

MAIDEN EDITION



**KOMFO ANOKYE
TEACHING HOSPITAL**



**DRIVING A CUSTOMER CENTRIC
HEALTH CARE DELIVERY AT KATH:
THE ROLE OF SENIOR SPECIALISTS
AND CONSULTANTS**

**KATH MANAGEMENT - SENIOR SPECIALISTS/
CONSULTANTS CONSULTATIVE FORUM**

Creating a platform for acknowledgement of the invaluable insights and expertise of Senior Specialists/Consultants in the provision of tertiary healthcare, training and research

**JULY 20, 2023
GOLDEN BEAN HOTEL
9 GMT**

A BRIEF PROFILE OF KOMFO ANOKYE TEACHING HOSPITAL (KATH)

Komfo Anokye Teaching Hospital (KATH) situated in Kumasi is the second largest tertiary health institution in Ghana. Established in 1955 initially to serve the people of Kumasi but later was elevated to a Teaching Hospital to serve as the training institution of medical students from Kwame Nkrumah University of Science and Technology (KNUST) after the establishment of its school of Medical Sciences (SMS) in 1975. KATH over the decades has provided to millions of clients and periphery health facilities across a very wide spectrum of specialist health care. Thousands of medical professionals have received their pre-and postgraduate training for medicine, nursing, pharmacy and in other allied health disciplines. The Hospital runs its operations through a semi-decentralized thirteen (13) clinical directorates, two (2) non-clinical directorates and eighteen (18) units.

The hospital which has official bed capacity for 982 beds generally operates up to 1200 beds due to the ever-increasing number of patients in need of specialist services, in spite of the limited operational space. KATH is the second largest public tertiary health care facility in the country, and arguably, the tertiary health care facility and referral centre with the largest catchment area, stretching from the middle belt to the northern parts of Ghana and beyond.



VISION

The vision of KATH is to become a centre of excellence in the provision of specialist health care services.

MISSION

KATH's mission is to provide quality services that meet the needs and expectations of all our clients, achieving this through well-motivated and committed staff applying best practice and innovation.

MANDATE

Legally KATH's mandate in line with the Ghana Health Service and Teaching Hospital's Act, 1996 (Act 525) and the Ghana Health Service and Teaching Hospitals (Amended) Act, 2019 (Act 1009) is

- To provide advanced clinical health services to support the health services provided by the Ghana Health Service and the other service delivery agencies of the Ministry of Health;
- To serve as a training ground for undergraduate and post graduate training in the medical and other health professions; and
- To undertake research into health issues for the purpose of improving the condition of health of people in the country.

KATH undertakes its various diverse functions through a current total workforce of 5,385; consisting of 41.44% Nurses and Midwives, 14.53% Doctors, 2.01% Pharmacists/Pharmacy Technicians and the remaining 42.02% are Allied Health Staff, Finance & Administration and other Support staff

COVERAGE

Komfo Anokye Teaching Hospital (KATH) as a tertiary health care centre and specialist facility, which serves not only Ashanti region but also receives referrals from thirteen (13) out of the sixteen regions of the country, stretching from the middle belt to the entire northern sector of Ghana. KATH even sometimes, receives referrals from beyond the borders of Ghana, especially Cote d'Ivoire and Burkina Faso. The Average Daily Out-Patient-Department (OPD) attendance at KATH is 1,093 which translate into 32,790 per month or 393,480 per year. Average daily admission is 150 which add up to 3,100 per month or 37,200 per annum.

LEADERSHIP AND GOVERNANCE

Komfo Anokye Teaching Hospital (KATH) is overseen by a Governing Board in line with the Ghana Health Service and Teaching Hospital's Act, 1996 (Act 525) and the Ghana Health Service and Teaching Hospitals (Amended) Act, 2019 (Act 1009). However, the Day-to-day administration of the Hospital is by the Executive Management Team (Central Management), headed by the Chief Executive and supported by seven (7) functional Directors. The Executive Management Team or the Central Management implement policies and ensure day-to-day operations through fifteen (15) directorates and eighteen (18) units, each operating as a decentralized system under a management team (Directorate/Unit Management Team).

