



**FRIENDS
OF
AFRICAN NURSING**

Registered Charity: 1113054

Annual Report 2009

Contents

1. Introduction	page 2
Meeting charitable requirements	page 2
Meeting educational objectives	page 3
2. Mission and Values	page 4
3. Charitable Objectives	page 5
4. Website	page 5
5. Trustees	page 5,6
6. Professional Network Development	page 6
7. Africa Visits programme	page 6
8. Reports from 2009	page 8-11
9. Future plans	page 12
10. Support networks	page 12
11. Corporate supporters	page 12,13
12. Financial report	page 14,15

1 Introduction

Welcome to our sixth Annual Report, highlighting the activities undertaken by Friends of African Nursing (FoAN) during 2009. This year FoAN has continued to meet our objectives for delivering education to theatre nursing colleagues in Africa, as well as developing the capacity to run four programmes in each country. The Charity Commission and increasing governance compliance by some of our supporters requires that the charity trustees report our activities on a regular public basis. All trustees and members give their time voluntarily, thus keeping our administrative costs to an absolute minimum.

We celebrated our seventh birthday during the year with additional fundraising activity which realised the sum of £2,292. To all those who spent time and effort contributing to this total, we are most grateful.

This report summarises the developments made during last year to enable our friends and supporters, to whom we are immensely grateful for their continuing interest and commitment, to be reassured that we continue to strive for the best outcomes for improving quality and effective use of funds.

1.1 Meeting charitable requirements

This sixth Annual Report of Friends of African Nursing reports our activities and is available from the website, together with Annual Reports from previous years. In the past we printed copies of the report, however the trustees agreed that as long as a copy was on the website and submitted to the Charity Commissioners as required, that funds could be saved, on printing costs.

In line with many other charities, we continue to ensure that our website is kept as up to date as possible and that individuals interested in our work, can contact us by this means.

The Board of Trustees met face to face on 2 occasions during 2009 with conference calls in between. Lesley Fudge one of the co-founders of FoAN, left the Board after nine years of service, to pursue different interests. We thank her for her tireless work and boundless enthusiasm over the years.

We are joined by two new trustees, Sir Stephen Moss and Lesley Wood. We are also joined by Linda Wain wildlife artist, as a patron. We look forward to working closely with all of them.

Charities in England and Wales are required by the Charities Act 2006 to demonstrate public benefit. We believe that we can ably demonstrate this requirement, by delivering education in Africa, where few of the nurses we meet, have access to any continuing education. The nurses we teach cannot pay for their continuing education due to low wages, and it is for this reason that other than some support from the Ministries of Health or other partner organisations, who demonstrate in-kind benefits, the nurses receive their education, travel and accommodation fully supported by FoAN.

Valuable contacts made with the East, Central and Southern African Health Community were realised during a visit to their conference in Arusha, Tanzania in September 2009. A paper was given during the proceedings, by Kate Woodhead on Safe Surgery Saves Lives. This generated considerable discussion and contacts with new countries anxious for Friends of African Nursing to deliver education to their theatre nurses.

We are most grateful to previous trainers and trustees who continue to provide support to the charity, in many different ways. We also are hugely grateful to all those who donate time and money to assist us to further the charitable objectives.

Without the support of our corporate partners Johnson and Johnson Professional Export/ Ethicon and Mölnlycke Healthcare Ltd our ability to deliver education to colleagues in Africa would be much reduced.

Colleagues in Canada have expressed enthusiasm to support our objectives, and a small steering group has been formed to begin the process of application for charitable status, in Canada. FoAN Canada will be a Chapter of FoAN UK.

1.2 Meeting educational objectives

Specific visit reports are included later in the Annual Report.

We continue to evaluate each programme as it proceeds, as well as identifying the impact which the education makes on a national basis. The sustainability and potential for wide dissemination of the programme content has greatly increased with the development of the train the trainers course.

