PROPOSAL ON ESTABLISHMENT OF
NKOARANGA HEALTH TRAINING CENTRE
(NKOARANGA SCHOOL OF NURSING (NSON))
PROPOSAL ON ESTABLISHMENT OF
NKOARANGA SCHOOL OF NURSING (NSON)

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PROPOSAL ON ESTABLISHMENT OF NKOARANGA SCHOOL OF NURSING (NSON)

1. INTRODUCTION

Nkoaranga hospital is a faith based organization owned by the Evangelical Lutheran Church in Tanzania. It is situated at Nkoaranga village in Arumeru District Arusha region in Tanzania at the slopes of Mount Meru. Its boarders are in the East by the Nkoaranga Lutheran Church at South by Poli rural cooperative society in the North by Songoro ward, Nkoaranga secondary and primary schools and in the West by Mbembe River and Poli ward.

The hospital is 21 km from Arusha Regional headquarters where there is a regional government hospital and 5kms from Moshi – Arusha tarmac main road. The hospital has tarmac main road from the main road to the hospital thus no transport problems.

Nkoaranga is among the hospital rendering various health services in the region. Meru Region/District has a population of 304,793 people (2012 census). The hospital competes with Meru council hospital which is just 7kms away from Nkoaranga.
2. HISTORICAL BACK GROUND

The hospital was started as a dispensary on 1940’s by the German missionaries to cater for their medical care. Actually the missionaries came to Meru in 1896 for the purpose of spreading Christianity and the first church in Meru was established here at Nkoaranga in 1902. The facility was registered by the Government as a health centre in 1967. From this time to 1991 it was render the Northern Diocese. When Meru Diocese started in 1992 it inherited Nkoaranga hospital and other assets belonging to Meru Region.

2.1 (a) MAJOR CONSTRAINS FACING THE HOSPITAL

Major constrains facing the hospital include:

- Inadequate infrastructure
- Inadequate qualified human resource for health
- Low community participation
- Inadequate finance
- Negative social cultural beliefs and practices
- Gender inequality to many competitors
- Low seeking behavior of the community to health serves due to low income.
2.1 (b) INITIATIVE TO IMPROVE THE CONSTRAINTS

Main initiative undertaken by Nkoaranga hospital to alleviate constraints include:-

- Strengthening partnership both with international and local partners who have contributed to the renovation and construction of buildings, donated equipment and supplies
- Training of health workers of different cadres
- Attract human resources for health by giving a number of incentives to motivate them.
- Improve hospital surroundings

2.2 OVERVIEW

In any community the quality of social services will not only depend on the wealth of that community, but also how good human resource that community has. Meru District council is located in North-Eastern part of Arusha region. It lies on the slopes of Meru. Its administrative areas are in three zones i.e.

- The upper belt
- Middle belt and the
- Lower belt

It covers an area of 1268.2km2 and has 22 wards, 69 villages and 275 sub villages. The population is 304793 people (2012 census) and 48,768 households. The population growth rate is 3.1%. In Meru council there are two district designated hospitals i.e. Meru District hospital and Nkoaranga Lutheran hospital.

There are also several health centers and dispensaries. Nkoaranga Lutheran hospital is the oldest health facility of all. One of the biggest challenges these health sectors are facing today is lack of trained human resources for health. The ultimate aim in the perspective of long term planning of Evangelical Lutheran Church in Tanzania Nkoaranga Lutheran Hospital is to have Nkoaranga Training centre. The health training centre with excellence in training as its moto in her various department which will be Nursing School Training, clinical medicine (CO & Asst. CO), Training in Laboratory sciences, Pharmaceutical sciences etc.

