

**Initial Summary report on Educator Development Workshop
for the Medical Assistant Psychiatry / Community Mental Health Officer Programme
The Rural Health Training School, Kintampo, Ghana**

Educator Development Workshop 3

Preceptors

Held at the

Ideas Hotel: Fiapre, Sunyani

7TH – 11TH December 2009



Rural Health Training School, Kintampo

and

Hampshire Partnership 
NHS Foundation Trust

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1. Background

In March 2007 a Link was established between Hampshire Partnership NHS Foundation Trust (HPFT) in the UK and the Rural Health Training School in Kintampo (KRHTS). The Link was initiated by Dr Mark Roberts, via the Tropical Health Education Trust (THET). The link is to help to improve Mental Health Services in Ghana through the development of training curricula at KRHTS.

In November 2007 the Ministry of Health decided to create two new community based mental health practitioners with training programmes at KRHTS. The two new posts are;

- Medical Assistant Psychiatry (MAP)
- Community Mental Health Officer (CMHO)

Since November 2007 much work has been undertaken to develop the programmes. The MAP programme will start in February 2010. This workshop was to prepare preceptors.

Two previous educator development workshops had been held, these being;

- (1) 16 – 23 February 2008 for KRHTS curriculum developers held at KRHTS
- (2) 12 Jan – 7 Feb 2009 for KRHTS curriculum developers held at The University of Winchester, UK.

2. Purpose of the workshop

The workshop was the first of a series that will support the development of local educators directly involved in the 'delivery' of the MAP/ CMHO programmes. It focussed on introducing new preceptors to their roles.

There will be further regular workshops for the educational development of preceptors and tutors.

The Kintampo Project focuses on supporting in-country educator development for long term sustainability.

3. Key points

The workshop was extremely well organised by KRHTS. It was led by Mr Emmanuel Okyere who is a tutor at the training school.

30 Preceptors attended for the whole week. The Preceptors were mostly Registered Mental Nurses (RMNs) and Community Psychiatric Nurses (CPNs) from all parts of Ghana. Leaders in mental health nursing were among them.

6 senior KRHTS staff were present for the whole week. Details can be seen at Appendix A

5 Hampshire Partnership NHS Foundation Trust / University of Winchester staff supported the workshop. Details can be seen at Appendix A

On the first day Dr Akwasi Osei, Chief Psychiatrist gave a very helpful and informative opening address.

We were honoured on the last day by the attendance of the Deputy Regional Minister and members of the press who covered our closing ceremony.

The week consisted mostly of workshop style groups, keeping to the programme we had agreed in advance. Overall the approach and content of the week seemed to work well. The Preceptors' main concern kept coming back to two things;

1. Feeling anxious about assisting trainees who will eventually be appointed to a more senior position than the Preceptors themselves.
2. Whether it might be possible for RMNs to get a fast-track into becoming a MAP themselves.

We worked on the first point with the preceptors by looking at their role from various angles, particularly the fact that they are not intended to directly teach and educate the MAP, rather their main role is to help the MAPs have an environment in which they can develop as self-directed learners.

Regarding the second point, MAPs have to have a background as a Medical Assistant so there is no fast-track although, considering the workforce demands in Ghana, it was accepted that the entry points for the MAP programme will need to be kept under review and it might be possible, in time, to produce a customised programme for RMNs. However, Dr Akwasi Osei told the group that the Ministry of Health are trying to avoid health professionals jumping from one speciality to another, instead they want to develop career structures for each speciality so that they don't try to solve their health worker shortfalls by simply poaching on another profession in the country.

The hard work we have put into the curriculum, particularly making it a rather fuller document than other curricula at KRHTS is paying off. Preceptors were very complimentary about the amount of information in it. They were particularly pleased with the appendix showing the job role of the MAP since they talked about finding it hard to understand or see copies of job roles for other professionals which leads to some 'boundary disputes'.

On the last day the Preceptors did some work on portfolios and Personal Development Plans. This was mostly new to them. They all agreed on at least one personal development objective for the next year and we are hoping to use them for monitoring and evaluation.

4. Main outputs

- 1 We are producing a **Preceptor Manual** based mainly around the Preceptors' work for the week. It will contain a lot of practical help for preceptors and agreements (between the preceptors, tutors and school) for how the programme educators will work together.
- 2 We have agreed to hold **another workshop in late 2010.**
- 3 A **new draft of the curriculum** will be published around the first week of January. It will be available electronically and in bound copies. Ready to present to the Ministry of Health and the Accreditation Board.
- 4 We have already agreed that every MAP will receive a copy of the Oxford Handbook of Psychiatry and a small Oxford reader on Epilepsy. We decided that preceptors and tutors should have a more **advanced book** so each Preceptor and tutor should be given a copy of the shorter Oxford Textbook of Psychiatry. Mark Roberts is arranging this. Reference copies of the full Oxford Textbook will also be available in the KRHTS library.
- 5 The preceptors agreed to appoint a **Co-Ordinator**. They all wanted their National Community Psychiatric Nursing Co-Ordinator, Mrs Amina Bukari to do this, which was an excellent suggestion and Mrs Bukari gracefully accepted. This is excellent news as Mrs Bukari already has a great deal of authority with the Preceptors. She has established networks all over the country and her appointment gives a real stamp of authority and strongly binds nursing into the MAP programme which we all agreed is absolutely essential and the right way ahead.
- 6 The Preceptors are understandably keen for the programme to keep in touch with them. They agreed a good method is **text messaging** and Dr Roberts is looking into ways to help them all keep involved through that method.

- 7 The school tutors agreed to provide a **bi-monthly (6 times per year) short update for Preceptors** to be sent out to them all in letter form. The KRHTS tutors will take the lead.
- 8 The workshop model seemed very successful. Feedback collected each day and a summative feedback on the last day were good.
- 9 Following the workshop 4 KRHTS tutors who will be programme educators were supported to produce their first ever formal documented **Personal Development Plans**. The tutors are being individually linked with UK Kintampo Project team members to support them with their PDPs

Appendix A – KRHTS and UK Kintampo Project staff present at the workshop

Kintampo Rural Health Training School

Dr Adjase, Director, KRHTS
Mr Ashithey, Deputy Director Academic
Mr Emmanuel Ofori, MAP Programme Manager
Mr Enmanuel Okyere, CMHO Programme Manager
Mr Richard Asare, Course Tutor (recently appointed)
Mr Peter Adams, Course Tutor (recently appointed)

UK

Dr Mark Roberts, UK Kintampo Project Lead
Dr Obed Bekoe, Consultant Psychiatrist, HPFT
Dr Anita McBride, Head of Research and Development, HPFT
Dr Gwyn Grout, Consultant Nurse, HPFT
Dr Jane Erricker, Senior Lecturer, Faculty of Education, University of Winchester.

Readers who would like to know more about the Kintampo Project or request other reports should contact either;

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