

ISN 53242

PDAAW-792



Intrah

Trip Report

0-410

Travelers: Ms. Teresa Mirabito, INTRAH Program Officer

Country Visited: GONGOLA STATE, NIGERIA

Date of Trip: January 25 - 30, 1987
Nairobi Debriefing: February 14, 1987

Purpose: To develop a project proposal for the development of the Gongola State Child Spacing Program in collaboration with the Pathfinder Fund and the Ministry of Health.

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EXECUTIVE SUMMARY

Ms. Teresa Mirabito, INTRAH Program Officer, visited Yola, Gongola State, January 25-30, for the purpose of developing a child spacing project proposal in collaboration with The Pathfinder Fund and the Ministry of Health. Dr. M. Haider, Associate for Management Information Systems and Training and Mrs. O.R. Olatokunbo, Nigeria Country Representative, represented The Pathfinder Fund. A proposal for development of child spacing services was drafted and presented to the Commissioner for Health, Dr. Gidado Haliu. The design of the project was based on information gathered during a needs assessment conducted in October/ November 1986 (Trip Report #0-395).

The proposed project includes renovation of one clinic facility, purchase of capital equipment and expendable supplies, U.S.-based training and a series of six in-state orientation seminars and training activities, which are designed to orient senior officials, managers and mid-level health personnel to child spacing and to develop the institutional capability of the Ministry of Health to provide health education and motivation training.

It is anticipated that training activities will commence in July 1987, and will be completed by December 1987.

The Pathfinder Fund will sponsor and provide funds for all in-state activities. INTRAH will provide technical assistance for the orientation seminars and training activities.

SCHEDULE OF ACTIVITIES

**Sunday,
January 25** Arrived in Yola.

Met with The Pathfinder Fund representatives:

- Dr. Muhiuddin Haider, Associate for Management Information Systems and Training, Boston
- Mrs. O.R. Olatokunbo, Country Representative, Nigeria

**Monday
January 26** Pathfinder and INTRAH representatives met at Ministry of Health with:

- Mrs. Judith Ambe, Family Planning Coordinator
- Dr. Musa Dahwa, Chief Health Officer

Pathfinder and INTRAH representatives met with project development team:

- Mrs. Ambe
- Dr. Dahwa
- Mrs. Mary Haasan, Senior Family Planning Provider, Specialist Hospital
- Mr. Kwatri Futules, in charge of Health Education Unit, MOH
- Mrs. Charity Tarfa, Vice-Principal, School of Nursing and Midwifery

Courtesy visit to Dr. Gidado Haliu ,
Commissioner for Health.

**Tuesday,
January 27** Met with Dr. Mogum Malgwi, Permanent Secretary.

Met with project development team.

**Wednesday,
January 28** Met with project development team.

**Thursday,
January 29** Met with project development team.

**Friday,
January 30** Met with Commissioner for Health to review proposal.

Departed Yola for Lagos.

**Saturday,
February 14** Debriefed with Ms. Keys MacManus, AAO, during a meeting in Nairobi.

I. PURPOSE OF VISIT

The purpose of the visit was to develop a project proposal for the development of a child spacing program in collaboration with The Pathfinder Fund and the Gongola State Ministry of Health.

II. ACCOMPLISHMENTS

- A. Drafted a proposal in collaboration with The Pathfinder Fund. Included in the project are a series of orientation seminars and training activities for which INTRAH will provide technical assistance.
- B. Members of the MOH project development committee, including the Family Planning Coordinator, assisted in drafting the proposal.
- C. Briefed the newly-appointed Permanent Secretary on the proposed Pathfinder/INTRAH-sponsored project.
- D. Discussed in depth with the Commissioner for Health and the project development committee the concept and proposed role of a Health Education Training Team during and upon completion of the project.
- E. Reviewed details of the final proposed project document with the Commissioner for Health who acknowledged support and approval of the design.
- F. Debriefed with Ms. Keys MacManus, AAO.

III. BACKGROUND

The Gongola State project represents the first major collaborative effort between INTRAH and The Pathfinder Fund in Nigeria. The agreement to collaborate and co-sponsor a project was reached during a meeting arranged

by Ms. Keys MacManus, AID Affairs Officer, American Embassy/ Lagos, between Pathfinder and INTRAH representatives in September 1986. Subsequently, a needs assessment was conducted jointly by representatives of the two organizations in October/November 1986 during the first visit to Gongola State (Trip Report #0-395).

IV. DESCRIPTION OF ACTIVITIES

An MOH project development team was formed to collaborate with Pathfinder and INTRAH. Members included the Chief Health Officer, the Family Planning Coordinator, the Head of the MOH Health Education Unit, the Vice Principal of the School of Nursing and Midwifery and the Senior FP Service Provider from the Specialist Hospital. The MOH team discussed the Gongola State child spacing program to date and the plans for its expansion, the findings of the needs assessment team, the proposed project, and the steps involved in development of project activities.

The MOH project development team, Pathfinder Fund and INTRAH representatives met daily for 4 days to develop the training plan and details. The process was completely new to the project development team, at least two of whom lacked family planning experience.

The proposed project is designed to develop and expand child spacing services in Gongola State. Components of the project include renovation of a prospective child spacing clinical facility at Jalingo General Hospital; provision of a limited amount of capital equipment and expendable supplies; U.S.-based management training for the Family Planning Coordinator; and a series of in-state orientation seminars and training activities.

The Pathfinder Fund will support in-country costs of the components and U.S.-based training. INTRAH will provide training and technical assistance for in-state training activities.

The final draft of the proposal was presented to the Commissioner for Health who demonstrated interest in the project and suggested the addition of media personnel to the proposed training team.

Although awareness of child spacing is increasing in Gongola State and the need is being propelled by stringent economic conditions, there is considerable opposition based on religious and cultural norms. In order to diffuse opposition and promote understanding, the initial activities of the proposed training project will be a series of six orientation seminars for senior officials from every ministry and several cadres of health personnel. The main purposes of the orientation seminars are to create awareness of the benefits of and need for child spacing and to identify beliefs and misconceptions among participants.

Family planning services are available in 9 clinics located within general hospitals throughout the state. The goal of the MOH is to increase this number to 15 by mid-1987. FP service providers have been trained primarily at University College Teaching Hospital, Ibadan under sponsorship of Pathfinder Fund. Supervisors of FP service providers have not been trained in, or oriented to FP. It is anticipated that the supervisors will participate in the orientation seminars along with principal medical officers of the general hospitals.

The short-term need for training additional service providers in FP clinical skills will be addressed by The Pathfinder Fund through sponsorship of 10 nurse-

midwives to Ibadan and in the long term, through proposed in-state training in a "second phase" following completion of the proposed project.

INTRAH-assisted training activities are designed to develop the capability of the Ministry of Health to provide family planning education and information to groups in clinics and in the community at large. Members of the proposed child spacing education training team will represent multiple disciplines within the Ministries of Health and Information: the Health Education Unit; the Schools of Nursing and Midwifery and School of Health Technology; a graphic artist from the Ministry of Information who currently produces art work for the Health Education Unit and 2 media personnel from radio and television; and two MCH and two family planning service providers.

It is anticipated that the child spacing education training team will train community health aides (CHAs) and assistants, with technical assistance provided by INTRAH. Supervisors of CHAs will participate in a supervisors' workshop designed to prepare them to support the CHAs and to assist in linking CHAs with FP service providers. Under the present system of supervision the FP service provider is supervised by a Chief Nursing Officer of the hospital facility where the clinic is located while the community health aides are supervised by the Community Health Officer. CHAs, who will be providing child spacing education and information, need to be linked to the FP service provider.

V. FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

A. Findings/Conclusions

1. The MOH and in particular the Commissioner for Health and members of the project development team, demonstrated a high level of interest in the entire project. At the same time, the MOH has had minimal experience in working with external donors and therefore will require technical assistance throughout project implementation.
2. Project management and coordination will be the responsibility of the Chief Health Officer and FP Coordinator respectively, both of whom require management training.
3. The MOH plans to integrate FP with MCH services which currently focus more on child than maternal health. The plan is to have 15 FP-MCH service delivery points by the end of 1987 (one in each general hospital out-patient setting).
4. The child spacing program in Gongola State is less advanced relative to other Nigerian states in which INTRAH has worked. Although FP clinics have been established, a systematic training plan for providers and a plan for support and supervision for services are lacking.
5. The MOH perceives a need to provide child spacing information and education to the general public in order to increase awareness of benefits and need for child spacing and to dispel misconceptions regarding family planning.

B. Recommendations

1. The Project Coordinator and Director should participate in a management course before the project begins. Pathfinder has offered to support the participation of the FP Coordinator in a US-based management training course.
2. During project implementation INTRAH should request trainers to discuss with MOH officials and members of the project development team, the activity they will conduct, objectives, expected outcomes of the training and MOH expectations regarding the role of participants following training.

3. Throughout the forthcoming proposed training project, INTRAH should provide guidance to the Gongola State MOH to focus on developing a plan that will foster quality services at fewer service delivery points rather than minimal services at too many service delivery points; and continue to work with the MOH to develop a feasible plan for supervision of services.
4. Linkages should be established among the community health aides who will be trained during this project, their supervisors and FP service providers.

