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April 2016– March 2017 Annual Activities Report

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1. Executive Summary

- From April 2016 to March 2017, our Project staff implemented its work in 7 villages - Xide, Butuo, Jinyang, Ganluo, Puge, Luding and Muli and 2 leprosy rehab homes in Yanbian and Huili. Eye surgeries, training of healthcare workers and other activities including assessment of orthopedic devices for the POD programmes were conducted. Hygiene education was launched in Xide, Puge, Jinyang, Butuo, Luding and Ganluo; hygiene kits were distributed to all participating households which ended at the end of the first quarter for April to June, as the programme three year programme funding was completed by then. Further needs will be reprogrammed and budgeted.
- The main piping work from the sources to the tanks and households of the water project in Butuo completed in October 2016; then followed by installing drip system for home vegetable gardens completed at the last quarter of the year.
- Water Project for Jinyang completed in end of March 2017 and staff and villagers installed drip systems for the home vegetable gardens in April after the completion of the water piping and storage system.
- Staff paid 40 visits to project villages, total of 203 days. 1871 villagers, including 281 PALs and 539 students benefited from the visits.
- Staff also paid their first visit to Zhaojue for arranging the implementation of work for the year 2017-2018.
- Staff arrange 10 students from Butuo and Jinyang to apply for the admission of Da Ying Pan School in Yuexi, and 8 of them successfully passed the admission test and now studying in the boarding school in Yuexi.
- Since the funding for bursaries was tight, disbursements for both terms were delayed to June and December, which were meant to disburse in February and October.
- Office has set up the regulations in publicizing project activities on social media such as Weibo and Weixin. Programme activities shall be posted and shared on Weibo and Weixin.
- Since most of the staff focused on the water project in Butuo and Jinyang, it has caused a delay in collecting data of the nutrition programme, and implementing related programme activities. The updated nutrition report was submitted in early July 2017.
- Due to the launch of new NGO law for foreign NGOs in January 2017, the project started preparation of the application for the registration in the second half and 2016 and submitted application in February 2017, we expected the application would be approved in May 2017.
- There was a 37.5% in staff turnover, which was quite significant to a small organization like TLP. Project has hired replacement for the vacancies. Due to staff turnover and new staff were not well trained that made the program implementations more difficult. Salary scale shall be reviewed to meet the CPI level in Liangshan and Sichuan in order to keep the capable staff.
- Total expenditure of field operation in Liangshan for the year April 2016 to March 2017 was RMB1,280,930.93. Expenditure incurred by Hong Kong Office for the same period was HKD310,281.77.

- The following is a summary of key programme activities of the project year April 2016 to March 2017.

	X	P	G	B	J	M	L	H	Y	Total
# of villagers in Q4 2016	410	541	116	212	159	132	61	48	15	1694
# of villagers in Q4 2017	415	640	122	263	178	132	58	49	14	1871
# of PAL in Q4 2016	81	46	13	35	26	17	22	26	15	281
# of PAL in Q4 2017	80	45	13	35	25	17	20	27	14	276

Remarks:

- X = Xide, P = Puge, G = Ganluo, B = Butuo, J = Jinyang, M = Muli, L = Luding, H = Huili and Y = Yanbian.*
- Number of PALs dropped from 281 to 276 since some of them past away during the period.*
- Number of villagers includes PALs and their family members, which does not include other villagers unrelated to PALs moved in from other natural villages.*
- The project conducted a detailed survey in population of the villages and there was a significant increase of the number of villagers due to there were many inter-village marriages and new-born babies that was not reported.*

1.1 Physical Rehabilitation (POD)

- Project staff reached the target schedule of visiting to all the project villages and homes during the project year from April 2016 to March 2017.
- 90.6% of PALs was able to carry out self-care consistently.
- 11.2% PALs with ulcers.
- There was no infected ulcer found last year.
- Staff conducted health education to PALs during every POD visit.
- Performance assessment of Healthcare workers carried out half yearly to ensure the quality of the services to PALs.
- Timely distribution of POD tools and supplies.
- Regular maintenance of Prosthetic devices.
- 2 PALs received eye surgery.
- 2 PALs from Xide had amputation surgery done in Xichang.

