

# Final report

## on

### Nurse Aid Initiative

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September 2013



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## **Background**

The Nurse Aid Training Project is aimed to train young females from rural areas around Koohi Goth Hospital to become assistant nurses. At present, there is only one nurse per two doctors in Pakistan. The recommended nurse to doctor ratio should be 7:1. To overcome this shortage, there is need to train nurses, midwives and other paramedical staff and ensure that they apply their skills in the health sector. The Koohi Goth Hospital has been training midwives and tutors of midwives in the last 8 years. Midwife trainees are required to have at least matric level education. A large section of women living in rural communities don't have matric education. These are young, bright and enthusiastic individuals who by circumstances were unable to complete secondary school and can therefore never realize the dream of becoming health care professionals. The Nurse Aid Project brings hope to these individuals, as it doesn't require secondary education. Through this training, we would not only be able to help 25-30 young individuals develop a career but also satisfy a dire need in the current health system. This training will then be used to train similar batches of nurse aids.

## Summary of Activities

Following activities were conducted as part of this project:

### **September-October, 2012**

- Commencement of project
- Preparation and review of training manual
- Marketing of nurse aid program in adjoining areas
- Meeting with stakeholders
- Orientation of prospective students
- Interviews and selection of candidates
- Inauguration Ceremony

### **November 2012 to April 2013**

- Commencement of training activities
- Daily classroom sessions on topics outlined on the manual
  - o Lectures
  - o Group discussions on case studies
  - o Demonstration on models
- Pre and Post tests on weekly sessions
- Practical training on various skills
  - o Vitals taking
  - o Bedding
  - o Patient cleaning
  - o Baby care and bath
  - o Other nursing aid skills
- Life skills activities such as knitting, sewing and handicrafts
- Rotation of students in wards and clinics at Atia General Hospital and Koochi Goth Hospital to practice nursing aid activities
- Time management workshop for nurse aids

- Communication skills workshop for nurse aids
- Mid term exam- Conducted from 22<sup>nd</sup> to 24<sup>th</sup> March, 2013
- Final exam- Conducted from 29<sup>th</sup> to 2<sup>nd</sup> May, 2013

### **May to August, 2013**

- Commencement of attachment (housejob) in hospitals
- Duty rosters made
- Morning and evening shifts for nurse aids in Koohi Goth Hospital and Atia General Hospital
- Practical assessment of each nurse aid being conducted by nurses and doctors in Atia General Hospital and Koohi Goth Hospital
- Facilitation for jobs- We plan to contact nearby hospitals and clinics in Koohi Goth to hire the nurse aids. Discussions with hospitals in this regard are on going.

### **August, 2013**

- The project ended in August, 2013 with the certificate distribution ceremony for Nurse Aids on 29<sup>th</sup> August, 2013
- The closing ceremony was attended by US Consul General in Karachi, Mr. Michael Dodman, along with prominent members of US consulate, non-governmental organizations, academic institutions, and Fulbright alumni.
- Media outlets were also invited and the ceremony received ample coverage in national newspapers.
- A special video was made to highlight the project and what was achieved during the 12 months of the project. This video was showcased at the closing ceremony.
- Informational brochures were printed and distributed to attendees. These informational brochures contained the project background, its achievements and anecdotes from students that participated in the pilot. A copy of informational brochure is attached with this report.

## Details of Activities

### Preparation and Review of Training Manual

A manual preparation team was formed comprising of Dr. Shershah Syed from Pakistan National Forum on Women's Health, Dr. Fahad Qazi and Dr. Mishal Sameer Khan from Research Alliance for Advocacy and Development and 2 experienced trainers from Koohi Goth Hospital, Salman Arshad and Irfan Qadri. The team met in July to discuss the list of topics to be covered in training. The first draft of the manual was prepared and reviewed in September, 2012. The 2nd draft was sent to US Consulate and alumni Nabeel Zafar, Aftab Iqbal, Uzma Athar, Fatima Batool and Saman Shah for review. After incorporating the review, a final version was prepared and sent for printing.