APPENDIX A

Persons Contacted/Met

APPENDIX A
PERSONS CONTACTED/MET

GONGOLA STATE MINISTRY OF HEALTH

Dr. Gidado HALIU, Commissioner for Health
Dr. Mogum MALGWI, Permanent Secretary
Dr. Musa DAHWA, Chief Health Officer
Dr. M. BELLO, Principal Medical Officer
Mrs. Judith AMBE, Family Planning Coordinator
Mrs. Mary HAASAN, Senior Family Service Provider, Specialist
Hospital
Mr. Kwatri FUTULES, in charge of Health Education Unit
Mrs. Charity TARFA, Vice-Principal, School of Nursing and
Midwifery

NIGERIA TELEVISION AUTHORITY

Mr. Japeth WUBON, News Editor
Mr. Adamu El-Wazir ATIKU, Producer of Social Development
Programs

APPENDIX B

Copy of Pathfinder Fund Proposal

I. COVER SHEET

Project Proposal

1. Project Identification Number: CAW/NIR: PIN 022-1
2. Project Title: Expansion of Family Planning/Child Spacing Services in Gongola State, Nigeria
3. Grantee Organization: State Ministry of Health (SMOH)
The Government of Gongola State
State Secretariat
Yola, Gongola

Sponsor : Commissioner of Health, SMOH - Gongola

Project Director: Dr. Musa, Chief Health Office, SMOH
Project Coordinator: Ms. Judith Ambe, Chief Nursing Officer, SMOH

4. Starting Date: July 1, 1987 Ending Date: March 31, 1988
5. Project Budget in Local Currency: Naira 149,209
 U.S.\$ Equivalency: \$ 38,259
 U.S. Costs: \$ 8,680
 Supplies and Equipment: \$ 6,553
 Total Costs: \$ 53,492

 Value of Bulk: \$ 2,189
 Total Project Value: \$ 55,681

Commodity Request Attached: YES

Inputs by SMOH: Staff Time and Salaries
Physical Facilities
Project Administration
Vehicle

Inputs by INTRAH: Training Personnel (both from INTRAH and outside)

6. Project Summary:

This 9-month project supports the integration of family planning/child spacing services into health-related programs in Gongola State. The State Ministry of Health - Gongola will strengthen its family planning operations by conducting Family Planning/Child Spacing Awareness Seminars for 123 State and local government officials and health professionals; training 11 family planning trainers, 45 motivators, and 4 service providers; conducting an information and education campaign; and overseeing delivery of family planning services. By increasing its capacity to manage, administer, supervise and conduct family planning services, the SMOH - Gongola will be better able to provide its people with quality family planning/child spacing services.

II. GRANTEE QUALIFICATIONS

The State Ministry of Health - Gongola directly controls all preventive activities under the primary health care system. It is responsible for the development of health policies; provision of supplies and equipment to training institutions in the State; training of State health personnel; provision and supervision of preventive health services; and overseeing the quality of private medical practices. (See Organizational Chart in Appendix A).

The SMOH - Gongola has been increasing its support of family planning services. It received permission from the State Executive Council to initiate full family planning activities. SMOH has demonstrated its commitment to family planning by approving an independent budget (N329,000) for family planning/child spacing services, supporting the training of family planning service providers, and by expanding family planning facilities (see Gongola State Map, Appendix B). SMOH - Gongola's long range goal is to establish a state clinical family planning training school.

Key Personnel

Project Director - Dr. W. Musa, Chief Health Officer, Department of Health Services, SMOH will be the Project Director. He is a physician, having received his MBBS and degree in Public Health from Ahmadu Bello University, Nigeria and the School of Public Health, Uganda. Dr. W. Musa has worked in preventive services for the last seven years. He became Chief Health Officer for the SMOH in 1986, where he is in charge of the Preventive Service Division at the state level. Dr. Musa has read Pathfinder's Standard Terms of Award, and has agreed to comply with them.

Project Coordinator - Ms. Rouel Judith Ambe will assist Dr. Musa in implementing the project as Project Coordinator. Ms. Ambe is a Chief Nursing Officer at the Department of Health Services, SMOH. She is a trained nurse and has a certificate in family planning, as well as a diploma in health services and hospital administration from Polytechnic of the South Bank, London (1983). Her curriculum vitae is attached (See Appendix C). She will have received formal management training from the University of Connecticut Health Center by the time this project begins.

III. JUSTIFICATION

A. Problem Statement:

Gongola State is located in northeastern Nigeria, representing an area of 102,067 square kilometres. Its population has doubled in the last 23 years, increasing from 2,630,907 in 1963, to 4,632,527 in 1986. Gongola is comprised of 17 local government areas (LGAs); the population of each LGA ranges from 161,407 to 480,709 with an average of 273,090 people per LGA. (See Appendix D).

The Nigeria national infant mortality rate is 110 per 1,000 live births, and the maternal mortality rate is 50 per 100,000 live births. According to population experts, these rates in Gongola State are significantly higher than the national averages. Thirty-six (36) percent of all births are to women under the age of 20 and over the age of 35 (national average). Pregnancies for women in these age brackets, especially if repeated at short intervals, increase health risks to both mother and child. The risks are further aggravated by poor health conditions, malnutrition, and lack of access to medical care.

Gongola State is divided into 20 health service zones which are served by 15 general hospitals, 2 rural comprehensive health centers, 52 health clinics, and 63 maternal child health centers. There are 7 family planning clinics operating in urban areas of the State. (See Appendix E). Four of the family planning clinics are very new, having opened in November, 1986. Some of the family planning clinics are not fully functional due to the lack of basic furniture and the need for repairs and renovations (i.e., plastering, painting and burglary-proof security).

Last year, only 5,560 clients out of 1.1 million eligible couples received family planning services through 6 clinics in Gongola State (see Appendix D). The quality of services and facilities are clearly inadequate in meeting the needs of potential family planning clients.

The supervision system of family planning services is limited because the zonal supervisors in the 20 health zones have had minimal training and experience in family planning practices. In addition, the Principal Medical Officers in hospitals where family planning clinics operate, have had little exposure to family planning concepts and program activities. Because of their lack of family planning knowledge and skill, they have been unable to provide the necessary technical back-up and appropriate administrative assistance to the family planning providers. The lack of supervision and management skills at the supervisory level has hampered the service delivery points; they have not developed strategic and programmatic plans for service delivery, nor motivational campaigns for family planning/child spacing services. As a result, there are very few motivational activities for family planning/child spacing programs.

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B. Proposed Solutions

The SMOH - Gongola has identified the major problems prevailing in the areas of (1) awareness of the need for child-spacing/family planning programs, (2) motivational skills for client recruitment, and (3) upgrading the quality of services offered at the clinic level. The SMOH proposes to undertake the following activities in order to increase accessibility of family planning services to the underserved population of Gongola State. This project proposes to accomplish the following:

- Provide orientation seminars on child-spacing/family planning as a part of primary health care for the Commissioners, Permanent Secretaries and other senior-level officials from all Ministries to create an awareness of child-spacing programs. This awareness campaign is necessary in gaining support for child spacing/family planning activities, and dispelling misconceptions regarding family planning concepts and services, hence, reducing significant obstacles towards child-spacing service delivery programs.
- Ensure sufficient clinical training in family planning/child spacing for the service providers at the clinic level.
- Strengthen family planning service delivery and motivational activity by providing training in management and supervision, as well as in information, education and communication.
- Expand and renovate the existing clinical facilities for child spacing/family planning service deliveries in Gongola State.
- Increase and sustain the demand for child spacing/family planning services by conducting information and education (motivational) activities.

By incorporating child spacing services into health-related programs, family planning will become more accessible and acceptable to the people of Gongola. As a result, child survival rates will increase, maternal mortality rates will decline, and the overall quality of life in Gongola State will improve.

IV. OBJECTIVES

General: To make family planning services available and accessible to the people of Gongola State.

Specific:

The following specific objectives will be achieved by the end of the project period:

1. Two-Hundred Seven (207) senior officials, health officials and personnel will be aware of the need for child-spacing programs in Gongola by attending a family planning/child spacing orientation seminar.
2. Eleven (11) health care professionals and will be competent family planning trainers by attending a Training for Trainers (TOT) course.
3. Forty-five (45) Community Health Aids and Assistants will be qualified family planning motivators.
4. A supervisory system for child-spacing clinical service providers and motivators will be developed by 10 community health officers/supervisors and 6 chief nursing officers/supervisors.
5. Four nurse/midwives (from the four LGAs without hospitals) will be competent providers of limited family planning services.
6. Thirteen-Thousand Five Hundred (13,500) Gongolians will be informed about family planning and child spacing through IE&C efforts.
7. Eight Thousand (8,000) people will have been provided the contraceptive methods of their choice at the 15 family planning clinics in Gongola State.

V. WORKPLAN

(See Chronogram - Appendix G)

A. PRE-PROJECT ACTIVITIES:

State Government Approval

The Project Director and Coordinator will seek Gongola State Government approval for the conduct of project activities.

Vehicle for Family Planning Services

The Project Director and Coordinator will request for funds from Gongola State Government to purchase a four-wheel drive Land Rover or Land Cruiser by April 1987.

Training of Family Planning Service Providers at UCH

Under a separate Pathfinder Award (CAW/NIR: PIN 002-4), 10 Nurse/Midwives from Gongola will participate in the UCH family planning training program. Five nurse/midwives will be posted to the existing family planning clinic that are short of staff (Yola Maternity, Ganye, Mubi and Numan), while the remaining five will establish family planning clinics at the primary health centres in Song and Zing, and the General Hospitals in Bambur and Gembu. One additional nurse will be trained in UBTH for Micinka General Hospital.

Training of 4 Family Planning Service Providers

The Project Coordinator will select one qualified and interested nurse/midwife from each of the four primary health care facilities in the four LGA headquarters without general hospitals (WarWar, Gombi Mincika and Guyuk). These four nurses/midwives will receive five weeks of on-the-job training at Yola Specialist Hospital. They will be trained by Mrs. Mary Hassan, Deputy Family Planning Coordinator, who is a highly skilled family planning practitioner. Training will include provision of foaming tablets and condoms, screening and provision of oral contraceptives, and individual counselling. A skills inventory will be developed to ensure completion of SMOH family planning practitioner requirements. Upon successful completion of training, participants will be certified by Mrs. Hassan. The SMOH - Gongola will assume costs for transportation, room and board, and salary while the four participants are being trained. (Comprehensive training, which will include IUD insertion, will be arranged for the next project year at UBTH or UCH.)

