



# THE HEALTH SERVICES CHRONICLE

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### STOP PRESS!!

Read the HS Chronicle and pass it on to the next person

### BIBLE VERSE

*"My name will be great among nations, from the rising to the setting of the sun. In every place incense and pure offerings will be brought to my name, because my name will be great among nations," says the Lord Almighty ~Malachi 1:11 (NIV).*

## 2021 Chiefs of Center, Leaders Coordination Meeting

***“Our Team is Determined to Reaching People with Basic Healthcare Services”- Prof Tih Pius***



**CBCHS Leaders strategizing attentively and interactively during sessions**

Prof. Tih Pius Muffih, Director of the Cameroon Baptist Convention (CBC) Health Services has saluted the individual and collective resolve of staff of the organization in reaching out with healthcare services to the populace amidst turbulent times.

The Director of Health Services (DHS) voiced the encouragement in an address to leaders of the organization in their annual coordination meeting at the CBC Resource Centre Mvan, Yaounde. The meeting codenamed, Chiefs of Center and Leaders Meeting is a rallying point where the leaders assess the health and state of affairs in the organization while charting the way forward.

Speaking to Health Services' Communications shortly at the close of the meeting, Prof. Tih said "The CBC Health Services is on good footing. After listening to reports from all of our hospitals and health centers, I am impressed that despite the sociopolitical crisis in northwest and southwest regions where a bulk of our facilities are based, and the COVID-19 pandemic, our facilities have kept their doors open to the entire public; receiving and treating patients that come and counseling the depressed to find solace."

### ***Prof. Tih bags second PhD, Dr. Mboh joins rank in Public Health***

Prof. Tih Pius Muffih and Dr. Mboh Evelyn have each bagged home a Ph.D. (Doctors of Philosophy) degree in Public Health from Walden University, USA. The duo received their accolades in a virtual graduation ceremony on July 31, 2021.

Prof. Tih said their choice of Walden University was due to its reputation and specialization in social studies and community impact. "Given that I wanted to bring about much change in my community and public health especially in the preceptorship of young practitioners, I decided to choose Walden," he said.

"I know that there is still a lot going on in the community that we need to penetrate and meet people with basic health services they need all the time. This I am happy that our team is more than ever determined," he said.

The three-day meeting was ample time for the leaders to brainstorm on system sustainability. One of the high points of the meeting was a seminar on succession planning and supervision. During the seminar facilitated by Mr. Peter Mua, CBM Director for the Africa Sub region, the leaders were charged to; aspire to be motivational leaders, add value to their [subordinate] staff, mentor other leaders among their staff, study the environment where they operate and put in place competency and skill improvement strategies and approaches for all staff.

"As leaders, be aware that someday your leadership will come to an end. Therefore strive to be a model to all your staff such that succession and transition which are vital in sustaining any system will be easy," he said.

Addressing the leaders on his part, Rev. Dr. Nditemeh Charlemagne, CBC Executive President commended kingpins for the strides made

in keeping the organization afloat and above all putting the entire Convention in the spotlight both nationally and internationally.

"The CBC Health Services was created by the Church and for the Church, and as a Department, it has taken the name, color, image of the Cameroon Baptist Convention to a level that no other Department of the Convention has done," he bragged.

The CBC chief executive further cautioned the leaders to learn from the history of viable organizations that have fallen to their knees due to mismanagement and as such he challenged the leaders to shun from all forms of malpractices that may smother the growth of the Health Services.

The chiefs of center and leaders meeting 2021 from July 29-31, 2021 saw all leaders from the 11 hospitals and 34 health centers of the CBC Health Services converge on Yaoundé to present reports of activities as well as goals realized within the first half of the year.

The two public health experts centered their studies on HIV and AIDS care in Cameroon. Prof. Tih's dissertation study was on 'How partner notification can reduce the spread of HIV and AIDS amongst homosexuals'.

He said though it was quite a difficult study given that homosexuality is a taboo topic in Cameroon in the face of the law, he was able to sail through. According to the study, the prevalence of HIV amongst homosexuals stands at 38%.

"If you were to compare the 38-percent prevalence of HIV amongst homosexuals (men having

sex with men) to just 5-percent amongst heterosexuals, you see that such study was necessary," he stressed.

Dr. Mboh who centered her study on HIV treatment model in the hospitals and how the home environment can influence the wellness of children and adolescences living with HIV said she will be making findings of studies in the days ahead to better the care offered to children.

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Before the graduation proper, the Ph.D. holders were received at the Chiefs of Centre and Leaders Meeting in Mvan, Yaoundé. On hand to receive them was Mr. Warri Denis, Chief of Administration and Finance (CAF). He used the opportunity on the behest of the leaders to congratulate Prof. Tih and Dr. Mboh for their successes.

“Your achievement is a demonstration of excellence. By this, you have proven that you are a leader who matches words with actions. Excellence is what you continued to encourage and is, in turn, treading on the path of excellence,” noted the CAF.

The current Ph.D. is the second Prof. Tih is obtaining in a roll after the first in 1998. The present research methodology he acquired during this second achievement will be a booster to the lot he can do for the health sector in Cameroon, even after having done much already.



Prof. Tih Pius & Dr. Mboh Evelyn honoured

**“Health Industry is most complex to manage” – Prof. Tih**

Staff of the CBC Health Services have been admonished to consolidate and sustain the strides and gains made by the system for posterity, because the health industry is the most complex to manage. Unlike other domains of work, the health industry requires meticulous day-to-day planning in terms of patient care, infrastructure and the right personnel.

Another dimension of the health industry is that growth is possible but the collapse is a sudden nose dive when leadership takes a bad decision. “It takes sleepless nights to build a health system that is appreciated by all, and it also takes diligence and hard work to maintain such a system. However, it takes a very short time for it to collapse,” Prof. Tih cautioned.

tion, Mr. Warri Denis thanked the DHS for his fatherly advice and love. The CAF acknowledged the geometric growth, which the CBCHS has witnessed under the leadership of Prof. Tih. He assured the DHS that the staff of the Central Administration in particular and those of the entire system will not fail him. Rev. Mbu Julius, head chaplain of Nkwen Baptist Hospital prayed for the sustainability of the CBC Health Services.

