



# Kintampo Health Research Centre

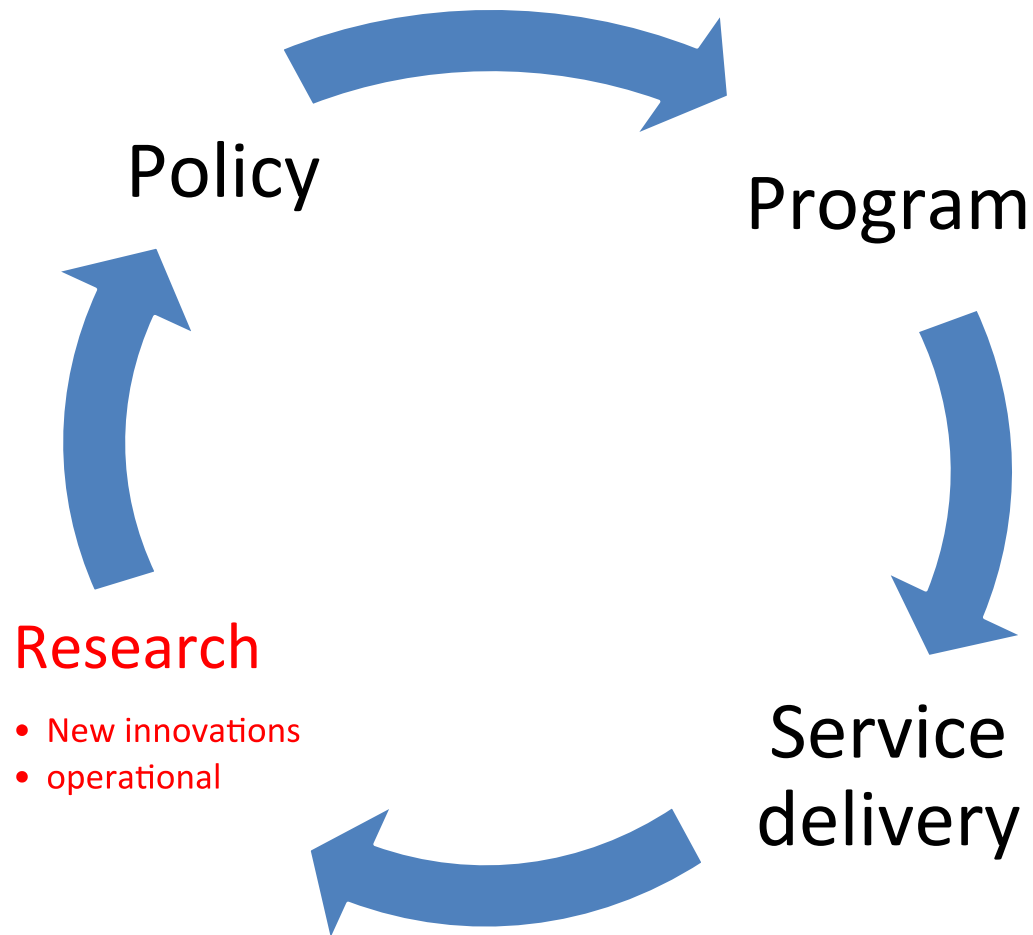
INDEPTH capacity building workshop



- Our mission is to **conduct public health research and develop health research capacity** which will contribute to a reduction in ill-health and the achievement of the Millennium Development Goals for Africa's most disadvantaged communities.
  - To deliver high quality research that is relevant to healthcare priorities in Ghana in particular and across Africa.



