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Program for International Training in Health

The University of North Carolina at Chapel Hill
School of Medicine

**PAC IIb
Semi Annual
Report #3**

October 1, 1990 to
March 31, 1991

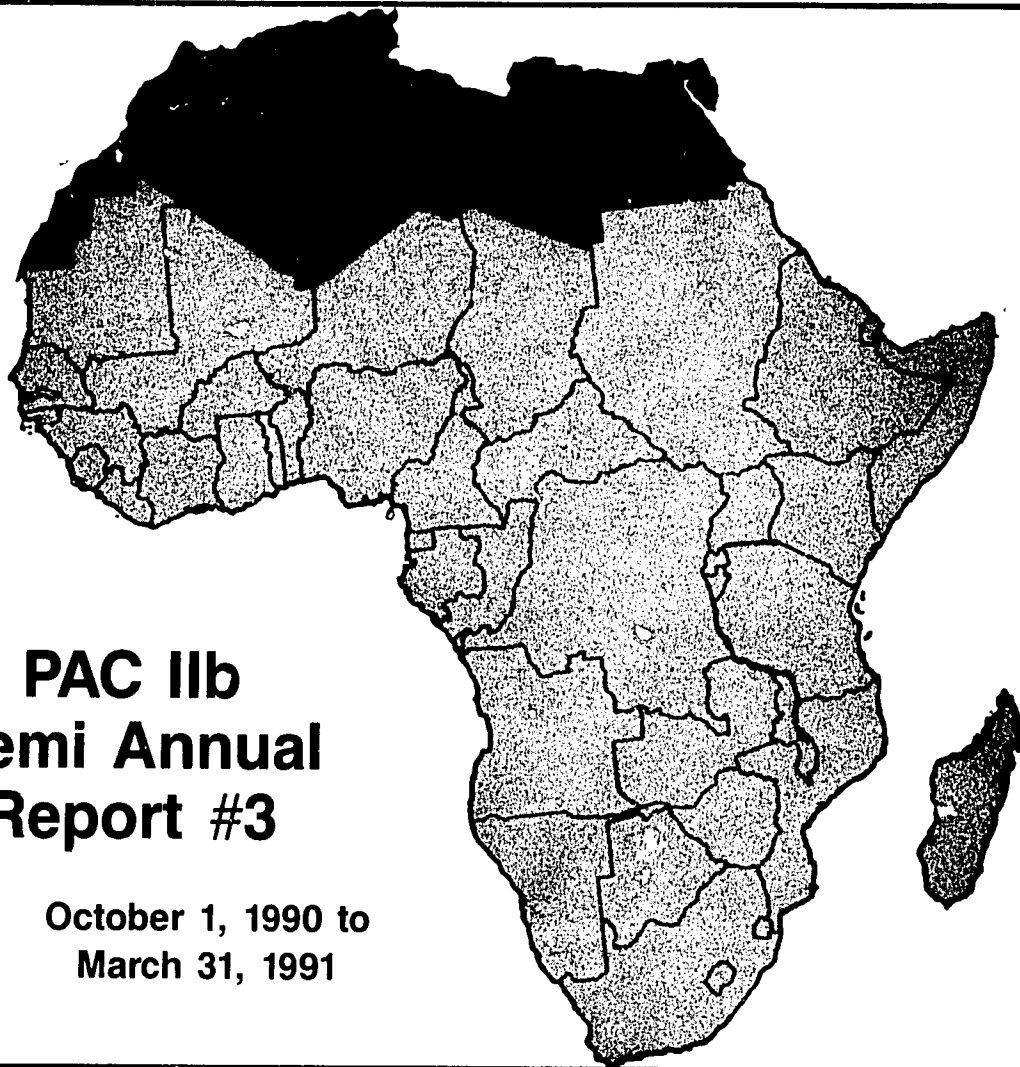


TABLE OF CONTENTS

PAC IIb

SEMI-ANNUAL REPORT #3
October 1, 1990 - March 31, 1991

INTRODUCTION.....	i
HIGHLIGHT.....	iii
INTRAH PUBLICATIONS.....	v
TRAINING AND TECHNICAL ASSISTANCE	
I. QUANTITATIVE SUMMARY.....	3
Review and Projections, Tables 1-5	5
II. ANGLOPHONE AFRICA	
A. In-Country Activities.....	17
B. Regional Activities	20
C. Summary of Activities	21
III. FRANCOPHONE AFRICA	
A. In-Country Activities.....	35
B. Regional Activities.....	40
C. Summary of Activities	42
TECHNICAL SERVICES	
I. TRAINING MATERIALS SERVICE	
A. Review - Past Six Months	65
B. Projections - Next Six Months.....	67
II. EVALUATION SERVICE	
A. Review - Past Six Months	69
B. Projections - Next Six Months.....	71
III. DATA MANAGEMENT SERVICE	
A. Review - Past Six Months	74
B. Projections - Next Six Months.....	74
IV. CLINICAL OFFICER'S SERVICE	
A. Review - Past Six Months	75
B. Projections - Next Six Months.....	75

TABLE OF CONTENTS (Continued)

APPENDICES

A. Chronological Chart of Completed Activities.....	81
B. Trip Report Summary.....	93
C. Trips and Training Activities by Month:.....	97
Review - Past Six Months	
Projections - Next Six Months	
D. Summary of Participants to U.S.-Based, Third-Country, Regional and Inter-Regional Training Programs	103
E. Organizational Chart.....	107
F. INTRAH Personnel (as of Mar 31, 1991).....	111
G. Visitors to INTRAH.....	115
H. Briefings and Debriefings.....	129
I. Financial Summary (Limited Distribution).....	135

INTRODUCTION

During this reporting period, INTRAH initiated PAC-IIb family planning training development efforts in Uganda, Cape Verde, Kenya, Côte d'Ivoire and Tanzania and laid groundwork for new activities in Cameroon, Rwanda, Niger and Burkina Faso.

With financial support from ST/POP/IT, several USAID missions and REDSO/WCA, INTRAH also continued to build on its nearly twelve years of PAC training assistance to African public and private sector family planning agencies. Several activities which have taken place in the past six months deserve special mention:

- As the USAID bilateral family planning project approaches start-up in Tanzania, INTRAH's Regional Office in Nairobi has already initiated a working relationship with the Ministry of Health and the UNFPA Representatives there. INTRAH is working to strengthen the impact of combined donor resources by helping to link the service provider training needs to be served by the USAID bilateral with those identified by the UNFPA-funded national family planning project.
- After a five-year absence, INTRAH has returned to Cameroon at the invitation of the USAID mission and the Ministry of Public Health. INTRAH/Lomé's February-March needs assessment in Cameroon created the basis for a training development strategy that will support the country's new initiative to dramatically expand the delivery of integrated family planning/maternal-child health services.
- INTRAH/Nairobi is providing technical assistance to the MCH/FP training and service delivery units of Chogoria Hospital, a Kenya NGO, to expand Chogoria's capacity to train both local and international service providers. Following the model used successfully in the Philippines in PAC-IIa, INTRAH will help Chogoria personnel build the curriculum, training skills and clinical service techniques so that Chogoria can more effectively serve its own constituents and programs in other countries as well.

- In both Uganda and Burkina Faso, INTRAH has helped to build strong and effective national teams of skilled family planning trainers. Those teams have become their governments' central resources for training in family planning projects sponsored by other A.I.D. Cooperating Agencies and other donors. INTRAH is returning to both countries to assist the training teams in national efforts to decentralize training as a means to accelerate service delivery in previously unserved and underserved areas of their countries.

Continuity in technical assistance and cooperation strengthens development partnerships and serves the goal of institutionalization. INTRAH always enjoys responding to new opportunities to help build family planning service capacities through training. But it's also gratifying to work with "old" partners as they flourish, grow and mature into sustainable family planning training resources for their countries and the region.

James W. Lea, Ph.D.

Director

March 31, 1991

HIGHLIGHT

A highlight of PAC-IIb activity in Africa during this reporting period has been the documentation of the positive impact of training assistance on family planning service delivery. A review of PAC-IIa final project evaluations and of studies conducted by other CAs confirms that strengthening host country institutional capacities to train service providers and supervisors is a key factor in expanding service availability, attracting new acceptors and retaining users of family planning services. Some examples:

- Two years after the conclusion of an INTRAH-assisted project to train new provider personnel in Niger, a USAID evaluation documented the successful operation of 41 new family planning service delivery sites staffed by 60 skilled INTRAH-trained providers.
- In Burkina Faso, the INTRAH and the MOPH's national training team used six Ouagadougou clinics as clinical training sites. A later study by another assistance organization showed a 125% increase in the utilization of MCH/FP services at those clinics.
- A field evaluation of the impact of INTRAH's work to develop the Uganda Core Training Team documented a 21% increase in new acceptors and a 75% increase in continuing users of family planning services at the trainees' work sites.

It has traditionally been difficult to track the impact of training on improvements in family planning programs beyond the improved technical performance of individual trainees. So it is particularly gratifying to note facts and figures that document the central value of training in the overall effort to develop, expand and institutionalize family planning services.

INTRAH PUBLICATIONS

In PAC IIb, INTRAH supports the development of two types of materials: prototypes or generic materials and country or region-specific training materials. The prototypes are designed with adaptation potential in mind. Adaptations of INTRAH prototypes include the Bangladesh *Quality Assurance Manual*, which was adapted from the INTRAH *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases*, and the translation in Egyptian Arabic of the INTRAH TIP: *Sterilization, Disinfection, Decontamination and Cleaning of FP/MCH Clinic Equipment*, published in 1989. The texts which accompany the annual INTRAH Trainers' Calendar have been used as trainer and trainee reference materials in Uganda, Botswana, Somalia, Burkina Faso and Togo, and at regional workshops and meetings in Thailand, Sri Lanka, the Philippines, Kenya, Burkina Faso and Togo.

Two examples of generic materials were produced during this report period. An INTRAH TIP, the *List of Free Materials in Family Planning/Maternal and Child Health*, 4th edition, is a compilation of more than 260 informational and reference documents in English and French, available free of charge to persons in developing countries. The List was sent to 1800 persons and institutions. Numerous requests have been received for additional copies, confirming the usefulness and relevance of this publication to health and family planning professionals and training institutions throughout the world. INTRAH welcomes information about free materials for inclusion in the next edition.

In December 1990, 1000 copies of the 1991 INTRAH Calendar for Trainers were sent to training, service and international assistance agencies. The theme of the calendar is: *Preventing Accidental Infection in the Clinic/Comment prévenir les infections accidentelles dans les centres de santé*. The 1991 calendar, like its predecessors, is designed to be used as a reference booklet as well as a calendar. User feedback and additional requests indicate that the calendar content is timely, useful and highly appreciated as a reference and training resource.

Materials Developed by INTRAH*

INTRAH Reference Books

- Concepts and Issues in Family Planning (1984).
- Teaching and Learning with Visual Aids (1985).
A low-cost 1987 English edition is available from Teaching Aids at Low Cost, P.O. Box 49, St. Albans, Herts, AL1 4AX UK.
- Glossaire de Termes de Planification Familiale / Glossary of Family Planning Terms (1987).
Single copies are free only to individuals, institutions, and USAID offices in developing countries. For all others, it is \$8/copy, postage and handling included, through INTRAH in Chapel Hill.
- Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers (1989). English, only. First edition out of print and under revision. French translation/adaptation in progress.

INTRAH TIPs (Training Information Packets)

- AIDS: Of Importance to Family Planning Workers Throughout the World (June 1987).
- Breastfeeding and Contraception: An Update (December 1987).
- Dimensions of Counseling in Family Planning (October 1988). English, only.
- Where There is No Librarian... Organizing and Maintaining a Resource Collection (March 1989).
- Sterilization, Disinfection, Decontamination and Cleaning of FP/MCH Clinic Equipment (March 1989). English, only. Out of Print.
- La Supervision Quantitative en Planification Familiale (April 1989). French, only.
- List of Free Materials in FP/MCH (4th ed., Nov. 1990).

INTRAH Calendars

- 1987 Calendar for Trainers: Training Tools.
- 1988 Calendar for Trainers: Where there are no training materials...
- 1989: An Appointment Calendar with Illustrations for Trainers / Un Agenda illustré pour les formateurs.
- 1990: An Appointment Calendar for Trainers / Un Agenda pour les formateurs: Featuring 6 visual design principles.
- 1991: An Appointment Calendar for Trainers / Un calendrier pour les formateurs: Preventing Accidental Infection in the Clinic.

* Single copies of materials developed by INTRAH are free to individuals and agencies working in developing countries. Unless otherwise indicated, materials are available in English and French.

Selected Materials Developed with INTRAH Technical Assistance**

In Anglophone African Countries

Completed Materials

- Zimbabwe National Family Planning Council (ZNFPC): *Child Spacing and Family Planning Clinical Procedures Manual* (1985).
- Zimbabwe National Family Planning Council (ZNFPC): *Child Spacing and Family Planning Community Based Distributor Procedure Manual* (1985).
- Botswana Ministry of Health (MOH): *Botswana Family Planning General Policy Guidelines and Service Standards* (Oct. 1987).
- Kenya Ministry of Health, Division of Family Health (MOH/DFH): *MCH/FP Curriculum for Nurses and Clinical Officers 1986*.
(Technical assistance provided by INTRAH, John Snow Family Planning Private Sector (FPPS) and African Medical and Research Foundation (AMREF). April 1988 edition available from AMREF, P.O. Box 30125, Nairobi, Kenya).
- Botswana Ministry of Health (MOH): *Family Planning Procedure Manual for Service Providers* (1990).
- Botswana Ministry of Health (MOH): *Guide to Family Planning Integration into Pre-Service and Post Basic Training Programs* (1990).

In Francophone African Countries

Completed Materials

- Togo Ministry of Public Health/Social Affairs and Condition of Women (MOPH/SACW):
French title: *Document sur la Politique et la Standard des Services de Planification Familiale pour la Togo* (1990).
English translation of title: *Togo Family Planning Service Policy and Service Standards*.

Materials In-Progress

- Chad Ministry of Public Health (MOPH):
French title: *Manuel Technique pour Prestataires des Services de Bien-Etre Familiale: Tchad*.
English translation of title: *Chad Family Planning Service Provision Guidelines*.

** For information about the availability of these materials, contact the host country institution.

TRAINING AND TECHNICAL ASSISTANCE

1

QUANTITATIVE SUMMARY

From September 25, 1989 to March 31, 1991, INTRAH supported 337 formula trainees (229 individual trainees) of the PAC IIb target of 15,000 during 1,825 trainee days of first generation training activities. Participants from 9 African countries attended 18 training activities: 12 in-country, 1 regional, 2 third country and 3 U.S.-based training activities. Regional, U.S.-based and third country training accounted for 20 trainees and 194 trainee days.

INTRAH assistance was provided in 14 of the 18 PAC IIb target countries: Botswana, Burkina Faso, Cameroon, Cape Verde, Chad, Côte d'Ivoire, Kenya, Madagascar, Niger, Rwanda, Tanzania, Togo, Uganda and Zaire. INTRAH worked with 17 host country institutions -- Botswana MOH, Burkina Faso MOH, Cameroon MOH, Cape Verde MOH, Côte d'Ivoire MOH, Côte d'Ivoire AIBEF, Kenya DFH, Madagascar MOH, Niger MOH, Rwanda ONAPO, Tanzania MOH, Togo MOH, Togo ATBEF, Uganda MOH, Zaire AZBEF and Zaire PSND -- and assisted 1 third-country institution.

I. TRAVEL AND TRAINING SUMMARIES:**REVIEW AND PROJECTIONS**

Table 1: INTRAH Completed Training Activities by Locale of Training and Country (October 1, 1990 - March 31, 1991)

Table 2: INTRAH Completed Travel for Technical Assistance/Training Summary (October 1, 1990 - March 31, 1991)

Table 3: INTRAH Completed Travel for Planning/Coordination Meetings and Staff Development by Type of Trip and Country (October 1, 1990 - March 31, 1991)

Table 4: INTRAH Projected Training Activities (April 1, 1991 - September 30, 1991)

Table 5: INTRAH Travel Projections (April 1, 1991 - September 30, 1991)

Table 1
 INTRAH Completed Training Activities
 By Locale of Training and Country
 October 1, 1990 - March 31, 1991

Training Topic	Trainers	Dates
** IN-COUNTRY TRAINING		
* CAPE VERDE MOH/L/SA Non-Clinical FP	Bahamondes, L McCharen, N Ekué, B (12/2-8)	Dec 1 - Dec 5
* COTE D'IVOIRE AIBEF Basic Clinical FP	Boly, A Pina, M	Nov 19 - Dec 6
* UGANDA MOH Prog Plan and Eval Prog Plan and Eval	Wachira, J Jennings, L Muhuhu, P Wachira, J	Mar 4 - Mar 8 Mar 13 - Mar 15
** THIRD-COUNTRY TRAINING		
* KENYA MCH/FP Integration Skills Study Tour for Uganda	Chogoria CHD Wachira, J, accomp.	Oct 3 - Oct 19 Jan 27 - Feb 2

Table 2
 INTRAH Completed Travel for Technical Assistance & Training
 By Type of Trip and Country
 October 1, 1990 - March 31, 1991

Travelers	Dates
** IN-COUNTRY TRAINING	
* CAPE VERDE MOH/L/SA Bahamondes, L McCharen, N Ekué, B (12/2-8)	Dec 1 - Dec 5
* COTE D'IVOIRE AIBEF Boly, A Pina, M	Nov 19 - Dec 6
* UGANDA MOH Wachira, J Jennings, L Muhuhu, P Wachira, J	Mar 4 - Mar 8 Mar 13 - Mar 15
** NEEDS ASSESSMENT	
* BURKINA FASO MOHSA Bongwele, O Thiam, D Gaye, P (10/29-11/3, 11/14-17) Kabore, J Royer, AC	Oct 29 - Nov 17
* CAMEROON MOPH Bongwele, O Pina, M Thiam, D Mutombo, Y	Jan 24 - Feb 9
* RWANDA ONAPO Gaye, P Seck, P Boly, A	Jan 14 - Feb 9
** PROGRAM PLANNING	
* CAMEROON MOPH Lea, J Gaye, P	Dec 2 - Dec 7
* TANZANIA MOH Muhuhu, P	Nov 12 - Nov 15
** PROJECT DEVELOPMENT	
* BURKINA FASO MOHSA Gaye, P	Mar 4 - Mar 6
* UGANDA MOH Muhuhu, P Mtawali, G Baker, R (10/10-19) Durham, C (10/10-14)	Oct 3 - Oct 19
** PROPOSAL PREPARATION	
* BURKINA FASO MOHSA Bongwele, O Gaye, P (12/9-15) Knauff, L Corbett, M Kabore, J deSole, R (USAID) (12/9-15) Batta, F (DFP) (12/9-15) Sebgo, P (DSF) (12/9-15)	Dec 3 - Dec 15
* TANZANIA MOH Muhuhu, P Wachira, J	Feb 11 - Feb 12
* TOGO Newman, C Bongwele, O	Dec 2 - Dec 10

Table 2
INTRAH Completed Travel for Technical Assistance & Training
By Type of Trip and Country
October 1, 1990 - March 31, 1991

Travelers	Dates
** TECHNICAL ASSISTANCE	
* COTE D'IVOIRE MOPH/SP Boly, A Bongwele, O Pina, M	Jan 7 - Jan 12
* KENYA Matatu, S Matatu, S	Nov 10 - Nov 21 Jan 7 - Feb 28
* NIGER Fontaine, A	Nov 9 - Nov 16
** THIRD-COUNTRY TRAINING	
* KENYA Chogoria CHD for Uganda and INTRAH/Lomé Wachira, J, accomp., for Uganda	Oct 3 - Oct 19 Jan 27 - Feb 2

Table 3
 INTRAH Completed Travel for Planning/Coordination Meetings
 and Staff Development By Type of Trip and Country
 October 1, 1990 - March 31, 1991

Travelers	Dates
** PLANNING/COORDINATION MEETINGS	
* COTE D'IVOIRE REDSO/WCA Gaye, P Boly, A	Oct 15 - Oct 19
* UNITED STATES Baker, R	Oct 3
Newman, C	Oct 30
Lea, J	Nov 6
Durham, C	Nov 7 - Nov 8
Murphy, C	Nov 14
Muhuhu, P Gaye, P Lea, J Angle, M	Nov 26 - Nov 28
Corbett, M Newman, C Murphy, C	
Beasley, G Baker, R	
Muhuhu, P Gaye, P	Nov 29
Muhuhu, P Gaye, P	Nov 29
Angle, M	Dec 3
Baker, R Durham, C	Dec 13
Lea, J	Dec 13
Newman, C	Dec 18
Corbett, M	Jan 4
Lea, J	Jan 7
Newman, C	Jan 9 - Jan 10
Newman, C	Jan 29
Angle, M	Mar 7 - Mar 8
Lea, J Baker, R Knauff, L Corbett, M	Mar 11
Newman, C	Mar 11 - Mar 12
Maglaque, P	Mar 19 - Mar 23
** STAFF DEVELOPMENT	
* KENYA RON Staff	Nov 6 - Nov 8
Thiam, D	Oct 3 - Oct 19
* UNITED STATES Knauff, L Newman, C Beasley, G	Oct 1 - Oct 2
Durham, C Dangerfield, L	Nov 5 - Nov 6
Corbett, M Beasley, G	Nov 7
Dennis, J Wollan, B	Nov 8

Table 4
 INTRAH Projected Training Activities
 By Locale of Training and Country
 April 1, 1991 - September 30, 1991

Training Topic	Trainers	Projected Dates
** IN-COUNTRY TRAINING		
* BURKINA FASO MOHSA Prog Plan and Eval	Gaye, P 1 TRG (Leonhardt) 1 PCS (Langlois) 4 National Trainers	Apr 22-Apr 25
Training Skills	1 INTRAH 2 National Trainers	May 13-May 25
Training Skills	2 National Trainers	Jun 10-Jun 22
Training Skills	2 National Trainers	Jul 1-Jul 13
Training Skills	2 National Trainers	Jul 1-Jul 13
* CAMEROON MOPH Training Skills	1 INTRAH 1 Consultant	TBD: July 1991
Mat/Curr Development	1 Consultant	TBD: Aug 1991
Mat/Curr Development	1 Consultant	TBD: Aug 1991
Precepting Skills	1 INTRAH 1 Consultant 1 MOPH	TBD: Sept 1991
* COTE D'IVOIRE Non-Clinical FP	Boly, A Pina, M Maidouka, H	Apr 2-Apr 6
Precepting Skills	2 INTRAH	TBD: June 1991
* TANZANIA MOH Mat/Curr Development	2 INTRAH	TBD: May 1991
* TOGO MOPH Prog Plan and Eval	2 RO/L Hounzah, N Kempatibe, N	TBD: Apr/May '91 (3 days)
Precepting Skills	1 RO/L Hounzah, N 1 Consultant	TBD: Aug/Sept 1991 (6 weeks)
* UGANDA MOH Comprehensive Clinical FP	ZNFPC	TBD: 6 weeks
Clinical FP Update	1 INTRAH/ROW 1 Consultant	Jul 15-Aug 2
Clinical FP Update	1 Consultant 2 Master Trainers	Aug 5-Aug 24
* ZAIRE AZBEF Mat/Curr Development	1 INTRAH 2 PSND 2 AZBEF 1 SANRU	TBD: 2 weeks
Basic Clinical FP	1 INTRAH 2 AZBEF	TBD: 4 weeks
* ZAIRE PSND Mat/Curr Development	1 INTRAH 2 PSND 2 AZBEF 1 SANRU	TBD: 2 weeks
Basic Clinical FP	2 PSND	TBD: 4 weeks
Clinical FP Update	1 INTRAH 2 PSND	TBD: 4 weeks
** REGIONAL TRAINING		
* TOGO Evaluation	Gaye, P Kabore, J Bongwele, O Newman, C	May 21-May 29
Training Skills	Francophone Clinical FP Trainers 1 RON	TBD: Sept 1991
** THIRD-COUNTRY TRAINING		
* BURKINA FASO MOHSA Study Tour	1 INTRAH (accomp)	Aug 26-Sep 7
** U.S.-BASED TRAINING		
* UGANDA MOH MCH/FP Integration Skills	TBD	Jun 17-Jul 19

Table 5
INTRAH Travel Projections
By Type of Trip and Country
April 1, 1991 - September 30, 1991

