

# Annual Report 2023/24

Going Back to Look Forward



Borders General Hospital (BGH)



The Logie Legacy is a registered charity with the purposes of:

1. Supporting the formally established twinning partnership with NHS Borders to achieve improvements in education, service delivery and patient experience at St Francis Hospital (SFH), Zambia
2. Promoting the value of voluntary engagement in global health for NHS Borders staff and partners in bringing knowledge, skills and ideas back to the Scotland
3. Raising income and monitoring expenditure in the support of the above



Author  
Print  
Images

Chris Faldon on behalf of the Trustees of 'The Logie Legacy'  
Footprint UK, Jedburgh, TD8 6EE  
Cover - TB volunteer; Inside cover - Borders General Hospital & St Francis Hospital

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*s we reflect on the achievements and challenges of the past year, it is with a deep sense of pride and gratitude that we present this annual report for our charity's work.*

*This year has been one of growth, adaptation, and renewed commitment to our mission of serving the most vulnerable in Zambia, particularly in the Katete region. In addition to continuing projects, a new key area we have focused on is the improvement of mental health services at Francis Hospital in Katete. Mental health remains one of the most underfunded and often overlooked aspects of healthcare in Zambia, and I believe we have a unique opportunity to make a profound difference in this area. My personal commitment to strengthening mental health services in this region stems from both the pressing need and the opportunity as a psychiatrist to improve the lives of so many people who are struggling with mental health challenges in silence.*



*Through this initiative, we aim to enhance access to mental health care, provide training to local healthcare professionals, and raise awareness in the community to reduce stigma. Mental health is integral to overall wellbeing, and by addressing these needs, we can empower individuals, families, and entire communities to lead healthier, more fulfilling lives. I hope to involve the local Borders community in this endeavour. As a charity, our progress is only possible because of the generous support of our donors, partners, and volunteers. Together, we have made significant strides, and I am confident that we will continue to make an even greater impact in the coming year.*

*Thank you for your ongoing commitment to this important cause. Your support is transforming lives, and I look forward to what we will achieve together in the future.*

**Dr Niall Campbell, Chairperson, Logie Legacy**

*“We treasure our partnership with the Logie Legacy and NHS Borders. Invaluable work has been undertaken together over many years. We want our journey to continue for many more to come. There is much to be done”*

**Dr Lalick Banda, Senior Medical Superintendent, St Francis Hospital**



*NHS Borders partnership with St Francis hospital in Zambia is so important to all of us. We have been working together now for 33 years and both Organisations have benefited formally and informally from this strong working friendship. It is very clear that together we can learn so much about how to deliver quality care to our patients by sharing good practice, even when resources are stretched in differing ways for both Organisations. A little bit of assistance goes*

*a long way, and we continually strive to consider how we can work here in the Borders through engagement in the work of the Logie Legacy for St Francis Hospital. As Chair and Chief Executive, we wholeheartedly encourage all our staff to look and see what they practically could volunteer to strengthen this partnership. Only a few may end up going to Zambia as a volunteer but so much could be done by many more from our base in the Borders*



**Karen Hamilton, NHS Borders Chair & Peter Moore, NHS Borders CEO**

## Setting the Scene

*“Zambia, like many other Sub-Saharan African (SSA) countries, is faced with a high burden of disease, especially maternal, child and adolescent health problems; communicable diseases (Malaria, HIV/AIDS, Sexually Transmitted Infections (STIs), Tuberculosis (TB), COVID-19, among others, and a growing burden of non-communicable diseases (NCDs). Even though there has been progress in selected health indicators, particularly for maternal and child health, this progress has been inadequate and below the targets.*

*Over the years, Zambia’s population has continued to rapidly grow, rising from 13.1 million in 2010 to 18.4 million in 2021. In 2018, the estimated total fertility rate was 4.7 births per woman of reproductive age, a decline from 5.3 births per woman in 2013/14. Majority of the Zambian population is affected by poverty, with 54.4% in 2015 classified as poor and 40.80% as extremely poor”.*

The Republic of Zambia, Ministry of Health<sup>1</sup>

Hospitals in Zambia are divided into three main categories:

- Specialist (Tertiary Referral Hospitals or Third Level Hospitals)
- General (Provincial Hospitals or Second Level Hospitals)
- District (First Level Hospitals).

These serve Health Posts and Health Centres scattered more widely across the country. St Francis hospital is a **450-bed 3<sup>rd</sup> level hospital**, one of two in the Eastern Province (population 1.5 million). It has a high bed occupancy rate often exceeding 100%, leaving some patients on the floor, especially on Surgery, Obstetrics and Gynaecology wards. High numbers of maternal deaths and stillbirths continue to cause concern as patients often present late, many in critical conditions. Approaching 9000 surgical operations are performed annually. It also provides 1<sup>st</sup> & 2<sup>nd</sup> level curative and preventative services for Katete District (220,000 inhabitants). Approximately 70,000 patients are seen annually for day care. 5000 patients with HIV have their treatment monitored. It supports 18 Rural Health Centres. This is a huge step up from its beginnings 75 years ago with a small dispensary, two nurses and one doctor. It employs 600 staff, most on the Government payroll, but volunteers from overseas are used to compensate for the national shortage of clinical staff, especially specialist doctors and midwives. Their school of General Nursing & Midwifery has over 400 students.

The 2023 move up to level 3 status has seen more consistent Government grants which in the past has been problematic, leading some staff to go without pay for extended periods of time. This makes life even more of a struggle. Average monthly salaries are as follows: Nurse £300; Junior Doctor £630; Pharmacist & Physiotherapist £430; Secretary and Estate worker £145.

Expenditure far exceeds the income from the Government. Severe shortages of essential drugs and medical supplies are frequently experienced. Despite all these challenges, the vision of the hospital has always been to serve the population in Katete particularly the underserved and the vulnerable by providing free but quality health services. The Logie Legacy has for many years been proud to play a part in meeting these aspirations.

