



Royal College
of Physicians



West African College
of Physicians



MDG-6 Partnership for African Clinical Training (M-PACT): Year 1 report

Developing sustainable capacity
to tackle MDG-6 in West Africa

July 2015

Funded by:

Ecobank
FOUNDATION

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Overview

M-PACT (Millennium Development Goal (MDG) 6 Partnership for African Clinical Training) is a 3-year project, sponsored by the Ecobank Foundation, and run by the Royal College of Physicians (RCP) in partnership with the West African College of Physicians (WACP). The project aims to support WACP member countries in tackling HIV, tuberculosis and malaria, with a focus on sustainability through building local capacity.

Through the delivery of clinical training courses, doctors in the region will be better equipped to prevent, diagnose, treat and manage these three conditions. The courses are being delivered by members of the RCP who are UK-based consultants or senior physicians, alongside doctors in Ghana, Nigeria and Senegal who have gone through training on how to teach doctors – many having attended recent RCP ‘Doctors as Educators’ courses. This project builds on the health system strengthening work already delivered by the RCP and WACP in partnership since 2009.

Year 1: aims and objectives

Aim: establish three MDG6 training centres in Accra, Dakar and Ibadan

Objectives:

- > identify the facilities required for the training centres and visit any centres if required
- > identify three course conveners to write the curriculum, and a cohort of six volunteers to deliver training
- > deliver three Doctors as Educators workshops (training the trainers) as required by WACP
- > write the curriculum to cover year 1 clinical training courses
- > deliver the first three clinical training courses, one in each MDG6 centre
- > establish the monitoring and evaluation framework for 3 years in the first quarter.

Progress in year 1

Governance and recruitment

A project board was established to sign off the planning process and any large decisions, as well as to make sure that information was disseminated appropriately at the senior levels of the WACP. This included:

WACP:

- > chairman of Faculty of Internal Medicine
- > secretary general
- > international director.

RCP:

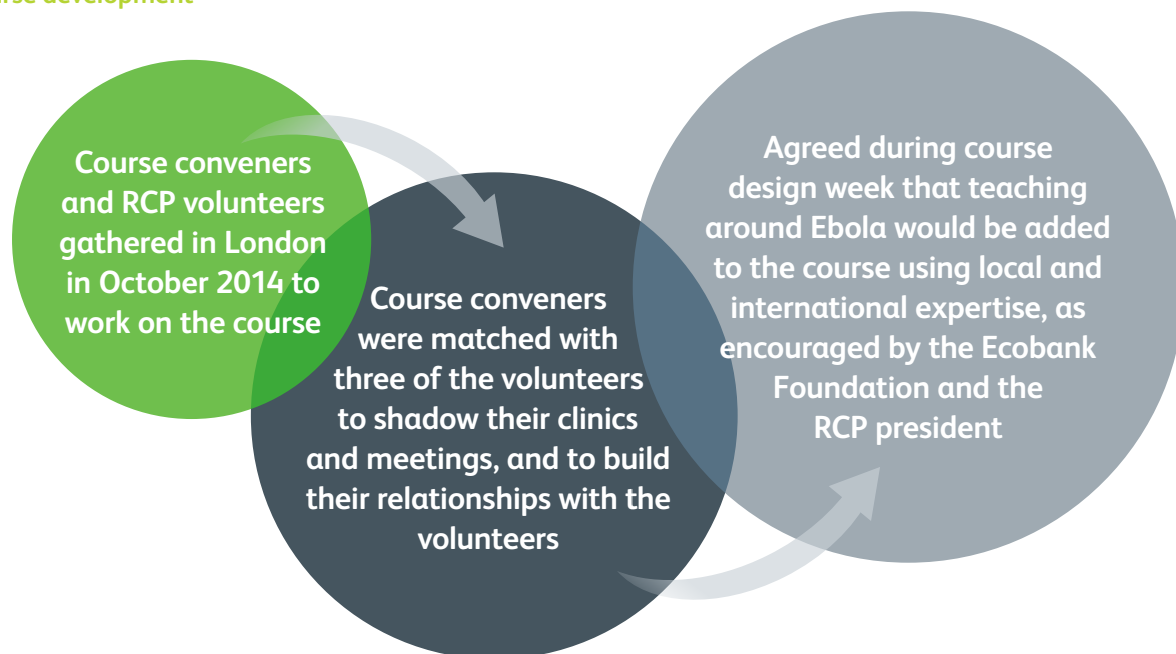
- > international director
- > associate international director for Africa.
- > head of international affairs
- > deputy head of international affairs.

A job description was developed and advertised for a part-time project manager to be based in Nigeria to support the appointed course conveners and to provide logistical and administrative support that can be difficult to provide from the UK, as well as be able to visit courses. A highly qualified project manager in Abuja was hired as a consultant for the role.

Through the RCP’s strong relationship with the WACP, three senior physicians were identified as course conveners in Ghana, Nigeria and Senegal. These were people known to the RCP who had been instrumental in the delivery of the previous collaboration and were well placed to lead the course from those sites. A memorandum of understanding (MoU) was developed with each course convener in order to ensure clear lines of responsibility.

Roles for the RCP volunteers were advertised on the RCP website, as well as through the RCP’s specialist advisory committees for the various specialties involved. Suitable volunteers were reviewed and six volunteers were identified, covering infectious disease, respiratory medicine and neurology.

Course development



Following the course design week, course conveners and volunteers then continued to develop and refine the curriculum remotely in the lead-up to courses.

Fig 1: October 2014 course development



Picture 1: course design group with RCP president Jane Dacre, (L-R) Mairi McConnochie, Prof Babatunde Salako, Dr Obinna Oleribe, Jane Dacre, Prof Mourtalla Ka, Dr Albert Akpalu, Prof Simon Taylor-Robinson

Doctors as Educators courses

The Doctors as Educators (DAE) courses are an RCP package to support medical training in the UK that was then further tailored to suit the needs of the WACP prior to M-PACT. All previous DAE courses conducted in Nigeria were self-funded by participants; however, with M-PACT, participants were allowed to attend without cost, with 30 attendees receiving bursaries from the M-PACT project.



Picture 2: doctors engage in group work during the Ibadan Doctors as Educators course

Facilitators were drawn from cohorts who had previously attended DAE course. Training was for a period of 3 days (Nigeria: 4–6 February 2015; Ghana: 26–28 January 2015). Pre- and post-course tests, as well as formative and summative course evaluations, were undertaken. Course evaluation reports indicated that both participants and facilitators were pleased with the impact that the course knowledge would have on future teaching.