Travelers	Projected Dates
** IN-COUNTRY TRAINING	
* BURKINA FASO MOHSA Gaye, P 1 TRG (Leonhardt) 1 PCS (Langlois) 4 National Trainers	Apr 22 - Apr 25
1 INTRAH 2 National Trainers	May 13 - May 25
* CAMEROON MOPH 1 INTRAH 1 Consultant 1 Consultant 1 Consultant 1 INTRAH 1 Consultant 1 MOPH	TBD: July 1991 TBD: Aug 1991 TBD: Aug 1991 TBD: Sept 1991
* COTE D'IVOIRE Boly, A Pina, M Maidouka, H 2 INTRAH	Apr 2 - Apr 6 TBD: June 1991
* TANZANIA MOH 2 INTRAH	TBD: May 1991
* TOGO MOPH 2 RO/L Hounzah, N Kambatibe, N 1 RO/L Hounzah, N 1 Consultant	TBD: Apr/May 1991 (3 days) TBD: Aug/Sept 1991 (6 weeks)
* UGANDA MOH 1 INTRAH/RON 1 Consultant 1 Consultant 2 Master Trainers	Jul 15 - Aug 2 Aug 5 - Aug 24
* ZAIRE AZBEF 1 INTRAH 2 PSND 2 AZBEF 1 SANRU 1 INTRAH 2 AZBEF	TBD: 2 weeks TBD: 4 weeks
* ZAIRE PSND 1 INTRAH 2 PSND 2 AZBEF 1 SANRU 1 INTRAH 2 PSND	TBD: 2 weeks TBD: 4 weeks
** NEEDS ASSESSMENT	
* KENYA Muhuhu, P Boly, A Wachira, J	TBD: 1991
** PLANNING/COORDINATION MEETINGS	
* UNITED STATES Arlington, VA Gaye, P Nana, A Muhuhu, P Wachira, W INTRAH/CH Staff	Jun 24 - Jun 26
Chapel Hill, NC RO/L Staff RO/N Staff	Aug 12 - Aug 23
** PROGRAM PLANNING	
* CAPE VERDE MOH/L/SA Gaye, P Dupret, A (MOH/L/SA Cape Verde)	May 13 - May 17
* ZAIRE AZBEF Lea, J Baker, R Corbett, M	May 6 - May 9
* ZAIRE PSND Lea, J Baker, R Corbett, M	May 6 - May 9

Table 5, continued
 INTRAH Travel Projections
 By Type of Trip and Country
 April 1, 1991 - September 30, 1991

Travelers	Projected Dates
** PROJECT DEVELOPMENT	
* CAMEROON MOPH 2 INTRAH	TBD: May 1991 (1 week)
* CAPE VERDE MOH/L/SA 1 RO/L 1 CH	TBD: 1991
* COTE D'IVOIRE 2 INTRAH 1 TRG	TBD: July 1991
* RWANDA ONAPO 2 INTRAH 1 TRG (Frelick, G)	TBD: 1991
* TANZANIA MOH 1 RON 1 Consultant	TBD: July 1991
* TOGO MOPH Boly, A Thiam, D Baker, R 2 DME 1 ATBEF	TBD: Apr 1991 (1 week)
* ZIMBABWE ZNFPC Muhuhu, P Mtawali, G	Sep 8 - Sep 20
** REGIONAL TRAINING	
* TOGO Gaye, P Kabore, J Bongwele, O Newman, C Francophone Clinical FP Trainers 1 RON	May 21 - May 29 TBD: Sept 1991
** REVIEW/EVALUATION	
* UGANDA MOH TBD	Apr 2 - Apr 30
* BURKINA FASO MOHSA INTRAH DSF DFP	TBD: July 1991
** STAFF DEVELOPMENT	
* KENYA RO/N Newman, C RON Staff	TBD: Summer 1991
** TAC MEETING	
* KENYA Lea, J Knauff, L Ngcongco, N Boly, A Batta, F	Apr 15 - Apr 19
* TOGO 1 RON Staff 1 RON TAC Member Corbett, M	TBD: July 1991 (2 weeks)
** TECHNICAL ASSISTANCE	
* BURKINA FASO MOHSA 1 INTRAH 1 INTRAH 2 National Trainers (1 DSF and 1 DFP) 1 INTRAH UNICEF	Apr 29 - May 10 Jun 17 - Jun 29 Sep 23 - Oct 5
* CAMEROON MOPH 1 Consultant 1 Consultant	TBD: June 1991 TBD: July 1991

Table 5, continued
 INTRAH Travel Projections
 By Type of Trip and Country
 April 1, 1991 - September 30, 1991

	Travelers	Projected Dates
*	TANZANIA MOH	
	1 INTRAH	Apr 22 - Apr 26
	TBD	May 14 - May 24
	2 INTRAH 1 CEDHA 1 MOH	May 29 - May 31
	2 INTRAH 1 CEDHA	Jun 17 - Jun 28
	TBD	TBD: June 1991
	2 INTRAH 1 CEDHA 1 MOH	Jul 15 - Aug 2
	TBD	TBD: Sept 1991
*	TOGO	
	Gaye, P Bongwele, O Newman, C Kabore, J	Apr 8 - Apr 19
	1 RO/L Hounzah, N 1 Consultant	TBD: June 1991 (3 weeks)
	Hounzah, N	TBD: July 1991 (4 weeks)
	1 RO/L Hounzah, N	TBD: Aug 1991 (2 wks)
*	UGANDA MOH	
	1 INTRAH/ROH Ngcongco, N (consultant)	Jun 12 - Jun 14
	1 MOH (Dr. Kyabaggu) 1 DDMS (PH)	
	1 INTRAH/ROH Ngcongco, N (consultant) 1 ADMS MCH	Jun 17 - Jun 21
	1 Resource Person	
	1 Consultant 1 ADMS MCH	Jul 8 - Jul 12
	1 Consultant or 1 Curriculum Designer	Sep 9 - Oct 4
*	ZAIRE AZBEF	
	1 INTRAH (1st region only) 2 AZBEF	TBD: 4 weeks
**	THIRD-COUNTRY TRAINING	
*	BURKINA FASO MOHSA	
	1 INTRAH (accomp)	Aug 26 - Sep 7

II. ANGLOPHONE AFRICA

A. IN-COUNTRY ACTIVITIES

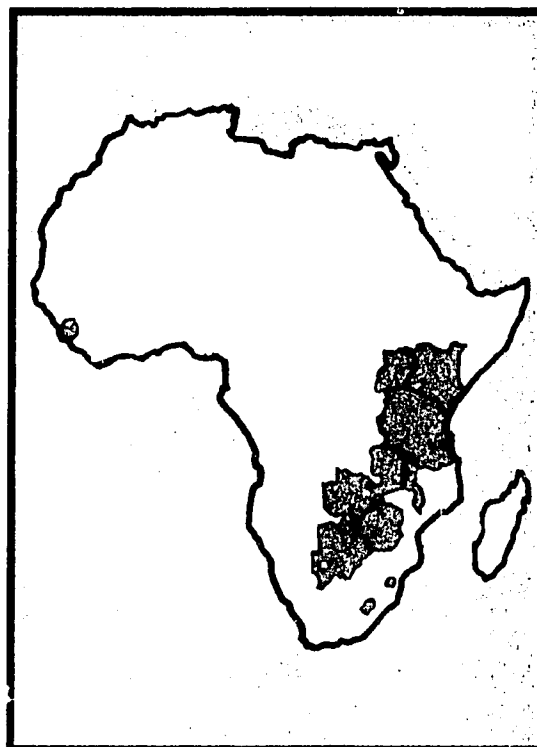
B. REGIONAL ACTIVITIES

C. SUMMARY OF ACTIVITIES

Anglophone Africa

countries marked with an asterisk are featured in this report

Botswana	✱	Swaziland	□
Kenya	✱	Tanzania	✱
Lesotho	□	Uganda	✱
Malawi	□	Zambia	□
Sierra Leone	□	Zimbabwe	✱



TRAINING AND TECHNICAL ASSISTANCE

II. ANGLOPHONE AFRICA

A. IN-COUNTRY ACTIVITIES

During the third semi-annual reporting period of PAC IIb, the anglophone Africa program provided training and/or technical assistance in Kenya, Uganda and Tanzania and coordinated training, technical assistance and/or training plans with AVSC, SEATS, Population Council, Mothercare, PATH, UNFPA, USAID in Kenya, Uganda and Tanzania, REDSO/ESA, the Kenya Red Cross Society, the Kenya Museums, and the Chogoria Community Health Department.

The **Uganda** MOH-INTRAH three-year training project began during this report period: a subcontract was negotiated in October 1990, two national training team nurse/trainers were trained at Chogoria in October, and four Ministry of Health senior

managers visited Chogoria in January to study possible applications for Uganda. The training project was inaugurated in March 1991 by a Start-Up Workshop facilitated by INTRAH and Training Resources Group (an INTRAH subcontractor) and attended by 47 representatives of ministries, NGO's and donor assistance agencies. The Start-Up Workshop was followed by a Team Building Workshop for the training team. The project is funded through a buy-in from USAID/Uganda.

INTRAH assistance to the UNFPA-funded family planning training project in **Tanzania** was planned during this reporting period. INTRAH staff in Nairobi worked with staff of the National Family Program and UNFPA to prepare a training plan that will result in regional training capacity and capability for training in family planning, which is intended to accelerate service availability. INTRAH has also discussed participation in the USAID/Tanzania-funded bilateral project with REDSO/ESA and the incoming Population Officer for USAID/Tanzania.

In **Kenya**, INTRAH worked with training staff of the Division of Family Health/Ministry of Health to review the results of INTRAH's annual, two-week training assistance to the DFH during PAC IIa, and the recommendations of the recently-released USAID training evaluation of the DFH. In connection with the evaluation report, INTRAH furnished USAID with copies of 5 curricula used during INTRAH workshops for the DFH during 1985-89, in order to correct a factual error or impression, which appeared in the report. The INTRAH-DFH meetings during January resulted in an inventory of training needs and a three-year training plan, upon which the DFH can base requests for training, technical and financial assistance.

INTRAH, Population Council/Nairobi and PATH/Nairobi worked on preparation of a follow-up design and follow-up instrumentation for assessment of NORPLANT®

training, recently conducted in Nairobi by Kenyans for Kenyans, and funded by the Population Council. The assessment will be completed in March 1991. INTRAH provided a technical review of training curricula to be used in the Population Council-sponsored project in Tanzania, at the request of the project director, a former INTRAH-trained nurse/trainer at UMATI.

Collaboration with PATH on training materials and curricula and with AVSC on training curricula was discussed during this report period.

Planning for the anglophone Technical Advisory Committee meeting to be held in April, identification of the contents and preparation of a distribution and evaluation plan for Trainers' and Clinicians' Resource Collections, discussion of data applications for evaluation, and preparation and publication of an article in Africa Health were collaboratively undertaken with the INTRAH/Chapel Hill staff.

During the next report period, the anglophone program will provide training, technical and/or financial assistance in Kenya, Uganda and Tanzania.

Kenya

April - May 1991: INTRAH and the DFH will develop a training assistance schedule to strengthen DFH training section capability.

INTRAH/Nairobi will provide guidance to the Chogoria Community Health Department in formulation of family planning client management protocols.

Uganda

From April - June 1991 INTRAH will provide assistance to Uganda MCH/FP Division of the Ministry of Health in formulation of family planning service policy guidelines and standards.

From July 15 - August 2, 1991, INTRAH will provide assistance to the Ugandan master training team in development of a clinical FP update and preceptorship skills curriculum and training materials. The curriculum will be implemented from August 5 - 24, 1991.

FP/MH basic and comprehensive clinical curricula and training materials will be developed with INTRAH assistance from September 9 - October 4, 1991.

INTRAH/Nairobi will re-negotiate with ZNFPC between March 22 - June 30, 1991 for:

- a. the study visit for 4 senior MOH project officers which was cancelled due to travel restrictions during January/February 1991.
- b. placement of 4 Ugandan FP trainers in the ZNFPC comprehensive FP clinical skills training.

INTRAH/Nairobi will place a Resident Clinical Consultant in Uganda as per the project agreement.

Tanzania

Between April and September INTRAH will undertake project development activities under the USAID/Government of Tanzania bilateral project. INTRAH and UNFPA will collaborate in development of family planning service protocols, service procedure manuals, and trainers guides during the period April - September 1991.

B. REGIONAL ACTIVITIES

INTRAH/Nairobi will conduct the 1991 Anglophone Technical Advisory Committee meeting, April 15 - 19, 1991, in Nairobi. Dr. V.N. Ngconcgco, WHO staff, will co-facilitate the meeting with INTRAH Deputy Regional Director for Anglophone Africa Jedida Wachira and INTRAH Deputy Director Lynn Knauff. INTRAH Director Dr. James W. Lea will also attend.

INTRAH/Nairobi held a three day staff retreat, November 6 - November 8, in order to develop a common understanding of conflict and conflict management styles, to review and discuss RO/N accomplishments and limitations since April 1990, and review the INTRAH FY 1991 workplan.

USAID/Kenya Population Officer David Oot held a semi-annual meeting of Nairobi-based CAs on November 7. Attending organizations -- including INTRAH, AVSC, PSI, Thunder and Associates, JSI, Pop Council, SEATS, FPMD and Pathfinder Fund -- reported on their activities in Kenya.

INTRAH Consultant Stembile Matatu provided assistance to INTRAH/Nairobi, November 10 - November 21, in developing a list for two types of Trainers' Reference Libraries.

On November 13 INTRAH Deputy Regional Director Jedida Wachira represented INTRAH at a meeting for NGOs called by the Kenya AIDS Control Program of the MOH for the purposes of coordinating NGO in-country AIDS activities and seeking NGO contributions to the Kenya World AIDS Day activities. INTRAH donated 100 1991 appointment calendars on "Preventing Accidental Infection in the Clinic" for distribution to health workers as INTRAH's contribution to the World AIDS Day in Kenya.

At the request of AVSC, Clinical Program Officer Grace Mtawali attended an AVSC workshop, "Involving Men in FP and Vasectomy Initiatives," in Nairobi on November 14.

Mrs. Lydia Cege, Head of the Training Division of the DFH, formally requested that INTRAH conduct a 3 week management course for 25 DFH and DTC trainers in September 1991.

Tanzania

Anglophone Regional Director Pauline Muhuhu, at the request of the MOH, visited Dar es Salaam November 12 - November 14 to work with the MOH and UNFPA in developing a project for the training of service providers in 4 urban areas. Miss Muhuhu provided assistance in developing an activity workplan for 150 service providers and supervisors in 50 service sites. The project objectives and the MOH training plan were left in-country with USAID/Tanzania Health and Population Officer Dallas Voran. The workplan was also sent to Dana Vogel in Bangladesh who will replace Dallas Voran as the Health and Population Officer in January 1991.

INTRAH Anglophone Regional Director Pauline Muhuhu met on November 2 with REDSO/ESA Population and Health Officer Ms. Margaret Neuse who briefed Miss Muhuhu on Madagascar and Tanzania.

INTRAH Clinical Program Officer Grace Mtawali, Anglophone Regional Director Pauline Muhuhu, INTRAH Clinical Officer Dr. Marcia Angle and INTRAH Director Dr. James W. Lea were the authors of the lead article, "Pregnancy Diagnosis and Contraception," in the November issue of Africa Health.

December 1990

January 1991

Kenya

On January 11 and January 15, Anglophone Regional Director Pauline Muhuhu and Deputy Regional Director Jedida Wachira met with Mrs. Lydia Cege, Head of the DFH Training Unit, and Mrs. Charity Nkonge, Head of the DFH Training Materials Section, to review documentation of needs and recommendations made to the Unit. Additional meetings were held on January 24 and January 30 with Mrs. Cege, Mrs. Nkonge and Mrs. Martha Warratho, Head of the DFH Evaluation/Supervision Section, to review DFH expectations of the three sections and training and other needs relevant to the expectations. An action plan was prepared.

On January 9 discussions were held at RO/N with Dr. Coliri Fischbacher, Director of the Community Health Department in Chogoria, to finalize arrangements for the Ugandan study tour.

INTRAH Consultant Mrs. Stembile Matatu conducted a review of clinical and training skills material, January 7 - February 28, in Nairobi, as well as formulating a prototype clinical curriculum.

Tanzania

Anglophone Regional Director Pauline Muhuhu and Deputy Regional Director Jedida Wachira met in Nairobi on January 9 with Ms. Dana Vogel, newly appointed Health and Population Officer for USAID/Tanzania, and Mrs. Angela Franklin-Lord, Program Assistant for REDSO/ESA, to discuss INTRAH's training and technical assistance activities in Tanzania.

At the request of Mrs. Eliseba Delem, Pop Council's Tanzania Training Coordinator, Pop Council/Nairobi asked that INTRAH review the clinical curriculum for Pop Council's occupational health project in Tanzania.

Uganda

An Ugandan study tour team (Dr. Florence O. Ebanyat, Assistant Director of Medical Services, MCH/FP Division, Dr. Osiga-Gamba, District Medical Officer, Mrs. Martha Bekiita, District Health Visitor, and Mrs. Rachael Rushota, INTRAH Training Coordinator), accompanied by INTRAH Deputy Regional Director for

Anglophone Africa Jedida Wachira, visited the DFH in Nairobi, Clinic #66 at Kenyatta Hospital, the Embu District Hospital, the Kianjokma Health Centre in Embu and the Chogoria, Kenya Community Health Program, January 27 - February 2, 1991, to examine the existing linkages between pre-service and in-service training and service systems and increase insights in planning various components of an integrated FP/MCH program. The team briefed with INTRAH Anglophone Regional Director Pauline Muhuhu and Mrs. Wachira in Nairobi on January 27 and visited a Kenya DFH clinic on January 28. The scheduled visit by the Ugandan team to Zimbabwe was postponed due to A.I.D. travel restrictions.

Until an INTRAH Resident Consultant is present in Uganda, RO/N is holding weekly telecons with Mrs. Rachael Rushota, INTRAH Project Training Coordinator for update purposes.

Other

On January 29, AVSC Deputy Regional Director Karen Blythe held a consultation with INTRAH Anglophone Regional Director Pauline Muhuhu on INTRAH's participation in an AVSC-sponsored Anglophone Advanced TOT and Quality Assurance Workshop to be held in Mombasa, August 5 - 16, 1991.

February 1991

Kenya

From February 5 - 11, Anglophone Clinical Program Officer Grace Mtawali was an observer during NORPLANT training of Kenyan physicians and nurses, co-sponsored by the Population Council and the Department of OB/GYN at the University of Nairobi's Kenyatta Medical Centre. INTRAH/Nairobi met with the Population Council and PATH about Mrs. Mtawali's participation in a follow-up performance assessment of the Kenyan trainees to evaluate their application of skills, protocols and standards of service taught in the workshop and to assess the impact of counseling training on client acceptance and continuation of the method.

INTRAH/Nairobi also met with Ms. Lynn Cogswell, PATH/Nairobi Associate Program Officer, about possible collaboration between INTRAH and PATH, particularly in the area of curriculum development.

Kenya Museums asked for INTRAH/Nairobi assistance in developing a proposal for IEC in family planning for an exhibit in the museum in Nairobi. Anglophone Regional Director Pauline Muhuhu met with Museum staff on February 21 to discuss the project. Anglophone Clinical Program Officer Grace Mtawali represented INTRAH at another meeting of the committee on February 26.

Miss Muhuhu attended a meeting of CAs working in Kenya, held by USAID on February 7, to discuss registration of NGOs in Kenya. Representatives from the

Population Council, AVSC, Pathfinder, PATH, Pritech, MIHV, FPPS and World Visions attended. INTRAH/Nairobi also attended a meeting funded by Ford and UNDP to discuss NGOs' status in Kenya.

A.I.D. informed USAID/Botswana, USAID/The Gambia, USAID/Kenya, USAID/Mozambique, USAID/Namibia, USAID/Tanzania, USAID/Uganda and USAID Zimbabwe of the INTRAH 1991 Anglophone Technical Advisory Committee (TAC) Meeting for MCH/FP or FP Directors and FP Training Coordinators, April 15 - 19, in Nairobi, and requested nominations for TAC meeting participants.

Tanzania

From February 11 - 12, Anglophone Regional Director Pauline Muhuhu and Deputy Regional Director Jedida Wachira met in Arusha with MOH and UNFPA representatives to discuss INTRAH's potential role in the UNFPA-assisted family planning project and a changed training strategy, which will result in capability and capacity at the regional level.

Miss Muhuhu and Mrs. Wachira also met with Ms. Dana Vogel, Health and Population Officer for USAID/Tanzania, and Ms. Margaret Neuse, REDSO/ESA Population Officer, to discuss INTRAH's potential role in the USAID/Tanzania bilateral project. Ms. Neuse and Ms. Vogel asked that INTRAH write a concept paper showing how UNFPA and USAID training inputs could complement each other in the context of institution-building.

Uganda

February 24 - March 1, Anglophone Deputy Regional Director Jedida Wachira and Mr. Lee Jennings, TRG Consultant, were in Uganda to plan for the Start-Up Workshop, March 4 - 8, activity #2 in the Uganda MOH/INTRAH subcontract.

Other

On February 3, Anglophone Regional Director Pauline Muhuhu met with Dr. Magagwa, on sabbatical as the Director of ZNFPC, a World Bank consultant on population and manpower.

March 1991

Kenya

On March 1 and March 4, INTRAH Clinical Program Officer Grace Mtawali met with Ms. Lynn Cogswell, PATH/Nairobi Associate Program Officer, and Ms. Martha Brady, PATH/Nairobi Staff Associate to re-define the purpose, objectives, scope of work and roles of the NORPLANT Counselling Study in which Mrs. Mtawali will participate.

On March 25, INTRAH/Nairobi developed a plan (including the purpose, objectives and outlined activities) for INTRAH technical assistance to the

Chogoria Community Health Department, at the request of Chogoria. The plan will be discussed with Chogoria on April 3.

Tanzania

On March 4, two curricula on FP Clinical and Communication skills were returned to Pop Council/Nairobi after having been reviewed and suggestions made by INTRAH/Nairobi at the request of Mrs. Eliseba Delem, Pop Council's Tanzania Training Coordinator.

Uganda

Anglophone Deputy Regional Director Jedida Wachira and TRG Consultant Lee Jennings conducted a Start-Up Workshop for 47 representatives of ministries, NGO's and donor assistance agencies, March 4 - 8. The workshop marked the start of the MOH/INTRAH 3-year project in the Western Region to train district-level trainers along with supervisors and service providers who will staff new FP service delivery points. The participants discussed the project's rationale, objectives and methods and resolved major implementation issues. The project is funded through a buy-in from USAID/Uganda.

From March 13 - 15, Mrs. Wachira and INTRAH Anglophone Regional Director Pauline Muhuhu conducted a Team Building Workshop for 8 MOH staff involved in the Uganda MOH/INTRAH training project. The workshop was designed to strengthen relationships among the team members responsible for implementing the training project.

Miss Muhuhu met with Dr. Florence Ebanyat, ADMS, and Mrs. Rachael Rushota, INTRAH Training Coordinator, to discuss project implementation, March 18 and 19, and worked with Mrs. Rushota to prepare a draft job description of the Training Coordinator. Miss Muhuhu also provided written guidelines for reviewing documents for upcoming activities. Mrs. Wachira provided additional written guidelines to Mrs. Rushota on March 27.

TANZANIA TRAINING PLAN

REGION: E/SA
 COUNTRY: Tanzania
 PROJECT
 NUMBER: 36519

PROJECT TITLE:

DURATION:

SPONSORING
 INSTITUTION:

HOST COUNTRY
 CONTACTS:

ESTIMATED COST
 TO INTRAH:

MECHANISM:

GOAL:

ANTICIPATED
 OUTCOMES:

OTHER
 INFORMATION:

I. ACTIVITIES: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Prepare a Workplan for INTRAH Technical Assistance to the MOH Trip #B-218 COMPLETED	Nov 12-Nov 15, 1990	-MOH -UNFPA	Muhuhu, P
Meetings to Conduct a Joint MOH-INTRAH Review and Revision of the Draft Training Proposal (Arusha) Trip #B-69 COMPLETED	Feb 11-Feb 12, 1991	-MOH -UNFPA	Muhuhu, P Wachira, J

II. PROJECT FINDINGS: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS:

1. A revised strategy and workplan were prepared with the MOH and UNFPA.

PROBLEMS ENCOUNTERED:

1. The complementarity of the UNFPA and USAID-assisted training programs is not yet clear.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The RO/N should continue to discuss training workplan coordination with UNFPA and USAID.

