



IOM International Organization for Migration



MIDA GHANA HEALTH III PROJECT

QUARTERLY UPDATE

OCT-DEC 2010

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Dear Partner,

Welcome to the **13th Edition** of the periodic update of the Migration for Development in Africa (MIDA) Ghana Health III Project (2008 -2012).

The MIDA Ghana Health Project is a health sector brain gain project implemented by the Ghanaian Ministry of Health and the International Organization for Migration (IOM) and funded by the Government of the Kingdom of the Netherlands. The project is managed by IOM the Netherlands and IOM Ghana.

Once again, the period under review recorded higher number of assignments conducted in Ghana by Resource Persons of this Project (mainly the diaspora health professionals).

In the subsequent editions, we shall bring into focus brief descriptions or profiles of some of the health institutions who have been benefitting from the project.

I wish you happy reading.

Daniel Sam
MIDA GHANA HEALTH

SUMMARY OF PROJECT'S IMPLEMENTATION FOR THE FOURTH QUARTER OF 2010 (OCTOBER-DECEMBER)

- Assignments
- Mid-Term Technical Workshop
- 13th Task Force Meeting
- Monitoring Visit by Field Manager, Mr. Daniel Sam (IOM Accra)
- Facilitation of Internships

ASSIGNMENTS

In the last quarter of 2010, a total of fifteen temporary return assignments were undertaken by Ghanaian and other African health professionals based in Europe. In all more than 13 health institutions in Ghana have benefited from the project. Between October and December there were 16 assignments and the breakdown is as follows:

- | | |
|---|--|
| A. <u>Assignments</u> | ❖ 10 from United Kingdom |
| ❖ 16 assignments- undertaken by Resource Persons | ❖ 3 from Netherlands |
| B. <u>Composition by country</u> | C. <u>Composition by gender</u> |
| ❖ 2 from Germany | ❖ 4 females |
| D. <u>Composition by expertise</u> | ❖ 12 males |
| ❖ Urology, , | ❖ Nurse/Midwifery, |
| ❖ Mental Health Nursing, | ❖ Nurse Public Health, |
| ❖ Surgery (Hernia) | ❖ Endocrinology |
| ❖ Orthopaedic Surgeon. | |
| ❖ ICT | |
| ❖ Procurement Management | |
| ❖ Property Management | |
| E. <u>Direct Beneficiary Host Institutions</u> | ❖ Bole Hospital, Northern Region |
| ❖ Takoradi Hospital, | ❖ Carpenter Health Post, Northern Region |
| ❖ GPHA Hospital, Takoradi | |
| ❖ Dixcove Hospital, Ahanta District | ❖ Tamale Teaching Hospital |

- ❖ Wenchi Methodist Hospital
- ❖ Navrongo War Memorial Hospital
- ❖ St. Joseph's Hospital, Jirapa,
- ❖ VRA Hospital, Akosombo
- ❖ Rural Health Training School, Kintampo and the
- ❖ St. Theresa Hospital Nandom
- ❖ Holy Family Hospital Nkawkaw
- ❖ Atiwa District Health Directorate

A. Individual Assignments

1. Augustine TANO



Mr. Augustine Tano (left) shows Mr. Daniel Sam an application on a computer

Mr. Augustine TANO is an ICT specialist from the Netherlands and worked for three months, together with the Ghana Health Services, ICT unit, on completing the deployment of wireless Local Area Network (LAN) at the Ghana Health Service Headquarters, Korle-Bu Teaching Hospital and one regional health directorate and to carry out the second component of training of ICT staff.

