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# THE HEALTH SERVICES CHRONICLE

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### STOP PRESS!!

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

### BIBLE VERSE

"A little sleep, a little slumber, a little folding of the hands to rest – and poverty will come o you like a bandit and poverty like an armed man".~**Prov. 6:10 (IV)**

# Deputy Directors to the Director of CBC Health Services charged to be Servant Leaders

The Executive President of the Cameroon Baptist Convention, Rev. Dr. Nditemeh Charlemagne on February 1, 2022, officially installed the recently elected Deputies to the Director of the CBC Health Services into their functions.

The Deputy Director for Administration and Finance, Mr. Warri Denis, and the Deputy Director for Clinical Services, Dr. Manga Simon were voted into these functions by the CBC Health Board on December 9, 2021 and ratified by the CBC General Council on December 10, 2021, by decision number GC23152. The event was organized as a forum to collectively know more about these leaders, acknowledge their respon-

sibilities and duties, and have their commitment to serve the CBC in these positions.

In his installation charge to the newly elected, Rev. Dr. Nditemeh called on them to execute their duties with the fear of God and with the love of Jesus Christ. The charge was backed by a litany of spiritual, professional, and loyalty pledges to effectively perform their duties in a manner that will reflect the Mission and the Vision of the Cameroon Baptist Convention and that of the Health Services. These should also reflect the mantra of the Executive President – Truth, Equity, and Development.

The Deputies were also called to ensure the continuous growth of the CBC Health Services as the second healthcare provider in Cameroon, a position that leaders cannot afford to be compromised. The Executive President pledged his love and support for the success of their offices and the institution as a whole.

On his part, Prof. Tih Pius Muffih, Director of Health Services, serving as mentor to the duo, expressed his happiness for the additional hands to do the work and make contributions to the services of God.



**Mr. Warri (left) and Dr. Manga listen to their roles and responsibilities as Deputies DHS**



**CBC Executive President, Rev. Dr. Nditemeh congratulates pioneer CBCHS Deputy Directors**

The Deputy Director for Administration and Finance Mr. Warri Denis in his response, committed to maintaining an accountable, responsive, and reliable Management System within the CBC Health Services. He said, he has a goal to ensure the effective management of the human resources, material and financial resources for the achievement of the goals of the CBC Health Services in providing quality healthcare to all

who need it all the time.

Dr. Manga Simon, Deputy Director for Clinical Services, on his part, praised the excellent services already existing in the CBC Health Services, while at the same time earmarking some of the areas that will need his immediate action for improvement.

Before their appointments, Mr. Warri Denis served as the Chief of Administration and Finance for the CBC Health Services, while, Dr. Manga Simon Served as Research Scientist with the CBC Health Services. Both have rich academic and training profiles capable of helping the Director in his huge responsibility of steering the huge health machinery called, the CBC Health Services.

## MBH Breaks Epileptic Electricity Supply Impasse

Mbingo Baptist Hospital (MBH) has set up a Hydro-electric Power Plant to begin generating electricity for the hospital. The plant was dedicated on February 6, 2022. Dedicating the plant, Rev. Nditemeh Charlemagne, Executive President of the Cameroon Baptist Convention (CBC) urged the MBH's Administration to embark on an immediate maintenance strategy, to prolong the lifespan of the plant.

Mr. Nji Richard Nkeh, Senior Administrator of MBH says the plant is coming to meet real needs borne from the fact that the Hospital had witnessed growth both in infrastructure and medical equipment and relying on the epileptic supply of electricity from the country's National Supply Company; ENEO was no longer a good option, as it compromised the vision of the CBC Health Services of providing quality care to all.

"On the other hand, running the hospital on generators due to incessant power outages was not also a solution as it was inconvenient and very expensive. You can imagine that we use used to spend over 60 million francs for payment of electricity bills and purchase of fuel for the generators," yearly", lamented Mr. Nji.

The challenges of realizing such a project are many and varied but the benefit now outweighs them all. According to Prof. Denis Palmer, Dean of the Baptist Institute of Health Sciences (BIHS) and lead visionary of the power plant, the project will establish MBH as a major referral centre and teaching hospital.

"Now that we have a stable supply of power, we hope that we can do many things. We are envisaging in the next one year or more to have a functional radiotherapy centre for the treatment

and management of various cancers," Prof. Palmer revealed.

The dedication saw the attendance of one of the major funders of the project, The North American Baptist (NAB) Conference. Dr. Harry Kelm, Executive Director of NAB said the mobilization of the funds for the project was necessitated by their belief in the work of the CBC and the value of what is done through MBH. "We believe in the long-term impact of what is happening here," he emphasized.

Speaking at the ceremony, Prof. Tih Pius Muffih, Director of CBC Health Services appreciated the funders for every franc they invested in the project. "Without funds, this project would be mere wishful thinking," he said. He equally thanked the MBH administration for judiciously utilizing the funds to get the project realized.

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**CBC Leaders Commit Hydro Power Plant to God**

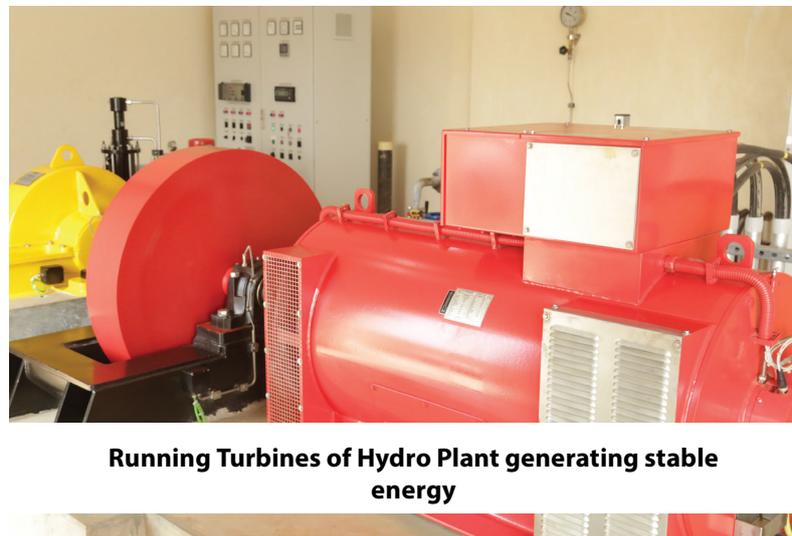
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The mini hydroelectric power system currently generates 300KW, while the current power demand of the hospital stands at 175 KW. Fon Abel, Electrical Engineer of the Plant says the extra energy allows for growth should the power demand of the hospital increase in the near future.