Speaking to staff of the Central Administration during morning devotions on July 17, 2021, the Director of Health Services (DHS), Prof. Tih Pius Muffih encouraged the staff to sustain the system with the values he has inculcated into them over the years. Leadership, according to the public health expert, is the single leading cause why all health systems around the world collapse. It is for this reason that the DHS is worried about sustainability.

The DHS harped on the CBCHS vision, which is, ‘Quality Care to All’ as the driver that has taken the health system to an enviable position. This modus operandi looks simple but very difficult to attain without team work and good leadership.

It should be noted that the CBC Health Services is a veritable health machine in Cameroon only second to the government in health care provision, thanks to the astute leadership of Prof. Tih Pius Muffih. The CBCHS employs over 5000 workers ranging from specialists down the line. It operates in 8 of the 10 regions of Cameroon.

The DHS used the moment to brief the staff on his travels for work and top level meetings.

On behalf of the staff, the Chief of Administra-

**CECPES Graduates 9th Batch of Social Workers**

The Center for Clinical Pastoral Education and Social Services (CECPES) under the umbrella of the Cameroon Baptist Health Services (CBCHS) has trained and graduated the 9th Batch of Social Workers. The 52 graduates received their certificates during a colourful ceremony on July 30, 2021 in the Director of Health Services (DHS) Hall in Bamenda.

requirement, the social workers also wrote and defended Practicum Reports on their experiences in the field. The training of this batch comes to add to the many batches already graduated from the school. The needs of the community especially the psycho social needs of Cameroonians within the context of the double crises in the two Anglophone regions of Cameroon is timely. The two crises in question are the armed conflict and the Coronavirus pandemic.

at the ceremony, challenged the graduates to put to use the skills they have acquired to bring solutions to the many psycho social issues our society is facing nowadays.

These trainees have been well equipped to attend to the many psycho social needs of the community through intensive and extensive courses, and intense practicum sessions. As a

The training involved about 15 different modules, with intensive and extensive students. Students for the intensive training course came every day for six months while those for the extensive training course came three times a week.

Dr. Nfor Emmanuel, representative of the DHS

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## Graduating social workers take oath of confidentiality

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“The crisis has come with several challenges including psychosocial trauma, people who have lost everything, as well as people with suicidal thoughts. It is very necessary because the trainee will be able to go out there in this context of the crisis and COVID-19 and help the victims in terms of their psycho social needs,” explained Dr. Nfor.

The Director of CECPEs, Rev. Dr. Ndongndeh Godlove also called on the graduates to carry on a good image and transmit values that are representative of the institution they emanate from.

Handing over their certificates, the Director of

CECPES encouraged them to shine the light in a dark world.

The excitement with which the class representative presented their speech was evident to the fact that the graduating students had been well trained. They took their pledges of confidentiality after before receiving their end of course certificates.

Lolo Mirabel Ngum, one of the extended course student shared her experience, “The training has impacted my life tremendously. I have got to see many people going through psychological issues due to the crisis during my internship

and I was able to provide them with psychological first aid. It makes me feel happy seeing the change I could impact in the lives of distressed people, and see many people smile because of the psycho social counseling I offered. I have come to realize who I am and the environment in which I live also helped me to learn coping strategies. I am happy that today, I can impact people’s lives”.

The occasion was graced by Stakeholders like Plan International and Caritas among others. This year’s batch has been Christened, “The Batch of Excellence”.

## DHS visits, encourages new Health Center In-view at Makenene

The Director of CBC Health Services Prof. Tih Pius Muffih has made a stop-over at the site in Makenene where a new Primary Health Centre is being constructed. This happened on July 14, 2021 in the company of some leaders of the Central Administration of the CBC Health services.

During the brief visit, the DHS addressed the Health Committee of the community in which he encouraged them to own the facility and get the entire community involved in ensuring the completion and effective takeoff of the new health center.

The Director also highlighted the fact that the start of the facility in Makenene has long been a dream of the CBC Health Services which is now becoming a reality with the blessing of the Board. He then extended his greetings to the palace of Makenene, promising to come again during the official launching of the facility not long from now.

The workers and the builders at the site were also urged to be determined towards the completion of the new structure.

It is worth noting that the Life Abundant Primary healthcare (LAP) program has been working

with the Health Committee, Church and Community for the realisation of the Primary Health Centre.

Makenene is a strategic town where travellers from the Northwest and West regions to and from Yaounde in the Center region stop to rest before continuing with their journey. The town is largely agrarian and in need of quality health-care. With these favourable factors, all the stakeholders including the CBC Health Services and the Makenene community look forward to the official launching of the new health facility with anticipation.

## Ten Partner Councils receive Inclusive Functional Websites

Persons with disabilities in Cameroon especially those with visual impairment will henceforth have access to some 10 inclusive websites developed. These websites are funded by the SEEPD Program of the CBC Health Services for 10 partner Councils. This is in line with the partnership between the SEEPD Program and the Councils to promote Community Based Inclusive Development (CBID).

Handing over the project to the Councils' Communication Officers on July 16, 2021 in Bamenda, SEEPD Program Manager drew their attention to the strategic development goals (SDGs) which emphasize on leaving no one behind in all actions. Awa Jacques Chirac highlighted that the inclusive websites handed to Councils are intended to provide visibility on their actions given that most of them have caught the vision of inclusion and are putting in place strategies to foster CBID.

The SEEPD Program Manager stressed that the inclusive functional websites will act as a tool to showcase the Council's achievements in community development with a keen eye on CBID practices. "The websites will also be a platform

for communication and collaboration between the actors which will include the SEEPD Program, media, Civil Society Organisations, donor community, and the general public," he added.