Training of Project Coordinator

Under CAW/NIR: TIN 006, The Pathfinder Fund will support the training of Ms. R.J. Ambe, Project Coordinator, at the Project Management Program at the University of Connecticut Health Center, U.S.A. The course is designed to upgrade her knowledge and skills in project management and contraceptive technology.

Procurement of Equipment:

A supplies and equipment needs assessment for eight additional clinics will be conducted by an AFRICARE representative and a State Family Planning Coordinator by the end of January, 1987. At least four of the clinics will be provided with equipment, to be delivered via the Gongola State Ministry of Health by April 1987.

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B. PROJECT ACTIVITIES

(Detailed descriptions of all Workshops and Seminars are included in Appendix F.)

1. Family Planning Awareness Seminars

Six family planning/child spacing seminars will be organized and conducted by FMOH, SMOH - Gongola, and INTRAH. The seminars are designed to orient senior officials administrators, program managers, and health personnel to child-spacing and family planning methods. Specifically, the seminars will (a) educate participants on the effects of rapid population growth on socio-economic development across all population sectors in Nigeria; (b) enable them to discuss the concept and health benefits of child spacing; (c) increase awareness of the programmatic linkages of child spacing with primary health care interventions (i.e. Oral Rehydration Therapy (ORT) and Expanded Program for Immunization (EPI)); and (4) produce a report, based on seminar discussions, for use in program expansion and development.

All seminars will focus on the following topics: (1) Gongola State Plans for primary health care, including child-spacing and linkages of child spacing with ORT and EPI; (2) benefits of child spacing on the health and welfare of families; and (3) discussions of concepts, misconceptions, and religious and cultural beliefs of family planning methods and approaches. The seminars will vary slightly from group to group, as indicated below.

The six seminars will be conducted for the following groups:

- (1) Participants: 9 State Commissioners, 11 heads of parastatals, 17 local government chairpersons, 1 Executive Secretary (State Health Management Board), 9 State Permanent Secretaries, and the SMOH Secretary for Administration and Finance (48 total). One-day seminar

This seminar will be opened by the State Military Governor, The Health Commissioner, and Dr. A. B. Suleiman; it will also include a RAPID presentation.

- (2) Participants: 17 Local Government Secretaries and 17 LGA head of health departments (34 total) One day seminar

This seminar will provide the participants with an understanding of family planning concepts, methods, risks and benefits. The RAPID presentation will also be conducted. Gary Berghold (INTRAH trainer), Dr. Musa (State Chief Health Officer), and Dr. Morah of The Population Bureau will facilitate the seminar.

- (3) **Participants:** 15 Principal Medical Officers , their 16 Chief Nursing Officers and 15 Pharmacists (all from State General Hospitals). (46 total) Two day seminar

The content of the workshop will also include an overview of contraceptive technology, dissemination of information to clients, participants role as source of support for service providers, and use of a client referral system. concepts of family planning, contraceptive technology and clinic management. The Resource person will be Dr. Madaki, Dr. Fakeye (UNILORIN), Dr. Morah, Ms. J. Ambe, and Dr. Gidado (State Health Commissioner).

- (4) **Participants:** 15 physicians and 15 senior nursing officers. (30 total) One day seminar

The content of the workshop will be a modified version of the Principal Medical Officers' seminar.

- (5) **Participants:** 15 physicians and 15 senior nursing officers. (30 total) 1 day seminar

(Content is same as #4)

- (6) **Participants:** 15 hospital secretaries and 20 assistant nursing officers. (35 total)

Seminar content will be similar to orientation for physicians and nurses.

All seminar agenda will be developed by INTRAH. The Pathfinder Fund/Lagos and SMOH - Gongola will contact Dr. Sulaiman, Dr. Madaki, and Dr. Fakeye to ensure their availability for the seminars. Transportation, per diem and honorarium will be handled by the local facilitators. All in-State arrangements will be coordinated by the Project Director, Project Coordinator and the State Project Development Team (Mr. Fututules, Mrs. Tarfa and Mrs. Hassan).

INTRAH will provide follow-up recommendations, if necessary, to ensure support for family planning/child spacing activities at the LGA level.

2. Training

Training of Trainers (TOT)

A 3-week TOT Workshop for Community Health Education trainers will be conducted from August 10 - 28, 1987. The curriculum for the TOT will be developed by INTRAH, and will be conducted by 2 INTRAH trainers with assistance from 1 local trainer from either Kwara or Lagos State. The Project Director, Project Coordinator and the Project Development Team in Gongola State will make all in-state arrangements. INTRAH will forward a copy of the

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curriculum and the names of the trainers to Pathfinder/Boston. (INTRAH will provide support for the trainers, while Pathfinder will support participants.)

Participants selected for the workshop include 2 Senior Health Sisters - Supervisors, 2 Clinic Service Providers, 2 tutors from the School of Health Technology, 3 Health Educators (MOH), and 2 tutors from the Schools of Nursing and Midwifery. In addition, one national television officer, one representative from the Gongola State Broadcasting corporation, and 2 graphic artists (MOH - Information) will attend the workshop. These media representatives will be informed regarding child spacing; it is anticipated that they will use their positions to inform and educate the public.

The TOT workshop is designed to prepare a training team to plan, conduct, monitor and evaluate child spacing education and motivation workshops for health personnel who are responsible for educating and informing groups and communities and motivating potential family planning clients. Specifically, the workshop will (1) orient participants to the National Population Policy and the Gongola State Plan for Child Spacing; (2) enable participants to increase their knowledge and develop skills in child spacing education and motivation of clients so they can transfer knowledge to trainees (motivators); (3) enable participants to acquire knowledge and skills in adult training and learning methodologies and curriculum development; (4) enable participants to plan, conduct, monitor and evaluate workshops; and (5) assist participants in developing a training curriculum for the motivation workshops. TOT Workshop content will focus on orientation to the training project and the expected role of participants during and following the project; contraceptive technology; techniques for communication and motivation; and community needs assessment.

Training of Motivators

Three two-week Child Spacing Education and Motivation Workshops will be conducted by October 1987. Forty-five (45) Community Health Aides and Assistants (CHAs) from the 17 LGAs in Gongola (at least 2 CHAs from each LGA) will be trained as family planning/child spacing motivators by the eleven newly trained TOT participants (excluding media personnel and MOH Information officer).

The 45 CHAs will be divided into 3 groups of 15. The eleven trainers will be divided into two groups of five and six; one group will be required to teach 2 seminars. Each trainer group will plan and conduct a two-week family planning/child spacing education and motivation seminar for 15 Community Health Assistants and Aides.

The training curriculum for the motivators will be developed during the TOT Workshop by the participants. Training activities

will enable CHAs to discuss the health benefits of child spacing on the family; increase CHAs knowledge of modern contraceptive methods, including mechanism of action, risks, and benefits; enable participants to discuss misconceptions, and cultural and religious beliefs in the context of family planning; and enable participants to accurately inform and educate groups and individuals, and motivate potential clients to accept child spacing services. Workshop content will focus on: communication and motivation techniques; contraceptive technology; concept and benefits of child spacing; field practicum, etc.

Training of Family Planning Supervisors

A two-week Supervisors Workshop will be conducted to develop a supervisory system for child spacing clinical service providers and CHAs responsible for child spacing education and motivation. Workshop content will focus on: concepts and techniques of management/supervision; management information systems (MIS) utilized in child spacing service delivery; task analysis and development of position descriptions; and evaluation of service providers.

The workshop will be developed and conducted by 2 INTRAH consultants, with assistance from two of the motivation trainers. Participants include 10 Community Health Officers/Supervisors and 6 Chief Nursing Officers/Supervisors (all are senior officers selected from the health institutions with family planning clinics that are either presently operational or about to be established by June, 1987). All in-State arrangements for accommodation, feeding, transportation, venue for trainers and trainees will be made by the Project Coordinator. Training will be completed by November, 1987.

The objectives of the Supervisors Workshop will be to: enable supervisors to discuss concepts and styles of management and supervision; enable participants to utilize problem solving techniques; familiarize participants with the role of child spacing clinical service providers and CHAs and identify and utilize a simple evaluation methodology for child spacing services and providers.

Per diem and transportation costs will be paid for all participants from outside Yola, while lunch and snacks will be provided during the training periods for all Yola participants. (INTRAH will forward the curriculum to Pathfinder/Boston).

Training of Project Director

Dr. Musa, Project Director, will attend the "Human Resource Management Program" at Management Sciences for Health in September/October. Upon completion of the management course, he will receive one week of theoretical training in family planning at Pathfinder/Boston, to be conducted by the Medical Director. Upon returning to his post in Nigeria, Dr. Musa will undergo two

weeks of practical training at the Yola Specialist Hospital as a family planning provider. By participating in this specially designed training program, Dr. Musa will update his family planning skills and knowledge.

3. INFORMATION AND EDUCATION ACTIVITIES

The CHAs (motivators) will return to their respective local government area after training to begin motivational activities. Motivators will inform potential family planning clients of the health benefits of child spacing on the family, provide information of modern contraceptive methods, including mechanism of action, risks, and benefits, and will discuss misconceptions and cultural taboos. The motivators will work on a part-time/flexible basis. Each of the 45 motivators is expected to reach an average of 5 potential family planning clients per day. Assuming a 60-day work period, a total of 13,500 people will be informed by the motivators about family planning and child spacing services. A schedule of motivational activities will be jointly developed by the motivators and the family planning supervisor in each area. This schedule will guide the motivators in reaching their targets, and allow the supervisor to identify areas which require additional support.