The project cost about 1.1 billion francs, realized

with assistance from the United States Agency for International Development and the North American Baptist Conference.

It should be noted that the Hydro Power Plant project is MBH's second major achievement within a short space of time. The referral hospital also realized a Gas Plant project that supplies



**Running Turbines of Hydro Plant generating stable energy**

clean oxygen to needy patients at their bedside through pipes and switches. Reports say, these two projects will greatly reduce the running costs and give MBH the opportunity to provide referral services in other additional specialized areas.

## **“Work as unto God and not unto man” – A Charge to CBCHS Leaders**

Leaders of the CBC Health Services have been challenged in their first come-together in 2022 to work as unto God and not unto man. Their deliberations took place on January 29, 2022 at the Mvan Resource Center in Yaounde to strategize on how best to function in 2022. The Hospital Administrators and Chief Medical Officers in attendance were called upon to prioritize their Goals and Budgets for 2022, while minimizing all the challenges.

The meeting convener, Prof. Tih Pius Muffih, Director of Health Services (DHS) used the occasion to wholeheartedly thank the leaders for ensuring that quality healthcare is delivered at all levels, and their commitment to always stand as a team. The contributions of the entire staff body were recognized for this work and a word of encouragement extended to them through the leaders. Staff of the CBC Health Services, he reiterated, should always be informed and

encouraged to know and respect the rules and regulations as well as the policies of the institution, utilize the financial and health schemes placed at their disposal by the institution and continue to prioritize the vision and the mission of the CBC Health Services.

Drawing inspiration from Galatians 6:9-10, Rev. Ngwang Simon, CBCHS Chaplaincy Supervisor called on the leaders “Not to grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith”. Rev. Ngwang enjoined the leaders to thank God for making them leaders to serve in His vine yard. In a message titled. “Reward awaits Compassionate Acts,” he encouraged leaders to emulate the example of Nehemiah who never got tired, as the promises for those who work faithfully and patiently in the vine yard are sure.

The leaders also had an opportunity to meet and bid good bye to a team of trainers who had offered a one week training to some CBC Health Services staff dubbed, “Operational Readiness Training for Major Disease Outbreak Response,” which ran from January 24-28, 2022, still at the CBC Health Services Resource Centre Mvan, Yaounde.

The training was organized by the UK-MED, Part of a READY CONSORTIUM (an organization funded by the United States Agency for International Development- USAID to support global preparedness for response to a pandemic and infectious disease outbreak). The trainers were offered the CBC Health Services fabric, an emblem of the institution.



**CBCHS leaders pose with UK based trainers**



# HS Chronicle turns Five Volumes

The Health Services (HS) Chronicle newsletter has come a long way! The monthly publication began in 1996 as a Newsflash to inform and educate staff as well as dispel rumours from the Director of Health Services desk while at the Bango Baptist

Hospital. The Newsflash was later transformed into a newsletter named, HS Chronicle. The newsletter turned five volumes in December 2021, which is 250 uninterrupted monthly issues given that a volume is 50 monthly publications. To mark this

milestone as the newsletter begins Volume 6, we approached some of our readers in a random vox-pox interviews to appraise the importance and impact of the HS Chronicle and what can be done to improve on it. **Read on...**



"The Chronicle has wider audience both hard and electronic. It has contributed to inform the staff on the happenings across the Board. There is need to improve on field reporters to give visibility to the other Centers. My only worry is that some programs have patronized the Chronicle with their news event. I understand they have the capacity to generate and report their events but I think the newsletter should be fair about representation. Overall, it has been good"

**Fambombi Dickson,**  
**Administrator, BBHC**



"I have been an avid reader of the Chronicle since when we were in BBH. It is a great paper informing us about happenings in the CBC; how a security guard has been upgraded in other station, what the Director is doing, how work is faring in other stations etc.. All of these come to us through the Chronicle and we're not like blind because CBC is one. I appreciate the great work those managing it are doing' it should continue..."

**Ntala Florence Tamu,**  
**head nurse Maternity BBHC**

"The Chronicle is very good and important for us. Unfortunately, we never find time to read in its entirety. We flip through and glance through pictures and articles that catch our attention before we file. Maybe we need to find a way to do better".

**Solange (right) & Mirene (left)**  
**Secretaries, DHS Office**



"I only know that something exists as that, how important and effect it is, I don't know because I don't read it".

**Chia Faith (SEEDP Finance Office)**



"The Chronicle is very informative and important because you have a picture of every event that takes place within the CBCHS. Its presentation is usually captivating; unfortunately, I don't always go for it, but when I come across one, I read it enjoyably. Most people do not like voluminous writing, so if there is a way to further summarize it, that would be better".

**Nshom Mirabel**  
**(HIV Case Manager, MBH)**



"The Chronicle has been a great source of information to the staff and to me in particular as a nurse, informing me on what goes on in other stations that I have not been there. It has also helped me to know about developments in other departments and areas and how they are overcoming challenges. Initially, I saw Chronicle as any other ordinary paper but with time, I discovered it is far more than that. I read it at my leisure time and I get encouraged how others are coping and overcoming my kind of challenges. Kudos to the team and keep it up! I like it as it is".

