

Integrated Reproductive Health Services Project
Takamol

THIRD QUARTER ACTIVITY REPORT

APRIL - JUNE 2007

Prepared by:

HCI TEAM

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Executive Summary

During the third quarter (April-June 2007), Takamol Team has continued implementing training activities of results 1, 2, and 4 following the agreed upon training plan and timetable.

During April, *HCI* "Training Implementation Team" in cooperation with R1 & R2 Team Leaders had devoted their time and effort to reassess the targeted trainees of batch 1 and batch 2. This effort has been directed to preparation and organization of the Participants Database of "Un-trained Targeted Staff" during the previous two quarters in the targeted Governorates Ismailia, Sharkia, Qalubya, Giza, and Beni Suef.

In addition to the re-assessment task, we have completed the assessment and development of the Database of "All targeted Staff" of Batch 3 in Sharkia and Luxor, (Minia El-Kamh D.H, Diarb Nagm D.H, Fakos D.H, Abu-Kebeer D.H, Luxor G.H, and Biadia D. H.)

During May, training in Luxor has started. *HCI* "Training Implementation Team" focused on screening all available venues that meets the agreed upon training site's criteria; so Luxor International Hospital was selected. The Team had continued reassessing the targeted trainees for all training courses, in the six Governorates, (Sharkia, Ismailia, Beni-Suef, Giza, Qalubya, and Luxor), in addition to notifying the Undersecretaries in concerned Governorates, Hospital Directors, PHCs, and local Coordinators, to ensure that all targeted participants are informed and notified to attend the training courses.

During June, Training in Fakous was about to start; *HCI* "Training Implementation Team" focused on screening all available venues that meet the agreed upon training site's criteria; so Fakous Hospital Training Hall was selected for the accessibility and the feasibility of the hospital for all participants to save participants one-hour travel to Zagazig. The Training Implementation Team continued reviewing and updating participant's database to prepare participants' lists of targeted staff for all training courses in the six Governorates (Sharkia, Ismailia, Beni-Suef, Giza, Qalubya, and Luxor), and notifying the Undersecretaries of those Governorates, Hospital Directors, PHCs, Field Coordinators.

May original plan was to conduct 20 training Courses, but as requested by Stakeholders two Training Courses were postponed; i.e., clinic board (R4) in Kablat as the board members were not elected and nominated, the second course was Clinical Ultrasound to reach a final agreement on training site (R2).

June original plan was to conduct 38 training Courses, but as requested by Stakeholders three Training Courses (OB/GYN) were postponed to next quarter. Four Clinic Board phase 1 (R4) were rescheduled during the month due to Polio campaign

The team followed all needed measures to ensure that all targeted participants are notified to participate in the training courses. All through this quarter, after mutual discussions & coordination with the stakeholders; it has been planned and agreed that training of un-trained staff of Batches 1 & 2 has to be given the priority.

The very close coordination among the counterparts has continued during all phases of all activities. The prompt response to the comments, recommendations, amendments, and improvement opportunities is being kept pro-active rather than reactive.

HCI Results Counterparts are following the Trainers in the different governorates for assessment and for on the spot improvement and coordination. Within R1 activities, the same approach was followed to ensure selecting the appropriate sites for didactic and practical training, with strengthening the Criteria for sites of practical training which have high client flow, near to the site of didactic training, providing most of FP/RH and MCH services, providing high quality services, more clinics inside the center is preferred especially if the participants number is more than 7-8. In addition to the conduction of regular meetings with the governorates' Undersecretaries to ensure adherence to Takamol goals and objectives, **HCI** Field Coordinators are dedicated to identifying areas of weaknesses and strengths to achieve any opportunities for improving the performance.

HCI Monitoring & Evaluation team continued the planned role in all governorates to ensure enhancing performance and improving quality. Evaluation was incorporated and participatory throughout the training activities to enhance the methodology of training and to improve the outcome of training.

Upon completion of each training course, we had developed and provided comprehensive analytical training reports to the Team Leaders of R1, R2, and R4. Each report included the participants' list, trainers' list, analysis of participants' pre & post tests, training course evaluation analysis that reflects participants' views and feedback on different aspects of training (educational and administrative) in addition to their comments and recommendations, and documentary photos for R 1 and R 2 training and videos for R 4 training.

We handled all necessary logistics including trainers' transportation to different governorates, accommodation as needed, transportation of trainees to sites of practical sessions inside the governorate, providing training venues, producing training materials, and providing two coffee breaks a day.

Training Courses Conducted During Third Quarter

This report covers 62 training courses conducted successfully during this Third Quarter (April – June 2007):

- 33 training courses on PHC level under results 1 & 4.
 - 29 training courses on hospital level under result 2.
- In the 62 courses, the total number of trainees under the three Results was 1427 trainees. The total number of training days was 258 training days which means that during the 62 courses a total of 5627 participant training days were accomplished.
 - This means that *Takamol Team* succeeded to conduct daily, as an average of 4 training days per each working day during this third quarter.

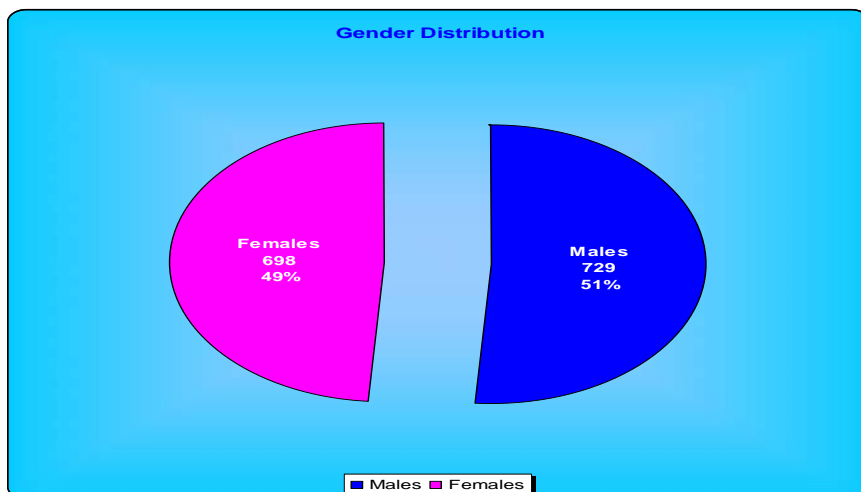
The following table summarizes the distribution of trainees per result and per gender:

Result	Males	Females	Total
Result 1	106	114	220
Result 2	255	251	506
Result 4	368	333	701
Total	729	698	1427

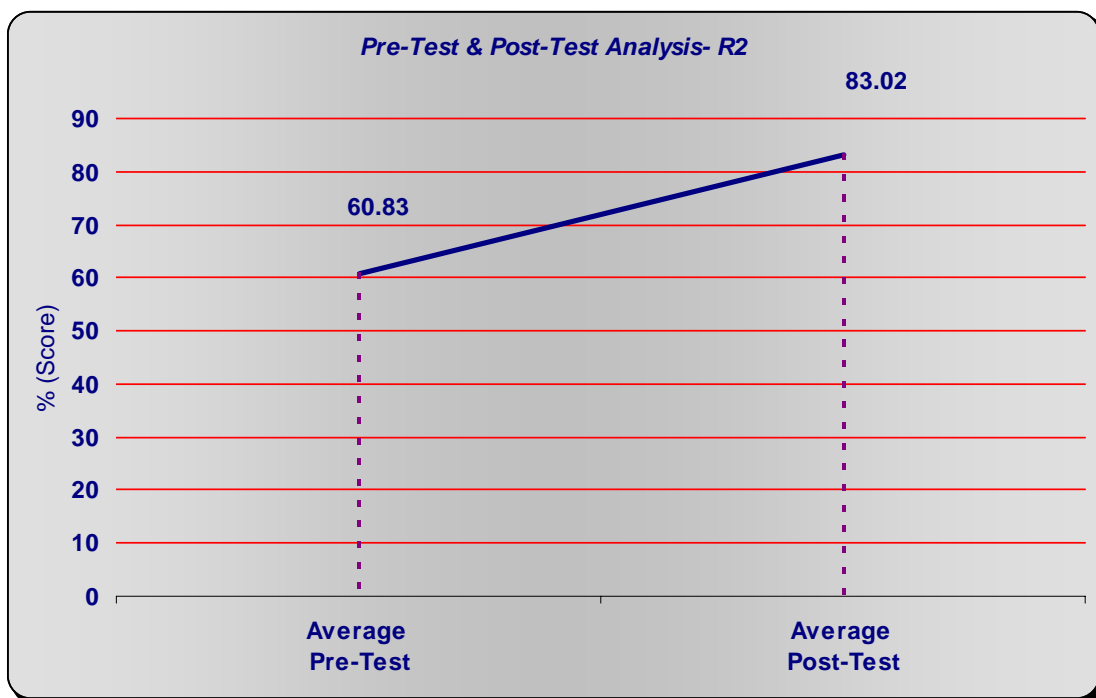
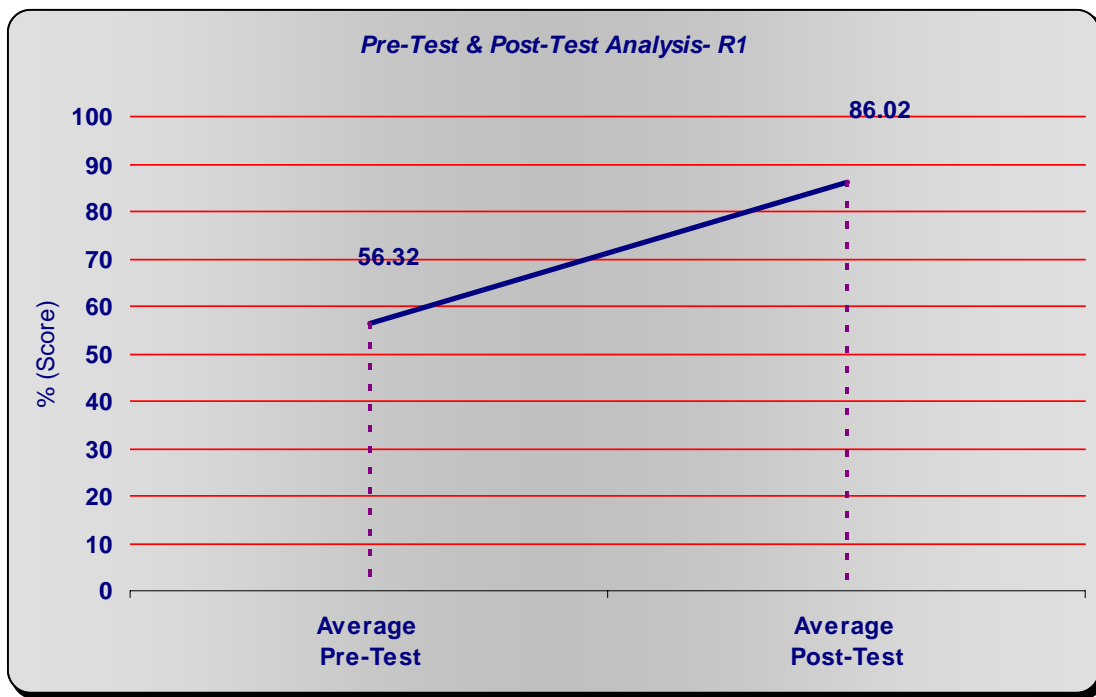
The total number of trainees on PHC level was 921 trainees (474 males & 447 females).