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<sup>1</sup> Republic of Zambia Ministry of Health National Community Health Strategy 2022-2026

## Our Partnership Journey at a Glance



1991 Dr Sandy Logie takes early retirement from BGH to work at St Francis Hospital

- Sandy becomes infected with HIV from needle stick incident
- 2001 Sandy dies



2002 Scottish Borders Africa AIDS Group forms with donations made in memory of Dr Logie

- 2005 Sandy Logie Clinic for HIV patients opens at St Francis and UK funding follows
- 2006 -10 Dr Dan Clutterbuck (Sexual Health Consultant) visits and establishes project to improve testing and treatment of STIs district wide



2008 St Francis Hospital Twinning Partnership with NHS Borders is formally established

- 2009 First President of Zambia, Kenneth Kaunda visits Borders
- 2009-11 New projects are established – Maternal & child health, pharmacy, radiology



2012-16 Further projects explored and established

- Tuberculosis, Water, Physiotherapy, IT
- NHS Scotland Global Citizenship Programme launched in 2015
- Our Partnership held in high esteem by Scottish Government International Development (Health ) Unit



2017 The Logie Legacy is registered as a Scottish Charitable Incorporated Organisation

2018 Commissioned 'Sanitation Technical Assessment' for the hospital with Scottish Government funding



2019 Renewed Partnership Agreement

- 2019 Dr Lalick Banda (Medical Superintendent) addresses Global Health conference at Murrayfield
- Led to new partnership between SFH and Fistula Foundation
- 2019 Renewed formal Partnership between NHS Borders and St Francis Hospital



2020 - Covid pandemic forces exploration of new ways to maintain links

- Logie Legacy facilitates the development of UK & European Partners Network
- CORRA foundation grant for formal evaluation of partnership working



2021

- PPE and Ventilators donation facilitated
- Funded: Cardiology probe, Water pump, borehole and bike repair workshop



2022 – Niall Campbell takes over Chair from Brian Magowan

2023 – Niall & Chris Faldon visit hospital. Sanitation study revision undertaken, bike repair workshop, extensive interviews held, new potential projects and areas of support identified

## Going Back to Listen & Reflect

Autumn 2023 was a good time to listen to a wide variety of staff across the hospital and take note of their hopes, aspirations and frustrations. Here are a few pressing needs that came through loud and clear.



The needs can feel overwhelming. Check out in the Appendix (Staff Snapshots) more detailed comments from a wide variety of staff across the hospital. It was vital that we spent time to reflect on what we have achieved over the years and where our journey may take us next. We are privileged to work closely with other charities, groups and individuals across the UK and the Netherlands on various projects and areas of mutual interest. A network of St Francis Hospital Overseas Partners exists to facilitate this collaboration.

## TB project



Zambia is among the top 30 high burden Tuberculosis (TB) countries globally. There is substantial under-notification and under-reporting of TB cases across all provinces. The 'National Strategic Plan for Tuberculosis Prevention, Care and Control'<sup>2</sup> draws from the Global Stop TB Strategy<sup>3</sup>. It pays tribute to faith-based hospitals such as St Francis in the fight against TB due to most of these health institutions being in rural and hard to reach areas of Zambia, serving the poor and the underserved. Faith-based health facilities also attend to patients from outside of their own catchment areas, districts and provinces. This is certainly true of St Francis. There is also specific mention of the value of cooperating partners, such as the

Logie Legacy, who support programmes to mitigate diseases of public health concern.

The Zambian National Health Strategic Plan<sup>4</sup> identifies several key challenges for the TB programme. These include sub-optimal multi-disciplinary involvement in TB management; Low coverage of drug susceptibility testing to inform management of patients especially in cases of drug resistance; 3-4% of TB patients do not know their HIV status. The government identifies 4 key objectives each backed by strategic interventions. There is a focus on scaling up intensified TB case finding, TB-HIV collaborative services, and building the structure for implementing Programmatic Management of Drug-Resistant Tuberculosis. A major collaborative effort is needed if the goal is to be reached of ending the TB epidemic by 2035.

The Logie Legacy has supported the work of the TB programme at St Francis Hospital since 2012. This is entirely in line with several of the interventions mentioned above. It includes the purchase of 46 bikes, maintenance workshops and clothing to assist the volunteers in their efforts to visit more patients, contacts and communities. Their volume of work is high. For example, in the 4<sup>th</sup> quarter of 2022 out of the 9,811 patients attending the Out-patient department 512 were TB presumptive cases. All contacts of bacteriologically confirmed TB cases are offered screening. Attendance of these contacts at the chest clinic is encouraged by the volunteers during the community visits by offering to reimburse their transport costs. For example, during the week of 10<sup>th</sup> October 2022 a total of 87 contacts were screened out of 16 index cases who were pulmonary bacteriologically confirmed TB cases, of which 48 provided sputum samples. Amongst the 48, twelve were given X-rays. Two known HIV clients were clinically initiated on anti-TB drugs.

## 2023 Project support

- New Chairperson Dr Niall Campbell and Chris Faldon, Trustee visited the project
- Additional funding during 2023 totalling £3207 was allocated
- 4<sup>th</sup> round of maintenance workshops was held over 3 days in Aug and 25 bikes were repaired
- Ten new bikes and backpacks were provided for new local volunteers
- Each volunteer received a new Logie Legacy tee shirt
- A refurbished laptop was provided to the TB team to help in their administration



<sup>2</sup> Republic of Zambia Ministry of Health. National Strategic Plan for TB Prevention, Care & Control (2017-2021) "Towards Elimination"

<sup>3</sup> Stop TB Partnership <https://tbassessment.stoptb.org/zambia.html#>

<sup>4</sup> Zambia National Health Strategy Plan 2022-2026



## Next steps



This project has been well received and offers real assistance to the work of the TB programme at the hospital. Many patients need support in more remote and distant locations from the hospital and the bikes are not a practical solution in these circumstances. It has been suggested that a motorbike could help to address this. Not every TB patient was connected to a treatment supporter and the reasons for this should be explored to see if this can be reduced. In a larger study involving several TB treatment centres (including St Francis Hospital) 43% of TB patients

were connected to a treatment supporter<sup>5</sup>. The main support received included: Adherence support, collection of drugs, spiritual (through home visitations), and general health talks.

