



THE COLLEGE OF PATHOLOGISTS OF EAST CENTRAL AND SOUTHERN AFRICA (COPECSA)

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PRESIDENT



Outline of the Presentation

- The Rationale for Establishing COPECSA
- Launching of the College
- Administration and structure of the COPECSA
- Registration and other matters
- Achievements
- Challenges



The Rationale for A College of Pathologists in the Region



- In the ECSA region training of specialists is carried out by universities with different training programs and assessment criteria that are variable across the region.
- In order to standardize the training of pathologists in ECSA region and ensure that training platforms in the region conform to acceptable standards and be comparable to their peers



Launching of COPECSA



- An Kampala, September 2010 where a 25 member Council was voted in together with the Founder Executive Committee
- The College was officially formed and the first Council led by the Executive Committee assumed office on 1st January 2011.
- Objective of ensuring that COPECSA is operational by 2012.



Administration and structure

- The affairs of the College are managed by a Council functioning through an Executive Committee and two standing committees:
 - The Finance and General Purpose Committee , Examinations (FGPC)
 - The Education, Scientific and Credentials Committee (ESCC) .



The Executive Council

- Chaired by the President of the College
- Executive Council: Councilors from all APECSA countries (25 members)
- **Meetings:** The Council meetings are held at least two times a year



Executive Committee

- **Composition**

- The President,
 - The Vice President
 - The Registrar
 - The Secretary,
 - The Treasurer,
 - Chair, Finance and General Purposes Committee (FGPC)
 - Chair, Education, Scientific, Examinations & Credentials Committee (ESECC).
- **Meetings:** Held at least four times a year or when the need arises, but members of the Executive Committee shall keep in regular contact between meetings



Finance and General Purpose Committee



- **Composition:**
 - Chairman
 - College Treasurer
 - Registrar
 - 3 members of the council
 - Co-opted fellows as may deem necessary
- **Meetings:** Meets on a regular basis to deal with routine business or extraordinary matters as directed by the Council, to raise funds for the and to authorize expenditure.





Education, Scientific, Examinations & Credentials Committee



- **Compositions:** - Chairman, up to five members of the Council and a number of co-opted Fellows as may be deemed fit by the Council of the College
- **Meetings:** The Committee meets regularly to deal with education issues in its broadest sense



Registration and other matters



- Registration and statutory standing – accountability and autonomy - *struggle*
- Examination reciprocity with other Colleges/Academies
 - Examinations and other activities will start after officially 2012 according to our SP
 - We have cordial working relationship with RCPATH, IAP (British and EA Divisions), WACP, APECSA and ECSA-HC.



Achievements



- Constitution completed ready for Printing
- Strategic Plan finalized ready for printing (SP 2012 to 2017)
- Website established
- Remaining activities including By Laws: To be finalized by end of this year



Challenges



- **Finances:** Convincing members to pay their dues
- **Human resource**
- **Infrastructure:** Establishment of a permanent secretariat – ECSCA HC?
- **Registration and statutory status**



- *THANK YOU ALL*
- *ASANTE SANA*

LabSkills Africa: Monitoring & Evaluation Specialist Terms of Reference

Introduction

1. The Royal College of Pathologists (RCPATH) is the professional membership organisation and standard setting body for the education, training and professional development of pathologists in the United Kingdom and around the world. Our overall aim is to work with others internationally to raise the standards and quality of services delivered by medical laboratories through training, workforce development and professional leadership.
2. RCPATH has a long-standing tradition and record of engaging internationally on global health issues and addressing matters relating to the improvement of pathology training, research and practice worldwide. Founded in 1962, the College has developed into a global multidisciplinary membership body. Approximately 20% of RCPATH Fellows and members are based outside of the UK in more than 60 countries, working in hospitals, industry, laboratories, universities, international governmental and non-governmental organisations and ministries of health.
3. RCPATH is currently the lead partner in a capacity building programme called **LabSkills Africa**, which is designed to improve laboratory diagnostic services and tests in the East, Central and Southern Africa (ECSA) region. The pilot phase of the LabSkills Africa initiative has approximately nine months left to run (the project completion date is 30th September 2015). Completion of an appropriate end-line based on project interventions. In addition, a comprehensive evaluation of the pilot is necessary in order to better understand the impact, relevance and effectiveness of the interventions undertaken, draw lessons for possible replication and scaling up of the pilot as well as provide recommendations and guidance on modifying or expanding the partnership's approach.
4. The College therefore wishes to engage a Monitoring and Evaluation Specialist to develop and implement an end-line monitoring and evaluation plan that will contribute to the production of a Project Completion Report (PCR)/ Final Evaluation Report for LabSkills Africa.

