

Proposal for Observational Attachment at St John of God Hospital, Kattappana
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"The Manger, Kattappana, India"

INTRODUCTION

MOTEC LIFE UK

- MOTEC LIFE UK is a charity aiming to improve healthcare services in Ghana.
- Originally centred on Orthopaedic care, but has expanded to include related services e.g. emergency medicine, trauma care, intensive care, post-operative care.
- We work in target hospitals including two run by the Order of the Hospitaller Order of St John of God.

Experience in our target Hospitals in Ghana

- Nursing staff will likely spend their whole career in one hospital, which may be very basic
- There may be no exposure to new and updated practices, there is no exposure to alternative methods of doing things, which may be better than current practice
- Mistakes become learnt and repeated so quality of patient care may start to decline

MOTEC LIFE UK Experience of Teaching and Training in Ghana

- We visit Ghana 2-4 times per year to provide teaching
- These are only short visits, which presents several problems:
 - o Short amount of time so there is a limited amount we can teach
 - o In between visits, practices start to slip again
 - o Theoretical, but not observational i.e. they cannot see the work in practice
 - o A period of continuous training might be more beneficial, providing a longer, and more practical exposure to new and better practices

St John of God Hospital, Kattappana

- Established in 1960. Run by the order of St John of God (sister hospitals in Ghana)
- Modern hospital with excellent reputation. Efficient, hard-working, clean
- Top-class staff with a broad range of departments and services offered
- Up-to date practices and attitudes
- State of the art facilities in neurology, dermatology, plastic and neuro-surgery, obstetrics and gynaecology, orthopaedic trauma, internal medicine, radiology with C.T. Scan facility, Maxillo-

facial surgery, general surgery, physiotherapy etc. In a nutshell, it a multi-disciplinary hospital with friendly and hardworking staff.

- Bed capacity 375 beds, nursing staff about 350, medical staff about 350.
- Two attached school: School of Nursing, and College of Nursing offering degree courses in Nursing.

PROJECT OBJECTIVE

- Improving healthcare in Ghana in target hospitals by allowing staff to carry out an observational attachment at a sister hospital in Kattappana
- Motivating our staff to improve, learn and strive for better practices
- Training the trainers: encouraging these healthcare workers to take what they have learnt back to Ghana, teach others and implement change

How to Achieve Objectives

- Provide exposure to better, more up-to-date practice
- The nurses/doctors chosen from Ghana would travel to St John of God, Kattappana, for a residential period of observational work e.g. for a minimum 6 weeks
- There will be nominated programme supervisors in India who will help to run and monitor the programme e.g. director of nursing
- Some members of staff in Kattappana will become mentors, who will encourage and guide Ghanaian healthcare workers through their attachment and report back to us in England/Ghana
- Clearly defined training programme, including daily attendance for ward duties, attendance at case reports, assessments, presentations in Ghana e.g. 6-month and one-year reports to summarise what they learnt and how it is benefitting healthcare in their own hospital in Ghana
- The project will be monitored by MOTEC staff but run by the hospital staff themselves, who will communicate directly with each other e.g. via email.

SPECIFIC DETAILS OF THE PROGRAMME

- Length of training: Minimum 6 weeks
- Timing: Any time Jan-Aug, likely to start mid-April 2010-end of May 2010

SELECTION OF CANDIDATES

Selection Criteria

- There will be one visit to Kattappana in any one year, of 2-3 healthcare workers from same hospital
- These candidates must:
 - o Be senior enough to be able to implement change on their return
 - o Have a potentially significant number of years to stay in the job
 - o Be interested in training others
 - o Complete selection process as outlined below

Application Process

- Target hospitals in Ghana (St John of God x 2) will select potential candidates
- These chosen candidates will have to fill out an application form and provide a CV and personal statement, and references/referees from their current employer
- The nurses and senior staff in Kattappana will be asked to provide a specification of what they look for in a candidate who wishes to come and spend time in St John of God, Kattappana

Approval of Trainees

- After selection of trainees, St John of God, Kattappana will draw up a training programme. This will be sent to (a) the target hospital in Ghana so that it can approve release of staff; (b) The sponsor, St John of God International Development Corporation, Dublin.

OUTLINE OF AREAS TO BE COVERED DURING OBSERVATIONAL ATTACHMENT

Induction (3 days)

- To provide a tour and orientation of the hospital e.g. OPD, departments, paramedical services

Departments of Interest for Focus for the Duration of the Stay (to be selected from the following):

- Paediatric and neonatal care
- Emergency care services including protocols e.g. for polytrauma
- Post-op, recovery, Coronary care unit
- General ward for general learning about good ward practices e.g. note-keeping, observations, learning and following protocols
- Neurology ICU (if patients are there, for head injury observations etc).

Working programme

- To be set up by Kattappana with guidelines from Ghana about what we would like to achieve
 - o To include daily ward duties, observation etc; weekly or fortnightly assessments. The trainee should attend case reports and any other learning opportunities in Kattappana.

Assessments

- Weekly assessments, Log book, presentations and assessments back in India and Ghana.

COSTS AND FUNDING

- Travel: sponsorship by St John of God International Development Corporation, Dublin (to be paid directly to the participating hospital in Ghana for booking tickets etc.). This is estimated at about EU2.800.00 per year
- Food and accommodation would be provided by local hospital.
- Health and welfare: any issues would be seen to by the host hospital
- Small living allowance e.g. £150/duration of six weeks per person from St John of God International Development Corporation, Dublin
- Salary to be continued as normal by employer in Ghana

BACK TO GHANA!

On immediate return to Ghana:

- The trainee as an agent of change for improved patient care will give a presentation to the local hospital authorities in Ghana providing a summary of what they learnt. They will outline areas they wish to improve and discuss how they could implement these changes. Policy measures and protocols are expected to develop from these discussions.
- After approval from the authorities, the trainee will then give teaching presentations to fellow healthcare workers, passing on their new knowledge and outlining recommendations for change

Longer-Term Follow-Up

- 6 month presentation to hospital/MOTEC staff in Ghana to outline achievements, as well as problem areas that still need improvement, and re-assessment of how to implement change
- Similar presentation at 1 year, with assessment by MOTEC reps of effectiveness of the project

- Staff from MOTEC, Ghana and Kattappana will have an input in assessing whether the project has achieved its goals and whether it should continue

CERTIFICATION

- Trainees:
 - o Statement of Completion of Observational Attachment after placement in India
 - o Statement of Completion of Observational Project from MOTEC staff after one year
- Trainers/Programme Directors in India will receive a Certificate as Tutor/Coordinator etc.

POTENTIAL FOR THE FUTURE

- If the project is successful, there may be the opportunity in the future (e.g. 2-3 years time) for key staff in India (e.g. programme director) to visit target hospitals in Ghana to see how the project has benefited nurses, doctors and patients
- Phase 2: medical training (doctors) e.g. orthopaedic trauma, club foot etc

We hope that you will be able to participate in the continued education and learning of our Ghanaian healthcare workers, to improve healthcare provision in Ghana, for the good of all.

We are incredibly grateful for your hospitality, kindness and support. We welcome any input, or changes that you would like to suggest and we would be glad to answer any questions.



Meetings with the Hospital Management



Motec's Presentation to the Medical Staff



Motec's slide presentation and discussion time with Medical and Nursing Staff, Kattappana



Friendship bonds were established.



Kattappana speaks.

SPONSORSHIP OF TRIP BY :

St John of God International Development Corporation, Stillorgan, co Dublin.

THANK YOU!

15th September 2009