Tanzania, continued

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Planning for FP Service Protocol Development (Nairobi) Trip #B-71	Apr 22-Apr 26, 1991	4: -(2) MOH -(2) INTRAH	1 INTRAH
FP Service Protocols Development	May 14-May 24, 1991	15: -MOH -MMC -UMATI -Church Rep -NGO Rep	
Review and Revision of FP Prototype Curricula for MA/Nurses, MCH Aides and RMA Trip #B-91	May 29-May 31, 1991	7-10: -MOH -UMATI -MMC	2 INTRAH 1 CEDHA 1 MOH
Training Skills Curriculum and Training Materials Development Trip #B-93	TBD May 1991	3: -UMATI -MOH	2 INTRAH
Development of Training Materials for the Curricula Trip #B-92	Jun 17-Jun 28, 1991	5-10: -MOH -HED -UMATI	2 INTRAH 1 CEDHA
Planning for Dissemination of Protocol Content	TBD June 1991	FP Unit	
Development of Service Manuals Trip #B-81	Jul 15-Aug 2, 1991	12: -MOH -NGO -UMATI -MMC	2 INTRAH 1 CEDHA 1 MOH
Project Development Trip #B-184	TBD July 1991	-USAID -MOH	1 RON 1 Consultant
Field Testing of Service Manuals	TBD Sept/Oct 1991	TBD	
Provision of Training Resource Library	TBD Sept - Nov 1991		

UGANDA TRAINING PLAN

REGION: E/SA
 COUNTRY: Uganda
 PROJECT
 NUMBER: 36545

PROJECT TITLE: Family Planning/Maternal Health Improvement Project

DURATION: January 1, 1991 - December 31, 1992

SPONSORING INSTITUTION: Ministry of Health (MOH)

HOST COUNTRY CONTACTS: Dr. Florence Oryemi-Ebanyat, ADMS for MCH/FP, MOH; Mrs. Rachael Rushota, Project Coordinator, MOH; and Mr. Paul Cohn H/P/N Officer, USAID/Uganda

ESTIMATED COST TO INTRAH: Central: \$58,000
Buy-in: \$250,000

MECHANISM: Sub-Contract

GOAL: To improve the quality, safety and availability of family planning/maternal health services in the western region.

ANTICIPATED OUTCOMES: **PROGRAM OBJECTIVES:**

- 1) Train 246 health personnel as indicated in the workplan.
- 2) Familiarize 90 health personnel with the project, service policy guidelines and service standards.
- 3) Formulate the following instruments to guide family planning service, training, logistics management and to measure achievements:
 - a. FP/MH service policy guidelines
 - b. FP/MH service standards
 - c. FP/MH service plans guidelines
 - d. FP/MH protocols
- 4) Develop the following curricula for in-country training:
 - a. Start-up Workshop
 - b. Team Building
 - c. FP/MH Comprehensive Clinical Skills (with IUD insertion)
 - d. FP/MH Basic Clinical Skills (without IUD insertion)
 - e. FP/MH Primary Skills for Nursing Aides and Dressers
 - f. FP/MH Clinical Skills Update
- 5) Develop the following training materials for trainers and trainees:
 - a. Checklists for use by nursing aides and dressers in service delivery
 - b. Trainers' manual for training of nursing aides and dressers
- 6) Supply 10 training reference materials libraries for the following:
 - a. One IST training centre
 - b. Two midwifery PST schools
 - c. One tutors college
 - d. Four district health offices
 - e. Two FP/MH clinics
- 7) Determine the effects of the training inputs on trainers, service providers, family planning acceptance and the quality of care.

OTHER INFORMATION: The project is funded by a USAID/Uganda buy-in.

I. **ACTIVITIES:** PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Project and Contract Development Trip #B-139 COMPLETED	Oct 3-Oct 19, 1990		Muhuhu, P Mtawali, G Baker, R (10/10-19) Durham, C (10/10-14)

Uganda, continued

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
MCH/FP Integration Skills Update (Chogoria, Kenya) Trip #B-194 COMPLETED	Oct 3-Oct 19, 1990	2 MOH: -Mrs. Lucy Asaba, MCH/FP Trainer -Mrs. Mary Luyombya, MCH/FP Trainer	Chogoria CHD
Study Tour for Senior Project Staff (Kenya) Trip #B-215 COMPLETED	Jan 27-Feb 2, 1991	4 MOH: -Mrs. Rachael Rushota, District Health/INTRAH Proj Trng Coordinator -Dr. Florence Ebanyat, ADMS, MCH/FP -Dr. Osiga-Gamba, DMO, Hoima -Mrs. Martha Bekiita, DHV, Kabale	Wachira, J, accomp.
Start-Up Workshop Trip #B-147 COMPLETED	Mar 4-Mar 8, 1991	47: -(9) DMOs -(9) DHVs -(16) MOH: -(7) MCH -(2) Planning -(3) Training -(1) PHC -(2) HLM -(1) Nursing Office -(2) INTRAH -(1) FPAU -USAID -Ministry of Local Gov't -UNFPA -UNICEF	Wachira, J Jennings, L
Team Building Workshop Trip #B-147 COMPLETED	Mar 13-Mar 15, 1991	8: -(1) MCH/FP Training Coordinator -(4) Master Trainers -(1) FP Preceptor -(1) SNO, MOH Training Division -(1) FP/MH IEC Liaison, MOH Health Education Division	Muhuhu, P Wachira, J

11. PROJECT FINDINGS: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS:

1. A subcontract was signed between the Uganda MOH and INTRAH. Technical assistance costs were funded through a buy-in with USAID/Uganda and in-country costs were financed through funds made directly available to the MOH by USAID/Uganda.
2. Two MOH trainers participated in a MH/FP integration update, including a clinical component, in Kenya.
3. Four MOH senior staff participated in a study tour in Kenya.
4. Forty-seven representatives of ministries, NGOs and donor assistance agencies attended the start-up workshop, facilitated by INTRAH and TRG.
5. Eight MOH participants were trained in team building skills.

PROBLEMS ENCOUNTERED: N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS: N/A

25

Uganda, continued

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Review of Documents and Summarizing Policy Statements and Standing Orders (Kampala)	Apr 2-Apr 30, 1991	3: -1 SMO MCH/FP as team leader -2 Master Trainers	
MH/FP Service Policy Guidelines Formulation Workshop (Kampala) Trip #B-203	Jun 12-Jun 14, 1991	22 senior MOH and NGO service planners and policy level personnel	1 INTRAH/RON Ngcongco, N (consultant) 1 MOH (Dr. Kyabaggu) 1 DDMS (PH)
FP Service Standards Formulation Workshop Trip #B-204	Jun 17-Jun 21, 1991	13: -(1) SMO MCH -(2) Master Trainers -(1) Reg OB/GYN -(1) UCMB Coordinator -(1) CBHC Coordinator (UPMB) -(2) DMOs -(2) DHVs -(1) FPAU -(1) CNO -(1) NO I/C Maternity Wards, Mulago	1 INTRAH/RON Ngcongco, N (consultant) 1 ADMS MCH 1 Resource Person
MCH/FP Service Information and Planning Skills Training (Boston, MA)	Jun 17-Jul 19, 1991	1 SMO in-charge of information mgmt and service coordination at MCH Division	TBD
Comprehensive Clinical FP Skills Development (Zimbabwe)	TBD 6 weeks	4	ZNFPC
FP/MH Service Plan Guidelines Formulation Trip #B-206	Jul 8-Jul 12, 1991	13: -(2) SMOs -(2) Trainers -(2) UNEPI -(1) UNICEF -(1) MH/FP IEC Coordinator -(1) CDD -(1) FPAU -(1) UNFPA -(1) USAID -(1) ADMS (T)	1 Consultant 1 ADMS MCH
FP/MH Clinical Update and Preceptorship Curriculum and Training Materials Development Trip #B-205	Jul 15-Aug 2, 1991	3: -(2) Master Trainers -(1) New Trainer	1 INTRAH/RON 1 Consultant
Printing and Distribution of Service Policy Guidelines and Service Standards	Aug 1-Sep 30, 1991		1 INTRAH/RON 1 MOH Trng Coord
FP/MH Clinical Update and Precepting Skills and Follow-up of 2 Master Trainers On-the-Job Trip #B-207	Aug 5-Aug 24, 1991	10: -(1) New Trainer -(1) IEC (MH/FP) Coordinator -(1) Midwifery Tutor, Kabale -(1) Service Provider, Murchison Bay -(1) Midwifery Tutor, Kampala -(2) Service Providers, Kampala FPAU -(2) Service Providers, Mulago -(1) Service Provider, Kabale	1 Consultant 2 Master Trainers
FP/MH Basic and Comprehensive Clinical Curricula and Training Materials Development (Kampala) Trip #B-208	Sep 9-Oct 4, 1991	4 MTT	1 Consultant or 1 Curriculum Designer

III. FRANCOPHONE ACTIVITIES

A. IN-COUNTRY ACTIVITIES

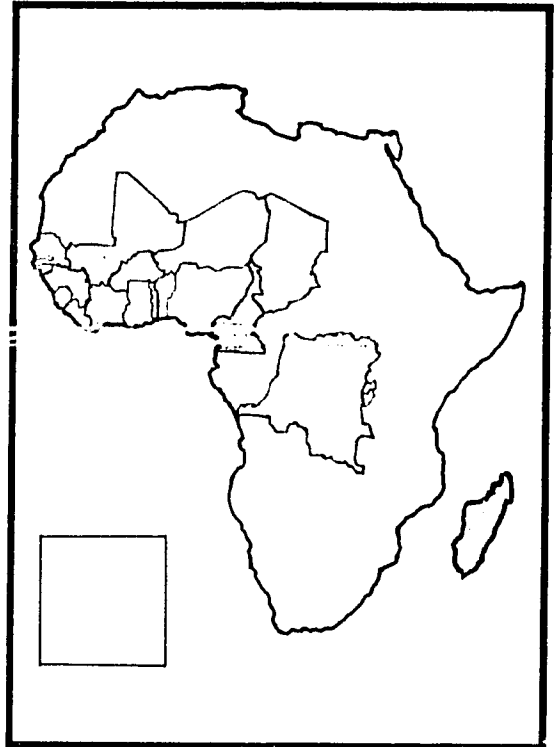
B. REGIONAL ACTIVITIES

C. SUMMARY OF ACTIVITIES

Francophone Africa

countries marked with an asterisk are featured in this report

Burkina Faso	*	Madagascar	*
Burundi		Mali	
Cameroon	*	Niger	*
Cape Verde	*	Rwanda	*
Chad	*	Senegal	
Côte d'Ivoire	*	Togo	*
Guinée		Zaire	*



TRAINING AND TECHNICAL ASSISTANCE

III. FRANCOPHONE AFRICA

A. IN-COUNTRY ACTIVITIES

During the third semi-annual reporting period of PAC IIb, INTRAH provided technical and/or training assistance in 7 francophone and lusophone countries: Burkina Faso, Cameroon, Cape Verde, Cote d'Ivoire, Madagascar, Niger and Rwanda, and continued discussions for project start-ups in Togo and Zaire.

In **Burkina Faso**, a clinical training needs assessment and clinic site inventory in the 15 provinces covered by the USAID-supported bilateral MCH/FP/nutrition project were conducted in October/November 1990. Based on the findings and recommendations, a 2 1/2 year training project proposal for INTRAH assistance was

prepared by a MOHSA/INTRAH/USAID team in December 1990; a PCS representative joined the proposal writing team to coordinate INTRAH/PCS activities in Burkina. In March 1991 a visit was made to finalize the first-year training schedule. It is expected that approximately two-thirds of INTRAH's support to Burkina will be funded through buy-ins from USAID/Burkina Faso.

At the request of USAID/Cameroon, a planning visit and a clinical needs assessment and clinic inventory of 17 MCH centers were conducted. INTRAH support to **Cameroon** will be funded through a buy-in.

An INTRAH-assisted National FP Seminar was held in **Cape Verde** for 14 health delegates and physicians responsible for MCH/FP activities, and MOH/L/SA policy makers for the purposes of creating awareness and informing participants about FP as an MCH intervention and soliciting their ideas about integrating FP into ongoing MCH services. The seminar was funded by a REDSO/WCA buy-in. Subsequently, a MOH/L/SA committee established during the seminar prepared a draft FP service policy and service standards document to guide training and service delivery, and submitted it for review by INTRAH. A PIO/T for a second REDSO/WCA buy-in for the first year of INTRAH's proposed assistance to the MCH/FP program was sent to A.I.D. in September 1990. However, A.I.D. has postponed action on the PIO/T pending clarification of questions cabled to USAID/Cape Verde in January 1991.

Supported by a REDSO/WCA buy-in, a clinical FP refresher and orientation to precepting techniques workshop was conducted in **Côte d'Ivoire** for 11 AIBEF and MOPH/SP service providers. At the request of REDSO/WCA, work sessions were held with SEATS/WARO and 14 Ivoirians representing government agencies and NGOs to

prepare a strategy for the training of FP service providers in the 33 sites covered by SEATS 3-year project with AIBEF. Planning also continued for the National FP Seminar whose purposes are to build awareness of the benefits of family planning and apply the awareness to plans for the expansion of quality FP services. The seminar, scheduled for April 2-6, 1991, in Grand Bassam, will be facilitated by an INTRAH/SEATS team and supported through a buy-in from REDSOWCA.

In **Madagascar**, INTRAH Regional Director for Francophone Africa participated on a 10 person team from March 11 - April 5 to provide the training perspective during preparations for a family planning project paper. The activity is coordinated by POPTECH. Central funds supported INTRAH's participation.

INTRAH provided technical assistance to the MOSA/PW and the MOH in **Niger** for the preparation of a plan for the development of an MCH/FP service policy, service standards and protocols, in the context of the USAID/Niger supported bilateral Family Health and Demography project. A buy-in from USAID/Niger is expected to support future INTRAH-assisted activities in Niger.

A training needs assessment was conducted in **Rwanda** in preparation for an INTRAH-assisted FP training project with ONAPO. Because of civil unrest in the country at the time of the visit, the assessment was limited to 3 of 11 prefectures.

In **Togo**, planning continued for the INTRAH assisted training project with the MCH Division of the MOPH, to be supported through a USAID/Togo buy-in. A project and contract development visit proposed for February 1991 was postponed due to A.I.D. travel restrictions resulting from the Gulf War, causing a delay in the start-up of project activities.

INTRAH received a request from USAID/Zaire for an INTRAH team to visit Zaire to discuss alternate methods to finance a planned project with PSND and finalize agreements for the start-up of a project with AZBEF.

Planning for the francophone Regional Evaluation Seminar/Workshop for directors and training coordinators of INTRAH assisted family planning projects to be held in May was collaboratively undertaken with the INTRAH/Chapel Hill Evaluation Officer.

During the next semi-annual PAC IIb reporting period, INTRAH will provide training, technical and/or financial assistance in Burkina Faso, Cameroon, Cape Verde, Cote d'Ivoire, Rwanda, Togo and Zaire.

Burkina Faso

In April 1991, the subcontract with the MOHSA will be amended and negotiations with the fiscal agent will be finalized.

From April 22-25, 1991, a Start-Up Workshop will be facilitated by INTRAH, Population Communication Services (PCS) and Training Resources Group (an INTRAH subcontractor) for 60 representatives from the central directorates of the MOHSA, including the Provincial Directors of Health and of Social Action, and the heads of MCH/FP from the 15 provinces covered by the USAID-supported bilateral project.

May - October 1991: INTRAH will provide assistance for the preparation of MCH/FP service policy, service standards and service protocols. UNICEF will provide the technical assistance for child health.

June - July 1991: The Directorate of Professional Training will conduct two training of trainers workshops for 35 new members of the Provincial Training Teams (PTT) and

two training of trainers update workshops for 34 members of the PTTs, with technical and financial assistance from INTRAH.

From August 24 - September INTRAH will sponsor five senior MOHSA MCH/FP staff for a visit to Chogoria Hospital's integrated MCH/FP/PHC program in Kenya to study possible applications for Burkina.

An inventory of needs and available resources for the development of a MCH curriculum will be conducted with INTRAH assistance from September 23 - October 5, 1991.

Cameroon

April - September 1991: INTRAH will undertake project and contract development with the MOPH and USAID/Cameroon, and begin project implementation. INTRAH is expected to provide assistance to the DFMH for the preparation of MCH/FP service policy, service standards and protocols, and a clinical FP curriculum, and for the training of clinical preceptors and a national team of FP trainers.

Cape Verde

May 13-17, 1991: The MOH/L/SA Director of MCH/FP will visit Togo to meet with RO/L staff for project planning and with Togolese MOPH officials involved in the preparation and dissemination of the Togo National FP Service Policy and Standards document. The visit had been scheduled for February 1991 but was postponed due to the A.I.D. travel restrictions resulting from the Gulf War.

Cote d'Ivoire

April 2-6, 1991: An INTRAH/SEATS team will facilitate a National FP Seminar, with funding through a REDSO/WCA buy-in.

Between April and September 1991, INTRAH will undertake project development activities for assistance to develop in-country clinical FP training capability and capacity.

Togo

April 1991: INTRAH and the MOPH will complete project and subcontract development and INTRAH will facilitate a Start-Up Workshop in May. A senior MOPH technical officer is expected to join INTRAH for the purpose of providing technical assistance in activating and monitoring the workplan.

From May - September INTRAH will provide assistance to the MOPH for the formulation of FP service protocols; revision of three curricula, based on expectations in the service standards and protocols; preparation of new clinical training sites, including the training of clinical preceptors; and, training of FP service supervisors.

Zaire

May 1991: At the request of USAID/Zaire, an INTRAH team will visit Zaire for the purposes of discussing implementation and management of PSND and AZBEF projects and future INTRAH assistance in Zaire, and finalizing agreements for the start-up of a project with AZBEF.

B. REGIONAL ACTIVITIES

During this reporting period, the RO/L Clinical Specialist participated in a study visit to Chogoria Community Health Department with two Ugandan nurse/trainers, October 3 - 19, 1990.

At the request of REDSO/WCA, INTRAH Regional Director for Francophone Africa, Mr. Pape Gaye, and Regional Training and Training Materials Officer, Dr. Aliou Boly,

participated in an October 15-19, 1990 meeting in Abidjan, Cote d'Ivoire for Cooperating Agencies (CAs) to coordinate assistance to the Ministry of Public Health and Social Protection and AIBEF in the development of a FP program.

From November 26-28, 1990, Mr. Pape Gaye represented the Regional Office/Lomé at the annual Office of Population CAs meeting held in Washington, D.C. During the meeting Mr. Gaye met with Miss Pauline Muhuhu, INTRAH Regional Director for Anglophone Africa to discuss office coordination issues. Mr. Gaye also met with Training Resources Group (an INTRAH subcontractor) to discuss TRG involvement in Start-Up Workshops in the francophone region.

During the next reporting period, INTRAH Francophone Training and Training Materials Officer Aliou Boly and Mrs. Fatoumata Batta, National Training Coordinator at the DFP in Burkina Faso, will participate in the anglophone Technical Advisory Committee meeting, April 15 - 19, in Nairobi.

From May 21 - 28, INTRAH will conduct a francophone Regional Evaluation Seminar/Workshop in Lomé for directors and training coordinators of family planning training projects.

INTRAH/Lomé will conduct the 1991 francophone Technical Advisory Committee meeting in July 1991.

INTRAH's 1991 annual meeting will be held in Chapel Hill from August 12 - 23, 1991 with RO/L and RO/N staff members joining the Chapel Hill staff.

C. SUMMARY OF ACTIVITIES

October 1990

Burkina Faso

INTRAH Francophone Regional Director Pape Gaye, Francophone Evaluation and Supervision Specialist Onanga Bongwele, Francophone Clinical Specialist Djariatou Thiam and INTRAH Consultant Dr. Anne Charlotte Royer conducted a clinic needs assessment and clinical personnel training needs assessment in 14 of the 15 provinces covered by the USAID-supported bilateral MCH/FP/Nutrition project, from October 29 - November 17, 1990, in preparation for an INTRAH-assisted training project with the Ministry of Health and Social Action (MOHSA). Burkinabé team members were Mrs. Pascaline Sebgo, Head of Family Planning at the Directorate of Family Health (DSF), Ms. Marie Ouedraogo, MCH Division at the DSF, Mrs. Fatoumata Batta and Mrs. Awa Dipama, trainers at the Directorate of Professional Training (DFP), and Mr. Joanny Kaboré, an INTRAH consultant. A round table meeting was organized at the end of the assessment to share preliminary findings and recommendations with representatives from the MOHSA, USAID/Burkina Faso, the Population Council and UNFPA.

DSF Director Dr. Dider Bakouan supported the proposed December 10 - 15, 1990 activity in Lomé, for a team of two Burkinabé from the MOHSA, together with Mrs. Roxana de Sole, USAID/Burkina Faso Project Manager, to work with INTRAH/Lomé and INTRAH/Chapel Hill staff and INTRAH Consultant Mr. Joanny Kaboré to prepare a PAC IIb project proposal for INTRAH assistance. Plans were also confirmed with PCS Senior Program Officer Philippe Langlois for his December 13 - 15 participation in the proposal development activity to discuss INTRAH/PCS collaboration in Burkina Faso.

USAID/Burkina Faso informed INTRAH that the supervision visits of MCH/FP service providers by central level DSF staff, scheduled to take place March - June 1990 with financial assistance from INTRAH, were not completed.

Cameroon

INTRAH Director Dr. James W. Lea and Francophone Regional Director Pape Gaye finalized plans for a site visit, December 3 - 7, to discuss proposed PAC IIb assistance with USAID/Cameroon and the Ministry of Public Health (MOPH), who requested the visit.

Cape Verde

The MOH/L/SA and USAID/Cape Verde confirmed the December 1 - 5, 1990 dates for the INTRAH-assisted National FP Seminar to be held in Praia for 14 health delegates and physicians responsible for managing the MCH/FP program in the regions and in Praia.

Côte d'Ivoire

At REDSO/WCA's request, INTRAH Francophone Regional Director Pape Gaye and Training and Training Materials Officer Dr. Aliou Boly participated in a meeting for Cooperating Agencies involved in family planning in Côte d'Ivoire, October 15 - 18, 1990. INTRAH has been asked by REDSO/WCA to conduct clinical preceptors' training, work with SEATS on the National FP Seminar, and facilitate work sessions with Ivoirian MCH/FP personnel and SEATS to prepare a strategy for the training of FP service providers in the service sites to be covered by SEATS' 3-year project with AIBEF.

Togo

At the invitation of SEATS, INTRAH Francophone Evaluation and Supervision Specialist Onanga Bongwele attended the SEATS-sponsored Quality Assurance Conference, October 15 -19, in Kpalimé, as an observer. The national FP Service Policy and Service Standards document, developed with INTRAH assistance, was referred to and used as the basis for much of what was discussed.

On October 22, Peace Corps representative Mrs. Maia Ambegaokar visited RO/L to discuss a potential FP Peace Corps project in Togo. Mrs. Ambegaokar was briefed on INTRAH's work with the MCH Division of the MOPH.

INTRAH Francophone Clinical Specialist Djariatou Thiam participated in a study visit to Chogoria, Kenya, October 3 - 19, 1990, following the anglophone Regional Training Methodologies workshop.

On October 5, 1990 Francophone Evaluation and Supervision Specialist Onanga Bongwele and INTRAH Consultant Dr. Manuel Pina debriefed with SEATS/WARO Resident Advisor in Côte d'Ivoire Mr. Tharcisse Mwamba and Program Development Officer Mr. Paul Sossa on the FP clinic inventory assessment of clinicians' training needs conducted in Côte d'Ivoire, September 17 - 28, 1990.

November 1990**Cameroon**

SEATS/WARO IEC Specialist M'Baya Seye discussed SEATS' proposed activities in Cameroon with Francophone Regional Director Pape Gaye in preparation for Mr. Gaye's and INTRAH Director Dr. James W. Lea's site visit to Cameroon, December 3 - December 7, 1990.

Cape Verde

INTRAH Consultants Nancy McCharen and Dr. Luis Bahamondes were in Lomé November 18 - 23 to prepare for the National FP Seminar to be held in Praia, December 1 - December 5, 1990, with financial support through a REDSO/WCA buy-in.

In Praia from November 24 - 30, Dr. Bahamondes and Mrs. McCharen finalized seminar topics and content of presentations with the MOH/L/SA seminar planning committee and briefed seminar presenters and resource persons.

Côte d'Ivoire

From November 19 - December 8, INTRAH Training and Training Materials Officer Dr. Aliou Boly, INTRAH Consultant Dr. Manuel Pina and AIBEF Clinical Coordinator Mrs. Houmou Kaba conducted a Clinical FP Refresher and Preceptors' Skills workshop for 11 AIBEF and MOPH/SP service providers (10 midwives and 1 RN). The workshop was supported through a REDSO/WCA buy-in.

On November 9, Francophone Regional Director Pape Gaye met with SEATS/WARO Training Specialist Dr. Ismail Thioye to discuss the organization of work sessions in Abidjan to develop a strategy for the training of service providers in the service sites to be covered by SEATS' 3-year project with AIBEF. REDSO/WCA had requested INTRAH leadership in facilitating the training strategy development work sessions during the October 1990 meeting in Abidjan of CAs working in Côte d'Ivoire. Mr. Gaye and Mr. Thioye agreed that INTRAH and SEATS would propose work sessions in Abidjan during the week of January 7 - 12, 1990, for officials from the MOPH/SP, Ministry of Social Affairs and the Promotion of Woman, and AIBEF. Results of the sessions would then be shared by the Ivoirians, INTRAH and SEATS with Pathfinder, PCS and Population Council representatives.