1.2 Education

- 152 bursaries amounted to RMB96,680 were disbursed to students attending primary schools and universities. Scholarship and awards were presented to students with outstanding academic performance and to students with contributions to schools.
- Staff arranged 10 students from Jinyang and Butuo for the admission test for Da Ying Pan School in Yuexi, and 8 of them were successfully admitted.
- The project donated a refrigerator to the school kitchen in Jinyang for keeping meat.
- Drip irrigation systems for the vegetable fields for the schools in Jinyang and Butuo was installed.

- Long-term volunteer teachers keep teaching in village school in Butuo.
- Summer volunteer teaching was conducted in Xide.
- 'June 1st Children Day' ceremony cum student appraisal events were held in Puge, Xide, Jinyang and Butuo.

1.3 Public Awareness Education

- Activities were updated on social media platforms such as Weixin and Weibo. Office website was updated as well as the Taobao shop for promoting honey from leprosy rehab villages.
- Newsletters were published and mailed to various Government Department and organisations.
- The project assisted villagers from Butuo to seek support from Tencent and Rende Foundation in Shanghai to help raise fund for the boat, under the name of Abuluoha Village, to commute between the village and the nearby pier to the town.
- Volunteer activity held in Yanbian to help PALs harvest and sell the mangoes in July 2016.
- Villagers and staff participated in Xichang Marathon for the second year in November, 2017.
- A food-tasting event was held in Xichang to promote vegetables and meat produced from leprosy rehab villages, which was also reported on local TV news in Xichang.
- Volunteers organized fun fairs in Luding and Yanbian to entertain PALs.
- Two volunteer teachers spent half month in Xide on summer volunteer teaching program.

1.4 Community Development, Community Hygiene and Nutrition Programme

- Butuo water project commenced in December 2015, the entire project completed in October 2016, and followed with the drip irrigation system for family vegetable garden that was completed in the last quarter of the year.
- Jinyang water project commenced right after the completion of the water project in Butuo and that was completed in March 2017. The drip system for home vegetable gardens would be installed in the first quarter of 2017-2018.
- Hygiene kits were distributed to villagers as part of the community hygiene programme funded by one of the foundations in Hong Kong, which completed in the first half of the year.
- A community hygiene appraisal event was held in Butuo, villager representatives from Jinyang, Butuo, Xide, Puge were invited as well as representatives from new villages, namely Meigu, Zhaojue and Yanyuan, that we shall implement our programs for the year 2017-2018.
- Staff collected and reported data for the nutrition programme implemented in Xide, Butuo and Jinyang.
- With the installation of drip irrigation system, staff launched promotion of bigger variety of vegetables to be grown within the village. Staff distributed various kinds of vegetable seeds for every household to try to grow on their own home garden for self-consumption as part of the nutrition programme.

1.5 Staff Training and Capacity Building

- Staff appraisal system was reviewed and updated.
- Monthly internal training and learning session was conducted in order to improve staff's capability in programme implementation and management.
- All staff attended the seminar organized by Deng Fei, who is a famous philanthropist.
- Staff Wu Xiangxin and Jisha Erqie attended seminar organized by One Foundation.

2. Board Activities

2.1 Meetings and major resolutions

- The Board held four meetings during the period.
- The 9th AGM of the Company was held on 2nd December 2016.
- Mr. Daniel Paetzold and Mr. Bernie Ting resigned from the board in October 2016 and Mr. Praveen Daswani was elected as director to the Board in December 2016.

2.2 Corporate Business

- The Board was obliged to the following professional services companies for their continued pro bono services to the company in 2016 – 2017 as follows;
 - Accountants from Sapphire International Limited – Accounting services
 - Profectus & Co. Certified Public Accountant – Auditing services
 - Profectus Corporate Solutions Limited – Company Secretarial services

3. Project Overview

- The Project covered 9 project sites – 7 villages, namely Xide, Puge, Ganluo, Butuo, Jinyang, Muli and Luding; and 2 rehabilitation homes, namely Huili and Yanbian.
- As of 31st March 2017, there were total of 1871 villages in these 9 project sites, among them where 276 were PALs.
- 7 new villages and homes shall be adopted for the ensuing year in 2017-2018, namely Meigu, Yanyuan, Zhaojue, Mianning, Yuexi, Leibo and Huidong.
- The Project focused programmes on medical and POD works, alongside with on-going education, children nutrition, hygiene and health education, social awareness, water project and community development programmes which was agreed and resolved at the board meeting of previous year.