**Figure 1 Meeting to review training manual**

### Marketing of Nurse Aid Program/ Meeting Stakeholders

Two community mobilizers visited the surrounding villages of Koohi Goth including Thanu Goth, Jam Goth, Mullah Essa Goth and Memon Goth to meet village heads and other stakeholders such as school teachers to inform them about the training program. One of the mobilizers was female who met females from villages to inform them about the training program. Also, midwives that have been trained by Koohi Goth Hospital spread awareness about the training program in their villages.

## Orientation Session

An orientation session was held in the Koohi Goth Hospital training room to orient the interested females about the project. Their question were answered by trainers and Dr. Fahad Qazi and Dr. Mishal Sameer Khan.



**Figure 2 Orientation session for participants**

## Interviews and Selection Process

Interviews were conducted at Koohi Goth Hospital and 30 participants were selected based on the following criteria:

- Motivation to attend complete training
- Motivation to work as nurse aids post training
- Ability to read and write and have basic IQ to be able to attend and participate in class
- Permission by head of the family to attend the training

30 individuals were selected for training. The list of individuals is attached as Annex I.

## Inauguration Ceremony

An inauguration ceremony was held in Koohi Goth Hospital on 26<sup>th</sup> October, 2012. Selected participants, their families, village leaders and former batches of trained midwives and midwife tutors attended this ceremony. The honorable chief guests were Dr. Shaheen Zafar, renowned gynecologist and Trustee for Koohi Goth hospital and Dr. Tipu Sultan, ex-Principal Dow University of Health Sciences.



Dr. Shaheen gave an inspirational talk about the importance of health care workers and the role women can play in improving the health of their communities. She also briefed the attendees on the content of this training. Dr. Tipu talked about the history of Koochi Goth Hospital and the vision behind it, which is to empower communities and to develop a workforce of paramedical staff. Former trainees and trainers shared experiences how their training has improved their lives and led to their empowerment.



**Figure 3 Dr. Shaheen Zafar speaking at inauguration**



**Figure 4 Participants, their families and village leaders attending inauguration**

### **Start of Training Activities- November 1<sup>st</sup>, 2012**

Training classes started from November 1<sup>st</sup>, 2012.



## Training Sessions

Training sessions were conducted from Monday to Saturday from 9:00 am to 4:00 pm at the training hall of the Koohi Goth Hospital. Two trainers facilitated the training and covered topics that were decided for the week in the training manual. Emphasis was laid on participatory discussions. Visual aids such as posters are used to explain the medical concepts to the participants. The facilitators tried to get all participants to participate in discussions so that concepts taught are reinforced. To further reinforce the concepts, participants are given some practical learning assignments such as:

- Poster making
- Demonstration on models
- Discussion on case studies
- Vitals taking
- Bedding
- Baby care and bath
- Patient cleaning
- Maintaining Ward Hygeine



Figure 5 A typical classroom session

## Poster Making

This was a group activity in which candidates were divided into groups asked to make different posters. Some samples of posters made by students are shown below:

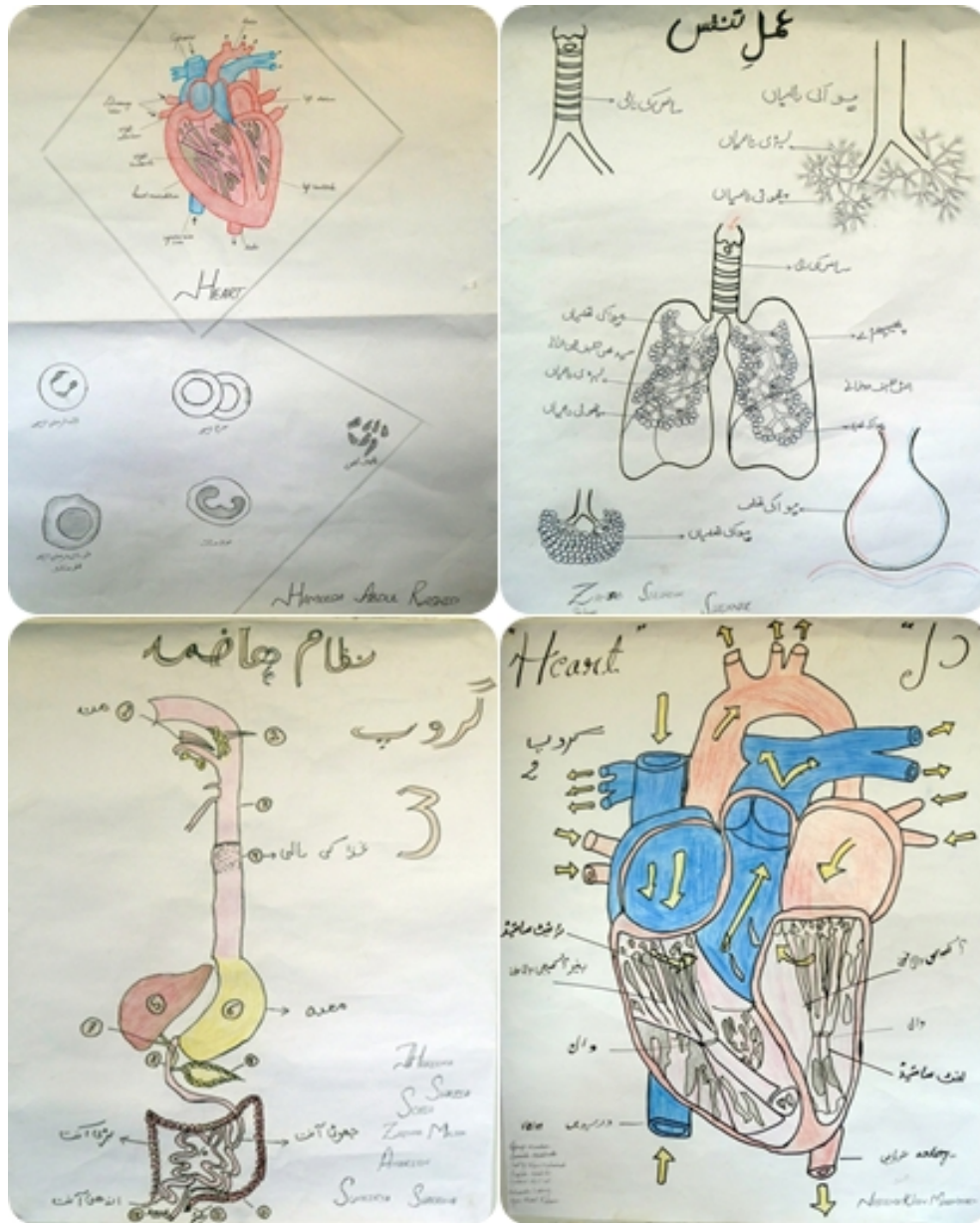


Figure 6 Posters made by students in groups

## Taking Vitals

The term "vital signs" usually refers to the patient's temperature, pulse, breathing, and blood pressure, as these reflect the patient's condition. We trained the candidates how to take the vitals of patients individually.



**Figure 7** Students taking vitals for patients in clinics



## Vaccination Center and Antenatal Card making

The nurse aids rotated in the vaccination centre and antenatal clinics and learn how to administer vaccines and maintain cards for antenatal check ups.



Figure 8 Students in vaccination center and antenatal clinics

## Bedding

Bedding and linen handling is an important task for nurse aid. All students were provided training on how to handle linen, maintain cleanliness of beds and put on bed sheets. They performed these tasks in an actual hospital environment.



**Figure 9 Students performing bedding and linen handling**

## Baby Bath

Students were trained on how to give the baby a bath by following proper guidelines.



**Figure 10** Students giving baby bath



## Patients Hygiene & Ward Cleaning

Cleanliness is important to reduce transmission of infections in hospital. Furthermore, it is also a basic need of any individual. If an individual becomes unwell, either physically or mentally and he/she is unable to meet own hygienic needs, therefore may require assistance to facilitate such needs. In order to ensure cleanliness we trained students individually to perform tasks such as wet baths, oral hygiene maintenance, dress changing and ensuring proper handling of soiled clothes and spills.