The handing over ceremony was marked by a work session with the Councils Communication Officers during which they were drilled on the general usage of the websites. The lead facilitator, Mr. Nyangang Godlove who was contracted to design and develop the websites provided participants with the skills on the flexible features to update and upload contents.

On his part, Mr. Njoka Divine, who edited and developed the contents of the websites, educated the Communication Officers. He expounded on the kinds of news-making events in their municipalities which they should capture on a daily or weekly basis to make their websites functional and have high Search Engine Optimization (SEO). The SEEPD Program Officer Loshie Eugene had a work session with the participants as well on how to write CBID stories that will capture the attention of readers.

The following Councils were chosen to pilot the

inclusive websites: Bamenda 1, II, and III, Jaki-ri, Santa, Tubah, Nkambe, Wum, Fundong and Magba.

The Communication Officer of Wum Council, Steve Ojong, in an interview, noted that "The development of my Council's website by the SEEPD Program is a commendable initiative given that the Wum Council website is now not only well developed, but also inclusive which means that persons with disabilities, especially persons with visual impairment can now have access to the website without being assisted by someone. I am very grateful to the CBC Health Services for choosing the Wum Council amongst the few pilot Councils to be using such an accessible website," he expressed.

It should be noted that the development of the website by the SEEPD program for Councils is just one of the actions carried out by the program to support partner Councils promote CBID as underlined in the MoU with the Councils. All these actions by the SEEPD program are implemented thanks to support from the Australian Aid.

## CBC Health Services Pension Scheme hailed for Operating above Waters

At the time when the social and economic climate is at odds with a majority of financial institutions in the restive Northwest and Southwest regions, the CBC Health Services Health Board Pension Plan (HBPP) has been remarkable in her performance to stay above waters. The HBPP annual Board meeting of July 3, 2021 recognized this fact and congratulated the management team for a job well done.

In the words of the Board chairman, Prof. Tih Pius Muffih, "The HBPP Manager and his team have worked hard and well like good baby sitters who deserve a pat on the back by the parents of the

baby," which in this case is the Board acting on behalf of the over 3000 clients in the Pension Scheme.

In his report to the Board meeting, the HBPP Manager, Mr. Kwieh Elvis Mbounda revealed that the pension scheme witnessed financial growth of 10.6 percent in 2020 and an increase of 2 percent in the number of clients that moved from 3.227 in 2019 to 3.273 in 2020. The scheme also made significant progress in clients' contributions and loan disbursement. Summarily, the HBPP realized 85 percent of her goals in 2020, the Coronavirus pandemic and the Anglophone crisis impeding

growth, notwithstanding. With this positive balance sheet, the Board approved that 70 percent of interest raised be shared to members as motivation, however small it may be.

Another major achievement in the 2020 goals was the purchase of a brand new 4x4 Toyota Hilux vehicle to facilitate office business and field trips. Perhaps, the most challenge besides COVID-19 and the Anglophone crisis was the difficulty of getting ex CBCHS workers to pay their loans. The Board urged management not to relent in having them to pay.

As the 2021 goals are well under implementation, the Board approved 11 new goals for 2022. These include among others: improve on timely disbursement of cash on approved receipts, reschedule loan repayments by 90 percent for those coming back from school, intensify by 100 percent internal controls for effective, efficient and proper management, increase membership by 5 percent, improve office space and provide furniture and equipment for the new offices and visit 70 percent of CBCHS institutions to meet the need of clients.

The HBPP is a common initiative banking structure within the CBC Health Services. It is managed by a management committee that implements the decisions of the Board comprising four Hospital Administrators, a representative of medical doctors, a representative of chiefs of center, a staff representative from each station with more than 200 HBPP clients and two staff representatives from a station with more than 300 HBPP clients, the Personnel Manager, the Chief of Administration and the Director of Health Services. The mandate of HBPP Board is 4 years.



HBPP Management saluted for job well done

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It should be noted that the current HBPP Board came to the end of her 4-year term. For this reason, the Board chair, Prof. Tih Pius congratulated the outgoing members for the significant progress made by the scheme during their tenure, thanks to their ingenuity and bright ideas. He wished them well in the upcoming staff representative elections coming up in the months of

October and November so that some of them could return to the Board. The outgoing members also thanked management for the opportunity to contribute their quarter to the development of the scheme.

Banso and Mbingo Baptist Hospitals and their health centers were congratulated for having the

highest number of staff enrolled into the HBPP while Mboppi Baptist Hospital Douala and Baptist Hospital Mutengene and their health centers were entreated to sit up by educating more staff to enroll into Pension Scheme and reap the benefit of "Plan well, Retire happily!"

## Disability Inclusive Child Protection Project trains CBCHS Focal Persons

36 Focal Persons all drawn from facilities of the CBC Health Services have had their skills and knowledge on Child Protection and Child Safeguarding improved in a bid to mainstream Child Protection services within the institution.

The 2-day training took place in Bafoussam from Monday July 26-27, 2021 aimed at ensuring that all focal persons in these facilities understand the concept of Child Safeguarding and Child Protection in Cameroon, within the context of the CBC Health Services and the communities in which they work. This knowledge will help them identify child abuse cases and know how to manage and/or refer them in the exercise of their daily duties. The identification of child abuse cases

which are intended to be recognized from all entry points in the hospital ensures that services providers intentionally pay attention to all visible and invisible child abuse signals presented by or on a client.

The training emphasized the need for services providers within the CBC Health Services not only to safeguard the exploitation of clients at their facilities, but also to emphasize the need for all staff to sign a commitment form not to perpetrate abuse on survivors who seek services within the CBC Health Services. It was noted that if these measures are respected, child abuse will be mitigated or completely curbed in all facilities of the CBC Health Services.

The training was officially opened by the West Regional Delegate of Social Affairs, Mr. Njie Fidelis who doubled as one of the training facilitators. In his opening address, the Regional Delegate cautioned all participants to use the knowledge acquired during the training for the benefit of the children they are out to protect.

