

PROJECT: DESTINATION GHANA

Working Strategy:

- Motec Life-UK believes that improvement of hospital based health care services cannot be achieved through isolated working visits to a few departments in the target hospitals. The way forward should be a **bottom-up** all inclusive multi-disciplinary unified effort to change **work ethics** respecting the **dignity** of the patients, the current local work force and supporting them with up-dated equipment and materials where possible through appeals to local health administration, national and international benevolent individuals or companies.
- Motec admits that it cannot tackle the call for improved health care in Ghana without the **co-operation** of the **Ghanaian Health Ministry**, the Christian Health Association of Ghana –**CHAG** (missionary health care providers looking after about 70% of Medical Care in rural Ghana). So far, there are positive signs of co-operation particularly through the **Ghana High Commission in London**.
- Our organisation understands that in an ideal situation a newly built hospital with well trained and experienced staff to run it would have been ideal to start a centre of excellence. As already known, there is **local shortage of expertise** and training and changing **deep rooted inappropriate practices** that have become traditional is an uphill battle but Motec is hopeful that this is surmountable by concentrating on education, education and education.
- Where possible, Motec would be prepared to campaign for qualified trainers educators / staff who may wish to take **sabbatical leave** in the UK to go out and provide continuous education, transfer of skills, monitor progress of improvement for a period of about nine months in our target hospitals. The target staff would be orthopaedic /trauma /general surgeons, theatre and ward staff nurses, anaesthetists and theatre practitioners, laboratory technicians, recovery nurses, physiotherapist, microbiologist, surgeons of all disciplines, physiotherapist, the priority being ward and recovery nurses. Sponsorship will be needed for the volunteers and Motec would welcome support in this direction. It is estimated that about £12,000 to **£15,000 per individual** may be required to achieve this goal. **Motec has targeted a experienced education facilitator/ recovery ward nursing sister, orthopaedic and general surgeons with training commitments who are about to go on retirement for such a task, but financial help will be needed.**
- It is even more important that with the practical limitations of part time contribution to Ghana's Health Service, that Motec adopts a strategy that would provide excellent services in a few hospitals (**centres of excellence**) for others to emulate, and also turn these few hospitals

into training centres where others would visit for training or a few could go out from to train others elsewhere in Ghana

- Motec would like to advance a **campaign to train orthopaedic/trauma fellows** in a country like India. Such doctors are more than likely to **return home** to Ghana to provide the much-needed services locally. We have doctors in our target hospitals that are committed to that cause and will be supported by their hospitals in principle and the Ghanaian Health Ministry in general. Sponsorship for these doctors by benevolent organisations will be vital.
- To **sustain the momentum** for improvement, Motec believes that it will be vital for the **local industry** in Ghana to be involved in the provision of material and financial support to their local hospitals. The introduction of appropriate experts if at all possible Ghanaians in the **Diaspora**, Professional Friends of Ghana and local professionals will be crucial in the introduction of a true professional, effective work ethic that could transform Ghana for good. Motec believes that an **annual lecture** in Ghana involving all the various target bodies, groups and industries in October of each year can provide a forum for discussion and focus attention for a concerted effort to improve health care in Ghana.
- Support of **local training** programmes in the **nursing training institutions** is already happening through free lectures in our target hospital's nursing training institutions. Motec intends to participate fully in the training of doctors by co-operating with the **Ghana College of Physicians and Surgeons** particularly meeting requests /demands from the local responsible bodies / institutions instead of Motec creating local needs.
- Motec also recognises the **level of excellence** in certain disciplines in some of the **private health institutions in Ghana** and intends to work closely with such institutions to provide **continuous educational and training needs** for some of the staff in our **target hospitals**. Motec has been working closely with **Lister Hospital in Accra** to develop a programme of training in nursing care, **Medlab in Accra** to up-grade laboratory and radiological services in Ghana.
- As Motec approaches its first anniversary of working visits to Ghana, it has become increasingly clear that the **expansion of our humanitarian services** by full time employees is a difficult task. Motec envisages an improvement of our services by a **part time secretariat** of at least a **paid secretary** supported by an honorary accountant who would take instructions and advice from the Executive Trustees and various Committees. Sponsorship of such a secretariat preferably with a small office in an affordable location will be a vital contribution to success. Initial cost of **Office materials** is estimated at about £2,500 and the maintenance of staff salary/ office supplies about £700 per month. Until funds are generated to cater for an office, the secretariat will have to continue to work from their homes.
- Motec has a **four times yearly working visits to Ghana**. With the number of volunteer groups going to different hospitals increasing and

the reliance of local hospitals on their vehicles for supplies / procurements etc, it is increasingly difficult for Motec travelling groups to move around. Some experts do cover two hospitals in a bid to maximise services and training during the two week working visit. This is more relevant in our daily educational lectures and or workshops. Motec has identified the need for a dedicated vehicle to assist in this direction, preferably a twelve-seater **mini-bus** which could be based in one of the target hospitals. That could support not only Motec but other Volunteer groups, subject to the terms of the donor. Fortunately, the roads linking our hospitals are of good standard and a minibus (Toyota, Nissan or Hyundai) estimated at about £26,000 should suit the job.

Strategic Support Required by Motec.

To sustain the services that would impact on the health care improvements in our target hospitals initially and the country as a whole in future, Motec needs to concentrate on the following:

1. Develop centres of excellence sending experts of minimum of twelve people per trip to the four target hospitals per working trip at a subsidised cost of about £5000 (inclusive of hotel and food cost but exclusive of MIDA financial support for three).
2. Encourage long term stay by volunteers on sabbatical to mingle with local staff, train and oversee progress of the agenda for improvement. Retired professionals would cost an estimated £15,000 salary for a nine month working visit.
3. Campaign for involvement of Ghanaian Professionals in the Diaspora as well as friends of Ghana and the Local Ghanaian Industry like mining, oil refinery, the Volta River Authority, Volta Aluminium Company etc to support efforts at improving health care through annual lectures estimated to cost about £4000 per year and direct contribution to the needs of the hospitals.
4. Develop a secretariat to support the efforts of individual volunteers who are already performing full time jobs. Office material and maintenance token salary will be essential.
5. Improvement in transport for volunteers to maximise the working visits s very necessary and a donation of a minibus from benevolent individuals /companies would be ideal.
6. Co-operation with organisations with experience in long distance medical aid and learning from them should be a healthier way of achieving a lot in a short space of time. Motec has identified organisations like World Orthopaedic Concern (UK), Migration and Development in Africa, Sister Ghanaian led organisations in America like FOCOS (spinal surgery).

7. Motec would like to co-operate to bring together the few orthopaedic and trauma surgeons in Ghana together so as to strengthen a unified national drive for training, improvement of care. Such a group could focus on the training of residents, doctors in the districts. The co-operation of the Orthopaedic Departments of the country's university hospitals, the Ministry of Health should be vital. My experience tells me that autonomy of these institutions should make the involvement of the universities a lot easier but this may be difficult on the ground. It is vital that these institutions do not feel displaced by such an effort to bring improvements across the board.
8. Ultimately, **a fine college of experts in various fields** co-operating with the Ghanaian College of surgeons could run a two week intensive course and workshops for doctors, nurses, in orthopaedic trauma in one of the institutions / target hospitals until such time that the target institutions are ready to provide continuous training. As most volunteers have to take their annual leave to provide the service, Motec suggest that the for the intensive courses, dedicated trainers who may wish to take leave without pay, be offered the 'lost salary back' and trip sponsored. Material for training will have to be provided and local industry, hospital administrators encouraged to maintain decent supply of medical material in the hospitals. Help will be needed to effect such a programme.