LabSkills Africa

5. Pathology and laboratory services lie at the heart of the health care services provided to patients and the community. Laboratories are critical for the diagnosis and management of many conditions that are common in sub-Saharan Africa and which are associated with childhood and maternal mortality (e.g. severe anaemia, malaria, TB, HIV/AIDS and neglected tropical diseases). However, chronic neglect (through a lack of investment in human resources and infrastructure; poor quality teaching and a lack of quality assurance systems) has resulted in these diagnostic services becoming the bottleneck in the delivery of high quality healthcare. Evidence shows that significant rates of poor quality testing, diagnosis and slow turnaround times in African laboratories generates misleading clinical information and consequently, delayed or inappropriate treatment.
6. LabSkills Africa is a two-year collaboration involving 10 partners in the UK and Africa. The project aims to improve the standards and quality of specific laboratory services and tests that support the diagnosis and management of health conditions related to Millennium Development Goals (MDGs) 4 (reduction in child mortality), 5 (improving maternal health) and 6 (combatting HIV/ AIDS, Malaria and other diseases).
7. Working with 20 public sector laboratories in Kenya, Tanzania, Uganda, Zambia and Zimbabwe (4 per country), the LabSkills Africa initiative has focused on improving the following tests in each laboratory:
 - Rapid HIV antibody tests;
 - Rapid malaria tests;
 - Haemoglobin/ haematocrit determination;
 - Urine dipstick for sugar and protein;
 - Malaria smear testing;
 - TB smear microscopy; and
 - Peripheral blood film smears.

Together, these 20 laboratories serve a combined population of 110 million people and perform more than 1.7 million tests annually.

8. The LabSkills Africa initiative has four key components:
 - (a) Development and delivery of a Laboratory Leadership and Quality Management Course
This course in leadership and quality management provides senior laboratory personnel (pathologists, laboratory managers, chief technologists and biomedical scientists) with the skills to teach, mentor and supervise others to conduct tests to

international quality standards. 60 senior laboratory personnel have been trained under this activity.

(b) Development and delivery of a Laboratory Technical Skills Improvement Course

This course aims to develop the technical quality, skills and competencies of 2 laboratory technologists in each laboratory. Specialist training has been delivered to improve the quality of common tests and diagnostic procedures, bringing the service up to international standards. 40 laboratory technologists have been assessed and trained under this activity.

(c) Implementation of a 5 Laboratory Improvement Projects

The four laboratories in each country are collaborating as a team to (a) identify an aspect of their service that is critical to maternal and child health (MCH) and which is in need of improvement; (b) develop and implement improvement action plans; and (c) evaluate and report on the impact of the improvement actions. In total, five improvement projects have been developed and implemented (one per country). The laboratories will then share the details of their improvement projects, findings and results with each other with a view to (i) sharing best practice; and (ii) incorporating this shared learning into their own working methods and practices where possible.

(d) Volunteer mentors

The project uses the volunteering efforts and skills of approximately 25 UK and international pathologists and biomedical scientists who act as mentors and trainers, supporting the 100 learners on the LabSkills courses and assessing the improvements being made within the participating laboratories.

(e) Establishment of a Laboratory Improvement Network

The network will be established in order to ensure on-going inter-country and regional training, learning and sharing of best practice between laboratories. The aim is to realise the potential for scaling up and disseminating the project's assessment, improvement, management and leadership training activities through the network.

9. It is anticipated that successful implementation of LabSkills Africa will result in the following outcomes:

- Delivery of improved and higher quality front-line services required to meet the MDG health targets in the areas serviced by the 20 laboratories.
- Increased diagnostic accuracy and proficiency, with a corresponding reduction in incidences of misdiagnosis.
- Improved turnaround times in the processing of tests and the communication of the diagnosis to clinicians by at least 20%.

- Overall improvements in the services provided by the laboratories, which will lead to greater confidence amongst clinicians in the results and improved clinical decision-making.
- Strengthening of the professional relationship between laboratory personnel through an increased understanding of their respective roles and contributions in the laboratory testing, diagnostic and operating environment.

Overall objective of the assignment

10. The overall objective of this assignment is two-fold:
 - (a) To develop a framework and methodology largely based on relevant (baseline) indicators already identified (refer to paragraph 12.), and if necessary by revising additional indicators to ensure the achievements of the project interventions are measured. In addition, the consultant will carry out the data collection and analysis with necessary support from the UK and overseas LabSkills team and produce a report.
 - (b) To conduct an evaluation of the project achievement and progress in terms of effectiveness, efficiency, relevance, impact and sustainability.
11. More generally, the findings of the evaluation will help RCPATH and the LabSkills Africa partnership to draw lessons for future laboratory capacity-strengthening and development initiatives aimed at improving the quality and timeliness of diagnostic testing. The monitoring and evaluation report is also expected to provide indicative measures of the impact of the project upon the health outcomes of the 'end-user' beneficiaries – the patients served by these laboratories.
12. A baseline needs assessment survey and gap analysis has already been conducted across the 20 participating laboratories and a menu of monitoring and evaluation indicators for all aspects of the project's activities has also been developed.