We aim to be as flexible as possible, making changes to the programme, first in response to Ministry requests and further, as the needs of the delegates are identified. This challenges the facilitators, but helps to ensure that we meet the needs as broadly as possible.

The Mölnlycke Award assists us by adding capacity to the facilitators, with additional people. In 2009, we were delighted to have been ably accompanied and assisted by Taonge Mhone and Allison Faulkner. We thank them for their support.

2. Mission and Values

FoAN is a family-friendly, hands-on charity with which the Board, volunteers and nursing colleagues can feel personally engaged. We will actively take to and bring out of Africa good practices and disseminate benefits for international healthcare systems.

2.1 Mission

To facilitate the development and improvement of patient care and nursing practice in Africa

2.2 Values

We believe that the work we deliver is driven by our mission statement and our value systems. FoAN will live its values through:

- Cultural Awareness – we will acknowledge, preserve and promote understanding & compassion of different cultures
- Trustworthiness – we will do what we say we will do
- Commitment – we will serve the interests of nurses
- Communication – we will collaborate with nursing organisations when addressing African nursing issues
- Flexibility – we will work in partnership with African nurses to deliver appropriate, agreed solutions
- Integrity – we will be honest and open-minded in our discussions and deliberations

There is a chronic shortage of healthcare workers in Africa and greater demands are being placed on nurses, with increasing workload and responsibilities. HIV/Aids continues to devastate many societies, affecting healthcare delivery and the workforce, so that few are able to effectively manage the impact and shortages. Migration affects many of the countries we visit, exacerbating the difficulties faced by those left behind. FoAN delivers education in countries very short of healthcare workers, aiming to backfill the education gap and support needed by overworked nurses in the surgical team. Many nations are reliant on aid to support their public services.

Education beyond basic training is largely unavailable for many of the healthcare workforce in Africa. FoAN's mission is to provide assistance and support to governments by supplying specialist education to theatre nurses, working in the high risk area of perioperative care. Risks to the team are real, where blood borne disease is rife, and education to develop understanding and reduction of the personal risks, we believe is critical.

Sustaining and building local capacity for healthcare is very important to ensure healthcare providers and nurses have the ability to improve the quality of care for patients and to protect themselves. Participation in FoAN education programmes should ensure

the growth of individual knowledge, encourage professional development, and enable potential leaders to stay within their home nations to improve local delivery of perioperative care for all surgical patients.

3. Charitable Objectives

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

- To develop, maintain and run an effective charity to support FoAN activities
- To provide international nursing expertise at practical, academic and management level to support government health strategies.
- To develop nursing programmes in conjunction with African Ministries of Health to assist national health agendas, institutional plans and personal professional development.
- To work with national and specialist nursing organisations and interest groups.
- To provide focussed expertise to perioperative nurses, developing individuals, teams and potential leaders.
- To provide a conduit for ethical donations of educational material and clinical equipment for operating theatre practice.

4. Website

The website can be seen at www.foan.org.uk and contains individual visit reports since 2001. In addition, there are regular newsletters and further information relating to all FoANs recent activities, fundraising and suggestions about how to get involved in order to support the charity. We are investigating the options for paying membership and buying sales items on-line.

5. Board of Trustees

It is essential to the continued growth and sustainability of the charity, that the trustees are a strong team who can work together effectively.

Kate Woodhead- Independent Healthcare Consultant and Chairman of Trustees.

Kate, co-founded FoAN with Lesley Fudge, and enjoys the challenge of helping nurses working in constrained healthcare systems, in Africa. She finds the development of perioperative organisations in Africa and their continued support as they develop, particularly rewarding. Her work as a healthcare consultant fits around her other voluntary work.

Debbie Lee – Independent Healthcare Consultant

Debbie runs her own business specialising in leadership and organisational development. She was a Nursing Officer, Department of Health, England, 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.

Jackie Younger – Director, Leading Workforce Solutions.

Jackie has a background in operating department nursing and management and, has also been a Lecturer within a College of Health Studies. Jackie was Lead Workforce Designer for Practitioners and Prescribing in the NHS Changing Workforce Programme (CWP), and then became the National Practitioner Programme Lead. She now manages her own business specialising in workforce and service development and change management.

