

FOAN

FRIENDS OF AFRICAN NURSING

*THIRD ANNUAL REPORT
OCTOBER 2005 - DECEMBER 2006*

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1. Introduction

Work by the volunteers of Friends of African Nursing has continued to build on the programmes and successes of previous years. We had applied for charity status and heard that we had achieved this during February 2006. There will be considerable new work to bring the organisation in line with the requirements of the charity commissioners for England and Wales, and this process has begun during 2006 in parallel with on-going programme delivery in Africa.

1.1 Meeting charitable requirements

This third Annual report of Friends of African Nursing covers more than a year; to bring it in line with the new fiscal year end of December:

Developing appropriate governance frameworks for the charity whilst working in UK and abroad are challenging, as well as a raft of policies to guide Trustees and Volunteers. Strategic and business plans have been developed and we have had additional assistance for bookkeeping activities to maintain appropriate parameters under charity law. The profile of the charity is already raised due to targeted fundraising and continued publication of articles relating to charity activities.

There is considerable worry by those who donate to charities that their monies are used wisely and not on huge administrative costs. FoAN is run entirely by volunteers and by voluntary efforts. Monies are spent on effective delivery of education programmes for the nurses, in the various African countries as well as some small gifts for the nurses. In addition, trustees are re-imbursed for expenses incurred by attendance at meetings held twice a year.

The Friends membership scheme was launched at the same time as the charity and it is hoped will extend the numbers of people who are willing and able to provide assistance to the charity.

The process of developing the requirements of the charity commissioners and to account for activities and fund management will be an on-going priority for the Board of Trustees during 2007.

1.2 Meeting education objectives

Teaching in Africa in 2005-2006 was stepped up due to the Scottish Executive (SE) request to deliver all the programmes in Malawi, over a period of 18 months. Generous funding by the SE enabled FoAN to deliver additional programmes in Africa during the period. In addition to the Malawi programmes, the final educational element was delivered in Kenya, work continued in Tanzania and began in Ethiopia.

2. Mission and values

FoAN is a family-friendly, hands-on charity with whom our Board, volunteers and nursing colleagues can feel personally engaged. We will actively seek to bring out of Africa and disseminate good practices and 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 that we deliver is driven by our mission statement and our value systems. Friends of African Nursing 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

Nurses are key healthcare workers, and in many nations in Africa there is a chronic shortage of workers due to migration, low status and pay, poverty and the ravages of HIV/ Aids devastating the workforce in many areas including health care.

There is very little money available to educate nurses beyond their basic training, so when Non Governmental Organisations (NGOs) are able to provide fully funded programmes, in areas such as surgical practice, they are welcomed with open arms. It is critical to Friends of African Nursing that nurses and government officials understand two key principles. The first is that we are aiming to provide a sustainable in-country solution in order to build local capacity and secondly we are not in the country to attract nurses to work overseas. Our programmes are designed and delivered to assist with development and growth of quality healthcare in Africa. Attendance at the education programmes should ensure the growth of individual knowledge, encouraging professional development, and enable potential leaders to stay within their home nations to improve local delivery of perioperative care to all surgical patients.

3. Charitable 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:

- 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.

4. Charity

Charity status was achieved by Friends of African Nursing in February 2006. The charity was officially launched in October 2006 in Harrogate, N Yorkshire and in Nairobi, Kenya in November 2006. Numbers of supporters in both places were able to attend the launches and press releases were sent out following both events. Previous Board Members were asked if they were prepared to assist the development of the organisation as Trustees, they now form the first charitable Board of FoAN. The official address of the Charity was listed as 14, Mayfield Park North, Fishponds, Bristol but has since been updated to 8 Skippon Terrace, Thorne, Leeds LS14 3HA. The website of the charity has been updated and refreshed, enabling information and developments to be found by a wider audience. The website can be seen at www.foan.org.uk

5. Trustees

Trustees of Friends of African Nursing have provided wise counsel and their commitment and enthusiasm, is essential to the growth and sustainability of the organisation.

Lesley Fudge

- Independent Healthcare Consultant and Chief Executive of 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 and hospitals 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 Chairman of Trustees of FoAN

Kate, Co-Founded FoAN with Lesley, and enjoys the challenge of helping nurses working in constrained healthcare systems, in Africa. The development of perioperative organisations in Africa and their continued support as they develop, she finds particularly rewarding. Kate works independently as a healthcare consultant, working around her other voluntary work.

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 coordinates 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

- Senior Academic Boumemouth University.

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

Jackie 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).

