



DEVELOP THE HEALTH WORKFORCE – AN AIDE MEMOIRE

“Perform appropriate WASH and IPC practices, including strong pre-service and ongoing in-service education and training programmes for all levels of staff”

INSTRUCTION: refer to case study or perform a baseline assessment to determine what already exists and identify gaps

Action checks¹:

Consider the following in relation to the case study:

- Convene a national multidisciplinary project team (including the necessary expertise in education/curriculum)
- Hold a meeting to explore other existing health care worker education and training efforts in country, to identify joint areas of work and embedding of the necessary WASH/IPC packages
- Identify key additional stakeholders, champions, leaders and institutions to help drive the training efforts
- Identify the approach that would work best to deliver the training locally and who needs to be involved in this (including if they have the necessary expertise)
- Develop an action plan for implementation with defined steps, roles and timelines, regular comms
- Establish a frequency of follow up and feedback to ensure impact is achieved and to make changes to the training packages/plan as necessary

Critical steps needed to deliver on each of the actions listed in the action checks (include political considerations) (list below):

¹Adapted from Interim Practical Manual supporting national implementation of the WHO Guidelines on Core Components of Infection Prevention and Control Programmes. Geneva: World Health Organization; 2017.

Additional opportunities and enablers:

Barriers:

WHO WILL ULTIMATELY HELP LONG TERM SUCCESS AND WHO ELSE DO YOU NEED TO INFLUENCE NOW?

ADDITIONAL FACTORS/PROMPTS TO CONSIDER FOR IMPLEMENTATION SUCCESS (ENCOURAGE OPEN THINKING TO REACH SOLUTIONS)

- Are training efforts being linked to local evidence based guidelines?
- Are they being aligned with other relevant policies and programmes at national/ministry level?
- Are they being coordinated with academia for the agreed upon, sustainable approach?
- Are the learning objectives and job competencies defined from the outset, for both training and achieving other improvements inc through surveillance and audit?
- What is the strategy for pre and in service planning and structures that need to be in place?
- What follow up might trainees expect afterwards for mentorship?
- What reminders will be in place to ensure training attendance and to reinforce the training content?
- Is there a long term strategy for support and career development?

ANSWERS (write your answers below)