

FOAN

FRIENDS OF AFRICAN NURSING

Registered Charity: 1113054

Fourth Annual Report

January 2007 – December 2007

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1. Introduction

Welcome to the report outlining a busy year for Friends of African Nursing (FoAN) This last year has encompassed a number of changes for the charity, consolidating some of the activities for running the organisation effectively and continued to meet our objectives for delivering education to theatre nursing colleagues in Africa.

This report seeks to summarise the developments and 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, to meet our objectives.

1.1 Meeting charitable requirements

This fourth Annual Report of Friends of African Nursing reports activities during 2007.

The Board of Trustees met on 3 occasions during 2007 and we held our first Annual General Meeting in November. The governing document has been updated to reflect the developing understanding of the trustees for governance, transparency and changing requirements of the Charity Commissioners. We updated the website and whilst it continues to elicit interest and enquiries it has not however, assisted the fundraising efforts in the way we had hoped.

We have ratified a number of new policies to assist in the development of the charity and to provide guidance for trustees on issues of charitable management. These have been circulated within the Board, and will be issued to new trustees, as they are appointed. Jane Reid, Trustee, stepped down from her position and Lesley Fudge resigned as Chief Executive but remains on the Board of Trustees. We are very grateful to them both for the work which they undertook in these positions, and for their continuing support to the charity. We were also greatly assisted by the book-keeping of Simon Moss during the year, and thank him for all his endeavours.

We value the contact and enthusiasm of Martha Loeffler in Nairobi and her support to FoAN. In addition we are very grateful to all those who continue to raise funds on our behalf by a variety of means and to all those who contribute magnificently by assisting with education delivery. Without the support of our corporate partners Johnson and Johnson Professional Export and Mölnlycke Healthcare Ltd we would be unable to extend our reach as far as we do.

Enthusiasm to support the objectives of FoAN has been illustrated by numbers of colleagues in Canada, who are exploring the development of a 'chapter' (branch) to support FoAN (UK).

1.2 Meeting education objectives

We visited a number of countries during the year, to deliver the education programmes which are our core business; individual visit reports are included. We were approached by a number of new countries asking for our assistance and in order to prioritise need, the Board has developed a selection process using criteria particularly focussed on poverty and HIV/Aids prevalence. The connection between these criteria and poor access to education and healthcare, is well established.

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 many have left the continent to work where pay and conditions are better. HIV/Aids continues to devastate many countries and societies, affecting healthcare delivery and the workforce, so that few are able to effectively manage the impact and shortages. Many nations are reliant on aid to support their public services.

Education beyond basic training is largely unavailable for many of the healthcare workforce. 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 of the 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 available to 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.

At the Annual General meeting in November 2007, the Trustees agreed to a further objective which is:-

- 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 newsletters and further information relating to all FoANs recent activities, fundraising and suggestions about how to get involved in order to support the charity.



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.

Kate Woodhead - Independent Healthcare Consultant and Chairwoman of Trustees of FoAN. 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.



Lesley Fudge – Independent Healthcare Consultant and Co-Founder 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 the raising of funds by her creative artwork on greetings cards and T shirts as well as her work developing the organisation.

Debbie Lee – Independent Healthcare Consultant
Debbie Lee runs 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.



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.



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.



Maureen Bamunoba – Clinical Governance co-ordinator; UCLH Maureen 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

Many countries in Africa are unable to provide continuing education to their healthcare workforce, and few individuals receive any post basic or specialist education. It is said that knowledge is powerful and, without the benefit of access to new knowledge, it is difficult to see how quality of care, confidence and competence of individual nurses can improve. The educational programmes delivered by FoAN seek to highlight new practice, provide up to date research from around the world supporting rationale and theory pertinent to practice. We engage with those who have potential for development and offer them continuing support. Networks or professional nursing organisations, are also encouraged in order to develop sustainable connections for growth within countries.

The education programmes seek to provide the continuity that nurses need and whilst it is very difficult to assess accurately the impact on either the health system or the individual, it is evident that the education FoAN delivers has an immediate impact on the nurses.

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. FoAN's programmes address this need.

7. Three 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. Written information, articles and available research accompanies all major theoretical topics. References to indicate further reading are also made available. The number of delegates on these courses to date, is usually between 50 and 75.

Visit 2 – Using a three-centre review of implementation of change as an outcome of learning from the previous visit, a benchmarking audit of theatre practice is undertaken. The opportunity is taken to give additional on-site educational seminars and problem solving discussions at the three clinical centres. The benchmarking exercise provides for local feedback, as well as to the Ministries, to enable the employment of 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.