CORPORATE OBJECTIVES

The corporate objectives which guides the actions of the Hospital are as follows:

- To provide specialist healthcare services
- To support training of undergraduate and postgraduate health professionals
- To conduct research into emerging health problems
- To support primary and secondary health

SERVICES PROVIDED BY DIRECTORATES

The hospital provides services in all aspects of specialist care. This is in fulfillment of its mandate to provide advanced clinical care services. A summary of services provided in the Hospital are summarized below.

- Anaesthesia & Intensive Care
- Child Health
- Laboratory Services
- Radiology
- Emergency Medicine
- Eye, Ear, Nose & Throat
- Family Medicine
- Internal Medicine
- Obstetrics and Gynaecology
- Oncology
- Oral Health
- Surgery
- Traumatology & Orthopaedics
- General Services
- Domestics Services

CLINICAL UNITS

- Public Health
- Psychiatry
- Transfusion Medicine

OTHER UNITS

- Biostatistics
- Chaplaincy
- Finance
- General Administration
- Health Insurance
- Internal Audit
- Public Affairs
- Quality Assurance
- Research & Development
- Security
- Social Welfare
- Pharmacy
- Human Resource Management
- Information Communication Technology (ICT)
- Planning, Monitoring & Evaluation
- Supply Chain Management

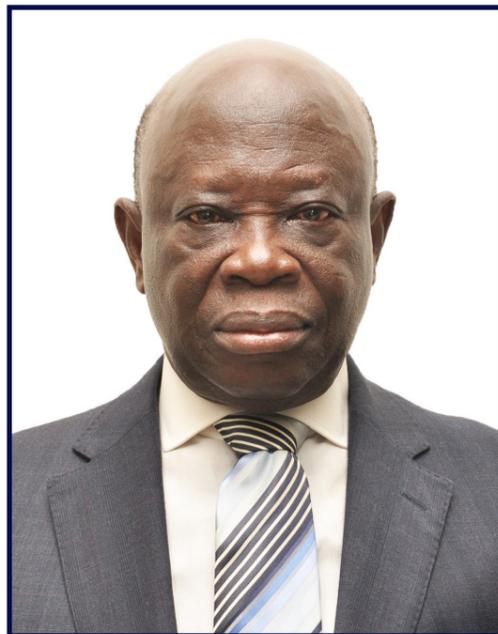
PRIORITY ACTIVITIES

The general hospital priority activities are as follows:

- Improving quality health care delivery, leading to better health outcomes
- Reforming governance structures to enhance productivity and accountability
- Improving Staff attitude, discipline and promote strong customer care culture.
- Continuous development of human resource and staff welfare
- Intensifying planned preventive maintenance
- Improving resource mobilization and reducing cost
- Intensifying clinical outreach support services
- Upgrading of existing infrastructure and development of new ones to improve clinical care
- Development and enforcement of standard protocols to guide the delivery of quality clinical and non-clinical services
- Intensifying academic and operational research
- Full computerization of the operations of the Hospital



PROFILE



Amb. Nana Effah-Apentang
Board Chairman

Ambassador Nana Effah-Apenteng is a seasoned diplomat, a veteran traditional leader and an astute administrator of many years standing.

He holds a Bachelor of Arts, BA (Hons) Political Science and Masters of Arts, MA in African Studies from University of Ghana, Legon. He obtained a Diploma in Public Administration in 1974 and Certificate in Diplomacy in 1975 from the Ghana Institute of Management and Public Administration (GIMPA) and Oxford University, respectively.

Nana spent most of his working life at the Ministry of Foreign Affairs of Ghana. Nana was the Ambassador and Permanent Representative, Permanent Mission of Ghana to the United Nations, New York, from 2000-2007.