In view of this therefore we now intend to start first with “NKOARANGA SCHOOL OF NURSING” (NSON) Needless to say for the available health facilities to be able to treat all the people in their catchment area effectively will require properly trained Human Resources for Health. In view of this therefore it is seriously felt that training institutions should be started at Nkoaranga hospital. This will not only enable the hospital to offer good health services, but also in absorbing a number of forms four and form six leavers who graduate from our
ward secondary schools. Again this will reduce shortage of staff which is a big problem in the Ministry of Health and Social Welfare. In line with this as we all witness, the world is not only changing dramatically in terms of science and technology, but also have witnessed the advent of dreadful diseases like HIV/AIDS, Binds flue among others.

Nkoaranga hospital is the hospital in the tropical region (Sub-saharan Africa) which is one of the world’s region burdened with contagious diseases and even chronic diseases e.g. Hypertension, diabetes mellitus, diarrhea, typhoid among others due to change of life style, sedentary life, change of eating habits, alcohol, cigarettes, smoking etc. It is very much in need to establish Health schools since as mentioned earlier there are so many youngsters who complete secondary education and have nowhere to go. There are 22 wards in Meru region and everyone has one secondary school. Therefore one can imagine a number of graduates. We witness the rate of crime is getting higher and higher after each day with increased rate of pregnancies outside marriage. In starting the institute, it will not only improve the quality of health services in this community, and Nation at large, but also will solve some of the social problems accruing in the community.

We hope that this goal will be achieved since the Government is also encouraging partnership between Government itself and private sector, NGO, mission hospitals being one of them.

2.3 SUMMARY

The work will be done in 2 phases:

Phase 1  
Tshs. 1,072,290,000.00

Phase 2  
Tshs. 1,113,070,000.00

Total Phase 1&2  
Tshs. 2,185,360,000.00

US $1,365,852.00

The whole project in two phases will be as follows:-

<table>
<thead>
<tr>
<th>BUILDINGS</th>
<th>AREA</th>
<th>UNIT</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 CLASSROOMS</td>
<td>504.8</td>
<td>M2</td>
<td>302,880,000.00</td>
</tr>
<tr>
<td>2 DOMITORIES</td>
<td>698.7</td>
<td>M2</td>
<td>454,160,000.00</td>
</tr>
<tr>
<td>3 DINING/KITCHEN</td>
<td>263</td>
<td>M2</td>
<td>131,500,000.00</td>
</tr>
<tr>
<td>4 STAFF HOUSES</td>
<td>367.5</td>
<td>M2</td>
<td>183,750,000.00</td>
</tr>
</tbody>
</table>
3. **SITUATION ANALYSIS FOR NKOARANGA LUTHERAN HOSPITAL**

3.1 **INTRODUCTION**

The main function of Nkoaranga hospital is provision of quality care to clients and patients in OPD, In patients (Surgical ward, medical ward for males and females, Pediatric ward, Isolation ward), Main and minor operating theatre, Rehabilitation centre which is at Usa River (The students will go there using
school bus), RCH & Obstetric, Orphanage, Care and treatment services (CTC), Rehabilitation Palliative Care and Primary Health Care. In addition to this the hospital supervises 5 dispensaries namely:

- Kikatiti Dispensary
- Ngarenanyuki dispensary
- Valeska dispensary
- Maangashiny dispensary
- KIA dispensary (to start) and
- Leguruki Health center

3.2 MANAGEMENT

The hospital is governed by the Health Council with 17 members comprising of:

- The Chairman
- Secretary
- Deputy Bishop
- Dr. In charge
- Hospital Matron
- Hospital treasurer
- Five Diocesan District priest leaders
- Four members elected from community
- District hospital Matron

The health council is supposed to meet two (2) times a year. Also there is hospital management committee selected from among the health council members. This is supposed to meet quarterly. The hospital management team comprising of:

- Dr. In charge
- Hospital secretary
- Matron
- Treasurer
- Chaplain

Meets weekly for day to day management activities.

3.3 VISION STATEMENT

Nkoaranga Lutheran Hospital as a health facility has responsibility to provide quality health services care in response to our community health needs.

3.4 MISSION STATEMENT
To provide quality healthcare to our people so as to alleviate diseases burden within our community ultimately glorifying God.