This appeal was corroborated by the Administrator of the Bafoussam Baptist Hospital, Mr. Fambombi Dickson who encouraged them to be ambassadors against child abuse in their local areas and make people in the community understand the work of the CBC Health Services in the domain of child protection.

## CBC Health Services acquires, dedicates New Vehicle for Humanitarian Response



Brand new Toyota Hilux obtained for the Comprehensive Child Response (CCR) Project of the Cameroon Baptist Convention (CBC) Health Services has been officially dedicated and offered to the project team. The Director of Health Services (DHS), Prof. Tih Pius Muffih handed the vehicle keys to the CCR team during a brief ceremony on Saturday, July 3, 2021 at the esplanade of the DHS Office in Bamenda.

The Director congratulated the Project Manager, Mrs. Ful Morine and her team for their commendable work in communities which has necessitated the purchase of the car. According to the DHS, the project is poised to offer Comprehensive Child Response (CCR) activities in the hard-to-reach areas of the NW and SW regions on Cameroon. He explained that the CCR offers free healthcare for children especially those suffering from the 3-killer diseases in children -Diarrhea, Malaria, and Acute Respiratory Infections (ARIs). The project also offers services in Child Protection and Nutrition and Water Sanitation and Hygiene (WASH) in these communities.

### Meeting humanitarian needs will be made easier with this car

In response, Mrs. Ful Morine thanked the Administration and her team for collaborating in the realization of the project's objectives. She however, raised concerns regarding malnourished children in the hinterlands. "It is regrettable that there are still many malnourished children in the interior parts of our communities. There is still dire need for us to scale up and take palliative care to all communities," she entreated.

"Malnourished children deserve the right to access quality health care even at the basic level," intimated the Director while appreciating the team's work.

The new vehicle, Mr. Konyuy Emmanuel, Assistant Project Manager explained, is intended to ease the movement of project team in hard-to-reach communities like Misaje and Nguti in the Northwest and Southwest Regions respectively. "It will be used solely to transport staff, towards achieving their objectives. This will contribute to meeting community needs not limited to WASH, but others such as basic health care services especially those running from gun battles, nutrition needs, and protection needs in 'Safe Spaces' created for victimized and traumatized children," explained the Assistant Project Manager who doubles as the Coordinator of WASH program in the CBC Health Services.

In spite of the gun shots, what motivates the Comprehensive Child Response team to work harder are the benefits of their intervention to the needy, visible transformation of malnourished children to healthy children, empathy, the joy that parents and children express when they see their children receive treatment such as vaccines.

The vehicle was dedicated by Rev. Bambo Denis and other pastors who solicited God's protection of the vehicle and its users.

## CBC Health Services, Partners poised to sustain Inclusive Education in the West Region

The CBC Health Services and her partners in the West Region have taken a stand to sustain Inclusive Education in the region. This commitment was taken during a meeting on July 14, 2021 between the CBC Health Services and the concerned stakeholders.

The meeting was organised to review the level of implementation of activities of the Quality Education For All Project in Lycee Classique and

Government Bilingual High School Bafoussam. The Quality Education For All Project (QEA) was launched in 2018 in Lycée Classique de Bafoussam with the goal of ensuring Inclusive, Equitable and Quality Education for Visually Impaired Children in the West Region of Cameroon. In 2019, the project was extended to include learners with other forms of disabilities and the pilot project site was extended to include Government Bilingual High School (GBHS) Bafoussam.

This project seeks to contribute to the attainment of the Liliane Foundation's vision of a world in which children with impairments participate as equals through ensuring inclusive, equitable and quality secondary education for learners with impairments in the West Region of Cameroon. Thus, the main objective of this meeting was to appraise the level of implementation of project activities; to identify the major challenges and to chart the way forward.



Stakeholders discussing in favour of students with disabilities

### Achievements of Quality Education for All Project (QEA)

- There is an existing Memorandum of Understanding signed between the CBCHS and the Regional Delegation of Secondary Education for the West Region to facilitate access to quality inclusive education in mainstream secondary schools for learners with disabilities in the Region.
- The Regional Delegate of Secondary Education for the West Region now provides oversight of the project which guarantees its sustainability. In addition, a functional stakeholder and management committee of the project has been put in place with 3 sub-committees (Technical, Communication and Logistics) that are responsible for the planning, implementation and reporting of project activities.
- More importantly, a Resource Room with assistive devices is currently being put in place in GBHS Bafoussam. That of Lycee Classique de Bafoussam was officially inaugurated by the Minister of Secondary Education in 2019. Moreover, school authorities, teaching staff and resource teachers have been empowered with knowledge and skills to mainstreaming disability in school life in the pilot schools.
- School screening has been conducted and students at risk of disabilities identified have been referred for treatment as a means of preventing disabilities. Meanwhile, learners with disabilities have been empowered on the use of information and communication technologies and they now comfortably use the computer in their studies.
- Pedagogic inspectors now mainstream disability aspects in their supervision and Lycee Classique de Bafoussam and GBHS Bafoussam now serve as a reference for good practices in inclu-

sive education in the French sub-system of education in Cameroon.

- All these efforts have led to a marked improvement in the performance of learners with impairments in the pilot schools.

### Key Challenges faced by Quality Education for All Project (QEA)

- Absence of permanent special education teachers in both pilot schools who are capable of supporting the instructional needs of learners with impairments.
- Absence of clear job descriptions for school administrators, CISPAM, and the teaching staff on their roles and responsibilities in the education of learners with disabilities.
- Some newly posted teachers to the pilot schools feel nervous when they meet learners with impairments in their classes for their first time especially when they had not been pre-informed.
- Some communities still hold negative attitudes towards children with disabilities.
- Inadequate financial support from pilot schools to CISPAM for braille transcription.
- The poor performance of some learners in pilot schools and the absence of a resource centre in Government Bilingual High School Bafoussam which is a prerequisite for inclusive education also constitute some key challenges faced by the project.

