

Human Resources for Health –

Innovations in Medical Education, Vocational Training and Continuing Professional Development

Swiss TPH Spring Symposium 2019, Parterre Rialto Basel, Switzerland

PRELIMINARY PROGRAMME

Wednesday, 8 May 2019

Registration and Welcome

08.30 Registration and Coffee

09.00 Words of Welcome, *Jürg Utzinger, Director, Swiss TPH*

Setting the Scene, *Kaspar Wyss, Head of Swiss Centre for International Health, Swiss TPH*

Session 1 – The Global Context

Moderator: Kaspar Wyss, Swiss TPH, Switzerland

09:15 Reflections on the Health Workforce for 2030 and Beyond, *Tim Martineau, Liverpool School of Tropical Medicine, UK*

09:30 Global Nursing Perspectives - Advanced Practice Nursing, *Sabina De Geest, Institute of Nursing Science, Switzerland*

09:45 Postgraduate Education - A Personal View, *Greta Ross, Independent Health Consultant, UK*

10.00 The Future of Work in the Health Sector – an ILO Perspective, *Maren Hopfe, International Labour Organization, Switzerland*

10:15 Ice Breaker Activity

Session 2 – Successful Examples of Medical Reform in Switzerland and Abroad

Moderator: Christoph Pimmer, University of Applied Sciences and Arts Northwestern Switzerland (FHNW)

10:30 Innovations in Medical Education at University of Basel, *Silke Biller, Faculty of Medicine, University of Basel, Switzerland*

10:45 Translating the Lessons from 10 years of Swiss Support to Undergraduate Reform in Tajikistan to Albania and Ukraine, *Helen Prytherch, Swiss TPH, Switzerland*

11:00 Post University Speciality Training of Family Doctors - an Impact and Investment Case, *Leah Bohle, Swiss TPH, Switzerland and Jari Kempers, Qalys Health Economics, The Netherlands*

11:15 Coffee Break (*optional topic corners*)

Session 3 – Vocational Training

Moderator: Axel Hoffmann, Swiss TPH, Switzerland

11:45 Vocational Training and Relevance for Health Sector, *Anne-Christine Heerdegen, Swiss TPH, Switzerland*

12:00 Tanzania and the Introduction of the Dispenser Cadre, *Karin Wiedenmayer, Swiss TPH, Switzerland*

12:15 A Flexible, Efficient and Decentralised Vocational Training Model, *Beatrice Zulu, Solidarmed, Zambia*

12:30 Lunch

Session 4 – Continuing Professional Development

Moderator: Oleg Lozan, The School of Public Health Management, Moldova

14:00 Continuing Professional Development and PHC, *Nargis Rakhmatova and Greta Ross, Swiss TPH, (SDC's Medical Education Reform Project), Tajikistan*

14:15 Improving the Offer of Continuing Education in Albania - the Experience of Peer Groups, *Besim Nuri, Swiss TPH, (SDC's Health for All Project), Albania*

14.30 Challenges from Kyrgyzstan, *Louis Loutan, Geneva University Hospital, Switzerland (SDC's Medical Education Reform Project, Kyrgyzstan)*

14:45 Coffee Break (*optional topic corners*)

Session 5 – Outlook

Moderator: Helen Prytherch, Swiss TPH, Switzerland

15:15 Transformation in the Age of Digitalisation, *Axel Hoffmann, Swiss TPH, Switzerland*

15.30 Bringing Medical Education up to Date with Gendered Medicine, *Joëlle Schwarz, Centre universitaire de médecine générale et santé publique, Lausanne, Switzerland*

15:45 Approaching Health Professions Education Differently - the Case of PROFILES, *Mathieu Nendaz, Faculty of Medicine, University of Geneva, Switzerland*

16:00 Open Discussion and Feedback

16:15 Closing Remarks, *Nino Künzli, Head of Education and Training, Deputy Director, Swiss TPH, Switzerland*

16:30 End of Symposium

Welcome and Setting the Scene

Jürg Utzinger, Swiss TPH, Switzerland

Jürg Utzinger is the Director of the Swiss Tropical and Public Health Institute (Swiss TPH) and Professor of Epidemiology at the University of Basel. He holds an MSc in environmental science, a PhD in epidemiology, and pursued several years of postdoctoral research in demography and epidemiology at Princeton University in the USA. His research, teaching and training interests pertain to the epidemiology and integrated control of neglected tropical disease and health impact assessment of large footprint projects in low- and middle-income countries. He is engaged in trans-national global health research consortia with ongoing projects in China, Côte d'Ivoire, South Africa and Tanzania.