2. Dr. Clement NABARE



Dr. Clement Jafani Nabare, an Urologist from Germany had two assignments at the last quarter of year from 4th October to 17th October, 2010 at Tamale Teaching Hospital and 22nd December 2010 to 15th January 2011 at the Navrongo War Memorial Hospital, (UER). Dr. Nabare offered teaching and training in urological surgery and nursing for medical professionals and students, as well as delivery of clinical services in urology. He encouraged and facilitated collaborative work and research between staff of Academic Teaching Hospital of Rotenburg and Tamale Teaching Hospital. He taught two separate classes of medical students on:

- Overview of urological care in northern Ghana, communication in health care
- informed consent, attitude towards work and the role of the middle level HCP for the future
- Preoperative assessment of Uro patients

- Uro-radiology
- Postoperative complications in urology
- Demonstration of various types of catheters, urinary diversions, and how to use them
- Urological emergencies and their management
- Chemotherapy
- Intravenous fluid management and its importance in surgery
- Injury to the urinary tract and its identification

In all 20 Nurses were trained, 45 Medical students were taught and 10 patients were seen and used for bedside teaching. According to Dr. Nabare, it was very satisfying to have been able to carry out this training to pave way for urological ward and eventually a department to be set up. He acknowledges that there is pride in being part of a success story.

3. Hagar AMPONSAH



A U.K.-based Ghanaian general nurse was stationed at Wenchi Methodist Hospital, in the Brong- Ahafo Region, from 14th November to 6th December, 2010. Objective of the assignment was to transfer skills and knowledge through structured in house training for hospital staff (Clinical and non-clinical). The agreed task was to get as many nurses from all the various department to take part in the programme. She delivered in house training on daily basis on Nursing record keeping and Documentation; Emergency Response; Early warning signs/ vital signs /the use of oxygen saturation machines; Cervical cancer; Breast cancer; Nursing teamwork; Negligence in nursing; Nursing and the law; and pre-post operative care.

At the end of the assignment she was able to deliver teachings for: 2 ward in-charges; 1 OPD in-charge; 1 maternity in-charge; 3 midwife; 7 staff nurses; 2 community health nurses; 2 nurse anaesthetists. Hagar has suggested the creation of a library at the institution for the staff where they will be able to access more and new update in health sector.

Very satisfied with the hospital's cooperation during her stay and greatly acknowledges IOM MIDA Ghana Health project contribution to the health sector.

4. Patrice Kofi FUGAH

Patrice Fugah is a UK based Ghanaian Mental Health nurse. He has an educational and professional background in mental health care with over five years experience. He had a second assignment in the year again at the Kintampo Rural Health Training School in the



At the end of her assignment at Kintampo
Patrice (right-in blue) debriefs Daniel (right)

Brong-Ahafo Region to support the delivery of mental health education to Medical Assistants Psychiatry Trainees at the school from 23rd October to 8th November 2010. Teaching and learning took place through lectures, role plays, reflective practice group and supported the use of internal resources. Patrice established links with tutors and students as well. He also participated in field events with student during his assignment.

5. Dr. Chris OPPONG

Dr. Chris Oppong was part of the three Operation Hernia teams from the UK that came to Ghana in 2010. He was the only Ghanaian in the team. The composition of Team was 3 Consultant Surgeons, 2 Surgical Registrar; 5 nurses (10). During the assignment, the operation was extended to the Bole Hospital (NR) and Carpenter, a village in Northern Ghana, near Bamboi. In the Western Region, between October 30 and November 20, 2010, Dr. Oppong went to the Dixcove Hospital, Takoradi – Hernia Centre at Takoradi Hospital and Ghana Ports and Harbour Hospital also at Takoradi. Four sets of hernia surgical equipments were presented to the Bole Hospital. During the assignment the clinical output from the team at Carpenter treated 158 patients, at Takoradi 108 patients with hernias were operated on, at Bole 70 procedures performed. Three local Surgeons were trained in Mesh repair during the assignment. Dr. Chris Oppong is arranging to hold training sessions again in 2011 at Bole Hospital for some number of surgeons who have expressed the desire to learn new techniques in hernia surgical operations, as well as extend activities to Sogakope and Battor in the Volta Region.