It has been challenging to get regular reports from the clinicians responsible for the TB service. Discussion has taken place with hospital management about achieving longer term objectives. Better evidence gathered on the effectiveness of this project will help to prioritise future spending plans. Basic information such as geographical coverage and volunteer activity will go a long way to plug this gap. Some cases studies will help to paint a clearer picture of the challenges, obstacles and successes. The team is extremely dedicated to their work and that 25 exist of the original 36 bikes after 10+ years in constant use is remarkable. This relatively simple and low-cost intervention is anecdotally making a big impact. There is more to achieve and celebrate.



## Sanitation Project

A study in 2012 by Loughborough University concluded the wastewater disposal system (mainly septic tanks and soak pits) had ineffective maintenance arrangements and was badly managed. Concern was raised about the discharge of chemicals into the waste system. Since a first visit by Chris Faldon in 2012, the Logie Legacy has successfully



completed a project to provide a safe and reliable system of clean water - The Water for Life project. Now the focus has been on sanitation. Scottish Government funding in 2018 enabled us to commission a comprehensive technical assessment of the situation at the hospital. It came up with several options, but the covid pandemic put a pause on this. Revised in 2023, the report identified major concerns:

- Neglected sewer blockages and overflowing septic tanks
- Failed septic tanks inside the hospital found not working and by-passed by sewer line
- Many water losses through negligence and leakages

<sup>5</sup> USAID [https://tbcare2.org/wp-content/uploads/2018/03/TB-CARE-II-Adherence-report\\_Zambia.pdf](https://tbcare2.org/wp-content/uploads/2018/03/TB-CARE-II-Adherence-report_Zambia.pdf)

Options were presented for the installation of a treatment system. These included primary and secondary treatment technologies with the opportunity to utilise by-products - biogas, soil conditioners, biofuel, and water for irrigation. Two treatment facilities would be necessary for the hospital and surrounding areas. Implementation of the facilities could be progressively done over 4 phases depending on the availability of resources. Total estimated cost is in the region of £120,000.

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*“The hospital is facing a critical challenge with the sewer system. It has been using the septic tanks from the inception but with the increasing population of member of staff and patients, this system is no longer sustainable”*  
**Fred Ntongwe, Senior Hospital Administrator**

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Some new septic tanks and soakaways have been built. Failing ones increase the risk of groundwater contamination. A better sanitation management system is vital to prevent disease outbreaks. Watercourses used by the surrounding population further downstream may also be negatively impacted by this.

There are no plans in the local area to have a more centralised wastewater treatment system and therefore the public health and reputational risk to the institution of a major communicable disease outbreak is deeply concerning. Cholera is an ever-present concern. The Logie Legacy are very keen to continue their support for this project. It is a public health imperative to address this. We do not have the funding capacity to underwrite this project. We have been in discussion with others, including WaterAid Zambia to see if they would be willing to partner with us, but so far without any success.

## Financial summary

Our commitment to water and sanitation projects is long standing. These basic utilities are foundational to health. Securing funding for a comprehensive sewerage system is our biggest challenge to date. Travel expenses were paid to enable two Trustees to visit St Francis. The TB project funded replacement and maintenance of bikes, for staff and volunteers travelling into the community to treat and support patients, represents great value for money. Other expenses include our annual website charge and membership of the Scottish International Development Alliance (SIDA).

Donations were received from various Just Giving and Individual donors. A small income came from deposit account interest. The charity also received £3073.96 from NHS Borders. This was interest due from a previous account held by NHS Borders and closed in 2017. Gift Aid was re-claimed from eligible donors.

Receipts			Payments		
23/24	Interest	213	23/24	Website	123
	Donations	500		SIDA Membership	90
	Gift Aid	63		Projects	3985
	Other	3186		Dept A/Cint	263
		<b>3899</b>			<b>4461</b>
Funds				Physio/OT	500
	WASH	12,008		Reserves	6867
	Obstetrics	4487		COFPA	2360
	Sexual Health	4385			<b>30,607</b>

## Looking forward

Involvement in global health can be a steep climb and yet the rewards make it very worthwhile. There are so many opportunities to develop and strengthen this partnership that has stood the test of time. A major threat exists in the form of a shortage of volunteers. A new recruitment drive within NHS Borders and beyond is needed to replace some key personnel who have recently retired. A wide range of skills are sought across many disciplines. The following projects are on-going and need continued support:



- Sanitation Project - Funding target £120,000
- TB volunteer bikes - Funding target £5,000
- Mental Health service - Funding target £30,000

Opportunities abound for new projects based on partner need and sufficient volunteer support. Just take some time to read the stories in the appendix from staff across different sections of the hospital. They all identify areas where more support is needed. They include:

- Mentoring & Education coordination across several disciplines - lunch time volunteering
- Nurse Education: Library, epidemiology, student sponsorship
- Departmental partnerships: pharmacy, laboratory, physiotherapy, IT, cardiology, ophthalmology, radiology, dentistry, public health, infection control, CSSD, clinical governance, medical records (to name but a few!)
- Other - Staff health (gym and football team), chaplaincy
- 'Orphans & Vulnerable Children' programme

## How can you help?



Special mention is made of two trustees who have now retired from NHS Borders. Lorraine Wilson has been our treasurer and as a midwife has offered her invaluable expertise both in Zambia and back here in Scotland. Alison Aitken, worked for many years as a nurse and Public Health specialist. She has stepped into the treasurer role until a suitable replacement is found. Alison is a dab hand with the sewing machine as these key-rings made with Zambian cloth testify! Their dedication to seeing the lives of patients improved in Zambia is exemplary. We are actively looking to recruit new trustees.

We rely on volunteers entirely to achieve our aims and objectives. None of our funds raised go to pay UK salaries. Instead, all income is used exclusively on the projects we have in place. There are many ways to support the work of our charity, and we would be delighted to hear from you if you would like to get more involved. We really need more volunteers. Here are a few suggestions for you to consider.