DAE course goals

- > to ensure that physicians (enlisted to facilitate the M-PACT clinical course) had good and current skills in transferring knowledge to adults through in-depth training on adult learning and teaching methods/techniques
- > to support the M-PACT sustainability plan to ensure that local facilitators are able to deliver the same quality of training by the end of the project period.

64 participants
were trained in
the DAE courses



30
in Ghana

34
in Nigeria

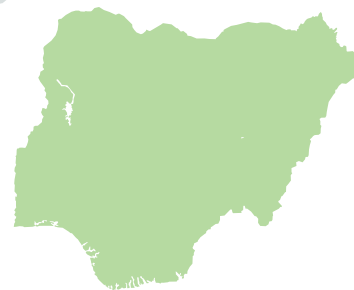


Fig 2: numbers for Doctors as Educators courses

When DAE participants were asked ‘What impact will the workshop have on your future practice?’, they responded with the following top feedback: better teaching and mentoring skills, ability to be a better teacher and give more feedback, as well as a good opportunity to evaluate their teaching techniques.

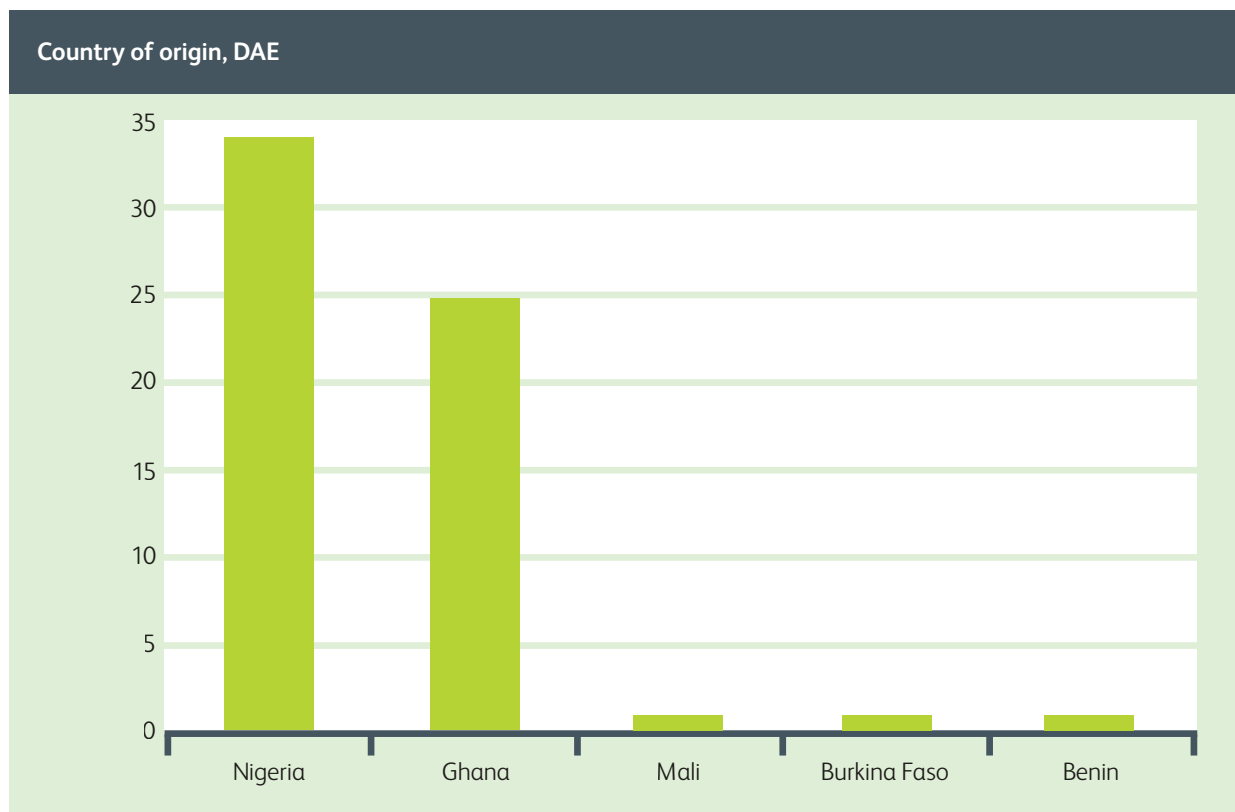


Fig 3: country of origin of participants in Doctors as Educators courses

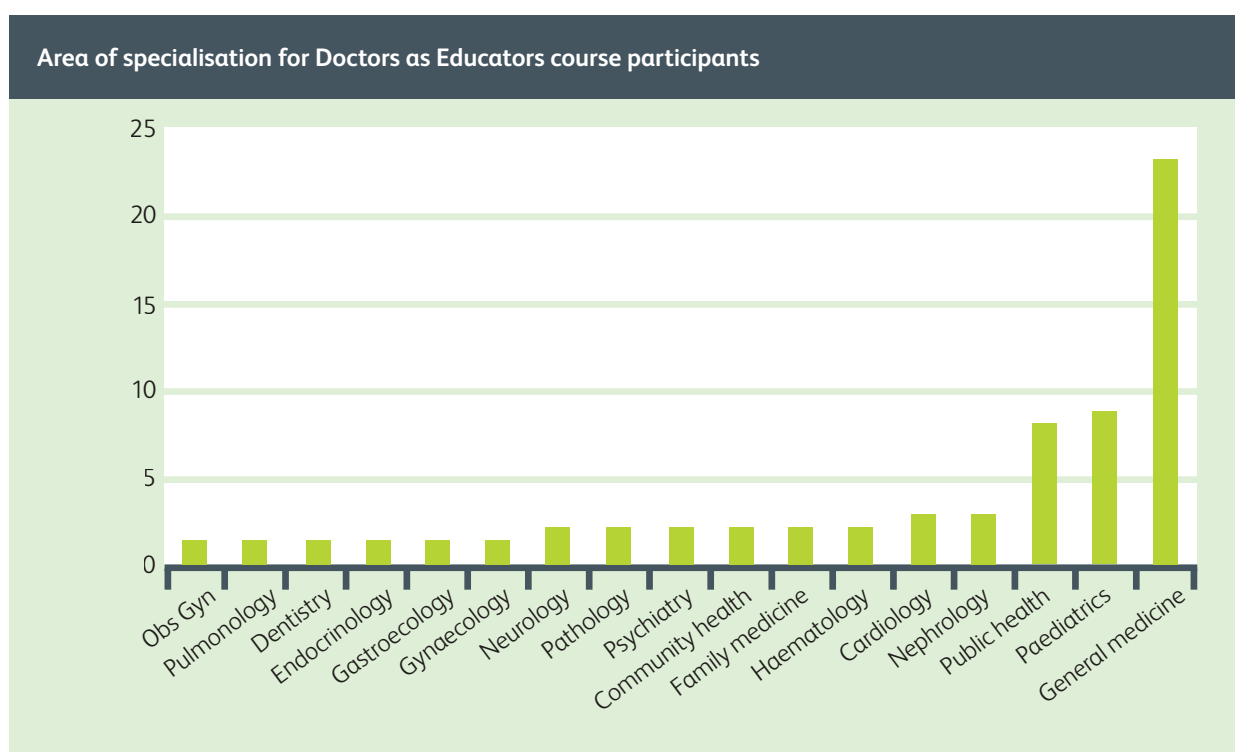


Fig 4: area of specialisation for Doctors as Educators courses

Clinical courses

In order to achieve the partnership's goal to help minimise the impact of malaria, tuberculosis and HIV/AIDS in the West African region, the RCP and WACP planned to retrain practising physicians on epidemiology, global management guidelines and current concepts in the essential management of these diseases. Also, because of the ongoing Ebola viral disease outbreak and its impact in the region, the faculty agreed to include modules to support the role of physicians as leaders in infectious disease outbreaks.

Courses included a mixture of didactic teaching, practical workshops and a visit to the wards. All courses covered infectious disease. Additionally, six sub-specialties were covered across sites; these were cardiology, respiratory medicine, neurology, nephrology, gastroenterology and dermatology.

In all, during the first year of the project, three M-PACT clinical courses were carried out in Nigeria, Ghana and Senegal, reaching 94 physicians. Thirty (32%) of the participants were female and the rest were male; participants were drawn from Nigeria, Ghana, Senegal, Mali and Burkina Faso, and included doctors from 18 different specialties.



Picture 3: deputy minister of health at the opening of the clinical course in Senegal