Visit 4 – Train the Trainers. This programme has only been run in one country to date, (see Malawi 07 report,) but it is possible that in future and to secure a sustainable outcome for the countries, that this programme may be delivered more frequently.

8. Education delivered during 2007

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

8.1 Tanzania - May 2007

Debbie Lee and Kate Woodhead were kindly hosted by the Aga Khan Hospital in Dar es Salaam, to run the Leadership programme for 17 delegates from hospitals all over Tanzania.

Food, accommodation and travel costs for the nurses were paid for by FoAN.

The delegates had not previously experienced any education designed to develop their leadership potential or to enable them to manage themselves and their teams. They were excited and worked extremely hard on the concepts and on their individual development.

Team Management profiles, kindly donated by TMS Development International, were used to identify their personal strengths and preferred ways of working. Each of the delegates received an individual profile.

They also undertook a good deal of group work particularly relating to influencing others and making a case for change to their hospital authorities or, on a broader basis, local political figures.

They left the course empowered and invigorated, determined to develop their leadership capability in practice.



8.2 Ethiopia - May 2007

Following the first theory update visit in November 2006, Trustee Lesley Fudge and Mölnlycke award winner Clare Evans from Bristol, made the second visit to undertake the benchmarking programme in three locations across Ethiopia. At each hospital, gifts of eye protection, nursing text books and educational materials were given and joyfully received by our colleagues.

On the first day of the visit we went to the Black Lion Hospital in Addis Ababa and were warmly greeted by staff many of whom had been delegates on the first programme. Following the benchmarking exercise in the morning, we held an educational seminar in the afternoon which was well-attended. Although the department appeared to be a medically-led service, the role of the nurse in theatre and the competence during surgery were commended. When in Addis we took the opportunity to visit the Fistula Hospital and take clinical gifts to Dr Catherine Hamblin. We were delighted to be spared valuable time by both Catherine and Ruth, a nurse-midwife who showed us two very emotional films of the life of Ethiopian women with vagino-urethral fistula, a dreadful affliction suffered by so many women who live in inaccessible rural mountainous regions. We were deeply moved by the work done to correct these fistulae.

Our second visit was to the Dilchawa Hospital in Dire Dawa, north west of Addis where we were amused by camel transport on the roads. This visit was less successful than Addis as there were very few staff at work and only one surgical case planned for the day. Unfortunately, following the case in theatre, the staff were released to take time back rather than attend the planned educational seminar. We left our gifts with the charge nurse and then we took the opportunity to meet with the Medical Director, who is a surgeon and also the senior anaesthetist. He told us that there was a lot of work being done with Fellows from the Clinton Foundation to assist the hospital in developing better practice. We took the opportunity of the time to contact and meet with one of the local Clinton Fellows, a North American called Elizabeth, who gave us detailed information on the work they had been doing in Dire Dawa. She was very interested in FoAN work and contacts were exchanged, we plan to meet the new Clinton Fellows when FoAN returns for the leadership programme in 2008.

The third and final visit was to Gonder in the north of Ethiopia where we had a very successful morning sharing practical work with the busy teams, sharing ideas and again giving clinical gifts and text books which were well received. We were able to deliver our educational seminar in the afternoon informed by our morning observations and this was attended by as many staff as could be released from the team. The senior nurse, a delegate from the first programme has been very ill but was still going to work every day and delegating responsibilities to her capable nurses. We discussed with her and her senior nurses how they might benefit from the third programme to enable these nurses to develop new skills for the future. They were excited by the prospect of another learning opportunity and we look forward to meeting them again in the spring of 2008.

8.3 Botswana November 2007

Kate Woodhead and Lesley Fudge were welcomed to Botswana by Geetha Feringa, the General Secretary of the Nurses Association of Botswana, our hosts for the week. We were able to spend Monday morning visiting a rural clinic in Thamaga and Main Operating Theatre Suite in the Princess Marina Hospital in Gaborone. Visits to the theatres were made in order to provide real context for the education programmes. After the Opening Session at which we were delighted to receive the good wishes of the Chief Nurse, the Registrar and also the President of the Nurses Association of Botswana (NAB), we welcomed 49 delegates from all around the country.

A theoretical update was delivered over five days focussed on the nurse, the patient and the theatre environment. Some of the knowledge was new to some of the delegates, and not to others, however, each topic was reviewed and discussed at considerable length.

There was much enthusiasm to begin a special interest group for theatre nurses, on which this new information can continue to be built and practiced. NAB will facilitate this new group.

