

**FOAN**

Friends of African Nursing  
[www.foan.org.uk](http://www.foan.org.uk)  
Registered Charity: 1113054

# Friends of African Nursing Annual Report 2018



May 2019

## **Foreword**

*Welcome to our fifteenth Annual Report.*

*We report to you each year, so that as we continue to fulfil our charitable objects we report and are accountable to you our members, supporters and donors for the funds we spend.*

*We, the trustees all work for the charity in our spare time and voluntarily. This ensures that funds raised are spent entirely on delivering education to nurses in Africa or on the charities governance.*

*During 2018, we have spent time planning our education in Africa, as well as developing the online service. We are proud of the achievements of the charity and the over 2000 nurses we have trained all over the continent. We would like to continue to run face to face sessions as we know that this is most effective educationally, more so than on-line education but the costs continue to escalate, so this will limit the frequency that we are able to visit.*

*Our network of clinical ambassadors will help us to focus the on-line education specifically to meet the needs of the nurses and we will ensure that they receive as a thank you – regular articles of interest. The modules of education will have a short quiz at the end to test their knowledge.*

*Kate Woodhead*

*Chair of Trustees*

## **About us**

Friends of African Nursing is a small UK based charity who deliver education to surgical team members in the countries shown on the map. The education is essentially about managing the considerable risk to patients during surgery, patient safety and infection. Staff risk is another significant element which we include. It is also about teamwork and leadership in a complex environment, in a dynamic world and the education needs constant updating. Whilst the focus of the education is largely delivered to perioperative nurses, it also includes many from the wards and other departments particularly for the leadership programmes.

We have learned many things from the African Nurses, as we have taught them, not least of which is how to adapt practice to suit the availability of products and equipment. It is a huge reward for facilitators and trustees to teach highly motivated individuals.

Each of the facilitators is an experienced nurse able to adapt their knowledge as they are asked a difficult question!



### **What we do**

Since we began working in Africa, in 2001, we have visited eleven countries and educated over 2,000 nurses working in partnership with the host organisation and Ministry of Health. Reports from our visits are both on the website at [www.foan.org.uk](http://www.foan.org.uk) and also reproduced in this Annual report for those who do not have access to the internet.

In 2018 we have made three visits to Africa as well as advancing the on-line offering of modules of learning. We were invited to visit Ghana once again to deliver a patient safety and risk management course both in Accra and in Kumasi. We also held an update for operating theatre nurses in Accra and were delighted to have 96 delegates attend! We are pleased that FoAN Canada were able to send a representative Director from their charity help us to facilitate the course in Ghana. Their input aids our programme and hopefully helps them along too.

We made a visit to Rwanda, a new country for us, in September, to test a new programme for paediatric theatre care kindly sponsored by Kids OR, a Scottish based charity. This programme went well and we were able to help the nurses to understand some of the rationale for the way perioperative care works, as they had never had any learning on the subject.

In November, we made a visit to Malawi, also supported by Kids OR to deliver the same programme, tested in Rwanda.

## **Our charity objectives**

- 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 focused expertise to perioperative nurses, developing individuals, teams and potential leaders.
- To provide a conduit for ethical donations of educational material and clinical equipment for operating theatre practice.

## **Where we work in Africa.**

The countries where we have worked in Africa are:-

Uganda, Zambia, Kenya, Ethiopia, Botswana, Tanzania, Ghana, Malawi, The Seychelles, Lesotho and Rwanda.

## **The Team of Trustees**



### **Kate Woodhead RGN DMS – FoAN Chair and Co-Founder.**

Education is the basis of better care. Continuing education and understanding is rarely available to African nurses without outside assistance although increased access to the internet is already making a difference. Kate works independently as a healthcare consultant, after more than 35 years in perioperative care as a practitioner and manager in NHS. She is a former President of the International Federation of Perioperative Nurses and previous Chairman of the National Association of Theatre Nurses. She worked with The World Health Organisation on Safe Surgery Saves Lives Campaign.



### **Dot Chadwick – FoAN Trustee**

Dot has worked in the perioperative environment for many years, undertaking clinical, managerial and educational roles. She has worked in an educational role most recently, and is an important advisor to the charity on the topic. Dot is also an active member of the Association of Perioperative Practice and a Past Officer of the Association. She works on the AfPP Consultancy bank.



