

Bulletin *Quarterly*



USAID
FROM THE AMERICAN PEOPLE



FUNZOKenya
TRANSFORMING HEALTH WORKFORCE TRAINING

IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.

January 2015

Afya Elimu Fund to support 2,986 in 2014/2015 Academic Year

A total of 2986 students pursuing medical training will receive funding for their tuition fees from the *Afya Elimu Fund* (AEF) for the 2014/2015 academic year. The students were shortlisted from more than 5000 who submitted applications for the loans.

The allocations were approved by the AEF Oversight Committee held on January 29, 2015 and presided over by the Director of Medical Services (DMS), Dr. Nicholas Muraguri.

Speaking during the meeting, Dr. Muraguri appealed for more partners to contribute to the fund so that it can assist more needy students. He said a loans scheme was the only way of ensuring equitable access to training fees for all needy students across the country.

"The government committed to improve healthcare provision for all. There are many infrastructural improvements currently being undertaken in various health facilities across the country and these facilities require human resources to deliver services. I am optimistic that with initiatives such the AEF the country will attain the required human resource numbers to adequately deliver services." Dr. Muraguri said.

The Higher Education Loans Board (HELB) CEO Charles Ringera, said that HELB will continue to aggressively pursue repayments from past beneficiaries to ensure that new applicants get funded.

AEF is a joint venture between the USAID/ FUNZOKenya project, HELB, and the Kenya Healthcare Federation. Other partners include the Ministries of Health, Education, and Planning & Devolution. The Fund is also mobilizing



A beneficiary of AEF loans explains to first year students at the Kenya Medical Training College Machakos campus the procedure of applying for the loans. Applications for AEF increased by more 100 % in the second year of the loan

contribution from the private sector with The Family Group Foundation, I&M bank and The Ratansi Education Trust having already made contributions.

The loan seeks to increase the number of students taking up their places in medical colleges. It also seeks to reduce potential dropouts due to non payment.

The 2986 successful applicants were vetted using a Mean Testing Instrument (MTI) that looked at families giving special consideration to orphans, vulnerable children, those with physical disabilities as well as gender.

In the first year (academic year 2013/2015) the fund awarded loans to 2,050 students. The new award brings the total number of students supported by the fund to over 5,000 in just two years.

AEF loans are offered to students enrolled in accredited nursing, clinical medicine, laboratory sciences, nutrition, and health records information programs. Students apply for loan to through HELB.

Dr James Mwanzia, Chief of Party for the USAID/ FUNZOKenya project acknowledged the contributions of the Family Group Foundation, I&M Bank and The Ratansi Educational Trust. The meeting was also attended by Mr. Peter Waithaka representing USAID and Mr. David Njoroge, Human Resources Director (HRD) in the Ministry of Health.



Dr. Nicholas Muraguri, the DMS speaks at the AEF oversight Committee Meeting that approved loan allocations for the 2014/2015 academic year

Nursing Council of Kenya Unveils New Training and Accreditation Standards to Enhance Training

To many Kenyans, the nurse or “sister” as they are commonly referred to is the very embodiment of healthcare. Nurses form the backbone of the health service, not only in Kenya, but the world over. It is for this reason that the Nursing Council of Kenya (NCK) was formed over 45 years ago to regulate the profession.

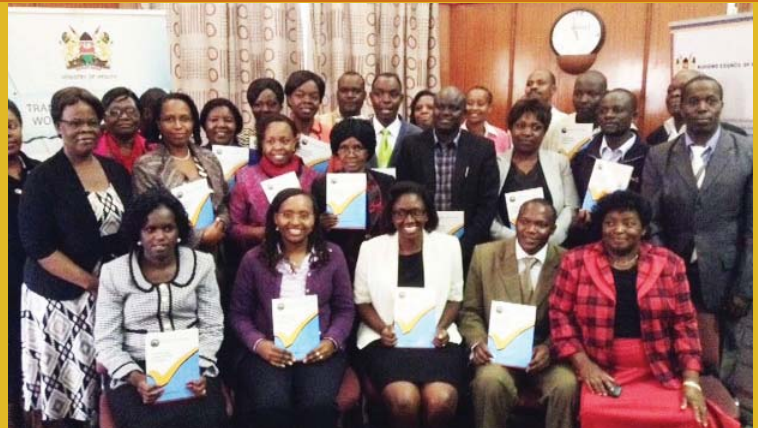
A key mandate of the Council is to regulate nurse training in the country through accreditation of institutions and courses. A major challenge faced over the years, however, has been lack of standards.

