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TRIP REPORT B - # 419-1
and 2

Travelers: Ms. Stembile Matatu,
INTRAH Consultant

Country Visited: Uganda

Date of Trip: February 6-27, 1994

Purpose: To conduct two seminars (February 14-18 and February 21-25) to disseminate the national policy guidelines for FP/MH service delivery to 34 tutors and clinical instructors and faculty of nursing, midwifery and medical assistants pre-service training programs.

Program for International Training in Health

PAC IIb

**University of North Carolina at Chapel Hill
Chapel Hill, North Carolina 27514 USA**

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*On file at INTRAH/RON

EXECUTIVE SUMMARY

From February 7-26, 1994, INTRAH Consultant Ms. Stembile Matatu and MOH FP/MH Master Trainers Ms. Lucy Asaba and Mrs. Mary Luyombya planned and conducted two 5-day seminars to disseminate the content of the national policy guidelines for FP/MH service delivery and orient participants on how to use the guidelines in training. Eighteen participants attended the first seminar and 16 attended the second seminar. Participants included pre-service training (PST) tutors, clinical instructors and training officers from pre-service training programs and related centers as follows: registered and enrolled nursing and midwifery (19), psychiatric nursing (2), registered comprehensive nursing (5), medical assistants (2), public health nursing (1), Makerere University Department of Nursing (1), MOH Training Division (2), Nurses/Midwives Council (1), and Health Manpower and Development Centre (HMDC) (1). The seminars were supported by INTRAH central funds, and are activity #49 in the MOH/INTRAH sub-contract workplan.

The seminars were held at the Colline Hotel in Mukono where the facilitators and participants were accommodated.

Major accomplishments included:

- A workshop curriculum to disseminate the content of the FP/MH service delivery policy guidelines to PST nurse tutors and clinical instructors was developed and implemented.
- Participants received update information on contraceptive technology, FP practices, STDs, HIV and AIDS aimed at removal of medical barriers to FP access and integration of FP, STDs, HIV and AIDS education, information and services.
- Participants reviewed and revised the FP component of the PST curricula on the basis of the policy guidelines and the contraceptive technology update.

- FP/MH policy guidelines and standards for service delivery were distributed to the participants.

Major recommendations were:

- The assistant commissioners in charge of the Training Division and the MCH/FP Division should solicit funds and make plans to conduct FP/MH clinical skills training for PST nurse tutors and clinical instructors in order to strengthen FP training in PST.
- The Senior Nursing Officer of the Training Division and the FP/MH Training Coordinator should work together to incorporate the revised FP components in the PST curricula.

SCHEDULE OF ACTIVITIES

- January 31-
February 5** Planning in Nairobi.
- February 6** Travelled to Kampala.
- February 7** Met with Mrs. Rachel Rushota, FP/MH Training Coordinator.
- Briefed with Mr. David Puckett, USAID/Kampala Technical Advisor for Child Survival.
- Met with Dr. Tumwesigye, Medical Officer of the National STD, HIV and AIDS Program at Mulago Hospital, to review the objectives of the seminar session on STDs, HIV and AIDS.
- February. 8** Briefed with Dr. Katumba, Acting Assistant Commissioner in charge of MCH/FP.
- February 8-12** Met with MTT Member Ms. Lucy Asaba, Dr. Katumba and Mrs. Rushota to review the seminar objectives.
- Prepared the curriculum and assembled training materials.
- February 12** Visited the venue of the seminars at the Colline Hotel in Mukono.
- Met with Dr. Florence Mirembe, Ob/Gyn and resource person for the component on NORPLANT^R and voluntary surgical contraception.
- February 13** Moved to the Colline Hotel.
- February 14-18** Conducted the first seminar with Ms. Asaba.
- February 21-25** Conducted the second seminar with MTT Member Mrs. Mary Luyombya.
- Debriefed with Mr. Puckett.
- Reviewed the two seminars with Mrs. Rushota and Mrs. Luyombya.
- February 27** Departed Kampala for Nairobi.

LIST OF ABBREVIATIONS

HMDC	Health Manpower and Development Centre
IST	In-service Training
PST	Pre-service Training
UCMB	Uganda Catholic Medical Bureau

I. PURPOSE OF TRIP

The purpose of the trip was to plan and conduct two five-day seminars to disseminate the national policy guidelines for FP/MH service delivery to PST nurse tutors and clinical instructors, tutors from public health nursing and medical assistant training schools, faculty from the Department of Nursing at Makerere University, senior personnel from the MOH Training Division and the Uganda Nurses/Midwives Council.

II. ACCOMPLISHMENTS

- A. A workshop curriculum was developed and implemented.
- B. The content of the FP/MH service delivery policy guidelines and standards was disseminated to 34 tutors from MOH and Uganda Catholic Medical Bureau (UCMB) nurse training schools, the medical assistants program, clinical instructors, and senior personnel from the MOH Training Division.
- C. Participants received update information on contraceptive technology, FP practices, STDs, HIV and AIDS, which was aimed at strengthening and improving teaching of the FP component in PST curricula.
- D. Participants reviewed and revised the FP component in six PST curricula on the basis of the content in the policy guidelines and standards. Recommendations for implementing the revised curricula components were made and presented to the MCH/FP and Training divisions.