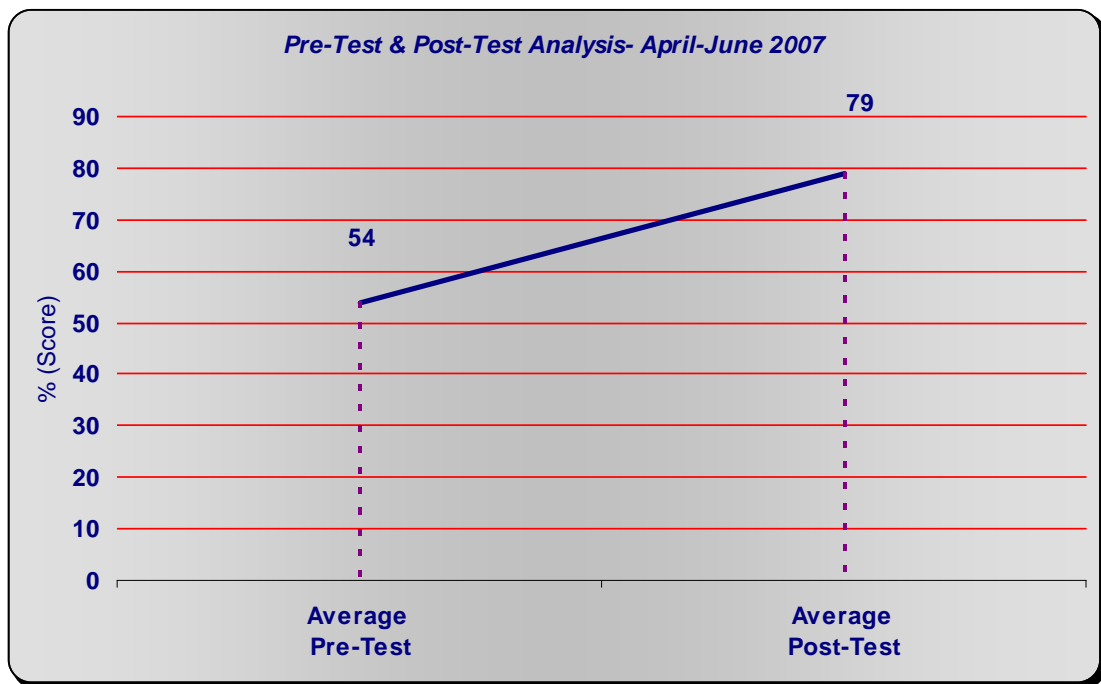
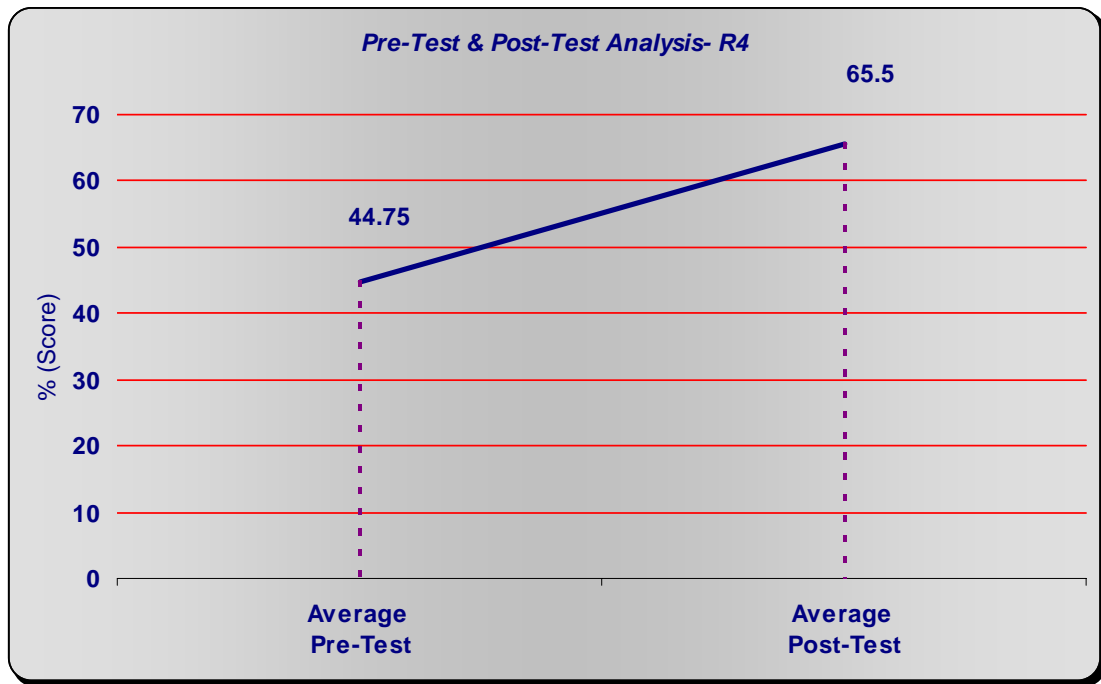
On hospitals level, the total number of trainees was 506 trainees (255 males & 251 females).

It is noteworthy to mention that the gender ratio has been inverted for the first time during May, and June. Since September 2006, number of female participants exceeded number of male participants.



The average score of pre-tests and post-tests of the 62 courses clarifies that the participants' knowledge was improved in a remarkable level. This confirms that the OJT will improve the skills and performance of the participants. The following graphs shows the average score of pre-test and post-test of the courses of each result and for the 62 courses:





A detailed list that includes conducted training courses, dates, location, number of participants, gender, pre-test, post-test analysis and cost of training courses is attached as **Annexes 1, II, and III.**

Trainers/Consultants' Level of Effort

In this section, we focus on trainers and consultants and the unsung heroes involved in all seen and hidden activities. During this Third Quarter (April – June 2007) HCI has successfully managed a huge pool of trainers, consultants, and permanent staff.

Takamol roster of trainers included highly qualified Physicians and Nurses in all the specialties; OB/Gyn, Neonatology, Pediatrics, NICU, OR, Infection Control, Laboratories, CSSD, Quality, and Management. Various activities of R1 and R4 are characterized with the massive participation of qualified and skilled MOHP trainers.

We believe that the quality of human resources management is to be measured in terms of the size of project activities, the proper utilization and allocation of resources, and the equal spread of workload across resources.