4. Project Partner and Field Staff

- The Liangshan Prefecture Centre for Disease Control and Prevention (CDC) remained the local partner of the Project, and Handa in Guangzhou as Consultant.
- By the end of the period, there was a staff of 7 in Xichang office and 1 in Hong Kong office.

- The Project would like to thank Mrs. Laurie Lemmlie-Leung for the maintenance of the Project Webpage and editing the newsletters.

5. Project Monitoring

- Director Daniel Paetzold and Binlu Song visits to Jinyang, Butuo, Xide and Xichang for survey and planning of the water project as well as project monitoring.
- Chairman Tony Leung and Director Thomas Wiedemann also paid a visit to Liangshan to oversee the implementation of water project in Butuo and Jinyhang in October 2016.

6. Finance Control

- Finance control was under supervision of Mr. Tony Leung, Director of Finance of the Board. Accountants provided accounting and auditing services pro bono from Sapphire International Limited and Profectus & Company respectively.

7. Project Implementation

7.1 Physical Rehabilitation and POD

Programme Implementations

- There were 281 PAL (People Affected by Leprosy) at the end of March 2016, and the number of PAL dropped to 276 at the end of March 2017. 6 PALs passed away during the period, 2 from Luding, 1 from Xide, 1 from Yanbian, 1 from Jinyang and 1 from Puge; there was a PAL moved to Huili, so that the total change of number of PALs was 5.
- Project staff has made totally 27 village visits to all villages and homes to carry out POD work, assessment of healthcare workers, conducting health and self-care education, quarterly POD data collection and distribution of POD supplies and tools. Quarterly visit to all villages except Muli to ensure the HCW and PALs have adequate supplies and tools.
- Education in burnt injuries and labour work protection has been carried out in every village in order to enhance their self-consciousness in self-protection in busy farming seasons and during cold winter season. Health education in prevention of cold and flu was also conducted in villagers. Project staff also paid individual home visits to those who were not able to attend the education to teach them one by one at their homes to ensure 100% of PALs receive the same education.
- There were 276 PAL at the end of March 2017, and 250 of them can perform self-care at home; that was 90.6%, slightly lower than our target at 95%.
- There was no infected ulcer recorded last year.
- Timely distribution of POD supplies and tools to all Project sites to ensure Healthcare workers are equipped with adequate supplies and tools to serve PALs. Staff always contact the HCWs to confirm the stock of POD supplies and tools before every visit, supplies and tools were replenished on time. However, HCW might miss some items and staff could

replenish as much as possible in local medical or drug store, to ensure all PALs were able to get the supplies and tools.

- 13 healthcare workers attended the training in February 2017, including 4 healthcare workers from new villages to be implemented after April 2017. We can see that experienced healthcare workers from old villagers were able to teach and introduce our project to newly joined healthcare workers actively. Due to some new healthcare workers attended the training, we revised the information about of leprosy, and explain to new ones regarding the content of the training. We have also made a Q & A section at the end of the training, and most of the healthcare workers were able to answer the question correctly, though they still need to improve their knowledge in some detailed points.
- The training included introduction of The Leprosy Project, knowledge of leprosy and on-site sterile operation. It was conducted through panel discussion and practice so that they could understand what they have learnt easily. New healthcare workers' ability in learning new knowledge is relatively lower than that of the experienced healthcare workers; they were keen on asking questions and answering the questions asked by project staff. The training focused on on-site sterile operation to suit the needs of new healthcare workers. Completion of updating of PAL's need for protective and orthopedic devices. Protective shoes and gloves, clutches, kneepads and other devices such as wheelchairs were distributed to PALs in need.
- Other POD supplies and tools have been distributed timely.
- Collection and evaluation of the use of supplies and devices by PAL and conduct regular reparation during regular village visits.
- 11 PAL with visual impairment received pre surgical checkup in December 2016 and 6 of them were not suitable to receive the surgery due to other visual complications. 3 of the rest 5 PAL were diagnosed with tuberculosis who were also not suitable to receive the eye surgery; the other 2 PAL finally had the surgery done. There was a PAL from Mianning who joined the eye surgery, but his blood sugar level was too high for surgery, and was then sent back for treatment of high blood sugar first.
- There were 2 PAL from Xide received amputation in Xichang in December 2016, one had her right leg amputated and the other needed to receive amputation on both legs.