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 Africa remains. We continue to identify more countries which would like our courses to run, and countries which we have previously visited, ask us to return. 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 their 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. Charitable assistance in Africa largely focuses on the immediate needs of HIV /Aids victims and the education of midwives and primary healthcare workers. Those working in the surgical area are often overlooked; 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 programme seeks to provide the continuity that nurses need 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. Mentoring and encouragement from a distance has ensured that the contact with previous students has been maintained, as far as possible.

7. Three visit programme

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

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. Education delivered from October 2005 to December 2006

To date Friends of African Nursing has trained over 500 nurses using the educational framework in six different countries between 2001 and 2006. Income from key supporters and many others supports the visits to Africa.

8.1 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, to deliver the Leadership Course. Unfortunately we had to deliver the course in a shorter time than usually available, as the referendum in Kenya occurred on the planned first day, and was a declared public holiday. However, the participants all 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 Molnlycke 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.

A report has since been sent to the hospital to make recommendations to assist the hospital with priorities for change. It is also hoped that the gifts of instruments and eye protection donated to the operating theatres, will have helped them to provide a less stressed service. Continuing support is being provided to the Theatre Manager.

8.2 Malawi - November 2005

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.

A number of new concepts were introduced to the nurses, such as manual handling, details of nursing documentation and the theory of safe electrosurgery. We were delighted to hear of the infection control guidelines which are in use in Malawi, which all hospitals practice, and there is even a national competition on compliance with the guidelines.

The nurses worked extremely hard, probably enjoying the workshops as much as any other form of learning. When asked to give feedback from groups, they were incentivised and became most competitive when we offered prizes for the best feedback! However, they also shared their prizes with colleagues (which would certainly not happen back home). 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 and were 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), and will continue to be supported as they grow, by FoAN. The ministry was also very supportive of the development. Grateful thanks to Jenny who worked hard alongside us to deliver the educational needs of the diverse group and who was thrilled to return to Africa and to see such a different country from her previous experience in Ethiopia.

8.3 Malawi - April 2006

The second visit to any country is a practical benchmarking exercise, designed to benchmark hospitals against each other providing local feedback and advice on issues as well as an in-country report on perioperative practice to the ministry. Lesley Fudge and Kate Woodhead travelled with Roseanne Robison a lecturer from Dundee. We began our journey in Lilongwe, the capital, visiting the main referral hospital Kamuzu Central Hospital. We were fortunate enough to be given a tour of the hospital before our visit to the Operating Theatres (this is often missed due to time constraints and it can inform much of our teaching, as well as providing background on the patients' journey). After lunch we taught a group of nurses – perioperative and others, and enjoyed some good debates on waste management and universal precautions. We set off the following day to Zomba, several hours drive from the capital. Zomba District Hospital also gave us a tour around the hospital and an excellent, if rushed, visit to the new Operating Theatres. The surgeons asked us to return for a month of intense practical teaching – we explained why that would not be possible! The afternoon was spent teaching a full room, in the School of Nursing, of nurses from the hospital. Not often do we have a room full of 50+ learners! We continued the journey to Blantyre, by road enjoying the kindness of Limbe Leaf who had supplied us with cars and drivers.

Queen Elizabeth 2 Hospital in Blantyre gave us a splendid afternoon around the theatres, hospital wards and departments. We spent the following day teaching a large group of perioperative nurses who had been gathered from the districts and enjoyed stimulating discussion sessions. Apart from our Projector turning itself off (when it got hot?) – we had a great day teaching.

We were pleased to find the PONAM executive group still working on plans although they have difficulty with spreading the word, to the many far flung district hospitals. Some time was given to Peter Chirwa, Treasurer who attended the education day at Blantyre, to update attendees on current Association activities. We met up with fellow Trustee, Denis Robson who was visiting Malawi on business and enjoyed fruitful FoAN discussions late into the night. Many thanks to Roseanne for all her enthusiasm and hard work. She is full of ideas as to how her unit at home can help Malawi in the future.

8.4 Tanzania - April 2006

Tuija Hirva and Kate Woodhead set out with few arrangements finalised, and hoped that our travels around Tanzania for the benchmarking and audit visits would be successful. We had planned to visit hospitals in Dar es Salaam, Moshi and Arusha. Tuija, winner of the Molnlycke Award 2006 had not visited Africa before and was really looking forward to the experience.

We first visited Muhimbili Hospital, Dar es Salaam where we were able to make a clinical visit to the Obstetric Theatres, observing practice and working together with the midwives, and the hospital initiatives on quality improvement, make some suggestions. After a local feedback session, we went to the decanted theatres (whilst a major refurbishment project is being undertaken in Main Theatres) to do a teaching session. In cramped conditions we were pleased to have a full room of different professionals to hear the sessions on universal (standard) precautions and negotiating in the workplace.