Nana is currently the Paramount Chief of Bompata Traditional Area and one of the five Paramount Chiefs representing the Ashanti Regional House of Chiefs at the National House of Chiefs of Ghana, where he is Chairman of the External Relations Committee. He is also the Deputy Chief of staff at the Otumfuo's Secretariat at Manhyia Palace, and a member of the Standing Committee of the Ashanti Regional House of Chiefs.

Nana Effah-Apenteng occupies other positions in public life including the chairmanship of the Kwame Nkrumah University of Science and Technology (KNUST) Council.



Prof. Otchere Addai-Mensah
Chief Executive Officer

Prof. Dr. Dr. Otchere Addai-Mensah is an Associate Professor of Haematology and Immunology at the Department of Medical Diagnostics, Faculty of Allied Health Sciences in College of Health Sciences and presently the Chief Executive officer of the Komfo Anokye Teaching Hospital. He worked as the Vice Dean /the Deputy Director Student Affairs (in charge of Student Conduct and Discipline) for four (4) years at the Kwame Nkrumah University of Science and Technology Kumasi, Ghana. Prof. Addai-Mensah has extensive experience in scientific research and general management and has a number of publications in reputable journals to his credit. His research interests are in Infectious Diseases, Malariology, Biomedical Sciences, Immuno-epidemiology, Haematology, Immunology, Transfusion Medicine and Public Health.

He is a trained medical doctor, and holds a BSc in Human Biology and an MBChB from the School of Medical Sciences of the Kwame Nkrumah University of Science and Technology (KNUST), an MSc. in Biomedical Sciences from the University of Westminster in London-UK, and a PhD. in Immunology and Biotechnology from the prestigious RWTH University in Aachen, Germany. He has undertaken courses in Pharmacovigilance and Pharmaco-epidemiology from the University of Bordeaux in France, and completed the taught component of an MBA program in Strategic Management.

KATH BOARD MEMBERS



Amb. Nana Effah-Apentang
Chairman



Mr. Maxwell Opoku Agyeman
Member



Dr. Caroline Reindolf Amisshah
Member



Dr. William Kwadwo Antwi
Member



Mr. Charles Dontoh
Member



Mrs. Hannah Okyere Boateng
Member



Prof. Daniel Ansong
Member



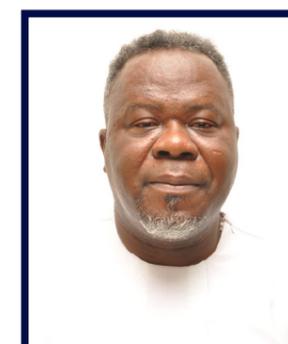
Dr. Kofi Osei Afoakwa
Member



Prof. Otchere Addai-Mensah
Member



Rev. (Sr.) Prof. Frances Emily
Owusu-Ansah
Member



Dr. Kwaku Oteng
Member



KATH MANAGEMENT MEMBERS



Prof. Otchere Addai-Mensah
Chief Executive Officer



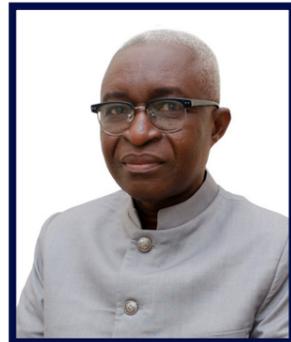
Dr. Kwadwo Sarbeng
Medical Director



Mr. Fred Effah-Yeboah
Director of Administration



Ms. Georgina Afua Sam
Director of Nursing Services



Mr. Kwaku Sarfo
Director of Pharmacy



Mr. Elvis Kusi
Director of Finance



Rev. Anthony Oduro
Director of Human Resource



Ing. George Boadu
Director of General Services

PLANNING COMMITTEE MEMBERS



Mr. Fred Effah-Yeboah
Chairman



Dr. Yaw Opare-Larbi
Member



Dr. Yaw Ampem Amoako
Member



Mr. Evans Owusu-Ansah
Member



Mr. Ato Quist
Member



Mr. Kwame Frimpong
Member



Dr. Ismael Kyei
Member



Mr. Yahuza Jawula
Member/Secretary



Mr. Atta Tweneboah Jnr.
Member



CONCEPT PAPER

BACKGROUND

The Komfo Anokye Teaching Hospital is the second largest teaching hospital in Ghana. The hospital has the following mandate: To provide Tertiary Service (Specialist Clinical care)

- To train graduate and post graduate medical students and other health professionals.
- To conduct research; and
- To support primary and secondary healthcare services.