3.5 WATER SUPPLY

The hospital has adequate which comes from water supply from the following sources:-

- “Iriko la nyamba” springs
- “Kira” springs
- Mbembe river
- Bore hole at the hospital

The water from the above springs sources is shared between the

- Hospital
- Songoro ward and Nkoaranga ward villagers

3.6 POWER SUPPLY

Have three main sources:-

- TANESCO
- Generator (2)
- Solar power for water heating processors and lighting

3.7 COMMUNICATION

- Telephone
- Internet services

3.8 HOSPITAL TRANSPORT

Have in place 3 vehicles

- 1 Land cruiser T 789 BCG
- 1 Double cabine L/cruiser T 631BEY
- 1 Jip can – Ambulance out of order T 972 CAY – will be replaced soon.

3.9 EXISTING DEPARTMENTS

9.1 OPD – Reception, medical records, minor theatre, OPD wards.

9.2 Medical Department
9.3 Surgical Department
9.4 Pediatric Department
9.5 Obstetric Department – with family planning, RCH, Labour unit, Wards.
9.6 Pharmacy
9.7 Dental Unit
9.8 Laboratory
9.9 Administration and Accounts
9.10 X-ray Unit
9.11 Laundry
9.12 Mortuary
9.13 Care and Treatment Center
9.14 Eye Department
9.15 Dispensaries

PROJECTS:

1. Palliative and Hospice Care
2. Primary Health Care
3. Orphanage care

3.10. HUMAN RESOURCES FOR HEALTH
The following in a nutshell is the number of staff list required for the hospital:

(a) Consultants: Obstetrician & Gynecologist 1, Pediatrician Physicians 1 and Surgeon 1
(b) MO 3
(c) AMO 2
(d) Clinical Officers (CO) 4 au 5
(e) Nurses Advance Diploma children, Eyes and Theatre Management & Public Health 4
(f) Nurses with Diploma 12
(g) Midwife Nurses with Certificates 20
(h) Medical Attendants 10
(i) Pharmacists 2 (1 graduate, 1 diploma)
(j) Lab technicians 2 (1 diploma, 1 certificate)
(k) X-ray, Radiographer 1, Asst. Radiographer 1
(l) Tutors qualified from Nursing Institute will be required 2
(m) Supporting staff e.g. warden secretary etc.

4. SERVICES OFFERED FOR 5 YEARS IN THE HOSPITAL
4.1 TREATMENT

<table>
<thead>
<tr>
<th>YEARS</th>
<th>TOTAL DELIVERIES</th>
<th>TOTAL OUT PATIENTS</th>
<th>TOTAL INPATIENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>633</td>
<td>20,039</td>
<td>1852</td>
</tr>
<tr>
<td>2009</td>
<td>688</td>
<td>13,601</td>
<td>2033</td>
</tr>
<tr>
<td>2010</td>
<td>527</td>
<td>13,433</td>
<td>1295</td>
</tr>
</tbody>
</table>
4.2 **SURGERIES**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL MINOR SURGERIES</th>
<th>TOTAL MAJOR SURGERIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>260</td>
<td>267</td>
</tr>
<tr>
<td>2009</td>
<td>200</td>
<td>348</td>
</tr>
<tr>
<td>2010</td>
<td>846</td>
<td>308</td>
</tr>
<tr>
<td>2011</td>
<td>515</td>
<td>304</td>
</tr>
<tr>
<td>2012</td>
<td>826</td>
<td>290</td>
</tr>
</tbody>
</table>

5. **ESTABLISHMENT OF THE NSON**

5.1 **SCHOOL DESCRIPTION**

5.1.1 **NAME OF THE SCHOOL**

The name of the project will be Nkoaranga School of Nursing (NSON)

5.1.2 **PLACE OF THE SCHOOL**

The Institute will be situated within the Nkoaranga Lutheran Hospital compound. Well surveyed by the architect properly drained and therefore conducive.