1. Keep in touch - join our mailing list
2. Become a member and/or Trustee - have an increased say in how the charity operates
3. Financial
  - Small or large, one-off or regular - all have a BIG impact
  - With 'Gift Aid' we can claim tax relief on your gift and stretch it further
4. Volunteer
  - Scotland - fundraise, administration, digital/media resources, writing, speaking, research/development etc
  - Zambia - NHS Borders present and retired clinical and non-clinical staff as well as non-NHS workers (i.e. Scottish Water, electricians) have visited the hospital to assist in establishing and maintaining new and existing projects

*Thank you for your interest*

# Appendix: Staff Snapshots

From interviews conducted in September 2023

## Abraham Phiri (IT Officer)

### Main functions and activities:

- technical support services to install, configure and maintain computer hardware and software by applying a high level of computer expertise
- support by conducting investigation, diagnosis and resolution of incidents and technical problems.

### Main challenges:

- Old active network devices - The hospital received network devices from the friends of St Francis with assistance from the Cairns family. Most of the items are old and currently giving problems.
- Old computers - We have slow and old computers especially in medical records. They are slow and need to be replaced.
- Internet connectivity - The hospital faces many challenges with internet access. We are currently using MTN modem which is not sufficient to cover internet needs for the hospital. We need a proper and reliable internet source.



Enjoy most: Reading of IT books

### What support from the Logie Legacy would be most helpful?

- Help replace some network devices and fibre cables
- Help with computers
- Help with a reliable internet source that can meet the requirements of the hospital

My personal life and how I relax: Watching soccer and playing chess



## Adamson Mwanza (Hospital Information Officer)

### Main functions and activities:

- Overseeing medical records management, planning and optimizing information technology systems
- Collaborating with various departments for efficient information flow
- Ensuring compliance with data privacy and security regulations
- Collecting, aggregating and reporting health information for regular reports
- Daily backing up of the electronic database
- Continuous mentorship to Medical Records Clerks

### Main challenges:

- Keeping up with evolving health information technology
- Coping up with the increasing volume of paper records
- Managing the increasing volume of electronic health records
- Balancing the demands of data accuracy with the need for accessibility
- Addressing the challenges posed by interoperability of different health systems
- Navigating and implementing changes in healthcare policies and regulations.

### Enjoy most:

- Contributing to the improvement of healthcare through effective information management
- Collaborating with diverse teams to enhance overall health system efficiency
- Embracing technological advancements to streamline processes
- Being a part of a dynamic and ever-evolving field that directly impacts patient care

- Building strong connections within the healthcare community.

**What support from the Logie Legacy in Scotland would be most helpful?**

- Funding for ongoing training and professional development
- Collaborative initiatives to address interoperability challenges
- Resources for research and implementation of innovative health systems solutions
- Networking opportunities with other health information professionals
- Support in adapting to and complying with changing healthcare policies.

**My personal life and how I relax:**

- Spending quality time with my spouse and children
- Engaging in outdoor activities such as riding and cycling
- Reading books to help me in my work
- Pursuing hobbies like gardening
- Participating in community events and cultural activities
- Watching soccer.

**Anderson Kanyungu (Physiotherapist)**

**Main functions and activities:** Provide physiotherapy services to clients, in- and out-patients, largely from the orthopaedic & internal medicine depts with post fractures and soft tissue injury related conditions. Responsible for the conservative management of clubfoot babies since 2005. It involves manipulation & serial Plaster of Paris casting on a weekly basis until full correction is attained. Abduction braces are used. I'm the contact person between the Hospital and the organization 'Pamodzi Ndi Ana' (Together with the Children). It supports children living with disabilities with wheelchairs. I enrol suitable clients and forward their details for allocation of a wheelchair.



**Main challenges:** Clubfoot Management - We have a huge challenge with access to abduction braces. We've had random donations of braces from Canada, but we exhausted the stock quickly because other hospitals within the province refer clubfoot children to us. Often, we must treat a clubfoot child who is older and of walking age. Manipulation is difficult and casts must be strong enough to withstand walking on otherwise the POP disintegrates quickly. This can be made easier if Synthetic Casting Tape was available because it is far more durable and lighter than POP. Mobility/Assistive Aides - Pamodzi Ndi Ana assists in wheelchair allocation to children ages 6-17. We have challenges in sourcing wheelchairs for other clients with hemiplegia, paraplegia and quadriplegia. In the management of children with cerebral palsy, assistive aids like corner seats and standing boards are a challenge.

**Enjoy most:** Being able to help a client in any possible and to see an improvement in their quality of life is always satisfying. To hear them say a thank you is even more satisfying. All this is possible due to the great efforts of all the staff of the physiotherapy department.

**What support from the Logie Legacy would be most helpful?** Some abduction braces for the clubfoot children and some synthetic casting tape would be helpful. Wheelchairs for patients requiring long term wheelchair use would be a welcome help. I'm however aware of the challenges in sourcing and transporting these items to Zambia.

**My personal life and how I relax:** I watch a little bit of soccer here at St Francis Hospital grounds when they have home games. I also spend some quiet time in my vegetable garden.

### Brave Muleya (Clinical Officer, Psychiatry)

#### Main functions and activities:

- Routine Screening, diagnosing and treating patients
- Reviewing in and outpatients
- Responding to psychiatric consultations (liaison Psychiatry)
- Conducting counselling sessions
- Conducting community mental health outreach services e.g health education to inmates, schools and community at large
- Supervision of nurses and students



#### Main challenges:

- Lack of specific admission ward for patients with mental illness
- Current screening room for Mental health clinic is too small and not safe
- Inability to conduct community mental health due to lack resources e.g transport
- Inadequate mental health staff
- Under-stocking of psychotropics due to difficulty in procurement
- Stigma

#### Enjoy most:

- Helping patients and see them returning to normal functioning
- Working teams and seeing new developments at the institution
- Meeting and learning from other people.

#### What support from the Logie Legacy would be most helpful?

- Mental health and Psychiatry ward (infrastructure)
- Helping in capacity building e.g. further training of Mental Health staff (sponsorship)

#### My personal life and how I relax:

- Playing football (care fc for St Francis' workers) and watching football especially when Chelsea is playing
- Travelling, having adventures and making friends
- Reading, listening to music, TV shows and movies
- Working, gardening, farming and spending time with my family

### Catherine Phiri Mvula (Principal Nursing Officer)

#### Main functions and activities:

- planning by attending Finance committee meetings and participate in planning and budgeting for the entire hospital
- policy implementation and maintenance
- nursing care management - audits, in-charges meetings and spot checks
- allocation of nurses to departments according to expertise and need.