Graham Merriam, Treasurer

Graham joined the Board of Trustees as Treasurer. Graham runs his own business in North Yorkshire creating kitchens and furniture. He is very involved with the local church both musically and financially and brings a wealth of experience to FoAN to enable us to make best use of our charitable funds.

Lesley Wood – Nurse Consultant in Perioperative Care

Lesley works at Addenbrookes Hospital in Cambridge. She was the first and subsequently lead Surgical Care Practitioner contributing much to the development of new ways of working. Lesley first travelled with FoAN to Ghana, as a Molnlycke Award winner in 2008.

Sir Stephen Moss – Chairman of Mid Staffordshire NHS Foundation Trust

Stephen was Director of Nursing and then Chief Executive at Queen's Medical Centre in Nottingham. He was appointed a Non- Executive Director at Mid Staffordshire in August 2009, and has subsequently become Chairman. He brings extensive clinical and managerial experience to the Board of FoAN.

6. Professional network development

In each country FoAN visits, we encourage the setting up of a local professional association, to provide support, networking opportunities and primarily an educational focus to benefit the nurses into the future. Every country has taken up the challenge, with varying degrees of success. Many countries have such poor travel infrastructure, and nurses are paid so little, it is difficult to enable meetings to take place. In addition in many countries we have found that only around a third of nurses have access to the internet, mostly via internet cafes, and therefore rural nurses are unable to access information by this means.

However those countries that have been able to maintain their initial enthusiasm and membership have gone from strength to strength. FoAN provides support, tools, experience and continuing email contact to assist and support their developments. Small sums of money have also been provided as 'seed' funding.

7. Four visit programme

The education is designed around a framework which is adjusted according to need:

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.

8. Education delivered during 2009

To date, Friends of African Nursing has trained over 630 nurses using this educational framework in eight different countries between 2001 and 2009. Income from key supporters and many others, enable these visits to Africa.

8.1 Ghana May 2009

The second visit to Ghana was made in May 09 to undertake the benchmarking across three centres. Three of us made the visits, Lesley Fudge, Trustee, Lesley Wood from Addenbrooke's and Taonga Mhone from Chelmsford, although originally from Malawi.

The plans had been made in conjunction with the team of tutors from the Perioperative and Critical Care School of Nursing at Korle-Bu Hospital Accra and our first visit was to this hospital. Korle-Bu is the University Teaching Hospital.

We first visited the Ministry of Health and were warmly welcomed. The Minister and Chief Nurse were in Geneva at the time but we explained the background of FoAN and our previous visit and introduced the purpose of this one. The Deputy Minister was keen for us to introduce the WHO Safe Surgery Saves Lives (SSSL) strategy in all the hospitals we visited. We left one copy of the World Health Organisation (WHO) papers at the Ministry and then at each site we visited.

Following the benchmarking visit at Korle-Bu, we introduced the WHO Safe Surgery Saves Lives Global Patient Safety Alliance strategy and were delighted that the hospital executives were keen to become partners as they were aware that over time standards had dropped at the hospital. We also found time to visit the Surgical Skills Unit at the hospital which has been partly funded by Johnson and Johnson and were pleased to see that a high quality of education for laparoscopic work was being given. Both doctors and nurses receive training. We had a long conversation about standards with the manager of the unit and the lead surgeon from Korle-Bu.



The team with tutors at Korle-Bu Hospital

We introduced the theatre staff from Korle-Bu to the Safe Surgery Saves Lives (SSSL) strategy and were quite firm in our suggestion that in order to meet these fairly minimum standards, there was much that needed attention

Our second visit was in Koforidua where we undertook the benchmarking at St Joseph's Mission Hospital which treats mainly orthopaedic cases and is run by brothers from the

Order of St John. This lovely hospital was celebrating the 50th anniversary of its opening and rebuilding much of the structure. We were able to visit the theatres although not all of us were able to enter. The team of six from Korle-Bu school of Perioperative Nursing had travelled with us and therefore nine additional people in theatres was just too many, so Lesley W and Tao having undertaken the process in Korle-Bu did the benchmarking here.