**Figure 11 Students maintaining patients hygiene**

## **Patient preparation for Cesarean Section**

The students also performed preparation for operations such as Cesarean Section.

- Providing all required things to midwives during preparation like I/V cannula, drip set, foliey's catheter / required medication.
- Changing the OT dress of patients
- Shave the operative area of the patient
- Assist the midwife to pass I//v Cannula and foley's catheter
- Shifting the patient to Operation Theater

## **Positioning of patients for gynecological procedures**

The nurse aids helped maintain positions for examination of patients for gynecological procedures. These include lithotomy, PA and PV positions.

They

- Assist the patient in making P/A and P/V position
- Help to maintain their privacy
- Assist the doctors and midwives regarding required things for P/A and P/V position like sheet to cover & the patient antiseptic solution/ gloves etc.

## **Clinic Rotations**

Each student had to perform clinical rotations as well. Students were divided into 2 groups, one for Koohi Goth and the other for Atia Hospital. These assignments are changed on monthly basis. The purpose of these rotations was to familiarize the students with the hospital environment and the procedures performed in various hospital departments. Furthermore, this provided an opportunity to students to apply the skills learned in training sessions and the practical training activities.



**Figure 12** Students rotating in OPD





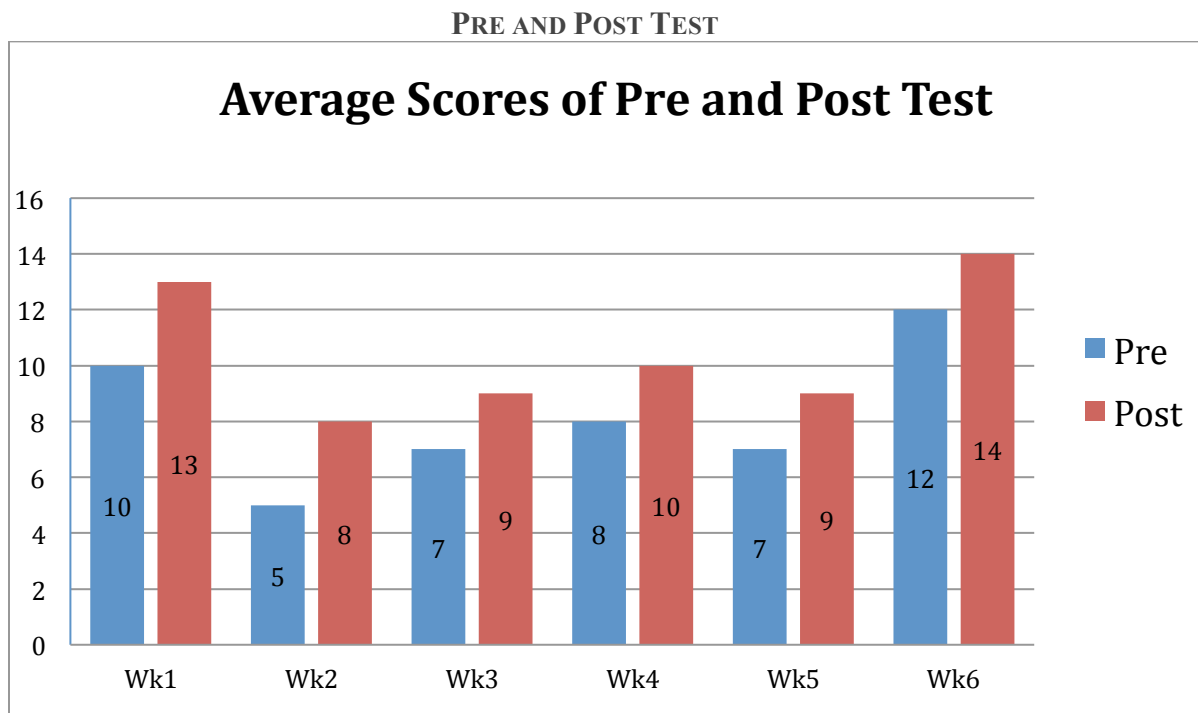
Figure 13 Students rotating in vaccination center, examination room



