

# TRAINING OF TRAINERS COURSE

Addis Ababa, May 2019



This is the **Executive Summary** of the Full Report on the visit of the Palliative Care Works Team (PCW) to Addis Ababa May 13<sup>th</sup> to May 22<sup>nd</sup> 2019.

This report is for the Board of Palliative Care Works (PCW), Dr Nicola Ayers, Federal Ministry of Health (FMOH), and Mrs Christine Davies, Rotary International (RI).

This was the final visit by PCW in this three year joint project between FMOH, RI and PCW. Palliative Care Works wishes to thank Dr Nicola Ayers and her colleagues at the FMOH and Mrs Christine Davies and all her colleagues at Rotary International for all they have done both organisationally and financially, to make this possible.

## Objectives of the visit

1. To deliver two 3 day Training of Trainers (TOT) courses to up to 30 selected personnel from 8 regional hospitals outside of Addis Ababa, from the FMOH, and from a team from Black Lion Hospital in Addis (details below).
2. To hear about the progress in strengthening and integrating palliative care by visiting the Palliative Care facilities at Yekatit 12, MenelikII, Ras Desta, Aabet and Black Lion Hospitals and meet with those delivering palliative care to patients. These personnel had been participants on the TOT course run by the PCW team in January 2018.
3. To meet officials at the FMOH.
4. To visit Hospice Ethiopia, meet with Director Ephrem Abathun, and undertake some home visits.
5. To build on the objectives of previous visits, namely:  
To support the integration of Palliative Care into the health and social care systems of Ethiopia through training and mentoring of health and social care providers, including pharmacists.

## The PCW team

Sr Ruth Wooldridge, SRN,OBE (RW), Dr Gillian Chowns, PhD (GC), Dr George Smerdon, MB,FRCGP (GS) and Mr Stephen Chowns, MPhil (SC). This multi professional PCW team of RW, GC & GS has remained unchanged since the first visit in 2016, with SMC joining it in 2018.

## **Venue**

Ethiopian Public Health Institute. PCW thanks all concerned for making the impressive venue of the Ethiopian Public Health Institute available. The assistance of the staff there was greatly appreciated.

## **The TOT courses**

held from May 13-15 and May 20-22, were delivered to a total of 26 nurses, doctors, pharmacists and public health officers from following regional hospitals:

Dangila, Jimma. Hawassa Referral Hospital, Ambo, Asella, Kanamane Regional Hospital, Debre Birhan, Jigjiga  
And from Addis Ababa: Black Lion Hospital and FMOH

A multi-professional team from Arba Minch were due to attend but prevented from travelling due to bad weather.

All the participants had had previous basic palliative care training from Dr Nicola Ayers and her team, and are providing and supporting palliative care in their work places, some in a more structured and integrated way than others.

## **The Course**

Both courses used the same time table. See appendix.

All participants completed a pre and post course questionnaire. See appendix.

The teaching material for these 2019 courses was based on the 2018 TOT course, which in turn was based on the PCW Palliative Care Toolkit and Trainers' Manual. Having an additional half day more than the 2018 TOT course gave more flexibility in running the micro teaching module.

## **Micro-teaching**

### ***Rationale:***

It is important for potential trainers to see how they perform in a training role, and to watch their colleagues trying out a variety of training methods. Experience has shown that video-recording short teaching sessions on specific topics, combined with structured and constructive feedback, is an effective way of showing participants their strengths and weaknesses. Reviewing the recording privately with a course tutor helps them to develop as competent trainers. See form attached.

Providing **two** opportunities for participants to 'micro-teach' enables progress to be identified.

**Procedure:**

Two five minute presentations were prepared by participants, on consecutive days - one on a non-palliative care topic, with a free choice of format and method, including PowerPoint, and one on a palliative care topic but not using PowerPoint. The recorded presentations were reviewed and discussed in private by the participants with their individual tutors using rules of constructive criticism. Everyone was given the completed review form and presentations were copied onto their flash drives for personal use. The participants are assured that the recorded material is viewed only by the PCW team.

**Response:**

The above procedure was successfully employed on the two 3 day courses. On both courses, the improvement in presentation and teaching techniques between the first and second 'micro-teaching' was almost universal. Imaginative use was frequently made, in the second micro-teach, of teaching methods and techniques that the participants had not previously used – such as group work, question and answer/quizzes, role-play and sculpt.

Participants responded well to the constructive criticism of their tutor's review; most were able to identify learning points themselves once they had seen the recordings. They were keen to have a copy for personal review. No participant declined to be recorded and many of them emailed back to express their gratitude for our commitment, encouragement and expertise as tutors.

Stephen Chowns' full report on the microteaching can be found in the FULL COMPOSITE REPORT, available on request.

**The Educational content of the courses**

Teaching was delivered through a series of short presentations followed by a variety of group workings and then reporting back in different ways so that participants gained experience of, and confidence in, developing training skills through different teaching methods demonstrated.

**Key points to note:**

1. The longer 3 day course added flexibility to the microteaching.
2. We believe the optimal number of participants for a TOT course based around microteaching is 12. Managing the second course with just 11 participants rather than the expected 15 participants was logistically easier.
3. Participants, some of whom are clearly very able, engaged well with the topics.
4. A few individuals had difficulty with English, which made full participation challenging.