Later we introduced the Safe Surgery Saves Lives Global Patient Safety Alliance strategy to an audience consisting mainly of student nurses beautifully dressed in their green and white uniforms. They were very interested and the Director Brother Johannes signed the hospital up as partners in the strategy.

Our final visit was to Komfo Anokye Teaching Hospital in Kumasi, the second largest city in Ghana and in the Ashante region. We had a long and interesting journey upcountry and were there for two days. The hospital was large and in the process of re-modernisation. New theatres had been built for Trauma and Orthopaedics and whilst we did the theatre benchmarking in the old theatres, the decontamination and sterilisation element was done in the new unit where the instruments are processed for all theatres.



Recovery staff and tutors

This teaching hospital was led by a motivated and visionary CEO and Director of Nursing Services and the 'can do' attitude had been passed to all staff. There was a real feeling of high standards, good patient care and professionalism throughout. We were delighted that the DNS knew about SSSL and was keen for the hospital to be involved. Many of the theatre staff and a surgeon, attended the session. At each of these events, Lesley F gave a presentation on the research behind SSSL, Lesley W a presentation on the practical application of the strategy reflecting on the work at Addenbrooke's and Taonga a talk on patient positioning to prevent harm. This was especially useful as it was apparent from the visit that some areas of patient safety were not being practiced as well as they could have been.



Lydia, one of last year's delegates at her hospital in Kumasi

On each visit, we left gifts of journals, books, eye protection and pens for the staff and they were very pleased. We were also delighted that since the last visit a new perioperative organisation has been born under the auspices of the nursing regulatory body GRNA. The new organisation is to be called the Perioperative Nursing Group of Ghana (PNGG) and the first Board has been formed with the specialist tutor Caroline as the Chair. Caroline has been put in contact with the Zambian nurses group Chair, Judith Munthali for mentoring and support and also with James Harrison from the International Federation of Perioperative Nurses (IFPN) for possible future membership and links to the International Council of Nurses.

Lesley Fudge

8.2 Tanzania September 2009

Jackie Younger and Kate Woodhead travelled to Arusha in Tanzania in September 2009 and taught 9 senior nurses how to train others in order to sustain good practice in their hospitals. Having had presentations on the theory and practice of teaching others, each of the nurses did a micro teaching session and set action plans for the future. Each hospital outlined a future teaching session that they planned to deliver to their colleagues, these included:

Implementing a perioperative checklist.

The importance of perioperative nursing.

Sharing the teaching skills they have learned.

Improving patient safety in the operating room

At the end of the course the Chief Nurse for Tanzania came to present the certificates of attendance and thanked Friends of African Nursing for their continued support.

This was the fourth visit to Tanzania but the Chief Nurse would like to secure further visits. This obviously depends on funding and priorities for our Charity.

A sample of the direct quotes from the evaluation forms include:

- Developed confidence in making presentation by being given the chance to present
- Learning good communication skills
- The opportunity to plan a lesson and teach the class
- I developed skills and knowledge which I will go to teach my colleagues
- The subject was very enjoyable because it build me with great knowledge and skills on good way of making presentations with confidence and systematic way
- I will teach my colleagues skills and knowledge because I have gain confidence and I know how to do it. No more worry during teaching sessions

Kate and Jackie also attended the opening ceremony of the East, Central and Southern African (ECSA) Health Community Annual Conference that was taking place in Arusha. They met the Health Minister of Tanzania, Chief Nurses from several countries across the Health Community and Kate also gave a presentation at the conference on 'Safe Surgery Saves Lives' and the role of Friends of African Nursing in supporting perioperative nurses across Africa.