**Main challenges:** The main challenges are the shortage of nurses; lack of equipment; limited space to nurse the patients; shortages of medical and surgical supplies, linen - both blankets and bed sheets.

**Enjoy most:** I enjoy giving health education to the waiting mothers who are admitted to our waiting shelter. I enjoy putting and removing implants for family planning.

#### What support from the Logie Legacy would be most helpful?

- Provision of linen as much of what we have is old and worn out
- Equipment such as durable BP machines, thermometers and stethoscopes would be helpful as the ones we have easily breakdown, and it is difficult to get replacements due to inadequate funds.
- Building of a Postnatal or Gynaecology ward as the number of patients has continued to increase each day leaving the wards congested and very difficult to maintain and handle

- Lobby for funds to be paying nurses to moonlight or do part time work to increase the number of staff on the maternity and Labour wards because the nurses are overwhelmed due to increased deliveries of maternity cases. Due to shortage of nurses, most of the patients are not well monitored and this results in fresh still births and asphyxia.

**My personal life and how I relax:** During weekdays it's all work. During weekends I do laundry and attend church meetings and Mass. I spend time shopping for the coming week. I spend part of my weekend going out with family for sight-seeing and eating out. I relax by watching TV, I love food Network channel. I spend time chatting with my husband and children.

### **Chabala Mulongoti (Public health nurse tutor, BSc Mental Health Nurse)**

**Main functions and activities:** I am responsible for teaching the following courses (psychiatry and mental health nursing, epidemiology and research). One might wonder how I have the opportunity to teach epidemiology as well, it is because currently I am pursuing a Master of Public Health. With the information mentioned above I am responsible for delivering this knowledge to five streams of different courses which are (Registered Nurses, direct entry midwives, registered public health nurses and abridging nursing students). In total roughly our college has about 400 nursing students enrolled pursuing the various nursing programs.



**Main challenges:** my main challenge is that it's very difficult for my students to actually have an on-going experience observing various mental health conditions because our hospital does not have a psychiatry and mental health ward, The other challenges that I face as a tutor is the access to a new mental health and psychiatry books and modules.

**Enjoy most:** I enjoy the fact that I have been given an opportunity to teach one of the most interesting Health Sciences of which include mental health.

**What support from the Logie Legacy would be most helpful?** Providing our institution with educational materials on various Health Sciences which include mental health and providing a platform well we can interact and share various mental health conditions in order to provide excellent nursing education and nursing delivery skills.

### **My personal life and how I relax:**

I enjoy sunsets and playing with my three children whenever I get an opportunity to. I'm also a huge soccer fan so I always get to enjoy my weekend football games. I get to travel around the country whenever I get an opportunity to with my family of course, and this helps me create memories that last forever.

### **Dr Charles Banda (Dental Surgeon/ Department Head)**

**Main functions and activities:** I supervise 7 subordinates and do the following:

- Diagnose, remove grossly decayed teeth, fill cavities, and straighten teeth to correct malocclusions
- Apply sealants or whitening agents on teeth
- Give anaesthetics to avoid pain during procedures
- Write prescriptions for antibiotics or other medications
- Examine X-rays of teeth, gums, jaw, and nearby areas for other conditions
- Supervise subordinates taking of teeth impressions for teeth replacement
- Teach pupils during community oral health services about diet, toothbrushes, flossing, toothpaste, and other aspects of dental health services.



**Main challenges:** Lack of equipment like functional Dental chairs, Dental X-ray machine, Bench autoclaves for sterilisation, and teaching aids.

**Enjoy most:** Teaching students and patients

**What support from the Logie Legacy would be most helpful?** Dental Equipment like chairs, X-ray machine, bench autoclaves, machine instruments and sponsorship for further education.

**My personal life and how I relax:**

- I love watching football. I am a fan and supporter for Liverpool fc
- I love watching football for women too
- I love taking my family out for swimming and eateries in order to bond more.

### **Rev. Fr. Cornelius Joseph Chalwe (Chaplain & Priest)**



**Main functions and activities:** Pastoral, visits, interaction, and prayer for patients and staff in hospital when they need counselling, prayers and the Word of God. I visit patients in hospital and the young mothers and offer all duties expected of a clergy man. Encourage the bereaved with the Word of God and pray for patients at the point of death at request by relatives or Doctors and nurses. I counsel nursing students and tutors, and deal with so many disciplinary issues and counsel too.

**Main challenges:** The Church sitting space is small due to the growing numbers of both students and church members. We are thinking to put up a big church within the grounds. For now, we are using the Chapel for services. Transport is a very big challenge. Out of station churches are six in total and far apart from each other.

Economic status of my congregations is very low, and we struggle to meet obligations. We are thinking of more investment in the area by putting up flats to rent out, but capital is an issue. Money is not always enough to care for visitors and those who need our hospitality. We need prayers for wisdom for raising resources.

**Enjoy most:** In my chaplaincy ministry is offering repentance prayers and leading the patient and family to Christ Jesus, knowing that salvation is key in the life of the living and the dead. I also enjoy counselling and mentorship. Though St Francis Hospital is big with many wards I enjoy every minute in the wards, praying, encouraging and sharing the Word of God with family members and patients.

**What support from the Logie Legacy would be most helpful?** Prayers, and any financial support in any way to my church and ministry, we need benches in church and inputs for food security of Christians and other members in our communities.