Kaspar Wyss, Swiss TPH, Switzerland

Kaspar Wyss, Prof. , is a Public Health Specialist and Head of the Swiss Centre for International Health (SCIH) at Swiss TPH. He has extensive management and leadership experience and is in charge of a team of over 50 people in Basel focusing on health systems development, primarily in low- and middle income countries. His activities relate to research and health system monitoring and performance assessment, with a specific interest in the role and importance of human resources for health. He directs a number of research and implementation projects in Africa, Eastern Europe, and Asia and advises a broad range of institutions, such as the World Bank, WHO and UNICEF. Wyss lectures on health systems for the University of Basel (MSc and medical students) and the Swiss Inter-University Master of Public Health Program.



Session 1 – The Global Context

Moderator: **Kaspar Wyss**, Swiss TPH, Switzerland

See above.

Tim Martineau, Liverpool School of Tropical Medicine, UK

Tim Martineau is a Senior Lecturer in Human Resource Management (HRM) at the Liverpool School of Tropical Medicine, UK and leads a team working on health workforce issues. His research interests include staff performance management, international migration of health professionals, decentralisation and human resource management, reducing geographical mal-distribution of health personnel and the role of HR in health policy development. More recently, he focused on health systems in fragile and conflict-affected states. Martineau is the co-founder of the Thematic Working Group on Health Systems in Fragile and Conflict Affected States established in 2013 as a sub-group of Health Systems Global. He was the joint Research Director of the recently completed DFID-funded ReBUILD research consortium on health systems – including human resources – in post-conflict countries and is the Principal Investigator of the EC-funded PERFORM2Scale programme which is researching the scale-up of action research in decentralised contexts to improve health workforce performance. Martineau has worked as a consultant on strategic health workforce issues for DFID, the World Bank, WHO and USAID. His research and consultancy work has mainly been sub-Saharan Africa and the Indian sub-continent, but he has also worked in the Philippines, China, Russian Federation and Peru.



Sabina De Geest, Institute of Nursing Science, Switzerland

Sabina De Geest is a Professor of Nursing, Director of the Institute of Nursing Science (INS) and Chair of the Department of Public Health of the Faculty of Medicine at the University of Basel, Switzerland. The INS launched the first Master's curriculum for Advanced Nursing Practice (APN) in the German-speaking world 20 years ago. The INS leads curricular and clinical ANP innovations and conducts a number of implementation science projects to implement and evaluate APN led innovations in diverse clinical settings.



Greta Ross, Independent Health Consultant, UK

Greta Ross is a retired general practitioner who has been working on international health reform projects in Eastern Europe and Central Asia over the last 25 years. Graduating from Sydney University, Australia, Ross completed her postgraduate training in paediatrics in Toronto, Canada, and then trained as a general practitioner, gaining the MRCGP (UK) and a Master in Education (Lifelong Learning). She has always been interested in education and professional development and ran a consultancy specialising in stress management and personal professional development for doctors and nurses for several years before retiring. Ross recently completed a two-year long consultancy term in Tajikistan for Swiss TPH as a technical adviser to the Medical Education Reform project.