Niger

At the request of USAID/Niger and the MOH, INTRAH Consultant Dr. Alain Fontaine visited Niamey from November 7 - 16 to discuss INTRAH assistance for the preparation of MCH/FP service policy, standards and protocols with the MOSA/PW, URC and USAID/Niger.

Rwanda

ONAPO Director Mrs. Gaudence Habimana requested in a letter to Mr. Pape Gaye, dated October 12 and received at INTRAH/Lomé on November 9, that the proposed January 1991 training needs assessment be moved to the fourth quarter of CY 1990. Mr. Gaye responded in a November 13 letter that INTRAH was unable to respond to this request due to the current unrest in Rwanda, but would re-schedule the visit as early as possible in CY 1991.

Togo

A work session with the MCH Division of the MOPH, the Ministry of Social Affairs and the Condition of Women, UNFPA, USAID and ATBEF was held at INTRAH/Lomé on November 8 to agree on a workplan for INTRAH-assisted activities with the MOPH. A training project proposal will be prepared and submitted to ST/POP for review and approval. Activities are scheduled to be underway in April 1991.

Zaire

INTRAH/Lomé received a letter from PSND in response to proposed modifications to the INTRAH/PSND workplan developed in Zaire during an August 1990 project development visit. PSND concurred with all the proposed revisions except for the supervision activities. INTRAH requested AZBEF's and USAID/Zaire's responses to the proposed revisions.

INTRAH learned in a telex sent from USAID/Zaire on November 8 and received in Chapel Hill on November 20, that the revised SOW for the PIO/T had been sent to A.I.D.; however, A.I.D. had not received it. At the INTRAH Project Monitor's request, a telex was sent to USAID/Zaire on November 26 requesting that another copy of the revised PIO/T be sent immediately to ST/POP/IT, att: Bonnie Pedersen.

December 1990**Burkina Faso**

INTRAH Deputy Director Lynn Knauff and Program Officer Maureen Corbett visited Lomé, Togo December 3 - 15 to work with INTRAH Francophone Regional Director Pape Gaye and Francophone Evaluation and Supervision Specialist Onanga Bongwele, Ministry of Health and Social Action of Burkina Faso Representatives Mrs. Pascaline Sebgo (Head of Family Planning at the Directorate of Family Health) and Mrs. Fatoumata Batta (National Training Coordinator at the Directorate of Professional Training), USAID/Burkina Faso Project Manager Roxana de Sole, and PCS Senior Program Officer Philippe Langlois, to develop a draft project proposal for PAC IIb assistance in Burkina Faso, based on findings and recommendations from the October/November 1990 training needs assessment and in support of the MOHSA's policy to decentralize MCH/FP training to the provincial-level. The proposal describes how the capability and capacity of 15 provincial training teams will be developed to plan, manage, conduct and evaluate MCH/FP training in order to increase the quality, quantity and accessibility of services. After the project proposal is reviewed and approved by the MOHSA, INTRAH and A.I.D., it is expected that project activities will begin in the second quarter of 1991.

Cameroon

From December 2 - 7, 1990, INTRAH Director Dr. James W. Lea and Francophone Regional Director Pape Gaye were in Cameroon, at the request of USAID/Cameroon and the MOPH to discuss possibilities for INTRAH assistance to the MOPH in the context of FHI-II project (to be supported by a buy-in) and the prospective bilateral Integrated Family Health Project. Proposed areas of INTRAH assistance will be verified and activities planned following a TNA.

On December 21, USAID/Cameroon concurrence was requested by INTRAH/Lomé for an INTRAH training needs assessment team (INTRAH Francophone Evaluation and Supervision Specialist Onanga Bongwele, INTRAH Francophone Clinical Specialist Djariatou Thiam and INTRAH

Consultants Mr. Mutombo Yatshita and Dr. Manuel Pina) to travel to Cameroon, January 23 - February 13, 1991.

On December 28, INTRAH Francophone Regional Director Pape Gaye and Francophone Evaluation and Supervision Specialist Onanga Bongwele attended a meeting at SEATS' office in Lomé to discuss INTRAH and SEATS' coordination of activities in Cameroon.

Cape Verde

INTRAH Consultant Dr. Luis Bahamondes and Mrs. Nancy McCharen facilitated a National Family Planning Seminar, in Praia, December 1 - 5, for 14 physicians responsible for managing the MCH/FP program in the regions and in Praia. The purposes of the seminar were to create awareness and disseminate information among participants about FP as an MCH intervention to solicit participants' ideas about how FP services in the country should be integrated into ongoing MCH services. Funding for the seminar was provided through a REDSO/WCA buy-in.

Rwanda

On December 21, USAID/Rwanda concurrence was requested by INTRAH/Lomé for an INTRAH training needs assessment team (INTRAH Francophone Regional Director Pape Gaye, INTRAH Francophone Training and Training Materials Officer Dr. Aliou Boly, and INTRAH Consultant Dr. Penda Seck) to travel to Rwanda, January 14 - February 2, 1991.

Togo

INTRAH Evaluation Officer Constance Newman provided technical assistance to the INTRAH Regional Office/Lomé, December 3 - 10, for the preparation of a proposal for a Regional Evaluation Workshop/Seminar for directors and training coordinators of FP training projects. Ms. Newman also made recommendations on the format of training project proposal evaluation plans.

INTRAH Francophone Clinical Specialist Djariatou Thiam and INTRAH Consultant Dr. Manuel Pina attended the first seminar of the African Society of Ob/Gyns in Lomé, Togo, December 10 - 14, 1990.

January 1991

Burkina Faso

USAID/Burkina Faso was informed that travel by Francophone Regional Director Pape Gaye for a Project Development and Subcontract Amendment visit, scheduled for February 18 - 23, would not take place due to INTRAH's understanding of A.I.D. travel restrictions.

Cameroon

An INTRAH team (Francophone Evaluation and Supervision Specialist Onanga Bongwele, Francophone Clinical Specialist Djariatou Thiam and INTRAH

Consultants Dr. Manuel Pina and Mr. Mutombo Yatshita) worked with Dr. David Awasum, Director of the Department of Family and Mental Health (DSFM), Ministry of Public Health (MOPH), and Dr. Robert Leke, Professor at the University (of Cameroon) Center for Health Sciences, to conduct an assessment of clinical training needs from January 23 - February 11. The team inventoried 17 MCH/FP service sites, of which 9 are possible clinical practicum sites. Only one site has at least half of the standard equipment suggested by the DSFM. Fifteen of the sites inventoried are under the SEATS-assisted project and are expected to be provided the full range of equipment. The team also assessed the performance of 26 clinical FP service providers, of whom 14 are potential clinical FP preceptors. Based on TNA findings and recommendations, the team proposed a plan for the development of MCH/FP service policy and standards, and practical clinical FP training sites, between now and the PACD of FHI-II (September 1991).

Although the needs assessment was to have been supported by the USAID/Cameroon buy-in to INTRAH, central funds were used to support the team's expenses because the buy-in process at A.I.D. was not completed.

Cape Verde

USAID/Cape Verde was informed that the planned travel to INTRAH/Lomé and the MOPH/Togo in February by Dr. Alice Dupret, MCH/FP Director at the MOH/LSA, for project planning and discussion on INTRAH's approach to FP service policy development would not be possible due to INTRAH's understanding of A.I.D. travel restrictions. Ms. Nancy Nolan, REDSOWCA Population Advisor, who was to have joined the team in Togo was also informed of the postponement.

Côte d'Ivoire

At the request of REDSOWCA, an INTRAH team (Training and Training Materials Officer Dr. Aliou Boly, Francophone Evaluation and Supervision Specialist Onanga Bongwele and INTRAH Consultant Dr. Manuel Pina) facilitated work sessions with 3 SEATS staff and 14 Ivoirians representing government agencies and NGOs from January 7 - 12 to prepare a strategy for the training of service providers in the 33 service sites covered by SEATS' 3-year project with AIBEF. In addition to preparing a training strategy for proposed INTRAH assistance in the FP program, products of the work sessions included a project goal, project and operational objectives, a 2 1/2-year workplan and an evaluation plan.

REDSOWCA, Pathfinder Fund and Population Council representatives joined the sessions to discuss funding and technical support for the FP program.

Rwanda

An INTRAH team (INTRAH Francophone Regional Director Pape Gaye, INTRAH Francophone Training and Training Materials Officer Dr. Aliou Boly, and INTRAH Consultant Dr. Penda Seck) conducted a training needs assessment in Rwanda, January 14 - February 2, 1991, in preparation for a FP training project

with ONAPO (National Office of Population). Because of civil unrest in the country at the time of the visit, the TNA was limited to 3 of 11 prefectures. Eight FP service sites were inventoried (2 hospitals, 5 health centers and a public center at the University) and a performance assessment of 12 service providers was conducted.

Togo

Francophone Regional Director Pape Gaye and Training and Training Materials Officer Dr. Aliou Boly met with USAID/Lomé HPN Officer Mr. Paul Ehmer and HPN Assistant Dr. Koffi Agbékou at USAID/Lomé on January 4 to review the draft proposal of the INTRAH/DME (MCH Division of the MOPH) PAC IIb training project.

On January 9 Francophone Regional Director Pape Gaye met with Dr. Kambatibe, Acting Director for the MCH Division, to discuss the draft proposal of the INTRAH/DME PAC IIb training project.

Travel to Lomé by INTRAH Associate Director of Administration Raymond Baker for a contract development visit, February 10 - 21, was not possible due to INTRAH's understanding of A.I.D. travel restrictions.

INTRAH Francophone Clinical Specialist Djariatou Thiam was a rapporteur for a Safe Motherhood/Family Planning meeting on January 10 in Lomé, Togo, at the request of the Togo Ministry of Public Health.

February 1991

Burkina Faso

A.I.D. informed USAID/Burkina Faso of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Cameroon

A.I.D. informed USAID/Cameroon of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Cape Verde

A.I.D. informed USAID/Cape Verde of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Côte d'Ivoire

Travel by INTRAH/Lomé staff and a consultant for the National FP Seminar, scheduled for February 18 - 23, was not possible due to INTRAH's

understanding of A.I.D. travel restrictions. The seminar has been re-scheduled for April 2 - 6, in Grand Bassam.

A.I.D. informed REDSOWCA of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Niger

A.I.D. informed USAID/Niger of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Rwanda

A.I.D. informed USAID/Rwanda of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

Togo

Travel to Lomé by INTRAH Associate Director of Administration Raymond Baker for a project and contract development visit with the Togo MOPH and Pannell-Kerr-Forster, originally scheduled for February 10 - 21 but postponed due to INTRAH's understanding of A.I.D. travel restrictions, was re-scheduled for March 18 - 27. However, a request from USAID/Togo to ST/POP for the essential and non-deferrable travel of Mr. Baker was disapproved by ST/POP. The visit is now proposed for late April 1991.

A.I.D. informed USAID/Togo of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, and requested nominations for workshop participants.

Zaire

At the request of USAID/Zaire, INTRAH Associate Director of Administration Raymond Baker and Francophone Evaluation and Supervision Specialist Onanga Bongwele proposed a visit to Zaire in late March/early April to explore alternate methods to finance a planned project with PSND and review action required to initiate a project with AZBEF. INTRAH assistance to PSND and AZBEF will be supported by a USAID/Zaire buy-in.

A.I.D. informed USAID/Zaire of the INTRAH-sponsored Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP training projects, May 21 - 29, in Lomé, Togo, and requested nominations for workshop participants.

March 1991**Burkina Faso**

INTRAH Francophone Regional Director Pape Gaye conducted a Project Development visit, March 4 - 6. Accomplishments of his visit were the confirmation of the Start-Up Workshop dates, clarification of the SUW objectives, determination of dates for first year project activities and modification of in-country budgets. Because of the absence from Burkina Faso of Mrs. Pascaline Sebgo, Head of Family Planning at the Directorate of Family Health (DSF), and the minimal availability of Dr. Didier Bakouan, Director of the DSF, Mr. Gaye was unable to reach agreement with the DSF on the descriptions of project activities, finalize the amendment to the subcontract and complete negotiations with the fiscal agent. INTRAH is discussing with the DSF and USAID/Burkina Faso a plan to complete unfinished business in order that project activities can begin in May/June 1991. The project will be supported in part by a USAID/Burkina Faso buy-in.

Côte d'Ivoire

From March 25 - April 1, INTRAH Training and Training Materials Officer Dr. Aliou Boly and INTRAH Consultants Dr. Manuel Pina and Dr. Halima Maidouka are planning for the National Family Planning Seminar to be conducted in collaboration with SEATS, in Grand Bassam, April 2 - 6.

Madagascar

INTRAH Francophone Regional Director Pape Gaye joined a 10 person CA and A.I.D. team as the training specialist from March 11 - April 5 to prepare for a project paper, which will result in an RFP. The activity was requested by the USAID/Madagascar Director and is being coordinated by POPTECH. AVSC, PCS, SEATS and OPTIONS are also represented on the team. Ms. Sarah Clark, Deputy Director of ST/POP, will join the team during the last week. INTRAH central funds are supporting Mr. Gaye's participation.

Zaire

INTRAH reconsidered the team proposed in a March 1 cable from ST/POP/IT to USAID/Zaire and recommended in a March 21 telex a May 6 - 9 visit by INTRAH Director Dr. James W. Lea, Associate Director of Administration Raymond Baker and Program Officer Maureen Corbett.

On March 25, a telex retransmission of a March 14 cable to ST/POP/IT from USAID/Zaire was received. The telex acknowledged agreement with the proposed visit and outlined topics of discussion during the visit. The proposed travel is subject to current A.I.D. travel restrictions.

BURKINA FASO TRAINING PLAN

REGION: W/CA
 COUNTRY: Burkina Faso
 PROJECT
 NUMBER: 36525/36539

PROJECT TITLE: Formation Portant sur la Prestation des Services de Planification Familiale (Training in Family Planning Service Delivery)

DURATION: March 12, 1990 - April 30, 1992

SPONSORING INSTITUTION: Ministère de la Santé et de l'Action Sociale (Ministry of Health and Social Action) (MOHSA)

HOST COUNTRY CONTACTS: Dr. Didier Bakouan, DSF Director, MOHSA, and Mrs. Roxana DeSole, Project Manager, USAID/Burkina Faso

ESTIMATED COST TO INTRAH: Contract Cost: TBD
 Est. Total LOP: TBD

MECHANISM: Sub-contract and Amendment #1*

GOAL: To develop the capability and capacity of members of the provincial training teams (PTT) in 15 bilateral project provinces to plan, manage, conduct and evaluate MCH/FP training in order to increase the quality, quantity and accessibility of services in at least 85 service sites.

ANTICIPATED OUTCOMES:

PROJECT OBJECTIVES:

- 1) Strengthen the capability of PTT members in the bilateral project provinces to train service providers and preceptors in MCH/FP (assess needs; plan, conduct and evaluate training; follow-up trainees).
- 2) Strengthen the capability of the national FP training team as MCH/FP resource persons for the PTTs.
- 3) Provide and/or develop guides for MCH/FP training and service delivery.
- 4) Augment/improve the performance in MCH/FP of service providers in the 85 project service sites.
- 5) Develop MCH/FP practical training sites in 5 of the bilateral project provinces.
- 6) Provide financial support for supervision activities in 15 provinces and for administrative support to the project.

OPERATIONAL OBJECTIVES:

Provincial Training Teams (PTT)

- 1) Train 25 new members of the PTTs (social workers and service providers) in training methodologies and use of the IEC/FP curriculum.
- 2) Update 34 PTT members in training methodologies and use of the curriculum (those members who have not been trained in training methodologies during the last three years).
- 3) Train 30 PTT members in 15 provinces (2 per province) to evaluate training activities and conduct performance assessment of trainees at their worksites.
- 4) Update the MCH skills of 20 members of the national FP training team.
- 5) Train 10 central level DSF staff to evaluate training activities and conduct performance assessment

Training Materials

- 6) Develop, pretest and finalize a MCH curriculum for the retraining of service providers (physicians, midwives and nurses).
- 7) Adapt the MCH curriculum for the retraining of assistant birth attendants and matrons.
- 8) Reproduce and distribute 100 MCH curricula for physicians, midwives and nurses; 300 curricula for assistant birth attendants and matrons; and 250 sets of handouts for each curriculum.
- 9) Reproduce and distribute 250 sets of handouts for clinical FP participants and 100 clinical FP curricula in 15 provinces.

Burkina Faso, continued

- 10) Distribute 20 Trainers' Reference Libraries (formathèques) in the 15 provinces of the project, and to the DSF, DFP, DESA and the ENSP.
- 11) Revise and update the existing MCH protocols and incorporate them into the MCH/FP service policy and standards.
- 12) Develop, reproduce and distribute 1000 copies, and plan for the revision, of the following documents:
 - a. MCH/FP service policy and standards
 - b. protocols for each contraceptive method and for infertility, and protocols for disinfecting and sterilizing equipment
 - c. job descriptions for MCH/FP service personnel
- 13) Orient approximately 70 MCH/FP personnel, including central level MOHSA staff (10), DPS (15), provincial trainers (45) and supervisors to the MCH/FP service policy and standards.

Preceptors - MCH/FP Practical Training Sites

- 14) Train 44 service providers in clinical FP preceptor skills: 10-Ouagadougou, 8-Ouahigouya, 4-Fada, 16-Bobo and 6-Koudougou.
- 15) Provide reference documents in clinical FP to 27 practical training sites in 5 provinces.

Service Providers

- 16) Conduct comprehensive clinical FP training for 120 service providers in the 15 provinces (physicians, midwives and nurses), including 15 PTT members.
- 17) Conduct MCH/FP refresher training for 270 physicians, midwives and nurses, including PTT MCH/FP trainers.
- 18) Conduct MCH/FP refresher training for 72 assistant birth attendants and matrons.
- 19) Conduct supplemental FP skills training for 45 service providers trained during the first 3 clinical FP training activities conducted in PAC IIA under the old FP curriculum.

Others

- 20) Conduct a project start-up workshop for 60 participants, including MOHSA senior staff, Provincial Directors of Health, MCH/FP provincial level coordinators and trainers and supervisors, in collaboration with PCS.
- 21) Conduct a study visit for 5 MOHSA senior staff (DSF and DFP) to an African country with a more highly developed integrated MCH/FP program.
- 22) Conduct two field follow-ups of a sample of trainees.
- 23) Conduct annual project reviews using follow-up findings and recommendations to plan for the next year.
- 24) Provide funds necessary for regular supervision (once every three months) and supervision logistics of MCH/FP activities in the 15 bilateral project provinces.
- 25) Provide funds necessary for a project secretary/bookkeeper.

OTHER INFORMATION:

- 1) Two activities conducted between March 12 - June 30, 1990 were supported in part by a \$40,000 buy-in from USAID/Burkina Faso.
- 2) The project will be supported in part by additional buy-ins from USAID/Burkina Faso.

I. ACTIVITIES: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Training Needs Assessment Trip #B-143 COMPLETED	Oct 29-Nov 17, 1990		Bongwele, O Thiam, D Gaye, P (10/29-11/3, 11/14-17) Kabore, J Royer, AC	

Burkina Faso, continued

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Preparation of Burkina Faso PAC Iib Project Proposal (Lome) Trip #B-187 COMPLETED	Dec 3-Dec 15, 1990		Bongwele, O Gaye, P (12/9-15) Knauff, L deSole, R (USAID) (12/9-15) Corbett, M Batta, F (DFP) (12/9-15) Kabore, J Sebgo, P (DSF) (12/9-15)	PCS Senior Program Officer participated from December 13-15.
Project Development Trip #B-180 COMPLETED	Mar 4-Mar 6, 1991		Gaye, P	

11. PROJECT FINDINGS: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS:

1. A TNA was conducted in preparation for a PAC Iib training project with the DSF. The TNA covered 14 of the 15 provinces under the USAID/Burkina Faso supported MCH/FP/nutrition bilateral project.
2. A PAC Iib project proposal was developed in collaboration with the DSF, the DFP, USAID/Burkina Faso and PCS. The 3-year project will focus on developing the capability and capacity of members of the provincial training teams to plan, manage, conduct and evaluate MCH/FP training, in support of the MOHSA policy to decentralize MCH/FP training to the provinces.
3. A project development visit was made during which Start-up Workshop (SUW) dates were confirmed, SUW objectives were clarified, dates for the first year of project activities were determined and in-country budgets were modified. The SUW will be conducted in collaboration with PCS.

PROBLEMS ENCOUNTERED:

1. The estimated costs for the proposed PAC Iib project exceeded the total available budget in the USAID/Burkina Faso buy-in to INTRAH, to be incrementally funded. It is expected that the buy-in will support approximately two-thirds of the estimated project costs.
2. The MOHSA decision to integrate FP into on-going MCH activities nationwide (following the Columbia University-sponsored OR project in Kadiogo Province) was not preceded by research in the provinces to ascertain the feasibility of integrated MCH/FP service provision. As a result, it is still not known to what extent MCH/FP integration is possible.
3. Despite the MOHSA's many requests, INTRAH and the Population Council were not able to coordinate their needs assessment activities in the 15 bilateral project provinces. Population Council's situational analysis will cover a sample of all 30 provinces in the country.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. During the first project review a financial assessment should be conducted and agreements reached as to how the remaining project activities will be financed.
2. The decision to integrate MCH/FP services nationwide should be supported by data on the status of MCH/FP service delivery in all 30 provinces. Data from the INTRAH training needs assessment and Population Council's situational analysis, as well as data on service provider performance collected at the time of MCH/FP training and during field follow-ups, should be analyzed and interpreted for use as a basis for MOHSA decision-making about the integration policy.
3. INTRAH and Population Council should strengthen collaboration in the area of evaluation. Efforts should be made to coordinate future activities, including the follow-up of trained personnel in the field.

Burkina Faso, continued

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Start-Up Workshop Trip #B-228	Apr 22-Apr 25, 1991	60 total: -MOHSA central staff -(15) DPS -MCH/FP coordinators -trainers and supervisors	Gaye, P 1 TRG (Leonhardt) 1 PCS (Langlois) 4 National Trainers	Trainers' reference libraries will be distributed during the workshop.
Technical Assistance to Collect and Prepare Baseline Documents for Service Policy, Standards and Protocols Trip #B-240	Apr 29-May 10, 1991	7 total: -(3) DSF (FP, MCH, IEC) -(1) DEP -(2) DFP -(1) ICSS	1 INTRAH	Existing MCH protocols will also be reviewed.
Recruitment of Secretary	April 1991		DSF USAID	Secretary will be hired for 3 years.
TOT for New Members of Provincial Training Teams: I Trip #B-233	May 13-May 25, 1991	15: -(7) midwives -(8) social educators	1 INTRAH 2 National Trainers	
Regional Evaluation Workshop/Seminar (Lome) Trip #B-182	May 21-May 29, 1991	3 MOHSA: -Dr. Didier Bakouan, DSF Director -Mrs. Pascaline Sebgo, DSF Head of FP Services -Mrs. Fatoumata Batta, DFP National Training Coordinator	Gaye, P Kabore, J Bongwele, O Newman, C	
TOT for New Members of Provincial Training Teams: II	Jun 10-Jun 22, 1991	10: -(5) midwives -(5) social educators	2 National Trainers	
Workshop to Prepare First Draft of the Service Policy and Standards Trip #B-234	Jun 17-Jun 29, 1991	25 (from various ministries)	1 INTRAH 2 National Trainers (1 DSF and 1 DFP)	A strategy for adapting the MCH protocols will also be developed.
TOT Update for Provincial Team Members: I	Jul 1-Jul 13, 1991	17 old PTT members	2 National Trainers	
TOT Update for Provincial Team Members: II	Jul 1-Jul 13, 1991	17 old PTT members	2 National Trainers	
Review of Comments/ Feedback on Draft of Service Policy and Standards	July-Aug 1991		INTRAH DSF DFP	INTRAH will coordinate the external review and the DSF will coordinate the internal review.
Study Tour (Chogoria, Kenya) Trip #B-166	Aug 26-Sep 7, 1991	5: -Director of DSF -Head of MCH -Head of FP -Head of IEC -DFP Training Coordinator	1 INTRAH (accomp)	
Development of MCH Curriculum and Inventory of Needs and Available Resources Trip #B-235	Sep 23-Oct 5, 1991	6: -(2) DSF -(2) DFP -(2) DPS	1 INTRAH UNICEF	

TOGO TRAINING PLAN

REGION: W/CA
 COUNTRY: Togo
 PROJECT
 NUMBER: 36524

PROJECT TITLE: Projet de formation portant sur le développement et l'amélioration des services de PF (Training Project for the Expansion and Improvement of FP Services)

DURATION: April 15, 1991 - September 30, 1992

SPONSORING INSTITUTION: Ministère de la Santé Publique (Ministry of Public Health - MOPH)

HOST COUNTRY CONTACTS: Mr. Paul Ehmer, Health/Population Officer at USAID/Togo and Dr. Nagbandja Kambatibe, Director of the MCH Division (DME) of the MOPH

ESTIMATED COST TO INTRAH: Subcontract Cost: TBD
 Est. Total LOP: TBD

MECHANISM: Memorandum of Agreement*

GOAL: To assist in the establishment and institutionalization of family planning training capability and capacity that are directed toward the expansion of family planning services and improvement of service quality.