In addition, we visited Mount Meru Hospital in Arusha. They currently have 381 nursing vacancies in a hospital that receives 100—150 in-patient admissions per day. One nurse usually looks after 20 patients, they have very limited resources and they had no teaching materials or books in the operating room. We have sent them some books and surgical instruments, since this visit.

Jackie Younger & Kate Woodhead



Delegates and tutors with the Chief Nurse from Tanzania, Mr. Clavery Mpandana

8.3 Botswana November 2009

Another successful FoAN leadership programme took place during November 2009 in Gaborone, very kindly hosted by the Nurses Association of Botswana (NAB). The event was facilitated by Trustee Debbie Lee, FoAN Chair Kate Woodhead, and efficiently supported by Molnlyke Award winner Allison Faulkner. Geetha Feringa, Executive Secretary, NAB and her team, played a key role in making this event such a success. NAB is the national spokesperson for nurses in Botswana. Operated by Nurses since 1968, the Association represents over 2,700 nurses in the country.

Day one was formally opened by Mrs. J.B. Makhawade, Chief Nursing Officer, Ministry of Health, Dr E.S. Seloiwe, President of NAB and Kate Woodhead. 23 delegates were in attendance, with the majority being made up from perioperative leaders selected by the Ministry of Health from throughout Botswana, and some representatives from NAB. All the delegates were bright, enthusiastic, and keen to develop their leadership skills. Every opportunity was taken to exchange ideas and improve nursing practice.

During the programme a Team Management Profile was undertaken of each individual and received extremely well. This was kindly donated by Teams Management Systems Development International Ltd (TMSDI). This tool has aided an in depth understanding of individual role preferences within a team, and can help improve leadership abilities in handling complex teams, something that was much needed.

All the delegates responded so well to each section of the leadership programme, and contributed extensively by asking challenging questions and proactive participation in each exercise.

The final day was formally closed by Dr E.S.Seloiwe, President of NAB. The closing ceremony was a chance to share our thoughts of the week and commit to the ongoing improvement of per-operative practice in Botswana.

During our time in Botswana opportunities were kindly made available by Geetha Feringa, NAB, for FoAN to broaden their understanding of perioperative nursing issues by visiting two clinical areas. The first was a visit to the Scottish Livingstone Hospital, officially opened on 1st November 2008 by the Minister of Health, Honourable Lesego Ethel Motsum. Supporting this visit was Grace Molobe a delegate of FoAN's leadership programme and their operating theatre lead nurse. Our final visit was to a rural hospital, at Thamaga. Both clinical visits were excellent opportunities to help FoAN identify areas for support in the future.

This leadership programme has provided a real opportunity to improve perioperative practice in Botswana. A true partnership has evolved between FoAN and key nursing influencers in Botswana which makes such an exercise so much more effective. Our thanks go out to all those involved and this journey of improvement will be ongoing.

Debbie Lee and Kate Woodhead

9. Future plans

Year		
2010	General charity activities <ul style="list-style-type: none"> • Develop policies and marketing plans • Find and encourage individual and corporate fundraising efforts • Develop fundraising packs • Ensure members are communicated with regularly and enthused • Develop governance and financial systems • Develop mechanisms for FoAN Chapters and assist the Canadians and Australians where possible. • Appoint and induct new trustees. • Explore further patronage • Enable development of new facilitators, to increase training capacity. 	
	Educational activities	
2010	Lesotho pilot 1 & 2	Ghana pilot 3 & 4 Botswana visit 4
2011	Lesotho Visit 3 & 4 New country - Visit 1	New country Visit 1

10. Support Networks

The Membership scheme – or *Friends* Scheme has been growing steadily, now numbering over 50. Corporate membership was launched in 2009, and has started slowly due to increasingly difficult economic circumstances. Many of our *Friends* have raised funds during the year, and we are extremely grateful for all of their efforts. The opportunity to sell cards and brooches and encourage new members, was given to FoAN by Johnson & Johnson on their stand at the Exhibition during Congress at The Association for Perioperative Practice (AfPP). Short presentations were also given on the stand.