**Shei Enny (Senior nurse, BBH)**

"The Health Services Chronicles for the past years have played key roles in tracking and providing important updates to the public. This is a forum where most Health Board workers have received valuable updates on the work the organization does. I am also happy for the publications posted on the website. I do not really know what to suggest for any improvement because I am okay with it now".

**Kenchi Joseph (CBR Supervisor)**

"The Chronicle has been a vital tool for information sharing within and out of the CBCHS. It informs the staff and management of all our health facilities of events or happenings in other areas. That way it has been a source of encouragement, challenge and equally a motivation to the staff and the institutions. I wish the Chronicle should capture all that happens across the board monthly and the stations should be prompt in reporting as well, that way many more persons shall be interested".

**Nfor Gamngong Emmanuel**  
**Assistant Administrator, BHM**



## Enhancing Successful Inclusive Education in Cameroon: CBC Health Services shares Research Findings with Stakeholders

The CBC health Services has in a one-day on February 17, 2022 at the CBC Health Services Resource Center at Mvan, Yaoundé, shared preliminary findings of a research on inclusive education conducted across schools in the Northwest and Centre regions under the project, "Breaking Down Barriers for Successful Inclusive Education in Cameroon".

The research on disabilities, conducted in col-

laboration with the academia from the University of Bamenda marks the 6th research in a series, which the CBC Health services has been partnering with the Liliane Foundation and Universities in the Netherlands.

The workshop brought together the academia, regional delegates from the Northwest, West and Centre regions, representatives from the Ministry of Social Affairs, Basic Education,

Public Health, CBM, Sightsavers and representatives of the Country Director of UNICEF. Prof. Tih Pius Muffih led the team from the CBC Health Services to share preliminary findings on pre-schooling for effective inclusion of learners with disabilities in mainstream education as well as learning from successful school leaders in inclusive education.

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**Prof Tih Pius presenting the case of children with disabilities to the press**

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Quizzed, Prof Tih Pius Muffih, Director of CBC Health Services told reporters that a number of institutions were selected in the Northwest and Centre regions to conduct the research. He emphasized that the result of the findings is intended to encourage key disability stakeholders present to take actions to foster inclusion and there after go into implementation. Prof Tih stated that the evidence from the research will enable implementers in the field to act more rationally and provide services that are of quality to children, youths and adults living with disabilities. He explained that services of children living with disabilities are very limited in Cameroon. "They are excluded from the mainstream services that are offered in education, health

and socio-political spheres".

According to Prof. Tih, the CBC Health Services is more concern concerned with the education of children with disabilities, noting that the situation of persons with disabilities need to be improved upon. To enable concrete improvement, Prof. Tih said research is paramount to enable all services identify why there is no inclusion; and when the results are given, they should be used to improve on the services that are offered for people with disabilities in the community.

The Director of Social Protection at the Ministry of Social Affairs (MINAS), Angelica Bih Mundi asserted that considerable efforts are being made

by the CBC Health Services to improve the situation of persons with disabilities in Cameroon. "The Government is doing it gradually but we are happy that we have partners like the CBC Health Services and other NGOs that are playing a great role to get to where the Government isn't yet there," she boasted. The government official expressed worries that 69 inclusive schools for a population of 15% of persons with disabilities in Cameroon isn't enough.

It's worth noting that the CBC Health Services is the leading organization that is championing inclusive education in Cameroon

## **CBCHS-EDID, Partners pioneer Inclusive Education Community of Practice in Cameroon**

The Northwest Regional Inclusive Education Community of Practice has been setup to foster inclusion in schools in the Northwest Region. Three groups made up of institutions from the Basic Education, Secondary Education and Higher Education sectors constitute the Community of Practice. The groups were created to implement the project: Community of Practice as a Leverage for Sustaining the Gains of Inclusive Education, an initiative funded by the Liliane Foundation through the Empowerment, Disability and Inclusive Development (EDID) Program of the CBC Health Services.

The event, which brought together educational and municipal authorities amongst others took place on February 4, 2022 at the Baptist Center Nkwen. The meeting came a few weeks after another meeting held in December 2021 to present the highlights of the key findings from the baseline survey that was conducted in different educational institutions.

The representatives of the Northwest Regional Delegate of Basic Education, the Vice-Chancellor of the University of Bamenda, and the Regional Delegates of Secondary Education and Social Affairs present at the meeting praised

the CBCHS for setting standards in the domain of health and disability work especially inclusive education in the Northwest Region and beyond.

According to the Regional Delegate of Secondary Education, Mr. Yuven Roland, what makes the work of the CBCHS unique is the ability to always evaluate its work and improve on its quality of services. He charged the members of the Community of Practice to ensure the sustainability of their actions and uphold quality in service delivery. Mr. Yuven assured members that the initiative has legal backing from the government and frameworks that support their actions. He appreciated Liliane Foundation for the support through the CBCHS to get the group operational.

In his opening remarks, Prof. Tih Pius Muffih, Director of Health Services highlighted that the Community of Practice intends to share knowledge and build competencies among its members, with the overall goal of ensuring that Inclusive Education in the Northwest Region is of high quality and sustainable. Prof. Tih noted the initiative is research-based, and as pioneers, there is little or nothing they will be copying from elsewhere because there has never been

such an initiative in Cameroon. Thus, the three groups put in place will explore their experiences in delivering inclusive education with the view of documenting best practices that will be harmonized and standardized for use. In this regard, Prof Tih entreated them to complement each other's efforts in Inclusive Education in the Northwest Region.

After reaching consensus on the content of the Terms of Reference to guide the functioning of the Community of Practice, the Project Coordinator - Ndintek Kennedy noted that the expected outcome of the meeting was to set the pace for members of the Community of Practice to begin work immediately.