Issues and Solutions

- Ageing of PALs has been the on-going issue of the project. Most of the PALs are living on their own and many of them suffer from other ailment. There have been some complicated cases of illness these few years. Staff was not able to discover their illness on time because PALs could not express their feeling or illness to the healthcare workers precisely, and many of them avoid going to the hospital due to economic issues. Some of them died without finding out the cause of the death due to not being able to receive treatment on time. We shall collect data and file individual cases, funds for solving the financial needs of PALs in need shall be budgeted.

- Ulcer cases are getting more complicated due to the ageing of PALs and aftermaths of leprosy. Staff discover there are more ulcers on the shin which are difficult to control and heal, that affect their daily lives seriously and may lead to a death if there is some bad infection. Staff should enhance health education on prevention of ulcers on the shins, and try to put on Unna Boots on the PALs who have ulcers on their shins.
- Since many staff do not have any medical background, it may be difficult for them to conduct health educations and promote self-care. There has been monthly training on medical programmes conducted by project manager who has medical background every month in the office to ensure all staff possess relevant knowledge and skills when implementing POD work and launching health education to PALs and villagers.

7.2 Community Education

Programme Implementations

- The Project received 152 bursaries applications during last school year. Staff had conducted survey for each application by home visits with endorsement from schools if needed in order to ensure that the applicants matched the criteria for the bursaries scheme. Thus the sum of RMB96,880 was disbursed. 80 students from Primary school to University benefited from the scheme.

Please refer to the table below for detailed information of bursaries.

Village		Primary	Junior	Senior	University	Total
Puge	# of applications	23	59	10	5	97
	Amount	5980	29500	10000	10000	55480
Xide	# of applicants		1	4	8	13
	Amount		500	4000	16000	20500
Luding	# of applicants	8	1	2		11
	Amount	2080	500	200		4580
Jinyang	# of applicants	5	9	2		16
	Amount	1300	4500	2000		7800
Butuo	# of applicants	2	10	3		15
	Amount	520	5000	3000		8520
Total number of application of bursaries:						152
Total amount of bursaries disbursed in RMB:						96,680

- Scholarships of RMB13,400 were awarded to 78 students in Puge, Butuo, Jinyang and Xide from primary schools to junior secondary school. The scholarships were granted according to their academic results in their class. Learning aides were also distributed to students in 4 schools, totally 424 students benefited from this programme.

Please refer to the table below for the scholarship disbursed in 4 villages.

Village Name of School	Class	Total # of Students	Place	# of students	Amount of scholarship	Total (RMB)
Puge Senkeluo School	P1	182	1 st	6	300	1800
	to		2 nd	12	200	2400
	P6		3 rd	18	100	1800
Butuo Linchuan Primary School	P1	65	1 st	2	300	600
	&		2 nd	3	200	600
	P3		3 rd	4	100	400
Jinyang Xihe Village Primary School	P1	50	1 st	2	300	600
	&		2 nd	3	200	600
	P5		3 rd	4	100	400
Xide Qianjin Village School Primary School	P1	99	1 st	3	300	900
	P3		2 nd	6	200	1200
	P5		3 rd	9	100	900
Xide Qianjin Village School Junior Sec. School	J1	28	1 st	2	300	600
	&		2 nd	2	200	400
	J3		3 rd	2	100	200
Total:				78		13400

- Staff coordinated with Da Ying Pan Boarding School in Yuexi and arranged 10 students from Jinyang and Butuo for the admission test, 8 students successfully passed the test and began their education in Yuexi.
- The project donated a refrigerator for the school kitchen in Jinyang for keeping meat for student's lunch; the county government provides the school with 35 catties of pork each week for the students.
- Drip irrigation systems were installed for the vegetable gardens of the schools in Butuo and Jinyang. Various kinds of vegetables were grown for improvement of nutrition for the students.
- Long-term volunteer teachers have been teaching in the school of Butuo. This has resulted in the improvement of the results of the students. The highest scores of Primary 4 students was above 90, which was the second highest for the schools in entire Butuo County. English lessons were also added to the curriculum.
- 'June 1st Children Day' and student appraisal events were held in Xide, Puge, Butuo and

Jinyang to present awards to outstanding students, which was also aimed to educate parents about the importance of education.

Changes of number of students for 4 villages between March 2013 and March 2017

Village	Number of students in March 2013	Number of students in March 2017	Percentage of changes
Puge	112	167	+49.1%
Xide	66	138	+109%
Jinyang	18	70	+289%
Butuo	14	72	+414%

Issues and Solutions

- Profession in education and social work is needed when implementing educational programmes, the project is lack of staff in education discipline. The Project is encouraging staff to take the qualification exam for social workers and need to cooperate with other educational organisations to launch education programmes.

