

K & J CONSULT LIMITED

TRAINING PLAN, TRATEGY AND CURRICULUM

ON

Hygiene, Sanitation and Waste Disposal Management Training.

For

TOILET 4 LIFE ROTARY PROJECT - BUGIRI

K & J CONSULTS TRAINING PLAN

Hygiene, Sanitation and Waste Disposal Management Training.

The consult will follow the following steps of training;

1.1 WHY THE TRAINING?

- The aim and objective will be underscored
- Clear and explicit aims will be stated
- SMART objective that are specific, Measurable, Achievable, Realistic and Time bound shall be set.

1.2 WHO?

- a) The learning – group will be selected based on the aims and objectives of the training and the learning – needs analysis that will be carried out.
- b) The trainers/facilitators: as the training will engage heterogeneous mixed groups of both gender/facilitators will be drawn from both sexes.
- c) Facilitation skills: the following skills will be enlisted;
 - Good Communication skills
 - Good listening skills
 - Clearly understanding of group dynamics
 - Good presentation skills and
 - Mutual respect

1.3 WHEN?

The training will be timed on days that will not affect religious obligation of the participants and the participants and the different peculiar responsibilities based on their gender.

1.4 WHERE?

A convenient and cost-effective venue for the training will be selected. Care shall be taken to ensure that the venue is accessible to persons with special needs such as persons with disabilities, women with young children and breast feeding mothers.

1.5 WHAT FOR? Learning –Needs Analysis;

Learning needs of participants will be identified to enable facilitator to set specific aims and objectives of the training. This will be done by identifying the gaps what they already know and what they need to know by administering a pre-course questioner.

1.6 WHAT Content?

Based on the objective derived from the learning needs of the participants groups, course content topic areas will be determined

1.7 a) Training Methods;

Participatory methods which are considered to be most appropriate for adult learning shall be adopted.

Training techniques shall be though not limited to, include the following;

- Brain storming
- Role plays
- Case studies
- Presentations
- Questions and answers
- Group discussions and presentations
- An action plan will be developed

b) Training Materials;

The training materials will used;

- Flip chart
- Markers and pens
- Masking tapes
- Hand outs
- Projector
- Notebooks

1.8 Monitoring and Evaluation

Monitoring and Evaluation (M & E) shall be done intermittently (ongoing) throughout the training and a final evaluation carried out at the end of the training.

Verbal evaluation shall be supplemented by written evaluation sheets filled and handed to the facilitators before the closure of the training.

1.9 Reporting

A training report shall be written during the course of the training and at the end of the training, copies shall be furnished to the Rotary Fraternity and other key stakeholders.

1.10 Follow-Up

A follow-up training shall be organized to assess the level of achievement of the aims and objectives of the original training.

It will target issues of awareness and adherence of participants, changes in original action plan if any and any likely alterations to the existing action plan.

Participants will be retrained after every six months

2.0 AIMS AND OBJECTIVES OF THE TRAINING

2.1 General Objectives

To increase participants' level of awareness of good hygiene and sanitation practices for reduced disease incidences.

2.2 Aims of the training.

- i) To facilitate participants' understanding of the key hygiene and sanitation practices
- ii) To equip participants with WASH management skills, Composition and roles of WASH Committees
- iii) To enable participants to appreciate the importance of General Hygiene and Cleanliness of toilets and Management of Toilets facilities.
- iv) To facilitate participants to understand the Relationship between Water, Sanitation, Hygiene and Water borne Infections
- v) To equip participant with skills in urinals and menstrual hygiene management.
- vi) To equip participants with knowledge of solid water collection and disposal.
- vii) To facilitate participants understanding of solid waste pollution and pollutants.
- viii) To facilitate participants' understanding of environmental impact assessment.
- ix) To facilitate participants to appreciate the hygiene and sanitation Regulatory frame
Work in Uganda.