Participants from Nigeria, Ghana, Senegal, Mali, and Burkina Faso

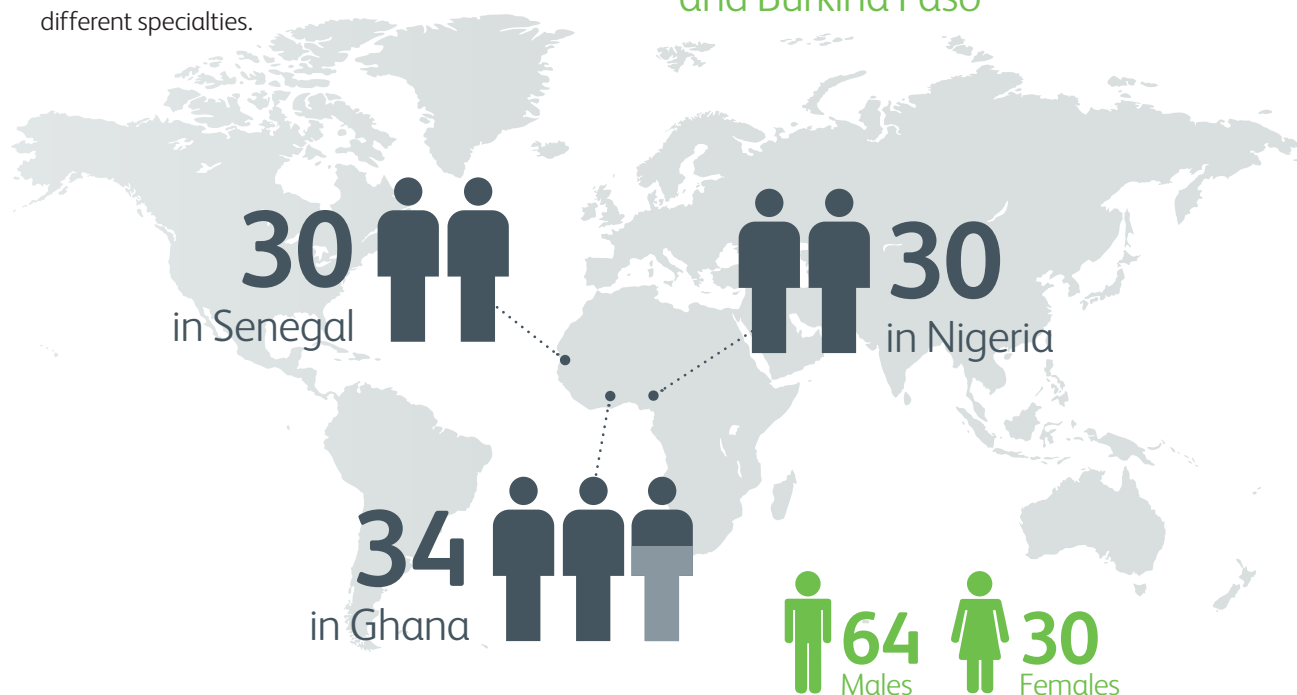


Fig 5: number of participants in clinical courses

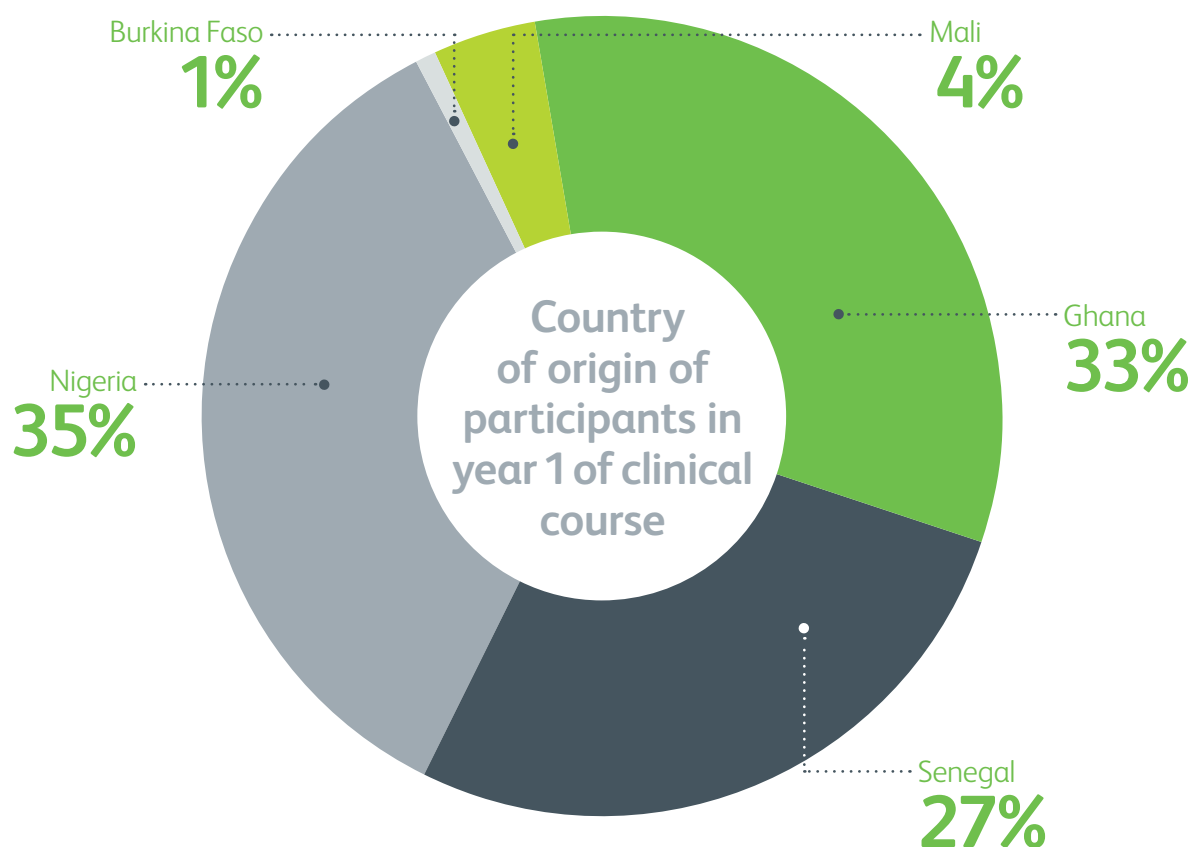


Fig 6: country of origin of participants in year 1 of clinical course

Course facilitators were drawn from RCP volunteers, from national/state control agencies for malaria, tuberculosis, HIV/AIDS and Ebola; and from the WACP faculty in each country. Training was for a period of 5 days (Nigeria: 23–27 March 2015; Ghana: 23–27 February 2015; Senegal: 9–13 February 2015).

Feedback from course participants in Ghana:

‘The workshop was very useful. It exposed most of the gaps I had in my knowledge on infectious diseases and challenged me to do more.’

‘Very insightful and rich content... the leadership part was very important!’

Feedback from UK volunteers: ‘Ibadan course:

‘The lectures were of high quality with excellent local speakers giving their time and sharing their expertise.’

‘The selection process of students was robust with students from all over Nigeria and one very much welcomed Ghanaian student, and good gender mix and specialty mix.’

