

FOAN

FRIENDS OF AFRICAN NURSING

*SECOND ANNUAL REPORT
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1. Introduction

This has been a year in which we have continued to expand and consolidate the activities of Friends of African Nursing, beginning the three visit programme in both Malawi and Tanzania whilst delivering the final programme in Kenya. Award winners have travelled with us on two occasions and have added to the knowledge base available to nurses in Africa.

It has been agreed that the volunteers will have a co-ordinator, which will assist the organisation to galvanise activity and continue to raise funds and awareness of the work, at home.

Application for charity status has been undertaken and we await developments. This application has engaged a number of other individuals who have agreed to become Trustees, and their input and commitment is welcomed and appreciated.

A successful application to the Scottish Executive (August 05) for support to the Malawi programme has boosted the organisation's ability to undertake more work during the course of a single year. Whilst the £25,000 is ring-fenced, it has already facilitated advantages to the perioperative nurses of Malawi, and their hospitals.

The programme of education has been designed to provide educational building blocks, year-on-year to provide each country with capacity for a sustainable future in perioperative care. The flexible programme is able to be delivered and adapted to suit local conditions, in partnership with the Ministry of Health and Chief Nursing Officer (CNO) as well as the local perioperative nursing organisation.

Hospital visits ensure that the education is grounded in local reality and that there is a working understanding of the health resources, in each country. Modern adult education techniques are used to ensure full understanding and participation by all the students, and sessions are individually evaluated. Feedback and reporting systems to the Ministry and CNO have been built into the programme.

2. Our vision

Nurses are key workers in health care; in poorly resourced nations very little money is available to educate nurses beyond their basic training. It is our mission to ensure that nurses who provide vital assistance within the surgical team are supported with up to date post basic education and rationale devised from evidence or experience. It is the view of Friends of African Nursing that providing capacity by growing knowledge and skills, will help to sustain and grow quality healthcare in Africa.

It will ensure growth of individuals and encourage professional development, and enable potential leaders to stay within their home nations to improve local delivery of perioperative care to all surgical patients. It is clear, that currently many developing nations are suffering from nurse migration, our educational programme is to backfill on the skills gap.

3. Principles

The principle of partnership is one that has been developed over the last few years and ensures that the ministry has a shared responsibility for the programme development to dovetail with local needs, as well as some financial responsibility within the framework to assist nurses to attend the course.

In addition, it has been of great value to Kate and Lesley as they have travelled, to have ground support provided by Johnson and Johnson staff and distributors in the different countries.

The local theatre nurses organisations have provided us with communication channels and very useful arrangements for student accommodation and meal arrangements.

4. The objectives

The objectives are to advance the education and training of perioperative nurses in the developing world, in particular in Africa, by the following means:

- Providing international nursing expertise at practical, academic and management level to support government health strategies.
- Developing nursing programmes in conjunction with African Ministries of Health to assist national health agendas, institutional plans and personal professional development.
- Working with national and specialist nursing organisations and interest groups.
- Providing focussed expertise to perioperative nurses, developing individuals, teams and potential leaders.

Pre-charity status

Registration as a charity has been applied for, within England and Wales and as we go to print we await the outcome from the Charity Commission. As part of the application for Charity status we have gained the support of a number of Trustees who will form the Board of Friends of African Nurses for the future.

5. The team

Board members of Friends of African Nursing have provided us with wise counsel and their assistance and continuing support, both financial and practical is of great value to the organisation. They are warmly thanked for their support and advice. Clive Tomsett has regretfully had to resign from the Board. New members of the Board are Jackie Younger and Maureen Bamunoba and they are both warmly welcomed.

Lesley Fudge

- Independent Healthcare Consultant and Co- Founder FoAN

Lesley is a registered nurse, working as a healthcare consultant, with a long career background in theatre nursing. Lesley became determined to make a difference to African nurse colleagues, after visiting her foster daughter's family in Uganda. She co-Founded FoAN in 2001, and now assists to raise funds by her creative artwork on greetings cards and T shirts as well as her work developing the organisation.



Kate Woodhead

- Independent Healthcare Consultant and Co-Founder FoAN

Kate, Co-Founded FoAN with Lesley, and enjoys the challenge of helping nurses working in constrained healthcare systems, in Africa. Kate works independently as a healthcare consultant, working around her voluntary work. She is currently serving as the President of the International Federation of Perioperative Nurses.

Denis Robson

- Johnson and Johnson Professional Export.

Denis has worked in the African Region for many years, and as Manager of J & J Export spends much of his life travelling. When he is at home, he inspires and co-ordinates many voluntary efforts to assist healthcare donations and schemes to improve quality outcomes in Africa.