III. BACKGROUND

In 1991, the Uganda Ministry of Health formulated family planning guidelines and service standards to facilitate standardization of service delivery and training, and enhance access of family planning services to the individuals and couples that seek them. Throughout 1992 and

1993, the Ministry of Health used different fora to disseminate the guidelines to various users. These two seminars form part of a series of activities aimed at disseminating policy guidelines and service standards to various health personnel. It is anticipated that through these seminars coordination of PST and in-service training (IST) efforts for family planning service delivery will be promoted.

IV. DESCRIPTION OF ACTIVITIES

A. Preparation

In Nairobi, INTRAH Anglophone Regional Director Miss Pauline Muhuhu and INTRAH Anglophone Regional Deputy Director Mrs. Jedida Wachira drafted the seminar purposes, goal and objectives which Ms. Matatu used to prepare a curriculum and assemble training materials.

In Uganda, Ms. Matatu worked with Ms. Asaba to review the seminar objectives, finalize the curriculum and prepare a schedule for the first seminar (see Appendices C.1, C.2 and D).

Ms. Matatu briefed with Dr. Elly Tumwesigye, Medical Officer of the National STD, HIV and AIDS Program, and Dr. Florence Mirembe, Ob/Gyn, at Mulago Hospital on the objectives of the seminars and the two sessions which the two resource persons had been asked to conduct. The schedule for the second seminar incorporated relevant feedback from a review of the first seminar.

B. Participants

Thirty-four participants attended the two seminars (18 in seminar one and 16 in seminar two). They included: training officers from the MOH Training Division and HMDC at Mbale (3), nurse tutors (14), midwifery tutors (5), a medical assistant tutor (1), nurse/midwifery clinical instructors (7), a medical assistant clinical

instructor (1), a public health nurse tutor (1), the registrar of the Nursing and Midwifery Council (1), and a lecturer from the Nursing Department at Makerere University (1). The nursing and midwifery tutors/clinical instructors were drawn from government and church sponsored schools (see Appendices B.1 and B.2 for names, titles and worksites of participants).

C. **Facilitators and Resource Persons**

INTRAH Consultant Ms. Stembile Matatu and FP/MH Master Trainer Ms. Lucy Asaba facilitated the first seminar. Ms. Matatu and Master Trainer Ms. Mary Luyombya facilitated the second seminar.

Dr. F. Katumba, Acting Assistant Commissioner in charge of MCH/FP, facilitated the first and last days of the seminar and attended most of the seminar to respond to arising issues.

Dr. Oketcho, Assistant Commissioner of the Training Division, facilitated day one of seminar 2 and delegated Ms. Christine Nakayenga, Senior Nursing Officer of the Training Division, to participate in the final day of seminars 1 and 2 and the first day of seminar 2.

Dr. Florence Mirembe, Mulago Hospital Ob/Gyn, presented update information and explained the techniques of NORPLANT^R insertion and no scalpel vasectomy.

Dr. Donna Kabatesi and Dr. Tumwesigye, Medical Officers of the National STD, HIV and AIDS Program at Mulago Hospital, addressed the section on STDs, HIV, AIDS and FP.

Mrs. Rachel Rushota, FP/MH Training Coordinator, presented an overview of the FP/MH IST curriculum content.

D. The Seminars

The seminars were opened by Dr. Katumba and Dr. Oketcho.

Day 1

Day one concentrated on introducing participants to the seminar, the MOH FP/MH program goal and objectives and the roles of IST and PST in achievement of these objectives. The participants completed a questionnaire to assess the status of FP training in PST (see Appendix E). Participants worked in small groups to become familiar with the content of the FP/MH national service delivery policy guidelines.

Day 2

Participants continued to work in small groups to become familiar with the content of policy guidelines and relate their application to improving service availability and ensuring quality of care.

The findings of the pre-seminar questionnaire on the status of FP training in PST were shared with the participants who drew conclusions from the findings and discussed the implications for FP service delivery, supervision and post-basic nurse training.

Participants made suggestions to standardize and strengthen FP training in PST (see Appendix F for a summary of findings on the status of FP training in PST).

Days 3 and 4

Participants received update information on contraceptive technology and FP practices aimed at removal of medical barriers, assuring client safety, critical user instructions for FP methods and management of bleeding problems. Update information on STDs, HIV and AIDS was also covered with special

emphasis on syndromic presentations, management of these conditions within the FP clinic and the risk of STDs, HIV and FP methods.

