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Trip Report

0-281

Travelers: Ms. Teresa Mirabito, INTRAH Program Officer

Country Visited: KWARA STATE, NIGERIA

Date of Trip: February 3 - 6, 1987

Purpose: To review and finalize a proposal for additional training activities with the Ministry of Health.

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

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EXECUTIVE SUMMARY

INTRAH Program Officer, Ms. Teresa Mirabito, visited Ilorin, Kwara State from February 3 to 6, 1987 to review and assist the State Training Team in revision of a proposal for additional training activities. Management and supervision training and an update for Kwara State Training Team members in Community Health Education were requested by the State Training Team and Ministry of Health officials during a project review in September - October 1986. (see INTRAH Trip Report #0-78).

Prior to the visit to Kwara State, the INTRAH Program Officer requested that the Kwara Project Director and Family Planning Coordinator draft a proposal. It was presented to the Program Officer upon arrival and was reviewed with the Family Planning Coordinator, members of the State Training Team and the Project Director.

The proposal included provisions for financial training and technical support: a trainer was requested for two management workshops and one Community Health Education (CHE) workshop; financial support was requested for two additional CHE workshops.

It is anticipated that these activities will prepare thirty zonal supervisors to manage and supervise family planning services, and sixty-six community health aides will be prepared to conduct FP/ORT. Furthermore, it is expected that members of the State Training Team will be updated in their knowledge in management, supervision and Community Health Education and will have strengthened their skills in planning, conducting and evaluating workshops.

SCHEDULE OF ACTIVITIES

Tuesday
February 3 Arrived in Ilorin, Kwara State.

Met with Mrs. Florence Tolushe, Family Planning Coordinator and Mrs. H. F. Omotosho, Assistant Family Planning Coordinator.

Wednesday
February 4 Met with Dr. David Olubaniyi, Director of Health Services, Mrs. Tolushe, Mrs. Omotosho and Mrs. Rachel Ajiboye, Principle Health Sister to review proposal which they had prepared.

Thursday
February 5 Visited:
--Staff Development Training Center
--Staff Development Family Planning Clinic
--Sabi Family Planning Clinic
--Okelele Family Planning Clinic
--Padaka Family Planning Clinic

Friday
February 6 Visited University of Ilorin, Family Planning Clinic.

Met with Dr. Olubaniyi and Mrs. Tolushe.

Departed Ilorin for Lagos.

Saturday
February 7 Met with Dr. George Walters, Ms. Carol Brancich, Dr. Kelly O'Hanley and Mr. Maurice Apted, IHP/Santa Cruz.

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

I. PURPOSE OF VISIT:

The purpose of the visit was to review and finalize a proposal for additional training activities requested by the MOH during a project review in September/October 1986.

II. ACCOMPLISHMENTS

- A. A proposal for training activities, prepared by the FP Coordinator and members of the core training team, prior to arrival of the INTRAH Program Officer, was reviewed and revised.
- B. Site visits were made to 4 family planning service delivery points.
- C. A site visit was made to the Staff Development Training Center, the venue for the proposed project activities.
- D. Discussions were held with Ms. Regina MacNamara, Project Officer, Columbia University, to explore avenues for collaboration among the Kwara State Trainers, INTRAH, and Columbia University for a proposed social marketing program under development in Kwara State.
- E. Briefing and debriefings were held with Dr. David Olubaniyi, Director of Health Services and Project Director, and Mrs. Florence Tolushe, FP Coordinator. A debriefing was held with Ms. Keys MacManus, AAO/Lagos in Nairobi, Kenya.

III. BACKGROUND

This was the 11th INTRAH visit to Kwara State. Training activities under the original contract between UNC-Chapel Hill and MOH-Kwara State were completed in July 1986 and were followed by a project review in September/October 1986. Findings during the project review included an expressed need for further technical assistance to strengthen skills of the CHE trainers and training in management and supervision for FP clinical supervisors (see INTRAH Trip Report #0-78).