The meeting ended with a session led by one of the researchers in the baseline study, Dr. Mbibeh Louis who drilled the three groups on the basic expectations from members and leaders. He implored the members to be committed because a community of Practice is meant for those who are ready to work without any financial benefit but rather to learn and share experiences.

# CBC Health Services prioritizes Quality Assurance in Healthcare Delivery

Staff drawn from the Baptist Training School for Health Personnel (BTSHP) Banzo, Baptist Institute for Health Sciences (BIHS) Mbingo and Baptist School for Public Health (BSPH) Mutengene have been drilled on Quality Assurance practices and systems. This was in a two-day training from January 29–30, 2022, at the CBC Resource Centre in Mvan, Yaounde, which goal was to ensure that quality rehabilitation services are delivered in these institutions at all levels.

The training was borne from the background of ensuring quality in disability-designed Courses in these institutions offered in Community-Based Rehabilitation (CBR), Physiotherapy (PT), and Rehabilitation Technicians.

The three-man team of facilitators from the Mildmay Institute of Health Sciences in Uganda constituted to balance different skills needed for these Courses. These included: Quality Auditing and Training by Belinda; Skills in Community Based Rehabilitation and Implementation by Willy Kamy, a specialist in Design of Courses for Community Development and Rehabilitation; and Skills in Training in Disability and Rehabilitation by Carolyne Maholo, a Disability and Rehabilitation lecturer at a Ugandan public University.

These courses offered at the BTSHP Banzo, the BIHS Mbingo, and the BSPH Mutengene have been designed to meet the growing need of children, youths, and adults with disabilities in Cameroon where there is a huge crisis in rehabilitative health services such as Physiotherapy, Occupational Therapy, and Community-Based Rehabilitation.

According to the World Confederation of Physiotherapy (WCPT) 2019 Report, an estimated 250 physiotherapists exist in Cameroon, representing an extremely low rate of 0.10 physiotherapists per 10,000 populations. This compromises access to quality PT services for those in need, especially children, youths, and adults with impairment, whereas, it is demonstrated that quality rehabilitation significantly improves the quality of life for persons with disabilities. As a whole, Cameroon currently experiences an insufficient supply of trained personnel as well as limited training opportunities. While there is low coverage of PT and CBR services due to inadequately trained providers, OT services are completely unavailable.

To address this gap, the CBC Health Services with support from a Dutch-based organization, AFAS

Foundation via its longstanding partner the Lilliane Fonds (LF) is currently implementing the Rehabilitation Compass for Inclusion (RCI) project in Cameroon, with these Courses to close these gaps.

Quality Assurance Training strives to ensure that the best is implemented in these three novel cadres. After the tour of the schools where the courses are offered, the Ugandan team expressed satisfaction with the infrastructure, human resources, and the implementation of quality assurance services. Their wish is to have these activities effectively structured for consistency and sustainability.

The visit also comprised of assessment of sites, review of available documents, in addition to the Course on Quality Assurance to mentor and build the capacity of the teams to appreciate the quality requirements. It is worth noting that the training was based on International Quality Standards for Quality Assurance and Education.

## CBC Health Services initiates Obstetric Fistula Treatment

The CBC Health Services has launched obstetric fistula treatment in three of its hospitals in the North West and South West Regions of Cameroon beginning February 2022. This very first initiative by the CBC Health Services has been developed in collaboration with the United Nations Population Fund (UNFPA) and Hope and Healing International, (HHI) Canada.

Obstetric Fistula as described by UNFPA is a childbirth injury which occurs when a woman or girl suffers prolonged or obstructed labour or some other trauma without timely medical intervention and which leads to incontinence or constant leaking of urine and/or faeces through the vagina.

In a meeting on February 3, 2022 to plan for the launching of this initiative, the Project Coordinator, Mr. Njodzeven Divine disclosed that the project will run for 5 months and is targeting 20 women and girls to be treated of obstetric fistula free of charge. Activities to facilitate the treatment of identified cases include; awareness rais-

ing, identification, transportation and treatment of patients and provision of livelihood and empowerment opportunities for those treated who are often from very needy backgrounds. Psycho social support will also be provided to beneficiaries.

According to Mr. Awa Jacques Chirac, the Coordinator of Services for Persons with Disabilities, the CBC Health Services decided to focus on the Northwest and Southwest Regions because the CBC Health Services has never led an organized response for the treatment of obstetric fistula treatment in these regions. He also explained that with the ongoing violent humanitarian crisis, there is a likelihood of this fistulae in these regions.

The CBC Health Services Chief of Secretariat, Mrs. Ndi Maria, on behalf of the CBC Health Services Director welcomed participants at the meeting and encouraged intense awareness raising given that there is a lot of ignorance and stigma associated with the condition. She encouraged the staff

assigned to work on the initiative to fully apply themselves to achieve the objectives and render their services as unto God.

During the meeting, the participants discussed implementation strategies and set up working groups to carry out the tasks involved in the project.

Obstetric fistula causes untold misery and leaves women and girls who suffer from it ashamed and often isolated from their communities. They are often abandoned by their husbands and isolated from the community due to the smell from urine leakage. Treatment is through surgery which will be done in the Mbingo, Nkwen and Mutengene Baptist Hospitals.

This initiative will hopefully alleviate the suffering and plight of women and girls with obstetric fistula who are usually poor, young, illiterate and the most marginalized members of society.

## University of Bamenda (UBa) poised to Promote Universal Designs

The Socio-Economic Empowerment of Persons with Disabilities (SEEPD) program of the CBC Health Services has organized a 3-day workshop for staff of the Directorate of Development Physical Plant and Infrastructure (DPPI) of the University of Bamenda. The workshop, which took place from the early this year at the Baptist Center Nkwen Bamenda aimed at building capacities of the participants on the concept of disability and inclusive development and to translate the prin-

ciple of universal designs into practical plans in terms of development, physical plant and infrastructure within the University community.