### **Diane Gilmour – FoAN Trustee**

Diane has been a perioperative nurse for over 30 years employed within a variety of different roles during that time- clinical, managerial, education. In 2018 Diane moved away from the commissioning of services and now works with the national initiative- Get It Right First Time (GIRFT) - supporting local hospitals with quality improvement programmes. Diane was elected as a Trustee of Association for Perioperative Practice in 2005 and President January 2009-October 2010. She has published and presented on a variety of subjects nationally and internationally.

Diane has been a member of FoAN since 2005 when she was sponsored by Mölnlycke to support the educational programme in Tanzania. In 2012 Diane became a Trustee and has travelled to Malawi and Ghana. Diane lives in Crawley.



### **Stephanie Freeman FoAN Trustee**

Stephanie qualified as a nurse in 1984 and is currently working at the Royal Bournemouth Hospital as a nurse colposcopist and manages a very busy women's health out-patient department.

She first became involved with the perioperative organisation, The National Association of Theatre Nurses as a committee member of the Brunel Branch, was a helper at Congress for three years and then became Membership and then Team Lead for the South West Region in 2005, following a move to Dorset. Stephanie was also a member of the Governance Committee and then became a Trustee of Association of Perioperative Practice in July 2009.

In March 2015 Stephanie acted as a facilitator with FOAN on an educational visit to Malawi and has now become a Trustee for the charity.



### **Sally Pentecost – FoAN Trustee**

Sally qualified as a Enrolled Nurse in 1983 working in general nursing going onto complete her conversion course in 1996, and moving into peri-operative practice where she went onto complete her theatre course and teaching qualifications from University of the West of England.

Sally has recently retired from her full time role Theatre Manager at West Cornwall Hospital Penzance where her role included the overseeing of Theatres, the Surgical ward and the Treatment Centre. She now keeps her hand in by working as a Bank Theatre Nurse.

Sally first became involved with Association for Perioperative Practice as a member of Brunel branch and then a congress helper, moving on to join the South West Regional team.



### **Mona Guckian Fisher**

Mona is President of the International Federation of Perioperative Nurses (IFPN) (2018-2021), and a past president of the UK Association for Perioperative Practice (AfPP); and has been involved in the delivery of perioperative services for over 35 years. She has served on the board of the European Operating Room Nurses Association (EORNA) 2013-2017 and IFPN 2014-2017.

In the last year she has been to India and Africa promoting standardised practice, teamwork, and patient safety in the multidisciplinary theatre team. Mona received the AfPP Award of Merit 2017 in recognition of her services to perioperative practice and patient safety.

### **Julia Lea - Treasurer.**



Julia is a qualified chartered accountant with over 20 years of experience. She has worked in practice for KPMG and Deloitte and now works for Alliance Automotive UK as their Group Mergers & Acquisitions manager having moved from Wm Morrison Supermarkets Plc. Julia is based in their head office in Bradford using her financial experience to help them acquire at least 12 businesses a year.

## **Patrons**

We are most grateful for the support of our patrons, who enable us to reach communities and contacts outside our usual circles. Their role is as ambassadors for the charity.

### **John Heath – patron**

John started his publishing career in 1986 at Benn Publishing selling classified advertising on Packaging Week. In 1987 he moved to Macmillan Publishing where he progressed to become group advertising manager for the Health Service Journal, Therapy Weekly and Social Work Today.

He left in 1990 to set up JMH Publishing Ltd and launched the National Association of Health Authorities and Trusts (NAHAT, now the NHS Confederation) NHS Handbook. 1998 John saw the opportunity to develop a similar Handbook for the pharmaceutical industry and launched the Wellards Guide to the NHS and Medicines, the Guide became an instant success and grew into what it is today – The Wellards Academy.

### **Denis Robson - patron**

Denis Robson enjoyed a 40 year career with global healthcare company Johnson & Johnson where he held several senior management positions with responsibility for business in Africa and the Middle east. Latterly he served as part of the African Corporate Social Responsibility team with responsibility for health workforce training. He now actively serves on boards and committees that are dedicated to improving access to surgery and the treatment of mothers with childbirth injuries.

## **Membership**

The Newsletter keeps everyone updated on all our activities, and two have been sent to the membership during 2018. It is also posted onto the website, so that anyone can see the archive of activity and some photos too! It is always tremendous to receive feedback and both newsletters this year have elicited comments.