Accra course: **‘At both ends could not have been better nor could the all-pervading sense of welcome and good humour.’**

Dakar course: **‘We were very impressed by the audience participation and engagement during the course.’**

Bursaries

In total, 88 bursaries were awarded in year 1 of the clinical courses: 30 in Dakar, 15 in Ibadan and 13 in Accra. 30 bursaries were awarded in the Doctors as Educators courses. In general, bursaries were awarded based on individual financial need and distance travelled to reach the course.

Evaluation

A pre- and post-course test was administered at each clinical course to measure knowledge change from the beginning to the end of the course, as well as a participant feedback form. All sites experienced a positive change in knowledge between pre- and post-course testing. In Accra, for example, the pre-course test average was 62% and the post-course test average was 74%.

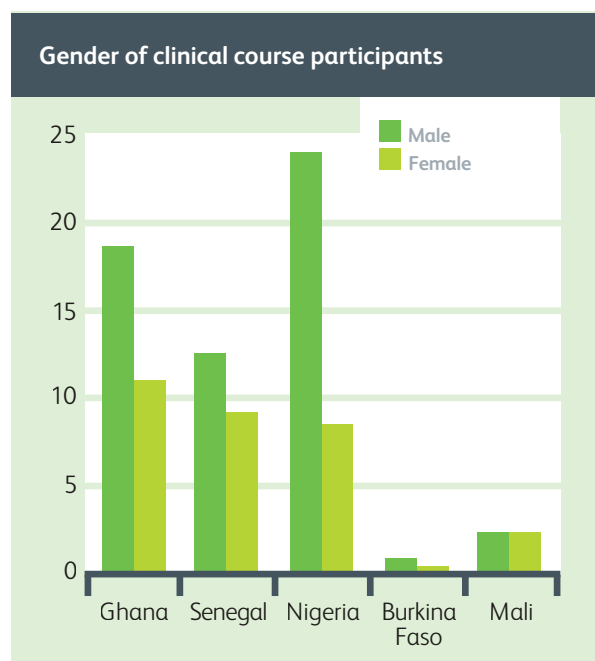
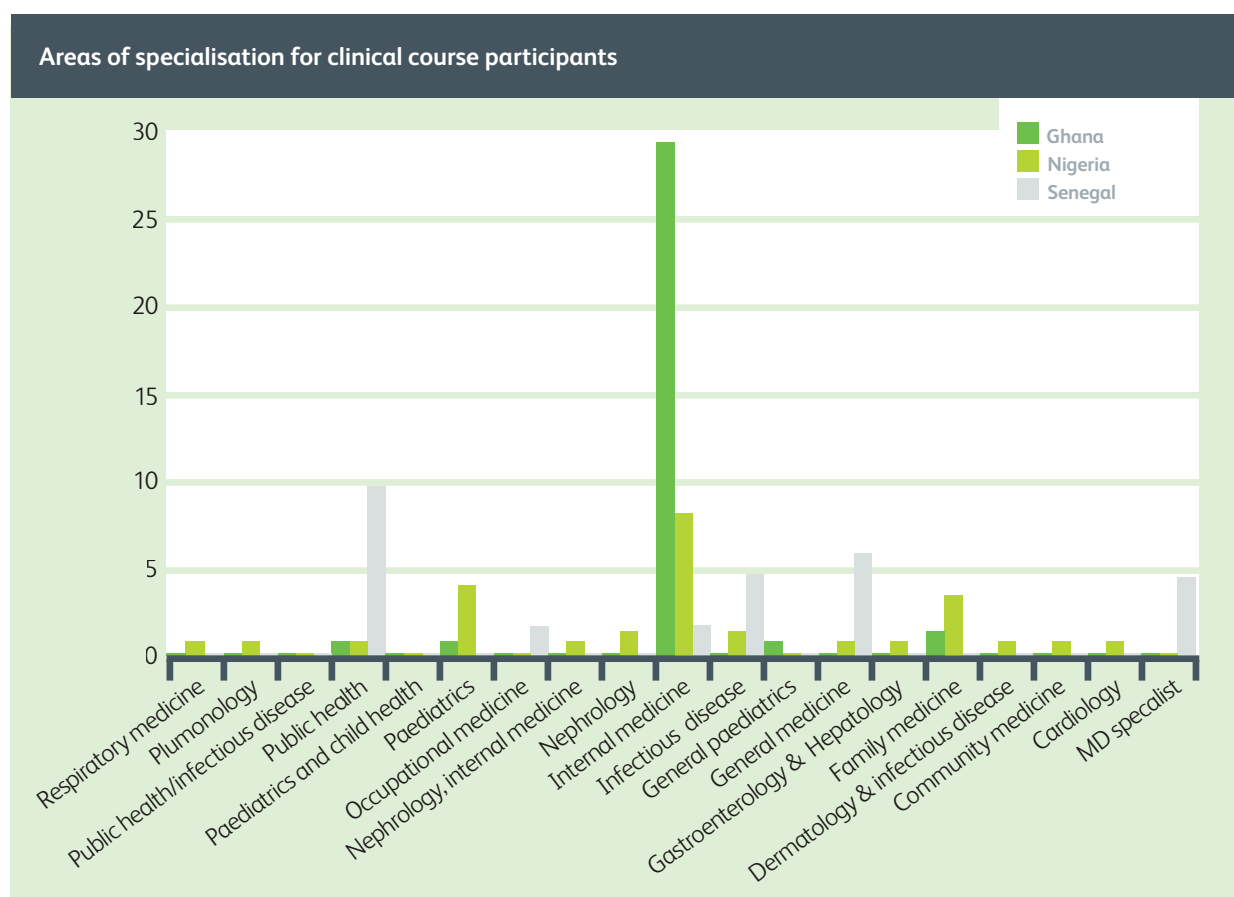


