

Helping to improve mental health services in  
Ghana

Hampshire Partnership NHS Trust, UK

in partnership with

The Rural Health Training School  
Kintampo

Summary report on Hampshire Partnership NHS Trust visit to  
Ghana

16.11.07 – 30.11.07

Thanks and Acknowledgements

The HPT project team would like to thank everyone who helped make this first HPT visit to Ghana a great success. Everybody we met was uniformly friendly, helpful and a pleasure to be with. We were privileged to be granted access to all levels needed for our visit from village communities to government policy makers at the highest level. Many of the people we met took time out of busy itineraries and others worked late into evenings and returned from annual leave to meet us. Our itinerary was managed with the utmost professionalism. Particular thanks for their expertise and tenacity in organising our visit are extended to;

- Mr George Awuyah, Assistant Director II, Directorate of Policy, Planning, Monitoring and Evaluation, MoH
- Mr Emmanuel Ofori, Lecturer in Infectious Diseases Control & Surveillance Officer, RHTS
- Mr Daniel Okyere, Community Learning Disability Nurse, HPT

Particular thanks are also extended to all members of the HPT project team who partially funded their visits from personal savings. HPT allowed visiting staff to take Special Leave on full pay apart from Professor Coles who visited during his own personal time.

Abbreviations used in this report

CHPS	Community-based Health Planning and Service
CMHO	Community Mental Health Officer
CPD	Continuing Professional Development
GHS	Ghana Health Service
GP	General Practitioner
HPT	Hampshire Partnership NHS Trust
HRHD	Human Resource for Health Directorate
ICT	Information Communication Technology
MoH	Ministry of Health
MAP	Medical Assistant Psychiatry
PPME	Directorate of Policy, Planning, Monitoring and Evaluation
RHTS	Rural Health Training School
RSI	Directorate of Research Statistics and Information Management
UK	United Kingdom

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## 1. Background

In Ghana mental health is in crisis. The mental health workforce is seriously depleted. It is hard to attract and retain mental health practitioners. There are around only 2 psychiatric nurses per 100,000 population (in the UK the figure is around 110 / 100,000). There are less than 10 public sector psychiatrists, psychologists and occupational therapists for the whole country (the UK has around 6500 psychiatrists for its population of 60 million). Mental health services are concentrated in 3 large psychiatric hospitals in Accra and Cape Coast – there is very little provision outside the large urban areas of Kumasi and Accra, and these three hospitals. In rural areas patients resort to either living with no treatment or consulting traditional practitioners, which can be a serious concern for some illnesses.

In March 2007 Hampshire Partnership NHS Trust established a formal link with The Rural Health Training School, Kintampo (RHTS). The link is to help improve mental health services in Ghana.

The Rural Health Training School (RHTS), Kintampo, is situated in the Brong Ahafo region of Ghana. RHTS is unique (there is no other training school like it in Ghana). Qualified nurses and direct entry students can train at RHTS to become Medical Assistants. The Medical Assistants work under the supervision of a doctor. They have skills similar to a UK GP (primary care doctor). They oversee sub-district and rural services, providing education, primary prevention plus diagnosing and treating patients (including prescribing).

A new worldwide paradigm in health is developing which is moving away from the traditional doctor – nurse model to new cadre employed for their particular skills mix rather than their traditional doctor – nurse roles. In Ghana this model has been developing for some time and is now to be applied to mental health.

Ghana, like many other low-income countries has been exploited for a long time by higher income countries. It is cheaper to train professionals in Ghana, than for example the UK, but higher income countries, the UK included, permit (and sometimes even target) these professionals to fill gaps in their own workforces, at great cost to low income country. The new workforce in Ghana is more custom designed for the country and it is the hope and prayers of the nation that these new professionals will stay in Ghana where they are so much needed. At RHTS the output is increasing from all its programmes including Medical Assistants but the rate of increase is such that targeted overseas assistance for some programmes is very welcome. This project responds to that need.

Readers who would like to know more about this project are kindly invited to visit the project website at [www.ghana-krhts-mentalhealth.org](http://www.ghana-krhts-mentalhealth.org)

## 2. Purpose of the project

To help Ghana develop a new workforce of mental health practitioners.