7.3 Social Awareness Education

Programme Implementation

- 27 and 15 activities were updated to Weixin and Weibo respectively, and 36 updates and videos were uploaded to project website.
- Newsletters were updated and sent to different stakeholders.
- Staff and volunteers from Panzhihua organized another mango picking activity on July 21st, to help PALs in Yanbian harvest and sell their mangoes. All the revenues from selling the mangoes went to the PALs directly; so that PALs in Yanbian could use the money for daily necessities and volunteers also had some entertainment programmes for PALs there.
- It was the second year that the Project participated in the Xichang International Marathon on November 5th. 6 PALs and villagers from Xide attended the event, as well as our Project staff who participated in the group relay session. The villagers and PALs participated in the mini marathon that was a 5KM match. The primary student Jidi Ada spent 20 minutes finishing the match, and our healthcare worker from Xide, who is a PAL over 70 years old, spent 34 minutes finishing the match. PALs and staff also received interviews from local television.
- A food-tasting event for the agricultural products was held in Shui Mo (Water Mill) Village on 4th November 2016 before the Xichang International Marathon. Villagers and PALs from Puge, Butuo and Xide brought the vegetables grown by themselves and the free-range pork and poultry to the event to tell the public that agricultural products from leprosy rehab villages were as good and nutritious. Local television station reported the event on the evening news.

The following is the links of the news report.

https://www.youtube.com/watch?v=SFh_6lerpwg

- Volunteers organized fun fairs in Luding and Yanbian in December and January respectively to entertain PALs, especially for those single elderly PALs. PALs participated in chess competition and other fun games, volunteers and villagers made lunch together for PALs to promote integrity of single elderly PALs with other villagers and to promote mutual help and support between villagers and PALs.
- Two volunteer teachers spent half month in Xide in August 2016 to help student improve their language skill, especially in English.
- Photographer Mr. Li Di and Ms. Bi Lixin visited Zhaojue and Xide to collect photos to post on their websites and Mr. Li has also published a photography books including pictures taken in Butuo, Jinyhang, Puge, Xide and Yuexi.
- Chinese American writer Ms. Zhao Meiping, who is also daughter of PALs from Jiangsu, visited Xide and Puge to collect stories from PALs, villagers and students for her next book.
- Liangshan Daily had a special report introducing the project.
- http://lsrb.ls666.com/html/2016-07/15/content_258997.htm
- Report on Liangshan Daily about the water project in Butuo
http://lsrb.ls666.com/html/2016-11/18/content_272614.htm

Issues and Solutions

- There has been difficulties in programme implementations due to staff turnover; new staff was not experienced in programme operation and management that caused delay in publishing newsletters and updating activities to social media. We should conduct reviews in salary level to match the living standard in Xichang to avoid frequent staff turnover.
- We should seek new resources in publicizing our project, as well as funding and cooperation opportunities. We should strengthen the contact with local news media and TV stations to report our activities to increase the exposure of project activities to the public.

7.4 Community Development, Community Hygiene and Nutrition Programme

- The Project commenced the water project in Butuo in December 2015. Under the hard work of villagers and coordination of project staff, the project was completed in October 2016. Drip irrigation to all family vegetable gardens including the vegetable fields for the school was installed.
- After completion of the water project in Butuo, staff started the similar programme in Jinyang in December 2016 and finished in end of March 2017. Drip irrigation system was planned in April 2017. Please refer to the table below for the detail of the water projects in both villages.

Statistics for Water projects in Butuo and Jinyang

Item	Description	Butuo	Jinyang	Total
PE Water Pipes	PE160Φ	980m	3,250m	4,230m
	PE140Φ	3,280m		3,280m
	PE110Φ	2,800m	1,280m	4,080m
	PE63Φ	2,400m		2,400m
	PE50Φ		3,950m	3,950m
	PE32Φ	2,400m	1,700m	4,100m
	PE25Φ		400m	400m
	PE20Φ	7,500m	5,000m	12,500m
	Drip System Pipes	16,000m	8,000m	24,000m
Total of water pipes:		35,360m	23,580m	58,940m
GRP Water Tanks	Irrigation and drinking water	11 tanks, 198M ³	1 tank 60M ³	12 tanks 258M³
New Concrete Tanks	Sediment tanks	5	3	8
Existing tanks	Reparation	1	2	3
Irrigated land	Vegetable garden	8.9mu	3.8mu	12.7mu
	Other fields	700mu	315,u	1015mu
	Paddy fields	53.3mu	20mu	73.3mu
Water for household use	Water tap connected to households, including schools, clinics and 5 guaranteed households	69 households	42 households	111 households
Total Amount:		624,325	263,445	887,770
Total Number of times of volunteer labor input:		>2000 times	>1500 times	>3500 times