The motivators will conduct family planning information and education sessions at church, social and traditional group meetings (i.e. Moslem religious-tribal groups), as well as at village meetings. Records of persons or group contact during motivational activities will be maintained by the motivators, and will be submitted to the family planning supervisors at the clinics. Overall supervision of the motivators will be the responsibility of the 10 Community Health Officers and 6 Chief Nursing Officers from the General Hospitals.

4. Family Planning Service Delivery

There are currently six family planning service delivery points in Gongola; an additional twelve will be established by July, 1987. Of these twelve, four will be primary health care facilities and eight will be General Hospitals. The 18 service delivery points will be staffed by a total of 23 family planning trained providers. Full family planning service will be provided by the family planning trained providers in each of the clinics, eight hours a day, five days a week. Complications will be managed by the medical practitioners at the family planning facilities.

Family planning providers will be responsible for day-to-day management of the clinics. Records will be maintained on Pathfinder-supplied forms.

Each Clinic Supervisor will forward a monthly data sheet to the State Coordinator. The Coordinator will then compile and analyze the service data in order to assess family planning service

progress and problems, and to make recommendations for improved services.

Supervision:

Family planning services will be supervised at the clinic and state levels as detailed below.

Clinic level

The 16 supervisors from general hospitals and health offices will have been trained by INTRAH at the Supervisory Workshop. They will apply skills developed to the following supervisory activities:

- ensuring that the clinics are opened 8 hours/day, 5 days/week;
- ensuring that the clinics' equipment and supplies are adequate and well maintained (i.e. sterilized);
- ensuring accurate record-keeping, commodity supply accounts;
- providing administrative support to family planning providers;
- ensuring adequate space for clients and family planning procedures;
- assisting motivators in their areas in conducting home visits and group motivational activities within and outside the hospital/clinic programs;
- liaising with motivators and family planning providers; and
- accompanying motivators to the field, (i.e. to communities outside hospitals at least once every two months).

State level:

The Family Planning Coordinator will appoint three additional Senior Health Sisters to assist in the monthly supervision of the clinic. These supervisory activities will include collection of service data and resupplying of commodities, as well as providing technical assistance, solving problems and offering administrative support as needed.

The Project Director will make quarterly visits to selected clinic sites in order to ensure that the necessary on-site supervision is being carried out and that family planning services are being provided as scheduled.

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A bi-annual meeting of supervisors will be organized and conducted. All supervisory activities will be discussed, and recommendations for improvement will be implemented.

Renovation of Family Planning Hospital

The state government is in the process of developing plans to rebuild and renovate Yola Specialist Hospital. The Commissioner of Health, in collaboration with the Project Director, will ensure that adequate space for family planning services and training are incorporated into the plan. The renovation work will begin in July 1987. Spaces for twelve additional family planning clinics (8 in the General Hospital and 4 in Primary Health Care facilities) will be identified and renovated by the State Ministry of Health by August 1987. The Family Planning Coordinator and Project Director will be responsible for ensuring allocation of adequate and suitable space in all the areas by April 1987.

Submission of Renewal Project

By March 1988, the Project Director and Project Coordinator, with assistance from Pathfinder/Lagos and INTRAH, will submit a report assessing project performance. The report will include the impact of the Awareness Seminars, training, information and education activities on the acceptance of family planning in Gongola. Based on this report, the Project Director will submit a renewal project to Pathfinder/Boston.

VI. MONITORING AND EVALUATION

Monitoring:

IE&C

The Project Director will make 2 supervisory visits during the project period to coincide with the motivators' information and education campaign.

Service Delivery

The Project Coordinator will make 6 supervisory visits during the project period to monitor service delivery activities at the clinic and community levels.

Training Activities

Monitoring of training activities will be the responsibility of the SMOH - Gongola, the Project Coordinator, and INTRAH. The Project Coordinator will be responsible for monitoring workshop preparations and implementation, and following-up on trainees to ensure their positions allow the practice of newly acquired family planning skills. INTRAH program officer will monitor training activities at

the debriefing of trainers and reviewing written reports following each workshop. Communication with the MOH will be made prior to each activity to inform the Project Coordinator of the trainers' schedules, and to ensure that in-country preparation is underway.

Pathfinder will monitor the progress of SMOH - Gongola by reviewing the quarterly performance and financial reports, and monitoring visit reports. During the project period, Pathfinder/Lagos will make 2 quarterly visits to ensure that the clinic renovation, procurement of expendable supplies, training activities for awareness campaign, supervisory skills, TOT and IE&C activities are taking place on time. The quarterly reports will be reviewed by Pathfinder/Lagos and Pathfinder/Boston's Evaluation Review Committee at mid-point and at the end of the project.

Evaluation:

Seminars and training will be evaluated individually as they are conducted, using feedback from participants as well as pre- and post-test results.

Service components will be evaluated through quarterly reports. Data items to be evaluated include:

- Number of clients served by method by local government area clinic.
- Number of people reached by the motivators.
- Number of complications by method.
- Percentage of client drop-out.

A final evaluation of the final project input and impact will be carried out during the last project month. The final evaluation will be conducted by the Pathfinder/INTRAH team. The design for the final evaluation will be developed by the sixth project month by Pathfinder/INTRAH and the SMOH - Gongola.

VII. REPORTING

Programmatic:

The Project Director will submit quarterly programmatic progress reports to the Pathfinder Fund using a Pathfinder-supplied format. The quarterly reports will provide detailed information on the implementation of the project according to the workplan. It will detail which activities have been carried out and provide some analysis of the factors which have hindered or facilitated the implementation of the project during the quarter. Specifically, each report will provide data on the following:

Service Delivery

The family planning service providers in the clinics (providing full range of contraceptives) and health centers (providing condoms, foam, and oral contraceptives) will submit information to the supervisors,

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who will in turn, incorporate all data into a quarterly report. The report will include the following:

- total number of new family planning acceptors;
- total number of revisits;
- contraceptives dispensed to clients by method;
- total number of dropouts; and
- total number of complications by method and treatment.

Information and Education

Information submitted by the motivators to their supervisors (Community Health and Chief Nursing Officers) will be incorporated to include the following:

- total number of group meeting/individuals consultations;
- total number of people informed about family planning at each group meeting;
- total number of people informed about family planning.

Training

Reporting of the training activities will be completed at two levels. The Ministry of Health, and Project Coordinator will complete a technical report detailing the conduct of local seminars and workshops. These technical reports will be sent to INTRAH every two months, and will include the following:

- workshop title;
- dates of workshop;
- participants (names and numbers);
- problems encountered during planning;
- problems encountered during implementation;
- recommendations for future workshops;
- additional comments; and
- signature and date.

The INTRAH trainer will be debriefed and will submit a written report. The report will include details of logistics, implementation, and workshop activities, complete biodata of each participant with pre- and post-assessment scores, workshop curriculum, and materials distributed.

Financial

The Project Director shall be responsible for submitting quarterly financial reports on Pathfinder-supplied forms. The Project Director shall be responsible for any additional financial reports required by The Pathfinder Fund.

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Both the financial and programmatic reports will be submitted to Pathfinder no later than 15 days after the end of the project period, to the individuals listed below:

The Pathfinder Fund/Boston:

Mr. James W. Crawford
Regional Director
The Pathfinder Fund
Nine Galen Street, Suite 217
Watertown, MA 02172-4501
U.S.A.

with a copy to:

Mrs. Olabisi Olatokunbo
Country Representative - Nigeria
The Pathfinder Fund
3 Alabi Street off Toyin Street
Post Office Box 55481
Juli-Ikeja
Lagos, NIGERIA



FORMAT FOR NARRATIVE QUARTERLY

Caw/Nigeria: PIN 022-1, Expansion of Family Planning/Child Spacing Services in Gongola State, Nigeria

Project Directors of all Pathfinder funded projects are required to submit a narrative quarterly progress report that provides detailed information on the implementation of the project according to the workplan in the project description. Because the workplan was developed with the objectives of the project strictly in mind, quarterly progress reports using this format will enable Pathfinder staff to monitor the project more effectively. It will also enable the Project Director to receive feedback so that concurrence can be obtained to make necessary changes in the workplan in a timely fashion.

I. PROJECT PROGRESS

Provide a brief overview of the period covered by the report. Then using the workplan/chronogram (attached), for each activity that was scheduled to have been carried out during this quarter, state whether the activity was completely done, partially done or not done at all.

II. ANALYSIS

Provide an explanation for each activity that was partially done or not done at all. What factors helped or hindered progress on the project during this period? Describe any solutions or remedial actions that were taken.

III. CONCLUSIONS & SUGGESTIONS

Overall, is the project going on as expected? Are any changes in the workplan for subsequent periods necessary? What changes would you suggest and why? What changes in the budget will be necessary?