Without a document that describes expected standards of training for training institutions and a process including tools for accrediting, it has been very difficult for the Council to objectively evaluate training institutions.

To address this challenge, the project supported the Council to develop Training and Accreditation Standards. The standards provide a standardized evaluation process and tools for accrediting training institutions; regulate the nurse training courses by providing for a continuous evaluation mechanism.

Speaking at the dissemination of the Training and Accreditation Standards document, then Acting Registrar, Mrs. Jostine Mutinda admitted that without these documents the Council has had major challenges carrying out its mandate.

“NCK has not had any consolidated document to regulate training; we have been using scattered information to accredit training so this is a very big step



Delegates display the new NCK Training and Accreditation Standards

for the Council.” Mutinda said.

The document provides basic requirements in areas of governance, physical facilities, curriculum, clinical training resources and placements, students, faculty, program evaluation, research and continuous quality improvement that would guide the Council and training institutions in continually ensuring that minimum standards are maintained. Furthermore, training institutions will be able to conduct self-assessment and guide the continual improvement of the quality training offered.

The launch of the Training and Accreditation Standards was held at the Amref Health Africa International Training Centre in Nairobi, Kenya during the Future of Nursing and Midwifery Education in Kenya, Stakeholders’ Forum from December 4 - 5, 2014.

FUNZOKenya’s work with regulatory bodies at a glance

The USAID/ FUNZOKenya project is strengthening the capacity of regulatory bodies in Kenya to carry out their regulatory functions in support of health training.

The project is working with seven regulatory bodies

and has already supported MPDB to develop core curricula for Bachelor of Medicine and Bachelor of Surgery and Bachelor of Dental Surgery as well as their CPD Guidelines. The NCK and the KMLTTB have been supported to develop Training and Accreditation Standards and CPD guidelines respectively.

Also completed are CPD Guidelines, Students Indexing Guidelines and Training and Accreditation Standards for the Kenya Nutrition and Dietetics Institute. In addition the project also supported the Public Health Officers and Technicians Council to develop training, accreditation as well as indexing standards.

To harmonize CPD across cadres, the project supported the Directorate of Health Standards Quality and Regulations to develop the National CPD Framework.

The project is also supporting the Clinical Officers Council and the Pharmacy and Poisons Board to strengthen their capacities.



MPDB Boss Praises New Core Curricula for Training Doctors and Dentists

“The development of the Core Curricular for the Bachelor of Medicine & Surgery and Bachelor of Dentistry is a big leap from the bush to the highway.”

These are the words that Daniel Yumbya the Chief Executive Officer for the Medical Practitioners and Dentists Board (MPDB) used to describe the development of the country’s first ever core curricula for training doctors and dentists. The two core curricula supported by USAID/FUNZOKenya were launched in 2014.

Speaking about the impact the two core curricula have had on training of doctors and dentists in Kenya, Yumbya recalled how sometime back the Board received a curriculum from a prospective medical school for approval. The curriculum was given to four members of the Board to review but when the reviewers submitted their findings, their opinions were so different the board had challenges harmonizing them.

Yumbya says that the biggest challenge that the Board faced was lack of a benchmark for potential schools to base their curricula.

“The practice was that a college would develop a curriculum on their own and bring to the Board for review and approval. It was very hard to ensure standards.” He said.

Yumbya says that while this practice worked when there was only one or two universities training in these fields, it would be hard to maintain standards when you have more than ten universities.



Mr Daniel Yumbya the Chief Executive Officer of the Kenya Medical Practitioners and Dentists Board

“We are pleased to have a standard document upon which we can accredit medical and dental schools and ensure that standards are maintained.” He adds

Yumbya adds that the two curricula are not only going to improve standards of training in the existing schools but will also spur investment in the sector.

“The population of Kenya has grown and it continues to grow. There is greater need to train more doctors and dentists to offset the shortage currently being witnessed. To achieve this we need more medical schools.” He says.

The Board has immediately embarked on enforcing the curricula.

“We have issued a circular to all existing schools of medicine and dentistry requiring them to review their curricula to comply with our core curricula while new schools are now expected to develop their curriculums in reference to the two documents. I am pleased to note that the compliance rate is high.” Said Yumbya.



Health Cabinet Secretary Hon. James Macharia presents a Certificate of appreciation to USAID/FUNZOKenya project Chief of Party Dr. James Mwanzia in recognition of the support during the development of the two core curricula. Looking on is IntraHealth International Country Director Meshack Ndolo.