In preparation for the visit, INTRAH requested that the MOH develop a proposal for the additional training activities. This visit was made to review the proposal with the MOH and revise it as necessary.

IV. DESCRIPTION OF ACTIVITIES

- A. Briefings and debriefings were held with Dr. David Olubaniyi, Project Director and Mrs. Florence Tolushe, Family Planning Coordinator. Ms. Mirabito was presented with a proposal developed by Mrs. Tolushe and members of the Kwara State Training Team.
- B. The proposal was reviewed jointly by the Family Planning Coordinator, trainers, and INTRAH Program Officer. Objectives were clarified, selection criteria for participants were established and the expected role of supervisors/managers was identified.
- C. Visits were made to FP service delivery points where personnel trained by the Kwara State Training Team with INTRAH financial support were interviewed to assess the extent of their role in FP service delivery and, on a small scale, the accuracy of knowledge of contraceptive technology.

- D. A visit was made to the Staff Development Training Center, which is used by the Kwara State Government for in-service training. The rooms were spacious and had adequate lighting and space for placement of newsprint and blackboards.

V. **FINDINGS, CONCLUSIONS AND RECOMMENDATIONS**

A. **Findings/Conclusions**

1. The commitment of the MOH for continuation of FP training was again demonstrated by their timely preparation of a proposal for additional training activities. The proposal requested INTRAH training, technical and financial assistance.
2. One objective of the proposal is to strengthen the skills of the Kwara State trainers particularly in the area of community health education (CHE). To date, two core trainers have been principally responsible for planning and conducting clinical skills and CHE workshops and calling upon other training team members to conduct selected topics.
3. Family planning service providers trained by the Kwara State Training Team and who were interviewed during this visit, have appropriate knowledge of FP contraceptive technology and reportedly provide information on all family planning methods to prospective clients. The trainees interviewed were not representative of all who have participated in clinical skills workshops conducted by the Kwara State Training Team.

B. **Recommendations**

1. INTRAH should accept the proposal and seek an amendment to the current contract to support the proposed training activities.
2. INTRAH should encourage the MOH to expand the capabilities of the State Training Team by providing the opportunity for additional team members to co-train with the INTRAH trainer in the proposed workshops.
3. During the final project review in March 1988 a survey should be conducted on a representative sample of trainees using a standard performance evaluation tool.

APPENDIX A

Persons Contacted/Met

APPENDIX A
Persons Contacted/Met

Kwara State Ministry of Health

Mr. Saka SAADU, Permanent Secretary of Health
Dr. David OLUBANIYI, Director of Health Services and Project
Director
Mrs. Florence TOLUSHE, Family Planning Coordinator
Mrs. H. F. OMOTOSHO, Assisant Family Planning Coordinator
Mrs. Rachel AJIBOYE, Principle Health Sister

Staff Development Family Planning Clinic

* Mrs. Ruth O. ONIYANDA, Senior Nursing Sister

Sobi Family Planning Clinic

* Mrs. F. F. OGIOLU, Public Health Sister
Mrs. A. O. LAWAL, Senior Nursing Sister

Okelele Family Planning Clinic

* Mrs. C. M. OLALERE
* Mrs. M. Y. JAJI

Padaka Family Planning Clinic

* Mrs. A. A. GALI
* Mrs. M. O. OYEGOTE
* Mrs. G. SALAMI

University of Ilorin, Family Planning Clinic

Mrs. Juliana JOHNSON, Senior Nursing Sister

Columbia University

Ms. Regina MacNamara, Project Officer

* Service providers trained by the Kwara State Training Team
with INTRAH funds.