Day 5

Participants worked in small groups to review and revise the FP component in the PST curriculum they are responsible for on the basis of content provided and the FP/MH policy guidelines/standards and made recommendations for implementation of the revised components to ensure standardization of FP training in PST. The revised components were presented in the large group for review and further strengthening. Dr. Katumba and Ms. Nakayenga responded to some of the recommendations. (See Appendices G.1-G.6 for revised FP components for the PST curricula and implementing recommendations made.)

Dr. Katumba officially closed both seminars.

E. Methodology

The methodology used was small group work followed by plenary presentations and discussion. Input sessions were given in new content areas through lecturette/discussion and demonstration.

F. Venue

The venue of the two seminars was the conference room at the Colline Hotel in Mukono outside Kampala where the participants and facilitators were accommodated.

G. Evaluation

The INTRAH participant reaction form was administered on the last day of the seminar (see Appendices H.1 and H.2 for a summary of participants' reactions).

Participants reported that the objectives were met and the content covered was very relevant to and long

overdue for PST tutors. However, some of the participants felt that the duration of the seminar should have been lengthened for participants to acquire some FP skills.

The materials distributed were reported as very useful and highly appreciated.

V. FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

1. Findings

All of the PST schools represented teach FP but there is no uniformity in terms of time allocated to content and practice, content and skill areas addressed. Most schools teach theory only with some classroom practice. The persons responsible for teaching FP ranged from tutors who had never had any FP training except as PST trainees to tutors trained in 1984 by INTRAH who had never received any update/refresher training and service providers and Ob/Gyns or medical officers who had received an update in reproductive health.

Conclusion

There is a lack of uniformity in FP training in PST and post-training knowledge and skill competencies of PST graduates are varied and inadequate for FP service delivery.

2. The FP component in the PST curricula reflected more knowledge areas with a few skill areas which had little or no linkage with the knowledge. FP skills among tutors and clinical instructors and the lack of adequate practicum sites were cited as the major reasons for this limitation.
3. Participants from UCMB PST nurse training schools expressed that it might not be possible for their students to receive practicum training due to the UCMB policy on provision of modern FP methods.

Recommendations

1. The assistant commissioners in charge of MCH/FP and Training should plan and conduct FP/MH clinical skills training for PST tutors, clinical instructors and other personnel responsible for teaching FP in PST and assist the PST schools to identify and develop practicum sites where these do not already exist.

2. The MCH/FP Division Assistant Commissioner and FP/MH Training Coordinator should work together to ensure incorporation into the PST curricula and facilitate implementation of the revised FP components into the PST curricula.
3. The Senior Nursing Officer Training Coordinator, in conjunction with the FP/MH Training Coordinator, should continue discussions with the UCMB to ensure uniformity of both FP theory and practicum training with that of the MOH PST schools.

APPENDIX A

Persons Met/Contacted

APPENDIX A

Persons Met/Contacted

USAID/Kampala

Mr. Jay ANDERSON, Health and Population Officer
Mr. David PUCKETT, Technical Advisor for Child Survival
Ms. Anne KABOGOOZA-MUSOKE, Program Specialist

Ministry of Health

Dr. Joseph KYABAGGU, Commissioner in charge of Training and Curative Services, MCH/FP Division
Dr. BAZIRAKE, Senior Medical Officer, MOH/UNFPA FP Training Project
Mr. Ben BINAGWE, IEC Officer
Ms. Regina SSENDI, MTT Member
Ms. Grace OJIROT, MTT Member
Mrs. Joan MBOIJANA, MTT Member
Mr. Ofono OG, Paramedical Training Coordinator, Training Division

Pathfinder, Nairobi

Dr. Ezra TERI
Mr. Paul SHUMBA

APPENDIX B.1

List of Participants
Seminar 1

APPENDIX B.1

List of Participants

(Seminar 1)

1. Ms. Dolorence ALAKI
Nurse Tutor
Butabika School of Psychiatric Clinical Officers
P. O. Box 7017
KAMPALA
2. Mrs. Margaret ANGOFIRO
Nurse Tutor
Arua School of Nursing and Midwifery
P. O. Box 3
ARUA
3. Mr. James C. BALIKAGALA
Principal Tutor
Njinja School of Nursing
P. O. Box 43
NJINJA
4. Ms. Theresa M. BYEKWASO
Ag. Registrar
Uganda Nurses, Midwives and Nursing
Assistants' Council
P. O. Box 4040
KAMPALA
5. Ms. Betty IRWASI
Public Health Nurse
Health Visitors' College
P. O. Box 5225
KAMPALA
6. Ms. Ruth MAGINOH
Training Officer
Health Manpower Development Centre
P. O. Box 2190
MBALE
7. Mr. Sam MUKASA
Nurse Tutor
Mengo Hospital School of Nursing (UCMB)
P. O. Box 7161
KAMPALA