Fig 7: gender of clinical course participants disaggregated by country of origin (one participant did not specify gender)



Summary

Knowledge dissemination

Course participants who had other clinical staff under their supervision were targeted, so that the course knowledge could be shared more widely upon return to their home facility. This information was gathered upon course evaluation.

Table 1. Summary of trainees under course participants

Course site	Total number of trainees
Senegal	117
Ghana	216
Nigeria	429
Total	762

Communications

The project was shared to a wider audience in the following ways:

- it was introduced to the RCP's 30,000 members and fellows in the December 2013 edition of *Commentary* – the RCP's bimonthly magazine – featuring an analysis of the need for increased access to highly trained physicians in West Africa
- courses were publicised in frequent updates on the RCP communications and social media channels
- a piece in the RCP's journal *Clinical Medicine* was written by course conveners regarding management/prevention of Ebola in their country, highlighting the importance of projects such as M-PACT in strengthening national health systems (included in appendix; link: www.clinmed.rcpjournals.org/content/15/1/54.full.pdf)
- via the RCP international blog – Dakar course attendee Dr Clement Diarga Basse – 'Voices from the ground' in April 2015 (www.rcplondon.ac.uk/update/insight-overseas-interview-senegalese-doctor-clement-diarga-basse)

All of these channels will be used to promote the second round of courses, plus we are looking for additional opportunities to publish content in the UK/West African press and medical journals.

M-PACT: Year 1 report

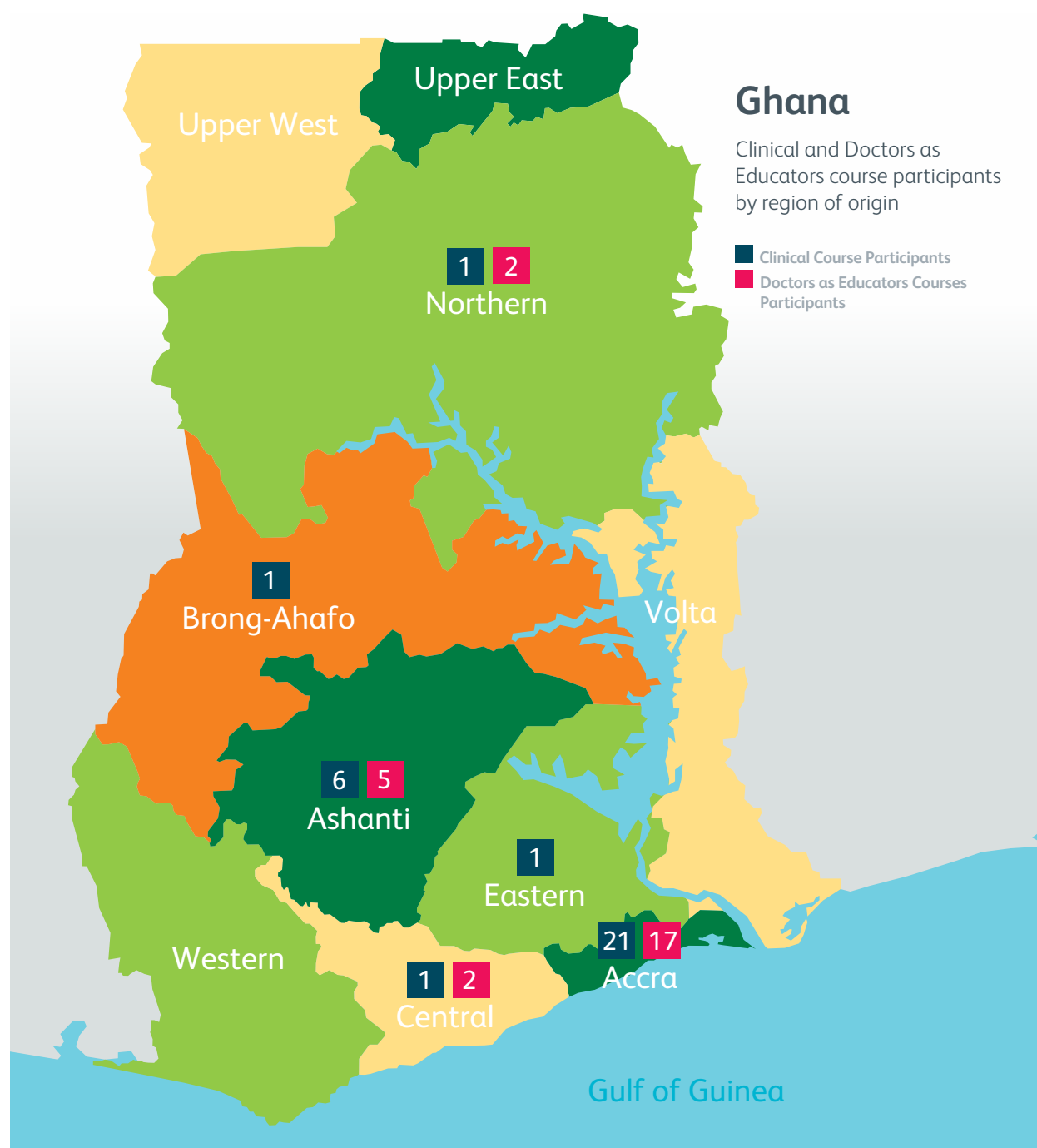
Overall, year 1 was successful in setting up three high-quality regional MDG6 training centres and laying a strong foundation for continued training in years 2 and 3.* In the first year, two Doctors as Educators courses and three clinical courses were completed, including both national and international participants, with measurable gains in participant knowledge and extremely positive feedback from participants and faculty members. UK volunteers, as well as the Nigeria-based project manager, gathered at the RCP following the last course to debrief from the first round of courses. Following that, course conveners and members of the project board met with RCP staff in Accra in May 2015 to discuss the successes and challenges of year 1 and to make plans for the successful completion of year 2 goals. RCP staff were also able to meet members of the Ecobank Foundation in Togo in May 2015 and share with them the progress in year 1, and the vision for the coming years.