Signature _____

Date _____

QUARTERLY PROGRAMMATIC REPORTING FORM

PIN CAW/NIR 022-1, continued

PROJECT TITLE

 QUARTER for PERIOD to

<u>METHOD</u>	<u>NEW ACCEPTORS</u>	<u>CONTRACEPTIVES DISPENSED</u>
PILLS	_____	_____ cycles
IUCD	_____	_____ pieces
CONDOMS	_____	_____ pieces
INJECTABLE	_____	_____ 1 month dose coverage
		_____ 2 month dose coverage
		_____ 3 month dose coverage
FOAM	_____	_____ cans
FOAMING TABS	_____	_____ tablets
DIAPHRAGM	_____	_____ pieces
JELLY/CREAM	_____	_____ tubes
NATURAL FP	_____	
SURGICAL	_____	
TOTAL:	_____	

-NUMBER OF FAMILY PLANNING REVISITS _____

-NUMBER OF VISITS FOR NON-FAMILY PLANNING SERVICES _____

-NUMBER OF USERS WHO CHANGED METHODS _____

-NUMBER FAMILY PLANNING DROPOUTS _____

Reasons: Personal _____ Medical _____ Other _____

-TOTAL NUMBER OF COMPLICATIONS: IUCDS _____ SURGICAL _____

ORALS _____ VAGINAL _____

INJECTION _____ OTHER _____

*Complication forms should be attached for vasectomy and minilaparotc

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CAW/Nigeria: 022-1, continued

IE & C:

- Total number of group meetings held in quarter _____
 Approximate number of people at each meeting _____
- Number of Family Planning Awareness seminars held _____
 Approximate number of people participating _____

Training

- Number of Education & Motivation workshops held in quarter _____
 Number of CHAs attending _____

Service Delivery

- Number of service delivery points for family planning active at the end of the quarter _____
 - number of clinics _____
 - number of general hospitals _____
 - other _____

VIII. BUDGET

Local Costs

Salaries and Wages

	<u>Naira</u>	<u>U.S.\$</u>
1FP Coordinator - 100% time	SMOH	
23 FP practitioners - 100% time	SMOH	
1 Secretary - 100% time	SMOH	
1 Medical Practitioner CHO -2% time	SMOH	
16 FP Supervisors - 40% time	SMOH	
45 FP Motivators - 100% time		
15 TOT Participants (Community Health Workers)	<u>SMOH</u>	<u> </u>
Subtotal	0	0

Travel and Associated Expenses

Reassessment/Review:

Transportation for 6 SMOH officials N15/ea/day x 3 days	270	
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Supervisory Visit:

Transportation for 2 SMOH officials @ N100/ea/day x 6 days (during Jan, Feb, and March 1988)	<u>SMOH</u>	<u> </u>
Subtotal	270	69

Supplies and Equipment

Expendable clinic supplies:

Gauze, cotton, sponges and soap	SMOH	
Iodine: 15 clinics x 9 mos @ N50/mo	6,750	
Papers (200 width)	1,800	

Clinic Furniture:

30 fans @ N 300/ea	9,000	
15 chairs @ N300/ea	4,500	
15 filing cabinets @ N500/ea	7,500	
15 instrument tables @ N400/ea	6,000	
30 writing desks @ N300/ea	SMOH	
30 desk chairs @ N100/ea	SMOH	
90 stainless steel lotion cups (6 per clinic) @ N20/ea	1,800	
150 sets of linen (1 pillow case, 1 sheet)@ N50/set	7,500	
90 hand towels @ N5/ea	450	

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150 long benches -		
10 per clinic @ N40/ea	SMOH	
5 benches @ N100/ea	500	
2 office tables @ N150/ea	300	
4 chairs @ N50/ea	200	
	<hr/>	<hr/>
Subtotal	46,300	11,872

Purchased Services

Conference Hall rental @ N200/day x 18 days	SMOH	
Secretarial Services for 18 days @ N10/day	SMOH	
Renovation of the Family Planning Unit in Jalingo Hospital (see attached itemization)	4,000	
	<hr/>	<hr/>
Subtotal	4,000	1,026

Education and Training

I. Awareness Seminars:

1-day seminar for 48 officials:

Opening ceremony	2,000
Lunch for 48 participants @ N10/ea	480
Afternoon snack for 48 participants @ N2/ea	96
Transportation for Dr. Sulaiman (LOS/YOLA/LOS + tax)	300
Stationary for 48 participants @ N20/ea	960
500 workshop folder	SMOH
10 seminar banners	SMOH

1-day seminar for 34 LGA officials:

2 tea breaks for 34 participant @ N4/ea x 2 breaks	272
Writing materials for 34 participants @ N20/ea	680
Lunch for 34 participants @ N10/ea	340

2-day seminar for 46 Principle Medical
Officers and Pharmacists

Transportation for 38 participants @ N100 each	3,800
Per diem for 38 participants @ N70/ea/day x 3 days	7,980
Per diem for 6 participants @ N70/ea/day x 4 days	1,680
Transportation for Dr. Madaki (Zaria/Gongola/Zaria + tax)	300
Per Diem for Ekwempu @ N100/day x 2 days	200
Transportation for Dr. O. Fakeye (Ilorin/Gongola/Ilorin)	300
Per Diem for Fakeye @ N100/day x 2 days	200
2 Tea breaks for 46 participants @ N4/ea	368
Lunch for 2 participants from Yola @ N10/ea/day x 2 days	40
Stationary and supplies for 46 participants @ N20/ea	920

1-day seminar for 35 Assistant Chief Nursing
Officers and Secretaries

Transportation for 32 participants @ N100/ea (exclude 3 Yola participants)	3,200
Per diem for 27 participants @ N70/ea/day x 1 day	1,890
Per diem for 8 participants @ N80/day	640
2 tea breaks at for 35 participants @ N4/ea	280
Lunch for 35 participants @ N10/ea	350
Writing materials for 35 participants @ N20/ea	700

2 1-day seminars for 60 Physicians and Nurses

Transportation reimbursement for 54 participants @ N100/ea	5,400
Per diem for 54 participants @ N70/ea/day x 1 day	3,780
Lunch for 6 participants @ N10/ea	60
Tea breaks for 60 participants @ N4	240
Writing materials for 60 participants @ N20/ea	1,200

II. TOT FOR COMMUNITY HEALTH WORKERS

Transportation for 2 participants (Multie) @ N100/ea	200
Transportation for 13 participants (within Yola) @ N2/ea/day x 18 days	468
Transportation for 1 local trainer	

from Kwara	318
Per diem for 2 participants (from outside Yola) @ N60/ea/day x 21 day	2,520
Per diem for 1 local trainer from Kwara @ N100/day x 21 days	2,100
2 Tea Breaks/day for 15 participants x 18 days @ N4/ea	2,160
Lunch for 13 participants (for Yola participants) @ N10/day x 18 days	2,340
Stationary for 15 participants @ N30/ea	450
Per diem for 1 local trainer from Kwara @ N25/day x 18 days	450

III. TRAINING OF 45 MOTIVATORS

Transportation for 45 @ N83/ea (average)	3,737
Per diem for 45 participants @ N30/ea/day x 15 days	20,250
Per diem for 2 trainers from Mulei @ N70/ea/day x 20 days	2,800
2 Tea Breaks/day for 45 participants @ N4/ea x 14 days	5,040
Training materials for 45 participants @ N30/ea	1,350

IV. SUPERVISORS WORKSHOP

Transportation for 14 participants @ N100/ea	1,400	
Transportation for 2 participants (from Yola) @ N20 each	40	
Per diem for 14 participants @ N60/ea/day x 15 days	12,600	
2 Tea Breaks/day for 16 participants @ N4/ea x 10 days	1,280	
Writing materials for 16 participants @ N30/ea	480	
		<hr/>
Subtotal	98,639	25,292
TOTAL LOCAL COSTS	<u>N149,209</u>	<u>\$38,259</u>
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U.S. COSTS

Education and Training

For Dr. Musa to receive Human Resource and theoretical family planning training:

Human Resource Management at MSH:

Tuition	3,800
Fees	250
Airfare (Lagos/US/Lagos)	1,500
Per Diem (28 days @ \$75/day)	2,100
Travel related expenses	200

Per diem while at Pathfinder/Boston: 10 days @ \$75/day	750
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Insurance	<u>80</u>
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Subtotal	8,680
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TOTAL U.S. COSTS:	<u>\$ 8,680</u>
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SUPPLIES AND EQUIPMENT

1 Manual typewriter (Olivetti)	171
1 Overhead projector	525
1 16mm film projector	645
2 16mm reels @ \$12/ea	24
1 BSS lamp	3
1 ELC lamp	13

1 IUD insertion film	287
30 IUD backup kits @ \$162.82/ea	<u>4,885</u>

TOTAL SUPPLIES AND EQUIPMENT	<u>\$ 6,553</u>
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Bulk

1 Breast exam film (English)	295
1 Pelvic exam film (English)	150
30 IUD insertion kits @ \$58.13/ea	<u>1,744</u>

TOTAL BULK	<u>\$ 2,189</u>
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1/1

BUDGET SUMMARY

Total Local Costs: N149,209
Exchange Rate: N3.9 = US\$1.00
U.S.\$ Equivalence: \$ 38,259

U.S. Costs: \$ 8,680
Supplies and Equipment \$ 6,553
Total Project Costs: \$ 53,492