ANTICIPATED OUTCOMES:

PROJECT OBJECTIVES:

- 1) Establish and train a core of national clinical trainers capable of planning, implementing and evaluating a national family planning training program, based on expectations contained in the national service policy, standards and protocols, and recording and reporting forms.
- 2) Improve the skills and knowledge of clinical preceptors and clinical service providers as a means to improve service quality.
- 3) Establish an outreach capacity for promoting the use and continuation of family planning services.
- 4) Increase the number and quality of family planning reference and training materials used by the national training team, clinical preceptors, the DME and the professional training schools for nurses.
- 5) Assess the effects of training and technical support on improvements in the availability and accessibility of services and the quality of services offered by trained service providers.

OPERATIONAL OBJECTIVES:

- 1) Increase the number of clinical practicum sites in Lomé and the Maritime region from three to seven.
- 2) Train a core of fifteen clinical trainers (physicians, medical assistants and midwives), including five from Lomé and two from each of the five regions, in clinical family planning, clinical management, training methodologies, communications, and evaluation/performance assessment.
- 3) Revise, update and augment three existing training curricula (comprehensive clinical family planning, IEC and clinic services management) to reflect the service policy, standards and protocols.
- 4) Assess the adequacy and usability of the client record-keeping and reporting system established by the UNFPA.
- 5) Train 30 supervisors (11 physicians and 19 medical assistants) in comprehensive clinical family planning skills, and in quantitative supervision and the use of FP service standards and protocols as supervisory references.
- 6) Train 47 service providers (33 midwives and 14 nurses) in comprehensive clinical family planning skills.
- 7) Train 14 birth attendants and 15 social educators in family planning communications and outreach.
- 8) Train 12 clinical preceptors from Lomé and Kara.
- 9) Conduct field follow-up of a sample of trainees.

*Pending submission and approval by A.I.D.

Togo, continued

- 10) Conduct a training and training materials' needs assessment in four paramedical training schools.
- 11) Conduct reviews of project accomplishments every six months with a formal review of field follow-up findings every year.
- 12) Provide training reference libraries to the DME for use of the national trainers, the Family Planning Association (ATBEF), four health training professional schools and the WHO Training Center.

OTHER INFORMATION: The project will be financed through a USAID/Togo buy-in, to be incrementally funded.

I. ACTIVITIES: PAST SIX MONTHS (October 1, 1990 - March 31, 1991) N/A

II. PROJECT FINDINGS: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS:

1. A PAC IIB project proposal for INTRAH assistance was developed in collaboration with the DME and ATBEF. Approximately 243 service providers, trainers and supervisors will be trained during the life of the project.

PROBLEMS ENCOUNTERED:

1. Arrangements are not yet completed for a senior MOPH technical officer to join INTRAH for the purposes of providing assistance in activating and monitoring the workplan, because a replacement has not been hired by the MOPH. The DME Director has submitted four candidates for consideration by the Minister.
2. There was some confusion about proposed INTRAH assistance for the development of family planning method protocols. Because UNFPA had helped prepare FP reference materials, it was thought that those materials were FP protocols and that INTRAH assistance would duplicate work already completed. The DME and UNFPA finally decided that the materials developed were training reference materials and were not to be used by service providers as protocols. The problem was another indication of the need for family planning agencies to coordinate their assistance to the National FP Program (PNBEF) to reinforce the complementarity of assistance and avoid duplication of efforts.
3. The delay experienced in beginning project activities was further aggravated by A.I.D. travel restrictions due to the Gulf War, which caused the proposed February 18-22 project and subcontract development visit to be postponed until April. As a result of the delay, there will be time pressure to complete the proposed activities in the workplan prior to the PACD of USAID/Togo's FHI-II buy-in funds.
4. The new DME Director is questioning the length of comprehensive clinical FP skills training (6 weeks). This issue was discussed at length with the previous DME Director, who also questioned the 6-week duration at the beginning of the PAC IIA project but became convinced after he saw the results from the follow-up/performance assessment of trained service providers. The new Director expects the Minister of Public Health to object to the length of time that service providers are spending in training.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The preparation of FP protocols to guide service delivery in accordance with the national FP service policy and standards should take place at the beginning of the project.
2. To avoid further delay in project implementation, project and subcontract development and the start-up workshop should be conducted in April and May, respectively. Arrangements for the senior MOPH technical officer to join INTRAH should be finalized before conducting the project start-up workshop.

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Project and Contract Development Trip #B-176	TBD Apr 1991 (1 week)		Boly, A Thiam, D Baker, R 2 DME 1 ATBEF

Togo, continued

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS
Start-up Workshop Trip #B-135	TBD Apr/May 1991 (3 days)	15: -MOPH -MOSA/CW -ATBEF -SNESS	2 RO/L Hounzah, N Kampatibe, N
Regional Evaluation Workshop/Seminar (Lome) Trip #B-182	May 21-May 29, 1991	3: -Dr. Nagbandja Kampatibe MCH Division Director, MOPH -Mrs. Noellie Hounzah, Coordinator of INTRAH/MOPH Training Project, MOPH -Mrs. Emilie Mensah, Head of Clinical Services, ATBEF	Gaye, P Kabore, J Bongwele, O Newman, C
Development of Protocols Trip #B-136	TBD June 1991 (3 weeks)	-2 DME -1 ATBEF	1 RO/L Hounzah, N 1 Consultant
Review, Revision and Finalization of Protocols Trip #B-138	TBD July 1991 (4 weeks)	-DME -ATBEF -CHU	Hounzah, N
Site Inventory and Collection of Baseline Data on Potential Preceptors Trip #B-140	TBD Aug 1991 (2 weeks)	4: -DME -ATBEF	1 RO/L Hounzah, N
Clinical FP Preceptor Skills Workshop Trip #B-141	TBD Aug/Sept 1991 (6 weeks)	12 participants from: -Agoenyive -Adakpame -Cassablanca -Nukafu -CHU/Tokoin	1 RO/L Hounzah, N 1 Consultant

ZAIRE/AZBEF TRAINING PLAN

REGION: W/CA
 COUNTRY: Zaire
 PROJECT
 NUMBER: 36544

PROJECT TITLE: Projet de Formation en Naissances Désirables pour les Agents de Service (Family Planning Training Project for Service Providers)

DURATION: TBD

SPONSORING INSTITUTION: Association Zairoise Pour le Bien-Etre Familiale (AZBEF)

HOST COUNTRY CONTACTS: Mr. Kazadi, AZBEF Executive Director, and Mr. Bill Martin, USAID/Zaire Project Manager

ESTIMATED COST TO INTRAH: Contract Cost: TBD
Est. Total LOP: TBD

MECHANISM: Sub-contract*

GOAL: To improve the quality of family planning services offered by AZBEF-trained service providers.

ANTICIPATED OUTCOMES: **PROGRAM OBJECTIVE:**
Increase the number and quality of trained family planning service providers, clinic preceptors and family planning service sites.

OPERATIONAL OBJECTIVES:

- 1) To revise and finalize the basic clinical FP skills curriculum.
- 2) To update the clinical family planning and precepting skills of 14 clinical preceptors (10 from practicum sites also used by PSND).
- 3) To conduct an inventory of 24 service delivery sites in 6 regions and select clinicians to be trained in basic clinical family planning skills.
- 4) To train 15 service providers from the 24 sites inventoried in basic clinical family planning skills.
- 5) To update the clinical family planning skills of 15 service providers trained in PAC IIa.
- 6) To follow-up at least 60% of all trainees in their worksite and conduct a project-level evaluation (with PSND).

OTHER INFORMATION: The project will be financed by a USAID/Zaire buy-in.

I. **ACTIVITIES:** PAST SIX MONTHS (October 1, 1990 - March 31, 1991) N/A

II. **PROJECT FINDINGS:** PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS: N/A

PROBLEMS ENCOUNTERED: N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS: N/A

*Pending submission and approval by A.I.D.

Zaire/AZBEF, continued

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Site Visit Trip #B-68	May 6-May 9, 1991		Lea, J Baker, R Corbett, M	Site visit will be made at the request of USAID/Zaire.
Regional Evaluation Workshop/Seminar (Lome) Trip #B-182	May 21-May 29, 1991	3: -Mr. Kazadi, Executive Director -Mr. Mabudi, INTRAH/AZBEF Training Project Coordinator -Mr. Buanda, Clinical Training Program Officer	Gaye, P Kabore, J Bongwele, O Newman, C	
Revision and Finalization of Basic Clinical FP Skills Curriculum Trip #B-189	TBD 2 weeks		1 INTRAH 2 PSND 2 AZBEF 1 SANRU	Activity will be conducted jointly with PSND.
Site Inventory Trip #B-190	TBD 4 weeks	24 sites in 6 regions: -Bas Zaire -Shaba -Kivu -Haut Zaire -Equateur -Kasai	1 INTRAH (1st region only) 2 AZBEF	
Basic Clinical FP Skills Workshop Trip #B-192	TBD 4 weeks	15 service providers selected from sites previously inventoried	1 INTRAH 2 AZBEF	

ZAIRE/PSND TRAINING PLAN

REGION: W/CA
 COUNTRY: Zaire
 PROJECT
 NUMBER: 36543

PROJECT TITLE: Programme de Formation en Naissances Désirables
 (Family Planning Training Program)

DURATION: TBD

SPONSORING INSTITUTION: Projet des Services des Naissances Désirables (PSND)

HOST COUNTRY CONTACTS: Mr. Ngoie Mbuya, PSND Director, and Mr. Bill Martin, USAID/Zaire Project Manager

ESTIMATED COST TO INTRAH: Contract Cost: TBD
 Est. Total LOP: TBD

MECHANISM: Subcontract with PSND alternate, yet to be determined*

GOAL: To improve PSND's capability and capacity to train clinical trainers, clinical preceptors and clinical service providers.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
 1) Establish a standardized basic clinical family planning skills curriculum for use in all clinical in-service training programs.
 2) Increase the competence of trained clinical trainers and clinical preceptors.
 3) Increase the number of clinical training sites that meet basic criteria.

OPERATIONAL OBJECTIVES:
 1) To revise and finalize the basic clinical family planning skills curriculum.
 2) To train 15 service providers from the Equateur and Kivu regions in basic clinical FP skills.
 3) To update the clinical and precepting skills of 15 trainers (9 Kinshasa-based and 6 Lumumbashi-based).
 4) To update the clinical and precepting skills of 24 clinical preceptors, 10 Kinshasa-based (from practicum sites also used by AZBEF) and 10 Lumumbashi-based.
 5) To follow-up at least 60% of all trainees at their worksite and conduct a project-level evaluation (with AZBEF).

OTHER INFORMATION: The project will be financed by a USAID/Zaire buy-in.

I. ACTIVITIES: PAST SIX MONTHS (October 1, 1990 - March 31, 1991) N/A

II. PROJECT FINDINGS: PAST SIX MONTHS (October 1, 1990 - March 31, 1991)

ACCOMPLISHMENTS: N/A

PROBLEMS ENCOUNTERED: N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS: N/A

*Pending submission and approval by A.I.D.

57

Zaire/PSND, continued

III. ACTIVITIES: NEXT SIX MONTHS (April 1, 1991 - September 30, 1991)

COMPONENTS	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Site Visit Trip #B-68	May 6-May 9, 1991		Lea, J Baker, R Corbett, M	Site visit will be made at the request of USAID/Zaire.
Regional Evaluation Workshop/Seminar (Lome) Trip #B-182	May 21-May 29, 1991	3: -Mr. Bitchikila, INTRAH/PSND Training Project Coordinator -Mr. Ngoie, PSND Director -Mrs. Ekasi, Chief, Training Division, Sixième Direction	Gaye, P Kabore, J Bongwele, O Newman, C	
Revision and Finalization of Basic Clinical FP Skills Curriculum Trip #B-189	TBD 2 weeks		1 INTRAH 2 PSND 2 AZBEF 1 SANRU	Activity will be conducted jointly with AZBEF.
Basic Clinical FP Skills Workshop (Kinshasa)	TBD 4 weeks	15 service providers: -(10) from Equateur -(5) from Kivu and Kinshasa	2 PSND	
Clinical FP Skills Update (Kinshasa) Trip #B-196	TBD 4 weeks	15 clinical trainers: -(9) Kinshasa -(6) Lumumbashi	1 INTRAH 2 PSND	

TECHNICAL SERVICES

I. TRAINING MATERIALS SERVICE

II. EVALUATION SERVICE

III. DATA MANAGEMENT SERVICE

IV. CLINICAL OFFICER'S SERVICE

I. TRAINING MATERIALS SERVICE

A. Review of Past Six Months: October 1, 1990 - March 31, 1991

1. The training materials and other INTRAH staff completed and distributed the following materials:
 - the fourth edition, in English and French of the INTRAH TIP, "List of Free Materials in FP/MCH"; and
 - "Preventing Accidental Infection in the Clinic," in English and French, of the 1991 INTRAH Appointment Calendar for Trainers

and continued development of the following materials:

- revisions of *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers* (English edition);
- translation to French of selected sections of *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers* ;
- "Clinic-Based Contraceptive Logistics System" (INTRAH TIP); and
- "Basic Curriculum Guide" (internal INTRAH TIP).

and continued planning for the English and French INTRAH Trainers' Reference Libraries, a selection of basic references in training and MCH/FP which INTRAH will supply to training teams and training institutions in sub-Saharan Africa.

2. INTRAH supplied selected training materials and resources (including French and English editions of INTRAH publications and materials available from other sources) in response to requests from 100 institutions and individuals. The requests were from the following regions of the world:

• Africa	48
• Asia	14
• Canada	5
• Europe	3
• Latin America/Carribbean	1
• USA	29
3. In collaboration with the Evaluation and Program Specialists, a prototype follow-up and evaluation plan was prepared for training materials developed by INTRAH. The prototype was applied to the development of the evaluation plans for the "List of Free Materials in FP/MCH" and the "1991 INTRAH Calendar for Trainers," and data collection was begun.

4. Other activities of the Training Materials Service:

Completed information entry of materials, for the INTRAH/Anglophone Office, for a computer database of family planning training and reference materials in Anglophone Africa. The INTRAH/Anglophone Office will continue to update the database for use by their staff, consultants and Anglophone projects.

Participated in a meeting for the IEC/Training Materials Working Group of the IT/CAs' Steering Committee.

Attended the Seventh Annual A.I.D./Office of Population Cooperating Agencies Meeting. Prepared and displayed an exhibit of recent INTRAH publications during the Networking Exposition.

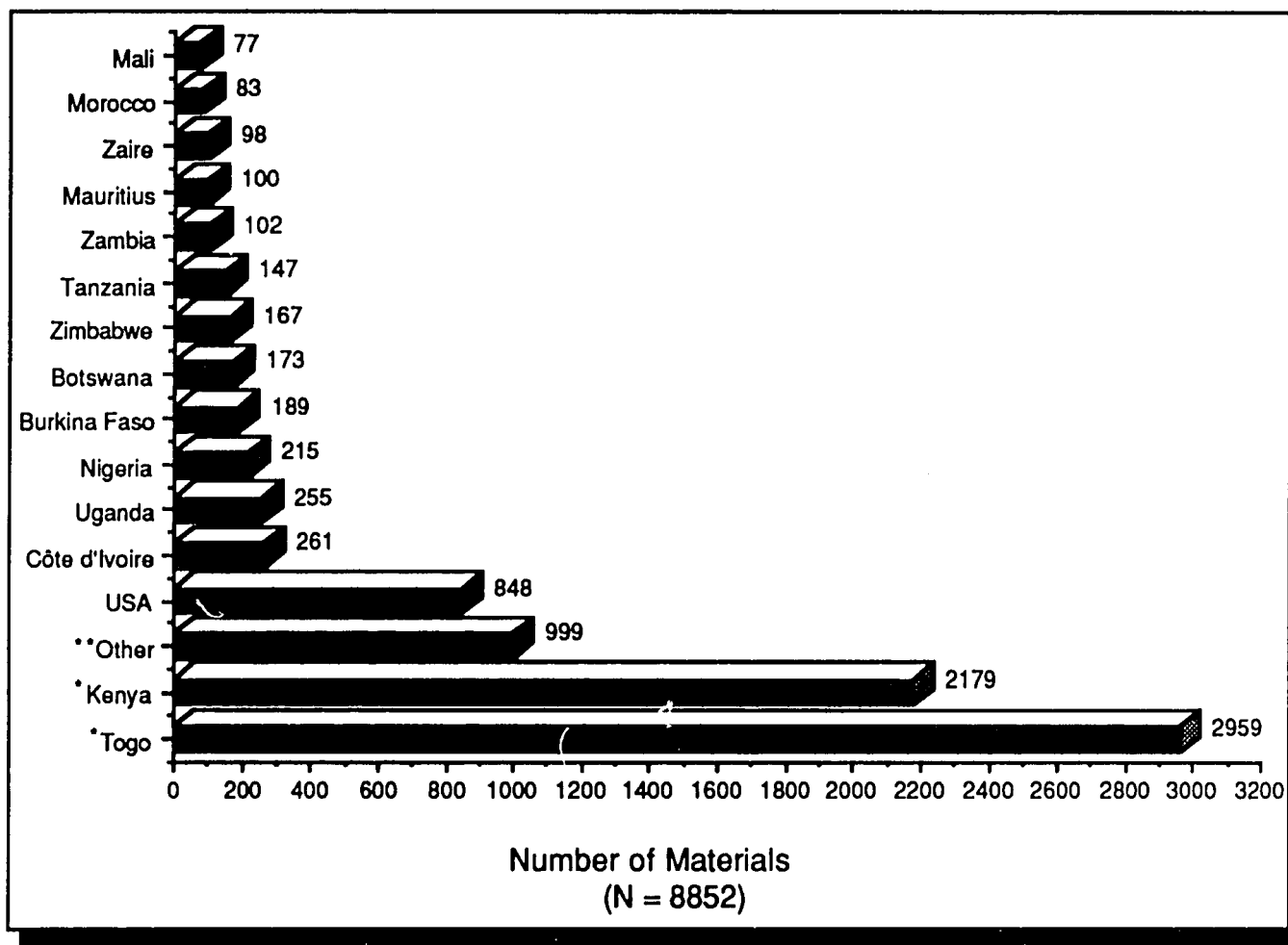
Completed production of an INTRAH display for professional meetings and conferences, including the NCIH conference in June, 1991.

Provided the Regional Offices with information on computer programs for library collections. Subscribed to 34 journals for the Regional Office in Lomé. Continued to provide materials and information retrieval services to staff members in Chapel Hill, Nairobi, and Lomé.

B. Projected Activities Next Six Months: April 1, 1991 - September 31, 1991

1. Finalize, print and begin distribution of the updated English version of *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers*. Distribution will include INTRAH training colleagues in Africa, participants of relevant INTRAH-sponsored workshops, CA's, international family planning assistance agencies, USAID offices in Africa, and ST/POP divisions. The *Guidelines* will be available on computer disk and in published, hardcopy form.
2. In collaboration with various INTRAH staff, continue development of the French edition of *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers*, and various INTRAH TIPs.
3. Assist regional offices in ordering and distributing workshop materials. Continue providing resource materials to institutions collaborating with INTRAH and in response to specific requests from institutions and individuals working in developing countries.
4. In collaboration with various INTRAH staff, continue selecting and ordering materials to be included in the English and French Trainers' Reference Libraries and identifying recipient training teams and training institutions.
5. Begin follow-up and evaluation of the "List of Free Materials in FP/MCH" and the "1991 INTRAH Calendar for Trainers." Develop follow-up and evaluation plans for the Trainers' Reference Libraries and the *Guidelines for Clinical Procedures in FP and STDs*.
6. Continue to participate in meetings for the Training Materials Working Group of the IT/CAs' Steering Committee and to participate in the Working Group's training materials database. Continue to share information about training materials with A.I.D. Cooperating Agencies and other international organizations.
7. Computerize records of materials which have been ordered and/or sent to the Regional Offices for their resource collections. Continue to develop a system for organizing audio-visual materials in the Chapel Hill resource collection. Continue to provide books, journals, and research information to INTRAH staff in Chapel Hill and the Regional Offices.

**NUMBER OF TRAINING MATERIALS
PROVIDED BY INTRAH, BY COUNTRY
(September 24, 1989 - March 31, 1991)**



*Includes materials sent to INTRAH Regional Offices for distribution in their regions during FY 90.

**Includes all countries receiving fewer than 77 items.

II. **EVALUATION**

A. **Review of Past Six Months: October 1, 1990 - March 31, 1991**

1. **Staff Development, October 1990**

The Evaluation Officer, together with INTRAH Deputy Director Lynn Knauff and Training Materials Specialist Gabrielle Beasley, participated in a workshop on performance technology conducted by the Center for Effective Performance in Atlanta, Georgia. The workshop focused on identification of the causes of, and solutions to, work performance problems.

2. **Representation of INTRAH at Meetings of Cooperating Agencies, November 1990-March 1991**

The Evaluation Officer attended the following meetings: The Office of Population's Meeting of the Cooperating Agencies, held during November 26-28, 1990, in Washington, D.C.; a meeting of the Ad Hoc Training Evaluation Group, held during January 9-10, 1991 at the Pathfinder office in Watertown, Massachusetts; two meetings of the Training Sub-committee of the ST/POP/IT Evaluation Working Group, on January 29, 1991 and March 11, 1991, respectively; and one meeting of the Evaluation Working Group on March 12, 1991.

3. **Application and Revision of INTRAH's PAC IIb Evaluation Plan, Ongoing 1990-1991**

a. **Fieldtest of a Format for Country Evaluation Plans Included in Country Project Proposals, March/April 1991**

In December 1990, INTRAH's Regional Office in Lomé used the format for developing the Burkina Faso training proposal evaluation plan and gave feedback to the Evaluation Officer.

b. **Format and Content Revisions on the "Trainers' Jobs Tasks and Performance Standards" Document, March/April 1991**

Revisions recommended at the 1990 Annual Meeting were made in the "Trainers' Jobs" document, and approval from INTRAH Regional Offices was sought. These revisions will undergo French translation in April, 1991.

A major change introduced at the 1990 annual meeting is the use of the term "master training team," defined as "A team whose members represent various areas of expertise devote varied percentages of time to training and perform various training-related functions, such as administration, consultation, stand-up training and technical

assistance. The scope of the technical assistance provided by a master training team includes training design, curriculum development, preparation of other training teams, selection and use of training materials, training evaluation and decisionmaking about the quality (relevance, timeliness, appropriateness, adequacy) of training."

c. Developing a List of Terms for a Glossary of Training Evaluation, November 1990-January 1991

During November 1990-January 1991, INTRAH Regional and Central office staffs participated in the development of a comprehensive list of training evaluation terms to be defined and standardized by INTRAH.

d. Revision of Section V of the Evaluation Plan, Entitled the "Evaluation Workplan," March/April 1991

Agreement was reached by INTRAH Regional Offices on how to document results from the "Trainers' Reaction Form" and from Pre/post tests. Based on these agreements, the workplan (as well as written materials/instructions to consultants) were revised. This section will be revised in French in April 1991.

e. Revision of Second Generation Tracking Form, January-March 1991

The Evaluation Officer coordinated INTRAH's Regional and Central offices inputs to revise the instrument to track second generation trainee numbers during PAC IIb.

f. Development of Standards for Clinical FP Preceptors, January 1991-Ongoing

Based on recommendations made at the 1990 INTRAH Evaluation Round Table, INTRAH's regional office in Nairobi began working on a draft set of standards for clinical FP preceptors. This effort was considered to have immediate applicability to training and program development and will be overseen by INTRAH/CH Deputy Director.

4. Preparation of a Proposal for the May 21-29, 1991 Francophone Regional Seminar/Workshop in Evaluation, December 1-10, 1990

The Evaluation Officer was in Lome December 1-10, 1990, to assist the Regional Office in the development of a draft proposal and action plan for implementing the proposal. The proposal was approved by AID in mid-February and a circular announcement cable was sent to USAID missions by ST/POP/IT at the end of February.

5. INTRAH's Program Management Information System

In March 1991, the Evaluation Officer reviewed a software system entitled "Training Evaluator" with the INTRAH Computer Systems Administrator, in order to explore ways of expanding INTRAH's capability/capacity to analyze data.