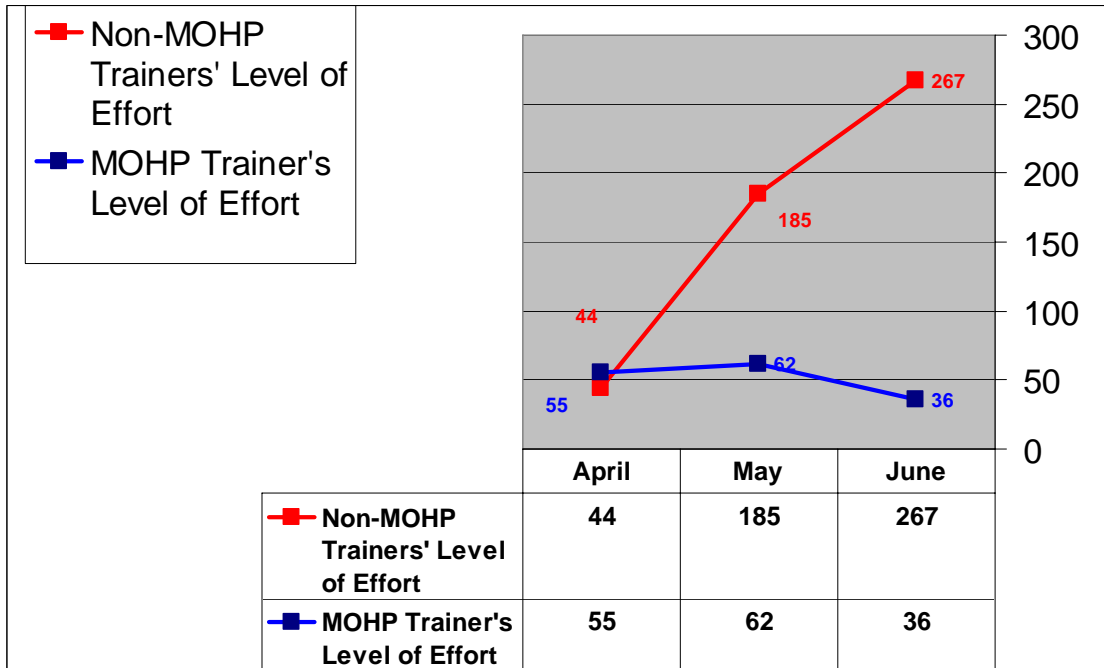
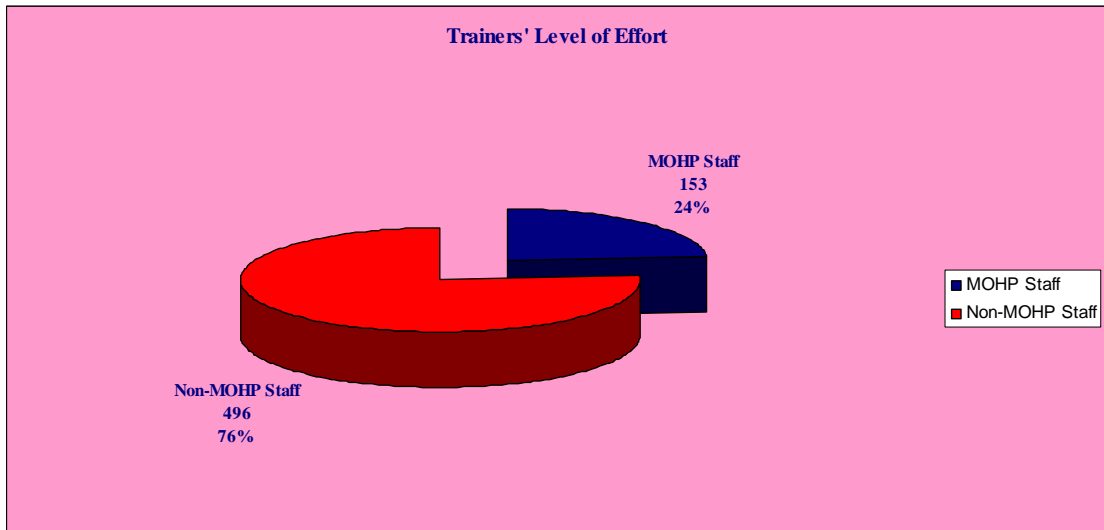
All this huge team of consultants/trainers/experts is being supported by the unsung heroes of HCI Central and Local Staff; Technical Support Team, Administrative, and Financial super dedicated individuals that work as one heart and one team.

The following table and graphs illustrate the level of effort and human resources workload during this third quarter.

	Training Days		Total Training Level of Effort	Consultancy Days		Total Consultancy Level of Effort
	Non-MOHP	MOHP*		Non-MOHP	MOHP*	
April	44	55	99	83	15	98
May	185	62	247	0	0	0
June	267	36	303	155	43	198
Total Level of Effort	496	153	649	238	58	296

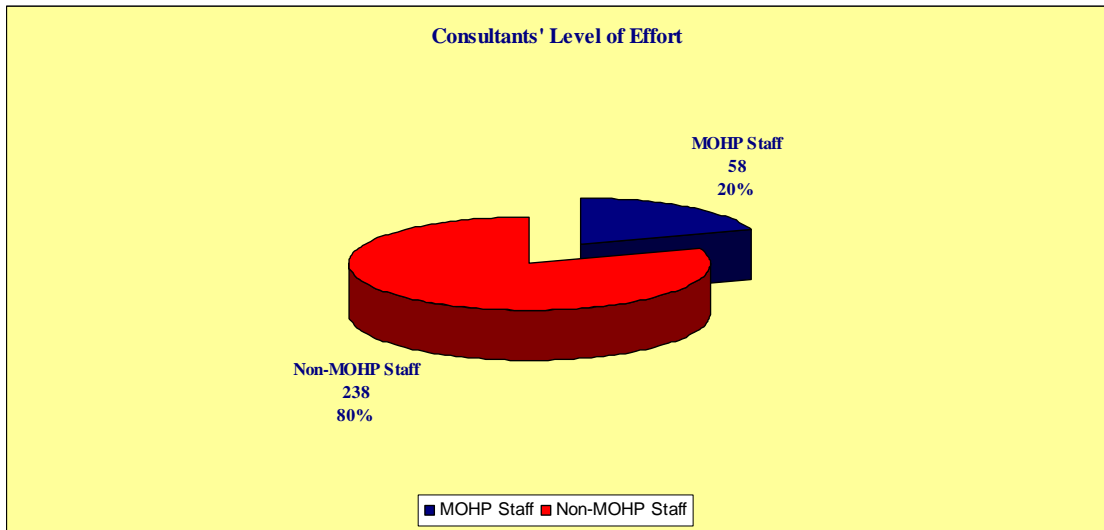
* Mainly in R1 & R4 activities

Training Level of Effort

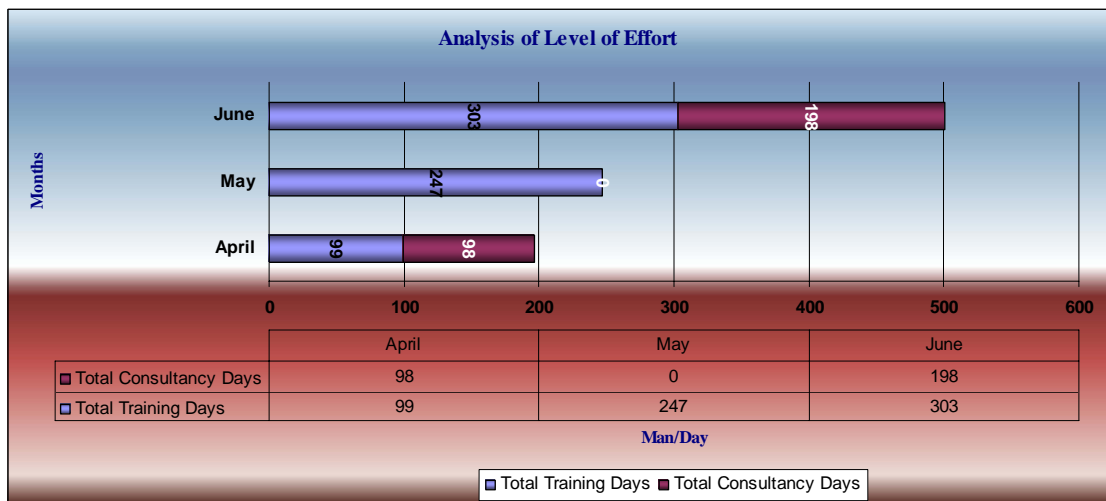


During this quarter, MOHP trainers' effort was limited due to conducting limited number of R1 courses. The majority of the planned activities of batch 1 & 2 were completed during previous quarters while the activities of batch 3 are planned to be completed during fourth quarter.

Consultancy Level of Effort



Total Level of Effort



Result 1 Activities

Curricula Development

1. The development of the training curriculum of Ultrasound for PHC Training had been finalized with Result 1 team leader and R1 team, the training curriculum was developed, revised and approved. Ultrasound for PHC Training Curriculum includes:

- a. Participants' Manual.
- b. Training Agenda & Pre & Post Tests.
- c. Trainer's Guide and its related Session Plan.
- d. Power Point Presentation for each session.
- e. Digital Demo CD for normal and abnormal Obstetrics ultrasound.
- f. Digital Demo CD for normal and abnormal Gynecology ultrasound.

Clinical Ultrasonic for PHC Physicians Training Curriculum had included all requested modifications and changes after being revised through MOHP counterparts. Three training courses were completed at Regional Center of Training RCT and the training curriculum was applied.

2. The "Safety and Maintenance" for PHC Clinics Training Curriculum had been finalized and is ready for use during OJT. The final copy had responded to all comments and feedbacks from R1 team and all changes were incorporated; the requested checklist had been prepared and applied starting May, as well as changes in the last session plan of the second day of training. As agreed upon with R1 team leader, four sets of the required equipments and models were designed and developed and ready to be used during training (one set for each governorate). Result 1 team leader approved the developed training materials and the designed models.

The training curriculum was applied for the first time in Ismailia and Giza training for Batch 1 clinics. All feedback received on the developed curriculum was positive and with appreciation to its practice-oriented design.

3. The training curricula of both PHC Physicians and Nurses: An urgent need has proved to update their Pre & Post tests; consequently Two consultants (One Nurse and one Physician Consultants) had submitted the final draft of the updated tests which are now under review, once finalized it will be applied in Batch 3 training courses.

The objectives of updating the Pre & Post tests were:

- a. Simply measure the acquired knowledge.
- b. Focus on important issues related to provider's service provision.