Value of Bulk: \$ 2,189
Total Value of Project: \$ 55,981



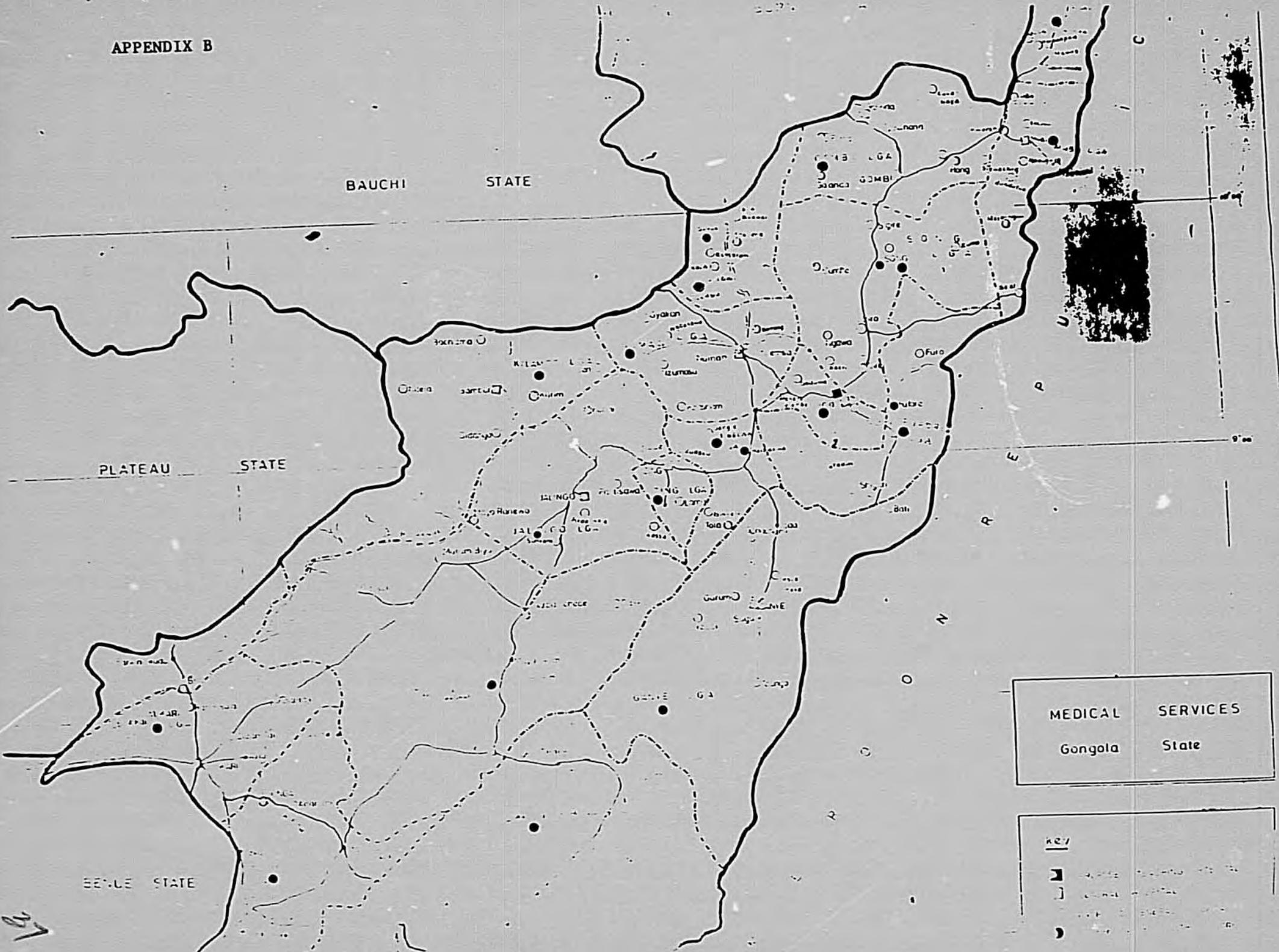
THE ESTIMATES FOR THE RENOVATION OF THE FAMILY
PLANNING UNIT IN JALINGO HOSPITAL

1.	Provide ₱50.00 for the removal of the existing panel walls	- ₱50.00
2.	40No. plywood at ₱60.00 each	- ₱2,400.00
3.	50 No. 5 x 10cm timber	- ₱300.00
4.	1No. measure of 5inch Nails	- ₱100.00
5.	1No. measure of 3 inch Nails	- ₱50.00
6.	1No. flush floor, complete with frames and lock	- ₱105.00
7.	Provide ₱200.00 for repair of drawers	- ₱200.00
8.	Check and repair roof leakages	- ₱100.00
9.	Painting	- ₱50.00
10.	Wall brackets	- ₱20.00
11.	Repair 2No. ceiling fans and install 1No. additional	- ₱195.00
12.	5No. fluorescent tubes complete repairs	- ₱100.00

Sub Total = ₱4,000.00

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APPENDIX B



MEDICAL SERVICES
Gongola State

KEY

- Hospital
- Dispensary
- Health Centre
- Health Centre

APPENDIX C

CURRICULUM VITAE

SURNAME - AMPE
 FULL NAME - ROUEL JUDITH AMPE (MS)
 DATE OF BIRTH - 13TH JANUARY, 1938
 PLACE OF BIRTH - NIJIAN
 MARITAL STATUS - MARRIED BUT NOW SINGLE
 NUMBER OF CHILDREN - 2 CHILDREN, 4 INHERITED ORPHANS
 DENOMINATION - CHRISTIAN

PROFESSIONAL QUALIFICATIONS:

N. R. N. - June 1957 C.M. Training School Wusasa Ibadan
 R. N. - March, 1964 Teaching Hospital Kaduna
 DIPLOMA IN PUBLIC HEALTH - Sept. 1967 School of Hygiene Elejeto Ibadan
 PUBLIC HEALTH NURSE TUTOR - Sept. 1971 Yaba Technical College Lagos.
 FAMILY PLANNING CERTIFICATE - Oct. 1976 from Georgia Atlanta U. S. A.
 POST GRADUATE DIPLOMA CERTIFICATE IN HEALTH SERVICES AND HOSPITAL ADMINISTRATION.
 July, 1983 Polytechnic of the South
 Bank London U. K.

OTHER COURSES ATTENDED.

BASIC HEALTH SERVICES COURSE (1) June, to Sept. 1970 N.I.O.
 Yaba Training Centre Yaba.
 (2) Ile Ife University of Ife.
 HEALTH EDUCATION WORKSHOP: London September, 1972 (2 weeks)

WORKING EXPERIENCE

I/C. General Female/Male Ward: General Hospital Ibadan 1961 - 1964
 I/C. Delivery Suite General Hospital Ibadan 1964 - 1965
 I/C. Nursing Home Maiduguri 1965 - 1967
 I/C. Maternal and Child Health Centre Maiduguri and Bauchi From 1968 to 1970
 Principal Community Nursing Training School Bauchi 1972 - 1980
 HEAD OF DEPARTMENT OF PRIMARY HEALTH CARE UNIT: MIN. OF HEALTH Ibadan.
 1980 - 1981

FROM 1982 TO 1983 ON COURSE (LONDON)

PRACTICAL EXPERIENCE IN HOSPITAL AND HEALTH SERVICES ADMINISTRATION.

1. Royal Infirmary Hospital Chester
2. City Maternity Chester
3. St. Martins House Chester
4. Lightfoot Street Administration Area Chester.

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NATIONAL ASSIGNMENT

December, 1984 to February, 1985 a member of Investigative Committee on Traditional and Alternative Medicine (Federal Ministry of Health).

PROJECT (DISSEMINATION) WRITTEN

1. Case study of Motherless Child
2. Common usage of herbs in the home
3. Report of Health Services in Gongola State.

PLACE VISITED:

IN NIGERIA: Lagos, Kano, Maiduguri, Kaduna, Kano, Enugu, Abba, Ibadan, Niger, Abuja.

ABROAD: Georgia plants U. S. A.

New York U. S. A.

London U. K.

Chertsey U. K.

Cardiff U. K.

Denmark U. K.

San Francisco U. K.

HOBBIES:

House Keeping

Gardening

Chairing

Participation in Women Association

(P. J. AME (M))

Best Available Document



APPENDIX D

GAMBOLA STATE CHILD SPACING (CS) PROGRAM

Local Government Area	Hospital/Clinic	Total Population	Eligible Couples for C.S. Services	Clinics Providing services now	Clinics will provide services from the month of July, 1987	Number of Clients served in 1986	Number of Services providers will be available from July 1987	Number of motivation will be as by December
BALI	General Hospital	204,917	49491		I		1	2
FOFORE	Primary Health Care Center	202,156	44879		will provide Pills Condoms and Foam Tabs			2
GAMYE	General Hospital	326,716	72531	I		251	3	2
GOMBI (GARKIDA)	Primary Health Care Center	342,924	76129		will provide Pills Condoms and Foam Tabs		1	2
GUYUK	Primary Health Care Center	223,008	49508		will provide Pills Condoms and Foam Tabs			2
JALINGO	General Hospital	365,105	81053		I	no reporting under renovation	1	2
K/LAMIDO (RABBU)	General Hospital	326,035	72380		I		1	2
M/BELWA	Primary Health Care Center	245,258	54447		will provide Pills Condoms and Foam Tabs			2
MICHIKA	General Hospital	480,709	106717		I		1	2
MUBI	General Hospital	368,253	81752	I		3021	1	4
MUMAM	General Hospital	275,768	61220	I		1,784	2	2
SARDAUNA (GEMBU)	General Hospital	251,259	55780		I		2	2
SOCHS	Developing FP/CS Clinic	202,105	44867		I		1	2
TAKUM	General Hospital	235,720	52330		I		1	2
MUKARI	General Hospital	268,334	59570	I		133	1	2
YOLA	Specialist Hospital MCN Hospital	152,750	36130	I	2898	192	6	6
ZING	General Hospital	161,407	35832		I		1	2
TOTAL		4.6m	1.1m			5560	23	45

APPENDIX E

Family Planning Clinic - St. Socialist Hospital Jan.-Dec. 1986

Month	Acceptors Pills		Acceptors IUCD		Acceptors Condoms		Acceptors Foam Lbs		Acceptors Injections		Acceptors Diaphragm		Acceptors Cream Jelly		Acceptors Total	
	New	C/Users	New	C/Users	New	C/Users	New	C/Users	New	C/Users	New	C/Users	New	C/Users	New	C/Users
Jan	20	12	20	16	26	5	not in store	-	23	19	1	1	-	-	89	53
Feb	32	28	34	19	44	8	9	4	17	12	-	-	-	-	136	71
March	20	11	26	7	35	27	21	16	15	13	-	-	-	-	117	74
April	26	31	25	32	50	40	12	20	17	28	-	-	-	-	135	151
May	27	31	19	17	35	32	8	5	17	21	-	-	-	-	108	106
June	21	21	11	23	21	13	11	7	20	25	-	-	-	-	97	96
July	23	51	30	27	23	14	11	5	22	27	-	-	4	1	118	125
Aug.	24	42	24	45	23	25	5	0	13	27	-	-	9	3	103	152
Sept.	45	53	18	57	22	12	17	15	10	45	-	-	3	3	115	186
Oct.	31	73	17	41	10	12	5	7	13	51	-	-	1	1	77	185
Nov.	32	73	33	27	27	16	5	7	14	23	-	-	-	1	111	159
Dec.	42	65	13	50	24	27	14	5	15	54	-	-	1	-	115	229
TOTAL	348	511	275	366	343	279	116	94	204	366	1	1	18	9	1,311	1,587