Training the local doctor at Bole Hospital



Chris (Left) Training a local surgeon

6. Stephen ODURO (Barima Kofi ASAMOAH iv)

Barima Asamoah Kofi iv was on assignment placement was about one month (from the 22nd November 2010 to 18 December 2010) with the Community Partnership for Youth and

Women Development. Barima facilitated series of workshops, public seminars and capacity building training, mentoring for the staff of CPYWD in Tamale, Northern Region.



Barima facilitates youth group demonstration

The objective of the assignment was to undertake ToT training of Community Facilitators, Basic school teachers by transfer of knowledge, skills and experience regarding Group facilitation methods, sex education, migration and development, the roles of Chiefs in social and community development. At the end of the assignment 82 chiefs were educated on their role on social and community development, 38 basic school teachers participated in training

programme and gained knowledge and new ideas about sexuality and health, group facilitation methods, class management and control for effective teaching and learning. Another 256 Senior High School students were also educated on sexual health and assisted to practically demonstrate(using artificial models) how to have protected sex, making the right choice regarding sexual life. According to Barima the assignment created an opportunity for chiefs to meet and interact of development issues and increased networking and partnership among participating schools, CPYWD and communities.

7. KWABENA ADANSE-PIPIM



Kwabena Adanse-Pipim is from the Netherlands and had an assignment at the Atiwa District Health Directorate from 10th December 2010 to 22nd January 2011. The resource person who stationed at Kwabeng, Atiwa conducted series of capacity building training and public health programmes on HIV/AIDS at various communities within the Atiwa District. and for two separate sub-district staff in the Atiwa district in the Eastern region of Ghana. The District Health Directorate have requested for the continuous support from Mr. Kwabena Adanse-Pipim due to his contributions to public health education at the district.

B. TEAM /GROUP ASSIGNMENT

5. Motec LIFE UK TEAM



Motec Life-UK is a medical charity based in West Hertfordshire comprising volunteer and allied health professionals whose objectives are to provide educational, training and health care services to the underprivileged people of the West African sub-region. IOM MIDA supported five members of Motec Life UK during the last quarter of 2010. The five member team from Motec Life UK from led by Dr. Paul Ofori-Atta, an Orthopaedic Surgeon deployed team of health experts in orthopaedics, anesthetics, procurement and ICT public health to conduct various assignments in Ghana between October and December, 2010. The assignments were undertaken at Kumasi, Koforidua, Akosombo, and Jirapa. Gladys Ofori-Atta (Mrs) and Veronica Mac-Quarshie (both theatre nurses) went to Holy Family Hospital,



Ms Dyane Epstein, Chief of Mission, IOM Ghana (right) holds discussions with Motec Life Team during their visit to the office

Nkawkaw and St. Joseph's Hospital, Jirapa respectively and Antoinette Dadzie; a Procurement Manager had assignment at both Nkawkaw and Akosombo. Mr. Etse Ladzekpo is an ICT specialist who concurrently had assignment with Mrs Gladys Ofori-Atta at the Holy Family Hospital, Nkawkaw. During their assignments the team they interacted with both clinical and administrative staff, as they delivered lectures to the Nursing and Medical Staff on daily basis.

During the MOTEC assignment at Akosombo, 4 residents from Korle Bu Teaching Hospital, 2 Senior Surgeons from the 37 Military hospital with a Nurse, and a technician, 1 physiotherapist from Koforidua Central Hospital, 1 Nurse 1 Physiotherapist from Ho Regional Hospital, 2 Resident Orthopaedic Surgeons, 1 scrub nurse, 1 Physiotherapist from Komfo Anokye Hospital, Kumasi together with local hospital staff from the VRA Hospital, Akosombo received lectures and other practical clinical activities from Dr. Ofori-Atta and other Motec Life Team.

6. FREED UK



The Foundation for Education Empowerment and Development (FREED), a UK non-governmental organization and charity based in Northampton, England that supports the community of Nandom in the Upper West region of Ghana, participated for the first time with the MIDA Ghana health project. Two of their members (Kofi Obuobi, an Endocrinologist and Dominic Hooko, a property management officer) went to St. Theresa's Hospital in Nandom, to set up a medical library and to provide consultancy services including property management and staff training.