# Mandate





# Staff profile

- In the last 10 years has ranged between 300 and 500
- Currently about 350
  - Senior staff about 120 (70% are scientific staff)
  - Scientific staff
    - 80% are project staff 20% permanent staff of Ghana Health Service.
    - Mainly males
    - Mostly recruited at the bachelors level (no PhD ever recruited)



# Capacity building in KHRC

- The training committee is responsible for making recommendations to management
  - Objective of TC is to identify and train staff on various disciplines relevant to KHRCs vision and mission
  - Identify gaps in specific disciplines and address them



# How to apply

- Discuss with your project lead/dept head
- Write to TC with recommendation from PL/DH
- TC will meet and recommend based on
  - Competency for chosen area
  - Duration of service
  - Relevance to KHRC
  - Need for area of expertise
  - Contribution to KHRCs scientific development
  - Good conduct



# Types of training



- **Formal**
  - Diploma
  - MSc
  - PhD
- **Informal**
  - short courses
  - In house training



# So Far.....Long training

- Diploma
  - 2011 = 1
  - 2012 = 1 (Hospitality management)
  - 2013 = 1 (Laboratory technician)
- Masters
  - 2011 = 6 (public health -3, immunology -1, microbiology -1, clinical trials -1)
  - 2012 = 4 (Pharmacology therapeutics =1, Biochem=1, immunology=1, MPH=1,
  - 2013 = 6 (clinical microbiology -1, entomology -1, Pop studies -1, Social Science/sociology -2, Biostatistics -1, Biostats/epid =1)
  - 2014 = 7 ( 1Health Economic, 1 social science, 1 data management, 1 molecular bio, 3 others
  - 2015 = 4 (1 Molecular Biology, 2 Population studies, 1 MPH, )





# Long training

- PhD
  - 2011 = 0
  - 2012 = 2
  - 2013 = 1
  - 2014 = 5
    - 1 PH
    - 2 Demography
    - 1 Molecular Bio
    - 1 Immunology
    - 1 Epidemiology
  - 2015
    - 1 Epidemiology
    - 1 Population studies



# Short term training

- Small Grants approach.
  - At initiative of management
  - Aim is to develop capacity among young scientist
  - Yearly calls are made
  - Top ten proposals are selected by 3 independent reviewers
  - Award of 2000USD to implement proposals
  - So far twenty proposals are sponsored
  - About 80% of completed projects are published



## Other short term training

- KHRC Scientific and technical meetings where scientific proposal writing is discussed
- Working groups on proposal development for existing and new areas
- Mentorship: proposals write up and review
- External workshop
  - Good Clinical Practice
  - Immunology
  - Statistics
  - Demography
  - Others



# Funding

- No core fund for training
- Depends on projects
  - Overheads
  - Some projects associated with training though few
- Look out for calls
- INDEPTH has been very supportive



# Training Required

## Area

**Statistics**

**Immunology**

**Virology**

**Epidemiology**



# Training others

- Ghana Health Service staff
- Training Centre for students
  - PhD thesis
  - Masters thesis
  - Studentship
- Sabbatical internship
- Medical and Dental Council Accredited for Continuous Professional Development.



# Collaborating Training Institutions



- University of Ghana
  - College of Health Sciences –SPH, UGMS
- Kwame Nkrumah University of Science and Technology
- Institute of Psychiatry, UK
- London School of Hygiene and Tropical Medicine
- Michigan University
- Columbia University
- Georgetown University
- Global Health Network, Oxford, UK



# KDSS data review with Dr. Mbacke, 16<sup>th</sup> July 2013







# Phase 1 Clinical trial training with Novartis 07 May 2013





# Key issues



- Data collection and quality does not match scientific outputs
  - publications
  - scientific briefs
  - Communication: Policy briefs, advocacy, etc
  - Annual report
  - hypothesis generation
- Reason:
  - ?Critical analysis,
  - ?statisticians –Post docs
  - ?Competing interests
  - ?Inadequate critical mass – no core funding.
  - ?Use of modern technologies
    - Electronic data capture
    - Complex analytical tools (Fox Pro to SQL)



# Key issues

- Bonding
- Completion of course
  - Must complete in time given
  - Must submit reports
  - Must submit certificate for KHRC to be recognized at the next level (RO, RF etc)
- Capital intensive
- Too long a time
  - From Recruitment - MSc – PhD: Almost 10 years
  - ?? Long distance studies
- Attrition



Thank you