Total New acceptors = 1,311
 Total Continuous Users = 1,587
 Grand Total = 2,898

Number of Clinics Reporting = 1 (only)
 Year = 1986

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Family Planning General Hospital Numan April-December 1986

Month	Acceptors Pills New C/Users		Acceptors IUCD New C/Users		Acceptors Condoms New C/Users		Acceptors Foam Tabs New C/Users		Acceptors Injections New C/Users		Acceptors Others		Acceptors Total New C/Users	
Jan.														
Feb.														
March														
April	5	-	7	-	50	50	15	13	-	-	12	-		89
May	10	5	10	7	62	62	20	15	5	-	10	-	117	89
June	15	10	11	8	42	42	17	12	10	-	14	-	112	72
July	11	15	19	11	38	38	20	13	18	4	10	6	113	81
Aug.	16	11	22	19	40	40	13	16	12	-	9	10	119	96
Sept.	18	14	13	20	42	40	15	18	18	5	12	7	116	120
Oct.	13	26	13	23	51	42	15	12	11	12	8	4	111	119
Nov.	16	43	11	17	22	32	15	9	6	16	4	-	74	117
Dec.	27	25	25	16	57	27	16	6	12	17	3	2	140	93
TOTAL	132	149	131	121	404	373	151	114	92	54	82	29	991	793

TOTAL NEW ACCEPTORS = 991
 TOTAL CONTINUOUS USERS = 793
 GRAND TOTAL = 1.784

NUMBER OF CLINICS REPORTING = 1
 YEAR = 1986

Handwritten mark

MCWC Family Planning Clinic Yola Town May-Dec 1986

Month	Acceptors Pills New C/Users		Acceptors IUCD New C/Users		Acceptors Condoas New C/Users		Acceptors Foam Tabs New C/Users		Acceptors Injections New C/Users		Acceptors Others	Acceptors Total New C/Users	
Jan.													
Feb.													
March													
April													
May	1		4		1	1	-	-			1	8	1
June			2	3	4	6	5	3	1		1	12	12
July	2	2	5	2	10	8	5	2	3		1	23	14
Aug.		1	4	2	4	1	5	4	1			15	8
Sept.		2	6	6	1	3	5	4			1	15	13
Oct.	2	2		5	9	6	3	2	1			15	10
Nov.	6	4	1	3	1	1	1	2	1			10	10
Dec.	9	3	3	1	4	2	1	-	1			15	6
TOTAL	21	17	22	22	34	28	15	17	8		4	112	80

TOTAL NEW ACCEPTORS = 111
TOTAL (CONTINUOUS) USERS = 80

NUMBER OF CLINICS REPORTING = 1 (only)

(1)

General Hospital Garve Family planning clinic Sept.-Dec. 1986

Month	Acceptors Pills New C/User		Acceptors IUCD New C/User		Acceptors Condoms New C/User		Acceptors Foam Tabs New C/User		Acceptors Injection New C/User		Acceptors Other		Acceptors Total New C/User	
	Jan.													
Feb.														
March														
April														
May														
June														
July														
Aug.														
Sept.	2	nil	nil	nil	22	nil	13	-	1	nil	5	nil	43	nil
Oct.	2	1	5	nil	16	5	5	6	6	nil	8	2	63	15
Nov.	5	3	2	3	20	5	4	2	4	nil	5	1	51	14
Dec.	2	4	3	1	15	20	9	3	10	1	nil	nil	40	30
Total	11	8	10	4	74	31	32	11	21	1	18	3	197	59

TOTAL NEW ACCEPTORS = 141
 TOTAL CONTINUOUS USERS = 59
 GRAND TOTAL = 200

NUMBER OF CLINICS REPORTING = 1 (ONE)
 date = 1986

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Family Planning Clinic General Hospital Mubi Oct.-Dec. 1986

Month	Acceptors Pills		Acceptors IUDs		Acceptors Condoms		Acceptors Foam Tabs		Acceptors Injections		Acceptors Other	Acceptors Total	
	New	C/User	New	C/User	New	C/User	New	C/User	New	C/User		New	C/User
Jan.													
Feb.													
March													
April													
May													
June													
July													
Aug.													
Sept.													
Oct.	3	2	14	15	12	-	33		2		15	79	
Nov.	8	8	23	11	10	12	12	33	3	1	32	88	63
Dec.	18	10	6	10	2	13	1				11	40	32
Total	29		43		24	25	46	33	5	1	59	207	95

TOTAL NEW ACCEPTORS = 207
 TOTAL CONTINUOUS USERS = 95
 GRAND TOTAL = 302

NUMBER OF CLINICS REPORTING = 1 (One)
 YEAR = 1986

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General Hospital Wukari Family Planning Clinic Oct.-Dec. 1986

Month	Acceptors Pills New C/User	Acceptors IUCD New C/User	Acceptors Condoms New C/User	Acceptors Foam Tabs New C/User	Acceptors Injection New C/User	Acceptors Other	Acceptors Total New C/User
Jan.							
Feb.							
March							
April							
May							
June							
July							
Aug.							
Sept.							
Oct.	2 ml	1 ml	4 ml	5 ml	4 ml	ml	20 ml
Nov.	2 ml	4 ml	2 ml	3 ml	6 ml	ml	20 ml
Dec.	12 ml	11 ml	11 ml	4 ml	17 ml	ml	61 ml
Total	24 ml	16 ml	17 ml	12 ml	29 ml	ml	101 ml

TOTAL NEW ACCEPTORS = 101
 TOTAL CONTINUOUS USERS =
 GRAND TOTAL = 101

DURSER OF CLINIC EFFICIENCY = 1 (one)
 (E/R = 100)

of

APPENDIX C

Copy of INTRAH/Pathfinder Fund Proposal

COUNTRY: Gongola State, Nigeria

TITLE: Child-Spacing Training

SUBMITTING ORGANIZATION: Ministry of Health

RESPONSIBLE OFFICIAL: Dr. Zira Kumanda
Project Coordinator
c/o Yola Specialist Hospital

DURATION: August 24, 1987 -
March 31, 1988

NUMBER OF PARTICIPANTS: 229 Total
Orientation Seminars 152
Training Workshops 75

SPONSORING ORGANIZATIONS: The Pathfinder Fund and INTRAH

COST TO INTRAH: \$75,000

(Revised August 14, 1987)

CHILD-SPACING TRAINING

GONGOLA STATE

Outcome of Training Activities

The outcome of the training component is to provide child-spacing information, education and motivation activities for all citizens of Gongola State.

Objectives of the Training Component:

1. To increase awareness of 152 multi-sectoral senior officials, senior health officials and health personnel of the need for child-spacing and to gain their acceptance and support of the Gongola State Child-Spacing Program.
2. To develop the capability of 45 community health aides and assistants to provide child-spacing information and education to communities and to motivate potential clients through direct community field work and through mass media.
3. To develop the capability of a health education training team of 14 persons to plan, conduct and evaluate child-spacing community health education and motivation workshops for health and non-health personnel.
4. To prepare 16 supervisors to supervise and promote the work of community health aides who will be conducting community health education and motivation activities.
5. To review the achievements of the project.

Project Training Activities:

Activity # 1

1. Title: Orientation Seminars (3)

2. Purpose: The three seminars are designed to orient senior officials in multiple government sectors, administrators, program managers and health personnel to child-spacing in order to increase their awareness of the Gongola State Child-Spacing Program and of the rationale for child-spacing.

3. Objectives:
 - a) To inform participants of the effects of rapid population growth on socio-economic development across all sectors in Nigeria.
 - b) To enable participants to discuss the concept and health benefits of child-spacing.
 - c) To increase participants' awareness of programmatic linkages of child-spacing with primary health care interventions, namely ORT and EPI, within Gongola State.

4. Content: All seminars will include the following content:
 - a) Gongola State Plan for primary health care including child-spacing and linkages of child-spacing with ORT and EPI.
 - b) Multiple benefits of child-spacing on the health and welfare of families.
 - c) Discussion of concepts, misconceptions, and religious and cultural beliefs of family planning.

In addition to the above content, a two-day seminar for Principal Medical Officers, Chief Nursing Officers and Pharmacist. will include:

- Overview of contraceptive technology
- Dissemination of information to clients
- Participants' role as source of support for service providers
- Use of a client referral system

5. Participants: Seminar 1 (48)

Commissioners from all ministries (9)

Permanent Secretaries from all ministries (9)

Executive Secretary, HSMB (1)

Secretary of Finance and Administration (1)

Heads of parastatals (11)

LGA Chairpersons (17)

Seminar 2 (56)

Opinion Leaders (28)

Church Elders and Islamic Leaders (8)

National Council of Women's Societies (4)

Muslim Women's Association (4)

Rotarians (Businessmen) (4)

Christian Women's Association (4)

Traditional Healers (4)

Seminar 3 (48)

Principal Medical Officers (16)

Chief Nursing Officers (16)

Pharmacists from General Hospitals (16)

6. Trainers and Resource Persons:

Dr. G. Bergthold, IHP

Dr. B. Morah, FMOH (RAPID) (Seminars 1&2)

Mr. Baba, (Seminars 1-3)

Mrs. G. Delano, (Seminars 1-3)

7. Venue: State Assembly Hall
- Date: Seminar 1 August 24, 1987
Seminar 2 August 25-26, 1987
Seminar 3 August 27-28, 1987