The nurses all worked very hard during the week, and being a very lively group, they were a delight to teach. The workshops were noisy, but evaluated very well and with the assistance of the NAB staff, the local logistics were also very much easier for us, than in many countries. FoAN is very grateful for the help and support of NAB and for their help with facilitating the programme with us.

8.4 Malawi, November 2007

Kate Woodhead and Jackie Younger travelled to Lilongwe in Malawi in November 2007 to facilitate this programme. The venue was the Madidi Hotel, Restaurant and Conference Centre which provided very good accommodation and meals for the trainees and a well appointed conference room for the training programme.

The programme was attended by 17 nurses although two of them could only attend afternoon sessions due to other commitments. There were 3 males and 14 females, several had attended previous FoAN development courses and they travelled from various hospitals across Malawi; some journeys taking nine hours which was longer than our flight from London to Africa!

This programme – funded by the Scottish Office as part of their commitment to supporting FoAN programmes in Malawi was the fourth and last in a series of developments.

The aim was to train the nurses to be trainers within perioperative care so that they can pass on their knowledge and standards to others. This will hopefully ensure that the knowledge imparted during FoAN courses is shared with others, providing sustainability.

Following an entertaining icebreaker, sessions included:

- How do people learn, what influences learning and what ensures good communication skills?
- What makes a good teacher? Teaching methods and strategies
- Preparing to teach – lesson plans and preparation
- Getting feedback and assessing whether learning has taken place
- Using reflection
- Micro teaching exercises carried out by each student
- Future planning – what will you teach others when you get back to base?
- Evaluation of the course

The programme was spread over three days with homework each evening to prepare for the next day and reflection on the previous day each morning.

Both the Chief Nurse from the Ministry of Health, Sheila Bandazi and Felicitas Kanthiti Education Nursing Officer from the Ministry attended parts of the programme. Time was also allocated for the students to discuss the future of their Perioperative Association in Malawi.

Seventeen evaluation forms were received: when asked to score, on a scale of one to ten, how much the programme had added to their knowledge, thirteen students scored 10, three scored 9 and one scored 8

Example comments about what they will do differently as a result of the course included:

- Planning what to teach students so that teaching is logical
- Student teaching will be evaluated by questioning or a quiz
- Supervision of fellow staff and support staff
- Teaching colleagues about different types of procedures
- Feedback to the College of Nursing about students
- Having the ability to stand in front of other people and teaching them without fear
- Setting objectives
- Sharing what has been learned

In the future there is a strong desire to have a Degree or Masters programme specifically in Theatre Nursing. The Ministry are aware of this and FoAN would be willing to support the development of a curriculum if appropriate.

9. Future plans

| Year | Spring | Autumn |
|------|---|---|
| 2008 | Ghana Visit 1 Ethiopia Visit 3 | Lesotho Visit 1 Botswana Visit 2 |
| | General <ul style="list-style-type: none"> • Develop policies and marketing plans • Find additional funding streams encourage individual efforts • Develop fundraising packs • Ensure Members are communicated with and enthused • Develop governance and financial systems • Develop mechanisms for FoAN Chapters and assist Canadians where possible. • Develop and appoint new trustees. • Enable development of new trainers, to increase the available resources. Joint FoAN /NNAK Conference, Nairobi November 08 | |
| 2009 | Ghana Visit 2 Rwanda/ Burundi Visit 1 | Lesotho visit 2 Botswana visit 3 |
| 2010 | Ghana Visit 3 Rwanda/ Burundi Visit 2 | Lesotho Visit 3 New Country, Visit 1 |

10. Support Networks

The Membership scheme – or *Friends* Scheme has been growing slowly. Board members have undertaken promotional work and volunteers have been encouraged to join the scheme. 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 badges / encourage new members, has been taken up at Association for Perioperative Practice (AfPP) study days and at the British Anaesthetic & Recovery Nurses Association (BARNA) Conference.

Jackie Younger has taken a lead for the Board on fundraising and is co-ordinating efforts. Lesley Fudge has taken a lead for Membership.

A newsletter has been sent to Members and is now on the website. From now on, we aim to publish a minimum of two newsletters per year.

A partnership relationship with The Christian African Relief Trust (CART) has offered opportunities to send clinical equipment and books in a container to Kitwe Central Hospital in the Copper Belt, Zambia. It is hoped that further consignments will be sent in future.

11. Corporate Supporters

11.1 Johnson and Johnson (Professional Export)

supports FoAN 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 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.

Congratulations to the Award winners from 2007, Lesley Wood who will travel to Ghana and Rosie Preston who will travel to Botswana during 2008.