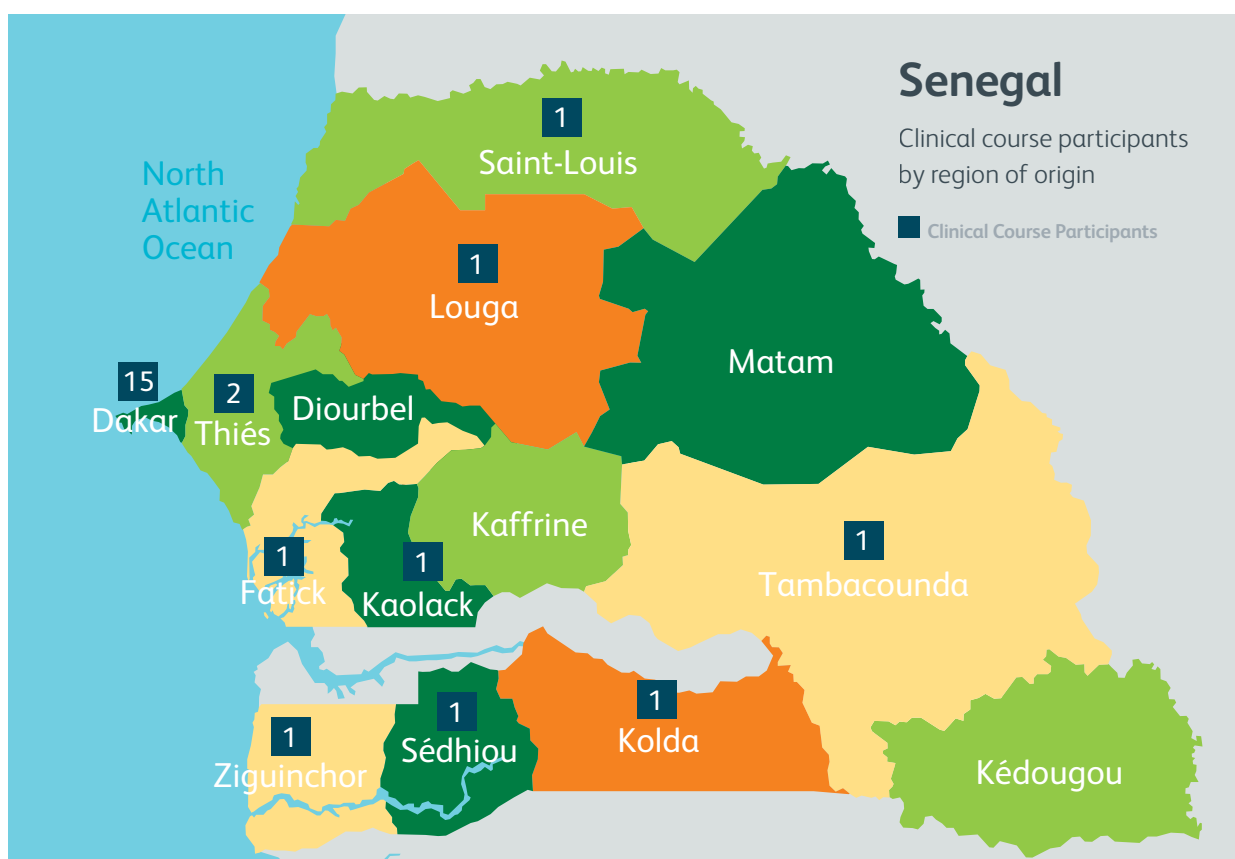
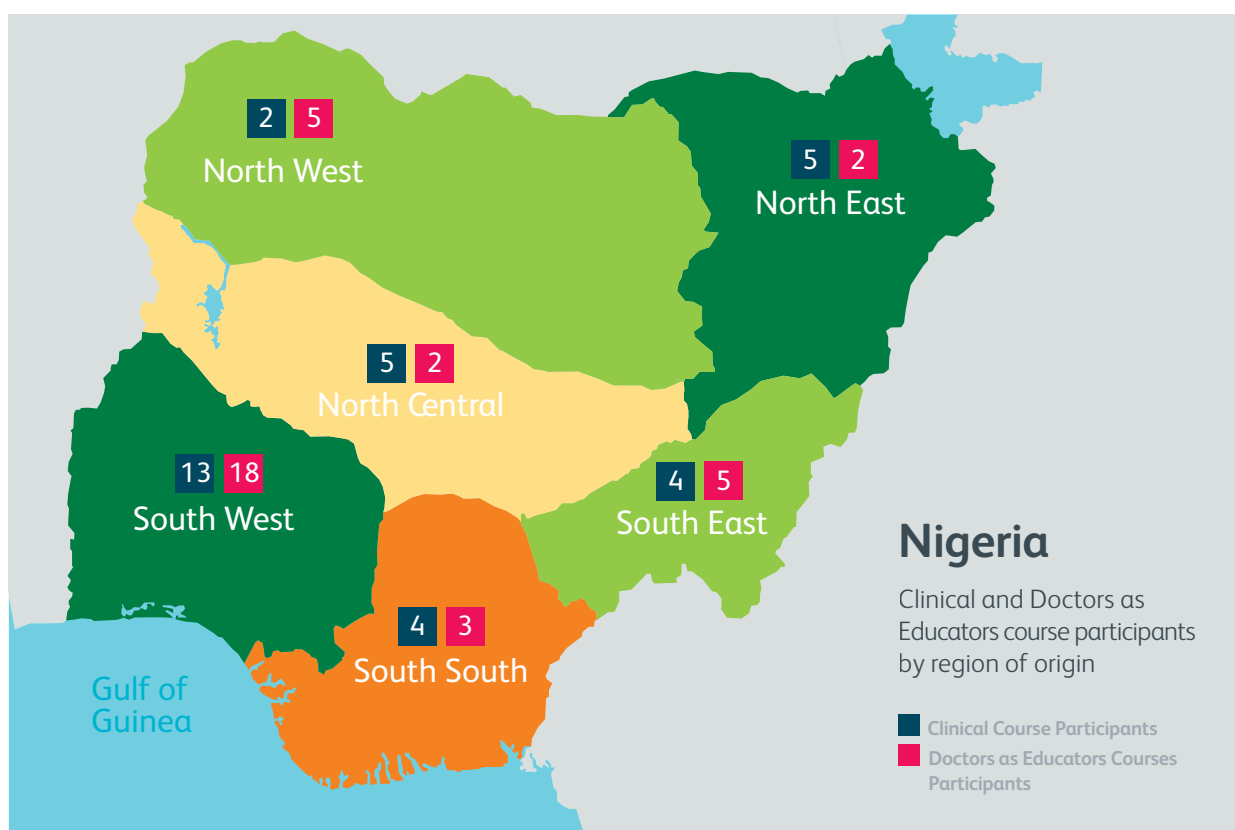
Year 2 will include two clinical courses each in Dakar, Ibadan and Accra, with one additional clinical course in Abuja (Nigeria). One key aim for year 2 is to include more participants from smaller and francophone countries in the region by accessing wider regional contact networks. We are looking forward to the continued fruitful collaboration to deliver sustainable education and training for doctors in West Africa to improve patient care for HIV, tuberculosis and malaria, and are grateful for the Ecobank Foundation's ongoing support.