MID-TERM TECHNICAL WORKSHOP



MIDA Ghana Health Mid-Term technical workshop was successfully held on the 5th and 6th of October, 2010 at Koforidua. The meeting gathered array of high level

personnel from the Ministry of Health (Human Resources for Health Development), Ghana Health Service (Human Resource Directorate), beneficiary host institutions, beneficiaries of internship programmes and IOM MIDA Ghana Health project staff from the Netherlands and Accra offices. In all twenty-nine people were in attendance. At the end of the workshop, the objective of drawing a sustainability plan was achieved. The theme for the workshop was "Brain-Gain in the Ghanaian Health Sector: Consolidating the Gains for Sustainable Development". The workshop which was deemed as a mid-term technical review workshop was organized by IOM in collaboration with the Ministry of Health, and funded by the Embassy of the Kingdom of the Netherlands in Ghana. The overall objective of the workshop was to discuss the sustainability plan and take stock of the achievements of the project to date, again to identify gaps and challenges associated with the project implementation and make recommendations. It

was seen as an opportunity for all relevant stakeholders to map out the way forward for the subsequent implementation of the project and beyond, by focusing on how to ensure the sustainability of the project in respect of human resources for health development in Ghana. In the bid to seek the sustainability plan, some recommendations were incorporated into the sustainability plan. A Plan linked to each of the identified areas as way forward would be drawn from the outcomes of the meeting and to be developed in a small caucus meeting at the end of March or April of 2011. A strategy to strengthen linkages with health institutions in Europe should be looked to foster cooperation. On the sustainability, the MoH stated that health specialists would be attracted by putting resources and materials in place have more training centres for specialists and that a waiver for registration was needed. In addition an ICT specialist was needed for the MDC to speed up procedures.

HAGAR DEMONSTRATES LOVE TO THE PAEDIATRIC WARD AT WENCHI METHODIST HOSPITAL



At the end of her assignment at Wench Methodist Hospital, Hagar made a donation of kids' play toys and things like "swing" to the hospital's paediatric ward. According to Hagar, she saw the need when she had a previous assignment at the same hospital. She thinks the items would be of benefit to the children on admission, for those who are recuperating it would facilitate the process. The items were received on behalf of the hospital by the hospital's matron. The hospital management, staff and the parents around were happy and expressed their gratitude for such a gesture.



Daniel Sam (MIDA Ghana Health Field Manager) looks at the items presented by Hagar.

INTERNSHIP



At the last quarter of 2010, Dr. Wilfred Addo, a General Surgeon from St. Joseph's Hospital in Koforidua, went to the Reinier de Graaf hospital in Delft for a 3 week's (22nd November to 12th December 2010) training in surgical techniques and laparoscopy. This was organized by the Care to Move foundation, Netherlands. Dr. Addo had since returned to St. Joseph's Hospital and has been helping in seeking placements for prospective project resource persons.

Daniel Sam (IOM) presents Dr. W. Addo with documents concerning the internship



Dr. Kwesi Asabir, Dep. Director for HRHD, MoH (right) presents air ticket to Dr Ebenezer Owusu Darkwa (left)



Dr. Kwesi Asabir, Dep. Dir (HRHD) (middle) presents air ticket to Dr Daniel Baddoo (left) Daniel Sam (right) MIDA Ghana Health Field Manager, witnessed the Occasion.

An orthopaedic specialist, Dr. Daniel Baddoo from Korle-Bu Teaching Hospital, Accra, went for a further 3 months training in orthopaedic surgery at St. Georges Hospital in London. An anaesthetist, Dr. Ebenezer Owusu Darkwah from Komfo Anokye Teaching Hospital, Kumasi went for a 2 months training in traumatology and anaesthesiology to Northwick Park Hospital, London. Both internships were initiated by MOTEC Life UK and facilitated under the MIDA Ghana Health III project. Both two doctors have returned home to their respective hospitals contributing to health care delivery in Ghana.