Maren Hopfe, International Labour Organization, Switzerland

Maren Hopfe is a Junior Professional Officer in the Health Services team of the Sectoral Policies Department at the International Labour Organization (ILO) in Geneva, Switzerland. She holds an MSc in Health Care Management from the University of Greifswald and a PhD in Health Sciences and Health Policy from the University of Lucerne. Her PhD research was dedicated to fostering the systematic implementation of international standards for comprehensive health and related information in health systems to ensure comparability within and across systems, to ultimately improve care for patients and populations. Hopfe gained practical experiences in various fields of health systems, including financing of start-up projects in the field of health technology, project management of and client relation in clinical trials, maintenance and implementation of international health classifications and standards. She worked for WHO as a consultant conducting a Stability Analysis for the German Modification of the International Classification of Diseases (ICD-10-GM) in light of the ongoing revision process of ICD-11. At ILO Maren Hopfe is, among others, engaged in the joint ILO-OECD-WHO Working for Health programme, which aims to assist countries to expand and transform the health and social workforce to reach the SDGs 2030.



Session 2 – Successful Examples of Medical Reform

Moderator: **Christoph Pimmer**, University of Applied Sciences and Arts Northwestern Switzerland FHNW

Christoph Pimmer, PhD, brings more than 15 years of experience in digital learning, collaboration and knowledge management with a particular interest in the field of global and public health. He currently works at the University of Applied Sciences and Arts Northwestern Switzerland. Pimmer also acted as visiting researcher at the UCL Institute of Education in London and at Columbia University in New York City.



Silke Biller, Faculty of Medicine, University of Basel, Switzerland

Silke Biller has been Head of the Office of Student Affairs of the Faculty of Medicine at the University of Basel since 2014. After graduating from Medical School in 1999 (University of Freiburg, Germany) she was trained in Obstetrics and Gynecology. In 2004, Biller began her Medical Education career in a project called “How to teach evidence-based medicine to medical students and residents”. Motivated by this project, and the Medical Education community, she, thereafter, focused her professional career on Medical Education. In 2005, Biller began working for, and leading the Center of Competence for the Evaluation of Teaching in Medicine, at the Albert-Ludwigs-University Freiburg, Germany. During this time, she took the study course Master of Medical Education, at the University of Bern. Some of her special interests in the field are framework requirements for Medical Schools and their impact on students’ life, and study success and the development of students’ assessment.



Helen Prytherch, Swiss TPH, Switzerland

Helen Prytherch, PhD, is Head of the Health Systems Support Unit of the SCIH at the Swiss TPH. She has 20 years’ work experience gained at all levels of the health system across a variety of countries in Latin America, sub-Saharan Africa, Asia (India, Cambodia, Tajikistan) and more recently Eastern Europe. Her main areas of expertise comprise primary health care development, health financing, quality management, as well as human resources and capacity building. Prytherch has consolidated management experience, overseeing a team of 20 staff working from Basel. She has an extensive track record of successfully handling complex mandates, including those involving multiple stakeholder consultation and evidence based policy-making for a range of clients such as the European Union, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Swiss Agency for Development and Cooperation, RBM End Malaria Partnership and World Health Organization.



Leah Bohle, Swiss TPH, Switzerland

Leah Bohle has a professional background in Medicine (Dr. med., MD) and Social Anthropology (MA, BA). Her work at Swiss TPH focuses on project management, technical support related to Sexual and Reproductive Health and Rights (SRHR), evaluations and operational research. Bohle also contributes to teaching, training and supervision of students with a focus on SRHR and qualitative data. Recently, she was engaged in capacity building of human resources for health, in close collaboration with colleagues in Basel and project staff and partners abroad. This included leading the Post University Specialty Training (PUST) evaluation – a two-year specialty programme for Family Medicine Doctors in Tajikistan implemented in the frame of the Medical Education Reform Project (MEP) and funded by the Swiss Agency for Development and Cooperation. Bohle also coordinated and contributed technically to the development of the first global Midwifery Education Accreditation Programme (MEAP) on behalf of the International Confederation of Midwives (2017-2018), funded by the Bill and Melinda Gates Foundation (BMGF). In addition, she coordinated the implementation of an operational research course for young researchers in the Democratic Republic of Congo (Geigy Foundation; 2016-2018), in collaboration with the Université Catholique de Bukavu.