APPENDIX B

**Proposal Written by
Kwara State Training Team**

COUNTRY PROJECT PROPOSAL

COUNTRY: Kwara State, Nigeria

TITLE OF PROPOSAL: Community Health Education/Management and Supervision Workshops

SUBMITTING ORGANIZATION: Kwara State Ministry of Health

RESPONSIBLE OFFICIAL: Permanent Secretary Ministry of Health

COST TO INTRAH:
Total

Per Participants:	a. CHE N11 x 21	N 231.00
	b. Zonal Supervisor N21 x 7	141.00

Per Participant Day:

a. CHE	11.00
b. Zonal Supervisor	21.00

DURATION: Community Health Educators 3 weeks
Management and Supervision 1 week

NUMBER OF PARTICIPANTS: CHE 66
Zonal Supervisor - 30-

NUMBER OF ACTIVITIES: 2

a. Activity 1 - 1 session of 30 participants
b. Activity 2 - 3 sessions of 166 participants

SUMMARY

In 1982, Kwara State family planning started a workshop and later put into practice in 1983.

Seven clinics within 50 kilometre radius of Ilorin were selected. Fourteen nurses were given orientation in family planning to start the project, this was later increased to 108 with standard training.

The objective was to give information and make people aware about the advantage of family planning.

Based on this objective it was felt that we have not totally accomplished our objective because not every local government is aware about family planning information despite the publicity campaign in the mass media in 1985 and part of 1986.

In this light, there is pressing need to train 66 more community health motivators who will disseminate the information on family planning down to the grass root in all local government areas.

With the already established service delivery points in the 12 local government areas 30 zonal supervisors will be required to

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coordinate and supervise both the staff and the service at local level to enhance quick administrative and clinical transaction from the headquarters.

The total amount of N31,286.00 will be required for the training.

BACKGROUND

Kwara State is one of the 19 states of Nigeria which occupies part of the middle belt of the country.

Kwara State is divided into 12 local government areas viz Asa, Borgu, Edu, Ifelodun, Ilorin, Irepodun, Kogi, Moro, Okehi, Okene, Oyi and Oyun.

Kwara State has a total population of two million nine hundred and fifty-one thousand six hundred and eight (2,951,608, 1985 projection).

She has only one radio station and one television station which has no capacity to cover the whole state.

There is a total 61 government health facilities in the state, 262 LGA health institutions, and 91 community/private hospitals.

Seven (7) clinics within 50 kilometre radius of Ilorin were selected and 2 service providers in each clinic were selected and were given orientation training in family planning to start off with the clinics.

These clinics were now expanded to 54 clinics and about 108 service providers were trained and 22 community health motivators were also trained to disseminate information on family planning and ORT activities.

These community health motivators are to go to homes and institutions for motivation and more importantly be as the only source of information in the rural area where radio and television cannot cover.

This present proposed project is very important because about 60-70 percent of our people live in rural areas and have no access to any other electronic information other than personal contact hence we felt that, to be able to cover the whole state adequately, community health motivators should be trained so that family planning information could go down the grass root in every local government.

There was some publicity campaign in the mass media, sponsored by John Hopkins in 1985 and part of 1986 but this was not regular and in a permanent basis and could not go down to all the loop and corners of Kwara State as expected.

Secondly it was very difficult to give efficient and thorough supervision considering the size of Kwara State and the population with only one coordinator and her deputy at the headquarter without other aelems to support the central supervision at the local level hence we need to train local supervisors and possibly a deputy supervisor so that if one is not around the other one can carry out with the supervisory activities.

Problem Statement: Lack of adequate family planning information within all the loop and corners of local government areas of Kwara State. Lack of regular supervision, collection, and analysis of statistical data. This is very difficult because of the distance in the location of the clinics within local government.

This actually has an adverse effect on our effort to evaluate our success and failure since the inception of family planning programme in the state.

Kwara State Family Planning Programme Objective: The two broad objectives of Kwara State Family Planning Project include:

1. To inform the public about the methods and benefit of family palnning. Protection of children against common diseases and simple first aid measures for sick babies.
2. To arrange for simple family planning services in the rural and urban centres, making use of the existing private and public medical and health project area.

Proposed Programme Objectives: The following broad objectives will serve to achieve the goals.

