

INDEPTH-Network Capacity Strengthening & Training Meeting

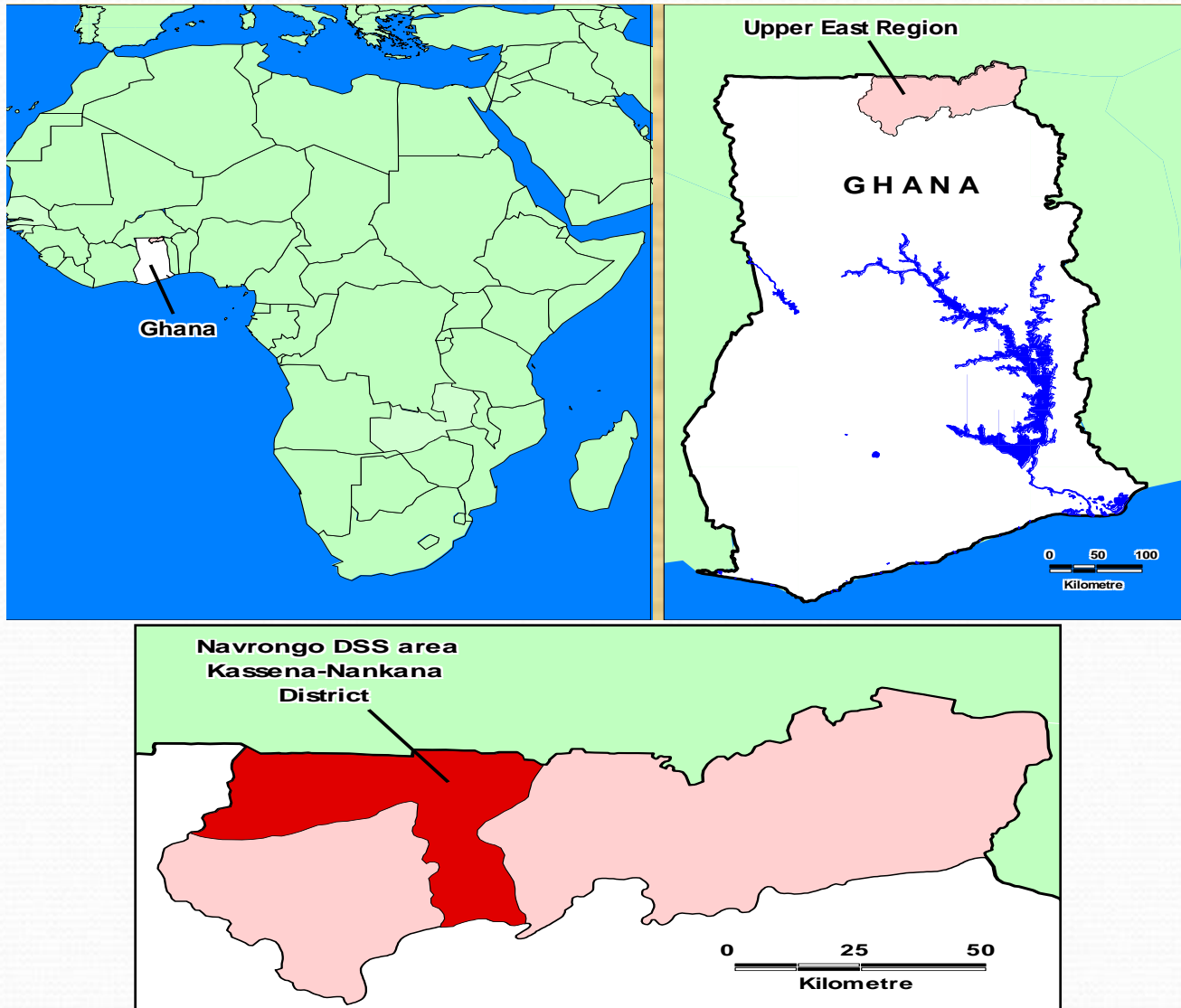
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Outline of Presentation

- 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



Structure and Affiliations

Ministry of Health/ Ghana Health Service

Research & Development Division

Navrongo Health Research Centre (NHRC)