- c. Avoid/modify tricky questions.
- d. Cover the most important topics (core of training).
- e. Add questions to be available in our bank (50 questions total for each type of training).

Planning for Training

1. In collaboration with R1 and R4 teams, two meetings were held for PHC Coaches with the objective of orienting them about OJT coaching of district teams, reports, climate assessment, and performance improvement.
2. Trainers' assessment & monitoring are on going processes, focusing on Trainers' Performance (especially MOHP trainers). Trainers' assessment & monitoring were based on a relevant developed assessment tool. The results were analyzed and interpreted in a comprehensive report. During May, 12 trainers were evaluated from both MOHP and Consultants Trainers, and trainers will be selected according to the results of assessment which will be considered also in selection of trainer's co-trainer team.
3. Working in close cooperation with R1 team members to coordinate different training activities; selection of trainers and monitoring Ultrasound training - as a newly designed course - to receive participants' feedback and respond to valuable requested modifications, if any.
4. A meeting has been conducted for PHC consultants/trainers, MOHP trainers, and R1 team members. The main objectives of the meeting were to:
 - a. Get feedback and receive comments on the implemented courses,
 - b. Discuss lessons learned,
 - c. Overview Batch 3 training plan, and
 - d. Prepare trainers and participants for OJT.
 - e. Performance assessment tool will be added to participants manual.
 - f. Trainers were oriented to guide participants, during training, to use this tool in self assessment and assessment of provided services at PHC clinics.
5. Meetings had been conducted with the MOHP Undersecretaries; Dr. Ahmed Youssef Mohamed – MOHP Undersecretary – Beni Suef Governorate.
6. Trips had been planned & scheduled to assist, coordinate & supervise training courses before and during conduction in Beni Suef, Ismailia, and Giza governorates.

Implementation of Training

1. The first Orientation for PHC Coaches had been conducted during April in collaboration with Result 1 and Result 4 teams. The objectives of this meeting were orienting them on OJT coaching of District Teams, Reports and Climate Assessment and Performance Improvement.
2. Trainers assessment & monitoring is an on going process, focusing on Trainers' Performance (especially MOHP trainers). Trainers' assessment & monitoring was based on a relevant developed assessment tool; after which the results were analyzed and interpreted in a comprehensive report.
3. Consultant trainers will be selected according to the results of assessment and trainer's co-trainer team will consider these results in selection.
4. To improve conduction of IPC-C sessions, demonstration through Dr. Alaa Bakr was done in Beni Suef training courses for 6 new trainers. Those trainers will be fixed to IPC-C sessions in the coming courses. The demonstration done through Dr. Alaa is recorded to be used in orientation of other trainers.
5. Efficient management of all training logistics and resources, transportation of all Cairo based trainers to training venues was arranged on daily bases with continuous monitoring during all days of training to ensure availability of all trainers at the training sites.
7. All training courses had been conducted as scheduled and following April monthly plan. Two training courses had been conducted in Beni Suef Governorate;
 - a. Integrated FP/RH and MCH Services for the planned PHC Nurses (24 Nurses) in Beba, Shark Elnile and Nasser districts.
 - b. Integrated FP/RH and MCH services for the planned PHC Physicians (25 Physicians) in Beba, Shark Elnile and Nasser districts.
6. All planned training courses were conducted according to their schedules during May 2007:
 - Two training courses were conducted for 47 Nurses on Integrated FP/RH and MCH Services. First course was conducted as planned for the targeted PHC Nurses in Beba, Shark Elnile and Nasser districts – Beni Suef Gov., while the second course was conducted for the targeted PHC Nurses in Wahat district - Giza.
 - One training course was conducted for 24 Physicians on Integrated FP/RH and MCH Services, for the targeted PHC physicians in Beba, Shark Elnile and Nasser districts, Beni Suef Gov.
 - One training course for Lab Technicians was conducted in Beni Suef, with a total of 18 participants, from Beba, Shark Elnile and Nasser districts.

- Dr Ola Helmy & Dr Ragia Haddara replaced Dr Soheir Zahran & Dr Dalal Moneir on the first two days of the training. Local trainers (one physician & one technician) from Beni Suef GH laboratory shared in the training.
 - Few points were raised & discussed with Dr Salwa Farag during her visit on the 3rd day of the course & we came up with the following:
 - a. Lab supervisors at the district level should be trained as they will be the ones to conduct OJT.
 - b. A training course for District Lab Supervisors (whose PHC lab technicians were trained) was scheduled on June at the Central laboratory, MOHP after making arrangements with Dr Nadia Moharram, General Director of Clinical Pathology Department, Central Laboratory, MOHP-Cairo.
 - c. In the future, District Lab Supervisors will be trained with their PHC Lab Technicians' training course.
 - One training course was conducted for 13 members of maintenance team at Ismailia directorate of health, Ismailia & Kassaseen districts. Developed curriculum was applied and the training focused on practices using the developed models, problem solving and training of trainers approach.
 - One Ultrasonic training course was conducted for 9 physicians of batch 1 PHCs from Badrasheen and Oseem districts, Giza. The training was conducted at the RCT, Ain Shams University. The training course was conducted through three main trainers (Professors of OB./Gyn from both Ain Shams and Alazhar Universities, specialized in ultrasound training) in addition to 2 co-trainers, each day, to facilitate hands on training working with participants on 3 ultrasound machines. The developed curriculum was applied and training focused on participant's practices utilizing patient high flow of Ain Shams Maternity hospital.
 - One training course for Lab Technicians was conducted in Beni Suef, with a total of 18 participants, from Beba, Shark Elnile and Nasser districts.
7. During May, intensified work in close coordination with R1 team and R4 counterpart to coordinate different training activities while preparing for Batch 3 training plan for the period July 2007-January 2008.
 8. Working in close cooperation with R1 team to coordinate for ultrasound and maintenance training plans for batch 1 PHC clinics. In the context of preparation for ultrasound training, different training sites were visited; training offers were received to select the best venue to

conduct the planned courses. The same was adapted for the selection of trainers experienced in ultrasound training.

9. Sharing with stakeholders reviewing the project indicators and considering it for next year preliminary plan.
10. All planned training courses were conducted according to their schedules during June 2007;
 - a. One Safety & Maintenance training course was completed for 9 members of the maintenance team at Giza directorate of health level, Oseem and Badrasheen districts. The training focused on practices using the developed models, problem solving and training of trainers approach. Selected members of the maintenance district team shared as trainers in PHC courses to be familiar with PHC members before starting follow up process and to guide them in the proper implementation of PHC maintenance plans.
 - b. Six Safety & Maintenance training courses were completed for 65 PHC staff for Batch 1 PHCs at both Ismailia and Giza governorates. These courses covered targeted participants from 4 PHC clinics at Ismailia & Kassassen, and 8 PHC clinics at Badrasheen and Oseem districts in addition to the maintenance team at Kablat medical center. By the end of each training course, each PHC team developed its own plan for maintenance at their clinics' sites.
 - c. One training course was completed for 13 Lab. supervisors of the targeted batch 1 districts at Sharkia, Beni Suef, Kalyoubia and Ismailia governorates (Belbis, Zagazig, Abuhammad, Nasser , Ahnasia , Beni Suef and East Shobra EIKheima and Ismailia districts);
 - This training course was a special one. It was conducted at the Central Health Laboratories, MOHP, Cairo.
 - At the district level, there are 2 laboratory supervisors: 1 for the parasitology (urine & stool analysis) & the other for the hematological analysis. Sometimes, one or more than 2 district lab supervisors manage the 2 tasks. PHC laboratory technicians & assistants are supervised by the district lab supervisors. Hence, a training course for district lab supervisors was scheduled to orient them about the training courses conducted for PHC laboratory technicians & assistants, to upgrade their knowledge & improve their skills and performance. In the future, district laboratory supervisors will be included in the PHC lab technicians & assistants training courses.
 - Thirteen district laboratory supervisors in selected Takamol districts in Beni Suef, Sharkia, Ismailia & Kalyoubia governorates joined the course.
 - Kassaseen (Ismailia governorate) district laboratory supervisor didn't attend the course.

- Trainers were assessed to ensure interactive training conduction. Throughout the course they proved their skills & experience in the topics given.
- d. Two Clinical Ultrasonic training courses were conducted for 20 physicians of batch 1 PHCs from Badrasheen, Oseem, Wahat, Ismailia, Kassassen, Ahnasia and Beni Suef districts in addition to Kablat medical center. The training was conducted at RCT, Ain Shams University. The training Courses were conducted through three main trainers (Professors of OB./Gyn from both Ain Shams and Al-Azhar Universities, specialized in ultrasound training), in addition to 2 co-trainers (each training day), to facilitate hands on training working with participants on 3 ultrasound machines. The developed curriculum was applied, and the training focused on participants' practices utilizing patient high flow of Ain Shams Maternity hospital.
11. Finalized training reports of all implemented/conducted training courses that completed before the end of each relevant month.