- A.
 1. Train 30 Zonal Supervisors to coordinate the activities of the service providers and community health educators in each of the 12 zones.
 2. Provide Basin for accurate data collection and prompt transmission of statistics to the state headquarter.
 3. Reduce the risk of service providers travelling to the state headquarter for commodities as these will be collected from zonal supervisors.
- B. Increase public awareness of the need to adopt new FP/ORT practices through and increase in community health education and client motivation.

Operational Objectives:

- A.
 1. Select 2 service providers from each LGA to be trained as zonal supervisors plus 6 others who will be involved in the supervision
 2. Update their knowledge of FP/ORT/CHE.
 3. Emphasize the development of skills and competencies that will improve FP/ORT service delivery and CHE in each zone.

4. Emphasize the importance of accurate recordkeeping of commodities, client turn-out and statistical analysis.
 5. Emphasize the development and competencies in managerial and supervisory duties.
- B. Select and train 66 community health as client motivators for another 33 service delivery points to increase public awareness of FP/ORT.

Expected Outcomes: The specific outcome of the activities will be:

- A.
1. The 30 zonal supervisors will have been trained to supervise service providers and community health educators in their zones and supply them with commodities and coordinate all family planning and ORT activities at local government level.
 2. Each service provider would have been informed to make returns of her monthly, quarterly and annual statistical returns to the zonal supervisor thereby making collection of commodities and statistical returns easy.
 3. The 66 client motivators would have been trained to educate the public about the need for child spacing thereby increase client recruitment and maintenance of old acceptors.

ACTIVITIES

The following activities are proposed:

Activity 1 - Management and Supervision Workshop for Zonal Supervisors

A 30 member team of already trained service providers will be trained as zonal supervisors. This training will be directed towards management, supervision and evaluation of service providers, community health educators, equipments, commodities, and collection and returns of statistics.

Activity II - Community Health Education Workshop for Client Motivators

66 community health aides will be trained to work at each service delivery point. The training activity will be directed towards public awareness and clients recruitment/motivation.

Activity	Methodology	Participants	Trainers	Venue
1. Management and Supervision w/shop for zonal supervisors	Develop clinic management plan and staff supervision checklist	20 Nursing Officers who have been trained as FP service providers	Members of the state training team	To be named
2. Community Health Educator W/shop	Clinical Services Evaluation plans Develop workplan for Community Health Educator Practicum	66 Community Health Aides	Coordinator and deputy External Lecturer As above	As above

Materials/References:

- | | |
|---|------------------------|
| 1. On Being in Charge - WHO Manual | Exercise Books |
| 2. Helping Health Workers Learn - D. Werner | Biros, Pencils |
| 3. Relevant Posters for Family Planning | Felt Pens, News Prints |
| 4. Family Planning by | Slip Chart |
| 5. White collar management | Card-board paper |

EVALUATION METHODS

This will take place at 3 related levels.

1. Evaluation of Each Training Activity

- a. INTRAH Biodata Form to be filled by each participant. This will give base-line information about the trainees.
- b. Pre-test and post-test are administered before and after each training to measure how much knowledge each trainee had before training and how much she gained during the workshop.
- c. Participant Reaction Form to be filled by each participant to give feedback and evaluation of trainers and the appropriateness of the training.
- d. Clinical component sheets to be designed and used to evaluate the trainees. This will be recorded on individual trainees clinical skills records during practicals.

2. Evaluation of Mid-Project training Impact

- a. Questionnaire will be administered on 30-50% of the trainees (zonal supervisors/community health educators) half way during training to evaluate the effectiveness and usefulness of the training to the trainees.
- b. Evaluate the promptness of statistical returns to the headquarter. Compare the number of new clients and follow-up clients with the pre-workshop statistics.

3. Long-Term Follow-Up Evaluation

This will be carried out quarterly, yearly after training. Through their regular report interview and questionnaire after one year post-training.