### Resolutions of Quality Education for All Project (QEA) Meeting

- During the meeting, it was agreed that the principals of the two pilot schools for inclusive education shall each recruit a permanent special education teacher as a PTA staff in 2021/2022 academic year. The special education teachers recruited should be trained to be versed with

two skills (Sign Language and Braille).

- It was also agreed that an assessment of all students who do not perform well in school be done to determine the root causes and that at the beginning of each academic year, an orientation will be given to teachers on the type of students they will meet in their classes and how they can be able to ensure their participation during lessons. A special education teacher would do the orientation during staff meetings.
- Sensitization campaigns on the right to education for children with disabilities should be carried out in town and in the hinterlands of the West Region.
- Participants also agreed that support staff from CISPAM would be assigned to join the permanent special education teachers during examination periods in the pilot schools to assist in brailing and transcription of exam materials.
- The roles and responsibilities of the different stakeholders should be designed for greater efficiency. Participants also agreed that the principal of GBHS Bafoussam was to create space for the resource centre while the CBC Health Services was to acquire the assistive devices for the centre.

The meeting, which was chaired by the Director of CBC Health Services, Prof. Tih Pius Muffih was also attended by the Regional Delegate of Secondary Education, Dr. Nganya Françoise, EDID Program Manager, Mrs. Agho Glory, Coordinator of Pedagogic Inspectors, Mr. Etuge Alexander, Principal of GBHS Bafoussam, Mr. Kuipou Maurice, Principal of Lycee Classique de Bafoussam, Mme Mbonjawo Denise, Director of CISPAM, Mr. Fondop Samuel, and Project Officer Quality Education For All Project, Mr. Che Manasseh Dji.

## CBC Health Services capacitates Civil Society Organizations on Financial

The CBC Health Services has launched a three-month mentorship project on Financial Management to improve the knowledge and practices of Civil Society Organizations (CSOs) staff in Accounting and Financial Management. The project was launched during three-day workshop that started on July 8, 2021 at the CBC Health Services' Resource Center of Excellence Mvan, Yaoundé. With funding from the US Embassy in Cameroon, the workshop brought together over 20 heads of ten CSOs drawn from the Southwest, Littoral and Centre regions of Cameroon.

The Director of CBC Health Services, Prof Tih Pius Muffih presided at the workshop in the presence of the Cultural Affairs Specialist at the US Embassy, Mr. Tientcheu Mathias, CBC Health Services

Grants Department Administrator, Mr Abanda Alphonse and CBC Health Services Senior Accountant, Mr. Tohtoh Joseph, who was the main facilitator at the workshop.

Opening the workshop, the Director of CBC Health Services, Prof. Tih Pius Muffih stated that "The training will go a long way to help CSOs in accountable management of limited financial resources in making sure that people living in poverty and those with disabilities that are being taken care of by these CSOs can be self-sustaining to take care of themselves in the community"

In the same light, the workshop Coordinator, Mr. Abanda Alphonse emphasized that "After these three-day training, we will be providing a con-

tinuous support to make sure that all the gaps that we would have identified in their various organizations be addressed adequately within the period of the project "

According to the Cultural Affairs Specialist at the US Embassy, Mr. Tientcheu Mathias, "In 2020, a report published by the UNAIDS in Cameroon identified financial management as one of the weaknesses in leading sustainability of CSOs in Cameroon. The report stated that most of these CSOs lack expertise, staffing and resources to establish a rigorous financial management. The report went further to show that few of these CSOs are able to be sustainable". "This is why the US Embassy designed this project to increase the capacity of CSOs in Cameroon," he added.

## University of Bamenda Staff map out Inclusive Strategies

Some lecturers, administrative and support staff of the University of Bamenda (UBa) have mapped out better strategies to ensure the inclusion of students with impairments in learning and studying. This was during two separate workshops on inclusive education that took place recently at Mondial Hotel in Bamenda. The workshop, which had as objective to strengthen the capacity of the participants to mainstream disability in pedagogy, was organized by the SEEPD Program, thanks to support from the Australian Aid.

The workshop, which brought together close to 100 staff of the University in two different workshops, was intended to ensure a percentage increase in the number of learners with disabilities enrolled, level of satisfaction of learners with disabilities, and improvement in teaching

practices reported by the general student population.

During the workshop, participants attested that for the past years, they paid little or no attention to learners with impairment as they hardly thought of them in their teaching styles. They could not go close to them to understand their needs, they added. Some learners with impairment who took part in the workshop also noted some of their challenges such as inaccessible infrastructure which makes it difficult for them to attend lectures in some classrooms, stigma from teachers and students and exclusion amongst others.

After drilling the participants on the strategies to effectively implement inclusion in the University of Bamenda, the participants during work-

ing sessions mapped out practical strategies which will enable them to intentionally ensure inclusive pedagogic approaches as a core practice in the teaching and learning process of the University of Bamenda. Participants appreciated the SEEPD Program for the timely workshop when the enrollment of learners with impairment in the University is on an increase.

At the close of the workshop, the Director of CBC Health Services, Prof. Tih Pius commended the partnership between the University of Bamenda and the CBC Health Services describing UBa as the first University to embrace and practice inclusion. He encouraged the participants to develop strategies to be able to share lessons learned with other University staff.

## Inclusive Eye Project offers Free Eye Screening to about 200 People in Bamenda

Close to 200 people in Bamenda have benefited from free eye screening organized by the CBC Health Services within the Inclusive Eye Health Project. The two outreach screenings were organized recently in collaboration with the Prime Home Health Center and Musang Baptist Church respectively.

According to the Head of the Eye Department of the Nkwen Baptist Health Center Lucha Johnson, the objective of the outreach screenings was to take health care closer to the people in a bit to prevent, treat and rehabilitate those with disabilities and those at risk of having disabilities. He noted that during the screenings, many blinding conditions were identified with medications prescribed, while some conditions were further referred to an eye specialist.