*See appendix for outcomes framework.

Appendix

- > Regional origin (within country) of Doctors as Educators course participants
- > Regional origin (within country) of clinical course participants
- > Year 1 actual spending
- > Outcomes framework
- > Doctors as Educators course programme; Accra
- > Clinical course programme; Ibadan
- > Clinical Medicine piece





Year 1 actual spending

Table 2. Year 1 final expenditure

Income	\$171,325
Expenditure	\$144,545
Travel	\$30,099
Bursaries	\$48,819
Professional fees	\$5,378
Courses	\$15,464
Project board M&E administration	\$5,920
Director of educational development	\$0
Project management and overheads	\$38,686
Surplus	\$26,777

Outcomes framework

Goal	Indicators	Status
> To establish three Millennium Development Goal 6 training centres (MTCs) to deliver sustainable education and training for doctors in West Africa to improve patient care for HIV, tuberculosis, malaria and related conditions.	> Long term: progress towards achievement of MDG6	
Outcomes	Indicators	Status
> Better access for West African patients to physicians with specialist clinical training in MDG6-related conditions.	> Number of trainees from targeted specialties who completed course > Geographical spread of home institutions of course attendees	> 94 physicians trained in clinical courses > See maps
> Improvement in the standards of clinical practice in some of the poorest and remotest areas of West Africa.	> Greater number of fully trained physicians available to address MDG 6 (number of clinicians who completed course) > Enhanced performance of course participants in the relevant WACP examinations > Geographical spread of home institutions of course attendees	> 94 physicians trained in clinical courses > <i>Note: This will not be used as an indicator</i> > See maps
> Development of three effective postgraduate training centres, staffed by a faculty of West African physicians who have the required teaching skills and capacity for regional cooperation.	> Establishment of clinical training centres in Accra, Ibadan and Dakar <i>Note: Dakar selected ahead of Abuja, with Abuja to come in Year 2</i>	> Achieved

Outputs	Indicators	Status
	<ul style="list-style-type: none"> > Attendance of teaching faculty at Doctors as Educators workshops > Geographical spread of home institutions of course attendees 	<ul style="list-style-type: none"> > 64 physicians trained in DAE courses > See maps
<ul style="list-style-type: none"> > Provision of advice and guidance from the RCP and UK specialists to the WACP course convenors and course faculty on MDG 6 training course content and delivery. 	<ul style="list-style-type: none"> > Scoping visits to MDG6 training centre sites by UK specialists > Visits to UK by WACP course conveners > Agreed plans for the MDG6 courses 	<ul style="list-style-type: none"> > <i>Note: these deemed unnecessary</i> > Achieved > Achieved
<ul style="list-style-type: none"> > Delivery of three MoUs between the WACP, the RCP and each of the three hospitals (+/- the local university), confirming the agreement to establish the three training centres. 	<ul style="list-style-type: none"> > Three MoUs signed by all participants. <i>Note: MoUs agreed with course conveners in place of hospitals</i> 	<ul style="list-style-type: none"> > Achieved (see example in appendix)
<ul style="list-style-type: none"> > To deliver five 1-week postgraduate clinical courses for ~30 trainee physicians at each specialist training centre (total = 15 courses). > All courses will cover general medicine and infectious diseases, and each course will cover two of the following sub-specialties: respiratory medicine, cardiology, neurology, nephrology, gastroenterology and dermatology. > One day of each course will be delivered at a local community health centre, with a focus on the control and community management of HIV, tuberculosis and malaria. > The courses will be delivered by two senior clinicians from the UK plus a faculty of local WACP physicians. > Any spare places on the courses will be available to specialists and consultants will be accredited for continuing medical education points (CME 	<ul style="list-style-type: none"> > Successful delivery of a total of 15 postgraduate clinical courses, with a total of approximately 450 trainees in attendance > Records of specialties of trainers > Course programme > Records of UK volunteers > Attendance records 	<ul style="list-style-type: none"> > 94 physicians trained in clinical courses > Achieved (records available upon request) > Achieved (see course programme) > Achieved (volunteer records available upon request) > Spare places given to mixture of specialist and junior doctors and public health professionals
<ul style="list-style-type: none"> > To deliver two 1-week MDG6 clinical training courses in Abuja for up to 30 participants per course. <i>Note: Abuja site used in Years 2 and 3 only</i> > To deliver one regional postgraduate 1-week clinical course for up to 30 physicians in Sierra Leone. > The courses will focus on general medicine, infectious diseases and community medicine. > The courses will be delivered by two senior clinicians from the UK plus visiting faculty from Nigeria or Ghana and local staff based in Senegal and Sierra Leone. 	<ul style="list-style-type: none"> > Successful delivery of three 1-week regional clinical course for 90 delegates <p>Indicators of progress:</p> <ul style="list-style-type: none"> > Development of relationships/ collaboration between physicians in anglophone and francophone countries > Engagement of teaching staff > Details of the participants > Course details > Quality of teaching 	<ul style="list-style-type: none"> > Year 2 and Year 3 indicators
<ul style="list-style-type: none"> > To deliver five orientation training days for UK specialist clinicians (volunteers) in advance of their visits to West Africa, where they will teach on the clinical courses 	<ul style="list-style-type: none"> > Total number of course tutors who attend > Evidence that all tutors attend at one orientation session 	<ul style="list-style-type: none"> > Achieved <i>Note: Pre-departure briefing with course conveners included instead</i>

