m.: Introduction to the Dept. by Dr. Oyediran	9 - 10 a.m.: Infertility in Men & Women. (Dr. Oyediran).	9 - 10 a.m. Laboratory Investigation (Mr. Akinkuade)	9 - 10 a.m. Infertility in Men & Women. (Dr. Oyediran)	9 - 10 a.m. Personal attitudes towards F.Planning. Film on IUCD (Sr.Inubile)	
9.30 - 10 a.m. Pretext.	11 - 12 noon: Practical Demonstration & threading of IUCD (Sr. Aderinola)	11 - 12 noon: Pills & Injectables - Conceptives Role Play (Sr. Olaiya)	11 - 12 noon: MCH benefits of Child Spacing. (Sr. Aderinola)	11 - 12 noon Other Methods of Child Spacing including Sterilization. Dr. Odujinrin	
10 - 11 a.m.: Film Introduction to F.P. & Felvic Exam. (Mr. Alabunge)	1 - 2 p.m. Physiology of reproductive System, Puberty, menstrual cycle. Fertilization. (Dr. Odujinrin)	1 - 2 p.m Pills & Injectables. Mode of action & side effects. (Dr. Lewis)	1 - 2 p.m. Diagnosis & Treatment of Simple Gynaecological conditions. (Dr. Lewis)	1 - 2 p.m. Local Beliefs in Child Spacing. (Sr. Olaiya)	
Recap of Film by Sr. Aderinola	2 - 3 p.m Psychology and Sociology of Family Planning (Dr. Akitoye)	2 - 3 p.m. Pills & Injectables: Contra-Indication & complication (Dr. Lewis)	2 - 3 p.m. History of F.P. & Demography. (Dr. Adelaja)	2 - 3 p.m. Sexually transmitted Diseases. (Dr. Adelaja)	
11 - 12 noon: Anatomy - Male & Female Reproductive System (Dr. Oyediran)					
1 - 2 p.m.: IUCD. Mode of Action; Side effects and complications & contraeIndication. (Dr. Odujinrin)					



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Medical Management,
Planning & Supplies

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PROJECT MANAGEMENT/HEALTHCARE INVESTMENT

WHO ARE OUR CLIENTS?

- * Governments (Federal and State)
- * The Armed Forces and the Police
- * Parastatals
- * Industries
- * Individual Entrepreneurs
- * Doctors, Nurses, Healthcare Investors
- * Trustees and Voluntary Organisations (Churches, Mosques, Clubs)
- * Schools

PROJECTS WE CAN HANDLE

- * Advice about Healthcare Investment openings
- * Feasibility Studies
- * Project - identification
 - design
 - planning
 - construction
 - staffing and equipping
 - management
- * Finance procurement to meet your projects needs
- * We provide management of Hospitals, Clinics Diagnostic Laboratories etc for the non medical client

ADVANTAGES

- * We can provide cost-effective investments
- * Save time
- * Save money
- * Show how you can get a healthy return on your investments

YOU DON'T HAVE TO BE A MEDICAL PROFESSIONAL TO OWN A HOSPITAL

RESOURCES:

We have a team of professionals which comprises:

- * Doctors with management and specialised skills
- * Biotechnical Engineers
- * Medical Manpower Planners
- * Finance Managers

- * Architects and Builders
- * Business Managers
- * Marketing Analysts
- * Health Economists