Two newsletters have been sent to members this year and are now on the website.

11. Corporate Supporters

11.1 Johnson and Johnson (Professional Export) and Ethicon supports FoAN financially in a most significant way, as major sponsors of the organisation, assisting with many aspects of FoANs activities. The company has excellent networks both in African healthcare and also in the UK, which they generously share with us and make connections for FoAN. We are most grateful to them for all their support.

11.2 Mölnlycke Healthcare

Mölnlycke Healthcare continues to partner FoAN to support the FoAN Mölnlycke Award which funds two perioperative nurses annually to travel from the UK to assist with education delivery in Africa. FoAN values their support enormously. Congratulations to the Award winners from 2009, Angela Konstanz and Rosie Macqueen who will travel to Lesotho during 2010.

11.3 Other corporate supporters

Kimberly Clark have donated 250 pairs of eye protection to FoAN, which gives valuable protection to nurses working in surgical teams in countries where blood borne viruses make surgery a high risk activity. Every nurse undertaking FoAN education is given a gift of eye protection, and we are most grateful to Kimberly Clark for this donation.

TMSDI have continued to provide FoAN with Team Management profiles which makes a huge impact on each nurse attending the Leadership programme. We are most grateful for this generous donation.

Spire Healthcare Ltd have kindly donated £1,000 towards card sales. We have agreed that cards to that value will carry the company logo. We are most grateful for this support.

11.4 Other organisations and individual donations

We have received a number of other significant donations from individuals who would prefer to remain anonymous. We are very grateful to those who donate to FoAN on a monthly basis, as this assists with regular income.

Stockton on Tees Sixth Form College raised funds for us as their designated Christmas charity. We thank them for all their efforts. We are most grateful for all donations and fundraising efforts by supporters and Friends.

12. Financial Report
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER
2009

y/e 31/12/08		y/e 31/12/09	
£		£	
	General Fund		
	Voluntary Income		
21530	Donations	21677	
326	Membership	140	
21856		21817	
	Activities for Generating Funds		
755	Card Sales, T-shirts, Plants and Sundries	1076	
5	Interest Received	64	
22616	TOTAL INCOME	22957	
	Purchases for Generating Funds adjusted for Stock		331
343			
	Governance Costs		
45	Postage	51	
114	Stationery	0	
521	Annual Report Printing	0	
135	Website Maintenance	340	
2040	Training	0	
187	Promotional Material	144	
640	Cost of Projector	0	
4385	703 Travel and Meeting Costs	1113	1753
0	Grants and Donations		686
	Charitable Activities		
10071	Trainers' travel, accommodation & food	11515	
807	Incidental Costs	384	
4447	Delegates costs	5231	17130
15325			
20053	TOTAL COSTS	19900	
2563	EXCESS OF INCOME OVER EXPENDITURE	3057	

BALANCE SHEET	31/12/08		31/12/09
	£		£
		Current Assets	
	4427	Balance at Bank	3231
	2833	Cash in Hand	1358
	0	Deposit Account	5564
	301	Stock	620
	371	Debtors and Payments in Advance	216
	7932	Total Current Assets	10989
	0	Sundry Creditors	0
	7932	NET ASSETS	10989
		Represented by:	
		General Fund	
	5369	Balance as per last Balance Sheet	7932
	2563	Excess of income over expenditure	3057
	0	Transfer from Specific Fund	0
	7932	TOTAL RESERVES	10989

In conclusion

This has been a busy year, with a great deal of continuing hard work by the Board, to develop new ideas and ensure we follow through with ongoing initiatives. In difficult economic times we have been fortunate enough to increase income and maintain progress. The delivery of education in Africa, as a core objective of the charity, has been sustained, benefiting individual nurses and their teams and thereby increasing the quality of patient care.

The enthusiasm and commitment of the many people who contribute to these voluntary endeavours is wonderful, and without them we would be unable to maintain the momentum.

Kate Woodhead
Chairman of Trustees
June 2010