Speaking to the Chief of Center of Prime Home

Health Center, Banja Street Bamenda, he said, "We feel privileged to be chosen as the clinic where the outreach could be organized given that it provides visibility to the center. I pray for more of these kinds of outreach screenings to be organized in my health center," Divine Mbah expressed his gratitude.

Meli Kinfack, one of the clients who came to screen her eyes said consultation for eye services in hospitals sometimes is a bit expensive for her. "Opportunities like this one given by the CBC Health Services are rare to come by and that is the reason why I had to make use of it by coming here today to screen my eyes. I am also encouraging others in my neighborhood to come for this free screening," expressed Meli happily.

The outreach screening is the first organized after the Inclusive Eye Project was launched in

June 2021. The objective of the project is to improve access to inclusive eye health services for the populations of the North West Region during the COVID-19 Pandemic. For its two years of implementation, the project will improve infection prevention and control measures against COVID-19 in 16 participating health units in the Northwest Region, improve capacity to provide high quality and inclusive eye health services, and improve community awareness on prevention of blindness and COVID-19 for all persons in the community including persons with disabilities.

The outreach is just one amongst many which will be organized in churches and communities in the days ahead, thanks to funding from Christian Blind Mission (CBM).

## CBCHS Technical Services Department to Assess and Remodel 14 Facilities to be Disability Inclusive



Participants going through a simulation exercise to understand the challenges of PWDs

Within the context of the Inclusive Eye Health (IEH) and Disability Inclusive Humanitarian Action (DIHA) Projects the Technical Services Department (TSD) of the CBC Health Services have been designated to conduct accessibility audits in some 14 CBCHS health facilities involved in infection, prevention and control and Water, Sanitation and Hygiene services.

The one-day workshop took place at the Baptist Center on July 16, 2021 and was attended by 18 staff of the CBC Health Services TSD. Thus, the workshop equipped the staff with knowledge on accessibility audit as well as principles of universal design and disability inclusion that can enable them effectively carry out the audit exercise.

To get the TSD staff to understand the accessibility challenges faced by persons with disabilities, they went through a blindfolding simulation exercise, which challenged them in carrying out daily living activities such as walking and finding their way through to the toilet and other settings, and dishing food. Sharing their experiences after what they described as a very tedious and challenging exercise, the TSD staff took resolutions on strategies to henceforth make all their structures accessible to all, especially persons with disabilities.

The simulation exercise was facilitated by the Coordinator of the Coordinating Unit of the Associations of Persons with Disabilities (CUAPWD) in the North West Region, Chick Sama, a person with visual impairment. He also exposed the participants to knowledge on Disability Inclusion noting that the needs of persons with disabilities should be considered at all levels of the construction process.

During the workshop, one of the Facilitators, Mr. Kenchi Joseph, Supervisor of the Community Based Rehabilitation Services of the CBC Health Services told the participants that accessible structures are designed using universal design principles like equitable and flexible use, low physical effort, and enough size and space for approach and use. These principles, he stressed, should be used to ensure that structures, products and services are accessible to diverse groups of people.

Mr. Kenchi also disclosed that an accessibility audit is carried out to assess levels of access by persons with disabilities to physical environments, services, information and communication, and persons. It helps to identify obstacles to access and necessary adjustments to be carried out to ensure accessibility.

Guiding the participants on how to practically carry out the accessibility audit, Mr. Wango Julius, another facilitator told the participants that to effectively conduct an audit, they will need to use appropriate instruments and tools and identify disability barriers at all levels of the facility beginning from the entrance, reception, doors, toilets, policies, and services and make recommendations that will inform the adjustments to be made to ensure accessibility following international standards.

The CBC Health Services TSD Administrator, Mr. Nyunguo Kenneth noted that, thanks to knowledge gained, henceforth they will ensure all future buildings constructed by the TSD within and out of the CBC Health Services will reflect universal design principles.

After the workshop, the TSD staff informed by the gaps that will be identified during the accessibility audit will use Universal Design Principles to remodel the 14 facilities to improve accessibility to all especially persons with disabilities who are one of the target group of the DIHA and IEH projects.

The DIHA project is funded by the German Federal Foreign Office through CBM while the IEH project is funded by CBM.



# Always Have Your Face Mask On

## SEEPD Program strengthens Skills of DPO Leaders on Local Governance

Leaders of Disabled People Organizations (DPO) have been trained on good practices and local governance. The 4-day training organized by the SEEPD Program in collaboration with the Coordinating Unit of the Association of Persons with Disabilities (CUAPWD) took place recently at the Pastoral Center in Bamenda. The objective of the workshop was to provide participants with relevant knowledge, skills, and tools to enable them fully play their expected roles and duties to fix and enhance basic managerial, organizational, financial knowledge and team spirit.

The workshop was organized after the organization of the DPO landscape in the NW Region by the SEEPD Program in 2020, in collaboration with the Regional Delegation of Social Affairs with financial support from CBM. The exercise led to the reorganization of DPOs that are operating as local networks under the umbrella of CUAPWD. The training was thus necessary to enable the reorganized DPOs to fully contribute to the promo-

tion and protection of disability rights in the NWR given that through an organizational assessment process, the CBC Health Services identified areas of competences that needed capacity building.

The training brought together 35 participants from the seven Divisions of the NW Region and facilitated by facilitators with sound backgrounds and experience in disability, management, financial management and communication.

Speaking to one of the participants, Nfomi Tabita from Donga Mantung Division, she noted that as she goes back she will be able to communicate and advocate better as well as develop a good implementation plan for the group. She plans to organize workshops for her group members to share knowledge with them.

According to the Coordinator of the CUAPWDs, Chick Sama, the training was very important given that he will be working closely with the par-

ticipants on the field. With the skills acquired, he hopes to see increased advocacy for persons with disabilities in their Divisions and good reporting from the field addressing the needs of persons with disabilities.