To assist you,
please contact: -

MAIN OFFICE:
Health-Aids Limited,
27, Allen Avenue,
Ikeja, Lagos

or

P. O. Box 54009,
Ikoyi, Lagos.
Telex 20202 TDS 027

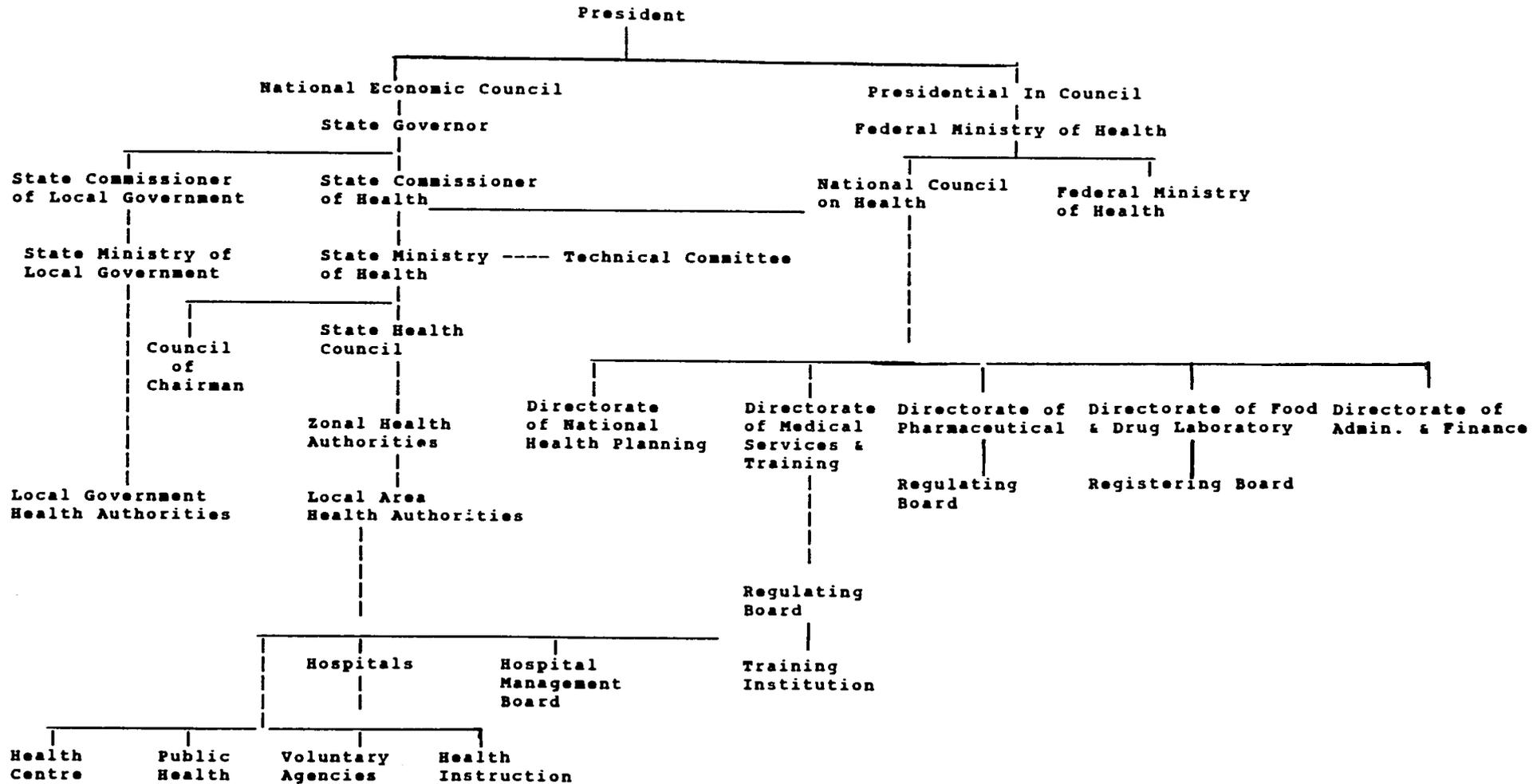
BRANCHES:

Ilorin - 35, Off Road, Near Secretariat, Ilorin
Suleija - G.R.A. Road, Bfox 163, Suleija
Kaduna - 6, Gwari Crescent, Kaduna.

FIRST IN HEALTH CARE

APPENDIX E

FRAMEWORK OF NATIONAL HEALTH SERVICES



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