**Figure 14** Students rotating in wards

## Tests and Examinations

Each week students take tests to assess improvement on their knowledge about the topics covered during that week. The pretest was conducted before the start of the week and post test was conducted at the end of the week. The average scores, difference in averages between pre and post tests for each week and median scores are presented below. These results show that each week there has been improvement in knowledge of the students about the covered topics.



**Difference**

Week	Pre Test	Post Test	Difference
1	10	13	2
2	5	8	3
3	7	9	2
4	8	10	2
5	7	9	2
6	12	14	2

### **Median**



<b>Week</b>	<b>Pre Test</b>	<b>Post Test</b>
<b>1</b>	<b>10</b>	<b>13</b>
<b>2</b>	<b>5</b>	<b>8</b>
<b>3</b>	<b>8</b>	<b>9</b>
<b>4</b>	<b>8</b>	<b>10</b>
<b>5</b>	<b>7</b>	<b>9</b>
<b>6</b>	<b>13</b>	<b>15</b>

Mid-term examinations were held from 22<sup>nd</sup> to 24<sup>th</sup> March, in which 26- out of 30 students obtained passing marks. Extra classes were arranged for students that were weak. Final exam was conducted from 29<sup>th</sup> to 2<sup>nd</sup> May, 2013 in which all students obtained passing marks.

The certificate distribution ceremony was held on 29<sup>th</sup> August, 2013 at the Sheraton Hotel, Karachi. The chief guest at the occasion was US Consul General, Karachi, Mr. Michael Dodman. Other attendees included prominent members of US consulate, non-governmental organizations, academic institutions, and Fulbright alumni.

A video was shown to showcase the work done through this project. The ceremony received ample coverage in the national media.



# 30 complete US-funded paramedic training

**By Our Staff Reporter**

KARACHI, Aug 29: The United States consul general on Thursday awarded certificates to 30 graduates on completion of a US-funded nurse-assistant training programme associated with the Koohi Goth Hospital.

According to a statement, the graduates — women from the rural areas near the hospital — completed nine months of intensive training in basic nursing skills and were now qualified for job as a nurse assistant.

Speaking to the graduates, US consul general Michael Dodman said doctors were double in number than nurses in Pakistan, which was far less than the recommended nurse to doctor ratio, which should be seven to one. There was a need to train nurses, midwives and other paramedical staff to ensure that they apply their skills in the health sector, he said.

“I wish you the best of luck as you begin your new careers as nurse assistants,” he added.

The Research Alliance for Advocacy and Development developed this training programme in collaboration with the Koohi Goth Women’s Hospital, which was training nurses and midwives for the past eight years.

**Figure 16 English press coverage of the certificate distribution**



**Figure 17 Nurse Aids receiving certificates from US Consul General**



**Figure 18 Group photo of Nurse Aids, RAAD, AZIMS, US Consulate staff with US Consul General**



**Figure 19 Audience at closing ceremony including NGOs, hospital representatives, US consulate staff and US alumni**

## Project Achievements

The following was achieved during the course of this project

- Specialized curriculum developed for healthcare training of women with only basic education
- **30 students recruited and trained – 6 months theory & 3 months practical**
- Rotation at Atia General and Koochi Goth Hospitals for practical training
- Communication skills workshops to improve patient handling
- Assistance in finding work

**A remark by a Nurse Aid trained through this project:**

*“ I feel different now. I have skills that I can use to help others and provide for my family. People in my community who were against sending girls for training see the change in me and are asking about the next course. “*

## Conclusion

The project serves as a pilot that demonstrates that rural women can be trained to become a productive part of the society. The project shows that such trainings empower women in poor communities, improves economic conditions for them and their families, and benefits the health system.