“Before now, persons with disabilities have been working in the communities but they have not been documenting their ideas and achievements. I therefore challenge you leaders to document good practices which can portray the potentials of persons with disabilities to the world,” Chick emphasized.

It should be noted that the training falls in line with the objective of the 4th phase of the SEEPD Program which is to strengthen systems to promote Community Based Inclusive Development (CBID). The workshop, which ended with appreciation from participants to the SEEPD Program, was funded by CBM Ausaid.

## Fundong Council applauded for Championing Inclusion

The Mayor of Fundong Council has maintained his commitment in ensuring the inclusion of persons with disabilities in all actions of his municipality stating that Community Based Inclusive Development (CBID) is the best strategy for achieving inclusion. Denis Awoh Ndong was speaking recently during a workshop organized by the Council for leaders of Associations of Persons with Disabilities in Fundong which took place in the council hall.

In his welcome remark, the Mayor stated that the workshop is thanks to the partnership between the Fundong Council and the SEEPD Program of the CBC Health Services. He testified that as a result of the strategic workshops and continuous capacity building of the Council staff by the SEEPD Program on CBID, the Council is poised to implementing its CBID strategy developed in 2020 with a view to ensuring the inclusion of people with disabilities in all aspects of community development.

Mayor Ndong disclosed that the identification of persons with disabilities within the municipality is a priority for the Council given that the exercise

will give a picture of the number of persons with disabilities in the municipality. He announced that in her collaboration with the SEEPD, there are many projects that the Council will be carrying out which are aimed at empowering persons with disabilities with capacities that will enable them to actively participate in actions within the municipality.

During the workshop, participants who were drilled on the concept of CBID, expressed some challenges that they are facing as persons with disabilities. These included: access to information, infrastructures, and discrimination amongst others. With these challenges, they further recommended that the participation of persons with disabilities in political, social, and economic life should be facilitated and increased and the database for persons with disabilities within the Council should be established.

In response to the concerns raised by PWDs, the Mayor gave firm instructions on the immediate establishment of a database for persons with disabilities which will inform and guide the Council in her efforts to empower people with disabilities.

With this move, Mayor Awoh Denis Ndong and his team are setting the pace in the race to win the prestigious CBID Award announced by the SEEPD Program for best Councils promoting inclusive development in the Northwest Region. Persons with disabilities in the municipality have been praising the Mayor for the strategies he is putting in place to ensure their inclusion.

It should be noted that at the start of the 3rd phase of the SEEPD Program which focuses on strengthening systems to promote CBID, the Fundong Council and the SEEPD Program of the CBC Health Services signed a MoU which marked another term of continuous collaboration in mainstreaming disability in municipal development. The Fundong Council, which is one of the Councils in the NWR with a strong stand on ensuring inclusion, is on a fast lane to implementing its actions as specified on the MoU with the SEEPD Program. The workshop organized by the Council to develop a strategy within the municipality to mainstream inclusion was one of many actions that it is putting in place to ensure the inclusion of persons with disabilities.

## Baptist Hospital Mutengene

### COVID-19 Vaccination Campaign launched at BHM

In line with the national campaign from July 6-10 to vaccinate many Cameroonians against Coronavirus, Baptist Hospital Mutengene was chosen as the venue to launch the campaign in Tiko Health Area. The activity took place on July 6, 2021 in the presence of officials of the SW Regional Expanded Program of Immunization (EPI) who installed a team at the hospital to vaccinate from 18 years during the campaign period. According BHM Administrator, Mr. Loke Samuel Mbome, some staff

of the hospital opted to be vaccinated after the education on the importance of vaccination given by the EPI team from the SW Regional Delegation of Health.

In other developments, BHM has started VIP consultation following the recent Director of Health Services circular for hospitals to provide VIP services to clients who need it. The Hospital Administrator revealed that the services are well

received and demanded for but the challenge is when many patients on this line of consultation become many and also need to queue up like in normal consultation.

The CDC Country Director visited BHM on July 11, 2021. Reports say the CDC Director evaluated the work of HIV Free SW and encourage the program staff to redouble efforts to catch with set targets.

## **BHM Dental Department gets new Dental Chair**

A newly acquired dental chair for BHM brings a total of three chairs at the department. The features of the new chair are an ultrasonic scalar, a complete dental unit and a screen for dental x-ray. The head of department, Mrs. Moyeh Mercy

observed that the new chair will greatly facilitate work and reduce patients' waiting time.

Reports say that the department is witnessing a steady increase in patients' attendance. In June,

average daily attendance went up to 15 slightly up from 12. The department has eight staff including the dentist, Dr. Djialeu Romuald who came in April 2021 to replace Dr. Ewang Abraham transferred to Mboppi Baptist Hospital Douala.

## **LAP SW amidst Challenges**

The Life Abundant Primary healthcare (LAP) program Field Supervisor for the Southwest and Littoral regions, Mr. Phungeh Peter says the program activities have been stifled in the SW region in the past three years due to the armed conflict rocking the two English speaking regions of Cameroon. Mr. Phungeh recounted that the program hierarchy advised him to suspend outreach activities since 2018 when he was intercepted in his line of duty and his life threatened by both the military and non-state armed groups.

Due to the crisis, the LAP Field Supervisor lamented that two of the three LAP controlled Primary Health Centers (PHCs) in the Southwest region have remained closed. These are the PHCs of Baikuke and Munyenge Peace, all in Mbonge Subdivision and the only one functioning somehow (only deliveries being done) is Koba PHC in Konye Subdivision.

Besides the crisis, which has halted the services, other challenges according to the LAP Field Supervisor are bad roads and lack of a perma-

nent and tangible means of transport to ease frequent outreach trips.

During this period of inactivity in the region, the Field Supervisor has resorted to other responsibilities. Most often, he is called up to do relief duty in other LAP villages out of the SW region as well as assist in the consultation clinics in Baptist Hospital Mutengene where he is based.