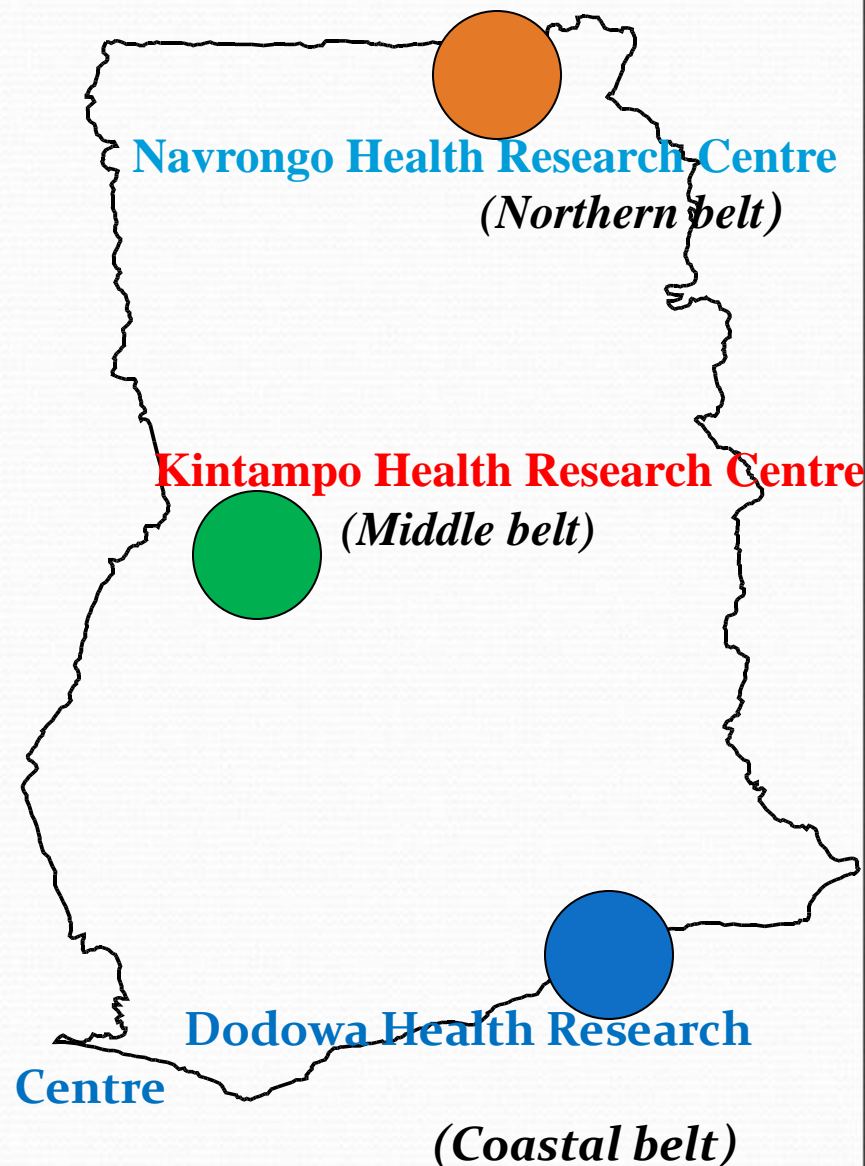
NHRC started as Ghana VAST study site in 1988 ,
upgraded into Research Centre in 1992 and in 2009
became part of the Research & Development Division

Vision statement:

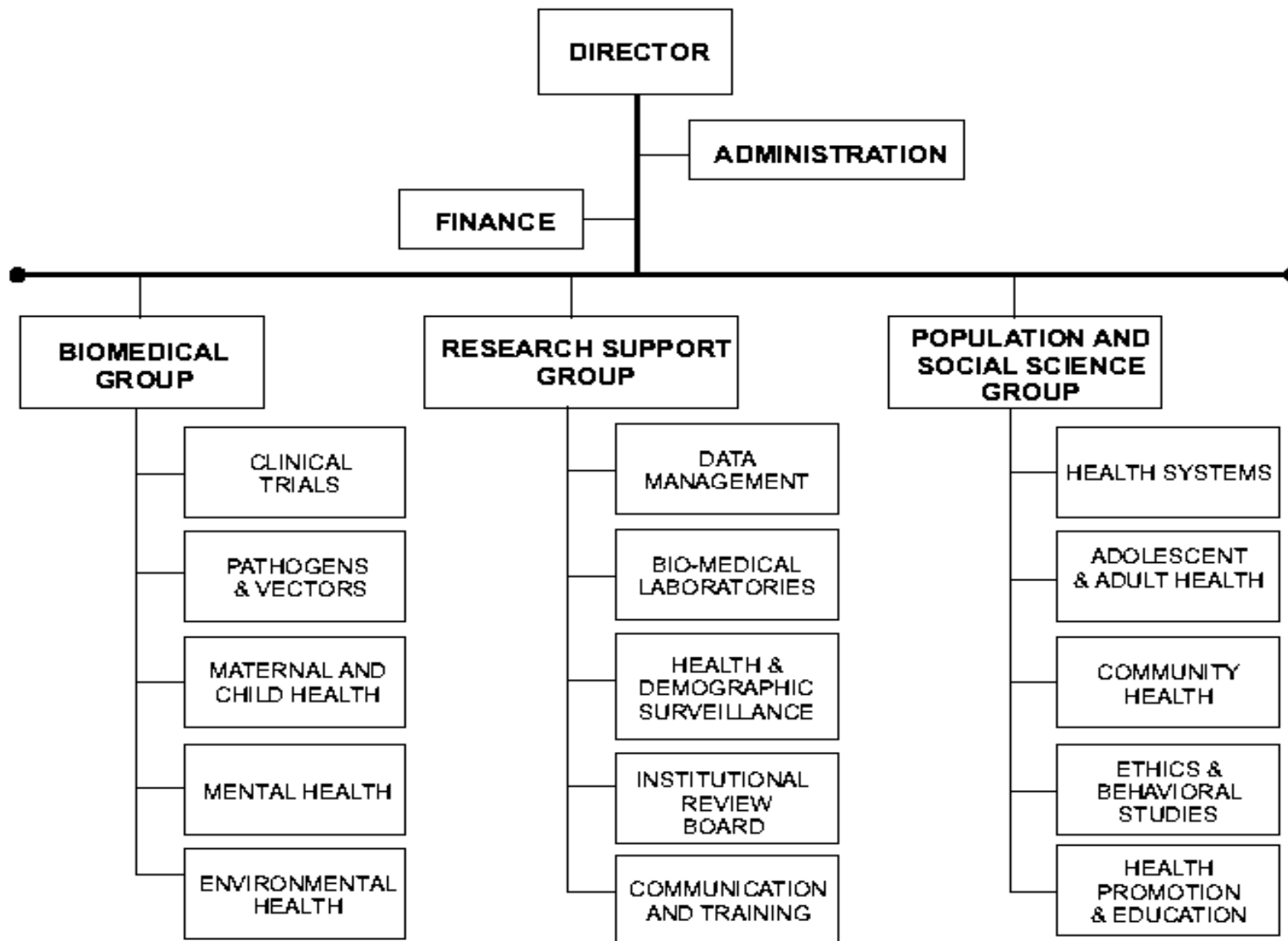
To be a centre of excellence for the conduct of high
quality research and training for national and
international health policy development.

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



Areas of Human Resource Expertise

- Bioethics
- Biostatistics
- Clinical /Field trials
- Database Development
- Epidemiology
- Environmental Health
- Pathogens and Vector studies
- Genomics / Genetics
- Health Promotion
- Demographic research
- Health Systems &
- Health Economic
- Health/Bio-Informatics
- Information Technology
- Clinical Pharmacology
- Population studies
- Project Management
- Social Anthropology

Human Resource Categories

Designations	GHS	Project	Total
Physicians	8	0	8
Fellows	10	2	12
Senior Members	5	12	17
Senior Staff	3	31	34
Admin. staff	2	10	12
Field workers	2	119	121
Total	30	174	204

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

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