In addition, the Evaluation Officer interviewed and arranged to hire a graduate student assistant from the University of North Carolina's Department of Economics (assignment is described in #4, below).

7. Anglophone Regional Performance Evaluation Workshop

The Evaluation Officer coordinated RO/N efforts to engage training consultants for a proposed regional performance evaluation workshop, now scheduled for December 1991 to accommodate consultants' availability.

B. Projected Activities for Next 6 Months: April 1-September 30, 1991

1. Finalization/Translation of Selected Parts of the Evaluation Plan, March-September, 1991

The Evaluation Officer will finalize selected parts of the evaluation plan (See #3, above) by April, in order that the revised French version will be available for use in the May 1991 Francophone regional seminar/workshop in evaluation.

2. Technical Assistance to Develop a Curriculum for the Francophone Regional Seminar/Workshop in Evaluation for Directors and Coordinators of Training Projects, April 8-19, 1991

The Evaluation Officer will be in Lome April 8-19, 1991 to assist in the development of parts of a curriculum that will be used in the regional evaluation seminar/workshop scheduled for May 1991. This activity will include development of technical materials which will be continued in Chapel Hill during April/May 1991.

3. Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP Training Projects, May 21-29, 1991

The Evaluation Officer will participate as a co-facilitator in the Regional Seminar/Workshop in Evaluation for Directors and Coordinators of FP Training Projects in Lome. Other co-facilitators will be: Mr. Onanga Bongwele, INTRAH Regional Evaluation/ Supervision Specialist, Mr.

Pape Gaye, INTRAH Regional Director for Francophone Africa and INTERAH Training/Evaluation consultant Mr. Joanny Kabore.

4. Technical Assistance to INTRAH Regional Offices and Within Chapel Hill on Evaluation Plan Implementation and on Technical Issues and Problems Associated with Implementation. March-September 1991

The Evaluation Officer will work with the Deputy Director and Francophone Program Officer in providing technical support to regional offices for the following activities: planning, implementation and monitoring of baseline data collection; development of project proposal evaluation plans; implementation of participant follow-up plans (for RO/N's October 1990 Regional TOT and RO/L's May 1991 Seminar/Workshop in Evaluation); and the formulation of questions and their integration into operations research in new INTRAH training projects.

In addition, the Evaluation Officer will work with the Training Materials Officer to coordinate integration of training materials evaluation approaches into country projects in Anglophone and Francophone regions.

5. Revision of Baseline Guidelines. March/April 1991

The current guidelines for collecting baseline data will be revised to more closely reflect INTRAH regional office practice regarding the collection of trainee and project baseline.

6. Supervision of Graduate Student Assistant. May-July 1991

The Evaluation Officer will work with Ms. Sumana Dhar, a Ph. D candidate from the UNC Department of Economics, to develop a draft framework for assessing the costs/benefits of INTRAH training. Ms. Dhar will also work with the Computer Systems Administrator, who will provide assistance to Ms. Dhar in understanding INTRAH's activity cost system.

7. Participation in the Evaluation Working Group of the ST/POP/IT Steering Committee. Ongoing

The Evaluation Officer will represent INTRAH in the Evaluation Working Group.

8. Participation in the NCIH Annual Meeting. June 24-26. 1991

The Evaluation Officer will attend the NCIH meeting.

9. Participation in INTRAH's Annual Meeting. August 12-23, 1991

In July 1991, the Evaluation Officer will participate in planning for INTRAH's Annual Meeting, and will participate in meetings from August 12-23, 1991.

10. Development of a First Draft of a Glossary of Training Evaluation Terms. June-December, 1991

The Evaluation Officer will attempt to hire a graduate assistant, who will develop a first draft glossary of training evaluation terms, based on a list of terms developed by INTRAH staff November 1990- January 1991.

III. DATA MANAGEMENT**A. Review of Past Six Months: October 1, 1990 - March 31, 1991****Computer System**

INTRAH has added an Apple Macintosh IIci with a double page monitor to its desktop publishing capabilities. Now the technical services system networks three Macintosh computers and two IBM PCs to a LaserWriter II printer. The addition of the IIci computer has freed up a Macintosh SE for use by INTRAH Program and Administration Services for preparation of reports such as the semi-annual and the annual workplan. Upgrades from two IBM 8088 dual drive PCs have been made to two IBM-compatible 286 PCs with 40 MB hard disks for INTRAH/Chapel Hill's Translator and Program Assistant. The older machines are now being used for instruction and backstopping.

Data System

After the purchase of Fastback Plus software, a new backup system has been implemented that ensures safety of the training, financial, library, directory databases as well as other important computerized documentation.

Data were provided for several A.I. D. requests, such as the number of nurses trained in PAC IIb for the Office of Health.

B. Projected Activities Next Six Months: April 1, 1991 - September 30, 1991**Computer System**

Data Management Services will continue to seek technical assistance and explore options for improving INTRAH's computer network systems.

Data System

In the next six months, INTRAH plans to put into effect procedures for the cost activity system.

The Computer Systems Administrator will attend a two day seminar on programming in dBase III+.

IV. CLINICAL SPECIALIST'S SERVICE

A. Review of Past Six Months: October 1, 1990 - March 31, 1991

1. Collaborated with INTRAH Training Materials Service in updating the English edition of the INTRAH *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers*.
2. Prepared five update memos for regional office staff on current issues in family planning, including prevention of STDs and AIDS.
3. Channeled articles and other material of clinical interest to regional office staff, arranging for translation as necessary.
4. Collaborated with INTRAH and UNC staff to prepare articles:
 - Mtawali G, Muhuhu P, Angle MA and Lea JW: "Pregnancy Diagnosis and Contraception," *Africa Health*. November, 1990; 13(1):36-37.
 - Angle MA, Huff P, Lea JW: "Medication Interactions with Oral Contraceptives," *Outlook*. March, 1991 (in press).
5. Collaborated with other cooperating agencies by:
 - participating in the interagency PERFECT group (for curriculum development in perinatal contraception counseling),
 - participating in the development of an interagency consensus document on IUDs (with ASVC and JPHIEGO).

B. Projected Activities Next Six Months: April 1, 1991 - September 30, 1991

1. Completion of 1991 revision of the English edition of the INTRAH *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers*.
2. Completion of TIP on "Interactions of Medications with Oral Contraceptives," in the form of article in *Outlook* plus laminated reference chart.
3. Continued response to information requests from the INTRAH regional offices and continued preparation of update memos for regional office technical staff.
4. Continued collaboration with other cooperating agencies.

APPENDICES

APPENDIX A

CHRONOLOGICAL CHART OF COMPLETED ACTIVITIES

APPENDIX A
 CHRONOLOGICAL CHART OF COMPLETED ACTIVITIES BY COUNTRY
 September 25, 1989 - March 31, 1991

LOCATION	TECHNICAL ASSISTANTS/ TRAINERS	TITLE	DATES	PARTICIPANTS
** BOTSWANA MOH	Knauff, L Beasley, G Mtawali, G Wachira, J Gathu, K	Training Needs Assessment Update	Mar 5-Mar 20 90	
		Technical Assistance for NHI Manual Revision and Finalization Workshop	Jul 2-Jul 12 90	19 MOH PST trainers
Nairobi, Kenya	Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Regional Training Methodologies Workshop for National Family Planning Trainers	Sep 17-Sep 28 90	2 NHI: -Mrs. Clara Bapindi, Senior Tutor -Miss Mary Moseki, Lecturer
** BURKINA FASO MOHSA	Gaye, P Corbett, M Baker, R (2/12-14) Durham, C (2/12-14) Bongwele, O Bongwele, O	Site Visit	Feb 5-Feb 14 90	
		Participate in Conference to Disseminate OR Findings Technical Assistance to Prepare Curriculum for Update of Service Providers Trained in 1987	Apr 2-Apr 4 90 Apr 5-Apr 10 90 May 2-May 4 90	
	Bongwele, O Kaboré, J (NTT) Zoungrana, C (NTT)	Training of Trainers Workshop	Apr 17-Apr 28 90	16: -IEC -NSPH -13 clinicians 12 provincial level physicians/ service providers
	Seck, P Mutombo, Y (5/7-19) Sebgo, P (NTT) Sawadogo, L (NTT) Bongwele, O Thiam, D Gaye, P (10/29-11/3, 11/14-17)	Comprehensive Clinical FP Skills Workshop	May 7-Jun 15 90	
		Training Needs Assessment	Oct 29-Nov 17 90	
Lomé	Kaboré, J Royer, AC Bongwele, O Gaye, P (12/9-15) Knauff, L Corbett, M Kaboré, J deSole, R (USAID) (12/9-15) Batta, F (DFP) (12/9-15) Sebgo, P (DSF) (12/9-15)	Preparation of Burkina Faso PAC IIb Project Proposal	Dec 3-Dec 15 90	
	Gaye, P	Project Development	Mar 4-Mar 6 91	

** CAMEROON MOPH	Lea, J Gaye, P Bongwele, O Pina, M Thiam, D Mutombo, Y	Site Visit Training Needs Assessment	Dec 2-Dec 7 90 Jan 24-Feb 9 91	
** CAPE VERDE MOH/L/SA	Gaye, P Pina, M Gaye, P Bahamondes, L McCharen, M Ekué, B (12/2-8)	Training Needs Assessment Finalization of Proposal and Seminar Dates for Physicians' Seminar National FP Seminar	Apr 16-May 1 90 Sep 18-Sep 22 90 Dec 1-Dec 5 90	14: -(13) Physicians -(1) Registered Nurse
** CHAD MOH	Thiam, D Bongwele, O	Follow-up	Jun 4-Jun 22 90	8 INTRAH-trained clinical FP service providers
** COTE D'IVOIRE MOPH/SP	Gaye, P (3/5-9, 3/19-23) Thiam, D Boly, A Bongwele, O Boly, A Thoiye, I (SEATS) Boly, A Bongwele, O Pina, M	Training Needs Assessment Preparation for National FP Seminar Training Strategy Work Sessions	Mar 5-Mar 23 90 Jul 30-Aug 4 90 Jan 7-Jan 12 91	
** COTE D'IVOIRE AIBEF	Mutombo, Y Bongwele, O Pina, M Angle, M (9/17-22) Boly, A Pina, M	AIBEF 10th Anniversary Activities Clinic Inventory and Needs Assessment for Preceptor Training Clinical FP Refresher and Preceptors' Skills Workshop	Oct 31-Nov 3 89 Sep 17-Sep 28 90 Nov 19-Dec 6 90	11 FP service providers
** COTE D'IVOIRE REDSO/WCA	Gaye, P Gaye, P Gaye, P Boly, A	Discussions with REDSO/WCA of March 1990 TNA Results and Clarification of INTRAH and SEATS' Roles in Proposed National FP Seminar Discussions with REDSO/WCA of two Buy-ins for Cape Verde Meeting of Cooperating Agencies	May 10-May 11 90 Jun 25-Jun 25 90 Oct 15-Oct 19 90	
** GHANA	Mtawali, G	Sister Agency Meeting on Integrating Permanent and Longterm Contraception in African Programs	Oct 9-Oct 12 89	
** KENYA	Muhuhu, P Wachira, J Chogoria Wachira, J Waiyaki, D Wachira, J Chogoria Muhuhu, P Mtawali, G	Project Proposal Development Site Visit Workshop to Develop 3-Year Strategy and Workplan Finalization of Plans for INTRAH/Nairobi and Chogoria Hospital Collaboration to Organize and Conduct Third Country Training	Mar 10-Mar 22 90 May 3-May 4 90 Jun 19-Jun 21 90 Aug 6 89	

Nairobi	Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Regional Training Methodologies Workshop for National Family Planning Trainers	Sep 17-Sep 28 90	15: -(2) Botswana -(3) Tanzania -(1) Togo (INTRAH/Lomé) -(3) Uganda -(2) Zimbabwe -(4) Kenya: -Mrs. Jane K. Gitonga, MCH/FP Trainer, DFH -Mrs. Esther Kalya, MCH/FP Trainer/ Coordinator, DFH -Mrs. Jennifer Omufwoko, Nurse Trainer, DFH -Mrs. Joyce Kwendeka, Nurse-Midwifery Educator, Muranga School of Nursing
Chogoria	Mtawali, G Ndiritu, A RON Staff Matatu, S Matatu, S	Training Needs Assessment Regional Office/Nairobi Retreat Technical Assistance in Developing a List for Two Types of Trainers' Reference Libraries Clinical and Training Skills Materials Review and Content Updating	Sep 17-Sep 19 90 Nov 6-Nov 8 90 Nov 10-Nov 21 90 Jan 7-Feb 28 91	
** MADAGASCAR	Gaye, P	Needs Assessment	Mar 11-Apr 4 91	
** NIGER	Fontaine, A	Responsive Technical Assistance	Nov 9-Nov 16 90	8 3
** RWANDA ONAPO	Gaye, P Gaye, P Seck, P Boly, A	Site Visit Training Needs Assessment	Apr 2-Apr 6 90 Jan 14-Feb 9 91	
** SWAZILAND	Muhuhu, P	Explore Possibilities for Pop Council/INTRAH Collaboration in an Oral Contraceptive Distribution OR Program	May 7-May 12 90	
** TANZANIA	Muhuhu, P Arusha Nairobi, Kenya Muhuhu, P Jennings, L Hahn-Rollins, D Boly, A Wachira, J	JOICFP/UNFPA-sponsored Regional Course Training Strategy Development Meeting Regional Training Methodologies Workshop for National Family Planning Trainers	Nov 27-Dec 9 89 Sep 10-Sep 14 90 Sep 17-Sep 28 90	3: -Dr. Godfrey Mbaruku, Acting RMO, Regional Hospital, Kigoma -Mrs. Illuminata Ndile, FP Training Officer, UMATI -Mrs. Eliantrisha Moko, Nurse Tutor, PHN School, Korogwe

** TANZANIA MOH

Knauff, L	Muhuhu, P	Training Needs Assessment	Feb 5-Feb 22 90	
Cege, M				
Muhuhu, P		UNFPA-sponsored Workshop to Review the FP Curriculum Developed by the MOH in August 1990	Sep 25-Sep 29 90	12
Muhuhu, P		Prepare a Workplan for INTRAH Technical Assistance to the MOH	Nov 12-Nov 15 90	
Arusha	Muhuhu, P	Meetings to Conduct a Joint MOH-INTRAH Review and Revision of the Draft Training Proposal	Feb 11-Feb 12 91	
	Wachira, J			

** TOGO RO/L

Gaye, P		Preliminary Meetings with USAID/Lomé and Centrally-Funded Agencies	Oct 18-Oct 22 89	
Newman, C		PAC Iib Evaluation Plan Development	Jan 29-Feb 9 90	

6:
 -Corbett, M, Program Officer (1/29-2/2)
 -Gaye, P, Reg'l Director (1/29-2/2) (ROL)
 -Bongwele, O, Evaluation and Supervision Specialist (ROL)
 -Thiam, D, Clinical Specialist (ROL)
 -Boly, A, Training/Training Mats Officer (ROL)
 -Mtawali, G, Clinical Program Officer (ROM)

Baker, R	Durham, C	Subcontract Development	Feb 15-Feb 21 90	
Lea, J		Planning Meetings with RO/L Staff and Official Opening of Togo Regional Office of Population Regional Office Coordination Meeting	May 7-May 9 90	
			May 14-May 18 90	

13:
 -Muhuhu, P
 -Wachira, J
 -Mtawali, G
 -Matatu, S
 -Gaye, P
 -Boly, A
 -Bongwele, O
 -Thiam, D
 -Waiyaki, D
 -Ekué, B
 -Angle, M
 -Corbett, M (rapporteur)
 -Knauff, L (facilitator)

	Baker, R	Financial Management Workshop	May 21-May 23 90	14:
				-Knauff, L -Corbett, M -Muhuhu, P -Wachira, J -Mtawali, G -Matatu, S -Waiyaki, D -Mungai, G -Ekué, B -Gaye, P -Boly, A -Bongwele, O -Thiam, D -Segbaya, B
	Nairobi, Kenya	Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Regional Training Methodologies Workshop for National Family Planning Trainers	Sep 17-Sep 28 90
	Chogoria, Kenya Lomé	Thiam, D Newman, C Bongwele, O	MCH/FP Integration Skills Update Regional Evaluation Workshop Proposal Development	Oct 3-Oct 19 90 Dec 2-Dec 10 90
**	TOGO MOPH	Mutombo, Y	Technical Assistance for the Finalization of the FP Service Policy and Service Standards Training Needs Assessment Update	Jan 29-Feb 9 90 Feb 15-Mar 2 90
		Boly, A Mutombo, Y Thiam, D		20
	Kara	Boly, A Bongwele, O	Seminar to Disseminate FP Service Policy and Standards Document (Decision-Makers)	Jul 16-Jul 17 90
	Kara	Boly, A	Seminar to Disseminate FP Service Policy and Standards Document (Heads of MCH/FP Clinics)	Jul 18-Jul 20 90
				17 Decision Makers 35 Heads of MCH/FP Clinics
**	UGANDA MOH	Knauff, L Muhuhu, P Wachira, J Beasley, G Mtawali, G Wachira, J	Training Needs Assessment Update and Project Development Training Materials Needs Assessment Technical Assistance During District Medical Officers' Meeting	Jan 8-Jan 24 90 Jul 12-Jul 22 90 Jul 30-Jul 31 90
	Kasese			8: -(6) DMOs -(2) DHVs
	Nairobi, Kenya	Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Regional Training Methodologies Workshop for National Family Planning Trainers	Sep 17-Sep 28 90
		Muhuhu, P Mtawali, G Baker, R (10/10-19) Durham, C (10/10-14)	Project and Contract Development	Oct 3-Oct 19 90
	Chogoria	Chogoria CHD	MCH/FP Integration Skills Update	Oct 3-Oct 19 90
				3: -Mrs. Mary Luyombya, MCH/FP Trainer, MOH -Miss Lucy Asaba, MCH/FP Trainer, MOH -Miss Victoria Nalubega, Midwifery Nurse Tutor, Mulago School of N/M
				2 MOH: -Mrs. Lucy Asaba, MCH/FP Trainer -Mrs. Mary Luyombya, MCH/FP Trainer

Kenya	Wachira, J	Study Tour for Senior Project Staff	Jan 27-Feb 2 91	4 MOH: -Mrs. Rachael Rushota, District Health/INTRAH Proj Trng Coordinator -Dr. Florence Ebanyat, ADMS, MCH/FP -Dr. Osiga-Gamba, DMO, Hoima -Mrs. Martha Bekiita, DHV, Kabale
Kampala	Wachira, J Jennings, L	Start-Up Workshop	Mar 4-Mar 8 91	47: -(9) DMOs -(9) DHVs -(16) MOH: -(7) MCH -(2) Planning -(3) Training -(1) PHC -(2) HLM -(1) Nursing Office -(2) INTRAH -(1) FPAU -USAID -Ministry of Local Gov't -UNFPA -UNICEF
	Muhuhu, P Wachira, J	Team Building Workshop	Mar 13-Mar 15 91	8: -(1) MCH/FP Training Coordinator -(4) Master Trainers -(1) FP Preceptor -(1) SNO, MOH Training Division -(1) FP/MH IEC Liaison, MOH Health Education Division
** UNITED KINGDOM	Muhuhu, P	Explore Potential Sites for Training Updates for Anglophone Trainees and Staff	Jul 2-Jul 5 90	
** UNITED STATES	Baltimore, MD Chapel Hill, NC	A.I.D. ST/POP/IT Steering Committee Meeting Start-Up Workshop	Oct 19 89 Oct 30-Nov 17 89	-INTRAH/CH Staff -Gaye, P -Sangaré, T -Thiam, D -Bongwele, O -Muhuhu, P -Wachira, J -Mtawali, G
	Chapel Hill, NC New York City, NY	Written Professional Communication Workshop Clinical FP Skills Update	Nov 9-Nov 10 89 Nov 19-Dec 8 89	12 INTRAH 2: -Mensah, E, ATBEF Clinical Officer -Thiam, D, Clinical Specialist, INTRAH/Lomé

Atlanta, GA	Hatcher, R	Clinical FP Skills Update	Nov 20-Dec 13 89	2: -Wachira, J, Deputy Reg'l Director, INTRAH/Nairobi -Mtawali, G, Clinical Program Officer, INTRAH/Nairobi
Washington, DC	Newman, C	A.I.D. Task Force Meeting on Performance Indicators and Visit to A.I.D. Center for Development Information on Evaluation	Nov 20-Nov 21 89	
Baltimore, MD	Lea, J	ST/POP/IT Steering Committee Meeting	Nov 29-Nov 29 89	
Brooklyn, NY	Angle, M	Assessment of Clinical Skills Update	Dec 4 89	
Atlanta, GA	Angle, M	Assessment of Clinical Skills Update	Dec 8 89	
Washington, DC	Lea, J	Briefing on INTRAH's PAC IIb Plans	Jan 3 90	
Alexandria, VA	TRG	Conflict Management Training Workshop	Jan 11-Jan 12 90	3: -Corbett, M -Murphy, C -Beasley, G
Washington, DC	Murphy, C	A.I.D. ST/POP Cooperating Agencies Training Materials Presentation	Jan 31 90	
Washington, DC	Baker, R Durham, C	Debriefing on the Proposed Burkina Faso Subcontract	Feb 27 90	
New York City, NY	Baker, R Durham, C	Cooperating Agency Audit Working Group Meeting	Feb 28 90	
Rosslyn, VA	Newman, C	A.I.D. ST/POP PAC IIb Evaluation Discussions	Mar 1 90	
San Diego, CA	Lea, J	University of California/San Diego Southern California Regional Seminar on Health and Family Planning Services	Mar 8-Mar 13 90	
Arlington, VA	Angle, M	Contraceptive Technology Conference	Mar 9-Mar 10 90	
Baltimore, MD	Lea, J	A.I.D. ST/POP/IT Steering Committee Meeting	Mar 19 90	
Washington, DC	Lea, J	A.I.D.-Sponsored Coordination Meeting	Apr 23 90	
Baltimore, MD	Murphy, C Boly, A	Meeting of the A.I.D. ST/POP/IT Steering Committee's Training Materials Working Group	Apr 24 90	
Arlington, VA	Newman, C	Meeting of the A.I.D. ST/POP/IT Steering Committee's Evaluation Working Group	May 23 90	
Arlington, VA	Newman, C	Meeting of Cooperating Agencies Involved in the A.I.D. ST/POP Program Performance Indicators Task Force	Jun 1 90	
Columbia, MD	Knauff, L Newman, C	International Operations Research Conference	Jun 11-Jun 12 90	
Arlington, VA	Gaye, P Lea, J Muhuhu, P Knauff, L Newman, C Beasley, G Corbett, M	NCIH Conference	Jun 17-Jun 20 90	
Chapel Hill, NC	Gaye, P	Discussions with INTRAH/CH Staff	Jun 20-Jun 23 90	
Alexandria, VA	Muhuhu, P	Meeting with TRG to Discuss September 1990 Kenya Regional Workshop	Jun 21 90	
Chapel Hill, NC	Muhuhu, P	Discussions with INTRAH/CH Staff	Jun 22-Jun 26 90	
Washington, DC	Muhuhu, P	Meeting at A.I.D. for Planning/Coordination Purposes	Jun 27 90	
Alexandria, VA	Knauff, L Newman, C	Discussion with TRG of INTRAH's Evaluation Plan and Applications to September 1990 Kenya Regional Methodologies Workshop	Jul 17 90	
RTP, NC	Angle, M	Meeting on Oral Contraceptive Compliance	Jul 18 90	

Baltimore, MD Chapel Hill, NC	Angle, M	Meeting of A.I.D. Norplant Working Group INTRAH 1990 Annual Meeting	Aug 8 90 Aug 20-Aug 31 90	-INTRAH/CH Staff -Gaye, P -Muhuhu, P -Wachira, J -Mtawali, G -Thiam, D -Bongwele, O -Boly, A -Ekué, B -Pina, M -Kiro, J -Matatu, S
Washington, DC Chapel Hill, NC	Lea, J Rosensweig, F Hahn-Rollins, D	Meeting with World Bank HPN Personnel to Discuss a new World Bank Initiative Conflict Management and Negotiation Skills Workshop	Aug 23 90 Aug 28-Aug 29 90	-INTRAH/CH Staff -Gaye, P -Muhuhu, P -Wachira, J -Mtawali, G -Thiam, D -Bongwele, O -Boly, A -Ekué, B -Pina, M -Kiro, J -Matatu, S
Durham and Chapel Hill, NC Arlington, VA	Durham County and Orange County Health Depts Lea, J	Clinical FP Skills Update Meeting of the A.I.D. ST/POP/IT Steering Committee's Evaluation Working Group	Sep 4-Sep 21 90 Sep 11 90	Matatu, S
Atlanta, GA	Center for Effective Performance	"Influencing the Performance of Others" Workshop	Oct 1-Oct 2 90	3: -Knauff, L -Newman, C -Beasley, G
Washington, DC	Baker, R	A.I.D. Cooperating Agency Audit Working Group Meeting	Oct 3 90	
Baltimore, MD Washington, DC	Newman, C A.I.D.	A.I.D. Evaluation Working Group Meeting Office of International Training Contractors Workshop	Oct 30 90 Nov 5-Nov 6 90	2: -Durham, C -Dangerfield, L
Washington, DC	Lea, J	MSH/Family Planning Management Development Project Meeting	Nov 6 90	
Washington, DC	Durham, C	National Council of University Research Administrators Meeting	Nov 7-Nov 8 90	
Alexandria, VA	TRG	"Facilitating Effective Meetings" Workshop	Nov 7 90	2: -Corbett, M -Beasley, G
Raleigh, NC	Promotional Perspectives	"Getting Into Print" Workshop	Nov 8 90	2: -Dennis, J -Wollan, B
Arlington, VA	Murphy, C	A.I.D. Training Materials Working Group Meeting	Nov 14 90	