We visited the Director of Nursing Services to feedback on the visit, who was most supportive of the difference that FoAN had made to the knowledge of the individuals who had attended the initial course a year ago. He was pleased that we had returned, making practice improvement, a core element of the learning process.

The following day a visit was made to the Aga Khan Hospital, where we were made most welcome and were consulted on a number of issues which the theatre staff had been concerned about. We also visited the Endoscopy unit, which was the best seen in Africa, to date. We feedback our comments to the Director of Nursing before departing.

An early start was made to the airport to reach Arusha in the north of the country. We were met according to plan, and driven to Moshi where the single theatre in Mawenza Hospital was very short of staff, and very busy. They had very poor resources. We were shown around the hospital wards and obstetric unit and found it hard to disguise our dismay and shock at what we saw.

The following day we went to visit Mount Mehru Hospital in Arusha, and whilst we took some time to get the appropriate permissions to visit theatres, when Tdeshi saw us, she gave us such a warm welcome, it was wonderful. Tdeshi is the Theatre Manager who had attended the course in Dar es Salaam last year. We spent most of the day in theatres trying to assist with a raft of difficult issues, including the fact that main theatres were built for other purposes and have no patient flows that are suitable. We delivered our teaching sessions in the operating theatres, and were delighted that the anaesthetist and medical assistants attended as well as the nurses.

This unit is in special need of assistance – perhaps even a team visit to support all the professions working under such difficult conditions. We also went around some of the hospital wards and were once again distressed by the conditions which patients and staff have to endure.

Sincere thanks to Tuija for her assistance, empathy and pragmatic approach to the difference we can make – in some circumstances. No doubt her excitement at the sights and sounds of the continent, will ensure she returns!

8.5 Ethiopia - November 2006

Angela Hatherill-Smith was a Molnlycke award winner in 2005 who should have travelled with FoAN to Kenya that year; but was delayed by need for surgery and was delighted to be asked to accompany Lesley on the first visit to the country for perioperative theory update.

We arrived in Addis Ababa to be greeted by torrential rain for the first 48 hours. We visited two hospitals before we started the course in order for both of us to get grounded in our delegates reality, so on the first morning after a weekend of torrential rain we visited the Black Lion Hospital and the Fistula Hospital where we were expected and warmly greeted. Medical staff at the Black Lion Hospital were very supportive of the programme for the theatre nurses and looked forward to the results of the update.

Ethiopia was named the "Fistula Belt" many years ago, and we were related many very emotional patient stories about the dreadful situation these women face after long and troubled labour. Ethiopia is a mountainous country many villages being at least two hours from any road and mules are the main beast of burden and transport. Hospitals for difficulty in childbirth are far from remote villages and many babies and women die around labour. We were privileged to meet Dr Catherine Hamlin one of the founders of the hospital and Annette Bennett an Australian nurse-midwife. Annette kindly gave a presentation to our nurses during the week for them to better recognise fistula and teach their midwifery colleagues. www.fistulafoundation.org gives more information about the hospital.

29 nurses attended from all over the country some taking three days by road to travel for the course and they all stayed at the Ghion Hotel where we ran the programme. All the facilitation was ably provided by the Equatorial Business Group (distributors of J&J products in Ethiopia) through Arega Wondimu – we were grateful for all his support and assistance in so many ways. FoAN paid for all the delegates' travel, accommodation food and daily allowances which is quite a task to sort out!

Amharic is the language most widely spoken in Ethiopia although all the nurses spoke reasonably good English, which was just as well, but we were especially grateful when one of the delegates from Addis Ababa, Dessalegn Fekadu agreed to act as our interpreter for occasions when there was difficulty in communication. Each day, the nurses grew in confidence as did Angela's as she relaxed into teaching on her first trip to Africa and by the end of the week had loved the experience and was keen to stay involved with FoAN work. The nurses' theatre experience ranged from six months to 32 years, several having worked overseas for short periods of time.

The nurses started to compete for prizes which were given for the best feedback from workshop presentations at the end of each day and their evaluations at the end of the week showed that each one of them felt that they had learnt a great deal, had enjoyed the new network of colleagues that had been formed and said that they would have liked to have had a two week course rather than just the one. We did tell them that we do this in our holidays, which they hadn't realised before.

At the end of the week, certificates of attendance were presented to the nurses by the President of the Surgical Society of Ethiopia. There is no Chief Nursing Officer in Ethiopia. The nurses were so kind, they presented Angela and I with gifts of a traditional shirt, handbag and shawl and a small wall-hanging of Ethiopia. Given their very low salaries, we were very moved by their generosity. I would like to thank Angela for her input to the programme and her company which was much appreciated.