Jari Kempers, Qalys Health Economics, The Netherlands

Jari Kempers is a senior health economist PhD, specialising in low- and middle-income countries. He helps organisations demonstrate the medical and economic value of their programmes to healthcare decision makers and financiers. Kempers supports healthcare policy change efforts by combining advocacy and health economics messages. He has worked as a health economist consultant in the international healthcare sector since 2007. Kemper has carried out health economic projects for several international organisations including; WHO, EU, UNFPA, UNICEF, UNESCO and ILO, and several MoHs and national health insurance funds, and last but not least, for Swiss TPH in Moldova and Tajikistan. Before specialising in health economics, he worked in the field with Médecins Sans Frontières.



Session 3 – Vocational Training

Moderator: **Axel Hoffmann**, Swiss TPH, Switzerland

Axel Hoffmann obtained a PhD in Psychology at the Albert-Ludwigs-University in Freiburg, Germany. He is Deputy Head of Education and Training department at the Swiss TPH, and heads the Teaching Technologies and Didactics unit. In this function he is also responsible for a postgraduate “MBA in International Health Management” and activities of the Institute in continuing education for several professions. Hoffmann represents the Institute’s postgraduate Master programmes in the Swiss School of Public Health (SSPH+). He is also involved in a capacity-building project on biosafety and biosecurity, funded by the German Ministry for Foreign Affairs, representing the Swiss TPH in an international consortium and teaching international fellows. In addition to other topics, Hoffmann teaches project management - including monitoring and evaluation, results based management, etc. Being involved in the network’s activities since 1998, Hoffmann is member of the Executive Committee of tropEd, the Network for Education in International Health, since 2008. The promotion of the common Masters study and the accreditation and quality control of the offered modules and courses are one of the network’s priorities.



Anne-Christine Heerdegen, Swiss TPH, Switzerland

Anne-Christine Heerdegen obtained her BSc in 2011 and her MSc in 2014 in Public Health from the University of Copenhagen. She is currently in the second year of her PhD in Epidemiology at Swiss TPH. Her research interest centers around health system management and leadership, and her PhD provides an analysis of management capacity and the



effects of management strengthening interventions at district level in low- and middle-income countries with a particular emphasis on Ghana. In May 2018, she attended the UNLEASH Innovation Lab in Singapore focusing on the third Sustainable Development Goal that is good health and well-being

Karin Wiedenmayer, Swiss TPH, Switzerland

Karin Wiedenmayer, PharmD, is a Senior Pharmaceutical and Public Health Specialist at the SCIH of the Swiss TPH. She has a background in clinical pharmacy and extensive experience in the area of management of medicines in international health. In the past, Wiedenmayer worked in the USA teaching hospitals, with regulatory agencies and the pharmaceutical industry. Her main interests relate to improving access to medicines, the promotion of rational medicine use and capacity building with a focus on health workforce and health system strengthening in low and middle-income countries. Through her involvement in worldwide assignments in programme assessments, monitoring and evaluation, operational research and project management, she has longstanding consultancy and field experience in development cooperation. She is committed to leveraging the role and impact of pharmacy staff by enhancing their competencies, involvement and visibility in the health system. Wiedenmayer teaches pharmaceutical public health, takes supervisory roles and coordinates graduate courses on medicines management in global health.



Beatrice Zulu, Solidarmed, Zambia

Beatrice Zulu, a Registered Nurse Midwife, is the Nursing Project Manager, for phase two of the SolidarMed Nursing project in Zambia. She worked as a nurse before studying midwifery, then in the Maternal and Child Health Unit in Kabwe General Hospital, and later the University Teaching Hospital for three years dealing with pregnant mothers and newborn babies. Zulu pursued her degree in Nursing at University of Zambia, taught midwifery and was Principal Tutor at Lusaka School of Nursing and Midwifery for 13 years. Within this period, she pursued her Masters Degree in Gender Studies at the University of Zambia. Later, Zulu worked with the General Nursing Council of Zambia (GNCZ). She coordinated and monitored Nursing and Midwifery training in the country, and ensured adherence to the integration of core competences. Zulu served at GNCZ for four years before joining the Maternal Child Survival Project (MCSP) under Jhpiego. She was Provincial Adviser and Coordinator at MCSP on a one-year contract before joined SolidarMed in January 2019.