Speaking at the start of the workshop, the Deputy Director of Administration and Finance (DDAF) of the CBC Health Services, Mr. Warri Denis described the partnership between the CBC Health Services and the University of Bamenda over the years as fruitful. He drew the attention of the par-

ticipants to the fact that as staff of the Directorate of Development Physical Plant and Infrastructure in UBa, an inclusive future of the University in terms of infrastructure is in their hands. The workshop intended to capacitate them with skills to make life more accommodative for persons with disabilities through accessible structures.



**The DDAF commends UBa for its partnership with the CBC Health Services**

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Mr. Awa Jacques Chirac, SEEPD Program Manager recalled that the workshop was organized within the partnership signed between the SEEPD Program and the University of Bamenda, which seeks to promote inclusive practices in UBa. In this regard, Mr. Awa pointed out that several interventions have been carried out to demonstrate good practices and building of capacity of staff on universal design is just one step in the right direction to achieving the objectives of the partnership.

Given that the University of Bamenda has some infrastructures which cannot be accessed by some persons with disabilities, it limits the full participation and even excludes some learners from accessing some lecture halls/ and administrative offices as well as other service delivery points in the University.

In an interview with one of the facilitators who is also the Supervisor for Technical Services Department of the CBC Health Services, Mr. Chambah

Abraham noted that with the challenges learners with disabilities face, there is a need to consider an accessibility standard for UBa that will make designs, structures, and the environment to adapt to the needs of all students and teachers. After using his experience to drill the participants on Universal Designs, he expects them to formulate an operational framework for their accessibility concerns with a focal person assigned to influence accessibility in new structures.

Responding to the concerns of inaccessible structures, the Director of Directorate of Development Physical Plant and Infrastructure of the University of Bamenda, Prof. Forgwe, himself a participant at the workshop, explained that UBa infrastructures were inherited from CCAST Bambili, built in the 60s with no consideration for persons with disabilities. The partnership with SEEPD Program, he noted, is helping the University to emerge from inaccessible structures to meet with expected norms and universal standards. In his closing remarks,

Prof. Forgwe said with the knowledge gained during the workshop, he will use his authority as the Director to ensure that they start implementation immediately within the technical service. He tasked the participants to get to work as they return. He commended CBC Health Services' efforts in ensuring inclusion at all levels in the University of Bamenda.

The workshop was attended by eight staff of the Directorate, who acknowledged there is still a lot of work to be done at their level to achieve the universal design but it is a step at a time. They appreciated the CBC Health Services for building their capacities on the aspects that will enable them adapt UBa structures to accommodate persons with disabilities.

The SEEPD Program acknowledges the support of the Australian NGO Cooperation Program (ANCP) in sponsoring the workshop.

## Health Services' Central Administration Staff told to 'Shine the Light'

Rev. Shey Sam Ngeh has called on staff of the CBC Health Services' Central Administration to be vessels through which God's light can shine to the world. Rev. Shey was sermonizing at the Health Services' Central Administration Spiritual Emphasis for 2022 as speaker.

"Be the window through which Jesus will shine his light to the world," admonished the prelate.

According to him, to shine the light as staff, you [they] must establish a "Be your neighbour's environment" where mutual trust and love for one another reigns. To shine the light as an individual staff you should know that you do not matter until others matter, he expatiated.

The Rev. Shey in his homily cautioned the Central Administration family to be on the watch for any tendencies that may compromise God's light from shining. According to him, some of the pointers that "the light" has been compromised is when the following are rife; backstabbing, forging of receipts, failure to celebrate the promotion of another and celebrating the downfall of others.

Addressing the staff at retreat, Prof. Tih Pius Muffih, Director of Health Services encouraged the them to work together as one man. Using the example of a beehive where each bee plays a role to arrive at the end product which honey, Prof. Tih told the staff to see the organization as a beehive and identify the role they have to play

towards the attainment of set goals. The DHS further charged the staff to be beacons of light in their offices thereafter. "Do not blame the darkness, be candle that will light up and drive the darkness," advised Prof. Tih.

The theme of the spiritual retreat held under the theme, "Being Useful to God" drawn from Mathew 5:14-16.

Retreats are regular features within the CBC Health Services institutions. They are always unique moments when staff of the station take time off from work to seek God's face and guidance.

# Awards of Excellence in Inclusive Education for Students, Teachers, Disability Promoters

The Cameroon Baptist Convention (CBC) Health Services, in collaboration with the West Regional Delegation of Secondary Education, have recognized the contribution of individuals and schools working committedly to ensure the implementation of Inclusive Education in the West Region of Cameroon. This event took place on February 22, 2022.

Laureates included excellent students with different forms of disabilities for their outstanding academic performances, individuals with positive and significant contributions in supporting the education of students with disabilities in mainstream schools, schools for their remarkable improvement in implementing Inclusive Education, and teachers that practice inclusive teaching and learning practices in Lycee Classique and Lycee Bilingue in Bafoussam.

The awards come after the successful implementation of a two-year project dubbed, Quality Education for All (QEA), an initiative of the Empowerment and Disability Inclusive Development (EDID) program of the CBC Health Services. Implemented with funds from the Liliane Foundation, the project seeks to ensure quality education for all without barriers. This pilot initiative at Lycee Classique and Lycee Bilingue in Bafoussam involved many activities, some of which included: the training of teachers in effectively developing inclusive lessons, pedagogic inspectors to always consider inclusive policies in education that favor all students and give students with disabilities an enabling and conducive environment to perform in their full potential, all disability stakeholders, and school administrators to know more about, and implement Universal Designs.

The merited awards and the enthusiasm with which the project has been embraced are testimony to the success of the pilot phase of the QEA project.

Speaking during the event, the West Regional Delegate of Social Affairs, Mr. Fidelis Njie Ewumbue commended the special support and sacrifice made over the years by the CBC Health Services, thanks to the Liliane Foundation's support. The collaboration of his delegation with this project, he confirmed, has supported more than 600 children with disabilities. He pledged the continuous and unflinching support of his delegation to all actors and stakeholders that promote Inclusive Education in the West Region.