8. Mr. Ezra MPUUKA
Principal Tutor
Fort Portal Medical Assistant
Training School
P. O. Box 10
KABAROLE
9. Ms. Rose NABATANZI
Nurse Tutor In-charge
Rubaga School of Nursing (UCMB)
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KAMPALA
10. Ms. Christine NAKAYENGA
Senior Nursing Officer
MOH Training Division
P. O. Box 8
ENTEebbe
11. Ms. Alice NKANGI
Lecturer
Faculty of Medicine
Department of Nursing
Makerere University
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KAMPALA
12. Mrs. Margaret NYAKUNI
Midwifery Tutor/Domiciallary Coordinator
Domiciallary Midwifery Services
P. O. Box 7051
KAMPALA
13. Mrs. Cecilia OGOLE
Principal Tutor
Lira School of Nursing
P. O. Box 2
LIRA
14. Mr. Ofono OGUTTU
Paramedical Training Coordinator
MOH Training Division
P. O. Box 8
ENTEebbe
15. Mrs. Margaret OKWI
Clinical Instructor
Soroti School of Nursing and Midwifery
P. O. Box 289
SOROTI

12-

16. Mrs. Regina RUHEMURANA
Clinical Instructor
Kabale School of Nursing and Midwifery
P. O. Box 7
KABALE
17. Ms. Rosemary RWAKATONERA
Principal Tutor
Masaka School of Comprehensive Nursing
P. O. Box 18
MASAKA
18. Mrs. Anastasia SEMALAGO
Midwifery Tutor in-charge
Mulago Midwifery Training School
P. O. Box 7051
KAMPALA

APPENDIX B.2

List of Participants
Seminar 2

APPENDIX B.2

List of Participants

(Seminar 2)

1. Ms. Vicky Sunday ADOCHI
Clinical Instructor
Kalongo Midwifery School, UCMB
P. O. Box 47
KITGUM
2. Sister Liberate AMITO
Clinical Instructor
Locor School of Nursing (UCMB)
P. O. Box 180
GULU
3. Ms. Beatrice AWILI
Clinical Instructor
Lira School of Nursing and Midwifery
P. O. Box 2
LIRA
4. Ms. Imelda BAGAMBAKI
Ag. Principal Tutor
Mulago School of Nursing
P. O. Box 7051
KAMPALA
5. Mrs. Mary BUKENYA
Midwifery Tutor
Mengo School of Nursing and Midwifery
P. O. Box 7161
KAMPALA
6. Mrs. Florence M. ELONGE
Clinical Instructor
Njinja School of Nursing and Midwifery
P. O. Box 43
NJINJA
7. Ms. Dorothy KIZZA
Clinical Instructor
Butabika School of Psychiatric Clinical Officers
P. O. Box 7017
KAMPALA
8. Ms. Imelda KOMUKIBUGA
Midwifery Tutor
Virika School of Nursing and Midwifery (UCMB)
P. O. Box 253
Fort Portal
KABAROLE

9. Mr. David MANANA
Clinical Instructor
Medical Assistants Training School
P. O. Box 221
MBALE
10. Sister Regina MBULIRO
Midwifery Tutor
Kamuli Midwifery Training School UCMB
P. O. Box 99
KAMULI
11. Mrs. Helen MUKAKARISA
Nurse Tutor
Kabale School of Nursing and Midwifery
P. O. Box 7
KABALE
12. Sister Donatus NABAKOOZA
Midwifery Tutor
Rubaga School of Nursing and Midwifery, UCMB
P. O. Box 14130
KAMPALA
13. Ms. Ruth NAMAGANDA
Clinical Instructor
Masaka School of Comprehensive Nursing
P. O. Box 18
MASAKA
14. Mrs. Gorretti M. NYAMAGURU
Nurse Tutor
Karali Lwanga School of Nursing (UCMB)
P. O. Box 31
RUKUNGIRI
15. Ms. Jane OKODI
Clinical Instructor
Soroti School of Comprehensive Nursing and Midwifery
P. O. Box 289
SOROTI
16. Ms. Mary SSEWAMLIWE
Nurse Tutor
Villa Maria Nurses Training School, UCMB
P. O. Box 32
MASAKA

APPENDIX C.1

Seminar Purposes and Objectives

APPENDIX C.1

Seminar Purposes and Objectives

SEMINAR TITLE:

POLICY GUIDELINES DISSEMINATION SEMINAR FOR TUTORS OF NURSING, MIDWIFERY, MEDICAL ASSISTANTS AND POST BASIC NURSING

DATES:

SEMINAR No. 1, February 14-18, 1994

SEMINAR No. 2, February 21-25, 1994

INTRODUCTION:

In 1991, the Uganda Ministry of Health formulated family planning policy guidelines and service standards to facilitate standardization of service delivery and training and enhance access of family planning services to the individuals and couples that seek them. Throughout 1992 and 1993, the Ministry of Health used different fora to disseminate the guidelines to various users. These two seminars form part of a series of activities aimed at disseminating policy guidelines and service standards to the various health personnel. It is anticipated that through these seminars, coordination of pre-service training and in-service training efforts for family planning service delivery will be promoted.