**My personal life and how I relax:** I sit with wife Joyce to plan for our future and do a bit of projects of sustenance, in fish farming and chicken rearing to help us. I watch football and wrestling. I support Chelsea football club in UK

### **John Kalombo (Senior Environmental Health Officer)**

**Main functions and activities:**

- Early Childhood development focal point person- ensure children grow in an enabling environment that contributes to their holistic development
- Hospitals risk management focal point person - formulate risk registers and sensitizing Health workers on the importance on risk management
- Occupational Health and safety - Inspecting of business premises for health and safety, food hygiene and food standards. Following up complaints investigating outbreaks of food poisoning, infectious diseases and environmental incidents that affects health, collecting samples from the environment to ensure adherence to standards such as water samples for analysis. Investigation of complaints about different environmental infractions. Informing, educating and empowering people about environmental health issues.
- Enforcing laws and regulations that protect environmental health and ensure safety. Ensure the hospital meet the minimum infection prevention standards, formulating standard operating





procedures, inspection construction projects to ensure Health and safety standards are met. I ensure clean and safe water is supplied to the hospital catchment population by conducting weekly water quality audits, chlorination of the water reservoir & collecting samples for chemical and bacteriological analysis.

**Main challenges:** Working in an area with limited material and financial resources has been a huge challenge. This has contributed to most programmes not being implemented, a lack of basic environmental health equipment and proper waste receptacles within the wards and hospital premises. There is a lack of waste separation from the source and inappropriate disposal of waste by the hospital. The hospital currently has no incinerator. Most of the waste is disposed of at an undesignated dump site where open air burning is done.

**Enjoy most:** I enjoy community engagement activities, sitting and talking with people from different communities gives me a better understanding of their health challenges. Researching on current disease trends and public health concerns, is something I enjoy despite the limited resources.

**What support from the Logie Legacy would be most helpful?** I would say more money. However, if we can be helped with environmental health equipment that can help us with our daily activities. A laptop for our report writing and surveillance, air and water monitoring equipment.

**My personal life and how I relax:** I like outdoor activities, enjoy playing soccer with the guys on weekends and watch soccer (Manchester United). I enjoy cooking on weekends. I also read books.

#### **Memory Mulozela (Charge Nurse Out-patient Department)**



**Main functions & activities:** My main role is to supervise the work of the OPD nursing staff and to make sure all clinicians have suitable working places. I ensure stationary, drugs and medical supplies needed for the department to run are always available. I also represent the department during hospital managerial meetings to give feedback on the running of OPD and update them on all needs.

**Main challenges:** The OPD is one of the busiest departments in the hospital with over 70,000 attendances annually. One of the biggest challenges faced is inadequate manpower to cover the number of patients seen. This in turn increases the workload on the individual staff and may lead to lower standards of work as at times things may be compromised to cater for the majority of patients. This is also common due to staff leave entitlement leading to shortages. Apart from the shortage of manpower, the department also runs on the few and sometimes old equipment like sphygmomanometers (BP machines), otoscopes, weighing scales and suction machines (just mention a few) making the response to emergencies slow and difficult.

**Enjoy most:** I enjoy leading the department and making sure that all that is needed is in place. It gives me joy when my team looks up to me to resolve and manage certain challenges and I can achieve them smoothly. I also very much enjoy when patients recognise the work we put in and commend it. It's always good to see happy clients walk out of the department satisfied with the service received.

**What would make my job easier?** First and foremost, would be to increase the staffing in my department. Apart from supervising the department, I do extra work when staff is low to cover up. This leads me to working extra hours and doing more work than I would normally do. I would also like to have better working conditions especially with ventilation. Our rooms are not equipped with air con hence it becomes too hot, and work is sometimes harder in those situations. I also feel if we had our own X-ray department right in the department it would reduce the turnaround time on the response given to patients. In terms of sterilization, we would run better as a department far from the others if we had our own sterilizing machine. We sometimes miss our instruments and must improvise as a result of other departments' tendency to collect our surgical packs from the main CSSD.

**What support from the Logie Legacy would be most helpful?** Having mentioned our challenges, we would be very grateful if you support us to improve our services in terms of the replacing or procurement of new equipment that we lack in the department to reduce mortality and mismanagement of our patients.

**My personal life and how I relax:** During my free time I am usually at home doing gardening and supervising works done at my house. I love to read books and watch TV especially documentary programmes and news. On Sundays I spend my time at church enriching my spiritual life. I would like to say thank you for kind gesture to view out our experience as a department. We hope to hear from you soon. God bless you.

### **Sheckson Musonda (Radiographer)**

**Main functions and activities:** The department is very critical for the diagnosis of patients from the entire Eastern Province and beyond as far as neighbouring countries (Mozambique) by imaging and ultrasound services. It undertakes over 25,000 examinations annually as follows:

- routine and specialised radiological investigations
- routine general, obstetrics and gynaecological examinations
- muscle skeletal, small parts ultrasound examinations, Doppler as well as echoes



#### **Main challenges:**

- ever increasing disease burden against limited resources (if available) and or using improvisation
- being overwhelmed by volumes of workload, compounded by inadequate staffing levels
- expectation to always provide quality services to the patients - 24/7
- diagnostic equipment at hand has increased down time as it often breaks down. The sourcing of spares is not easy to come as the equipment is no longer manufactured.

**Enjoy most:** Attending to patients in the professional and humane way and seeing them with improved quality of life than they were at first contact. To help and highlight in a small way to diagnose the illness at hand - so that the patients can be managed well.

**What would make your job easier?** Job satisfaction comes about when I receive a smile when doing my work to the fulfilment of the patients' expectation and above all to the approval of my God. Most importantly my joy and fulfilment come about when a bedridden patient with incapacities due to their illness, injury and or disease process on their road to recovery gets back on their feet and do their daily chores. As always, an expectation to everyone on employment, personal emolument plays a certain role as well.

**What support from the Logie Legacy would be most helpful?** The radiology department needs a face lift with robust versatile and well attested brands in likes of GE, PHILIPS, and SIEMENS. Any assistance with this would be so valuable. Training and even remote clinical consultation from expert radiologists would be very useful to explore.

**My personal life and how I relax:** Like doing outdoor activities like gardening, civil engineering - buildings projects at local church, studying and updating myself on professional, religion, civil etc. I also cherish to being with my family and see my children grow and be responsible adults and citizens.