**Disability is not inability**



**Laureates feel happy for the recognition**

Addressing the participants at the event, the Director of the CBC Health Services Prof. Tih Pius Muffih appreciated the efforts of all who strive to ensure that all children with disabilities access quality education. This will go a long way to bridge the gap in education where about 30% of children with disabilities do not attend school. This action contributes to Sustainable Development Goal number 4 which calls on all state authorities to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. This also ties with articles 3 and 4 of the Cameroon National Policy for the protection and promotion of the rights of persons with disabilities which clearly states that no child

should be refused admission into school because of their impairment. Schools are also expected to make all necessary accommodations and adaptations to facilitate the teaching and learning of students with disabilities in schools. He stressed the desire to continue to have Inclusive Education strengthened in the two pilot schools and also expand to other schools not only in the West Region but Cameroon at large. There are all hopes to have this initiative sustained through the local authorities at all levels.

The occasion also gave the opportunity for the West Regional Delegate for Secondary Education, Dr. Ngabnya Francois to express his delight

to have this project implemented in the West Region. The partnership to improve the education of children with disabilities, he announced, has yielded great results and has contributed to the objectives of the Cameroon Government through its Ministry of Secondary Education to educate all children without restrictions.

Awardees, especially students have expressed their zeal to continue to progress in their education and secure a better carrier for themselves in the future. They have promised to continue to be exemplary and become ambassadors to encourage all other students with disabilities to take education seriously for a better livelihood.

# TIME TO VACCINATE

## STOP COVID-19



# Bonaberi Baptist Health Center

Bonaberi Baptist Health Center received a fairly used ultrasound machine recently from Nkwen Baptist Hospital. Equally, the center received a 200KVA generator in September 22 and dedicated on October 29, 2021, thanks to the largesse from the DHS Office. According to the Assistant Adm, the coming of the generator has boosted energy supply in times of power outage from ENEO, especially at the level of the theater.

The generator was also timely to salvage the ultrasound machines that were labouring under shortage of power supply. Relatedly, the ultrasound department is in dire need of additional machines to cover full working shifts and match up with the demands of the theater.

Other donations came from DAHNIF (Daddy Ndong International Foundation), Douala based

## Bonaberi Dental Department

The department has witnessed significant progress following the commencement opening of the denture unit. Reports say the unit became fully operational in August when Mr. Mabu Martin, Expanded Duty Dental Assistant (EDDA) was transferred from BHM. Quizzed, he said an aver-

## Bonaberi Eye Department

The need for additional staffing remains the key challenge to kick start the envisaged outreach screening. Training on U-See diagnostic equipment took place recently in the department to

NGO. They brought COVID-19 kits, walking aids and clutches.

Dr. Yemene Zangue Plendou is now the new Chief Medical Officer (CMO) for Bonaberi Baptist Health Center effective January 2022. He took over from Dr. Kefem Vincentia who goes on to further studies in Ghana.

The departure of Dr. Kefem who doubled as pediatrician caused some of our clients to feel bad about the situation. This necessitated us to negotiate with Mboppi to allow Dr. Ngu, the pediatrician to consult here twice a week, on Wednesday and Friday.

The pioneer retirement in BBHC held on December 17, 2021 for Mrs. Weyih Odilia Bongka. Similarly, the pioneer staff representatives of six mem-

bers (three permanent and three substantives) for the center held on November 1 and installed on December 1, 2021.

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# Bafoussam Baptist Hospital

## CBC EP visits Bafoussam Baptist Hospital

CBC Executive President (EP), Rev. Nditameh Charlemagne and his team of entourage visited Bafoussam Baptist Hospital on February 3, 2022 at 4pm. Reports say the EP visited the hospital on the sideline of his official visit to Bafoussam Field for that day.

Rev. Dr. Nditameh and team were received at the emergency landing by the Hospital Administrator, CMO and the rest of the staff. The delegation

## Bafoussam Baptist Hospital making Strides

Bafoussam Baptist Hospital ended the year 2021 on a negative note, losing four medical officers, three who resigned to go on further studies and one on maternity leave. Thank God, the DHS responded by replacing with new ones who are being groomed to meet up with the increasing patients' turnouts from 200 to 240 on busy days.

More patients necessitate challenges of more staff and more working space. These are made possible through postings of additional staff and onsite measures to create additional working spaces for the departments.

The center is also working closely with CP to minimize local drugs supply, which is not only costly, but also creates challenges with quality assurance. Also, though it is difficult to totally avoid

age of 6 patients per month access and benefit from the service. More importantly, the dentures services have boosted the income of the department.

In other areas of the department, patients' turnover has slightly increased from daily attendance of 12 to 14. The department intends to begin community outreach to schools and churches in 2022 as well as beginning a two-shift system of work to attend to more patients as the need be.

empower staff attend to clients in the community to access fast and cheaper optic services.

The head of department, Mr. Tatat Julius advocates for constant visit by the ophthalmologist to enforce patients retention and limit referrals.

proceeded to the Chapel where they were warmly welcomed by BBHC Administrator, Mr. Fabombi Dickson during which he presented the staff body and the services offered at the hospital.

Currently, BBHC is working with the Grants Department of the CBCHS to source for funding towards the construction of an orthopedic center given that the hospital receives many accident cases that need proper care.

## BBHC Dental Department

Mrs. Kusi Miriam, dental therapist from Nkwen provided relief services for a month to cover Dr. Astrid, dentist who is on maternity leave for a period of three months. On this premise, the head of department, Bantar Vera expressed the need for another reliever (dentist or dental therapist) to backup the dentist, three dental assistants and three dental auxiliaries.