8.6 Malawi - November 2006

Lesley and Kate travelled with Debbie Lee to Lilongwe to deliver the Leadership Course to those we had identified as potential leaders from all those nurses previously worked with in Malawi. 12 delegates turned up at the Capital City Motel, where we all enjoyed a week of intense learning, self development and leadership growth. Many of the evaluations forms requested two weeks of the same citing the few days as packed with information! The nurses all worked very hard on reflection, action plans and development needs.

Debbie, Lesley and Kate worked in the evenings on charity planning, developments and enjoyed our relaxing surroundings at Wendels Guest House.

We visited Bottom Hospital at the end of the week, and vowed to send books and instruments for the theatres, with a courier as soon as we find one. (books and instruments have since been sent by hand) We visited the Ministry of Health and gave feedback on our weeks work. Grateful thanks to Debbie for her inspiration and hard work with us, and also to the Scottish Executive for the funding which has allowed us to make these visits. We have further plans to meet some identified needs, which are subject to more discussion and hope.

9. Future plans

Year	Spring	Autumn
2007	Tanzania Visit 3 Ethiopia Visit 2	Botswana visit 1 Malawi – Train the Trainers
	General <ul style="list-style-type: none"> • Develop policies and marketing plans • Find additional funding streams and fundraising mechanisms • Add Members and Volunteers and circulate newsletter • Develop trustees, governance and financial systems 	
2008	Ghana Visit 1 Ethiopia Visit 3	New country (1) Visit 1 Botswana Visit 2
2009	Ghana Visit 2 New country(2) visit 1	New country (1) visit 2 Botswana visit 3

10. Support Networks

The membership scheme which was announced at the same time the charity was launched has enabled people who wished to provide support for our activities, a mechanism for doing so. Members or 'Friends' are kept in touch with our plans and developments on a regular basis via a newsletter. Many other individuals assist us from the volunteer network with fundraising support by a variety of means and FoAN is most grateful for their efforts and donations. We are particularly grateful to Martha Loeffler who supports us from Africa, in so many different ways, including assisting with the charity launch in Nairobi and maintaining contact with and sending further supplies of the Masai brooches,

Sales are promoted particularly by attendance at study days run by the Association for Perioperative Practice and other perioperative organisations, although they have proved to be slow via the internet order scheme.

Books and equipment have continued to be donated and these are transported to Africa on a regular basis, although partnership with a logistics company would allow further donations and pieces of large equipment which we are offered (and currently have to decline) to be moved to where they are needed.

11. Corporate Supporters

11.1 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 African ground support.

11.2 Molnlycke Healthcare

Molnlycke Healthcare continues to partner with FoAN to support the FoAN Molnlycke Award which funds two perioperative nurses annually to travel from the UK to assist with education delivery in Africa.

Congratulations to the Award winners from 2006, Clare Evans who will travel to Ethiopia and Gavin Hookway who will travel to Botswana.

12. Financial Report

Statement of Assets, Liabilities and Other Funds as at 31 Dec 06

Previous (£) Purchase Cost		FIXED ASSETS		Current (£) Purchase Cost
		Capital Property (tangible fixed assets)	0.00	
		Investments at Market Value	0.00	
		Total Fixed Assets		
		CURRENT ASSETS		
		Cash	901.46	
		Current Account	13680.07	
		Deposit Account	0.00	
		Debtors	0.00	
		Stocks on Hand	0.00	
		Total Current Assets		14581.53
		Total Assets		14581.53
		LIABILITIES		
		Sundry Creditors	0.00	
		Total Liabilities	0.00	
		Total Assets Minus Liabilities	14581.53	
		TOTAL FUNDS		
		Total Restricted Funds	3627.54	
		Total Endowment Funds	0.00	
		Accumulated Unrestricted Funds	10953.99	
		Total Funds		14581.53
		SPECIFIC PURPOSE/RESTRICTED FUNDS		
		MALAWI	3627.54	
		Total Specific Purpose/Restricted Funds		3627.54
		GENERAL PURPOSE/UNRESTRICTED FUND		
		Balance as per last Balance Sheet	9416.71	
		Add Excess of Income	1537.28	
		Deduct Excess of Expenditure		
		Accumulated General Purpose/Unrestricted		10953.99

13. In conclusion

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.

There is much work which remains to be undertaken, to set up and maintain effective ongoing support to the charity and trustees. Policy development, financial systems and mechanisms for increasing the breadth of on-going support to maintain the charity and support it's objectives are important elements of the work which needs to be done during 2007. Thanks are due to the efforts of all those who have supported Friends of African Nursing during 2006 and especially to the voluntary efforts of all the Trustees.

Kate Woodhead
Chairman of Trustees
November 2007

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