### John Y. Mvula (Head of Ophthalmology)

**Main functions and activities:** My main task is to ensure that a specialist level of care is offered at St. Francis Hospital. To do this, I supervise all aspects of the clinical Practice in the department. I see to it that Clinicians and nurses in the department are continually upgrading their skills. We do this by having intra-departmental clinical meetings where we share expertise. We also encourage all staff to attend the hospital clinical conferences that are held weekly. As a Clinician I also see patients and use them for teaching purposes. I also conduct surgeries of various types. I am also given other administrative tasks in the hospital, for example I am the focal point person for the hospital research committee, and I am the Internship Committee Coordinator. When the Head Clinical Care (HCC) is not around, I am usually asked to act in his office and when both the HCC and the Senior Medical Superintendent (SMS) are not around, I am usually requested to act as the SMS



**Main challenges:** Consumables and equipment are still a challenge for the work we do. Ophthalmology is an expensive specialty and requires continued supplies of equipment and consumables.

**Enjoy most:** I get to interact with many people at various levels of clinical practice. Students from various colleges are always great to teach.

#### What support from the Logie Legacy would be most helpful?

- Equipment: If there are equipment that have been decommissioned but are still functional
- These could be sent to us for continued use. Examples include, tonometer, laser machine, surgical instruments
- Consumables for cataract surgery and other surgeries
- Sponsorship of a team from St. Francis to visit Border Hospital to experience Ophthalmology practice in a different setting.

**My personal life and how I relax:** I am a family person, married with three children. Being with family is important for me. I also love the outdoors. I start my day with an aerobics session that we do as a team of St. Francis' Hospital staff who stay within the hospital compound. After work hours and over the weekend, I love to see my farm plot and travel and sight-see.

### Cynthia Nyendwa (Orphans and Vulnerable Children Programme)



**Main functions and activities:** Supporting the orphans and vulnerable children within the Katete district. The programme was first set up in the 1990's in response to the many children that lost parents to HIV/AIDS. It supports over 1200 children in Katete district who are all cared for by members of their extended families. They are located in 37 villages, and I visit these villages three times per year to mark the register and to make sure I interact with the children and just make sure they are not being mistreated and that they are happy. Each village has a guardian for the children that I work with. The programme provides practical assistance such as stationery for the children every year and a bar of soap per child. It is managed by the UK based 'Friends of St. Francis Katete Charitable Trust'. They help to pay school fees for those in some secondary schools. This is typically about 1000 ZMK (£38) per term

**Main challenges:** Funds are not enough because the number of children keeps growing. The bar of soap, pens and pencils are supposed to be provided per term but due to insufficient income it's now a challenge. These kids also need exercise books, shoes, school bags and some uniform because most of these children are being taken care of by their grandparents and they are not able to provide for all their needs.

**Enjoy most:** Interacting with the children and putting a smile on their faces. It is so satisfying to see children excel at school. Some go on to train to be nurses and doctors at St Francis hospital.

**What support from the Logie Legacy would be most helpful?** By bringing in more donors on board. Many more needy children could benefit from the programme as there is so much poverty in the area. To be eligible for the programme the child or parents need to have been born in Katete and the household income is less than 1000 ZMK/month (£38).

**My personal life and how I relax:** I'm single and a teacher by profession but I love this work! I have a diploma in junior secondary education and would really benefit from doing more study in social care to better equip me to meet the challenges of the job. I need also to learn to drive! To relax I enjoy cooking and watching a movie.

### **Fred Ntongwe (Senior Hospital Administrator)**

#### **Main functions and activities:**

- Prepare annual budgets, annual reports, weekly reports
- Supervise the management of transport
- Maintain cleanliness of the building and surroundings
- Provide oversight supervision to Accounts, Procurement unit, Public Health, Stores, Maintenance and Human Resource Department
- Maintain communication with partners and foreign medical students



#### **Main challenges:**

- Inadequate financial and human resources to adequately implement the activities
- No personal assistant to assist with some workload
- The old infrastructure really put pressure on the limited resources

**Enjoy most:** I enjoy working in teams and seeing new developments at the institution. I enjoy meeting and learning from other people.

#### **What support from the Logie Legacy would be most helpful?**

- Clinical and Technical support especially in areas of Mental Health and other Non- Communicable Diseases
- Support in the Water and Sanitation Project

#### **My personal life and how I relax:**

- I enjoy watching football especially when Arsenal and St. Francis Football Clubs play
- I enjoy travelling, having adventures and making friends

### **Grey Phiri (Workshop Foreman/ Supervisor)**



**Main functions and activities:** I manage a staff of 22 at the workshop and also the drivers for the hospital. Across the whole site there are many clinical, administrative and service areas serving 500 patients and 200 outpatients daily. Additionally, there is a nurse training school and over 140 buildings for staff and student accommodation. We also provide support to a smaller sister hospital in Msoro. All of these buildings require practical maintenance and repairs.

**Main challenges:** Just not having sufficient or the right equipment to do many jobs. The workload is very high and the budget to do maintenance work is extremely limited. As a result, we often only can react to problems when they occur.

**Enjoy most:** I started as a general worker and then took on a variety of jobs - bricklayer, electrician, plumber, metal fabrication etc. I am so grateful for the faith others have put in me to develop my career. I have always liked communicating well with team members to get the best out of them. I always want to save a life by being there whenever I am needed and make sure I fulfil my required part. I am from the Eastern Province and care deeply about my people.

**What support from the Logie Legacy would be most helpful?** I am so grateful for any interest people in Scotland may show towards the work of my department. It is so crucial to the running of the hospital. Help with the small (hand tools) as well as the large (our only tractor is desperately needing to be replaced) is so necessary. Additionally, we need a bench planer for the carpenters and auto mechanics tools. A mechanical engineer to come and work here for a while would make a massive impact.

**My personal life and how I relax:** I am married with four children. I support Arsenal as well as the local football teams and plan to start playing football again in an attempt to get fit. Soon I will be going off to Ndola in the Copperbelt to study for a Diploma in Automotive & Heavy Equipment Repairs at Northern Technical College (NORTEC).

### **Kapembwa Sikwewa (Laboratory Manager)**

**Main functions and activities:** I head the laboratory department which offer diagnostic services in the following sections: Haematology, Microbiology/Parasitology, Blood transfusion services, Chemistry, Immunology (CD4 and Viral load determination). Latter is done from a referral lab within the province - we prepare the specimen. Last year we did the following tests: Haematology- 37671, Microbiology- 6836, Serology- 12645, Biochemistry- 24343, Malaria Parasitology- 4794, TB sputum- 1723. My duties involve managerial and bench work.



