
Memorandum of Understanding

**Working in partnership to improve standards training
and practices in pathology and laboratory medicine**

The Royal College of Pathologists

The National Postgraduate Medical College of Nigeria

The Ghana College of Physicians and Surgeons

**The Aga Khan University-Kenya, including The Aga Khan University
Hospital, Nairobi and The Aga Khan University-Kenya**

Association for Laboratory Medicine



Regions	Sub-Saharan Nigeria, Ghana, and Kenya
Sub-regions	
Territories	Various locations in Sub-Saharan Africa

This Memorandum of Understanding is made on WEDNESDAY 1 MAY 2024.

Between

- 1) **The Royal College of Pathologists ('RCPATH')** whose offices are located 6 Alie Street, London, E1 8QT, UK
- 2) **The National Postgraduate Medical College of Nigeria ('NPMCN')** whose offices are located at Km 26 Lagos-Badagry Expressway, Ijanikin, P.M.B 2003, Ijanikin, Lagos, Nigeria.
- 3) **The Ghana College of Physicians and Surgeons ('GCPS')** whose offices are located at No 54 Independence Avenue Ridge Accra, Ghana.
- 4) **The Aga Khan University (including Aga Khan University Hospital), Kenya (AKU)** whose offices are located at 3rd Parklands Avenue, off Limuru Road, Nairobi, Kenya.
- 5) **Association for Laboratory Medicine** whose offices are located at 130 – 132 Tooley Street, London, SE1 2TU.

Hereinafter referred to as 'the Parties'.

Whereas:

1. RCPATH is the leading professional membership and standard setting body in the UK responsible for the education, training and professional development of medical pathologists and consultant clinical scientists in the UK and around the world.
2. NPMCN was established by the National Postgraduate Medical College Decree No. 67 of 24th September 1979 (now Cap N59 Laws of the Federation 2004), and:
 - a) is a body corporate with perpetual succession and a common seal;
 - b) was set up as a tertiary institution at the apex of medical education in Nigeria;
 - c) whose primary function is to produce specialists in all branches of medicine and dentistry; and



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d) Oversees the postgraduate medical education and training of pathologists in Nigeria through its Faculty of Pathology.

3. The Ghana College of Physicians and Surgeons (The College) was established by Act 365 of 2003 and was revised by Act 833 of 2011. The comprehensive content of the Act 833 spells out the mandates of the College which are to:

a) Promote specialist education in Medicine, Surgery, and related disciplines.

b) Promote continuous professional development in Medicine, Surgery, and related disciplines.

c) Promote postgraduate education and research in Medicine, Surgery and related disciplines.

d) Contribute to formulation of policies on sound health and public health generally.

4. The Aga Khan University - Kenya is a chartered private university under the Laws of Kenya seeking to provide high quality education for health professionals with a mission to improve the quality of life in the developing world and beyond through world-class teaching, research and health-care delivery. AKU's goal is to produce health professionals through our unique training programmes, building strong research programmes, supporting best practice in the delivery of health services, and contributing to the broader community through strategic partnerships regionally and globally. With links to The Aga Khan University Hospital, Nairobi is a teaching not-for-profit hospital, established over sixty years ago. The vision of the hospital is to provide outstanding medical services, by using first-rate facilities and practicing compassionate care.

5. The Association for Laboratory Medicine is the leading professional association supporting the practice and development of science in healthcare and laboratory medicine in the UK. We foster the highest standards in laboratory medicine and patient care, provide trade union support for members and support scientists, clinicians and other health care practitioners professionals through education and scientific projects.



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And whereas the Parties:

Acknowledge the importance of working together to successfully deliver the project in accordance with the Global Health Workforce Programme, co-ordinated by the Tropical Health Education Trust (THET) and funded by the Department of Health and Social Care in the UK.

Understand that the overarching aim of the project is to improve the quality of chemical pathology training and service provision in Ghana, Kenya and Nigeria. This will be through the implementation of strategies and activities that will tackle these gaps and to leverage strengths possessed across Ghana, Kenya and Nigeria by providing new training opportunities in underserved areas and developing the capacity of local faculty/trainers to continue to providing training, in-turn improving the performance of the health workforce.