3.0 TRAINING CONTENT.

- a) **Hygiene and Sanitation**
 - The three key Hygiene and Sanitation practices;
 - i. Hand washing with soap
 - ii. Constant and proper use of the toilets
 - iii. Drinking safe water: water and water sources management
- b) **Management of WASH Facilities, Composition and roles of WASH Committees**
 - i. WASH Facilities
 - ii. Composition of WASH Committees
 - iii. Roles of WASH Committees
 - iv. Water, Sanitation and Hygiene in Schools
- c) **General Hygiene and Cleanliness of toilets and Management of toilet Facilities**
 - i. Importance of keeping WASH Facilities clean

- ii. Use and management of toilets
- iii. Hygiene practices

d) Relationship Between Water, Sanitation, Hygiene and Water borne infections

- i. The F-Diagram
 - How to break the transmission route
 - Primary and secondary berries

e) Urinals and Menstrual Hygiene

- Urinals based on gender
- Advantages and Disadvantages of Urinals
- Personal hygiene
- Menstrual hygiene management

f) Collection and disposal of solid wastes

- Solid waste collection and treatment
- Waste segregation and disposal
- Waste recycling
- Solid waste disposal
- Worker man's protection

g) Solid waste Pollution and pollutants

- Hazardous and non-hazardous
- Sources of solid waste pollution
- Industrial and medical wastes

h) Environmental Impact Assessment

- Environment screening, scanning and mapping
- Prevention of environmental degradation
- Environmental restoration and Management

i) Hygiene and Sanitation Regulatory Framework in Uganda

- The public Health Act
- National Environment (Waste Management regulations 1999)
- The Water Act
- The National Environment Act, Cap 153
- Prevention of smoking public places regulations.

Introduction to;

- Elementary mechanics
- Equipment handling Techniques

- Motor vehicle servicing and operations
- Defensive driving

4.0 LENGTH OF THE TRAINING:

- ✓ The training will be conducted for three working days
- ✓ There will be a total of Ten (10) training sessions each day for three days
- ✓ Each session is expected to last for 45 minutes

5.0 TRAINING ORGANISATION:

The organization responsible for the Training shall be K & J Consult Limited.

The facilitators will include:

1. Environmental Officer – Bachelor of Environmental Science
2. Health Inspector – Diploma in Environmental Science
3. Community Development Officer – Bachelor of Development Studies, Diploma Project Planning and Management.
4. Administrative Officer – Bachelor of Public Administration, Certificate in Law.

6.0 TRAINING BENEFICIARIES:

The following categories of people will benefit directly from the training:

1. Hygiene and sanitation User committees and facility cleaners
2. Cesspool staff (2 Drivers and 2 Turn men)
3. School WASH Committees

| Category | Number |
|--|-----------|
| • Hygiene and Sanitation User Committee Representative | 06 |
| • Facility Cleaners | 06 |
| • School WASH Committee Representatives | 04 |
| • Cesspool staff – Drivers | 02 |
| - Turn-men | 02 |
| TOTAL | 20 |

Categories by Gender (sex):

| Category type | Numbers |
|---------------|-----------|
| • Male | 12 |
| • Female | 08 |
| TOTAL | 20 |

7.0 EXPECTED OUTCOME OF THE TRAINING:

The training is expected to deliver the following out comes:

- Increased safe disposal of faeces (both human and animal)

- Increased general Hygiene and Sanitation practices among the population.
- Increased proper collection and disposal of solid wastes
- Reduced water born disease burden and incidence
- Reduced pollution levels in the community
- Vibrant and functional Hygiene and Sanitation Committees
- Increased compliance with Laws on hygiene and sanitation

8.0 HOW PARTICIPANTS WILL DEMONSTRATE NEW SKILLS AND KNOWLEDGE:

- By practicing the learned skills and knowledge such as hand washing with soap and putting in place relevant hygiene and sanitation facilities
- By spreading learned knowledge and skills to the communities where they live
- By maintaining clean environments in their homes and work places
- By proper collecting, segregating and disposing wastes
- By being able to put solid wastes to alternative uses such as Manure and Biogas.

9.0 WHETHER THE TRAINING IS NEW OR ONGOING:

This training is a new one coming as a result of the grant

10.0 CONCLUSION:

The training will be a participatory one and will be punctuated with Ice-Breaker and energizers.

It will be customized to local circumstances using local materials as much as possible.

The model of communication will majorly be the local language (Lusoga).

Care will be taken to ensure mutual respect of each and one another

Effort will be taken to make sessions interesting as much as possible.