The brochures were updated so that they reflected new pictures and an updated list of trustees. These were used at a number of publicity events for potential supporters and elicited new members.

## **Educational Visits to Africa**

### **Ghana 2018**

In January, Kate Woodhead and Diane Gilmour, accompanied by Mary Knight (FoAN Canada) flew to Accra for a week, to provide an update to nurses in Ghana on patient safety and risk management across differing specialities and on different sites.

We were hosted by the Medical and Surgical Skills Institute (MSSI) on the main hospital Korle -Bu site in Accra- and used their modern purpose built facilities. Our goal was to deliver two x two days courses focussing on more general aspects of patient safety followed by the final day specialising on perioperative patient safety and in total 163 nurses benefited from the education which was provided.

The patient safety and risk management programme focussed not only on clinical aspects (patient identification, medication errors, falls, HAIs, safe surgery) but also covered communication, teamwork, documentation, accountability, principles of human factors, stress and fatigue.

The first course was attended by 54 nurses. The delegate evaluations of the 2 days reflect that overall they enjoyed the mix of clinical and theoretical aspects; they found the programme well organised and planned; with relevance to their own practice. In fact throughout the evaluations positive feedback on all of the sessions was noted by one person or another. Not only did they comment on the content many praised us as facilitators, how we had worked well as a team, and how we interacted with each other throughout the sessions.

What will they do differently as a result- many acknowledged that they needed to put the theory into practice now but that they had gained the knowledge to do this through this course.

*“The topics were well presented and have given me more knowledge to impact as a manager”*

*“I will assess the health risk of every client; effective communication among colleagues”*

*“To motivate my staff who are patient safety conscious and develop a forum to make reporting of such occurrences easier”*

The course was then repeated at Kumasi on the Wednesday and Thursday. This involved a 30 minute flight for us but a 5-6 hour journey by road for some of the MSSI team who bought the necessary presentation equipment with them. The ride from the airport to the hotel (at night) was a journey through African street life – bustling full of market stalls, people selling their wares, food being cooked – a sight to wonder at.

The course at Kumasi was held in the local hospital where in the middle of the grounds is a museum displaying African artefacts of the local people and a “Sword

in stone” with details of the legend behind it. Interesting to hear of the culture and history of the local area.

Again different backgrounds and grades of nurse attended- this time just 13 in number- but a few had travelled some distance to be there. Although a smaller group who interacted well with each other and contributed within the groups, the evaluations reflected similar themes.

And then back to Accra. On our final day we were to deliver a perioperative safety programme to 96 delegates. The day focussed on updating delegates on the surgical checklist, latest on surgical site infection, human factors, decontamination, risks, management of normothermia, bullying. We were joined by Joel one of the local Clinical Ambassadors who presented on surgical smoke. Whilst this was a large group they interacted, shared experiences and generated much discussion and debate. The evaluations again reflect a well organised, strong educational programme, highlighting patient safety and one which provided the nurses with the skills and knowledge to go back to their areas, supporting them to make a difference.

Whilst the programmes had been patient focussed the evaluations and reflections illustrated how the delegate themselves would make a difference in their environment – it was encouraging though that there were a couple about the patient themselves.

*“Empowering patients to speak of anything bothering them”*

*“Place my patient first”*

*“Keep my patient safe”*

As with many African countries the main hospital structure and building showed signs of extensive wear and tear and in need of repair. During our visit to the operating theatres at Korle- Bu it was interesting, and encouraging, to see that there was evidence of new equipment- such as beds, trollies, patient warming, operating lights and diathermy machines- having been introduced although it is likely that this had been donated by companies. The surgical site checklist was prominently displayed on the theatre walls.

Ghana was not all work and we did manage to visit a school and orphanage for the street children in Accra, supporting them with donations for mosquito nets, pens and paper, and then a cultural market.

Our thanks to Kwame (Director MSSSI) and his team for their support not only to the education programme but also to the FoAN team (they were our drivers, our guides and our friends).