Washington, DC	Muhuhu, P Lea, J Angle, M Corbett, M Newman, C Murphy, C Beasley, G Baker, R	CAs Meeting	Nov 26-Nov 28 90	
Arlington, VA	Muhuhu, P Gaye, P	Discussion with TRG of Activities Scheduled for 1991	Nov 29 90	
Washington, DC	Muhuhu, P Gaye, P	Meeting with Ms. Bonnie Pedersen and Mr. Roy Jacobstein of A.I.D.	Nov 29 90	
Washington, DC	Angle, M	Meeting of the Working Group on Perinatal Family Planning Education and Counseling Training	Dec 3 90	
New York City, NY	Baker, R Durham, C	A.I.D. Cooperating Agency Audit Working Group Meeting	Dec 13 90	
Washington, DC	Lea, J	Panel Presentation at the Natural Family Planning Conference	Dec 13 90	
New York City, NY	Newman, C	Meeting of the ST/POP/IT Evaluation Working Group	Dec 18 90	
Rosslyn, VA	Corbett, M	MSH-organized Meeting to Discuss CAs and donor Past and Proposed Assistance in Rwanda	Jan 4 91	
Washington, DC	Lea, J	ST/POP/IT Steering Committee Meeting	Jan 7 91	
Boston, MA	Newman, C	Meeting of the Ad Hoc ST/POP/IT Evaluation Working Group	Jan 9-Jan 10 91	
Arlington, VA	Newman, C	Subgroup Meeting of Cooperating Agency Training Evaluators to Discuss a Framework for Evaluation Training	Jan 29 91	
Washington, DC	Angle, M	Contraceptive Technology Update Conference	Mar 7-Mar 8 91	
Baltimore, MD	Newman, C	Evaluation Working Group Meeting	Mar 11 91	
Rosslyn, VA	Lea, J Baker, R Knauff, L Corbett, M	Meeting with Dr. Jatinder Cheema, HPNO, USAID/Burkina Faso, to Discuss the Proposed PAC IIb Project with the MOHSA	Mar 11 91	
Rosslyn, VA	Newman, C	Evaluation Working Group Meeting	Mar 12 91	
Washington, DC	Maglaque, P	1991 Annual Meeting of the Association for Population/Family Planning Libraries and Information Centers	Mar 19-Mar 23 91	
** ZAIRE AZBEF	Corbett, M Bongwele, O Gaye, P Bongwele, O Baker, R (7/30-8/4) Newman, C	Site Visit Project and Contract Development	Feb 19-Feb 24 90 Jul 23-Aug 4 90	
** ZAIRE PSND	Corbett, M Bongwele, O Gaye, P Bongwele, O Baker, R (7/30-8/4) Newman, C	Site Visit Project and Contract Development	Feb 19-Feb 24 90 Jul 23-Aug 4 90	
** ZIMBABWE MOH Nairobi, Kenya	Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Regional Training Methodologies Workshop for National Family Planning Trainers	Sep 17-Sep 28 90	1: -Miss Anna Mukundu, Midwifery Clinical Instructor, Harare Central Hospital
** ZIMBABWE ZNFPC Nairobi, Kenya	Muhuhu, P Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Training Needs Assessment Regional Training Methodologies Workshop for National Family Planning Trainers	Jul 16-Jul 20 90 Sep 17-Sep 28 90	1: -Mrs. Rosemary Zengeni, FP Trainer

APPENDIX B

**TRIP REPORT SUMMARY
(September 25 1989 - March 31, 1991)**

12

Appendix B
INTRAH Trip Summary
Alphabetical By Country and Organization, Then Chronological
September 25, 1989 - March 31, 1991

Trip #	Organization	Travelers	Dates of Activity	Trip Report Distributed	Purpose of Trip
** BOTSWANA					
B-103	MOH	Knauff, L Beasley, G Mtawali, G	Mar 5-Mar 20 1990	04/19/90	Needs Assessment
B-145	MOH	Wachira, J Gathu, K	Jul 2-Jul 12 1990	08/07/90	Tech Assistance
** BURKINA FASO					
B-110	MOHSA	Gaye, P Corbett, M Baker, R (2/12-14) Durham, C (2/12-14)	Feb 5-Feb 14 1990	03/26/90	Proj Development
B-118	MOHSA	Bongwele, O	Apr 2-Apr 4 1990	01/17/91	Plan/Coord Mtg
B-118	MOHSA	Bongwele, O	Apr 5-Apr 10 1990	01/17/91	Tech Assistance
B-118	MOHSA	Bongwele, O Kabore, J (NTT) Zoungrana, C (NTT)	May 2-May 4 1990 Apr 17-Apr 28 1990	01/17/91	Training
B-137	MOHSA	Seck, P Mutombo, Y (5/7-19)	May 7-Jun 15 1990	08/06/90	Training
B-143	MOHSA	Sebgo, P (NTT) Sawadogo, L (NTT) Bongwele, O Thiam, D	Oct 29-Nov 17 1990	02/28/91	Needs Assessment
B-180	MOHSA	Gaye, P (10/29-11/3, 11/14-17) Kabore, J Royer, AC Gaye, P Bakouan, D (DSF) Batta, F (DFP) Toussaint, Y (DSF)	Mar 4-Mar 6 1991	/ /	Proj Development
** CAMEROON					
B-177	MOPH	Lea, J Gaye, P	Dec 2-Dec 7 1990	01/31/91	Program Planning
B-181	MOPH	Bongwele, O Pina, M Thiam, D Mutombo, Y	Jan 24-Feb 9 1991	/ /	Needs Assessment
** CAPE VERDE					
B-119	MOH/L/SA	Gaye, P Pina, M	Apr 16-May 1 1990	05/25/90	Needs Assessment
B-175	MOH/L/SA	Gaye, P	Sep 18-Sep 22 1990	01/24/91	Proj Development
B-156	MOH/L/SA	Bahamondes, L McCharen, N Ekue, B (12/2-8)	Dec 1-Dec 5 1990	02/06/91	Training
** CHAD					
B-122	MOH	Thiam, D Bongwele, O	Jun 4-Jun 22 1990	01/17/91	Follow-Up
** COTE D'IVOIRE					
B-112		Gaye, P (3/5-9, 3/19-23) Thiam, D Boly, A Bongwele, O	Mar 5-Mar 23 1990	11/21/90	Needs Assessment
B-158		Boly, A Thoiye, I (SEATS)	Jul 30-Aug 4 1990	01/09/91	Program Planning
B-170		Gaye, P Boly, A	Oct 15-Oct 19 1990	01/25/91	Plan/Coord Mtg
B-225		Boly, A Bongwele, O Pina, M	Jan 7-Jan 12 1991	/ /	Tech Assistance
B-104	AIBEF	Mutombo, Y	Oct 31-Nov 3 1989	02/06/90	Plan/Coord Mtg
B-154	AIBEF	Bongwele, O Pina, M Angle, M (9/17-22)	Sep 17-Sep 28 1990	02/25/91	Needs Assessment
B-164	AIBEF	Boly, A Pina, M	Nov 19-Dec 6 1990	03/22/91	Training
** KENYA					
B-U-1		Muhuhu, P Wachira, J	Mar 10-Mar 22 1990	10/22/90	Proposal Prep
B-107		Wachira, J Waiyaki, D	May 3-May 4 1990	12/18/90	Tech Assistance
B-167		Muhuhu, P Mtawali, G	Aug 6-Aug 6 1990	12/17/90	Proj Development
B-105		Mtawali, G Ndiritu, A	Sep 17-Sep 19 1990	01/10/91	Needs Assessment
B-142		Jennings, L Hahn-Rollins, D Boly, A Wachira, J	Sep 17-Sep 28 1990	02/04/91	Training
B-194		Thiam, D	Oct 3-Oct 19 1990	01/23/91	Staff Develop
B-123		RON Staff	Nov 6-Nov 8 1990	12/18/90	Staff Develop
B-226		Matatu, S	Nov 10-Nov 21 1990	02/21/91	Tech Assistance
B-224		Matatu, S	Jan 7-Feb 28 1991	/ /	Tech Assistance
B-215		Wachira, J	Jan 27-Feb 2 1991	03/15/91	Training
** MADAGASCAR					
B-97		Gaye, P	Mar 11-Apr 4 1991	/ /	Needs Assessment
** NIGER					
B-173		Fontaine, A	Nov 9-Nov 16 1990	02/13/91	Tech Assistance

Trip #	Organization	Travelers	Dates of Activity	Trip Report Distributed	Purpose of Trip
** RWANDA					
B-117	ONAPO	Gaye, P	Apr 2-Apr 6 1990	11/21/90	Tech Assistance
B-172	ONAPO	Gaye, P Seck, P Boly, A	Jan 14-Feb 9 1991	/ /	Needs Assessment
** SWAZILAND					
B-149		Muhuhu, P	May 7-May 12 1990	06/29/90	Needs Assessment
** TANZANIA					
B-113		Muhuhu, P	Nov 27-Dec 9 1989	02/08/90	Staff Develop
B-102	MOH	Knauff, L Muhuhu, P Cege, M	Feb 5-Feb 22 1990	04/11/90	Needs Assessment
B-195	MOH	Muhuhu, P	Sep 25-Sep 29 1990	11/29/90	Tech Assistance
B-218	MOH	Muhuhu, P	Nov 12-Nov 15 1990	12/20/90	Program Planning
B-69	MOH	Muhuhu, P Wachira, J	Feb 11-Feb 12 1991	03/28/91	Proposal Prep
** TOGO					
B-109		Newman, C	Jan 29-Feb 9 1990	03/13/90	Plan/Coord Mtg
B-108		Baker, R Durham, C	Feb 15-Feb 21 1990	03/16/90	Proj Development
B-150		Lea, J	May 7-May 9 1990	05/21/90	Plan/Coord Mtg
B-120		Knauff, L Corbett, M Angle, M	May 14-May 18 1990	06/06/90	Plan/Coord Mtg
B-121		Baker, R	May 21-May 23 1990	07/10/90	Staff Develop
B-223		Newman, C Bongwele, O	Dec 2-Dec 10 1990	01/29/91	Proposal Prep
B-187		Bongwele, O Gaye, P (12/9-15)	Dec 3-Dec 15 1990	01/16/91	Proposal Prep
		Knauff, L deSole, R (USAID) Corbett, M			
		Batta, F (DFP) Kabore, J Sebgo, P (DSF)			
B-106	MOPH	Mutombo, Y	Jan 29-Feb 9 1990	03/29/90	Tech Assistance
B-129	MOPH	Boly, A Mutombo, Y Thiam, D	Feb 15-Mar 2 1990	09/07/90	Needs Assessment
B-111	MOPH	Boly, A Bongwele, O	Jul 16-Jul 17 1990	12/08/90	Tech Assistance
B-111	MOPH	Boly, A	Jul 18-Jul 20 1990	12/08/90	Tech Assistance
** UGANDA					
B-101	MOH	Knauff, L Muhuhu, P Wachira, J	Jan 8-Jan 24 1990	02/21/90	Needs Assessment
B-146	MOH	Beasley, G Mtawali, G	Jul 12-Jul 22 1990	12/06/90	Needs Assessment
B-148	MOH	Wachira, J	Jul 30-Jul 31 1990	09/17/90	Tech Assistance
B-139	MOH	Muhuhu, P Mtawali, G Baker, R (10/10-19)	Oct 3-Oct 19 1990	11/20/90	Proj Development
		Durham, C (10/10-14)			
B-147	MOH	Wachira, J Jennings, L	Mar 4-Mar 8 1991	/ /	Training
B-147	MOH	Muhuhu, P Wachira, J	Mar 13-Mar 15 1991	/ /	Training
** UNITED KINGDOM					
B-159		Muhuhu, P	Jul 2-Jul 5 1990	08/07/90	Plan/Coord Mtg
** UNITED STATES					
B-114		Vansintejan, G	Nov 19-Dec 8 1989	02/09/90	Training
B-116		Thiam, D Mensah, E	Nov 19-Dec 8 1989	03/02/90	Staff Develop
B-115		Mtawali, G Wachira, J	Nov 20-Dec 13 1989	02/09/90	Staff Develop
B-169		Matatu, S	Sep 4-Sep 21 1990	12/17/90	Training
** ZAIRE					
B-130	AZBEF	Corbett, M Bongwele, O	Feb 19-Feb 24 1990	04/24/90	Program Planning
B-152	AZBEF	Gaye, P Bongwele, O Baker, R (7/30-8/4)	Jul 23-Aug 4 1990	10/29/90	Proj Development
		Newman, C			
B-130	PSND	Corbett, M Bongwele, O	Feb 19-Feb 24 1990	04/24/90	Program Planning
B-152	PSND	Gaye, P Bongwele, O Baker, R (7/30-8/4)	Jul 23-Aug 4 1990	10/29/90	Proj Development
		Newman, C			
** ZIMBABWE					
B-127	ZNFPC	Muhuhu, P	Jul 16-Jul 20 1990	08/20/90	Needs Assessment

APPENDIX C

TRIPS AND TRAINING ACTIVITIES BY MONTH:

**REVIEW - PAST SIX MONTHS
(October 1, 1990 - March 31, 1991)**

**PROJECTIONS - NEXT SIX MONTHS
(April 1, 1991 - September 30, 1991)**

Appendix C
Completed INTRAH Trips and Training Activities
Chronological, Then By Country
October 1, 1990 - March 31, 1991

Country	Travelers/Trainers	Dates	Activity	Training Topic
** OCTOBER				
United States	Knauff, L Newman, C	Oct 1-Oct 2	Staff Develop	
United States	Beasley, G			
Uganda - MOH	Baker, R	Oct 3	Plan/Coord Mtg	
	Muhuhu, P Mtawali, G	Oct 3-Oct 19	Proj Development	
	Baker, R (10/10-19)			
Kenya	Durham, C (10/10-14)			
	Thiam, D	Oct 3-Oct 19	Third-Country Training	MCH/FP Integration Skills
Cote d'Ivoire - REDSO	Gaye, P Boly, A	Oct 15-Oct 19	Plan/Coord Mtg	
Burkina Faso - MOHSA	Bongwele, O Thiam, D	Oct 29-Nov 17	Needs Assessment	
	Gaye, P (10/29-11/3, 11/14-17)			
United States	Kabore, J Royer, AC			
	Newman, C	Oct 30	Plan/Coord Mtg	
** NOVEMBER				
United States	Durham, C Dangerfield, L	Nov 5-Nov 6	Staff Develop	
United States	Lea, J	Nov 6	Plan/Coord Mtg	
Kenya	RON Staff	Nov 6-Nov 8	Staff Develop	
United States	Corbett, M Beasley, G	Nov 7	Staff Develop	
United States	Durham, C	Nov 7-Nov 8	Plan/Coord Mtg	
United States	Dennis, J Wollan, B	Nov 8	Staff Develop	
Niger	Fontaine, A	Nov 9-Nov 16	Tech Assistance	
Kenya	Matatu, S	Nov 10-Nov 21	Tech Assistance	
Tanzania - MOH	Muhuhu, P	Nov 12-Nov 15	Program Planning	
United States	Murphy, C	Nov 14	Plan/Coord Mtg	
Cote d'Ivoire - AIBEF	Boly, A Pina, M	Nov 19-Dec 6	In-Country Training	Basic Clinical FP
United States		Nov 26-Nov 28	Plan/Coord Mtg	
United States	Muhuhu, P Gaye, P	Nov 29	Plan/Coord Mtg	
United States	Muhuhu, P Gaye, P	Nov 29	Plan/Coord Mtg	
** DECEMBER				
Cape Verde - MOH/L/SA	Bahamondes, L McCharen, M	Dec 1-Dec 5	In-Country Training	Non-Clinical FP
	Ekue, B (12/2-8)			
Cameroon - MOPH	Lea, J Gaye, P	Dec 2-Dec 7	Program Planning	
Togo	Newman, C Bongwele, O	Dec 2-Dec 10	Proposal Prep	
United States	Angle, M	Dec 3	Plan/Coord Mtg	
Burkina Faso - MOHSA	Bongwele, O Gaye, P	Dec 3-Dec 15	Proposal Prep	
	Gaye, P (12/9-15)			
	Knauff, L Corbett, M			
	Kabore, J			
	deSole, R (USAID) (12/9-15)			
	Batta, F (DFP) (12/9-15)			
	Sebgo, P (DSF) (12/9-15)			
United States	Baker, R Durham, C	Dec 13	Plan/Coord Mtg	
United States	Lea, J	Dec 13	Plan/Coord Mtg	
United States	Newman, C	Dec 18	Plan/Coord Mtg	
** JANUARY				
United States	Corbett, M	Jan 4	Plan/Coord Mtg	
United States	Lea, J	Jan 7	Plan/Coord Mtg	
Cote d'Ivoire - MOPH/SP	Boly, A Bongwele, O	Jan 7-Jan 12	Tech Assistance	
	Pina, M			
Kenya	Matatu, S	Jan 7-Feb 28	Tech Assistance	
United States	Newman, C	Jan 9-Jan 10	Plan/Coord Mtg	
Rwanda - ONAPO	Gaye, P Seck, P	Jan 14-Feb 9	Needs Assessment	
	Boly, A			
Cameroon - MOPH	Bongwele, O Pina, M	Jan 24-Feb 9	Needs Assessment	
	Thiam, D Mutombo, Y			
Kenya	Wachira, J, accomp.	Jan 27-Feb 2	Third-Country Training	Study Tour
United States	Newman, C	Jan 29	Plan/Coord Mtg	

62

Appendix C, continued

** FEBRUARY						
Tanzania - MOH	Muhuhu, P	Wachira, J	Feb 11-Feb 12	Proposal Prep		
** MARCH						
Burkina Faso - MOHSA	Gaye, P		Mar 4-Mar 6	Proj Development		
Uganda - MOH	Wachira, J	Jennings, L	Mar 4-Mar 8	In-Country Training	Prog Plan and Eval	
United States	Angle, M		Mar 7-Mar 8	Plan/Coord Mtg		
United States	Lea, J	Baker, R	Mar 11	Plan/Coord Mtg		
	Knauff, L	Corbett, M				
United States	Newman, C		Mar 11-Mar 12	Plan/Coord Mtg		
Madagascar	Gaye, P		Mar 11-Apr 4	Needs Assessment		
Uganda - MOH	Muhuhu, P	Wachira, J	Mar 13-Mar 15	In-Country Training	Prog Plan and Eval	
United States	Maglaque, P		Mar 19-Mar 23	Plan/Coord Mtg		

Appendix C
 Projected INTRAH Trips and Training Activities
 Chronological, Then By Country
 April 1, 1991 - September 30, 1991

Country/Organization	Travelers/Trainers	Dates	Activity	Training Topic
** APRIL				
Cote d'Ivoire	Boly, A Pina, M Maidouka, K	Apr 2 - Apr 6	In-Country Training	Non-Clinical FP
Uganda - MOH	TBD	Apr 2 - Apr 30	Review/Eval	
Togo	Gaye, P Bongwele, O Newman, C Kabore, J	Apr 8 - Apr 19	Tech Assistance	Mat/Curr Development
Kenya	Lea, J Knauff, L Ngcongco, N Boly, A Batta, F	Apr 15 - Apr 19	TAC Meeting	
Burkina Faso - MOHSA	Gaye, P 1 TRG (Leonhardt) 1 PCS (Langlois) 4 National Trainers	Apr 22 - Apr 25	In-Country Training	Prog Plan and Eval
Tanzania - MOH	1 INTRAH	Apr 22 - Apr 26	Tech Assistance	
Burkina Faso - MOHSA	1 INTRAH	Apr 29 - May 10	Tech Assistance	Policy and Standards
Kenya	Muhuhu, P Boly, A Wachira, J	TBD	Needs Assessment	
Togo - MOPH	Boly, A Thiam, D Baker, R	TBD	Proj Development	
Togo - MOPH	2 DME 1 ATBEF 2 RO/L Hounzah, N Kampatibe, N	TBD	In-Country Training	Prog Plan and Eval
** MAY				
Togo - RO/L	ROL Staff	May 3 - May 5	Plan/Coord Mtg	
Zaire	Lea, J Baker, R Corbett, M	May 6 - May 9	Program Planning	
Cape Verde - MOH/L/SA	Gaye, P Dupret, A (MOH/L/SA Cape Verde)	May 13 - May 17	Program Planning	
Burkina Faso - MOHSA	1 INTRAH 2 National Trainers	May 13 - May 25	In-Country Training	Training Skills
Tanzania - MOH	TBD	May 14 - May 24	Tech Assistance	
Togo	Gaye, P Kabore, J Bongwele, O Newman, C	May 21 - May 29	Regional Training	Evaluation
Tanzania - MOH	2 INTRAH 1 CEDHA 1 MOH	May 29 - May 31	Tech Assistance	
Cameroon - MOPH	2 INTRAH	TBD	Proj Development	
Tanzania - MOH	2 INTRAH	TBD	In-Country Training	Mat/Curr Development
** JUNE				
Burkina Faso - MOHSA	2 National Trainers	Jun 10 - Jun 22	In-Country Training,	Training Skills
Uganda - MOH	1 INTRAH/ROH Ngcongco, N (consultant) 1 MOH (Dr. Kyabaggu) 1 DDMS (PH)	Jun 12 - Jun 14	Tech Assistance	Policy and Standards
Uganda - MOH	1 INTRAH/ROH Ngcongco, N (consultant) 1 ADMS MCH 1 Resource Person	Jun 17 - Jun 21	Tech Assistance	Policy and Standards
Tanzania - MOH	2 INTRAH 1 CEDHA	Jun 17 - Jun 28	Tech Assistance	
Burkina Faso - MOHSA	1 INTRAH 2 National Trainers (1 DSF and 1 DFP)	Jun 17 - Jun 29	Tech Assistance	Policy and Standards
Uganda - MOH	TBD	Jun 17 - Jul 19	U.S.-Based Training	MCH/FP Integration Skills
United States	Gaye, P Nana, A Muhuhu, P Wachira, W INTRAH/CH Staff	Jun 24 - Jun 26	Plan/Coord Mtg	
Togo - MOPH	1 RO/L Hounzah, N 1 Consultant	TBD	Tech Assistance	Policy and Standards
Kenya - RO/N	Newman, C RON Staff	TBD	Staff Develop	
Cape Verde - MOH/L/SA	1 RO/L 1 CH	TBD	Proj Development	
Rwanda - ONAPO	2 INTRAH	TBD	Proj Development	
Zaire - PSND	1 TRG (Frelick, G) 1 INTRAH 2 PSND 2 AZBEF 1 SANRU	TBD	In-Country Training	Mat/Curr Development