PURPOSES:

1. To provide information in the recent advances in contraceptive technology and practices.
2. To provide a forum for pre-service training/education faculty to examine the implications of family planning service policy guidelines on pre-service and continuing education programs.
3. To examine ways in which policy guidelines could contribute to standardization of service delivery through pre-service training and continuing education.

GENERAL OBJECTIVES:

By the end of the 5 day seminar, participants will:

1. Have acquired information on the new advances in hormonal, IUCD, VSC, condom and STDs/HIV/AIDS and examine the implications of the new information on pre-service training (PST).

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2. Become familiar with the aims of the family planning program and the roles of PST in FP/MH service delivery.
3. Compare and contrast the contents of policy guidelines and the content of the various PST and continuing education curricula to identify the gaps in the curricula and ways of filling the gaps.

SPECIFIC OBJECTIVES:

During the seminar, participants will be able to:

1. Describe the MOH FP program goal, objectives, activities, status of FP coverage and role of PST programs.
2. Identify the major components and areas of family planning policy guidelines and service standards and their application to PST FP content.
3. Examine advances in contraceptive technology and FP practices in regard to low dose COCs, progestin-only pills, NORPLANT[®], IUD (with special emphasis on copper IUD and postpartum IUD), LAM Non Scalpel Vasectomy and the female condom.
4. Examine issues on STDs, HIV and AIDS in PST training and FP service delivery.
5. Suggest implementation actions to institutions responsible for curriculum content and education/training processes to bridge the gaps.

APPENDIX D

Seminar Schedule

Appendix D
Workshop Schedule

POLICY GUIDELINES DISSEMINATION SEMINAR FOR TUTORS,
OR NURSING, MIDWIFERY MEDICAL ASSISTANTS AND
POST BASIC NURSING

SEMINAR I & II

DATES FEB 14 - 18, 1994 and
FEB 21-25, 1994

SCHEDULE FOR 5 DAYS

- | | |
|-------------------|--|
| 9.00 A.M | . Welcome |
| | . Registration |
| | . Introductions |
| | . Logistics |
| | . Overview of the Seminar |
| | - Purposes |
| | - Goals |
| | - Objectives |
| 10.30 - 12.00 P.M | . MIN. OF HEALTH |
| | FP Goals and Objectives |
| | - Status of FP Services |
| | - Factors affecting acceptance |
| | - FP program activities |
| | - Role of PST |
| 12.00 - 1.00 P.M | . Introduction to National Policy |
| | - Guidelines and Service Standards |
| 1.00 - 2.00 P.M | . LUNCH |
| 2.00 - 3.00 P.M | . Contents of National Policy Guidelines |
| 3.00 - 4.00 P.M | . As above -DO- |
| 4.00 - 4.30 P.M | . TEA BREAK |
| 4.30 - 5.00 P.M | . -DO- |
| 5.00 - 5.30 P.M | . Process Review and Closure |

TUESDAY

FEB 15 1994

- | | |
|-------------------|---|
| 8.30 - 10.30 A.M | . Where are we? |
| | . Availability and Accessibility to FP Services |
| 10.30 - 11.00 A.M | . TEA BREAK |

11.00 - 1.00 P.M	. -DO-
	. Quality of Care
1.00 - 2.00 P.M	. LUNCH
2.00 - 5.00 P.M	. Quality of Care continued standardization of FP training.
5.00 - 5.30 P.M	. Process Review & Closure

WEDNESDAYFEB 16 1994

8.30 - 10.30 A.M	. Where are we? . Contraceptive Technology Update
10.30 - 11.00 A.M	. TEA BREAK
11.00 - 1.00 P.M	. Contraceptive Technology Update
1.00 - 2.00 P.M	. LUNCH
2.00 - 5.00 P.M	. Contraceptive Technology Update
5.00 - 5.30 P.M	. Process Review & Closure

THURSDAYFEB 17 1994

8.30 - 10.30 A.M	. Where are we? STD . HIV AND AIDS
10.30 - 11.00 A.M	. TEA BREAK
11.00 - 1.00 P.M	. -DO-
1.00 - 2.00 P.M	. LUNCH
2.00 - 3.00 P.M	. - DO -
3.00 - 5.00 P.M.	. VSC - Non Scapel Vasectomy - Norplant
5.00 - 5.30 P.M	. Process Review of Closure

FRIDAYFEB 18 1994

8.30 - 10.30 A.M	- Where are we? - Review of FP component in PST curricula - Implications sfor application of CTU, Policy guidelines and updates on STD HIV/AIDS
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- 10.30 - 11.00 A.M - Making Recommendations for above
- 1.00 - 2.00 P.M - Presentations of Recommendations
- 2.00 - 3.00 P.M - LUNCH
- 3.00 - 4.00 P.M - Reactions to recommendations Dr. Katumba/
Dr. Oketcho/Mrs Rushota
- Evaluation and Closure

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APPENDIX H.1

Summary of Participant Reactions, Seminar 1

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Appendix H1

SEMINAR I

SUMMARY OF PARTICIPANTS'

REACTIONS

DISSEMINATION OF FP SERVICE
DELIVERY GUIDELINES FOR PST
AND PST BASIC TUTORS

Activity title

Date of Activity FEBRUARY 14 - 18, 1994.