As a team, Mary, Kate and I, reflected on our week, its success, how we had worked as a team and what would we do this differently next time round. A job well done and on our return we received a note of thanks from Kwame and the chair of the MSSSI Board of Directors which I think sums up our week in Ghana

*Dear FOAN team,*

*I want to take this opportunity to express the sincere appreciation of the MSSSI Staff for you recently teaming up with MSSSI Ghana to train health professionals across the country on " Patient safety and Risk Management" and "update in theatre practices" Courses. We were impressed with the passion with which you taught these courses coupled with your preparedness to travel all the way to Kumasi to replicate these courses for the northern sector as well.*

*We indeed learnt a lot from your devotion to work. We also still continue to receive feedback from participants as to how much practical the courses were and the fact that they will make a big impact towards the provision of quality healthcare in their facilities.*

*We want to say a big thank you to the whole team as we look forward to a stronger collaboration in the future. Thank you*

### **Rwanda 2018**

Dot Chadwick and Kate Woodhead spent a week at the University Hospital in Kigali, Rwanda delivering education to ten theatre nurses following the installation of the refurbished operating room for children at the hospital. Working with Kids OR ([www.kidsOR.org](http://www.kidsOR.org)) who planned, equipped and installed the new paediatric theatre, Friends of African Nursing's role ( [www.foan.org.uk](http://www.foan.org.uk)) is to ensure that the staff were trained on the new equipment and provide an uplift to their perioperative knowledge base.

The ten delegates have never had any input to their specialist area of practice and there were many different topics on our programme. We all worked hard to ensure that the level of information was appropriate and beneficial. We undertook many clinical topics on patient safety, teamwork, infection prevention and the practical application of theory such as the surgical count. We were able to share knowledge on the clinical decontamination of instruments and management of instrument trolleys and the mayo table.

They were a great group of students – although we worked them hard. They enjoyed the group work and learning from each other. We made a visit on two occasions to the new paediatric theatre and were able to see it working. We went to main theatres for an extensive tour. We made a visit to the King Faisal Hospital, a local private hospital where we had a look at the operating theatres with one of our delegates and the theatre manager – exchanging ideas as we visited.



We are very grateful to all the staff of the operating theatres at the University Hospital for their forbearance – having taken a number of their few colleagues out for training. The Theatre manager , Mediatrice Batangana undertook a great deal of organisation to set up the programme and get nursing buy-in for the education - many thanks to her for her help.

Dot and Kate had a wonderful week with very kind and friendly people at the hotel and hospital. We hope to have left behind, more than the text books and eye protection which we took for the delegates and operating theatres, some useful knowledge for the development of their patient care in the operating theatres.



Evaluation of the education at the end of the week included comments in response to, What have you enjoyed?

“The facilitators updated and even taught us things as far as patient safety is concerned” and *“I learnt how and when counting should be done”* *“I learnt how to communicate with the team in case of any incidence”*.

Another delegate wrote *“Practice in theatre gave us a vast view of how things should be done.”*

In response to the question ‘what will you do differently?’ participants wrote *“Emphasise on patient safety using surgical safety checklist”* *“first be a change*

*maker for myself, colleagues and patients” “ I will be a good advocate for the patient and I am able to give this course to other nurses” “ I will reduce error and incidents” and finally “ I will help my teammates to increase patient safety in different ways as follows:- maximise sterility in any operation, use of better solutions in disinfecting and inform my teammates of their roles while in theatre.”*

Thanks very much to Dot for her wisdom and calm attitude to everything! We had fun and have also set up the generic programme now with a few tweaks for all the remaining teams to work with as they travel to different countries to deliver the same programme.

## **Malawi 2018**

Following the refurbishment of the paediatric theatre by Kids OR at Kamuzu Hospital two Trustees from Friends of African Nursing (Sally and Diane) provided a week long (Monday to Friday) perioperative education programme in November 2018.

The programme was attended by 13 delegates from a variety of specialities (main theatres, obstetrics and gynaecology, ophthalmology and dentistry) and with a wide range of experience (from 2 weeks to 10 years). For one or two lectures a paediatric ward nurse also joined us following a request from the Consultant Bip Nandi.

The venue was the surgical library, which while adequate in size, did not have a working air conditioning unit and fans were bought in later in the week.

Refreshments for the delegates and facilitators were provided mid-morning and mid-afternoon as well as lunch every day. There was an expectation that FoAN would also pay the delegates travel expenses but this had not been discussed prior to our visit so this was then funded through the hospital.

The opening remarks were given by the Hospital Director and the closing ceremony and certificate presentation attended by the Deputy Hospital Director (clinical) who gave up her time from a ward round. We were well supported by the hospital during the week with the deputy Director of Nursing Mabel Chinkhata visiting regularly and Patricia Nkhoma, Matron, spending every day with us enabling any issue raised to be addressed at the time. This was invaluable to the facilitators liaising with different departments.