TASK FORCE MEETING

The last Task Force meeting for the year 2010 was held on the 31st day of December 2010 at the Minister's Conference Room, Ministry of Health. During the meeting, updates from the project implementation between the period July and December was discussed. The registration of health professionals on shorts assignments was also revisited with conclusions made. The Chief Nursing Officer was participated in the meeting for the first time. The involvement of this high level official from the Ministry was deemed as appropriate because it builds on the cooperation and coordination between the MIDA Ghana Health project and the government partners. Again, due to the appreciable number of nurses who come on assignment. This would also offer the CNO the opportunity to help find alternatives or solutions to some of the challenges that confront Resource Persons who are nurses.

Another remarkable outcome from the meeting was the launch of a website developed to serve as Ghana health workforce observatory. Among the varied information, there is the information regarding the registration of Ghanaian foreign-based health professionals and a presentation on MIDA Ghana Health project with the caption "Reversing the Brain-Drain: Ghana's story".

AHSAG President COMMENDS MIDA GHANA HEALTH PROJECT

Courtesy, Office of Administrator, HRD



Mr. Bernard Kwasi Botwe (AHSAG President)



A section of participants at the workshop

Mr. Bernard Kwasi Botwe, the President of the Association of Health Services, Ghana (AHSAG) who is also the Chief Health Service Administrator at Wenchi Methodist Hospital has commended Migration for Development in Africa (MIDA) Ghana Health III project. He said that the project has been very beneficial in terms of skills transfer and establishment of relationship between Wenchi Methodist Hospital and the resource persons.

According to Mr. Botwe, the nursing department of Wenchi Methodist Hospital has, through the project, benefited immensely from training and capacity development in in-house nursing supervision. The hospital has also received donation of hospital equipment and lap top from the resource persons who undertook the assignment at the hospital. He urged management of health facilities to take advantage of the project to address some of the skill gap challenges identified in their facilities.

Mr. Botwe made the commendation when he was sharing the experience of Wenchi Methodist Hospital on the MIDA Ghana Health III project at a technical workshop held at Mac-Dic Royal Plaza Hotel in Koforidua from 5th to 6th October, 2010. The event, which was organized by International Organisation for Migration (IOM) in collaboration with the Ministry of Health (MoH), and funded by the Embassy of the

Kingdom of the Netherlands in Ghana had as its theme, 'Brain-Gain in the Ghanaian Health Sector: Consolidating the Gains for Sustainable Development'.

Participants at the workshop included the Head of the Technical Cooperation Department, IOM Ghana (Mr. Jo Rispoli), the Project Coordinator, MIDA Ghana Health Project, IOM the Netherlands (Mr. Hans Eijkhout), the Chief Executive of Tamale Teaching Hospital (Dr. Ken Sagoe), the former Medical Director of Komfo Anokye Teaching Hospital (Dr. Karikari) and the Director, Human Resource for Health Division of MoH (Dr. Appiah Denkyira). Others included the task team members of MIDA Ghana Health III project, representatives from the Diaspora Group as well as Human Resource Directorate of Ghana Health Service and CHAG.

Discussions and presentations at the workshop addressed some of the challenges associated with the project implementation. The challenges included issues of waiver of fees for temporary registration for Diaspora volunteers, accommodation and transportation of resource persons at some beneficiary institutions, short duration of some of the assignment making it appear not to be cost-effective, inadequate coordination of taskforce meetings to get majority of members present.

The workshop also discussed the

achievements of the project to date and the sustainability plan of the project. Some of the recommendations made at the workshop included establishing a secretariat or desk at MoH to coordinate the MIDA taskforce activities, making the MIDA project more visible particularly at MoH and GHS, coming out with policy decision on fees for temporary registrations for the diaspora volunteers, clearly defining the roles and responsibilities of the host institutions, developing documentary on the success story of the project, establishing monitoring and evaluation teams.