2/11

Appendix C, continued

Zaire - AZBEF	1 INTRAH 2 PSND 2 AZBEF 1 SANRU	TBD	In-Country Training	Mat/Curr Development
Cameroon - MOPH	1 Consultant	TBD	Tech Assistance	Policy and Standards
Cote d'Ivoire	2 INTRAH	TBD	In-Country Training	Precepting Skills
Tanzania - MOH	TBD	TBD	Tech Assistance	
** JULY				
Burkina Faso - MOHSA	2 National Trainers	Jul 1 - Jul 13	In-Country Training	Training Skills
Burkina Faso - MOHSA	2 National Trainers	Jul 1 - Jul 13	In-Country Training	Training Skills
Uganda - MOH	1 Consultant 1 ADMS MCH	Jul 8 - Jul 12	Tech Assistance	
Uganda - MOH	1 INTRAH/ROW 1 Consultant	Jul 15 - Aug 2	In-Country Training	Clinical FP Update
Tanzania - MOH	2 INTRAH 1 CEDHA 1 MOH	Jul 15 - Aug 2	Tech Assistance	
Zaire - AZBEF	1 INTRAH (1st region only) 2 AZBEF	TBD	Tech Assistance	
Zaire - PSND	2 PSND	TBD	In-Country Training	Basic Clinical FP
Togo - MOPH	Hounzah, N	TBD	Tech Assistance	Policy and Standards
Cote d'Ivoire	2 INTRAH 1 TRG	TBD	Proj Development	
Uganda - MOH	ZNFPC	TBD	In-Country Training	Comprehensive Clinical FP
Tanzania - MOH	1 ROW 1 Consultant	TBD	Proj Development	
Cameroon - MOPH	1 INTRAH 1 Consultant	TBD	In-Country Training	Training Skills
Togo	1 ROW Staff 1 ROW TAC Member Corbett, M	TBD	TAC Meeting	
Burkina Faso - MOHSA	INTRAH DSF DFP	TBD	Review/Eval	
Cameroon - MOPH	1 Consultant	TBD	Tech Assistance	Policy and Standards
** AUGUST				
Uganda - MOH	1 Consultant 2 Master Trainers	Aug 5 - Aug 24	In-Country Training	Clinical FP Update
United States	INTRAH Staff	Aug 12 - Aug 23	Plan/Coord Mtg	
Burkina Faso - MOHSA	1 INTRAH (accomp)	Aug 26 - Sep 7	Third-Country Training	Study Tour
Cameroon - MOPH	1 Consultant	TBD	In-Country Training	Mat/Curr Development
Zaire - PSND	1 INTRAH 2 PSND	TBD	In-Country Training	Clinical FP Update
Zaire - AZBEF	1 INTRAH 2 AZBEF	TBD	In-Country Training	Basic Clinical FP
Togo - MOPH	1 RO/L Hounzah, N	TBD	Tech Assistance	Evaluation
Togo - MOPH	1 RO/L Hounzah, N	TBD	In-Country Training	Precepting Skills
Cameroon - MOPH	1 Consultant	TBD	In-Country Training	Mat/Curr Development
** SEPTEMBER				
Zimbabwe - ZNFPC	Muhuhu, P Mtawali, G	Sep 8 - Sep 20	Proj Development	
Uganda - MOH	1 Consultant or 1 Curriculum Designer	Sep 9 - Oct 4	Tech Assistance	Mat/Curr Development
Burkina Faso - MOHSA	1 INTRAH UNICEF	Sep 23 - Oct 5	Tech Assistance	Mat/Curr Development
Tanzania - MOH	TBD	TBD	Tech Assistance	
Cameroon - MOPH	1 INTRAH 1 Consultant	TBD	In-Country Training	Precepting Skills
Togo - RO/L	1 MOPH Francophone Clinical FP Trainers 1 ROW	TBD	Regional Training	Training Skills

45

APPENDIX D

**SUMMARY OF PARTICIPANTS TO U.S.-BASED, THIRD-COUNTRY,
REGIONAL AND INTER-REGIONAL TRAINING PROGRAMS
(September 25, 1989 - March 31, 1991)**

Appendix D
Participants to Inter-Regional, Regional,
Third Country and U.S.-Based Training Programs
September 25, 1989 - March 31, 1991

**** REGIONAL**

- * Sep 17-Sep 28, 1990 Nairobi
Regional Training
Methodologies
Workshop for National
Family Planning
Trainers
- BOTSWANA:**
Mrs. Clara Bapindi, Senior Tutor, NHI
Miss Mary Moseki, Lecturer, NHI
- KENYA:**
Mrs. Jane K. Gitonga, MCH/FP Trainer, DFH
Mrs. Esther Kalya, MCH/FP Trainer/Coordinator, DFH
Mrs. Jennifer Omufwoko, Nurse Trainer, DFH
Mrs. Joyce Kwendeka, Nurse-Midwifery Educator, Muranga School of Nursing
- TANZANIA:**
Dr. Godfrey Mbaruku, Acting RMO, Regional Hospital, Kigoma
Mrs. Illuminata Ndile, FP Training Officer, UMATI
Mrs. Eliantrisha Nnko, Nurse Tutor, PHN School, Korogwe
- TOGO:**
Mrs. Djariatou Thiam, Clinical Specialist, INTRAH/Lomé
- UGANDA:**
Mrs. Mary Luyombya, MCH/FP Trainer, MOH
Miss Lucy Asaba, MCH/FP Trainer, MOH
Miss Victoria Nalubega, Midwifery Nurse Tutor, Mulago School of N/M
- ZIMBABWE:**
Mrs. Rosemary M. Zegeni, FP Trainer, ZNFPC
Miss Anna Mukundu, Midwifery Clinical Instructor, Harare Central Hospital

**** THIRD-COUNTRY**

- * Oct 3-Oct 19, 1990 Chogoria, Kenya
MCH/FP Integration
Skills Update
- UGANDA:**
Miss Lucy Asaba, MCH/FP Trainer, MOH
Mrs. Mary Luyombya, MCH/FP Trainer, MOH
- TOGO:**
Mrs. Djariatou Thiam, Clinical Specialist, INTRAH/Lomé
- * Jan 27-Feb 2, 1991 Kenya
Study Tour for Senior
Project Staff
- UGANDA:**
Mrs. Rachael Rushota, MCH/FP Training Project Coordinator, MOH
Dr. Florence Ebanyat, ADMS, MCH/FP Division, MOH
Dr. Osiga-Gamba, DMO, Hoima, MOH
Mrs. Martha Bekiita, DHV, Kabale, MOH

**** U.S.-BASED**

- * Nov 19-Dec 8, 1989 New York City, NY
Clinical FP Skills
Update
- TOGO:**
Mrs. Enyonam Mensah, Clinical Officer, ATBEF
Mrs. Djariatou Thiam, Clinical Specialist, INTRAH/Lomé
- * Sep 4-Sep 21, 1990 Durham and Chapel Hill, NC
Clinical FP Skills
Update
- ZIMBABWE:**
Mrs. Stembile Matatu, INTRAH Consultant

APPENDIX E
INTRAH ORGANIZATIONAL CHART

March 31, 1991

Dean, School of Medicine

Director, James W. Lea

UNC-CH Program
Coordinating Committee

Deputy Director, Lynn Knauff

C. Stuck	Admin. Asst.	32904	50%
C. Davis	Secretary	30254	
B. Wollan	Secretary	33276	50%

Assoc. Director - Administration
Raymond Baker

Regional Office - Lomé

P. Gaye	Regional Director
A. Boly	Tng/Tng Mat. Officer
Vacant	Clinical Officer
D. Thiam	Clinical Specialist
O. Bongwele	Eval/Supv Spec.
B. Ekue	Admin. Officer
K. Segbaya	Admin. Asst./Acct.
B. Dossavi	Franco. Translator
Vacant	Anglo. Translator
C. Abio	Bilingual Secretary
A. Sika	Bilingual Secretary
J. Nebumngaye	Secretary
K. Gbadegbegnon	Office Assistant
K. Aglah	Office Assistant

Regional Office - Nairobi

P. Muhuhu	Regional Director
J. Wachira	Deputy Reg. Director
G. Mtawali	Clinic. Prog. Officer
Vacant	Mgmt/Eval. Officer
Vacant	Training Mat. Officer
D. Waiyaki	Admin. Officer
M. Kyangwa	Sen. Secretary
L. Muya	Jr. Secretary
J. Kiroe	Info. Mgmt. Assist.
G. Mungai	Accts/Purch. Clerk
E. Chea	Office Assistant
S. Ntore	Secretary

Technical Advisory
Committee

Technical Advisory
Committee

Administration

C. Durham	Contract /Fin. Officer	32255	
P. Rupkalvis	Acct. Tech.	32724	75%
L. Dangerfield	Admin. Asst.	30154	50%
N. Heston-Whiddon	Secretary	31528	
B. Ivey	Clerk	32217	

Program Management

TBA	Prog. Officer - Anglophone		
M. Corbett	Prog. Officer - Francophone		
Vacant	Prog. Asst.	33603	
V. Hayes-McGee	Prog. Asst.	34471	
Vacant	Admin. Secretary	32233	

Technical Services

C. Murphy	Tng. Mat'l's. Officer	13244	75%
M. Angle	Clinical Officer		55%
C. Newman	Evaluation Officer		
Vacant	Tng. Mat'l's. Specialist	34902	
L. Killion	Comp. Sys. Admin.	32644	88%
J. Dennis	Data Proc. Asst.	33785	75%
H. Eisenberg	Translator	32870	75%
P. Maglaque	Librarian	33623	75%
I. Morris	Student Assistant		
S. Eudy	Secretary	32282	
J. O'Rourke	Temp. Secretary		50%

APPENDIX E

**INTRAH PERSONNEL
(as of March 31, 1991)**

INTRAH Personnel
(as of March 31, 1991)

ORGANIZATIONAL	STAFF	SPA	PERCENT
Management			
J. Lea	Director		100
L. Knauff	Deputy Director		100
C. Stuck	Administrative Assistant	32904	50
C. Davis	Secretary	30254	100
B. Wollan	Secretary	33276	50
Program Management			
<u>Chapel Hill</u>			
M. Corbett	Program Officer		100
Vacant	Program Assistant	33603	100
V. Hayes-McGee	Program Assistant	34471	100
Vacant	Administrative Secretary	32233	100
<u>Regional Office - Nairobi</u>			
P. Muhuhu	Regional Director		100
J. Wachira	Deputy Regional Director		100
G. Mtawali	Clinical Program Officer		100
Vacant	Management/Evaluation Officer		100
Vacant	Training Materials Officer		100
D. Waiyaki	Administrative Officer		100
M. Kyangwa	Secretary		100
L. Muya	Secretary		100
S. Ntore	Secretary		100
J. Kiroe	Information Management Assistant		100
G. Mungai	Accounting/Purchasing Assistant		100
E. Chea	Office Assistant		100
<u>Regional Office - Lomé</u>			
P. Gaye	Regional Director		100
A. Boly	Training/Training Materials Officer		100
Vacant	Clinical Officer		100
D. Thiam	Clinical Specialist		100
O. Bongwele	Evaluation/Supervision Specialist		100
B. Ekue	Administrative Officer		100
B. Dossavi	Francophone Translator		50
Vacant	Anglophone Translator		100
C. Abio	Bilingual Secretary		100
A. Sika	Bilingual Secretary		100
J. Neloumngaye	Secretary		100
K. Segbaya	Accountant		100
K. Gbadegbegnon	Office Assistant		100
K. Aglah	Office Assistant		100
Technical Services			
C. Murphy	Training Materials Officer	13244	75
M. Angle	Clinical Officer		55
C. Newman	Evaluation Officer		100
Vacant	Training Materials Specialist	34902	100
L. Killion	Computer Systems Administrator II	32644	88
J. Dennis	Data Processing Assistant	33785	75
H. Eisenberg	Translator	32870	75
P. Maglaque	Librarian	33623	75
S. Eudy	Secretary	32282	100
I. Morris	Student Assistant		40
J. O'Rourke	Temporary Secretary		50
Administration			
R. Baker	Associate Director		100
C. Durham	Contract/Finance Officer	32255	100
P. Rupkalvis	Accounting Technician	32724	75
L. Dangerfield	Administrative Assistant	30154	50
N. Heston-Whiddon	Secretary	31528	100
B. Ivey	Clerk	32217	100

APPENDIX G

**VISITORS TO INTRAH
(October 1, 1990 - March 31, 1991)**

VISITORS TO INTRAH/CHAPEL HILL

October 1, 1990 - March 31, 1991

October 1990

Dr. Mathias N. Hien
Secretary-General of the Ministry of Health
and Social Affairs
Burkina Faso

November 1990

There were no visitors to report in November.

December 1990

Dr. Pierre Buekens
School of Public Health
Free University of Brussels and
Visiting Lecturer at
School of Public Health, UNC/CH

Dr. Deborah Bender
Health Policy and Administration Department
School of Public Health, UNC/CH

January 1991

Ms. Susan Adamchak
Evaluation Survey Consultant
ST/POP/PED

February 1991

Mr. George W. Wooten
Assistant Vice Chancellor for Business
Affairs and Controller
Western Carolina University

Mr. Richard Kercharski
University Attorney
Western Carolina University

Dr. Steven Sinding
Senior Population Advisor
World Bank

March 1991

Mrs. Sally Alimatta

Midwife
ABBEF/Burkina Faso

Mr. James P. Grant

Executive Director
UNICEF

Mrs. Pascaline Sebgo

Head of Family Planning
Directorate of Family Health
MOHSA/Burkina Faso

VISITORS TO INTRAH/NAIROBI

October 1, 1990 - March 31, 1991

October 1990

Dr. Pat Youri	AMREF/Nairobi
Dr. Aliou Boly	Training and Training Materials Officer INTRAH/Lomé
Mr. Lee Jennings	TRG Consultant
Ms. Dee Hahn-Rollins	TRG Consultant
Ms. Naomi Kipuri	University of Nairobi
Ms. Karen T. Kamari	ANJEKIM Ltd.
J. Muthoni Muriithi	Nursing Council of Kenya
Mr. Raymond Baker	Associate Director of Administration INTRAH/Chapel Hill

November 1990

Dr. Colin Fischbacher	Director Chogoria Community Health Department
Mr. Patrick Gathogo	National Newspapers

December 1990

Mr. Patrick Gathogo	National NGOs Paper, Nairobi
Ms. Ruth S. Odindo	Mombasa, Kenya
Imoite Papa	Rank Xerox, Nairobi
Ms. Grace Njonga	Nairobi

January 1991

Mrs. Martha Bekiita	District Health Visitor MOH/Uganda
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9

Ms. Karen Blythe	Deputy Regional Director AVSC/Nairobi
Ms. Lydia Cege	Head of the Training Section DFH
Dr. Florence Ebanyat	Assistant Director of Medical Services MOH/Uganda
Dr. Colin Fischbacher	Director of the Community Health Department Chogoria
Mr. Denis J. Hynes	African American Institute
Mr. Adolph Kapinga	Job Candidate
Mr. James N. Kihunah	Pentagon Insurance/Nairobi
Ms. Angela Franklin-Lord	Program Assistant REDSO/ESA
Mr. John Mungai	Kenya Institute of Education, Nairobi
Ms. Charity Nkonge	Head of the Training Materials Section DFH
Dr. Osiga-Gamba	District Medical Officer MOH/Uganda
Mrs. Rachael Rushota	INTRAH Training Coordinator MOH/Uganda
Ms. Dana Vogel	Health and Population Officer USAID/Dar es Salaam
Ms. Martha Warratho	Head of the Evaluation/Supervision Section DFH
<u>February 1991</u>	
Mr. Rogers Asiligwa	
Ms. Karen Blythe	Deputy Regional Director AVSC/Nairobi

Ms. Martha Brady	Staff Associate Population Council
Ms. Jean Chikamata	
Ms. Lynn Cogswell	Associate Program Officer PATH/Nairobi
Mr. Adolph Kapinga	INTRAH Consultant
M.A. Okunnu	JSI/SEATS Project Zimbabwe
Dr. Osiga-Gamba	District Medical Officer MOH/Uganda
A.N. Thairu	NCPD/Nairobi
<u>March 1991</u>	
Ms. Martha Brady	Staff Associate Pop Council
Mr. James M. Kihunah	Pentagon Insurance/Nairobi
Mr. Patrick Kioko	ESTEC Co., Ltd.
Mr. Watson Micheni	Pentagon Insurance/Nairobi

VISITORS TO INTRAH/LOME
 October 1, 1990 - March 31, 1991

October 1990

Mrs. Maia Ambegaokar	Peace Corps Representative
Dr. Boukari	CHU/Lomé
Ms. Karen Blythe	Deputy Regional Director AVSC/Nairobi
Mr. Yibomou Enyo	Health Educator
Mrs. Noellie Hounzah	Clinical Coordinator DME/Togo
Mrs. Caroline Koroma	Program Officer AVSC/Nairobi
Ms. Monica Kerrigan	Program Development Officer for Africa JHPIEGO
Mr. Tharcisse Mwamba	Resident Advisor SEATS/WARO
Dr. Ann Charlotte Royer	INTRAH Consultant
Mr. Sodji	ATBEF/Togo
Mr. Paul Sossa	Program Development Officer SEATS/WARO
Dr. Ismail Thioye	Training Specialist SEATS/WARO
Mr. Yibomou Enyo	Health Educator

November 1990

Dr. Agbékou	USAID/Togo
Mrs. Maia Ambegaokar	Peace Corps
Mr. Amoussou	ECOBANK
Dr. Luis Bahamondes	INTRAH Consultant

Dr. Boukari	CHU/Lomé
Mr. Yibomou Enyo	Health Educator
Dr. Alain Fontaine	INTRAH Consultant
Mr. Gadigbe	ECOBANK
Mrs. Noellie Hounzah	Clinical Coordinator DME/Togo
Mrs. Mulelebwe Issiki	AZBEF/Zaire
Dr. Lolonyo Kpogo	Private Physician
Dr. Latevi	Private Physician
Dr. Gaston Legrain	UNFPA/Togo
Mrs. Nancy McCharen	INTRAH Consultant
Mrs. Enyonam Mensah	ATBEF/Togo
Ms. Sodji	Olivoyages
Mr. Sokpo	ATBEF/Togo
Mr. Paul Sossa	Program Development Officer SEATSWARO
Mr. Ismail Thioye	Training Specialist SEATSWARO
Mr. Kafam Toko-Puku	Consultant
Mr. Padamassou Zakari	DGCF
<u>December 1990</u>	
Dr. Ayessou	DME/Togo
Dr. Ajayi Ayo	Director Pathfinder Fund/Nairobi
Mrs. Fatoumata Batta	National Training Coordinator DFP/Burkina Faso

Ms. Patricia Coffey	World Neighbors
Ms. Maureen Corbett	Program Officer INTRAH/Chapel Hill
Dr. Mamadi Diarra	UNDP Consultant
Mr. Sanni Djawadou	Director Program for International Cooperation
Mrs. Meredith Folley	USIS
Ms. Estelle Garner	HPN Program Assistant REDSO/WCA
Mr. Sahlu Haile	Regional Director SEATS/WARO
Mrs. Noellie Hounzah	Clinical Coordinator DME/Togo
Mrs. Barbara Jones	JSI/Lomé
Mr. Joanny Kaboré	INTRAH Consultant
Mr. Jean Karambizi	Futures Group
Mr. Anthony King	American Embassy/Lomé
Ms. Lynn Knauff	Deputy Director INTRAH/Chapel Hill
Mr. Philippe Langlois	Senior Program Officer PCS
Mr. Sangone Mboup	Boston University
Mrs. Anne-Marie Mpetsi	Diplomatic Ambassador from Zaire
Mr. Kofi N'ditsi	SNES (Education for Health)
Ms. Constance Newman	Evaluation Officer INTRAH/Chapel Hill

Mrs. Pascaline Sebgo
Head of Family Planning
DFH/Burkina Faso

Mrs. Roxana de Sole
Project Manager
USAID/Burkina Faso

January 1991

Mr. Emile Ahoe
Economist

Dr. Ajayi Ayo
Director
Pathfinder Fund/Nairobi

Mrs. Diop
Secretary
WHO

Mrs. Meredith Folley
USIS

Mr. Sahlu Haile
Regional Director
SEATS/WARO

Mrs. Noellie Hounzah
Clinical Coordinator
DME/Togo

Mrs. Johnson
Maternite Bé

Mrs. Barbara Johnson-Dickerson
USIS

Dr. Kpogg Lolonyo
Physician

Mr. M'baye Seye
IEC Specialist
SEATS/WARO

Mrs. Enyonam Mensah
ATBEF/Togo

Mrs. Pedanou
Pannell-Kerr-Forster

Ms. Suzanne Raibirth
SEATS

Dr. Ravao
UPC-SE

Dr. Penda Seck
INTRAH Consultant

Mr. Sokpo
ATBEF/Togo

Mr. Barry Souleymane	AIDS Advisor REDSO/WCA
Mr. de Souza	UAP
Dr. Ismail Thioye	Training Specialist SEATS/WARO

February 1991

Mr. Jean Bech Abche	Director DHL
Mr. Yao Adjama	DHL
Mr. Don Dickerson	Director Futures Group
Mr. Yaya Drabo	CEFA/CAFS
Mr. Gary Engelberg	ACI/Dakar
Mrs. Meredith Folley	USIS
Mrs. Noellie Hounzah	Clinical Coordinator DME/Togo
Mr. Yao Kayi	Pannell-Kerr-Forster
Mrs. Salwa Kazadi	CAFS
Mr. Barry Laya	UN Expert
Mrs. Leguede	TFG
Ms. Maimouna Sidi-Toure	Translator
Mr. Sourang Massourang	SENECI/Dakar
Mr. Salifou Memene	WHO/Lomé
Mr. Yatshita Mutombo	INTRAH Consultant
Mr. Sokpo	ATBEF/Togo

Mr. Paul Sossa
Program Development Officer
SEATS/WARO

Dr. Ismail Thioye
Training Specialist
SEATS/WARO

Mr. Zongo
Faza Yaar

March 1991

Mr. Ben Laya Barry
WHO Consultant

Mr. Bombome
Peace Corps

Dr. Alain Damiba
Medical Advisory
SEATS/WARO

Mr. Don Dickerson
Director
Futures Group

Mr. Tevi Djokoto
FOPADESC

Mr. Joseph Dwyer
AVSC/Kenya

Mr. Horatio Freitas
IMPACT Project

Mrs. Noellie Hounzah
Clinical Coordinator
DME/Togo

Mrs. Barbara Jones
Director
JSI/Togo

Mr. Kowu Komla
Lawyer

Mrs. Helene Miles
Peace Corps/Niamey

Mr. Mukuna
CAIA

Mrs. Awa Nana
UNFT/Togo

Dr. Frank Osei-Asibey
REDSO/WCA

Ms. Susan Rathburn
SEATS/WARO

Dr. Ismail Thioye
Training Specialist
SEATS/WARO

APPENDIX H

**BRIEFINGS AND DEBRIEFINGS
(October 1, 1990 - March 31, 1991)**

BRIEFINGS AND DEBRIEFINGS

October 1, 1990 - March 31, 1991

INTRAH/Nairobi

October 1990**Debriefing**

Jedida Wachira	Kenya	Regional Training
Aliou Boly		Methodologies Workshop
Lee Jennings		
Dee Hahn-Rollins		

November 1990**Briefing**

Stembile Matatu	Kenya	Trainers' Resource Library Assignment
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Debriefing

Stembile Matatu	Kenya	Trainers' Resource Library Assignment
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December 1990

No briefings/debriefings were conducted during December.

January 1991**Briefings**

Stembile Matatu	Kenya	Materials Review Assignment
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Florence Ebanyat	Kenya	Study Tour
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Osiga-Gamba
Martha Bekiita
Rachael Rushota

February 1991

No briefings/debriefings were conducted during February.

March 1991

No briefings/debriefings were conducted during March.

BRIEFINGS AND DEBRIEFINGS

October 1, 1990 - March 31, 1991

INTRAH/Lomé

October 1990**Briefing**Onanga Bongwele
Djariatou Thiam
Anne Charlotte Royer
Joanny Kaboré

Burkina Faso

Clinic Needs Assessment and
Clinical Personnel Training
Needs Assessment**Debriefings**Onanga Bongwele
Manuel Pina

Côte d'Ivoire

Clinical Inventory and
Assessment of Clinicians'
Training NeedsPape Gaye
Aliou Boly

Côte d'Ivoire

Meeting for Cooperating
Agencies involved in Family
Planning**November 1990****Briefing**Aliou Boly
Manuel Pina

Côte d'Ivoire

Clinical FP Refresher and
Preceptors' Skills Workshop**Debriefings**

Pape Gaye

Burkina Faso

Clinic Needs Assessment and
Clinical Personnel Training
Needs AssessmentDjariatou Thiam
Onanga Bongwele
Pape Gaye

Burkina Faso

Clinical Needs Assessment
and Clinical Personnel Training
Needs Assessment

Alain Fontaine

Niger

TA to Plan for the Development
of National MCH/FP Service
Policy, Service Standards and
Protocols**December 1990****Debriefings**Nancy McCharen
(by telephone)
Beatrice Ekué

Cape Verde

National Family Planning
Seminar

Pape Gaye	Cameroon	Site Visit
Aliou Boly Manuel Pina	Côte d'Ivoire	Clinical FP Refresher and Preceptors' Skills Workshop

January 1991**Briefing**

Onanga Bongwele
Djariatou Thiam
Mutombo Yatshita
Manuel Pina

Cameroon

Clinical Needs Assessment
and Clinic Inventory

February 1991**Debriefing**

Onanga Bongwele
Djariatou Thiam
Mutombo Yatshita
Manuel Pina

Cameroon

Clinical Needs Assessment
and Clinic Inventory

March 1991

Aliou Boly
Manuel Pina

Côte d'Ivoire

National Family Planning
Seminar