It is hereby agreed as follows:

1. Purpose

- 1.1 The purpose of this Memorandum of Understanding ('MOU') is to establish a framework for cooperation between the Parties on a pre-determined range of activities.
- 1.2 The Parties undertake to work together for their mutual benefit and that of the successful delivery of the chemical pathology project under the Global Health Workforce Programme (GHWFP), directed by The Tropical Health Education Trust (THET) and funded by the Department of Health and Social Care UK, until all end of project reporting requirements has been approved by THET, after Friday 28 February 2025 .

2. Objectives

- 2.1 The Parties shall seek to facilitate, promote and develop collaboration through Objectives set out in full under schedule II and summarised as follows:



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- a) review of key chemical pathology curricula with a view to harmonising standards for chemical pathology Fellowship training (last two years) in Kenya in concert with representatives from the NPMCN, WACP, the Aga Khan University-Kenya.
- b) mentoring of 2 chemical pathology post- part I residents in Ghana by Nigerian chemical pathologists towards Fellowship (part II) qualification undertaking two scoping visits; 1) to Ghana to make recommendations about what needs to be implemented to get the chemical pathologists to Fellowship standard; 2) to Kenya to make recommendations about what is required to establish a chemical pathology Fellowship programme. Establishing a Fellowship programme is a longer-term goal dependent on further funding.
- c) piloting the delivery of a virtual certificate course for POCT (12 weeks), to be made available to Kenyan Chemical Pathologists.
- d) providing CPD-accredited quarterly virtual CME opportunities to support existing chemical pathologists and related healthcare professionals underpinned by monthly virtual case reports with colleagues in the UK, focussing on the management of metabolic clinics and monthly case report sessions/case selection.
- e) providing a CPD-accredited virtual day for already qualified for chemical pathologists and related healthcare professionals focussing on recent advances in chemical pathology to boost their learning and development.

3. Regions, sub-regions and territories

3.1 The regions, sub-regions and territories within and between which this MOU shall operate are set out in Schedule I.

4. Specific priorities, objectives & work programme



Regions	Sub-Saharan Nigeria, Ghana, and Kenya
Sub-regions	
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4.1 The Parties recognise the importance of practical first steps based on a definition of pre-determined milestones and objectives.

5. Data protection

Where the work programmes identified in Schedule II require the processing of personal data, separate agreements and arrangements will be put in place that meet the requirements of applicable data protection legislation in the UK, Nigeria, Ghana and Kenya.

6. Term

6.1 This MOU:

- a) shall continue until all final reporting has been approved by the Tropical Health Education Trust (THET) on or around Friday 28 February 2025, unless terminated earlier in accordance with the provisions of this MOU.
- b) may be amended or varied from time to time provided that such amendment or variation is in writing and signed by the authorised representatives of all Parties

7. Financial arrangements

7.1 The Parties will work through the Project Board in pursuing the Specific objectives and work programme contained within this MOU.

7.2 All activities will be funded via the THET grant in line with the submitted and approved budget.

7.3 Notwithstanding 7.1 and 7.2, all financial arrangements, intellectual property rights and publication of articles relating to each project or programme activity shall be in accordance with the specific project agreement arrived at for the specific activity.



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7.4 Each party will carry out its allocated activities in a coordinated and mutually beneficial manner.

7.5 Any party that terminates their involvement in the project before it is completed must return any funding that has been allocated to them in full.

8. Co-ordination

8.1 Each party will appoint representative/s ('Representative/s') who will:

- a) act as the main contact within their respective institution for all communications arising out of this MOU.
- b) oversee and/or manage all aspects of the co-operative relationship between the Parties.
- c) supervise the development, co-ordination and planning of all collaborative activities.