- Hygiene kits such as personal and household hygiene supplies were distributed to households; the programme was ended at the end of June 2016.
- 9 village representatives from Jinyang, Butuo, Xide, Puge, Yanyuan, Meigu and Zhaojue for a 4-day experience sharing meeting and appraisal in community hygiene programmes in Xichang and Butuo. Prizes were given to outstanding communities and households in hygiene performance.
- Staff updated data of nutrition programme in Xide, Butuo and Jinyang in April 2016 and late March 2017. According to the data, we could see that there was improvement in the nutrition status of acute malnourished children. Children with Zw score ≥ -1 increased from 78.6% to 84%. Staff keep on conducting health education in nutrition during village visits and we could see that parents become more conscious about the nutrition intake in their diet, and began to change monotonous diet gradually.

- After the completion of water project in Butuo and Jinyang, agricultural improvement programmes were soon implemented to promote bigger variety of nutritious vegetables as part of the nutrition programme. Each household planted more than 10 different kind of vegetables on their home vegetable garden. Fruit trees such as pomegranate, plums and pears were introduced to these two villages under the new irrigation system to improve the agricultural structure of the villages.

Issues and Solutions

- Staff and villagers are not experienced in community participatory approach when implementing nutrition and health education programmes. Staff turnover has also made it more difficult to implement programmes. Project should offer training opportunity not only to staff, but also to villagers to improve project management and implementation in participatory approach for better operation in the future.
- Capacity of members of the village management teams are weak due to low education level, project staff are not able to be in the villages all the time. We could not monitor the operation of the management teams on time. Staff should enhance the communication between the project and the teams in order to monitor and guide the members of the management teams more closely.

7.5 Staff Training and Capacity Building

Staff appraisal system was reviewed and updated.

Monthly internal training and learning session was conducted in order to improve staff's capability in programme implementation and management.

All staff attended the seminar organized by Deng Fei, who is a famous philanthropist.

Staff Wu Xiangxin and Jisha Erqie attended seminar organized by One Foundation.

- In order to encourage staff to be more enthusiastic in their works, staff appraisal system was set up and conducted half yearly. Staff has reviewed the process of the appraisal scheme to be more transparent, open and fair so that staff with good performance can be rewarded according to the contribution that they have made.
- Project Manager Ms. Kelly Xu offers training in social work profession, and encourage staff to take part in social worker qualification exams so that staff can implement programmes professionally.
- Staff attended seminar hosted by the famous philanthropist Mr. Deng Fei in June 2016. Staff learned that it is always important to help people help themselves instead of just giving, this is also the core vision of our project. Staff also learned how to conglomerate different resources to achieve the target of different programmes.
- Staff Wu Xiangxin and Jiesha Erqie attended seminars offered by One Foundation by the famous martial art actor Mr. Jet Li. Staff learned how to seek support and make use of the resources form different organisations or foundations for programme planning and implementation as well as programme assessment.

Issues in management and operation

- Unstable team due to staff turnover: The Leprosy Project is aimed to serve PALs and most of the project villages locate in very remote mountains. The Project also needs professional staff in different disciplines such as medical field and social work, the salary level cannot match the average standard that also affect the recruitment of professional staff, and to retain staff to work for the village.
- Due to the turnover of staff, the Project has been short of management staff. We could see that many staff who applied for the job were very enthusiastic in our work at the beginning and many of them had to resign due to economic issue at the end. We then have to train new staff again, that makes the management and planning of the programmes rely on 1 or 2 key staff.

Suggestions

- To review staff salary to meet the level of the average standard of Xichang City. To enhance training of project staff in project management and to improve the stability of the staff team.
- To encourage cooperation with other organisations, so that staff could share experience and knowledge in programme implementations and improve the standard of our service.
- The project should seek professional organisations or institutes for long-term cooperation partner to provide professional consultancy to the project.