Scope and tasks

13. The Monitoring and Evaluation Specialist will be expected to:
 - Assess the extent to which the project outputs have been achieved taking into account the indicators set out in the LabSkills Africa project plan and M&E framework. This should be based mostly on existing documents and information generate through existing structures as much as possible.
 - Develop indicators in cases where they are lacking and use these in assessing the achievements of the project so far.
 - Evaluate the level of contribution of the outputs towards the achievement of the expected project objectives, goal and impact.

- Document and analyse any unforeseen impacts of the project's activities.
 - Assess the relevance, effectiveness, and efficiency of the project interventions as well as, the sustainability of the results.
 - Identify major external factors that influenced or impacted on the implementation of the project and evaluate their implications on future interventions.
 - Undertake field work to carry out the evaluation and information collection through key informant interviews, focus group discussions, surveys and site visits.
 - Highlight lessons learned from the project and make recommendations for future policies/strategies on capacity-strengthening and mentoring of laboratory diagnostic services in limited resource settings.
14. Both the monitoring of achievements and the evaluation must be a participatory process, promoting maximum input from all relevant stakeholders and partners. The assessment must also use both quantitative and qualitative methods to evaluate the impact and effectiveness of the project. The Specialist is expected to work closely with the LabSkills Africa Project Team as well as participate in and provide status reports to the monthly meetings of the LabSkills Africa Project Board.

Expected outputs

15. The following deliverables will be expected:
- End-line methodology, framework and tools, finalised in consultation with the Project Team and Board.
 - Evaluation methodology and tools, finalised in consultation with the Project Team and Board.
 - Presentation of preliminary findings and recommendations of both elements of the assignment after field work to the Project Board, Africa Steering Committee and Project Team.
 - Draft end-line report based on the findings of the data gathering and analysis, including recommendations and lessons learned for LabSkills replication.
 - Draft evaluation report based with case studies and recommendations on the finding of the comprehensive evaluation;
 - Final evaluation and end-line report incorporating input from the project team, board, stakeholders and partners.
 - Deliver a presentation on the final report to the Project Board and at the LabSkills Africa Conference, which is scheduled to take place in Uganda in September 2015. Finalization of the report: based on input from stakeholders and partners.

Expertise and qualifications required

16. The Monitoring and Evaluation Specialist will be expected to possess the following skills, experience and qualifications:

- A postgraduate qualification in a development or health related subject.
- Formal training in monitoring and evaluation will be an added advantage.
- At least 5 years working experience in M&E related issues in a development context.
- Experience of working with small to medium-sized NGOs engaged in international health development/ capacity-building projects.
- Experience of working in sub-Saharan Africa and/or the relevant LabSkills Africa countries would be an advantage.
- Good management and co-ordination skills, and experience on technical project implementation.
- Knowledge of programme design (mainly log frame) or similar frameworks for monitoring and evaluation.
- Proven experience in monitoring and evaluation of projects.
- Experience and skills in training and transfer of knowledge.
- Excellent interpersonal and communication skills required to train / coach staff and give occasional presentations.
- Excellent written communication skills.
- Strong analytical skills including analysis of both quantitative and qualitative data.
- Excellent organisational and time management skills required to meet deadlines.
- Ability to work independently and as part of a team.
- Competence in Information Technology.
- Demonstrable understanding of laboratory medicine services in limited resource settings and accreditation or quality management principles as they relate to diagnostic services would be an advantage.

Supervision and Reporting

17. The Monitoring and Evaluation Specialist will be expected to work as a member of the LabSkills Africa Project Team and will be overseen by RCPATH's International Manager. Reporting will be to the Project Board in line with the reporting practices of the project team.

Duration

18. The duration of this assignment will be [6] calendar months. The deadline for delivery of the final report is **31st July 2015**.

Fees and conditions

19. The specialist will work as an independent practitioner and will be responsible for their own national insurance and tax contributions.
20. The total budget for this assignment is £10,000, inclusive of VAT, expenses and local travel in the UK (in the event that the specialist is based in the UK).

21. All international travel, accommodation and local ground transportation overseas shall be arranged and paid for by RCPATH. The specialist shall be given a daily meal allowance, when in the field.

Application procedures

22. The application should contain:
- (a) Cover letter explaining the suitability and relevance of your qualifications, experience, knowledge and skills for this assignment.
 - (b) A summary of any relevant or similar M&E assignments that you have undertaken previously. Please include the dates of these assignments, the methodologies used, key findings and recommendations that were made.
 - (c) CV
 - (d) A draft assignment plan, which includes a breakdown of the tasks, methodology and a budget with estimated number of days that will be required to complete each task.

Submission deadline

23. All applications must be submitted by email. The subject line of the email should state: **LabSkills Africa – Monitoring & Evaluation Application**.
24. Emailed applications must reach us by **11:59pm (UK time)** on **Sunday 8th February 2015** at the following email address: international@rcpath.org

Contact for questions or queries

26. Any questions relating to the terms of reference for this assignment should be communicated in writing and sent via email to: international@rcpath.org