

**ORGANIZATION OF
AFRICAN UNITY**

SECRETARIAT
P. O. Box 3243

ADDIS ABABA

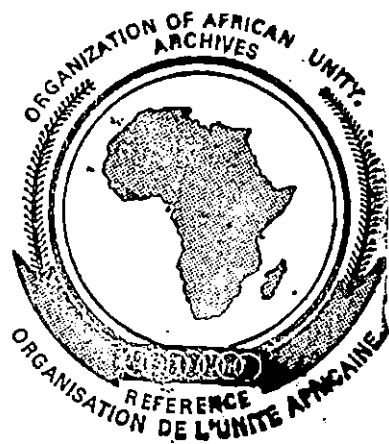
**ORGANISATION DE L'UNITE
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SECRETARIAT
B. P. 3243

COUNCIL OF MINISTERS
Forteenth Ordinary Session
Addis-Ababa - February/March 1970

CM/301

PROPOSED ESTABLISHMENT OF AN OPD CLINIC AT THE OAU



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PROPOSED ESTABLISHMENT OF AN OPD STAFF CLINIC AT THE OAU

The battle against disease and the maintenance of high levels of health among employees of any organization is very essential and important. A healthy worker is a great asset to his employer. The mental, physical and social consequences of ill-health among employees affect both attendance at work and the quality and quantity of work achieved. Absentism from work causes great harm to the smooth running of the work of an organization like ours. The OAU must therefore look for better methods of promoting, protecting, and preserving the health of its employees and their families. It is therefore proposed that an OPD Staff Clinic should be established at the Secretariat in Addis Ababa to care for its employees.

The General Secretariat of the OAU in Addis Ababa has now 170 employees. This number does not include the wives and children of the employees. It must be realized that more officers are to be recruited as the services of the Secretariat expand. The OAU has a "Medical Expense Assistance Plan" for its employees whereby the party concerned pays 20% of the total medical expenses incurred. In Addis Ababa there is no free medical treatment offered except to the very poor people. Thus when an employee of the OAU falls ill, he goes to see either a government doctor or a medical general practitioner. He has to pay consultation fees which on average is US.\$ 4.- (Eth.\$ 10.-) for the consultation. In addition to this he pays for the drugs which have been prescribed for him. The OAU is responsible for paying 80% of the total bill incurred.

The demand by individual employees of the OAU and their families for medical care is no doubt rising every year. This is reflected by the rising expenditure of the "OAU Medical Scheme" during the last three years, i.e.

From 1st June 1966 to 31st May, 1967	the amount spent was	US.\$ 4,510.10
From 1st June 1967 to 31st May, 1967	the amount spent was	6,665.84
From 1st June 1968 to 31st May, 1969	the amount spent was	<u>10,983.14</u>
Total		<u>US.\$ 22,159.08</u>

The OAU employees expect to be able to get medical and nursing care in times of illness for themselves and their families. Many working hours are spent by officers who report sick for trivial ailments like common cold, simple headaches, sore throat, indigestion constipation, etc. Unless the OAU makes a long term realistic planning for the care of its employees and their families the organization will be faced with a situation whereby the continuing rise in demands for medical care will outstrip the available resources. Efforts must be directed to the attainment of optimum benefits through redeployment of our limited available resources. Thus the establishment of a clinic for the staff of the OAU is a sound proposal which will offer good service and reduce medical expenses of the Organization.

The General Secretariat has now a medical doctor on its staff and two more are going to be recruited soon. These doctors will be responsible for the health of the staff of the OAU. The clinic will undertake to examine all new officers joining the General Secretariat, advise staff on health matters, examine and treat cases on the spot and refer complicated cases to hospital. All these services will be available to employees of the OAU and their families only. No consultation fees will be charged at this clinic. This will save time and money for the organization as well as for the employees.

It must however be borne in mind that the OAU will have to spend some money initially for purchasing some necessary medical equipment. Funds for paying one nurse and one porter will be needed. Small amount of money for the recurring expenditure will also be needed.

Fortunately there is a room at the General Secretariat for use as a clinic.

Staff required for the clinic

(a)	One trained nurse receiving a salary of US.\$ 160 per month	US.\$ 1,920.00
(b)	One Porter receiving a salary of Eth.\$ 70.- per month	316.00
	Total	<u>US.\$ 2,236.00</u>

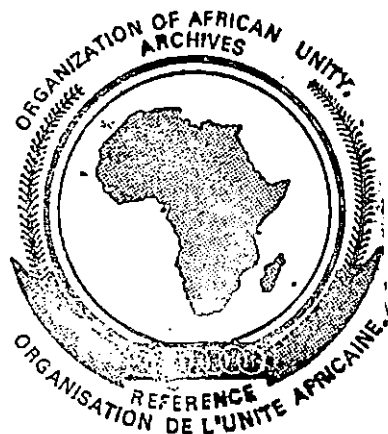
Equipment required:

2 strong benches, 6 chairs, 2 Tea-tables, 2 office tables 1 filing cabinet, 2 large metal cupboards, 1 Patient trolley, 2 examination couches, 1 book case, 1 Patient stretcher, sheets and blankets, rubber sheets, mattresses, pillows, water filter, two electric sterilizers, washbasin, weighing machine, stethoscope, ophthalmoscope, auroscope, syphygmomano meter, microscope, Patella hammer, artery forceps, scapels airways, mouth gags and sputum mugs.

It is estimated that a sum of US\$ 3500. will be enough to buy the basic medical equipments for an O.P.D. Clinic.

Recurrent expenditure for buying emergency drugs and other non-durable items like bandages, thermometers, disposable Tongue depressors, suturing materials etc is estimated to be US\$ 3000. The total estimate including salaries for the staff is US\$ 8736.

Most of the medical equipments suggested above are durable and will last for years if handled carefully. It is worthwhile buying these equipments for the clinic as it will in the long run save money for our organization. The establishment of an OAU staff clinic at the Secretariat run by the staff itself will provide a humanitarian service which will maintain social cohesion among the staff. The employees will feel proud to see that the OAU has the welfare of its officers at heart. This will save many working hours and will prove to be economical and most convenient to the staff and the organization. In view of all these, a sum of US\$ 8736.- should be made available to start the OAU Staff Clinic as soon as possible.



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1970-02

Proposed Establishment of an OPD Clinic at the OAU

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