Another challenge for the department is with

## BBHC Maternity Department

The year 2021 ended on a busy note with monthly deliveries ranging from 74 to 89 in the last four months of the year for both vagina and cesaarean section.

One of our outstanding goals in 2022 being additional midwives was met with the transfer of one, Asanji Geraldine from Nkwen Baptist Hospital. Her coming brings to 18 the total number of staff, among who are 11 midwives. Our second goal of purchasing a second incubator remains pending.

## BBHC Eye Department

The year ended well and buy. the department saw a total of 11,650 patients (both old and new) in 2021 giving an average of 970 patients per month. There are high hopes to see more in 2022 as over 1000 patients were already seen in January. Quizzed, the head of department, Muyang Olivia Munju said this can be attributed to the awareness caused by the fact that the ophthalmologist visits regularly other two months in addition to the doctor's support visits to the communities.

The ophthalmologist, Dr. Beri Ngong spends one week at the clinic each time she comes around. In her last visit this February, the department saw almost 300 patients.

The hospital is in the process of constructing a fence to improve on security. Works on this project have begun at the end towards the church with a solid foundation for subsequent construction of additional working spaces as need be.

the patients, some of who complain of high bills. Reports say, most of such patients go and never return.

The department witnessed a slight drop in patients' turnout towards the end of 2021, which necessitated them to embark on community outreach sensitization, resulting to a gradual upsurge in daily attendance of 12 on average.

In the area of challenges, newly recruited staff are still grappling with our procedures, new borns who leave the maternity and return sick should be admitted in the children's ward and no longer in the maternity as it is the case. This, according to head nurse, will prevent infection in the unit.

Another majorOther challenges include challenge the is lack of scrubs for use by midwives in the operation room and only one radiant warmer in the maternity. These both create difficulties in infection prevention and it isThe maternity has

The department has six staff. The main goal for 2022 is to have a visual machine and an operating microscope to prepare for operations in the near future. As the department grows, there is need to expand move into a more spacious area in the near future.

The head of department went to Meskine Baptist Hospital Maroua from December 15, 2021 to January 15, 2022 to relieve the senior ophthalmic nurse, Mr. Nono, who went on annual leave. She saw almost 200 patients, some of them coming from as far as Djamena, capital of Chad Republic who felt so happy about the coming of the eye department to Meskine barely two years ago. Such patients expressed the wish that the eye de-

The satellite health centres under BBHC are faring well. Ngounso has completed a giant Nightingale Ward and the personnel level is good with doctors. A new bike was acquired for Koussam to improve on outreach visits.

A new dental chair was purchased in 2021 bringing the number to two functional chairs in the unit. This serves to reduce patients' waiting time. The challenge with the new chair is that it came without a hand piece, which is still being sourced.

The department has as major goal to acquire a mobile unit this year to facilitate treatment during outreach.

only one radiant woman, making it impossible to contain only one baby at a time as a standard. Relatedly, dopplers do not last longer than two months.

In spite of the challenges, the head nurse, Ntala Florence Tamu acknowledges that the staff are capable of coping with the workload.

partment could extend and inplant its services in Djamena where they are suffering. Meskine has three ophthalmic staff and a functional optical unit dispensing glasses.

At the time of this report, one of the staff, Mr. Kibuh Ndze was relieving at Voundou Baptist Health Center. The low vision specialist from Nkwen, Mr. Lucha Johnson paid a two days support visit to see patients with such condition.

The optical unit of the department is equally witnessing a boom. The show room has been expanded and being refurbished. An average of 100 glasses are being dispensed per month.

## NBH begins Spine Surgeries

Services offered by Nkwen Baptist Hospital (NBH) continue to grow every day since the facility gained the status of full fleshed hospital. The young hospital, in its drive to be reference in healthcare in the Bamenda metropolis, is bent on offering more of specialized services.

One the recent specialized services the facility is now offering to the public is surgery of the spine. "We are very happy to inform the general public that the Orthopedic and Spine Department of Nkwen Baptist Hospital has begun surgery of the spine," said Dr. Nana Christopher, Orthopedic Surgeon and Chief Medical Officer. The re-

nowned surgeon made the announcement to the Health Services Communication Unit shortly after the dedication of an acquired spine surgery set.

Quizzed, Dr. Nana explained, "We have noticed that there are people with back pains that no matter what therapy you give them, it will only take a surgery to relieve them of their pain". It is for this category of people that we are suffering a lot that we are setting up spine department here, underscored Dr. Nana.

Spine surgeries are not new to us. It is just a continuation of what we have been carrying out in

Mbingo Baptist Hospital but felt it is time we extend it to NBH. With the unit now at NBH we will be handling spine problems from trauma as result of road accidents, falling from rooftops, trees, sports and sclerosis; problem of spine from children linked to growth, said the orthopedist par excellence.

It is worth mentioning that one of the specialized orthopedic services that the orthopedic unit has been carrying out before now is hip and knee replacements. According Dr. Nana, those are surgeries that were mostly done abroad but today they are right at the doorstep of clients.

## Speak Well About Your Service: Kouhouat Staff Enjoined

The staff of Kouhouat Baptist Health Centre have been cautioned to stop castigating the Cameroon Baptist Convention (CBC) in general and the CBC Health Services in particular. Rev. Ngwang Simon and Rev. Mbuh Julius, Chaplaincy Supervisor and Supervisor of the Community Counseling Clinic (CCC) respectively, made the call during a supervision visit to the health centre recently.

“Speak well about your service (organization) as you work rather than painting it black. We are a system and if it collapses today many families

who depend on it will collapse as well,” stressed the prelates.

The Chaplaincy Supervisor during the visit encouraged the staff to remain resolute despite the challenges that abound in the services they render. Seek to represent Christ in and out of work, work as a team, and strive to live as a family, he advised.

Pastor Gur Ernest, Chaplain for Kouhouat Baptist Health Centre expressed joy receiving the team. As a clinical pastor without a coach, work can be

very challenging; so you being here today will eventually change the direction of my work, he assured.