8.2 Notwithstanding 7.1 above, the Parties undertake to consult and engage with any relevant and appropriate stakeholders ('Stakeholders') in the development and implementation of any project activities of collaboration. Such stakeholders may include, but are not limited to:

- a) Members of the project board
- b) College members in Chemical Pathology
- c) Association for Laboratory Medicine members

8.3 The names and contact details of the Representatives and Stakeholders are set out in Schedule III of this MOU.

8.4 Each Party shall respect the name and reputation of the other Party and shall consult with the other Party in advance before undertaking any publicity or advertisement or any press conference or making external reference to this MOU, or the Projects.



Regions	Sub-Saharan Nigeria, Ghana, and Kenya
Sub-regions	
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8.5 Neither Party will use the name or trademarks of the other Party or its affiliates in any news release, publicity, advertising, endorsement, or commercial communication beyond the scope of the activities under schedule II, for such assets including professionally designed PowerPoint slide templates, communications promoting the activities of the project including social media posts. Any other uses of these must have prior written approval of the other Party.

All requests for approval for the use of name pursuant to this section must be submitted by email to (please see table below) at least 5 business days prior to the date on which a response is needed. For the purpose of this MOU, a business day shall mean a working day, other than a Saturday, Sunday or a public holiday in the UK, Nigeria, Ghana and Kenya.

Institution name	Name and email address Email address
The Royal College of Pathologists	The Registrar registrar@rcpath.org
The National Postgraduate Medical College of Nigeria (NPMCN)	The Registrar registrar@npmcn.edu.ng
The Ghana College of Physicians and Surgeons (GCPS)	The Rector rector@gcps.edu.gh
The Aga Khan University Hospital, Nairobi and the Aga Khan University- Kenya	Chief Executive Officer rashid.khalani@aku.edu Provost and Vice President, Academics



Regions
Sub-regions
Territories

**Sub-Saharan
Nigeria,
Ghana, and
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**Various
locations in
Sub-Saharan
Africa**

	carl.amrhein@aku.edu cc shaheen.sayed@aku.edu
The Association for Laboratory Medicine, UK	Tracy Davis, Marketing and Communications Officer tracy@labmed.org.uk

9. No contract

This MOU is not intended to create binding or legal obligations on the Parties.

10. Non-exclusivity

This MOU will not hinder the collaboration which already exists or will be established in the future by either party with a third party.

11. No partnership

Nothing in this MOU is intended to create, or be deemed to create, a partnership, or the relation of employer and employee between the Parties.

12. Confidentiality

The Parties shall treat as strictly confidential all confidential information received from the other Party(ies) or received by virtue of this project. Confidential information should not be shared with any third party outside of the project without the prior written consent of other relevant Party(ies) nor use such information for any purpose other than the performance of its obligations to the project. See also section 5.

13. Termination

Either Party may terminate this MOU by giving the other party three (3) months' prior written notice. In the event of early termination of this MOU, notwithstanding 7.5 neither expiry nor early termination of this MOU shall affect other existing agreements between the Parties; any existing agreements. that may have been



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entered into by the Parties shall be completed in accordance with their respective terms and conditions.

14. Dispute Resolution

In the unlikely event of any controversy or claim arising out of or relating to any provision of this MOU or any breach thereof, the Parties will try to settle such conflict amicably between themselves. Any conflict which the Parties are unable to resolve promptly may be settled through arbitration conducted, in accordance with the terms agreed upon and by a sole arbitrator to be appointed with the mutual consent of the Parties. The venue for arbitration shall be agreed upon by the Parties. The outcome will be final and binding.