This mandate is achieved through the effort of all cadre of staff who have received training in their various fields locally and internationally.

The pivotal role played by the Senior Specialists and Consultants in the delivery of this mandate cannot be overemphasized.

Over the years there has not been any structured platform for regular engagement between central management and the consultants and Senior specialists to take stock of the hospital's performance, brainstorm and develop consensus on increasing efficiency and job satisfaction in health care delivery. This undoubtedly limits KATH from fully utilizing its available highly trained, experienced and knowledgeable human resources, a development which will eventually have negative impact on services, teaching and research.

To help engender greater involvement of key stakeholders in the hospitals governance system and practices, enhance operational capacity and deepen its institutional responsiveness and resilience in the provision of customer-centric specialist care to the public, a consultative forum has been instituted by the office of the Chief Executive to ensure continuous engagement with Senior. Specialist and Consultants of the Hospital.

In response to the above need, following consultations with a number of actors in the hospital, the consultative forum will afford Senior. Specialist and Consultants, the opportunity to bring to bear their views on how health care delivery, training and research in KATH can be improved. The Forum, to be convened annually, will facilitate the process of consensus building towards a shared vision of quality health care delivery at KATH and the strategies and mechanisms for realizing that vision.

OBJECTIVES

- The overall objective is to facilitate a process of consensus building among the key stakeholders of KATH - Board, management, Senior specialist and Consultants. We expect some 150 to 170 invited participants at the forum each year, which will be a clearinghouse of ideas towards the achievement of a shared goal and priorities for the hospital.
- Another objective of the Forum is to create a mechanism and process for bringing together the most important actors in the provision of health care delivery in the hospital to brainstorm on the state of health care delivery
- Create a platform for acknowledgement of the invaluable insights and expertise of Senior specialist and consultants in the provision of quality tertiary healthcare, training and research

IMPLEMENTING THE FORUM'S PROGRAMS

The Forum will convene yearly and:

- Focus on one selected theme—to be chosen through the consultative mechanism with the Board and Management of the hospital
- Discuss issues affecting health care delivery and strategies to address them
- Draw up a time-bound action plans to implement recommendations from the forum and also institute monitoring mechanisms to ensure successful implementation.

The underlying preparatory work will be undertaken and/or guided by the Forum's Committee comprising office of the Director of Administration, Medical Director, Planning Monitoring and Evaluation, Finance, Public Affairs, Human Resource Management and representatives of Senior Specialists and Consultants group. The Committee may co-opt additional experts in its work depending on the theme of the forum and the task at hand.

The first Consultative forum will take place on 20th July, 2023 at the Golden Bean hotel in Kumasi on the theme: ***Driving a customer-centric Health care Delivery at KATH: The role of Senior Specialist and Consultants.***

SUMMARY OF THE FORUM'S BROAD ACTIVITIES

The Forum's activities will be organized around the following components:

- There shall be presentations from experts on topics that are relevant and currently affect the operations of the hospital
- There will also be a panel discussion on the state of health care delivery with panel members drawn from the medical, surgical, and diagnostics disciplines
- There will be a plenary session for members to also bring on board their views on health care delivery at KATH.
- The forum will be financed by KATH and other stakeholders that provide services to the hospital, such as pharmaceutical companies and other companies the hospital deals with in the acquisition of its various supplies. In view of this, sponsorship letters have been sent to pharmaceutical companies to sponsor the maiden edition of the programme.