The education programme also took place in the main theatres and every afternoon the class moved into an empty theatre for the more practical sessions. This enabled a more interactive programme to be delivered and facilitated some more “hands on” sessions when dealing with equipment or applying the theory learnt earlier to the practice.

Many delegates were attending on their days off and one nurse worked a night shift on the Thursday, turned up to the sessions on the Friday and was expected to work

that night as well. With agreement from the Matron she was sent home immediately this was brought to our attention.

Overall the week was well received by the delegates and knowledge gained – as shown in the quiz (a summary of the week) results on the Friday (most groups 75-80%, one group 63%). The evaluations also support some of the key learning points from the delegates.

Our thanks to Mabel for her support in supporting the course and the delegates and in particular thanks to Patricia who was extremely helpful and supportive to both the facilitators and delegates

Evaluations Malawi 26<sup>th</sup>- 30<sup>th</sup> November 2018

### **What have you enjoyed?**

- All the presentations were so helpful as it has been like an eye opener on things we did not do correctly for example hand washing during scrubbing, how to handle the specimen collected in theatre just to mention a few. The practical part was awesome and lovely. The group works were so helpful because we were able to brainstorm on given tasks
- Have enjoyed the topics you chose to present to us like teamwork in theatre, effective communication, scrub nurse acts as a leader in theatre. As a nurse always check the theatre in the morning to see if all the equipment and machines are working properly before beginning procedures.
- All the presentations were informative. We have been reminded on the theatre technique of laying instruments and even scrubbing. Group assignments were straight to the point. People were able to give tangible presentations while we were able to accept criticisms

### **What could have been better?**

- It needs more time. It was too much on a few days.
- Doing more practical work in theatre because more time was spent to discuss group work during practical time otherwise all the work was fantastic and helpful. Rotation of staff so that those on duty should have also attended the meeting. Snacks are supposed to be provided during refreshments
- It could have been better if we were doing the hands on in theatre not necessarily on a real patient but even using one of us than what we were doing. Like group work again but in theatre

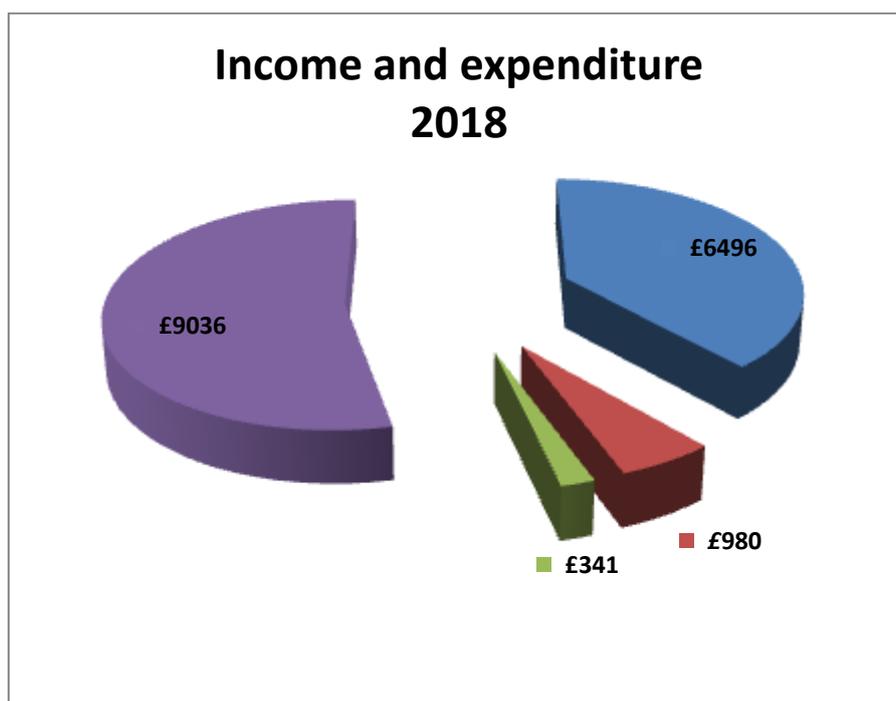
### **What will you do differently as a result of this course?**

- Making sure that aseptic technique is followed and making sure that debriefing meetings are done every morning. Ensuring that team work and good attitude are maintained, good patient positioning
- Decontamination of suction tubes, care of skin when we want to apply a diathermy pad, as the scrub nurses we will be able to stop other team members if they are doing something incorrectly. We are now empowered as leaders. New techniques of positioning of patients in a different position
- Start using the WHO surgical checklist. Place policies on walls in theatre
- Care of the patient from pre operative theatre and recovery room was not much sure of how to handle the patient in recovery room. Now I have ideas and skills of caring patients in recovery room.
- I will ensure that every student who comes in theatre gets full orientation of the procedures happening in theatre. I will make sure that everything done in theatre is documented.