- a. Questionnaire will be administered to 30-50% of trainees to evaluate the residual knowledge of the zonal supervisors/community health educators.
- b. An assessment of performance capabilities will be carried out. This will be based on field observation of the zonal supervisors and community health educators.

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BUDGET

SUPERVISOR

Supervisor night allowance
N20 x 7 each + N1 for taxi =
21 x 7 x 30 N4,410.00

Average milage allowance
N60 x 30 1,800.00

COMMUNITY HEALTH EDUCATORS

CHE night allowance = N10 + N1
for taxi = N11 for 21 x 66 15,246.00
Average transport allowance = 60 x 66 3,960.00

Lecturers Honorarim

6 Lecturers will be required both within
and outside MOH
N200 each per person for each session
x 6 x 4 4,800.00

Biro N1 96 participants + 4 extra 100.00
File jacket 100 x N2 200.00

Small Big note N150 x 100 150.00
Chalk N20 20.00

Clip chart stencil, typing sheet, duplicating
paper and other materials 600.00

N31,286.00

F.A. Tolushe
CHS/F/P Co-ordinator

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APPENDIX C

Revised Proposal

COUNTRY: Kwara State, NIGERIA

TITLE: Proposal for Community Health Education and Management and Supervision Workshops

SUBMITTING ORGANIZATION: Kwara State Ministry of Health

RESPONSIBLE OFFICIAL: Permanent Secretary, Ministry of Health

NUMBER OF ACTIVITIES: 5

NUMBER OF PARTICIPANTS: 96

IN-COUNTRY COSTS:
N 60,790
\$ 15,997

I. SUMMARY

The Kwara State Family Planning Program has experienced slow, steady growth since its inception in 1983. A total of fifty-three clinical facilities offer a wide range of family planning services. Eighty-six clinical service providers and 22 community health educators have been trained by the Kwara State Training Team, developed under INTRAH-sponsorship. Although client demand for FP services is growing, the need exists for increased dissemination of information and education throughout the state in order to motivate potential clients to accept family planning services.

The Ministry of Health proposes to train 66 community health aides (CHA) to educate and motivate potential clients throughout communities in each of the 12 local government areas (LGA). At least six of the community health aides will work in conjunction with the proposed market based distribution project to be sponsored by Columbia University. Six additional CHAs will work in three LGAs where the pilot primary health care projects have commenced in order to foster integration of family planning with primary health care. The MOH is working toward integration of family planning with maternal and child health services throughout the state.

Currently supervision of community health aides and clinical service providers is the direct responsibility of the family planning coordinator based in Ilorin. Logistical constraints restrict supervision activities to Ilorin. To alleviate this problem, the Ministry of Health proposes to prepare 30 zonal supervisors to coordinate FP services and supervise all clinical and non-clinical service providers at the local level.

Technical assistance has been requested for one community health education workshop and for two management and supervision workshops. The Kwara State Training Team has conducted CHE training. Technical assistance for one workshop will provide a mechanism for the trainers to update their knowledge and skills in community health education and training. Team members lack the expertise to conduct management and supervision training in the absence of technical assistance.

II. BACKGROUND

Kwara State which lies in the middle belt or northern region of Nigeria is divided into 12 local government areas: Asa, Borgu, Edu, Ifelodun, Ilorin, Irepodun, Kogi, Moro, Okehi, Okene, Oyi, and Oyun. The total population, according to 1985 estimates is 2,951,608 with 60-70% of the people living in rural areas.

Family planning activity was initiated in 1982 in Kwara State with a workshop on Advanced Communication for Population and Social Development facilitated by Dr. Donald Bogue of the Family Studies Center, Chicago University. Clinical service delivery was initiated in 1983 with the opening of seven clinics. Today family planning services are offered in 54 government-owned clinics. The goal is to expand FP services to all 70 MOH facilities and to 90 LGA facilities by the end of 1988.

Dissemination of information via mass media has been possible in the past through the assistance of Population Communication Services. Due to economic constraints radio and television messages have ceased.