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### 3. Purpose of the HPT visit 16<sup>th</sup> – 30<sup>th</sup> November 2007

This was the first visit to Ghana by HPT. The aims of the visit were;

- For HPT to understand the task, ie what does project require from HPT?
- To decide if HPT can 'deliver'
- To decide if HPT will go ahead
- For the Ministry of Health (Ghana), the Ghana Health Service and RHTS to decide if they think HPT can 'deliver'
- For Ghana to decide if they want to go ahead (with HPT)

### 4. Summary of work undertaken by the HPT visiting team

Representatives from all levels of healthcare in Ghana kindly met the HPT team. Parallel services were accessed via traditional healers, schools, families etc as were training institutions. The following summary shows the services visited / people met at the different levels of provision from policy makers to community level. A full chronological summary of the visit itinerary can be seen at appendix C

Dr Eddie Addai, Director, PPME, MoH  
Mr George Awuyah, Assistant II, PPME, MoH  
Dr Yaw Antwi-Bosiako, Director, HRHD, MoH  
Mr James Antwi, Deputy Director, HRHD, MoH  
Mr Isaac Adams, Director, RSI, MoH

Dr Ken Sagoe, Director, Division of Human Resources, GHS  
Mr Said Al-Hussein, Deputy Director, Division of Human Resources, GHS  
Dr Akwasi Osei, Acting Chief Psychiatrist, GHS

Regional Directors  
District Directors

Accra Psychiatric Hospital  
Pantang Psychiatric Hospital  
Ankaful Psychiatric Hospital

Komfo Anokye Teaching (Regional) Hospital, Kumasi  
Sunyani Regional Hospital  
Kintampo District North Hospital  
Jema District Hospital  
Anomabo Health Centre  
Bamboi Health Centre  
Anyima Rural Clinic  
Techiman Holy Family Hospital

Director, Deputy Directors, Tutors, Students of the he Rural Health Training School, Kintampo

Chiefs, Police, Fetish Priests, Prayer Camps etc

## 5. Conclusions

On Friday 30<sup>th</sup> November 2007, through a meeting in Accra, the Ministry of Health, Ghana Health Service and Rural Health Training School it was agreed that mental health provision in Ghana should be strengthened by the development of a new workforce consisting of two new types of mental health worker. These fit into the current healthcare structure of Ghana. HPT will assist this development. The 2 new types of worker will be;

**1. Medical Assistant Psychiatry (MAP)** - this cadre will be fully trained Medical Assistants who after some years of experience in clinical practice and evidence of interest in mental health, will spend a further 18 months in full time psychiatric training at Medical Assistant level at the Rural Health Training School, Kintampo. The MAP's duties will be almost identical to those of a psychiatrist (including diagnosis and prescribing) but the MAP will work under the supervision of a doctor. Difficult cases will be referred on to psychiatrists.

**2. Community Mental Health Officer (CMHO)** – this cadre will be community based field workers operating from CHPS compounds. Their main duties will be case finding, education, health promotion and supervision of treatment. Entry to the grade will be from practising Field Technicians, Community Health Nurses and Community Health Officers who show evidence of a special interest in mental health. Training will be a further 1 year in mental health via the Rural Health Training School, Kintampo. The CMHO will work under the supervision of a MAP

6. Next steps

This is a long term project with the following stages;

- 2008 - 2009 Curriculum development for the new workforce (MAP and CMHO) – through the RHTS – HPT partnership.
- 2009 - 2011 Hampshire Partnership NHS Trust and RHTS will support tutors and curriculum review via supervision, appraisal, CPD
- 2011 - 2018 Hampshire Partnership NHS Trust will continue to support tutors and curriculum review  
HPT will help to support the new workforce (supervision, appraisal, CPD)

Some practical next steps will be:

- January 2008 The project will apply for a grant from DelPHE (Development Partnerships in Higher Education)
- February 2008 HPT hope to help RHTS to repair their internet communication and review ICT services at the school
- HPT and RHTS will meet in Kintampo to continue the curriculum development process
- March 2008 Members of staff from RHTS might attend a 4 month module on curriculum development at The University of Winchester, UK as part of a 2 year programme of higher studies in education (after the UK based 4 month module, all course work will be completed in Ghana)
- June 2008 HPT and RHTS will meet again in Kintampo to continue the curriculum development process
- HPT will assist RHTS to improve library services (mainly through training and the provision of consultancy / expertise from HPT)
- February 2009 First intake of (30) students for MAP course and (50) students for CMHO course
- January 2010 First 50 CMHOs graduate
- July 2010 First 30 MAPs graduate

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### APENDICES

#### Appendix A

##### List of project team members

The overall project stakeholder is the Ministry of Health

<b>Ministry of Health – Ghana</b>		
	Name	Title
1	Dr. Eddie Addai	Director, PPME, MoH, Accra
2	Dr. Yaw Antwi - Bosiako	Director, HRHD, MOH, Accra

<b>Ghana Health Service</b>		
	Name	Title
1	Dr Akwasi Osei	Acting Chief Psychiatrist <b>GHS Project Lead</b>
2	Mr Said Al-Hussein	Deputy Director of the Department of Human Resources