**Working together in class**

## Charity income and expenditure



Donations and Membership	£6496
Charity running costs	£341
Trading income	£980
Educational visit costs	£9036

### Sales

We produce an annual calendar of African images, which sold well in 2018. The calendar is kindly donated by John Heath as a contribution in kind to FoAN. He is thanked for his generosity. Cards designed and donated by Lesley, which she continues to contribute sell well, she is thanked for her ongoing support. Sally's husband Eric is an artist and has also kindly donated some of his cards for FoAN sales, thank you to him, as they are very popular too.

We purchase items from Africa so that we have a flavour of the real continent on each of our sales stalls wherever they may be. This is often a win at each end, as we support the local community and bring a bit of Africa here. Many metres of African fabric are also purchased and are used to create useful items for our sales.

In each of the newsletters we review the individual trustees and their friends efforts to raise funds. We all do different types of fundraising from fashion shows, to choir concerts, tea dances and sewing projects for friends and neighbours! Thank you to all who contributed to the income for the charity in 2018.

We also had a small number of very generous donations, the donors would prefer to remain anonymous but have been thanked appropriately.



Kate and Dot raising awareness at AfPP summer residential

### **Looking ahead**

There are many opportunities for us to work in Africa with a range of other organisations but as we know, partnership needs a lot of work and is not always successful unless we sing from the same hymn sheet and have the same goals. We continue to seek funds, to raise our own and to work within our current parameters. The other consideration is always time, have the trustees time, to raise funds, to travel and to deliver. It should not be underestimated how much hard work goes into setting up a programme and delivering it.

### **Thanks and acknowledgements**

We could not do the work in Africa without the help and support of many individuals, trustees, patrons and many others. We continue to be thrilled and amazed at the generosity of many who give their time, money and love to assist the development of quality healthcare in Africa.

Thank you to everyone.

**Kate Woodhead**

**June 2018**

## FOAN Income & Expenditure account

### General Fund

	31/12/2018	31/12/2017
	£	£
<b>Voluntary Income</b>		
Donations	5,451	5,976
Membership	1,045	975
Other	-	-
	<u>6,496</u>	<u>6,951</u>
<b>Activities for Generating Funds</b>		
Recipe Books	-	
Cards	684	
Calenders	296	
Other(brooches,bracelet,spoons,wallets)	-	
	<u>980</u>	<u>1,646</u>
Interest Received	17	12
Sundry (refund postage)	-	-
	<u>17</u>	<u>-</u>
<b>TOTAL INCOME</b>	<u><u>7,492</u></u>	<u><u>8,609</u></u>
<b>Purchases For Generating Funds(adj.for stock)</b>	<u>46</u>	<u>127</u>
<b>Governance Costs</b>		
Postage	64	53
Stationery	65	31
Report Printing	-	-
Website Maintenance	94	70
Training	-	-
Bank charges	45	18
Foreign exchange	(29)	15
Meetings External costs	102	-
Travel & Meeting Costs	-	-
Meetings with partners-Meals	-	-
Meetings with partners-Travel	-	-
	<u>341</u>	<u>187</u>
<b>Grants &amp; Donations</b>		
Clinical Gifts,Shipping	-	50
<b>Charitable Activities</b>		
Trainers Travel & Accommodation & Food	8,789	3,090
Incidental costs	247	15
Delegates Costs (net of contribution)	-	8,376
External funding	(9,975)	-
Kids OR fund transfer	757	-
	<u>(182)</u>	<u>11,482</u>
<b>TOTAL EXPENDITURE</b>	<u><u>205</u></u>	<u><u>11,845</u></u>
<b>EXCESS OF INCOME OVER EXPENDITURE</b>	<u><u>7,287</u></u>	<u><u>(3,236)</u></u>