



Scaling Anaesthesia Workforce Development in Ghana: A Multi-Stakeholder Initiative for Training Expansion, Faculty Strengthening, and Regional Collaboration

Owusu Darkwa Ebenezer¹, Djagbletey Robert¹, Aniteye Ernest¹, Ampofo Russell², Akrimi Sonia³

¹University of Ghana, Korle-Bu Teaching Hospital, Department of Anaesthesia, Accra, Ghana

²Royal College of Anaesthetists, London, United Kingdom

³University Hospitals Sussex, Worthing, United Kingdom



Global Health Partnerships
FORMERLY THET

RCOA
Royal College of Anaesthetists

Background

Workforce deficits in anaesthesia services pose a major barrier to achieving safe surgical care in Ghana, particularly in rural and underserved areas.

This presentation outlines outcomes of a year-long collaborative initiative between the Ghana College of Physicians & Surgeons (GCPS) and the Royal College of Anaesthetists (RCoA), supported by the Global Health Workforce Programme (GHWP).

The intervention focused on:

- Expanding accredited training centres
- Enhancing faculty competency
- Improving institutional governance
- Fostering regional academic engagement

Methods

A mixed-methods, systems-strengthening model was employed. Key strategies included:

- Site accreditation for decentralised training
- Delivery of faculty development programmes in clinical education and systems leadership
- Enhancement of financial and institutional governance mechanisms
- Cross-national virtual learning exchanges with Ethiopia and Kenya

Outcomes were assessed through enrolment data, training metrics, and stakeholder feedback.

Keywords

- Anaesthesia education
- Workforce development
- Decentralised training
- Faculty capacity building
- Sub-Saharan Africa
- Global health partnership

Results

3

Existing Training Centres-Before the initiation of the training program

6

Total Training Centres-Post-training program initiation

20

Anaesthetists Completed clinical education course

100% Increment in both training sites & enrollment into physician anaesthesia program

18

Existing number of physician trainee enrollment pre-program

37

New number of physician trainee enrollment post-program

18

Anaesthetists Completed health systems leadership program

A formal Memorandum of Understanding (MoU) and improved financial governance protocols were established. Cross-country discussions with Ethiopia and Kenya facilitated knowledge exchange on curriculum and assessment practices.

Conclusion

This initiative demonstrates that expanding specialist training infrastructure and investing in faculty development can substantially enhance anaesthesia workforce capacity in resource-limited settings.

Structured governance and regional collaboration were pivotal to the programme's success.

The model offers a scalable blueprint for similar efforts in comparable settings across sub-Saharan Africa and beyond.

Collaborating Institutions

- Ghana College of Physicians & Surgeons (GCPS) - Faculty of Anaesthesia
- Royal College of Anaesthetists (RCoA), UK
- Global Health Workforce Programme (GHWP)
- Partner institutions in Ethiopia & Kenya



Global Health Partnerships
FORMERLY THET



RCOA
Royal College of Anaesthetists