Executed as a Memorandum of Understanding

The Royal College of Pathologists

Bernard O'Neil



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Dr Bernie Croal
President, The Royal College of Pathologists, UK

Date: 30/04/2024

The National Postgraduate College of Nigeria



Professor Olusegun Ojo, Chairman, Faculty of Pathology

For: Professor Peter Ebeigbe

President, National Postgraduate Medical College of Nigeria

Date: April 26, 2024

The Ghana College of Physicians and Surgeons



Professor Richard K. Adanu
Rector, Ghana College of Physicians and Surgeons

Date: 30/04/2024



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SIGNED by the duly authorised officers of

The Aga Khan University - Kenya

Professor Lukoye Atwoli

Dean Medical College, East Africa, The Aga Khan University-Kenya

Date: 25/04/2024

The Aga Khan University Hospital, Nairobi

Rashid Khalani

Chief Executive Officer, The Aga Khan University Hospital, Nairobi

Date: 30/04/2024

Ali Ladha

Director Finance, The Aga Khan University Hospital, Nairobi



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Date: 30/04/2024

In the presence of



Valentine Achungo

Head of Legal and Notary Public, Director Finance, The Aga Khan University Hospital,
Nairobi

Date: 30/04/2024

The Association for Laboratory Medicine

Katharine Hayden

Katharine Hayden

President

Date: 26/04/2024



Regions
Sub-regions

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Territories

The Association for Laboratory Medicine



Victoria Logan

Chief Executive Officer

Date:



Regions
Sub-regions

Territories

**Sub-Saharan
Nigeria,
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Various
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Africa**

Schedule I

Regions, sub-regions & territories

Region	Sub-Saharan Africa
Sub-region	Nigeria, Ghana, and Kenya
Territories	Various locations in Sub-Saharan Africa



Schedule II

Specific priorities, & modes of collaboration

Ref	Priority areas	Objectives
PO1	Inception and project closure events	<ul style="list-style-type: none"> Up to 4 representatives per country to attend the THET in-country inception events in Nigeria, Ghana and Kenya. Up to 4 representatives per country to attend the THET project closure and lessons learned event - RCPATH, NPMCN, Aga Khan and GCPS. Representatives from each organisation to attend project closure event hosted by the members of the project board. <p>NB: the closure events represented by bulleted points 2 and 3 are to be confirmed as in-person, hybrid or virtual.</p>
PO2	Curricula	Review key chemical pathology curricula with a View to harmonise standards for chemical pathology Fellowship training (last two years) in Kenya in concert with representatives from the NPMCN and the Aga Khan University.
PO3	Mentoring	mentoring of 2 chemical pathology post- part I residents in Ghana by Nigerian chemical pathologists towards Fellowship (part II) qualification.



PO4	Continued Professional Development (CPD)/Continued Medical Education (CME) activities	<ul style="list-style-type: none"> • CPD-accredited virtual day for already qualified chemical pathologists in Ghana, Kenya and Nigeria and related healthcare professionals focusing on recent advances in chemical pathology to boost their learning and development. • CPD-accredited quarterly virtual CME opportunities to support existing chemical pathologists and related healthcare professionals underpinned by monthly virtual case reports with colleagues in the UK, focusing on the management of metabolic clinics and monthly case report sessions/case selection. • Monthly case report sessions x 11 - Ghana, Nigeria and Kenya.
PO5	Point of Care Testing Course	Delivery of pilot 12-week point of care testing course, including 1-week in person induction – Kenya.
PO6	Scoping visits	Scoping visit of the chemical pathology facilities in Ghana and Kenya.



Schedule III**Representatives & stakeholders****RCPATH representatives**

Name & position	Contact email
Joanne Brinklow, Director of Learning	Joanne.Brinklow@rcpath.org
Kelley Price, International Projects Officer	Kelley.Price@rcpath.org

Partner organisations representatives

Name & position	Contact email
The National Postgraduate College of Nigeria (NPMCN)	Dr Kenneth C. Iregbu keniregbu@yahoo.co.uk
The Ghana College of Physicians and Surgeons (GCPS)	Dr. Solomon E. Quayson sequayson@yahoo.com
The Aga Khan University - Kenya	Dr Shaheen Sayed Shaheen.sayed@aku.edu
The Aga Khan University Hospital, Nairobi	Dr Shaheen Sayed Shaheen.sayed@aku.edu
Association for Laboratory Medicine	Katharine Hayden, President president@labmed.org.uk



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	Victoria Logan, CEO victoria@labmed.org.uk
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