### **Reflections:**

- Using the first session to establish relationships, set the tone and build trust is an invaluable use of time.
- The balance between teaching the theory and trying to demonstrate it in practice worked well with short but clear presentations of theory, then devoting more time to group discussion and demonstration to bring out key points.
- We referred to the Trainers' Manual as much as possible throughout the course, including adapting the 'Lesson Planning and Assessment' session substantially so that participants could focus, in groups, on particular modules, with support from tutors.
- The session on teaching techniques and methods was, as always, well evaluated, probably because some of it was new to the group and much of it consisted of demonstration, which made it more accessible than a lecture or presentation.
- The micro-teaching was perhaps the highlight of the course; it enabled both facilitators and students to see themselves performing 'live' as it were, and to analyse strengths and limitations.
- Overall, we felt that future courses should make even more use of demonstration, since the visual has more impact than the verbal.

Gillian Chowns' full report on the educational content can be found in the FULL COMPOSITE REPORT, available on request from PCW's secretary.

Certificates were presented at the end of both courses.

### **PCW visits May 16th and 17th 2019**

#### **May 16<sup>th</sup>:**

***Follow up visits to FMOH, hospitals and staff in Addis who had previously received palliative care training and TOT courses from PCW.***

- 1. FMOH.** We had a follow up meeting at the FMOH with Dr Nicola Ayers and some of her team, all of whom were palliative care and TOT trained.
- 2. Black Lion Hospital** We met with Department of Family Medicine staff, several of whom had participated in previous as well as these TOT courses. It was exciting to see them in their work setting and to see the new dedicated PC beds on the Intermediate Care Ward. The developing palliative care facilities are impressive
- 3. Visit to Yekatit 12 Hospital** to meet Dr Habtamu Mengie who had attended the PCW Five Day Palliative Care course in November 2017 and the TOT course in February 2018. He delivers an impressive level of palliative care across the hospital and the contribution he is making to patient care has recently been recognised by the FMOH. He has trained 250 staff as well as run a TOT course to give staff confidence in the practical application of palliative care and in cascading their

training The Shegur Rotary club members from Addis continue regular visits to support initiatives around supporting palliative care patients.

- 4. Visit to Menelik 11 Hospital** to meet Dr Dagnachew Hailie Selassie (Dr Dany) and Nurse Teshome Sisay, both participants in PCW's five day course in November 2017 and the TOT course in February 2018. Dr Dany says the TOT course was a 'springboard' for him to start palliative care in this hospital and he has trained 126 staff embedding a holistic approach into his teaching and work. Dr Dany is now a member of Dr Nicola's Palliative Care teaching team. Now on a Residents' programme at another hospital he returns to assist in palliative care in Menelik II as much as possible. Thanks to both Dr Dany and Teshome's efforts, many staff are making referrals to Teshome, who runs the service on a day to day basis.

**May 17<sup>th</sup>:**

***Visit to Hospice Ethiopia (HE) and home visits.***

We were welcomed again by Ephrem Abathun, Executive Director and Clinical Officer for the hospice.

The hospice offers home based care, a day centre and sees some patients on an outpatient basis. Their work is expanding - currently serving 6 sub cities within Addis Ababa - with around 45 patients visited regularly. The Day Centre sees 12 -15 patients visiting weekly.

Ephrem hopes to extend the work of HE to other areas in Addis as well as be a model for regional palliative care services, and sees placing palliative care into all primary health care through training programmes as essential. He also assists Dr Nicola with training courses in and outside Addis.

HE receives substantial and vital support from the UK based charity Hospice Ethiopia UK.

The PCW team were taken on two home visits where we saw, again, the outstanding level of care and support being given to these patients and their carers.

It is crucially important - and a great privilege - for the PCW team to make these visits and we thank all those involved in arranging these and giving up their time to share their experiences. PCW believes that maintaining contact with these champions is critically important to the sustainability of the programme and has offered extended mentorship to those interested.

Ruth Wooldridge's full report on the hospital and Hospice Ethiopia visits can be found in the FULL COMPOSITE REPORT, available on request from PCW's secretary.

## **Next steps**

1. Each hospital team created and presented their Action Plans plans for PC training, to the class and whilst they were all ambitious, given the enthusiasm and commitment, they felt achievable. The PCW team thank the participants most warmly for their engagement with, and enthusiasm for, the course and the clear passion demonstrated for palliative care and the cascading of palliative care training.
2. Throughout this project, the PCW team has been mindful not only of evaluating the impact of its teaching over the duration of the project but also, of the requirement in the Memorandum of Understanding (MOU) between PCW, RI and FMOH - 'the observation and monitoring of the clinical delivery of the training of the health and social care workers and will write reports on its quality and effectiveness'. It was agreed, therefore, that the PCW team will contact the participating TOT teams in one month, three months and six months for reports on progress against their action plan, how the TOT training has helped them implement their own training programmes (or not, as the case may be) and finally, and crucially, about clinical delivery of care.
3. In keeping with the MOU, and its policies and status as a Charitable Incorporated Organisation, PCW is committed to undertaking its own external evaluation. At the PCW Board meeting on July 26<sup>th</sup> a proposal for the evaluation, to take place in the next three months, will be presented along with this Executive Summary and the Full Composite Report.

## **CONCLUDING REMARKS**

This has been a most exciting project, working with inspiring and inspirational Ethiopian colleagues in whose hands palliative care in Ethiopia will undoubtedly go from strength to strength. It has been a great privilege for PCW to participate in this and we thank all our new friends and colleagues for their enthusiasm, commitment and dedication to the cause of developing palliative care in Ethiopia.

Ruth Wooldridge.

Gillian and Stephen Chowns

George Smerdon

June 2019