Debbie Lee

– Independent Healthcare Consultant

Debbie Lee works independently as a healthcare consultant, running her own business specialising in organisational development. She was an English Department of Health Nurse responsible for acute services and has worked at every level of healthcare in UK. She was the first nurse President of the National Association of Theatre Nurses.

Jane Reid

– Dean for Health and Social Care, Somerset Academy.

Jane Reid is current Chair of the Association for Perioperative Practice (UK) and an experienced Perioperative Educator. Practising as a Senior Academic in the UK Higher Education sector, Jane is committed to sharing her expertise with others. Jane has facilitated curriculum development in Zambia and South Africa and is an experienced international conference speaker.



Jackie Younger

– National Practitioner Programme Lead

She has a background in operating department nursing and management and, has also been a Lecturer within a College of Health Studies. Prior to her current role Jackie was Lead Workforce Designer for Practitioners and Prescribing in the Changing Workforce Programme (CWP) which, like the Modernisation Agency, has now ceased to exist.

Maureen Bamunoba

– Clinical Governance co-ordinator, UCLH

Maureen Bamunoba is a Ugandan nurse midwife working in Clinical Governance at UCLH, London as a risk management assistant dealing with clinical incidents across eight sites.



6. The need

The need for educational assistance to nurses working in Operating Theatres in East Africa, was first identified by a visit to Uganda, by Kate and Lesley in 2000. As more countries have been visited by Friends of African Nursing, it has become clear that the need remains. Nurses, particularly perioperative nurses have little post basic education available to them and many learn their skills 'on the job'. It is noticeable that even experienced nurses are unaware of the theory or rationale for much of the practice, which has evolved, over a number of years.

HIV/Aids, is exacting a terrible toll on nurses and healthcare workers in Africa, not least those working in the high risk surgical field. The majority of charity funds which go into Africa to support those with the disease, do little for prevention in high risk occupations. Education on self protection is fundamental to the FoAN goals for assisting the workforce to understand their particular risks and to be able to take action to prevent occupational exposure.

The total course seems to provide the continuity that nurses seek and whilst it is very difficult to assess accurately, the impact either on the health system or the individual; it is evident that the education FoAN delivers has an immediate impact on the nurses. A more objective educational impact measurement tool needs to be developed by FoAN, to ensure that the sustainable effect which is desired, is in fact being achieved.

7. Three year programme

The education is designed around a framework;

Visit 1 – A theoretical and interactive week-long programme in partnership with national Health Ministries is delivered to update basic skills and knowledge for perioperative staff. Written information, articles and available research accompanies all major theoretical topics. References to indicate further reading are also made available. The numbers of delegates on these courses has been between 50 and 75 in the countries to date.

Visit 2 – Using a three-centred review of implementation of change as an outcome of learning from the previous visit, a benchmarking audit of theatre practice is undertaken together with the opportunity to give additional educational seminars and problem solving discussions at the three clinical centres. The benchmarking exercise allows for local feedback, as well as to the Ministries to enable them to employ best practice principles across their hospitals.

Visit 3 – Provides a capacity building leadership programme for potential and actual leaders of Operating Theatres using a modern approach to career development and strategic thinking which develops leaders within the country to support a sustainable future for perioperative practice.

8. Report from 2005

April 2005 Tanzania

Diane Gilmour, Molnlycke Award Winner 04/05 travelled with Kate Woodhead to deliver the first programme, in Dar es Salaam in April 2005. 46 participants from 28 different hospitals from all over Tanzania were supported to travel and study for the week, by FoAN and a number of additional targeted donations, based at Muhimbili Hospital. The course evaluated very well with 36% reporting that the course had met their needs and 64% that it had exceeded their needs. In country support was provided by Salama Pharmaceuticals, a Johnson and Johnson distributor and a Ministry of Health Nurse, Sophie Ngayhoma.

With encouragement, the nurses had formed a Perioperative Nurses Association, and elected initial leaders, by the end of the week. With continuing support, promised by FoAN, the Tanzanian Theatre Nurses Association will form the basis of a new network for perioperative practice within the country.

November 2005, Malawi and Kenya.

Malawi

Monies awarded to FoAN by the Scottish Executive as part of a support package for a variety of projects in Malawi, enabled the first visit to take place in November 2005. Lesley Fudge and Kate Woodhead travelled with Jennifer Simpson who was kindly supported to travel, by Molnlycke Healthcare. A small but enthusiastic group of 22 perioperative nurses, from hospitals all over Malawi were gathered in the School of Nursing in Lilongwe. They were supported to travel, and study by monies from the Scottish Award. The Course evaluated well with 26% of delegates reporting that the course had met their needs and 74% that it had exceeded their needs. The closing ceremony was much enhanced by dancing and singing in gratitude for their educational gains! Ground support was provided by Ministry of Health Nurse for Education, who also attended the course.