An INTRAH-sponsored training project, a series of 4 workshops completed in 1986, led to the development of the

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Kwara State Training Team. Members of the team have since conducted 6 workshops: 5 in clinical service delivery skills in which 107 nurses/midwives have participated and one community health education workshop for 21 participants.

The total number of FP-trained clinical service providers who are nurses is ???. Only 21 CHA have been trained to date.

III. GOAL OF WORKSHOPS

To strengthen and expand family planning service delivery throughout Kwara State utilizing existing public health and medical project areas.

IV. PROPOSED PROGRAM OBJECTIVES

- 1.a. Train 30 zonal supervisors to coordinate the activities of clinical service providers and community health educators in each of the 12 LGAs.
- b. Provide a basis for accurate data collection and prompt transmission of service statistics to MOH headquarters.
- c. Reduce the risk of service providers travelling to MOH headquarters for commodities as the zonal supervisors will distribute commodities.
2. Train 66 community health educators in order to increase public awareness of the need to adopt FP/ORT practices.

V. ACTIVITIES

A. Community Health Education Workshops

This activity is designed to prepare community health aides to increase their knowledge of the need for family planning and of methods available and to facilitate skills development in effective communication of the information to community groups and individuals. Community health aides currently provide information and education to communities on basic hygiene, EPI and ORT.

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The MOH has proposed to train 66 CHAs in a series of three workshops. Technical and financial assistance has been requested for the first workshop and financial assistance for the second and third workshops. Kwara State Trainers have expressed a need for technical assistance in order to update their knowledge and skills and revise the CHE curriculum which they developed during an INTRAH-sponsored workshop in May 1985. The trainers will plan for and co-train in the initial workshop and will assume total responsibility for planning, conducting and evaluating the two remaining CHE workshops. Of the original 15 members of the training team at least seven have the capability to co-train in community health workshops.

CHE workshops will be of four-week duration: 2 weeks of theory and a 2-week supervised practicum. During the second two-weeks the participants and facilitators will regroup to discuss achievements and problems encountered during field experience.

Criteria for selection candidates:

1. Community health aides who will remain in their posts for a minimum of 18 months.
2. CHAs who have demonstrated interest in family planning and child welfare.

Management and Supervision Workshop

The Ministry of Health has proposed a supervisory system for family planning services and clinical and non-clinical providers. In order to implement the system it will be necessary to prepare 30 family planning trained clinicians to assume supervisory roles in 12 zones throughout the state. Financial and technical assistance has been requested by the MOH for

2 Management and Supervision workshops for 15 participants each in order to achieve their goal.

Criteria for selection of the participants will include the following:

1. Trained FP clinical service provider.
2. Demonstrated interest and efficiency in delivery of FP services.
3. Must be in a senior position in order to issue directives effectively.
4. Must have transport.
5. A second clinical service provider must be available in the supervisor's clinical post.

Venue for all workshops

Staff Development training Center, Ilorin

Evaluation Methods

1. INTRAH Biodata Forms
2. Pre- and Post-Assessment
3. Participant Reaction forms
4. Role Play
5. Observation during practica for CHE participants

KWARA STATE: Extended Training Plan

<u>No.</u>	<u>Activity</u>	<u>Participants</u>	<u>Date</u>	<u>Trainers</u>
1.	Management and Supervision	15 Trained Clinicians	2 Weeks June 1987	1 INTRAH 4 Kwara State Trainers
2.	Management and Supervision	15 Trained Clinicians	2 Weeks July 1987	1 INTRAH 4 Kwara State Trainers
3.	CHE Workshop	22 Community Health Aides	4 Weeks Aug. 1987	1 INTRAH 4 Kwara State Trainers
4.	CHE Workshop	22 Community Health Aides	---- 1987	4 Kwara State Trainers
5.	CHE Workshop	22 Community Health Aides	Oct. 1987	4 Kwara State Trainers
6.	Review of Activities		March 1988	INTRAH

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