Result 2 Activities

I- Neonatology

Curriculum Development

1. During April, the materials of "Advanced Neonatology Training Course for Physicians" had been reviewed;
 - a. Participants' Manual.
 - b. Session Plans.
 - c. PowerPoint Presentations.
 - d. Agenda.
 - e. Pre/Post Tests.
2. During May, all the training materials of "Basic Neonatology Training Course" for physicians and "Neonatology Training Course" for nurses has been reviewed;
 - a. Participants' Manual,
 - b. PowerPoint Presentations,
 - c. Agenda,
 - d. Session Plans and,
 - e. Pre/Post tests.
3. In order to improve the quality of the future trainings; the pre-post test results of the training course that was conducted during March and May were sent to the trainers to review them and take necessary actions needed to improve the next training results.
4. During June, all the training materials of "Basic Neonatology Training Course" for Physicians and "Neonatology Training Course" for Nurses has been reviewed;
 - a. Participants' Manual,
 - b. PowerPoint Presentations,
 - c. Agenda,
 - d. Session Plans and,
 - e. Pre/Post tests.
5. TOT course developed for Clinical Coaches has been reviewed during this third quarter.

Planning for Training

1. The plan was to start an advanced training course before the end of April for neonatology physicians.

Changes:

As requested by the stakeholders, and to ensure the availability of the trainers and the quality of the training materials; the training course was postponed to May.

2. Assign neonatology consultants for the OB/GYN training courses.
3. To develop the training plan for the next Quarter; the following activities had been carried out:
 - a. Review the updated participants' database.
 - b. Review the proposed training plan for the next quarter.
4. The original plan during May was to conduct neonatology basic, nurses and advanced training courses during May 2007.

Changes:

As requested by Takamol, to define participants eligible for training and to ensure the quality of the training materials; most of training course were postponed.

5. Review the updated participants' database.
6. Two Neonatology training courses; one Basic NICU course for physicians and the other for Nurses have been conducted as scheduled during June.

Implementation of Training

1. No training courses were conducted during April.
2. During May, one Advanced Neonatology for Physicians training course was conducted at Ahrar Hospital, Sharkia Governorate. Duration was for 5 days and the participants number was 17 (11 from Kenayat District Hospital, 4 from Belbeis District Hospital, and 2 from Zagazig General Hospital);
 - Generally, participants were highly satisfied with the training course and achievement of its objectives. More than 75% of the participants rated the educational aspects as excellent or very good, while almost 85% of the participants evaluated the trainers capabilities as excellent or very good as well. However almost 70% of the participants noted that the length of the program was short.
 - Some participants preferred to spend more time on "practical training" (4 participants) and "assisted ventilation" (3 participants).
 - The overall gain percentage of the training course was excellent (36.5%).
 - There was improvement of the knowledge and skills of the participants in each and all subjects.

3. During June, two Neonatology training were conducted in Sharkia one for Nurses and the other for Physicians;

I- One Basic Neonatology training course for Physicians was conducted at Ahrar Hospital, Sharkia Governorate. The participants number was 20 (7 from Kenayat District Hospital, 6 from Diarb Negm District Hospital, 3 from Fakous District Hospital and 2 from Zagazig General Hospital);

- Generally, participants were highly satisfied with the training course; 90% of participants rated the educational aspects as excellent or very good, and 95% evaluated the trainers' capabilities as excellent or very good as well. Almost 2/3 of the participants noted that the length of the program was just right.
- Some participants preferred to spend more time on Fluids and Electrolytes.
- The overall gain percentage of the training course is almost 28%, which is very good. The average of the pre test percentage of all participants was 58% which denotes that the participants' knowledge level was good before the start of training, and the average of the post test percentage was 86.05% which is excellent.
- There is improvement of the knowledge and skills of the participants in almost all the subjects.

II- One Neonatology training course for Nurses was conducted at Bassam Palace, Sharkia Governorate. The participants number was 17 (5 from Diarb Negm District Hospital, 5 from Fakous District Hospital, 4 from Abou Kebeer District Hospital and 3 from Menia El Kamh District Hospital).

- Generally, participants were highly satisfied with the achievement of the training objectives and the relevance of the training contents to their jobs; almost 96% of participants rated the educational aspects as excellent or very good, and 98% evaluated the trainers' capabilities as excellent or very good as well.
- Most of the participants (94%) noted that training techniques used during the course as well as the training materials were excellent.
- Duration of the training course was just right for more than ¾ of the participants.
- Many participants asked for more practical training in using the ventilators and CPAP. They suggested receiving the training inside hospitals to get more equipment practice.
- The overall gain percentage of the training course is 44.51% which is excellent. Also there is a noticeable improvement in the knowledge and skills level of the participants in almost all the subjects.

II- OB/Gyn

Curriculum Development

1. The Protocol and Power Point Presentations of Nurses for EOC had been developed, edited and reviewed.
2. The Protocol for Nurses training is under updating process.
3. PowerPoint Presentation of Nurses Training Curriculum for EOC has been developed.
4. TOT training curriculum has been developed.

Planning for Training

1. During April two training courses had been planned for conduction;
 - Refresher Course for Already- Identified Local Trainers.
 - Ultra Sound Training for OB/GYN Specialists 1st Course.

Changes:

As requested by stakeholders, the Refresher course had been held and the Ultrasound had been postponed due to organizational reasons.

2. A Meeting had been conducted with Dr. Mohamed Mostafa on April 11th at Borg El-Obour headquarters to develop the agendas of the Refresher Training on EOC for OB/GYN Physicians as requested by SMCs, and PPC/PAC/FP/BF/RH for OB/GYN Specialists and Nurses, 1st course
3. A Meeting with Dr. Mohamed Abou Gabal had been conducted to discuss the development of Clinical TOT training materials.
4. During May the plan was to conduct 7 training courses. Those training courses were planned as follows:
 - a. Two training courses for OB/GYN Physicians On Integrated Package CEOC /FP/RH/ PAC/PPC, Sharkia Gov.
 - b. Two training courses for OB/GYN Nurses on Integrated package (CEOC/FP/RH/PAC/PPC), Sharkia Gov.
 - c. Refresher course for OB/GYN Physicians on EOC as Requested by SMCs, Luxor
 - d. Refresher course for OB/GYN Nurses on EOC as Requested by SMCs, Luxor.
 - e. Ultra Sound training for OB/GYN Specialists.

Changes:

Two training courses ha been cancelled as requested by the stakeholders;

- Refresher Training on EOC for OB/GYN Nurses, Luxor.
- OB/GYN Nurses on Integrated Package (CEOC/FP/RH/PAC/PPC), Sharkia Gov.

The Ultra Sound training for OB/GYN Specialists has been postponed to June.

5. During June the plan was to conduct 10 training courses. Those training courses were planned as follows:
 - a. Orientation to Integrated EOC/FP/RH Course for OB/GYN Seniors / Consultants
 - b. Ultra Sound Training for OB/GYN Specialists
 - c. Refresher Training on EOC for OB/GYN Physicians as requested by SMCs.
 - d. Refresher Training on EOC for OB/GYN Nurses as requested by SMCs.
 - e. Integrated EOC/FP/RH Course for OB/GYN Specialists.
 - f. PPC/PAC/FP/BF/RH for OB/GYN Specialists.
 - g. PPC/PAC/FP/BF/RH for OB/GYN Nurses.
 - h. Integrated EOC/FP/RH Course for Nurses.
 - i. PPC/PAC/FP/BF/RH for OB/GYN Specialists.
 - j. Ultra Sound Training for OB/GYN Specialists.

Changes:

The following training courses were postponed to July as requested by Stakeholders;

- a. PPC/PAC/FP/BF/RH for OB/GYN Specialists.
 - b. Ultra Sound Training for OB/GYN Specialists
 - c. PPC/PAC/FP/BF/RH for OB/GYN Nurses.
6. OB/GYN Trainer Consultants (Physicians and Nurses) had been invited to attend a meeting at HCI Headquarters on June 24th to discuss the training activities' feedback, arrange for next quarter schedules, and discuss any raised suggestions for needed material updating.

Implementation of Training:

1. No training courses had been conducted during April.
2. During May, a total of 4 training courses were conducted during May, three training courses in Sharkia and one in Luxor;
 - a. Two Courses training for OB/GYN Physicians On Integrated Package CEOC /FP/RH/ PAC/PPC, Sharkia Gov.
 - b. Training course for OB/GYN Nurses on integrated package(CEOC/FP/RH/PAC/PPC), Sharkia Gov.
 - c. Refresher course for OB/GYN Physicians on EOC as Requested by SMCs in Luxor.

3. During June, a total of 7 training courses were conducted;
 - a. Orientation to Integrated EOC/FP/RH Course for OB/GYN Seniors/Consultants, Ahrar Hospital
 - b. Ultra Sound Training for OB/GYN Specialists, Ain Shams University
 - c. Refresher Training on EOC for OB/GYN Physicians as requested by SMCs, Luxor Int. Hosp.
 - d. Refresher Training on EOC for OB/GYN Nurses as requested by SMCs, Luxor Int. Hosp.
 - e. Integrated EOC/FP/RH Course for OB/GYN Specialists, Ahrar Hospital
 - f. PPC/PAC/FP/BF/RH for OB/GYN Specialists, Luxor Int. Hosp.
 - g. Integrated EOC/FP/RH Course for Nurses, Ahrar Hospital
4. In general, trainers were adherent to the planned agenda.
5. Each training day had been conducted by 2 trainers.
6. Training materials were available.
7. Assessment of all elements of training had been conducted during each training course and necessary actions were taken to keep the quality of training.

III- Anesthesia

Curriculum Development

During April the Training Curriculum had been under review.

Planning for Training

1. Listing Anesthesia trained participants, Sharkia Gov.
2. Listing Anesthesia trained participants, Ismailia Gov
3. Sorting out Anesthesia untrained participants, Sharkia Gov
4. Sorting out Anesthesia untrained, Ismailia Gov
5. Preparing Anesthesia participants' list, Sharkia Gov
6. Preparing participants' list, Ismailia Gov
7. Finalizing Anesthesia, participants' lists
8. Planning & preparing for May & June training courses
9. During May, all Team Leaders shared a meeting at Takamol Borg El-Zini to discuss future plans.

