INDEPTH-Network Capacity Strengthening & Training Meeting

Dr Abraham Oduro
Director
Navrongo Health Research Centre
Outline of Presentation

- Navrongo Health Research Centre Platform
  - Principle underpinning our training policy
  - NHRC training policy
  - Some experiences in the past
  - Suggestions & way forward
Location in Africa and Ghana
Ministry of Health/ Ghana Health Service

Research & Development Division

Navrongo Health Research Centre (NHRC)

NHRC started as Ghana VAST study site in 1988, upgraded into Research Centre in 1992 and in 2009 became part of the Research & Development Division

Vision statement:

To be a centre of excellence for the conduct of high quality research and training for national and international health policy development.

Mission statement:

To undertake health research in major national and international health problems with the aim of informing policy for the improvement of health.
Organogram of the Centre
<table>
<thead>
<tr>
<th>Areas of Human Resource Expertise</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Bioethics</td>
<td>▪ Demographic research</td>
</tr>
<tr>
<td>• Biostatistics</td>
<td>▪ Health Systems &amp;</td>
</tr>
<tr>
<td>• Clinical /Field trials</td>
<td>▪ Health Economic</td>
</tr>
<tr>
<td>• Database Development</td>
<td>▪ Health/Bio-Informatics</td>
</tr>
<tr>
<td>• Epidemiology</td>
<td>▪ Information Technology</td>
</tr>
<tr>
<td>• Environmental Health</td>
<td>▪ Clinical Pharmacology</td>
</tr>
<tr>
<td>• Pathogens and Vector studies</td>
<td>▪ Population studies</td>
</tr>
<tr>
<td>• Genomics / Genetics</td>
<td>▪ Project Management</td>
</tr>
<tr>
<td>• Health Promotion</td>
<td>▪ Social Anthropology</td>
</tr>
</tbody>
</table>
### Human Resource Categories

<table>
<thead>
<tr>
<th>Designations</th>
<th>GHS</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>8</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Fellows</td>
<td>10</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>Senior Members</td>
<td>5</td>
<td>12</td>
<td>17</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>3</td>
<td>31</td>
<td>34</td>
</tr>
<tr>
<td>Admin. staff</td>
<td>2</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Field workers</td>
<td>2</td>
<td>119</td>
<td>121</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td><strong>174</strong></td>
<td><strong>204</strong></td>
</tr>
</tbody>
</table>
Guiding Principles of our Training Policy

- Non-core funded institution
- Mix of government and project staff
- The changing needs of the centre
- Relevance of the course to staff career
- Approved course of study
- Availability of funds to pay the expenses
- Officers’ absence should not affect the job
- Coordinated by the main administration
  - Now setting up capacity development and training unit
Short Term Training Policy

- Normally in-service training
- Normally job related
- Rationale to facilitate on job performance
  - Acquire new skill
  - Refresh /Maintain existing skills
  - Increase competence
- Duration often six months or less
- Sponsorship maybe by a Project /Centre
- Full staff benefits
Long Term Training Policy

- Often six months or more
- Leave absence required
- Study leave with or without pay
  - Maximum number of staff per year is five
  - By length of service /seniority
- Areas cover include
  - First degree
  - Masters
  - PhD
Study Leave Policy

- First degree or postgraduate
  - Minimum of 3 years continuous service
- Non-degree officers
  - Minimum of 5 years continuous service
- Bonding
  - Two years for 9 to 18 months study
  - Four years for two years or more study
  - In default one must refund the sponsorship
  - Plus 50% penalty
Our Experiences Over Years

- In practice training has been through:
  - Training grants: WHOTDR/INDEPTH/ Wellcome Trust
  - Collaborative Projects: LSHTM/STI/ Etc
  - Individual efforts / Scholarships
  - Internally generated fund support
  - Self support
NHRC Achievements

- Individuals
  - Supported over 100 PhD degrees
    - 15 PhDs in training (WJ, UB, PK, NM, IR, DB, GP, MD, GI, VC, AT, PS, PD, AW)
  - Over hundred masters degree trained

- Student attachment and thesis data collection

- Sister Research Centres

- Network Members

- In-service training for GHS and NGO
Challenges over time

- Fairness among staff
- Relevance to the centre
- Effects on work output
- Retention of staff
- Outputs of the training ↑
- Outcomes of the training →
- Goals & changing research environment →
Way forward/ Suggestions

The NHRC
- Undergoing Rigorous Review
- Platform for Research and Training
- Short-term Capacity Development
- Training Policy →
  - Institutional led
  - Study leave / leave of absence
  - Resignation Policy
- Output? Outcomes? Goals?
- Centre → Institute / Faculty

The Network
- Studentship/ Research grants
- Counterpart funding from individual/mother institutions
- Tried and tested institutions for better outcomes
- Member site driven /’ Customized
- Short-term capacity development maybe more sustainable!
Thank You!

Contact us

Email:

Training@navrongo-hrc.org

Director@navrongo-hrc.org

Website:

- www.navrongo-hrc.org