Outputs	Indicators	Status
<ul style="list-style-type: none"> > To deliver three non-clinical educational workshops for ~30 trainee physicians or clinical teachers, entitled Doctors as Educators. > The courses will be held at the three principal MTCs > The courses will be delivered by the WACP faculty members who were trained in this activity through an RCP/WACP project from 2009 to 2012. 	<ul style="list-style-type: none"> > Successful delivery of three non-clinical workshops. <p>Indicators of progress:</p> <ul style="list-style-type: none"> > Engagement of workshop facilitators > Details of the participants > Workshop details > Quality 	<ul style="list-style-type: none"> > Achieved <i>Note: Dakar DAE course deemed unnecessary</i> > 11/12 instructors had attended DAE in past > Details of participants > See programme in appendix > Feedback from course participants
<ul style="list-style-type: none"> > To provide 15 bursaries at each of the clinical courses and education workshops (315 bursaries in total by end of year 3). > Bursaries of \$1,400 will be available to those coming from other West African countries, and of \$700 for those with substantial journeys within the country. > Priority will be given to doctors in public service from resource-poor regions. 	<ul style="list-style-type: none"> > Successful allocation and distribution of funds 	<ul style="list-style-type: none"> > Target of 90 in year 1: 88 bursaries awarded > Three participants from Mali, Burkina Faso and Benin attended the DAE courses

Example WACP/RCP Doctors as Educators programme

26–28 January 2015

Accra

Facilitators: Dr Henry Lawson, Dr Victoria Adabayeri, Dr Akye Essuman, Prof Margaret Lartey, Dr Alex Osei-Akoto

Day 1

Time	Session
9.00	Registration
9.30	<ul style="list-style-type: none"> • Welcome and introductions • Overview of the day
10.45	Morning break
11.00	<ul style="list-style-type: none"> • Adult learning theory • Learning styles • Objective setting • Session planning
13.30	Lunch
14.15	<ul style="list-style-type: none"> • Teaching large groups • Demonstration of the WACP online learning platform • Overview of the reflective assignment
16.00	Close

Day 3

Time	Session
9.00	Registration
9.30	<ul style="list-style-type: none"> • Review of Day 2 • Educational supervision and mentoring • Making use of multisource feedback
10.45	Morning break
11.00	<ul style="list-style-type: none"> • Presentation skills • Evaluating teaching
13.30	Lunch
14.15	<ul style="list-style-type: none"> • Evaluation of the WACP education programme • Information on the educational initiatives • Summary
16.00	Close

Day 2

Time	Session
9.00	Registration
9.30	<ul style="list-style-type: none"> • Review of Day 1 • Teaching small groups • Practical teaching exercise
10.45	Morning break
11.00	<ul style="list-style-type: none"> • Workplace-based assessment • Managing the learning environment
13.30	Lunch
14.15	<ul style="list-style-type: none"> • On the job teaching • Teaching in different clinical settings • Effective questioning
16.00	Close

Programme and lectures for RCP/WACP clinical training on HIV, tuberculosis and malaria

23–27 March 2015

Ibadan

Time	Day 1 Monday 23 March Malaria	Day 2 Tuesday 24 March HIV	Day 3 Wednesday 25 March Tuberculosis	Day 4 Thursday 26 March Infectious diseases	Day 5 Friday 27 March Community
8.00–9.30	Registration Introduction Opening ceremony Photographs Pre-test Coordinator Convener	Registration	Registration	Registration	Registration
9.30–10.30	Epidemiology and pathophysiology of malaria Dr Michael	Lecture 1. Epidemiology and pathophysiology of HIV Prof Olaleye	Lecture 1. Epidemiology and pathophysiology of Tuberculosis Prof Erhabor	Lecture 1. Epidemiology and pathophysiology of infectious diseases (Ebola, Dengue, Marburg etc) Dr Elinor	Community work Prof Omokhodion Dr Adebayo
10.30–11.30	Advances in the management of malaria Dr Michael	Advances in the management of HIV Dr Achiaka Irabor	Lecture 2. Advances in the management of tuberculosis Prof Erhabor	Lecture 2. Differential diagnosis of febrile illness and management of infectious diseases Dr Elinor	Community work Prof Omokhodion Dr Adebayo
11.30–12.00	State/national malaria programme Dr Ladipo	State/national HIV programme Dr Ayinde	State/national TB programme Dr Lawal	Leadership and effective communication of outbreak teams Dr Oleribe	Post-test / Wrap up
12.30–14.00	Workshop 1 (Workshops, three groups to switch after 30 minutes). Case studies - Renal complications of malaria Dr Ajayi - CNS complications of malaria Dr Hadi (UK) (renal complication) - Other complications of malaria Dr Elinor	(Workshops, three groups to switch after 30 minutes). Case studies - Renal complications of HIV Dr Ajayi - CNS complications of HIV Dr Hadi (UK) - Dermatological complications of HIV Dr Elinor (UK)	(Two workshops, groups to switch after 30 minutes) Case discussions - Renal complications of tuberculosis Dr Ajayi - CNS complications of tuberculosis Dr Hadi	(Two workshops, three groups to switch after 30 minutes) Functional supportive therapies Prof Oni Dr Hadi Paediatric perspective Dr Ogunbosi	Presentation of handouts, CDs, certificates LUNCH DEPARTURE

Time	Day 1 Monday 23 March Malaria	Day 2 Tuesday 24 March HIV	Day 3 Wednesday 25 March Tuberculosis	Day 4 Thursday 26 March Infectious diseases	Day 5 Friday 27 March Community
14.00–15.00	Lunch	Lunch	Lunch	Lunch	Lunch
15.00–15.30	Feedback Dr Ajayi	Feedback Dr Ajayi	Feedback Dr Ajayi	Feedback Dr Ajayi	Feedback Dr Ajayi
15.30–17.30	Workshops, three groups to switch after 35 minutes) Practical and clinical sessions: general nephrology, black water fever, malaria nephropathy, dialysis, CNS and kidney failure Prof Kadiri Dr Raji Dr Hadi (UK)	Workshops, three groups to switch after 35 minutes. Candidates and lecturers can bring cases to discuss. Practical and clinical sessions: Bedside HIV kidney failure Prof Arije HIV transplant Dr Raji Opportunistic infections in HIV Dr Elinor	Workshops, three groups to switch after 35 minutes). Candidates and lecturers can bring cases to discuss. Practical and clinical sessions: Bedside Infectious disease, tuberculosis Dr Elinor Tuberculosis and the kidney Prof Kadiri Tuberculosis, chronic kidney disease and transplantation Dr Arogundade	Preparing for the next outbreak. Personal protective equipment: Putting it on and off. Ethics of management, experimental therapies, vaccination Prof Olaleye	-



Picture 4: Clinical skills course group, Accra

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