Implementation of Training

1. During May one Anesthesia training for Obstetric Anesthesiologists was conducted in Sharkia Governorate, with a total of 10 participants from Ismailia (Ismailia GH) & Sharkia (Zagazig GH, Abou Hammad, Diarb Negm, Abou Kebeer & Fakous DHs) Governorates. The participant from El Kassaseen DH (Ismailia governorate) didn't attend the course.
2. The report had been submitted on time.
3. Every training day had been conducted by 2 trainers.
4. The training course had been conducted as scheduled.
5. Assessment of trainers in an on going process.

IV- Laboratory

Curriculum Development

During April the Training Curriculum had been reviewed.

Planning for Training:

1. Listing trained participants, Lab (physicians & technicians), Sharkia Gov
2. Listing trained participants, Lab (physicians & technicians), Ismailia Gov
3. Sorting out untrained participants, Lab (physicians & technicians), Sharkia Gov
4. Sorting out untrained, Lab (physicians & technicians), Ismailia Gov
5. Preparing participants' list, Lab (physicians & technicians), Sharkia Gov
6. Preparing participants' list, Lab (physicians & technicians), Ismailia Gov
7. Finalizing Lab (physicians & technicians) participants' lists
8. During June, visiting Central Health Laboratories several times for the preparation of PHC Lab Technicians' training course;
 - a. Meeting Dr. Nadia Moharram, General Director of Clinical Pathology Department, Central Health Laboratories, MOHP, Cairo. The agenda was slightly modified upon previous recommendations from both the trainers & the participants. Hematology sessions were expanded to give the participants enough time for the practical training.
 - b. Meeting the local trainers to orient them about the course & to allocate them in the agenda.
 - c. Selecting the auditorium & laboratory to be the venues of the course.

Implementation of Training:

1. No training courses were conducted during April.
2. During May, one training course was conducted in Sharkia governorate, with a total of 20 participants, Ismailia (Ismailia GH) & Sharkia (Zagazig GH, Belbeis, Abou Hammad & El Kenayat DHs) Governorates. No participants from El Kassaseen DH (Ismailia governorate) attended the training course.
3. During June, one Lab Physicians and another for Lab Technicians were conducted in Sharkia Governorate;
 - a. One Lab Physicians training course was conducted with a total of 12 participants. Participants were from Ismailia (Ismailia GH) & Sharkia (Belbeis, Kenayat, Fakous, Minia El Kamh & Diarb Negm DHs) governorates. By this course, all laboratory physicians listed in Ismailia & Sharkia governorates were trained.
 - b. One Lab Technicians training course was conducted with a total of 27 participants. Participants were from Sharkia governorate (Zagazig GH, Belbeis, Abou Kebeer, Fakous, Minia El Kamh & Diarb Negm DHs). No participants from El Kassaseen DH (Ismailia governorate) attended the course.
4. The reports had been submitted on time.
5. Every training day had been conducted by 2 trainers.
6. The training course had been conducted as scheduled.
7. Assessment of trainers is an on going process.

V- Infection Control

Curriculum Development

1. Session plan had been updated.
2. Training curricula had been updated and reviewed, and presentations updated according to USAID official branding requirement Power Point template for the following;
 - Central Supply and Sterilization Training For CSSD Nurses/Technicians
 - Essential Operating Room Training of infection control for Nurses
 - Refresher Infection Control Training For Infection Control Team
3. Power point presentation subjected to strengthening through adding some slides for Decontamination as requested by trainers and participants and approved by Team Leader counterpart.

Planning for Training

1. Preparation of Y2 Q4 training plan.
2. Periodic meetings had been conducted with the trainers to receive their feedback and recommendations to ensure the highly expected performance of training.
3. All training courses had been conducted as planned during June.
4. Coordination of orientation activities for introduction of new trainer consultants, new training courses and when needed to ensure the best training quality.
5. Meeting with consultant trainers involved in training to get their feedback and recommendations to ensure high training quality.

Implementation of Training

1. No training courses were conducted during April and May.
2. All planned training courses were conducted according to their schedules during June 2007, and all had been in Sharkia Governorate;
 - Refresher Infection Control Training For Infection Control Team,
 - Training Course of Infection Control for CSSD Team, and
 - Essential Operating Room Training of infection control for Nurses.
3. Monitoring visits to assess training management, trainer's performance and to facilitate training conduction.
4. Assessment of consultant trainers to ensure interactive training conduction.
5. Training reports had been submitted as scheduled and on time.
6. Every training day had been conducted by 2 trainers.
7. Trainers were adherent to the planned agenda.
8. Training materials were available in high quality.

VI- Continuous Quality Improvement Training Course for Safe Motherhood Committee Members

Curriculum Development

1. The training curriculum of Continuous Quality Improvement Training Course for Safe Motherhood Committee Members had been reviewed, adjusted, and edited, and the pre/post tests had been customized as well as the PowerPoint Presentations.
2. Quality Improvement Consultant had been assigned to review and update the Arabic version of the "CQIS" training kit for hospital SMCs.
3. Updating training materials according to USAID's official branding requirement Power Point template.
4. Quality Improvement Consultant had been assigned during April to review and update the Arabic version of the "CQIS" training kit for hospital SMCs.
5. The Arabic version of the "CQIS" training kit for hospital SMCs had been updated, reviewed, and edited during June.
6. The training Kit was approved by CQI counterpart Team Leader and included;
 - Trainer's Guide and Session Plan
 - Participant's Manual
 - Training Agenda for CQIS and Refresher CQI
 - Power Point Presentations of all Sessions
 - Pre and post Tests & Key answers
 - Session plans
 - Course description

Planning for Training

1. Orientation meetings had been conducted at HCI Headquarters with Prof. Mahi El Tehewy (Quality Improvement Consultant) to orient CQI trainers on the updated training curriculum and to receive their feedback and recommendations to ensure the highly expected performance of training.
2. One training course had been conducted as planned.
3. Next quarter CQI training courses for batch 3 hospitals had been postponed to the first of August due to delay in Board elections.

4. Coordination of orientation activities for introduction of new trainer consultants, new training courses and when needed to ensure the best training quality.
5. Meeting with consultant trainers involved in training to get their feedback and recommendations to ensure high training quality.

Implementation of Training

1. During June, 2007, one Refresher Continuous Quality Improvement Training Course for Safe Motherhood Committee Members was implemented for 21 participants in Luxor Governorate.
2. Monitoring visits to assess training management, trainers' performance and to facilitate training conduction.
3. Assessment of consultant trainers to ensure interactive training conduction.
4. Training reports had been submitted as scheduled and on time.
5. Every training day had been conducted by 2 trainers.
6. Trainers were adherent to the planned agenda.
7. Training materials were available in high quality.

VIII- Management & Leadership Skills for Hospital Boards

Curriculum Development

1. The training curriculum of Management and Leadership Skills for Hospital Boards "Phase II" had been developed.
2. The Pre/Post test for Management and Leadership Skills training For Hospital Boards-Phase I and Phase II has been subjected to review and adjustment.
3. Updating training materials according to USAID's official branding requirement Power Point template.
4. Developing the training materials for Management and Leadership Skills training For Hospital Boards-Phase III.
5. The training curriculum of Management and Leadership Skills for Hospital Boards "Phase-III" had been reviewed, manual & Power point presentations adjusted, and Pre/Post test customized.

Planning for Training

1. Periodic meetings had been conducted with the trainers orient them and to receive their feedback and recommendations to ensure the highly expected performance of training.
2. All training courses had been conducted as planned.
3. Two training courses had been conducted as planned during June.
4. Next quarter “Management & Leadership Skills for Hospital Boards” training courses for batch 3 hospitals had been postponed to the first of August due to delay in Board elections.
5. Coordination of orientation activities for introduction of new trainer consultants, new training courses and when needed to ensure the best training quality.
6. Meeting with consultant trainers involved in training to get their feedback and recommendations to ensure high training quality.

Implementation of Training

1. During April, two training courses had been conducted in Sharkia governorate;
 - a. Management and Leadership Skills For Hospital Boards-Phase I, Zgazig G.H. & Kenayat D.H.
 - b. Management and Leadership Skills For Hospital Boards-Phase II, Belbis & Abo Hammad D.H.
2. During May, three training courses have been conducted; one in Sharkia and two in Ismailia Governorates respectively;
 - In Sharkia Gov.: Management and Leadership Skills For Hospital Boards-Phase II for Zagazig G.H & Kenayat D.H was implemented with total of 4 training days and 15 participants.
 - In Ismailia two training courses were implemented with total of 6 training days and 34 participants;
 - a. Management & Leadership Skills for Board - Phase 1 for Ismailia GH & Kassaseen D.H.
 - b. Management & Leadership Skills for Board - Phase II for Ismailia G.H & Kassaseen D.H.
3. During June, 2007 two training course; Management and Leadership Skills for Hospital Boards-Phase III – were implemented in Sharkia governorate.
4. Every training day had been conducted by 2 trainers.

5. Monitoring visits to assess training management, trainer's performance and to facilitate training conduction.
6. Assessment of consultant trainers to ensure interactive training conduction.
7. Training reports had been submitted as scheduled and on time.
8. Trainers were adherent to the planned agenda.
9. Training materials were available in high quality.