INTRAH PARTICIPANT REACTION FORM

The purpose of this form is to give trainers information about the quality of this training activity.

For each set of statements below, please check the response that best describes your feelings or reactions about this aspect of the training.

1. Workshop objectives were clear and were achieved.

5. Strongly Agree 4. Agree 3. Undecided 2. Disagree 1. Strongly Disagree

9

8

1

Please explain: The objectives were clear,

simplified and well covered. One arrived late to be able to tell

if all Objectives were met.

2. Both the amount of content covered and the length of the workshop were about right.

5. Strongly Agree 4. Agree 3. Undecided 2. Disagree 1. Strongly Disagree

5

13

Please explain: All the planned for Sessions were covered

within the one week.

15

3. This workshop was directly related to the work I do or am going to do.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 12	<input checked="" type="checkbox"/> 6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please explain: As Nurse Tutors it was very necessary
to know about Policy Guidelines and CTU to be able to teach
FP in PST.

4. Possible solutions to my real work problems were dealt with in this workshop.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 8	<input checked="" type="checkbox"/> 8	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 1	<input type="checkbox"/>

Please explain: The problem of lack of FP Knowledge or Update
was addressed however some problems such as lack of FP Skills,
Practice and Training Materials were not addressed.

5. Workshop facilities and arrangements were quite satisfactory.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 6	<input checked="" type="checkbox"/> 11	<input type="checkbox"/>	<input checked="" type="checkbox"/> 1	<input type="checkbox"/>

Please explain: The place was comfortable and classroom
conducive to learning . Not all bedrooms were
comfortable.

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6a. The trainer(s)/preceptor(s) for this workshop was/were effective in helping me to learn and apply concepts and skills.

- | | | | | |
|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| 5. Strongly Agree | 4. Agree | 3. Undecided | 2. Disagree | 1. Strongly Disagree |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please explain: The Facilitators were knowledgeable and good at explaining concepts.

6b. The practice sessions of this workshop helped me to apply concepts and learnings.

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 5. Strongly Agree | 4. Agree | 3. Undecided | 2. Disagree | 1. Strongly Disagree |
| <input type="checkbox"/> |

Please explain: Not Applicable

If applicable:

6c. The field practice sessions of this workshop helped me to achieve competence and confidence in performing the skills and techniques contained in the learning objectives for the workshop.

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 5. Strongly Agree | 4. Agree | 3. Undecided | 2. Disagree | 1. Strongly Disagree |
| <input type="checkbox"/> |

Please explain: Not Applicable

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7. Please check any of the following that you feel could have improved the workshop.

6 a. Use of more realistic examples and applications

9 b. More time to practice skills and techniques

4 c. More time to discuss theory and concepts

 d. More effective trainers

2 e. More effective group interaction

1 f. Different training site or location

 g. More time to prepare for training sessions

 h. Focus on more limited and specific topic(s)

 i. Focus on a broader and more comprehensive topic

 j. Other (specify) _____

Please explain: Arrangements should have been made to acquire

 Skills as well and cover more Content, therefore the Venue

 should have been near Practicum Sites.

8. Below are major topics that were presented in the workshop. Please indicate the usefulness of the topics to your work in the scale at right.

Trainers: Please be sure to fill in topics before administering this form.

	5	4	3	2	1
	very				not at all
	useful				useful
a. <u>FP/MH Program Goal, Objectives and Activities</u>	16	2			
b. <u>Content of FP/MH Service Delivery Policy Guidelines</u>	17	1			
c. <u>Improving FP Service Availability and Accessibility</u>	17	1			
d. <u>Quality of Care</u>	17	1			
e. <u>Standardization of FP Training in PST</u>	18				
f. <u>C.T.U. Eligibility to FP Methods</u>	17	1			
g. <u>When to Start FP Methods</u>	15	3			
h. <u>FP Method Instructions</u>	16	2			
i. <u>Managing Bleeding Problems related to FP Methods</u>	14	3	1		
j. <u>Female Condom</u>	10	3	3		2
k. <u>Intra-Uterine Devices</u>	13	4	1		
l. <u>Lactational Amenorrhoea Method</u>	15	2	1		
m. <u>Norplant</u>	6	12			
n. <u>VSC - Non-Scapel Vasectomy</u>	12	6			
o. <u>STD, HIV, AIDS</u>	18				

Please comment:

All the topics were very necessary for strengthening FP in PST and providing Tutors with knowledge.

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9. Below are training materials used during the workshop. Please indicate how well each contributed to your understanding or learning:

Trainers: Please list by title, or refer to the specific session, the handout/material about which you would like feedback.