This January 2022 chaplaincy supervision visit was coming 4-years after the last one. According to Rev. Ngwang, regular supervision visits to facilities have been hampered by the current crisis in the region. Worthy of note is the supervision visit coincided with the monthly doctors support visit.

## CMP brings all hands-on deck to guarantee the wellbeing of every CLHIV

“Since 2019, the world has seen a significant drop in HIV funding and this has worsened with the coming of the COVID-19 pandemic. In this current context a holistic approach is needed to reach young people with the information and services they need to protect themselves from HIV and to enable them to exercise their sexual and reproductive health rights” -“ UNAIDS, Communities at the Centre, 2019.

It is in this light that on January 15, 2022, the Children Momentum Project Manager (CMP) had a working session with the staff at the HIV Pediatric clinic and Church Coordination Office (CCO), CMWA & IDF- (3 Community Based Organizations) to reorganize their interventions.

During the meeting, the hospital staff together

with the CMP team brainstormed on ways to avoid duplication of efforts and ensure optimal use of all the resources available to support children and adolescents from all implementing partners. At this meeting, it was realized that the facility could hardly know all the resources available for their facility to support children and adolescents nor the complete package of support from each of its partners. This made planning for the facility difficult.

To address these gaps, the team agreed to have weekly coordination meetings with partners where they will plan weekly activities and ensure needy children are assisted adequately. With such restructuring, it is clear that the synergy put in place by CMP will benefit every child and ensure they get the best quality of care at

the HIV Pediatric Clinic at the Regional Hospital, Bamenda.

This move did not leave the staff indifferent as explained by one of its APS, Tita Pascaline. “Truly we have had several partners supporting CLHIV activities, but they were not coordinated. CMP has been an eye-opener as it has helped us to see how to bring our resources together in order to obtain quality care for all the children. With this approach, we will guarantee optimum health to all the children we work with”.

The CMP project will continue to follow up to ensure this new practice is retained and eventually scaled up to other 15 project sites.

## Cameroon Sign Language Valorized

Still within the context of the Ear and Hearing Care Project, some stakeholders involved in the development and implementation of sign language initiatives within the region have identified and agreed on local signs that will be used to constitute a local sign language dictionary for the Northwest region of Cameroon. This was during a 2 day meeting held at the Nkwen Baptist Hospital Conference Hall from February 3-4, 2022. The stakeholders included sign language trainers, teachers of inclusive schools, adults with hearing impairments and parents of children with disabilities.

Communication between people who are deaf and other community members in the North West Region is difficult because most community members do not know how to sign. The sit-

uation is made worse because of the variety of Cameroon signs used in the North-West region with each community having particular signs, distinct letters, words or expression that are used in communicating ideas.

It is against this backdrop that the CBC Health Services through the EHC Project initiated this activity aimed at recognizing and harmonising Cameroon Sign Language use in the Northwest region through the development of a standardized sign language dictionary and an early infant education strategy.

Using the draft of a sign language dictionary that was developed by some three Dutch speech therapists some years back, the stakeholders came up with content that will facilitate

the development of a sign language dictionary. When completed, the Cameroon sign language dictionary, which will have harmonized words, will be used by education stakeholders to ease communication. Currently the North West region teaches using the American sign language but there has always been a problem of lack of American signs for typical local words and items. Consequently, this initiative has come to develop signs for local words not available in the American sign language dictionary.

After the workshop, the content developed will undergo reviews by a technical review team and then by a wider team. The review process will be followed by the launching and then official use of the local sign language dictionary.

# Partner Inclusive Eye Health Facilities Kick Start Primary Eye Care Services

Health Districts implementing the Inclusive Eye Care (IEH) project have expressed gratitude to the IEH project team and the funding partner CBM for introducing primary eye care in their health facilities and building capacities of some health staff on primary eye care and COVID-19 prevention as well as providing eye equipment and COVID-19 prevention kits to the health facilities. Sali Beatrice, primary eye care nurse in Nkambe District Hospital says, thanks to the capacity building and materials provided by the project, the population of Nkambe is happy to receive quality primary eye care.

Sali Beatrice was speaking during a one-day workshop organized by the IEH Project recently at the Baptist Center Nkwen Bamenda, bringing together clinicians and data clerks from partner health facilities. The workshop aimed at enhanc-

ing and re-evaluating quality data collection, reporting, and records-keeping mechanisms within the framework of the project.

The workshop offered an opportunity for experience sharing, after receiving training and starting up primary eye care in their facilities. Some of the exciting stories related to the prevention of eye diseases in the community occurred because of early interventions from the trained staff. Even though many of the participants are providing eye care, some of them expressed the need for continuous capacity building, provision of eye consumables and equipment to enable them better provide quality eye services. They noted that because of the training, they have been intentional in identifying persons with disabilities by making their services inclusive and adapting to their needs.

The Project Officer of IEH, Rev. Ekwo Emmanuel drilled the participants on how to collect data that reflect the work in order to improve on data collection and reporting as expected.

For his part, the Coordinator of the IEH Project, Mr. Tamon James lauded the participants for the work they are doing in their communities, thanks to the capacity building received. He emphasized the inclusive approach of the IEH that focuses on ensuring the COVID-19 preventive measures and quality reporting of activities. He tasked participants to be intentional in capturing data on persons with disability in all their interventions.

The Inclusive Eye Care Project implements its activities, thanks to support from CBM

# STAY SAFE



1. Thank God for persons with disability
2. Thank for CBCHS that is activities in Cameroon to meet the needs of persons with disability.
3. Pray for the workers in programs such as SEPD, CBR and EDID that are intentionally working with persons with disability in specialized domains such as health, education and livelihood.
4. Thank God for persons with disability who have overcome their challenges and now serve
5. as a source of encourage to others.

Continue to pray the difficult phase of history our country is passing through.

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