Double win for Outspan as College Launches e-learning

"Tumetoka Analogue tuko Digital" (we have moved from Analogue and now we are Digital).

These words from a popular television commercial are what Monicah Masake the e-learning coordinator at Outspan Medical Training College welcomed me with during a telephone interview on the newly launched e-learning course in dermatology. Monica says that adoption of new technology that seeks to improve quality and efficiency is the way of life and the health sector cannot afford to drag its feet.

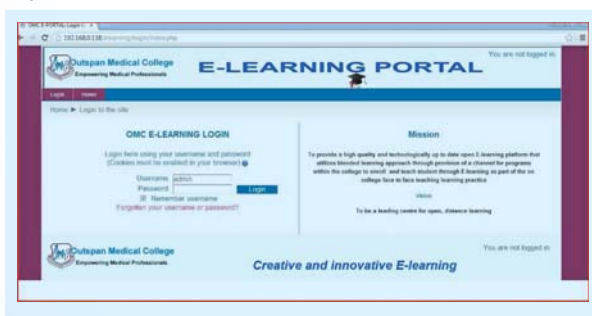
After two years of hard work and support from the USAID/FUNZOKenya project, the College has a functional Open & Distance eLearning (ODEL) Unit and launched its first e-learning course in September 2014.

A key strategy of the project is to promote use of innovative technologies in health workforce training to improve efficiency, lower the cost of training and

increase access.

The project supported the College to establish an ODeL unit, develop the ODeL policy and identify courses whose units could be converted to e-version. The project further supported trainings of 19 faculty members on content conversion, publishing, uploading and administration of the Online courses.

In addition, 2 faculty members were trained on deployment of the learning



management system. Currently, the content is hosted locally and students are able to access the content anytime and anywhere within the institution. The college had enrolled and oriented 80 students as of December 2014.

"The eight hours of the day are often not enough to cover the heavy curriculum for cadres such as nursing. Now our lecturers can use the hours made available in courses that require more interaction especially the practicals." Monica said.

"We have started with dermatology a unit under the nursing department and this has been very successful. We are also working on office administration unit and ICT for health workers unit." She added.

According to Monica the fact that the college is still hosting the material means students can only access it when connected to the college server. She is however optimistic that the college will soon have the material on the web to enable students access it from any location. FUNZOKenya is facilitating discussions between the College and the Kenya Education Network (KENET), a national research and education network that promotes use of ICT in teaching, learning and research in higher education Institutions in Kenya so that it can provide hosting services to improve accessibility.

Phyllis Cheron: Giving Hope to Patients is like a Personal Calling

It is 5:30pm and most staff at Tenwek Mission hospital are heading home after a long days work. But the bench outside Phyllis Cheron's ten square feet office is still packed with expectant faces waiting patiently for a chance to have a word with their favorite nurse. They have come to depend on her counsel for health. Cheron is not about to disappoint them.

Cheron has worked at the Hospital's Clinical Care Centre (CCC) for nine years. Her job is to educate people living with HIV and to help them live a happy, productive life. However, for the nine years that she has worked at the clinic, it has not been a walk in the park.

"HIV/AIDS has affected many lives in this area. Without good care many people could loose their lives. We have tried our best to help people live a near normal life." Cheron says.

Tenwek Mission Hospital is the only referral hospital in Bomet County though it also receives patients from neighboring counties such as Kericho. Cheron says

that due to high stigma associated with HIV in the county most people will default on treatment unless they are well counseled.

The Tenwek CCC is open six days a week and each morning Cheron wakes up to new challenges.

"I have seen patients come here when they are very sick and after several sessions they begin to improve. This is what makes me happy and motivates me to come to work every morning." Cheron.

The USAID/FUNZOKenya project is working to transform health workforce training in Kenya with the objective of increasing the quality and quantity of health workers trained.

Cheron is among over 8000 health workers who have received in-service training. She attended the Adult ART in-service training that included topics

like; adult dosing, available dosage forms, side effects, and important patient counseling points.

"I thank FUNZOKenya for bringing such trainings, especially in these rural

areas. The knowledge I gained has really helped me serve my clients better. I now have a lot of confidence as I serve my clients because I have the knowledge that I need." She said.

When we visited her clinic for the interview Cheron was attending to one of her long time patients Teresa Kwamboka. Kwamboka said. "We like Phyllis because she is very understanding and patient with us. Because of high stigma against people living with HIV many people require counseling to know how to live and take their drugs"