	5	4	3	2	1
	very well				not at well
a. <u>Policy Guidelines</u>	16	1	1		
b. <u>Removing Medical Barriers</u>	17		1		
c. <u>Handouts on C.T.U.</u>	15	2	1		
d. <u>Operational Terms</u>	13	3	2		
e. <u>Quality of Care Elements</u>	17		1		

1 No Response

10. Below are training materials used during the workshop. Please tick off which of these you plan to use in your work situation share with colleagues:

Trainers: Please list by title or refer to by session, those materials about which you are seeking feedback

	<u>Plan to use/share</u>
a. <u>Policy Guidelines</u>	17
b. <u>INTRAH Clinical Guidelines (Revised Chapters)</u>	17
c. <u>Framework, Quality of Care</u>	17
d. <u>STD Treatment Guidelines for Health Workers</u>	17

1 No Response

11. For the following training methods/techniques, please check the box on the right that best describes your view of their usefulness for your learning in this workshop.

Trainers: Below, please add methods/techniques on which you want feedback; please cross out those methods that do not apply.

<u>Training Methods/ Techniques</u>	5	4	3	2	1	does not apply
	very useful				not useful	
a. lectures	8	7	2	1		
b. group discussions	15	3				
c. individual exercises	12	4	2			N/A
d. group exercises	15	3				
e. field trips						N/A
f. process reviews	13	2	3			
g. demonstrations						N/A
h. _____						
i. _____						

12. Materials or training methods/techniques that were not suitable for your country, please list them and explain why they were not suitable.

13. Additional Comments:

Workshop was well conducted and beneficial but Tutors need Skills as well.

Feel free to sign your name. (Optional)

APPENDIX H.2

Summary of Participant Reactions, Seminar 2

APPENDIX H2

Seminar II DISSEMINATION OF FP page 1
SERVICE DELIVERY GUIDELINES
Activity title FOR PST AND IST BASIC TUTORS

Date of Activity FEBRUARY 21-25, 1994

INTRAH PARTICIPANT REACTION FORM

The purpose of this form is to give trainers information about the quality of this training activity.

For each set of statements below, please check the response that best describes your feelings or reactions about this aspect of the training.

1. Workshop objectives were clear and were achieved.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please explain: The objectives were clear and well explained

2. Both the amount of content covered and the length of the workshop were about right.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please explain: There was no overlap in the sessions so time was adequate but more time was needed so as to cover skills. For some it was not an update so the pace should have been slower or activity lengthened.

3. This workshop was directly related to the work I do or am going to do.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 8	<input checked="" type="checkbox"/> 6	<input checked="" type="checkbox"/> 1	<input checked="" type="checkbox"/> 1	<input type="checkbox"/>

Please explain: Compared to what was being taught the training provided a lot of adequate information. Some institutions do not allow for FP training. Some tutors not sure that they will be allowed to teach FP.

4. Possible solutions to my real work problems were dealt with in this workshop.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 8	<input checked="" type="checkbox"/> 7	<input type="checkbox"/>	<input checked="" type="checkbox"/> 1	<input type="checkbox"/>

Please explain: The workshop addressed lack of FP knowledge amongst tutors but did not address skills

5. Workshop facilities and arrangements were quite satisfactory.

5. Strongly Agree	4. Agree	3. Undecided	2. Disagree	1. Strongly Disagree
<input checked="" type="checkbox"/> 9	<input checked="" type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please explain: The facilities good, the classroom and accommodation comfortable.

6a. The trainer(s)/preceptor(s) for this workshop was/were effective in helping me to learn and apply concepts and skills.

5. Strongly Agree 4. Agree 3. Undecided 2. Disagree 1. Strongly Disagree
-

Please explain: The trainers were very knowledgeable and made clear explanations and assisted participants in small group work.

6b. The practice sessions of this workshop helped me to apply concepts and learnings.

5. Strongly Agree 4. Agree 3. Undecided 2. Disagree 1. Strongly Disagree
-

Please explain: _____

If applicable:

6c. The field practice sessions of this workshop helped me to achieve competence and confidence in performing the skills and techniques contained in the learning objectives for the workshop.

5. Strongly Agree 4. Agree 3. Undecided 2. Disagree 1. Strongly Disagree
-

Please explain: _____

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7. Please check any of the following that you feel could have improved the workshop.

- 4 a. Use of more realistic examples and applications
- 12 b. More time to practice skills and techniques
- 7 c. More time to discuss theory and concepts
- d. More effective trainers
- e. More effective group interaction
- 4 f. Different training site or location
- g. More time to prepare for training sessions
- h. Focus on more limited and specific topic(s)
- 1 i. Focus on a broader and more comprehensive topic
- j. Other (specify) _____

Please explain: The skill area was not addressed and yet it was necessary.

The participants should have been taken to a FP clinic for field visit to
observe some procedures.

8. Below are major topics that were presented in the workshop. Please indicate the usefulness of the topics to your work in the scale at right.