Result 4 Activities

Curriculum Development

1. All Management training documents had been reviewed.
2. Curriculum for workshop for Finance people in 4 Governorates were prepared by the Finance Team.

Planning for Training

1. An Orientation workshop for the Master Coaches had been conducted at Takamol Borg El-Zini Headquarter during 2-3 April 2007; to orient the Master Coaches with the required OJT approach, and the methodology of dealing with various expected/unexpected situations that might face the Coach, and to get acquainted to the monitoring and reporting process.
2. A meeting had been conducted on April 15th 2007 for the Finance Team with all concerned counterparts; to finalize the reports for the current situation of Services Investment Fund (SIF) and getting prepared for the next steps. Additional repeated meetings had been organized to agree upon solutions for obstacles that hinder SIF.
3. April monthly meeting had been held for all R4 trainers together with Takamol Team Leaders and all concerned Counterparts; with the goals of discussing the issue of reports and for planning for Phase III of Clinic Management and targeting schedule preparation for visiting different clinics.
4. Final careful selection of the Master Coaches after various meetings and discussions to ensure the required criteria of perfection.

The Master Coaches are:

- Dr. Labeeb Mohamed.
- Dr. Ashraf Abdo.
- Dr. Fatma Salah.
- Dr. Waleed Abbas
- Dr. Mohamed Taher Hamed as Central Coaches.

The potential Master Coaches:

- Dr. Adel Issa
- Dr. Ahmed Youssef.
- Dr. Aml Mohamed.
- Dr. Shereif Miniawy

Dr. Mohamed Taher Hamed as a Central Coach for OJT

Dr. Waleed Abbas as a master coach and management trainer

Dr. Sherif Menyawy	as a master coach and management trainer
Dr. Adel Issa	as a master coach and management trainer
Dr. Ahmed Rashaad	as management trainer & SIF coordinator

5. Preparation of Management training plan for Batch 3 during May.
6. All planned training courses had been implemented.
7. All training courses had been conducted as scheduled.
8. Managing all training logistics of Management training.

Implementation of Training

1. OJT had started on April in different Governorates ;
 - a. On Thursday 26th April, Dr. Labeeb Mohamed had been scheduled to visit Beni Suef district supervisory team.
 - b. On Sunday 29th April, Dr. Fatma Salah and Dr. Shereif Miniawy had been heading to Ismailia district supervisory team.
 - c. On Sunday 29th April, Dr. Ashraf Abdo and Dr. Aml Mohamed had been to visit Ehnasia district supervisory team.
2. Workshop for SIF procedures had been held on Monday 30th of April in Sofitel Hotel “Maadi” for the finance team in the four Governorates, each Governorate was represented by 2 officials, one M.O.F representative and the Finance Officer in the Health Directorate. All goals of the meeting were achieved and final document were prepared and signed by the 8 finance personnel from the 4th Governorates. Through this document and their agreement we hope that all obstacles for SIF will be removed.
3. Seven training courses had been conducted during April:
4. Total number of trainees : 296 trainees.
5. Total number of training days : 25 training day.
6. Total number of training hours : 150 training hour
7. During May, implementation of Clinic Management phase 3 for PHCs Batch 1 took place;
 - a. Giza: Osseem & Badrasheen Districts.
 - b. Beni Suef: Beni Suef & Ehnasia Districts.
 - c. Ismailia: Ismailia & Kassasseen Districts.
8. The start up of OJT has started on May for Batch 1 in Giza, Ismailia , Sharkia and Beni Suef Governorates which included the preparation of Assessment Tools for both the District Supervisory Teams and Primary Health Unit with special emphasis on Service Improvement

Funds and Clinic Board meetings and the importance of shared vision and team work environment.

9. Several meetings were held with the Master Coaches, and Central Coaches with exploration field visits for districts to know the current situation and to receive the impact of previous training for Clinic management and Clinic Board on the District Teams, as well as the impact of The Integrated Supervision training held particularly for the District Supervisory Teams in the four governorates.
10. Assessment and re-assessment for the situation has been conducted, in addition to a meeting on May 28th; so as to finalize the situation and to have a common language and to plan for the coming steps in the form of a Corrective Action Plan expected to be prepared by Master Coaches according to the Baseline Assessment for District Supervisory Teams.
11. For more coordination between the three Results' activities, R1, R2 and R4, the "Neonatology Referral Workshop" was organized by R2 team and was attended by Dr. Ashraf Abdo (Master OJT Coach-R4) and Dr. Alaa Afify R4 Training Team leader, during which different issues related to different levels of care, criteria for admission, criteria for referral between one level to another, neonatal transportation, vehicle, equipment, referring personnel, referral sheet, calling system, and feedback were discussed. The Workshop focused on referral between NICU to NICU and it was recommended to organize another workshop for referral from PHCs to hospitals.
12. As a matter of continuous quality improvement, a meeting was held on 23rd of May, attended by MOHP trainers and headed by Dr. Abdel Haleem Ragab (Director of Population Planning – Population Sector) and Clinic Management (R4) Trainers together with R4 Team Leaders during which batch 1 achievement were presented and discussed, areas for improvement were discussed, Work Climate Assessment Tools were presented properly.
13. At the end of April, there was a meeting for Service Improvement Fund which came up with an agreement to resolve the obstacles facing SIF activities and this agreement was signed by the Finance Teams in the four governorates. During May the Finance Team started field visits for assessment and follow up of the signed agreement and to construct an action plan for the coming months according to the result obtained from field visits.
14. Four training courses for Clinic Board Management (Three for Phase 1, & one training course for Phase 2) during May;
Total number of training days: 11 days.
Total number training hours: 66 hours.
Total number of participants: 168 participants.

15. During June, new qualified Consultants R4 roster had been introduced; Dr. Ahmed Rashed - Assistant Teacher, Family Medicine department, Cairo University. Dr. Ahmed had a vast experience in The Field of SIF and previous deep experience with the former project (TAHSEEN). In the process of developing SIF guidelines; he has been responsible for the SIF, in addition to other R4 activities as a trainer and as a coach.
16. The OJT processes had been proceeding as planned and outlined during June; several meetings were held to reach a common vision among the coaches for the assessment of the district teams and to find out the needed answer for the hanging question how to know and how to measure the degree of improvement in both district teams and concerned PHCs, and how to make sure of replicating this model in Non-Takamol PHCs. There was a discussed and agreed upon direct template to measure the change and degree of improvement at the district levels.
17. Different forms for assessment of PHCs were discussed and agreed upon.
18. A preparatory meeting was held with master coaches at HCI headquarters to discuss the designed plan of action for the OJT, and to prepare for their presentations of such plans. There was a complete coordination between master coaches and the finance team with clear roles for each party. This meeting was planned to be a coordination prior to June 19th meeting.
19. On June 19th, the meeting was held successfully; as the master coaches presented their plans of action for the OJT for the coming 6 months. These presentations were deeply appreciated by R1 and R4 team leaders and there was a sense of relief, comfort, and full understanding among all who attended that meeting.
20. By the end of June, several training courses implemented were as follow :
 - a. Total number of training courses: 6 courses; 4 training courses for Board Management, and 2 training courses for Clinic management phase III.
 - b. Total number of trainees: 237 trainees.
 - c. Total number of training days: 10 days.
21. All training reports for all implemented training courses had been submitted & finalized.

Baseline Assessment Activity

Clinical Performance OB/GYN & NICU Assessment, Luxor GH & Bayadia DH:

- Aiming at upgrading health services in NICU and Obstetric Department and improving their skills and performance, baseline clinical performance assessed using retrospective data collection methodology for the admission medical records from January to March 2007 (Q1) in the above-mentioned hospitals in Luxor Governorate.
- Compliance with standards scored by disease and by monitoring indicators.
- Data collected used to calculate the gap between the actual performance and the standard one.
- Base line clinical performance assessment will be used to monitor the performance after intervention (Upgrading and training).
- Report has been submitted.

Annex I: Detailed List of Conducted Training Courses During April

Ismailia		Sharkia		Beni-Suef		Giza		Kaliobia	
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	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
1	402	Clinic Management for clinic staff phase 2 - Wahat	R4	02-04-07	05-04-07	Giza	38	17	21	52.63	78.16
2	405	Clinic Board Training, phase 2 – Abo Hammad & Belbis	R4	10-04-07	11-04-07	Sharkia	45	17	28	32.38	46.19
3	224	Management & Leadership Skills for Board - Phase 1 – Zagazig & Kenayat	R2	11-04-07	12-04-07	Sharkia	17	10	7	56.76	65
4	402	Clinic Management for clinic staff phase 2 - Beba	R4	15-04-07	18-04-07	Beni Suef	46	25	21	53.26	69.35
5	402	Clinic Management for clinic staff phase 2 – Nasser & Shark El-Nile	R4	15-04-07	18-04-07	Beni Suef	44	15	29	52.95	86.05
6	402	Clinic Management for clinic staff phase 2 – Shark Shobra El Khaima	R4	15-04-07	18-04-07	Kalyoubia	18	6	12	56.67	68.89
7	402	Clinic Management for clinic staff phase 2 – Zagazig	R4	15-04-07	18-04-08	Sharkia	29	9	20	50.69	62.76

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
8*	225	Management & Leadership Skills for Hospital Board – Phase 2 – Parts A & B – Abou Hammad & Belbeis	R2	18-04-07	19-04-07	Sharkia	17	13	4	59.12	69.12
				23-04-07	24-04-07						
9	404	Clinic Board Training, phase1 - Wahat	R4	22-04-07	24-04-07	Giza	76	52	24	49.87	69.08
10**	102	Integrated Clinical Training for Nurses – Nasser, Beba & Shark El-Nile	R1	29-04-07	10-05-07**	Beni Suef	26	0	26	60.51	75.26
11**	101	Integrated Clinical Training for Physicians – Nasser, Beba & Shark El-Nile	R1	29-04-07	10-05-07**	Beni Suef	24	12	12	49.33	73.17

* Management & Leadership Skills for Hospital Board – Phase II (Planning & Management) had been divided into 2 parts each of 2 days as requested by Board Members.