## **BHM BEPHA Program**

The Bamenda Ecclesiastical Province Health Assistance (BEPHA) situated at BHM is the busiest health scheme in the SW region with over 3000 clients. The office assistant, Veronica Tebo, revealed that out of this number, BHM as an institution, has registered most of her staff into BEPHA.

Quizzed on how BEPHA operates, Veronica explained that the scheme is open to individuals, families and organizations who constitute themselves in four or more persons to register as members. With a premium of only 4000fcca at registration, a member benefits 75 percent of his health bills at outpatient consultation, inpa-

tient consultation, delivery services, surgeries and more.

## **BHM WHP**

The Women's Health Program (WHP) of BHM has been breaking new grounds in her sensitization efforts. The site nurse, Tangi Gracious says the program responded to an invitation from the CBC Women's Union Director to deliver health

talks to the Women's General Council that held in Limbe recently. The women leaders were sensitized to go and further sensitize their women in the fields to go for screening in order to limit the incidence of cervical and breast cancer.

The screening campaign was further taken to the media with health talks on Ocean City Radio in Limbe and Mount Cameroon FM Radio in Buea.

# **Health Services Complex Mutengene**

## **CIACP trains Support Group Leaders, Members**

Support Group leaders and members have been trained on basic skills to enhance cohesion and group dynamics. According to the Community Initiative AIDS Care and Prevention (CIACP) Program Manager, Mrs. Ngum Lauretta, the trainings held in two phases, which culminated with the Support Group conference on June 26, 2021 under the topic, "I take responsibility for my health". A total of 100 selected Support Group members attended the Conference from four of the six divisions of the SW region namely: Fako, Meme, Ndian and Manyu with the exception of Lebiale and Kupe-Manenguba where the effect of the ongoing armed conflict is intense.

Twenty-two of the expected 30 leaders attended the first phase of training from June 11-17 while the training of members held from June 23-25. They received training on finance management, conflict management, reporting and group dynamics among others. CIACP Program Manager explained that the training was necessary to strengthen the groups and shed light on leadership transition given the fact that some leaders refuse to give way for others when they either come to the end of their tenure or are voted out. Trainees and Support Group Conference participants were provided with face masks and hand sanitizers to bar the way to COVID-19 during and

after their period in Mutengene.

In other news, the CIACP program gave health talks and HIV screening to CBC Women's Union General Council that held in Limbe from June 30-July 1, 2021. During the moment, CIACP also donated gifts to about 40 IDPs within the context of the Women's Union program.

Relatedly, the program is continuing to support the IDPs in Mungo division. At the moment, CIACP is working on reports for the second quarter.

## **CCP orientates Children taking Official Exams**

Chosen children taking end of course certificate exams this year around Fako Division in the Southwest region received orientation on how to behave before, during and after the exams sessions. The Chosen Children Program (CCP) staff visited schools in Wututu, Mile 1 Limbe, Bokwago, Molyko, Tiko, Mutengene and Mile 14 Buea where they encouraged a total of 113 chosen children to face the exams with confidence. Reports

say, more than 60 percent of the children gave their lives to Christ.

The orientation covered four areas; on how to prepare for exams, watch your attitude in an exam hall, prayer session and the distribution of writing materials to the pupils and students. The children also worked in groups to share their preparedness for peer support.

The program assistant, Nformi Nsoni added that the program also gave prizes to the first five pupils of St. Michael Primary School in Bojong for outstanding performances.

## CP Brings Back HESCO to Market

Consumers of HESCO Water can now heave a sigh of relief following the return of the precious liquid to the market after several months of absence. Central Pharmacy General Manager, Pharmacist Ngah Edward attributed the return of HESCO to the replacement of the compressor machine that

was bad. He noted the excitement of consumers but noted that the return of the water for good will depend on the steady supply of funds to buy preforms for the bottles and maintain the machines.

At the time of this report, some international companies were preparing to ship consignments of drug orders after advance payment. Meantime, CP is working hard with competent Ministries in Yaounde to obtain authorization for most of its products destined for the market.

## RTC Mutengene Well on Course

The Regional Training Center (RTC) in Mutengene is now a hub of higher education training within the context of the CBC Health Services. In a chat, RTC Dean of Studies, Mr. Nkuoh Godlove said seven courses are currently going on at the Center: Logistics and Supply Chain Management – 35, Pharmaceutical Production Assistants – 24, Diploma in Public Health – 15, BSc in Health and Social Management – 15, BSc in Biomedical Engineering Technology and Management – 14, Short Courses in Leadership Management – over 100 and Research Methods – 12.

At the moment, the school is receiving applications to begin BSc in Human Resource and also sourcing for a partner that can issue certificates when the course on Occupational Therapy is launched.

Meantime, the graduation ceremony for two groups of the training is billed for August 14, 2021 in the campus at Health Services Complex, Mutengene. These include: 16 with BSc in Health and Social System Management and 10 with Diploma in Human Nutrition and Dietetics.

According to the Dean, the peculiarities of RTC are that the students are adult workers who do not need to resign from their jobs to stay on campus to study. The students work online and meet physically in class as arranged with the lecturers who from the CBC, out of the CBC (Universities) and others from abroad (Uganda).

In terms of challenges, RTC needs more space (lecture halls) to accommodate students, not enough students to begin some courses and delay by the government to approve the school and give it the status it deserves.



1. Thank God for sustaining the CBC Health Services in the midst of diverse challenges.
2. That God for the organization's leadership that has been visionary, courageous and forward looking in the face of these challenges/
3. Thank God for the dedicated and hard working staff that have upheld the system especially during the difficult times.
4. Pray for those staff that have not lived and performed well in line with the system's vision and mission, that they would be contaminated by the majority who are doing well.
5. Pray and thank God for CBCHS' friends and partners that have continued to support us even in difficult times.

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