Trainers: Please be sure to fill in topics before administering this form.

	5	4	3	2	1
	very				not at all
	useful				useful
a. FP/MH Program Goal, Objectives and Activities	16				
b. Content of FP/MH Service Delivery Policy Guidelines	15		1		
c. Improving FP Service Availability and Accessibility	16				
d. Quality of Care	16				
e. Standardization of FP Training in PST	16				
f. C.T.U. Eligibility to FP Methods	13	1	2		
g. When to Start FP Methods	16				
h. FP Method Instructions	15	1			
i. Managing Bleeding Problems related to FP Methods	14	1	1		
j. Female Condom	10		1	2	3
k. Intra-Uterine Devices	14	1	1		
l. Lactational Amenorrhoea Method	14	1	1		
m. Norplant	13	1	2		
n. VSC - Non-Scapel Vasectomy	14	1	1		
o. STD, HIV, AIDS	16				

Please comment:

All the topics covered were very useful and applicable

9. Below are **training materials** used during the workshop. Please indicate how well each contributed to your understanding or learning:

Trainers: Please list by title, or refer to the specific session, the handout/material about which you would like feedback.

	5	4	3	2	1
	very well				not at all well
a. <u>Policy Guidelines</u>	13	2		1	
b. <u>Removing Medical Barriers</u>	14	2			
c. <u>Handouts on CTU</u>	14	2			
d. ^U <u>Operational Terms</u>	11	4	1		
e. <u>Quality of Care Elements</u>	14	2			
f. _____					
g. _____					

10. Below are **training materials** used during the workshop. Please tick off which of these you plan to use in your work situation or share with colleagues:

Trainers: Please list by title or refer to by session, those materials about which you are seeking feedback

	<u>Plan to use/share</u>
a. <u>Policy Guidelines</u>	14
b. <u>INTRAH Clinical Guidelines (Revised chapters)</u>	14
c. <u>Framework, Quality of Care</u>	14
d. <u>STD Treatment Guidelines for Health Workers</u>	14
e. _____	_____
f. _____	_____
g. _____	_____

*2 No response

11. For the following training methods/techniques, please check the box on the right that best describes your view of their usefulness for your learning in this workshop.

Trainers: Below, please add methods/techniques on which you want feedback; please cross out those methods that do not apply.

<u>Training Methods/ Techniques</u>	5	4	3	2	1	does not apply
	very useful				not useful	
a. lectures	13	2		1		
b. group discussions	15	1				
c. individual exercises						N/A
d. group exercises	14	2				
e. field trips						N/A
f. process reviews	14	2				N/A
g. demonstrations						
h. _____						
i. _____						

12. Materials or training methods/techniques that were not suitable for your country, please list them and explain why they were not suitable.

All materials were suitable and used by participants during the workshop

13. Additional Comments:

It was good to review and revise the FP component of the curricula

Feel free to sign your name. (Optional)

APPENDIX I

List of Reference Materials Used

APPENDIX I

List of Reference Materials Used

INTRAH

- o Clinical Guidelines for Family Planning, A Reference for Trainers
- o 1994 Appointment Book for Trainers: Removing Medical Barriers
- o Assessing Service Access, 1993
- o Contraceptive Effect on Risk of Acquiring STDs, December 1991

Medical Barriers Guidelines Working Group

- o Draft Consensus Guidance for Updating Practices: Hormonal Methods and IUDs, September 1993.

Network Vol. 13, March 1993

- o Improving Access to Contraception

MOH Uganda

- o National Policy Guidelines for FP/MH Service Delivery
- o FP/MH Service Delivery Guide for Nurse Aides
- o Guidelines for Managing STDs for Health Workers, National STD Program, 1993

APPENDIX K

Summary of Participants' Recommendations

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APPENDIX K

Summary of Recommendations from the Participants of Policy Guidelines for Family Planning Service Delivery

1. The Ministry of Health Training Division should make sure that all the tutors and clinical instructors update their knowledge in family planning and maternal health service delivery with emphasis on knowledge and skills.
2. The practicum sites for FP/MH services delivery be established in all training hospitals and districts to ensure skills in the different methods.
3. Regular fora between the compliments of FP/MH and supervisors from MOH MCH/FP on service delivery and to ensure that there is at every work site of FP/MH service delivery.
4. National policy guidelines for FP/MH service delivery book, guidelines for clinical procedures in family planning be availed to all training schools hospitals, health posts, government and non-governmental organizations in the country.
5. MCH/FP training programme be integrated into the national training program like UNEP, CDD, Essential Drugs and Continuing Education.
6. MCH/FP training officers work hand in hand with HMDC to develop MCH/FP distance education learning materials and radio-programmes for health workers.
7. MOH MCH/FP to provide information to be included in the OPL manual since the information given at the moment is inadequate.
8. Include demonstration of FP skills and methods (application) on UTV except those which require strict privacy.