MIDA Ghana Health Project is a health sector human resource capacity-building project that is facilitated through the transfer of skills and knowledge of health professionals in the diaspora in the Netherlands, UK and Germany to strengthen the health system in their country of origin. This is achieved through return of health professionals to Ghana for short assignments in the Ghana health sector. Health professionals permanently working in Ghana who participate in the project, get the opportunity of short term internships in hospitals in the Netherlands.

The project, which started in January 2005, is an integral part of the MIDA approach of the IOM, aimed at building a sustainable bridge for migrants who can contribute to identified / targeted development in their countries of origin.

The MIDA Ghana Health III project is based on the experiences of the previous years and the results of the MIDA Ghana Health II mid-term evaluation. The overall objective of the

MIDA Ghana Health III project is to provide inputs from three European Countries (The Netherlands, UK and Germany) to strengthen the health systems and human resources for health capacity within the framework of the Ghanaian Human Resource Strategy for the health sector.

The project has a four-year duration from April 2008 until the end of March 2012, thereby almost linking it directly with the five-year Human Resources Policies and Strategies (HRPS) for the Health Sector 2007-2011 as defined by the Ministry of Health of Ghana.

The project's main component is the temporary return of qualified Ghanaian health professionals from the diaspora residing in the Netherlands, UK, Germany and possibly other EU countries. The focus of their return assignment is training of staff in hospitals and health training institutions. The assignments are demand driven by way of health institutions in Ghana requesting for particular expertise, which is lacking in the facility. The expertise is then supplied by IOM once the request match with its database of candidates for the assignment. The project focuses on teaching, public health education, research / feasibility studies, clinical practice, health management and technical support.

To a lesser extent a number of internships abroad are supported by IOM. The internships carried out by qualified health workers from Ghana can take place in health or educational institutions in the Netherlands, UK or Germany. Since the start of the MIDA Ghana Health III project, about 80 assignments have taken place in Ghana and two internships undertaken abroad.

Credit: The Health Services Manager, 2010 Volume 1 No. 5 page 26

KEY ACHIEVEMENTS

- Seventeen assignments successfully undertaken during the period under review
- Nineteen health staff (clinical and non-clinical) in Wenchi Methodist hospital trained in clinical governance, clinical effectiveness and audit, emergency response, early warning signs/vital signs, the use of oxygen saturation machines, cervical cancer, nursing teamwork, nursing and the law and pre-operative care
- Motec Life UK Team trained health professional at the host institutions communication for better care; basic life support skills, documentation in health care, peri-operative care, post op pain control and basic infection prevention;
- Progressive collaboration exist between host institutions and Resource Persons/Teams;
- 13th Task Force Meeting held; inclusion of the Chief Nursing Officer in deliberations
- MIDA Health Field Manager's monitoring visit impacted positively on some host institutions as well as Resource Persons visited;
- FREED UK had participated for the first time on the project;
- The Association of Health Services Administrators Ghana (AHSAG) President, Mr. Bernard K. Botwe commends MIDA Ghana Health Project for the contribution to skills transfer and establishment of relationships with health institutions.
- Possibility of health institutions assignments to the Volta Region, with the feasibility work done by some Resource Persons in collaboration with IOM.
- Three Medical Doctors from Ghana benefitted from the internship component of the project abroad.
- Mid-Term Technical workshop outcomes give road map for sustainability plan.

CHALLENGES

- Most Implementing partners (health institutions) fail to respond to request for information from IOM MIDA Ghana Health project
- Preparation of Terms of Reference (ToR) and End of assignment Evaluation reports still challenging
- Accommodation and transportation at some beneficiary institutions still seen as challenges.
- Short duration of some of the assignments also affect impact of training and field Monitoring.
- Temporary registration for diaspora volunteers of the project, still regarded as disincentive for short terms.

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