** Tuesday, May 1st: National holiday; Labor Day

Annex II: Detailed List of Conducted Training Courses During May

Ismailia	Sharkia	Beni-Suef	Giza	Kaliobia	Luxor
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	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
1*	225	Management & Leadership Skills for Hospital Board - Phase 2- (Planning & Management)-Part A & B,	R2	2-05-07	03-05-07	Sharkia	15	10	5	59.33	83.33
				09-05-07	10-05-07						
2	201	Integrated Package EOC/FP/RH/PAC/PPC Course for OB/GYN Physicians	R2	5-05-07	17-05-07	Sharkia	15	4	11	62.47	83.33
3	405	Clinic Board Management, Phase 2	R4	09-05-07	10-05-07	Giza	31	23	8	39.35	60.34
4	224	Management & Leadership Skills for Hospital Board - Phase 1	R2	16-05-07	17-05-07	Ismailia	17	13	4	75	77.06
5	211	Lab Technicians on Essential Clinical Lab Services	R2	17-05-07	17-05-07	Sharkia	20	6	14	83	99
6	201	Integrated EOC/FP/RH/PAC/PPC Course for OB/GYN Physicians	R2	19-05-07	31-05-07	Sharkia	18	6	12	53.7	79.6

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
7	106	Clinical Ultrasound Training for PHC physicians	R1	19-05-07	24-05-07	Giza	10	6	4	42.74	70.09
8	102	Integrated Clinical Training for PHC Nurses	R1	20-05-07	30-05-07	Giza	22	1	21	63.33	86.67
9	404	Clinic Board Management Training, Phase 1, Nasser	R4	20-05-07	22-05-07	Beni Suef	41	22	19	38.29	88.29
10	404	Clinic Board Management Training, Phase 1, Beba	R4	20-05-07	22-05-07	Beni Suef	52	29	23	35.88	55.77
11	404	Clinic Board Management, Phase 1	R4	20-05-07	22-05-07	Sharkia	44	29	15	36.51	61.14
12	103	Lab Tech for PHC	R1	20-05-07	24-05-07	Beni Suef	18	16	2	57.41	95.06
13	219	Advanced Neonatal Care Training for Neonatologists (Physicians)	R2	20-05-07	24-05-07	Sharkia	17	9	8	53.18	89.68
14	221	Refresher Training on EOC for OB/GYN Physicians as requested by SMCs	R2	20-05-07	24-05-07	Luxor	20	12	8	55	80.20
15	203	Integrated EOC/FP/RH/PAC/PPC Course for OB/GYN Nurses	R2	21-05-07	31-05-07	Sharkia	16	-	16	53.33	95.63
16*	225	Management & Leadership Skills for Hospital	R2	23-05-07	24-05-07	Ismailia	19	15	4	80.35	93.33

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
		Board - Phase 2-(Planning & Management) Part A & B		30-05-07	31-05-07						
17	104	Maintenance & Safety for PHC Clinics	R1	27-05-07	28-05-07	Ismailia	13	13	-	50	79.23
18	208	Essential Obstetric Anesthesia Training for Anesthesiologists	R2	28-05-07	30-05-07	Sharkia	10	9	1	60	95

* Management & Leadership Skills for Hospital Board – Phase II (Planning & Management) had been divided into 2 parts each of 2 days as requested by Board Members.

Annex III: Detailed List of Conducted Training Courses During June

Ismailia		Sharkia		Beni-Suef		Giza		Kaliobia		Luxor	
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	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
1	104	Maintenance & Safety for PHC Clinics, MOHP – Ismailia District	R1	03-06-07	04-06-07	Ismailia	10	7	3	49	72
2	104	Maintenance & Safety for PHC Clinics, MOHP – Kassaseen District	R1	06-06-07	07-06-07	Ismailia	9	3	6	56.67	88.89
3	106	Clinical Ultrasonic for Physicians of PHC	R1	09-06-07	14-06-07	Giza	10	3	7	55.83	83.33
						Kalyoubia					
						Ismailia					
4	104	Maintenance & Safety for PHC Clinics, MOHP – Badrasheen & Oseem Districts	R1	10-06-07	11-06-07	Giza	9	9	-	45.56	95.56

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
5	104	Maintenance & Safety for PHC Clinics, MOHP – Oseem District	R1	13-06-07	14-06-07	Giza	8	4	4	68.75	92.50
6	103	Lab Technicians of PHC, MOHP -	R1	17-06-07	21-06-07	Beni Suef	13	11	2	71.79	94.87
						Sharkia					
						Kalyoubia					
7	104	Maintenance & Safety for PHC Clinics, MOHP – Oseem District	R1	19-06-07	20-06-07	Giza	11	6	5	62.73	95.45
8	106	Clinical Ultrasonic for PHC Physicians	R1	23-06-07	28-06-07	Giza	10	6	4	57.50	89.17
						Ismailia					
						Beni Suef					
9	104	Maintenance & Safety for PHC Clinics, MOHP – El-Badrasheen District	R1	24-06-07	25-06-07	Giza	12	6	6	63.33	95
10	104	Maintenance & Safety for PHC Clinics, MOHP – El-Badrasheen District	R1	27-06-07	28-06-07	Giza	15	3	12	46.67	90
11	202	Orientation for Seniors OB/GYN Specialists on Integrated MCH/FP/RH Package	R2	02-06-07	05-06-07	Sharkia	14	14	-	NA	NA
12	217	Ultrasonography for OB/GYN Physicians	R2	02-06-07	07-06-07	Ismailia	10	6	4	56	94.80
13	212	Central Supply & Sterilization for CSSD Nurses/Technicians	R2	03-06-07	04-06-07	Sharkia	14	9	5	31	70

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
14	221	Refresher Course for OB/GYN Physicians on EOC as Requested by SMC	R2	03-06-07	07-06-07	Luxor	25	15	10	47.27	74.67
15	220	Refresher Course for OB/GYN Nurses on EOC as Requested by SMCs	R2	05-06-07	07-06-07	Luxor	19	-	19	49.12	72.28
16	210	Lab Physicians on Essential Clinical Lab Services	R2	06-06-07	07-06-07	Sharkia	12	3	9	64	91
17	226	Management & Leadership Skills for Hospital Board – Phase 3 (Leadership & Team Management)	R2	06-06-07	07-06-07	Sharkia	18	14	4	69	86
18	201	Training for OB/GYN Physicians on Integrated Package EOC/FP/RH/PAC.PPC	R2	09-06-07	21-06-07	Sharkia	17	12	5	42.88	51.76
19	207	Neonatal Care Training for NICU Nurses	R2	10-06-07	20-06-07	Sharkia	17	-	17	37.75	82.25
20	204	Basic Neonatal Care for Physicians	R2	10-06-07	20-06-07	Sharkia	20	9	11	58.02	86.05
21	216	OB/GYN Physicians on PPC/FP/RH/Breast Feeding	R2	11-06-07	14-06-07	Luxor	24	16	8	62.36	86.21
22	226	Management & Leadership Skills for Hospital Board – Phase 3 (Leadership & Team Management)	R2	13-06-07	14-06-07	Sharkia	17	12	5	72.35	94.67

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
23	211	Lab Technicians on Essential Clinical Lab Services	R2	14-06-07	14-06-07	Sharkia	27	17	10	83	94
24	205	Refresher CQI for Safe Motherhood Committee	R2	17-06-07	18-06-07	Luxor	21	17	4	37	65
25	203	Training for Ob/Gyn Nurses on Integrated Package EOC/FP/RH/PAC/PPC	R2	18-06-07	28-06-07	Sharkia	20	-	20	51.33	97.33
26	209	Infection Control for OR Nurses	R2	20-06-07	21-06-07	Sharkia	19	-	19	88	100
27	218	Refresher Infection Control Training for Infection Control Team	R2	26-06-07	28-06-07	Sharkia	11	4	7	82	95
28	405	Clinic Board Management – Phase 2 – Zagazig District	R4	03-06-07	04-06-07	Sharkia	43	28	15	35.95	54.42
29	405	Clinic Board Management – Phase 2 – Beba District	R4	03-06-07	04-06-07	Beni Suef	50	28	22	38.37	43.19
30	405	Clinic Board Management – Phase 2 – Nasser District	R4	03-06-07	04-06-07	Beni Suef	42	22	20	48.25	62.38
31	403	Clinic Management & Supervision – Phase 3 – Oseem District	R4	17-06-06	17-06-06	Giza	37	14	23	NA	NA
32	403	Clinic Management & Supervision – Phase 3 – Badrasheen District	R4	18-06-07	18-06-07	Giza	23	5	18	NA	NA

	Course Code	Training Name	Result	Start Date	End Date	Governorate	Participant No	Male	Female	Avg. overall pre-test	Avg. overall post-test
33	405	Clinic Board Management – Phase 2 – Wahat District	R4	25-06-07	26-06-07	Giza	42	27	15	50.24	76.43