**Main challenges:** These range from old machines to stock out of reagents. Also, non-availability of equipment such as blood culture machine, electrophoresis machine to help us analyse haemoglobin limit a service to patients with sickle cell disease. Science is evolving, characterization of disease-causing agents in bacteriology ought to be done at a molecular level, but we lack molecular laboratory equipment. The other challenge is lack of a proper centrifuge to assist blood bank, chemistry, immunology and microbiology. We have old laboratory infrastructure.

**Enjoy most:** I enjoy working for the people of Katete and entire Eastern province at large considering that St. Francis Hospital is a referral Hospital and offer services to people further afield. I like to see people in good health so that they can continue with their private life activities. I also enjoy working with people interested in laboratory medicine.

### **What would work make your job easier?**

- Up to date equipment and reagents
- Collaboration with accredited laboratories so that we can learn from them how they have attained that status and managed to maintain their standards. We would also wish to learn from advanced laboratories the kind of research they are involved in and probably adopt such practice in our laboratory.
- The laboratory department infrastructure is old and needs face lifting and expanding as the hospital grows and demand for laboratory services increases. Other sections like histology, Immunology and molecular diagnosis of diseases need to be considered.

**What support from the Logie Legacy would be most helpful?** I wish to learn from those doing better in laboratory medicine. Having modern literature for reference would also help

**My personal life and how I relax:** I like spending time at home with my family and during weekends I find time to visit friends. Then I like listening to music mostly R n B and watching football both local and international.

### **Nachizo Sikombe (Public Health Officer)**

**Main functions and activities:** As Department head my responsibilities are managing health information, coordinating health promotion and preventative health programs, preparing for epidemics, conducting disease surveillance, and enforcing infection prevention and control measures. I oversee the continuous monitoring, analysis, and reporting of health data. This allows us to detect potential health threats early and implement measures to prevent spread of disease. I coordinate and enforce infection prevention measures to safeguard the health and safety of both patients and healthcare workers. I collaborate with district health teams to implement and improve primary healthcare initiatives. Additionally, I engage in public health research to find innovative ways to enhance preventive healthcare. I have a strong commitment to improve the well-being of our community.



**Main challenges:** A big one is inadequate infrastructure for infection prevention and control. Our facility faces limitations in terms of isolation units, functional hand washing stations, and sterilization equipment. We are unable to consistently procure essential supplies such as disinfectants and appropriate PPE for workers around the hospital and implement preventive health programs at the scale required. Ensuring adequate training for staff in infection prevention and control is a constant challenge due to limited resources and time constraints.

**Enjoy most:** My work involves a lot of community engagement. The opportunity to interact directly with our community, to understand their unique needs and challenges, and to collaborate with them in promoting healthier lifestyles and better health outcomes is what I mostly enjoy. It allows me to build trust and partnerships valuable in addressing public health challenges.

#### **What support from the Logie Legacy would be most helpful?**

- **Mentorship:** Establishing mentorship programs where experienced IPC specialists from NHS Borders can provide guidance and mentorship would be invaluable. Guidance on strategies for optimizing healthcare resources and navigating bureaucratic challenges - regular consultations, sharing best practice, and offering advice on managing infection risks effectively. It would help build the expertise of our team and ensure that we are following the latest guidelines and protocols.
- **Resource allocation:** One of our main constraints is a lack of adequate resources which are fundamental for effective infection prevention and control. Support from NHS Borders and the Logie Legacy in terms of resources like personal protective equipment (PPE), sterilization devices, and disinfectants.
- **Training and workshops:** Access to training and workshops conducted by experts in infection prevention and control from NHS Borders would greatly benefit our healthcare staff. These sessions could cover a wide range of topics, from hand hygiene protocols to the proper use of disinfectants and sterilization techniques.

**My personal life and how I relax:** I relax by spending time with my two amazing kids, reading my favourite books- biographies, African literature, and fantasy. I also enjoy reading children's stories to my kids. I'm more of an indoor person but forced to do outdoor activities because my son loves the outdoor. I am a horrible singer but singing and dancing helps me relax after a stressful day.

## Victoria Tembo (Principal Tutor)

### Main functions and activities:

- Recruitment: Coordinates timely selection, placement and induction of students to have suitable candidates and appropriate training numbers
- Training: Coordinates lectures and assessment of students to transfer knowledge and skills which will improve quality of critical care nursing
- Curriculum: Supervises periodically, the review and development of the school curriculum to facilitate relevant and focused training
- Management: Ensures timely that all courses and clinical areas are always adequately manned by competent and capable teaching staff
- Monitoring and evaluation: Produces timely reports for students and staff progress to carry out corrective measures which will improve the quality of education
- Ensures that staff and students are capably guided and counselled in their studies and work approach to maintain acceptable performance levels
- Performance management: Ensures that staff and students are capably guided and counselled in their studies and work approach to maintain acceptable performance levels
- Research: Initiates and coordinates regularly research in Midwifery Education and practice to improve the quality of midwifery care
- Planning and budgeting: Prepares timely, sectional budget and ensures close monitoring and expenditure to regulate the use of financial resources
- Policy: Interprets regularly and implements policies and guidelines in the midwifery training program to ensure efficient and effective midwifery services



### Main challenges:

- Inadequate teaching staff which is greatly compromising the quality of teaching
- Inadequate classroom space: The 5 programmes only have three classrooms
- Inadequate accommodation space which has resulted into overcrowding in the hostels
- Lack of desk top computers in the computer Lab to enable the students do data search
- Inadequate transport for students' heavy goods & Lack of cold room for storage of perishables

**Enjoy most:** Teamwork and developments at the college; pursuit of perfection & good communication

**What support from the Logie Legacy would be most helpful?** Provide Computers and textbooks for the students' library

**My personal life and how I relax:** Listening to gospel music & adventure!

### Acknowledgements and thanks:

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Our auditors - Mike Revels & Co, Accountants, for your seal of approval



St Francis Hospital, Zambia Twinning Partnership with NHS Borders [SCIO]  
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