<b>The Rural Health Training School, Kintampo, Ghana</b>		
	Name	Title
1	Dr Emmanuel T. Adjase	Public Health Physician Specialist, Director- Rural Health Training School <b>RHTS Project Lead</b>
2	Mr. Owusu Aboagye	Senior Technical Officer - Disease Control, lecturer & field work coordinator
3	Ms. Regina Addey	ICT officer, Teaching Assistant
4	Mr. Nii Armah Ashitey	Principal Nutrition Officer, Deputy Director for Academic Affairs
5	Mr. Isaac Azindow	Senior Health Promotion Officer, lecturer & Dean of Student Governance
6	Dr Joe Eyison	Dental Surgeon & Public Health Specialist, Coordinator of Community Oral Health Programme
7	Mr. Edum Fortwe	Public Health Officer, lecturer & chairman – Continuing Professional Development Committee
8	Mr. Emmanuel Okyere	Biologist, lecturer & Head of Basic Sciences Dept.
9	Mr. Emmanuel Ofori	Infectious Diseases Control & Surveillance Officer
10	Mr. Ebenezer Owusu-Kissi	Medical Assistant, Lecturer & clinical instructor
11	Ms. Veronica Quartey	Senior Technical Officer – Nutrition, Lecturer
12	Mr. Moses Solaga	Asst. Chief Nutrition Officer, Deputy Director for Administration
13	Mr. Welbeck Twum	Biomedical Scientist, lecturer



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<b>Hampshire Partnership NHS Trust</b>		
	<b>Name</b>	<b>Title</b>
1	Dr Mark Roberts	Consultant Forensic Psychiatrist (HPT) and Training Programme Director, Wessex Higher Specialist training Scheme in Forensic Psychiatry <b>HPT Project Lead</b>
2	Sarah Baines	Associate Director Of Nursing (HPT)
3	Dr Obed Bekoe	Consultant Psychiatrist (HPT)
4	Professor Colin Coles	Honorary Professor, Faculty of Education, University of Winchester
5	Dr Victor Doku, (Co-Opted)	Consultant Psychiatrist (practising in the UK), Part Time Lecturer in Mental Health (RHTS, Kintampo), Psychiatrist for Kintampo North District
6	Sally Gore	Director of Organisational Development (HPT)
7	Dr Gwyn Grout	Nurse Consultant (HPT)
8	Lesley Herbert	Consumer Advisor (HPT)
9	Allan Jolly	Director of Training and Development (HPT)
10	Dr Rosie Lusznat	Consultant Psychiatrist (HPT), and Associate Dean Educational Development at the Wessex Institute
11	Daniel Okyere	Community Nurse (HPT)
12	Pat Shirley	Director of Nursing and Governance (HPT)
13	Diana Sant Angelo	Residential Services Manager and Modern Matron (HPT)

The following organisations are associated with the project;

- The University of Winchester, UK
- The University of Southampton, UK
- The Ghana Mental Health Educators in the Diaspora

Appendix B

List of the HPT visiting team

**Sarah Baines**, Associate Director of Nursing, Specialised Services Directorate, HPT. Sarah was formerly a Consultant Nurse for HPT working in Substance misuse. Her roles include training, education, research and development, leadership and development of nurses in practice. Sarah is a qualified nurse prescriber.

**Colin Coles**, Professor of Medical Education, Faculty of Education, University of Winchester. Colin has extensive experience nationally and internationally in curriculum development, and has published a book with Della Fish on this - *Medical Education: Developing a curriculum for practice* (2005).

**Sally Gore**, Director of Organisational Development, HPT. Sally has extensive experience in facilitating service improvement and development. She is passionate about leadership development and is a qualified executive coach. Sally is also a qualified occupational therapist.

**Rosie Lusznat**, Consultant in Old Age Psychiatry, HPT. Rosie is also Associate Dean for Educational Development for Wessex Deanery, with responsibility for postgraduate education and training of doctors and their educators. (Rosie Lusznat's visit dates were 17<sup>th</sup> – 22<sup>nd</sup> November 2007)

**Danny Okyere**, Learning Disability Nurse, HPT. Danny's skills and interests are in addressing the holistic needs of people with learning disabilities, particularly the promotion of mental wellbeing. Danny originates from Ghana.

**Mark Roberts**, Consultant Forensic Psychiatrist, HPT. Mark is the project Lead. Between 1988–1990 Mark was Lecturer in Medicine at the Kwame Nkrumah University of Science and Technology, Kumasi, Ghana. Since 2002 Mark has also been Training Programme Director for the Wessex Higher Specialist Training Scheme in Forensic Psychiatry. Mark has skills in website design and information management.

A full confidential report on the visit is available to full project team members and organisational heads. Copies can be obtained from your project lead.

Copies of the summary report have been sent to all project group members and everyone who met the HPT visiting team.

For further information please see the project website at [www.ghana-krhts-mentalhealth.org](http://www.ghana-krhts-mentalhealth.org) or contact any of the project leads

Report compiled by Dr Mark Roberts, Project Lead for HPT in consultation with Dr.E.T. Adjase, Project Lead for RHTS.  
December 2007