OUTCOMES OF THE FORUM PROCESS

- The Forum is expected to enhance consensus on the direction and priorities of the hospital in delivering health care to the people of Ghana
- The forum aims to deepen consultations, promote team work and engender greater integrations of systems for efficient service delivery
- The forum is expected to solicit for ideas from health care providers on the way forward in delivering modern health care to its clients
- The Forum will come out with mitigation measures that will help address key issues that affect post graduate medical training at KATH
- The forum is expected to create an enabling environment towards a research driven service delivery at KATH



AGENDA

TIME	ITEM	NAME
9:00am to 9:30am	Arrival and Registration	
	PART ONE	
9:30am to 9:35am	Opening Prayer	Rev. Dr. Charles Kingsley Coffie
3 min	Introduction of Chairman	
5 min	Chairman's response	
5 min	Introduction of other Dignitaries	Mr. Kwame Frimpong - MC
10 min	Welcome Address	Prof. Otchere Addai-Mensah - CEO
20 mins	Presentation- Post graduate Medical Education at KATH: The Key Issues	Prof. Sampson Antwi
20 mins	Discussions	Participants
20 mins	SNACK BREAK & Group Photograph with Dignitaries	Public Affairs
	PART TWO	
20 mins	Creating an enabling environment towards a Research driven service delivery; the role of KATH Institutional Review Board (IRB)	Prof. K. A. Danso
40 mins	Discussions	Participants
15-20 mins	Presentation by Pharmaceutical companies	Emcure Denk Pharma
1 hour	Panel Discussion Topic: The state of Health care delivery at KATH; Practitioners Perspective	Panel members: 1. Prof. Stephen Sarfo 2. Dr. Mrs Augustina Badu-Peprah 3. Dr. R.E. Larsen Reindorf 4. Prof. Joseph Yorke 5. Dr. Anthony Enimil
	Moderator: Prof. Daniel Ansong	
40 mins	Discussions	Participants
10 mins	Key Take aways	Medical Director
5 mins	Closing Remarks	Chairman
5mins	Vote of Thanks	
5mins	Closing Prayer	Rev. Dr. Charles Kingsley Coffie
2 : 50 pm	LUNCH & DEPARTURE	

MC Mr. Kwame Frimpong



SPEAKERS BIOS



PROF SAMPSON ANTWI
HEAD, CHILD HEALTH DIRECTORATE

Professor Sampson Antwi is a Professor of Child Health and Pediatric Nephrology at Kwame Nkrumah University of Science and Technology/ Komfo Anokye Teaching Hospital, Kumasi-Ghana. His expertise are in three (3) areas: I) Paediatric nephrology II) Paediatric HIV III) Nutrition and Malnutritional disorders in children. He established the pediatric nephrology unit, the first comprehensive pediatric HIV clinic and the malnutrition unit in KATH. He also established a comprehensive acute peritoneal dialysis programme and have carried out nationwide training of district doctors (non-nephrologists) in the performance of acute peritoneal dialysis in emergency situations.



PROF. K. A. DANSO
CHAIRMAN, KATH IRB

Kwabena Antwi DANSO is a medical educator, clinician, and researcher of several years standing. He received his medical training, as a pioneer, at KNUST SMS (now KNUST SMD) and fellowship training in OBGYN, also as a pioneer from KATH, at the West African College of Surgeons. He is Professor of Obstetrics and Gynaecology at Kwame Nkrumah University of Science and Technology, and Honorary Consultant Obstetrician -Gynaecologist at Komfo Anokye Teaching Hospital. He has held several academic, clinical and leadership/management positions in KNUST and KATH including Head of OBGYN (2001-2008), Vice-Dean (2007-2008), Dean (2008-2011) and Acting Provost of College of Health Sciences (2011). He is the Chairman of the KATH IRB since the inception in 2018.