5.1.3 **OBJECTIVES OF THE SCHOOL**

1. To raise the quality of nursing care through nurses training.
2. To reduce shortage of Nurses

5.1.4 **STARTING OF THE SCHOOL**
This will depend on the availability of funds, but it is anticipated that it starts at the period of 2013/2014 – 2015/2016.

5.1.5 BENEFITS OF THE SCHOOL

The following are the reasons which have contributed/pushed the need to start/establish the school of nursing at Diploma level at Nkoaranga Hospital:-

(a) Since we encounter daily challenges in the treatment and care of the patients, it is very essential, to have enough nursing staff trained at least at a Diploma level so as to improve the quality of care to our patients. We all know that nurses do spend more time with patients in terms of care than any other medical personnel.

(b) The school will create employment to many people mainly youths around our community and even outside this community so in one way or another, the establishment of this school will reduce the number of unemployed people in the society.

(c) After completing their training from the school, nurses may secure employment at the hospital or may be employed somewhere else within or outside the country and therefore get self-sufficient as will get salaries.

(d) School fees paid in by nurse students will better off hospital/school economy.

(e) The community surrounding the Institute will socially benefit.

(f) The Institute will attract subsidies from the Government or from external donors.

5.1.6 STAFF

The following in a nutshell is the number of staff list required for the hospital: - (Shown in brackets are those at employment 2013)

<table>
<thead>
<tr>
<th>No.</th>
<th>Consultants:</th>
<th>Required</th>
<th>On Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Obstetrician &amp; Gynecologist</td>
<td>1</td>
<td>Nil</td>
</tr>
<tr>
<td></td>
<td>Pediatrician Physician</td>
<td>1</td>
<td>Nil</td>
</tr>
<tr>
<td></td>
<td>Surgeon</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>MO</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>AMO</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Clinical Officers (CO)</td>
<td>4 or 5</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>Nurses Advance Diploma children, eyes and theatre management &amp; public health</td>
<td>4</td>
<td>Nil</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----</td>
<td>----------</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>7</td>
<td>Nurses with Diploma</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>8</td>
<td>Midwife Nurses with certificates</td>
<td>20</td>
<td>22</td>
</tr>
<tr>
<td>9</td>
<td>Medical attendants</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>10</td>
<td>Pharmacists (1 graduate, 1 diploma)</td>
<td>2</td>
<td>1 diploma</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1 certificate</td>
</tr>
<tr>
<td>11</td>
<td>Lab. Technicians</td>
<td>2</td>
<td>1 diploma, 2 certificate</td>
</tr>
<tr>
<td>12</td>
<td>X-ray Radiographer</td>
<td>1</td>
<td>1 with diploma</td>
</tr>
<tr>
<td></td>
<td>Assistant Radiographer</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Tutors (qualified) from Nursing Institute</td>
<td>2</td>
<td>Nil</td>
</tr>
<tr>
<td>14</td>
<td>Part time teachers</td>
<td>5</td>
<td>Nil</td>
</tr>
</tbody>
</table>

5.1.7 **DRAWINGS**

The drawings for the project are ready and available for use.

6. **SOURCES OF FUNDS**

Will be as follows:-

- Own contributions
- Donors
- Grants
- Loans
7. **CHALLENGES**
   1. Soliciting Funds for establishing capital
   2. High inflation rate in Tanzania

Prepared by **HOSPITAL MANAGEMENT TEAM**

Which comprising of:-

1. Dr. Samwel R. Kiwesa – Dr. In charge
2. Jeremiah S. Kaaya – Hospital Secretary
3. Stephen Kidemi – Treasurer
4. Neema L. Mollel – Matron
5. Rev. Silas Mbise – Chaplain

Typed by Eliatikiswa P. Pallangyo – Secretary.

Signed by:-

................................. .................................
Mr. Jeremiah S. Kaaya        Dr. Samwel R. Kiwesa

**HOSPITAL SECRETARY/ADMINISTRATOR**      **DOCTOR IN CHARGE**

**NKOARANGA LUTHERAN HOSPITAL**