I2. Financial Report

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2007

| y/e 31/12/06 | | | y/e 31/12/07 |
|--------------|--|------|--------------|
| £ | | | £ |
| | General Fund | | |
| | Voluntary Income | | |
| 13944 | Donations | 7400 | |
| 99 | Membership | 95 | 7495 |
| | Activities for Generating Funds | | |
| 1086 | Card Sales, T-shirts, Plants and Sundries | 1128 | |
| 382 | Launch Weekend | 0 | |
| 8 | Postage refunded | 30 | 1158 |
| 6 | Interest Received | | 10 |
| 3545 | Repayments/Refunds | | 622 |
| 19070 | TOTAL INCOME | | 9285 |
| 486 | Purchases for Generating Funds adjusted for Stock | | 573 |
| | Governance Costs | | |
| 5 | Postage | 48 | |
| 73 | Stationery | 94 | |
| 330 | Annual Report Printing | 0 | |
| 0 | Website Maintenance | 450 | |
| 0 | Promotional Material | 484 | |
| 1092 | Travel and Meeting Costs | 806 | 1882 |
| 43 | Grants and Donations | | 120 |
| | Charitable Activities | | |
| 240 | FoAN Launch | 0 | |
| 9194 | Trainers' travel, accommodation and food | 7137 | |
| 0 | Incidental Costs | 691 | |
| 6070 | Delegates costs | 3683 | 11511 |
| 17533 | TOTAL COSTS | | 14086 |
| 1537 | EXCESS OF INCOME OVER EXPENITURE | | -4801 |
| y/e 31/12/06 | | | y/e 31/12/07 |
| £ | | | £ |
| | Specific Purpose Fund (Malawi) | | |
| 20000 | Donations | | 0 |
| 20000 | TOTAL INCOME | | 0 |
| | Governance Costs | | |
| 2 | Postage | | 0 |
| 1275 | Administration | | 0 |
| 171 | Grants and Donations | | 0 |

| Charitable Activities | | |
|------------------------------|--|--------------|
| 4799 | Flights | 1175 |
| 5103 | Accommodation and Travel | 1198 |
| 50 | Visa | 30 |
| 232 | Vaccinations | 171 |
| 238 | Per diem allowances | 262 |
| 24 | Ponam | 0 |
| 664 | Incidentals | 0 |
| 0 | Student Travel | 329 |
| 224 | Student Meals | 1246 |
| | | 4411 |
| 12782 | TOTAL COSTS | 4411 |
| 7218 | EXCESS OF INCOME OVER EXPENDITURE | -4411 |

BALANCE SHEET AS AT 31ST DECEMBER 2007

| 31/12/06 | | 31/12/07 |
|--------------|---------------------------------------|-------------|
| £ | | £ |
| 0 | Fixed Assets | 0 |
| | Current Assets | |
| 13680 | Balance at Bank | 1711 |
| 901 | Cash in Hand | 2160 |
| 0 | Stock | 497 |
| 0 | Debtors and Payments in Advance | 1047 |
| 14581 | Total Current Assets | 5415 |
| 0 | Sundry Creditors | 46 |
| 14581 | Net Assets | 5369 |
| | Represented by: | |
| | Specific Fund - Malawi | |
| | From previous year | 3627 |
| | Excess of expenditure over income | -4411 |
| 3627 | Shortfall transferred to General Fund | 784 |
| | General Fund | |
| 9417 | Balance as per last Balance Sheet | 10954 |
| 1537 | Excess of income over expenditure | -4801 |
| 0 | Transfer from Specific Fund | -784 |
| 10954 | Balance carried forward | 5369 |
| 14581 | TOTAL RESERVES | 5369 |

13. In conclusion

Progress for the development of the charity is solely due to the endeavours of the Friends, Trustees and Partners – for, without their enthusiasm and voluntary efforts, it would be impossible to make the visits necessary to support the nurses in Africa and to enable gifts of books, eye protection and instruments. Friends of African Nursing is grateful to them all.

There is a great deal more work to be done to ensure that the charity is sustainable that the education delivered is having the desired effect and for there to be sufficient capacity to continue to support previous students and their individual needs.

A planned joint programme with the Kenyan Perioperative Nurses Chapter, to run a pan- African Conference in November 2008, is somewhat threatened by the difficult circumstances in Kenya following the 2007 elections. However, it is to be hoped that peace will be restored and that partnership working with NNAK can occur in 2008.

Charity management is also challenging due to new requirements in the Charities Act 2006 which are currently being phased in. These will continue to exercise the Board into 2008 and beyond.

Kate Woodhead - Chairman of Trustees, February 2008

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