Activity # 2

1. Title: Supervisors' Workshop
2. Purpose: The purpose is to develop and implement a supervisory system for community health aides and assistants responsible for child-spacing education and motivation.
3. Objectives:
- a) To enable participants to discuss concepts and styles of management and supervision.
 - b) To enable participants to utilize problem solving techniques.
 - c) To familiarize participants with systems of data collection, analysis, interpretation and application for CS service management.
 - d) To identify roles and responsibilities of supervising community health aides and assistants.
 - e) To develop a plan for implementation of an action-oriented supervisory system.
 - f) To identify and utilize simple performance evaluation methodology for community health aides and assistants.
4. Content:
- a) Concepts and techniques of management/supervision
 - b) Problem solving techniques
 - c) Management information systems utilized in child-spacing service delivery
 - d) Task analysis and development of position descriptions

CS

- e) Contraceptive technology
 - f) Role change for participants
 - g) Evaluation of CHE service providers
5. Participants: 16 community health officers/supervisor responsible for supervision of CHAs who will be trained in activities 4, 5 and 6.
6. Trainers: 2 INTRAH
7. Venue: School of Nursing and Midwifery
Date: September 14 - 25, 1987
8. Evaluation:
- a) INTRAH biodata and participant reaction forms
 - b) Pre- and post- assessments
 - c) Observation and assessment by trainers

Activity # 3

1. Title: Training of Trainers for a Child-Spacing Education Training Team
2. Purpose: This workshop is designed to prepare a training team to plan, conduct, monitor and evaluate child-spacing education and motivation workshops for health personnel who are responsible for educating and informing groups and communities and motivating potential clients. Media personnel from Nigerian Television Authority (NTA) and Gongola Broadcasting Company (GBC) will also participate. It is anticipated that following this activity media representatives will be well informed regarding child-spacing and will use their positions to inform and educate the public.

3. Objectives:
- a) To orient participants to the National Population Policy and the Gongola State Plan for Child-Spacing.
 - b) To enable participants to increase their knowledge and develop skills in child-spacing education and motivation of clients, groups and communities in order that they may provide these services and transfer knowledge and promote skills development among their trainees.
 - c) To enable members of the training team to acquire knowledge and develop skills in adult training and learning methodologies and curriculum development.
 - d) To enable participants to plan, conduct, monitor and evaluate workshops.

4. Content:
- Curriculum for the training of trainers (TOT) workshop will be developed by the workshop trainers and will include but not be limited to the following:
- National Population Policy
 - Gongola State Plan for Primary Health Care including child-spacing
 - Orientation to the training project and the expected role of participants during and following the project
 - Contraceptive technology
 - Community needs assessment
 - Techniques for communication and motivation
 - Overview of sexually transmitted diseases - transmission, consequences and prevention
 - Adult learning methodologies
 - Content and process of curriculum development
 - Methods of evaluating training activities

5. Participants: 3 Health Educators from MOH
2 Clinical Service Providers
2 Health Sisters from MCH Clinic
2 School of Health Technology tutors
2 School of Nursing and Midwifery tutors
2 Media representatives (Nigeria Television Authority and Gongola Broadcasting Corporation)
1 Graphic artist (Ministry Information)
14 Total
6. Trainers: 2 INTRAH
1 Kwara State Trainer (To be confirmed.)
7. Venue: School of Nursing and Midwifery
Date: October 5 - 23, 1987 (3 weeks)
8. Evaluation:
- INTRAH biodata and participant reaction forms
 - Pre and post assessment
 - Role play
 - Participant feedback
 - Assessment of the curricula produced by participants

Activities # 4, 5, and 6

1. Title: Child-Spacing Education and Motivation Workshops (3)
2. Purpose: These activities are designed to prepare 45 community health aides and assistants to educate and motivate potential clients, groups and communities for child-spacing and to provide an opportunity for members of the Child-Spacing Education Training Team to gain competence and confidence in their training skills.

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3. Objectives:
- a) To enable participants to discuss the health benefits of child-spacing to the family, particularly mothers and children.
 - b) To increase participants' knowledge of modern methods of contraception including mechanism of action, and risks and benefits of each method.
 - c) To enable participants to discuss with one another and with clients, misconceptions, religious and cultural beliefs and religious teachings about the health of mothers and children.
 - d) To enable participants to accurately inform and educate MCH clients, groups and communities on the benefits and methods of child-spacing and to motivate potential clients to accept child-spacing services.
4. Content:
- Concept and benefits of child-spacing
 - Demographic data of Gongola State
 - Contraceptive technology
 - Communication techniques
 - Motivation techniques
 - Common misconceptions, religious and cultural beliefs of child-spacing, and religious teachings about the health of mothers and children
 - Field practicum
5. Participants: 45 community health aides and assistants (CHA). There will be a minimum of two CHAs selected from each local government area. Child-spacing clinical services will be accessible to motivated clients.

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6. Trainers: Workshops 4 and 5
5-6 Child-Spacing Education Trainers
1 INTRAH TA
Workshop 6
5 Child-Spacing Education Trainers
7. Venue: Theory: School of Nursing and Midwifery
Practicum: Sites to be determined
- Dates: Activity # 4 November 9-20
Activity # 5 November 30-December 11
Activity # 6 January 11-22
8. Evaluation: a) INTRAH boidata and participant reaction forms
b) Pre- and post- assessments
c) Role play
d) Observation and assessment of field practicum
e) Verbal feedback

Activity # 7

1. Title: Project Review and Reassessment of Needs
2. Purpose: A project review and reassessment of service and training needs will be conducted approximately 3 months following completion of the final training activity for the purpose of determining the output of the trainers and the status of the Gongola State Child-Spacing Program and to identify further service and training needs.
3. Objectives: a) To determine to what extent project goals and objectives were achieved.
b) To assess service performance of at least 20% of trainees from each workshop.

- c) To identify constraints which hinder trainees' job performance in service delivery.
- d) To produce a report on the follow-up of the work plan activities.

4. Content/Methodology:

Will include the following but not be limited to:

- a) Review of the following documents:
 - Gongola State needs assessment
 - Project goals and objectives, service and training
 - Trainers' reports of each workshop
- b) Clinic visits
- c) Field visits with motivators
- d) Review of service statistics

5. Review/Assessment Team:

- 1 Pathfinder
- 1 INTRAH
- 4 Child Spacing Education Trainers

GONGOLA STATE CHILD-SPACING
TRAINING ACTIVITY
PLAN

No.	Activity	Participants	Length of Training	Trainers
1.	Orientation Seminars: Seminar 1	Commissioners (9) Permanent Secretaries (9) Executive Secretary/HSMB (1) Secretary of Finance & Admin. (1) Head of Parastatals (11) LGA Chairpersons (17)	1 Day Aug. 24	Dr. G. Bergthold Dr. B. Morah-FMOH Mr. Baba Ms. G. Delano
	Seminar 2	Opinion Leaders (28): Church Elders & Islamic Leaders (8) National Council of Women's Societies (4) Muslim Women's Association (4) Rotarians (Businessmen) (4) Christian Women's Association (4) Traditional Healers (4)	2 Days Aug. 25 - 26	Dr. G. Bergthold Dr. B. Morah-FMOH Mr. Baba Ms. G. Delano
	Seminar 3	Principal Medical Officers (16) Chief Nursing Officers (16) Pharmacists from General Hosps. (16)	2 Days Aug. 27-28	Dr. G. Bergthold Mr. Baba Ms. G. Delano
2.	Supervisors Workshop	Community Health Officers/ Supervisors (16)	2 Weeks Sept. 14-25	2 INTRAH
3.	TOT For Child- Spacing Education Training Team	Health Educators (3) Clinical Service Providers (2) Senior Health Sisters (2) School of Nursing and Midwifery Tutors (2) School of Health Technology (2) Media (TV & Radio) (2) Graphic Artist (1) from MOI	3 Weeks Oct. 5-23	2 INTRAH
4.	Child-Spacing Educa- tion and Motivation Workshop	Community Health Aides and Assistants (15)	2 Weeks Nov. 9-20	5 Child-Spacing Ed. Trainers 1 INTRAH - TA
5.	Child-Spacing Educa- tion and Motivation Workshop	Community Health Aides and Assistants (15)	2 Weeks Nov. 30-Dec. 11	5 CS Ed. Trainers 1 INTRAH - TA
6.	Child-Spacing Educa- tion and Motivation Workshop	Community Health Aides and Assistants (15)	2 Weeks Jan. 11-22	5 CS Ed. Trainers
7.	Project Review and Reassessment of Needs	1 Pathfinder 1 INTRAH 4 CS Ed. Trainers	March 1988	

Revised 8/26/87

GONGOLA STATE
CHILD-SPACING TRAINING
PLAN

NO.	ACTIVITY/WORKSHOP	Month:						
		Aug	Sept	Oct	Nov	Dec	Jan	Feb
1.	Orientation Seminars							
	Seminar 1	(-)						
	Seminar 2	(-)						
	Seminar 3	(-)						
2.	Supervisors Workshop		(--)					
3.	TOT For Child-Spacing Education Training Team			(--)				
4.	Child-Spacing Education and Motivation Workshop				(--)			
5.	Child-Spacing Education and Motivation Workshop				(--)			
6.	Child-Spacing Education and Motivation Workshop					(--)		
7.	Project Review and Re- assessment of Needs							(-)

SUGGESTED TRAINING MATERIALS

LIST OF MATERIALS	ORIENTATION SEMINARS	SUPERVISORS WORKSHOP	TOT	CHE WORKSHOP
1. Teaching and Learning with Visuals			14	
2. Family Planning Methods and Practice (CDC)		16	14	45 #3,4,6
3. Concepts and Issues in Family Planning (INTRAH)			14	
4. Teaching for Better Learning (Abbatt)			14	
5. Family Planning: Its Impact on Women and Children (Columbia University)	152	16	14	45 #3,4,6
6. On Being In-Charge		16	14	
7. Bridging the Gap (Save Children)				
8. Helping Health Workers Learn (Werner)		16	14	45 #3,4,6