The nurses had formed a Perioperative Nurses organisation, by the end of the week which was given some small funds by FoAN, to help them to communicate with each other and develop and distribute application forms. The organisation is named the Perioperative Nurses Association of Malawi (PONAM)

Kenya, November 2005

The visit was the final element of the three year programme for Kenya. Debbie Lee and Kate Woodhead gathered 16 potential leaders of perioperative practice in Nairobi, in facilities provided kindly by the Aga Khan Hospital, delivered the Leadership Course. The participants worked very hard, and were much motivated by the learning experience.

Some practical assistance had been requested by Nakuru District Hospital the previous year, and so Lesley Fudge and Molnycke Award Winner, Sue Byrne went to Nakuru to provide hands on support and assistance to the Theatre and Hospital Teams. This largely took the form of creating a recovery room, providing advice on process management and standards and by assisting the hospital management to prioritise refurbishment plans.

9. Future plans

2006	Malawi Visit 2 and 3 Tanzania Visit 2 ? Botswana visit 1	Re-validate programme in Kenya prior to toolkit completion Masters progression Kenya
	General <ul style="list-style-type: none"> • Toolkit development and dissemination • Assist development of Malawian & Tanzanian perioperative nurses Association, if requested, plus international support for membership of IFPN • Development of national perioperative library Malawi and Tanzania if required • Develop planning tools for business, and marketing to meet expansion with charity registration • Engage volunteers – develop membership criteria. 	
2007	Tanzania Visit 3 Botswana visit 2 Both dependent on progress and facilitator availability	Uganda Visit 3 if infrastructure developed New country (1) Visit 1
	General <ul style="list-style-type: none"> • Dissemination of toolkit • Develop and expand the organisation 	
2008	New country (2) Visit 1 Botswana Visit 3	New country (1) Visit 2 New country (3) Visit 1

10. Support Networks

We enjoy the support of a wide range of individuals, some of whom have enrolled on the volunteer database. To date, we have not undertaken as much development of the role of the volunteers, as we might. However, the first Molnlycke Award winner, Alison Herbert has indicated that she would be willing to co-ordinate activities of the volunteers in the future. This would ensure that the support they have offered is put to full use – to support the goals of the organisation.

Johnson and Johnson (Professional Export) have been very supportive from the outset and without their continued financial support, FoAN would be in a very different position. Denis Robson and his PA, Lorraine Haugh from Johnson and Johnson have been particularly supportive in communicating with ground support in Africa, prior to visits to ensure that we are safe and looked after whilst we are teaching or travelling in Africa. They have also funded containers of equipment to Africa to which FoAN have contributed donated equipment and books.

The continuing assistance of Molnlycke Healthcare is to help select and financially support Award winners to travel to Africa and to help us to deliver the needs identified within the countries. They have assisted to market the aspirations of Friends of African Nursing and in 2005 have provided brochures for information packs.

In addition, a number of individuals and companies have provided books and equipment at reduced cost or free for FoAN to deliver to where we have identified the need.

Medical Device Companies have provided valuable assistance by targeted donations to support Tanzanian nurses to travel, be accommodated, a per diem allowance and for food. Grateful thanks are extended to B. Braun Medical, Eschmann Equipment and Keymed for their support to the nurses.

11. Financial report

Johnson and Johnson (Professional Export) support Friends of African Nursing financially in a most significant way, as major sponsors of the organisation, assisting with many aspects of FoAN's activities. In addition, time and facilitation of travel queries is given as well as support to conference calls and by ground support.

Individual and one-off contributions have been made following speaking engagements particularly in Canada in 2003. Theatres in UK have donated books and individual members of AfPP (Association for Perioperative Practice) have in particular donated used equipment from their hospitals. Medical device companies have also made donations of eye protection, instruments and equipment. Others have provided reduced cost instruments and books to

the organisation. We also enjoy the sponsorship of Alison Herbert, who runs half and full marathons for FoAN.

Molnlycke Healthcare Ltd, have continued to support an Annual Award whereby, two individuals travel with and assist in the teaching of perioperative nurses in Africa. In 2004/05 they provided funds to support Diane Gilmour in Tanzania and Sue Byrne in Kenya as well as making a significant contribution to support Jenny Simpson for Malawi. They have also provided brochures to support FoAN's promotional activities

Speaking engagements have been undertaken to branches of AfPP (Association for Perioperative Practice) who have invited us to give presentations, and whilst these do not usually help with funding, they have been useful for networking and also to raise donations of books and small sums of money. Talks have also been given to village groups and raised funds

Cards depicting African images, painted by Lesley Fudge have also raised sums of money.

It is the generosity of our supporters that enables FoAN to continue to develop and make plans for future progress, and to each of them we are very grateful. The work we undertake is rewarding and fulfilling but we also are aware that we are contributing but a small difference to each country, but one that we hope and trust truly makes a difference to the quality of care delivered to surgical patients.

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