PANELISTS BIOS



DR. MRS. BADU PEPRAH
HEAD, RADIOLOGY

Dr. Mrs. Augustina Badu-Peprah is a Consultant Radiologist at KATH and a Council member for the West African College of Surgeons. She is the head of Radiology Directorate at Komfo Anokye Teaching Hospital, Kumasi, Ghana. She is a fellow Ghana College of physicians and Surgeons and West African College of Surgeons. She is an Examiner, Trainer and faculty board member of Ghana College of Physicians and surgeons. She is also an Examiner and Trainer for West African College of Surgeons. She is a Senior adjunct Lecturer at the Kwame Nkrumah University of Science and Technology School of Medicine, Kumasi, Ghana.



DR. ANTHONY ENIMIL
CHILD HEALTH DIRECTORATE

Dr Anthony Enimil is Senior Lecturer/Infectious diseases Paediatrician with KNUST/KATH. He has over 23 years of experience in clinical practice and Research. He heads the KATH Paediatric Infectious Diseases Unit. He serves on WHO Child and Adolescent TB core team and Africa WHO Adolescents HIV team. He was the TB team lead for Grant cycle 7, a Global fund application process to support HIV, TB, Malaria programmes. He is passionate about antimicrobial stewardship and Climate change



PROF. STEPHEN SARFO
MEDICINE DIRECTORATE

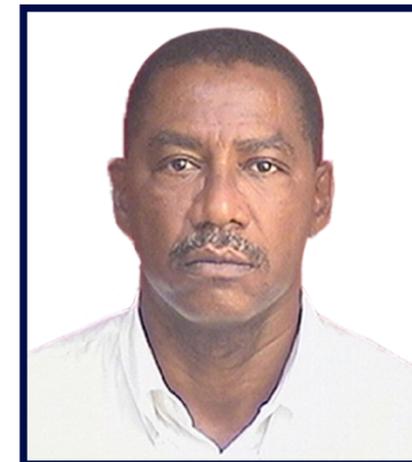
Prof. Fred Stephen Sarfo is a researcher, a clinician, and an educator. He has practiced as a Neurologist from 2010 to date and hold 2 doctoral degrees in Epidemiology and Molecular Medicine from Durham University, UK and the Kwame Nkrumah University of Science & Technology (KNUST) respectively. He is an Associate Professor of Medicine at the KNUST. His research interests are in stroke epidemiology and interventions, neurology disorders including Headaches, Peripheral Neuropathy, Parkinson's disease; Cardiovascular risk factors and HIV in the sub-Saharan African context. He has co-authored >230 publications in peer reviewed journals. Prof. Sarfo is happily married to Maame and the couple has one son, Jason.

PANELISTS BIOS



PROF. JOSEPH YORKE
SURGERY DIRECTORATE

Professor Joseph Yorke is an associate Professor of General Surgery in the Department of Surgery, School of Medicine and Dentistry, KNUST. He is also a Consultant General Surgeon with interest in Colorectal Surgery and Head of Unit of General Surgery in the Directorate of Surgery, Komfo Anokye Teaching Hospital. Professor Yorke has over fifteen years' experience in teaching, research, and mentorship. He is a fellow of West Africa College of Surgeons, Ghana College of Physicians and Surgeons and Bavarian Surgical Society of Germany. He is also a member of the Society of Black Colon and Rectal Surgeons, International Surgical Society, Ghana Surgical Research Society and Ghana Association for the Study of Liver and Digestive Diseases.



DR. R.E. LARSEN-REINDOLF
O&G DIRECTORATE

MODERATOR BIOS



PROF. DANIEL ANSONG
DEAN, SMD - KNUST

Professor Daniel Ansong is a product of the KNUST Medical School and the current Dean of the School of Medicine and Dentistry (SMD) of the Kwame Nkrumah University of Science and Technology. Until his appointment as the Dean of SMD, he was the Deputy Director of Research and Development at KATH, a position he held for six (6) years. He was also the head of the Paediatric Emergency Unit (PEU) of KATH for ten (10) years and on several occasions acted as the Medical Director of KATH. Prof. Ansong is respected both at international and local circles for his broad academic and research experience in paediatric health care and nutrition. He has carved a niche for himself in the area of research and thus, authored several articles.



NOTES

NOTES



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