Session 4: Continuing Professional Development

Moderator: **Oleg Lozan**, School of Public Health Management, Moldova

Oleg Lozan is a medical doctor by background, and holds the degrees of Master of Public Health, and PhD Habilitation from the State Medical and Pharmaceutical University in the Republic of Moldova. He is an expert in public health and a health management specialist with proven experience of successfully managing national level health programs, teaching and research projects in the health sector. Lozan is the founder of the School of Public Health Management in Moldova. As Deputy Minister of Health 2008-2009, he promoted a New Law of Public Health in Moldova. Lozan also developed and implemented strategies and policies in the field of public health and health services with direct involvement in health sector reforms. As Vice-Rector of the State Medical and Pharmaceutical University in Moldova from 2013-2019, Lozan was responsible for strategic development and high technology development in the University. Currently he is a Professor and Director of the School of Public Health Management in Moldova.



Nargis Rakhmatova, Swiss TPH, Tajikistan

Nargis Rakhmatova, MD, is Coordinator of Continuing Medical Education (CME) and Learning in the Swiss Development Cooperation (SDC), Medical Education Reform Project (MEP) in Tajikistan, implemented by Swiss TPH. She completed her obstetric-gynaecologist specialisation at the Tajik State Medical University and then finished a postgraduate training in family medicine. Rakhmatova has 15 years of experience as a trainer of family medicine and family doctors at undergraduate and postgraduate levels. She has been working for Swiss TPH in the SDC Medical Education Reform project in Tajikistan for the last six years. The main results of Rakhmatova's work are the implementation of CME among family doctors and family nurses, and dissemination of mentorships in family medicine in the country.



Besim Nuri, Swiss TPH, Albania

Besim Nuri is a Health Specialist and project manager of the SDC, Health for All Project (HAP), implemented by Swiss TPH. For more than 16 years, he served as a project coordinator at Unité de Santé Internationale, School of Public Health, Université de Montréal. Nuri graduated from the Faculty of Medicine at University of Tirana, Albania (1984) and completed a Master of Science in Public Health at the Université de Montréal (1997). He worked as a researcher at the Institute of Public Health of Tirana (1987-1992) and as a health expert at the World Bank Office of Tirana (1996-2001). Nuri was the Deputy Minister of Health of Albania from 1992-1994. He was a consultant for various organisations and agencies such as WHO, UNFPA, The World Bank, the European Observatory on Health Systems and the Swiss Cooperation. Nuri was in charge of coordinating health projects and teaching activities in different countries such as Albania, Kosovo, Haiti, Gabon, Burkina Faso, Benin, Kazakhstan, Congo Brazzaville, Congo Democratic Republic, Morocco and Lebanon, for Unité de Santé Internationale/UdeM. His main areas of expertise are health systems and policies, strategic planning, development of training programs, human resources and project management.



Louis Loutan, Geneva University Hospital, Switzerland

Professor Louis Loutan, MD, MPH is an independent consultant, former President of the Geneva Health Forum, former head of the Division of International and Humanitarian Medicine since its creation in the Department of Community Medicine and Primary Care at the Geneva University Hospitals (HUG) in Geneva, Switzerland. Loutan is a specialist in internal and tropical medicine and has a Masters in Public Health from the Harvard School of Public Health. He also has extensive field experience in international health. Loutan is director of the SDC funded project on Medical Education Reform in the Kyrgyz Republic. Since 2005, he has been actively involved in the development of global health activities at Geneva University Hospitals and at the University of Geneva as president and founder of the Geneva Health Forum, a biannual international conference held since 2006. He is also a former president of the International Society of Travel Medicine.



Session 5: Outlook

Moderator: **Helen Prytherch**, Swiss TPH, Switzerland

See above.

Axel Hoffmann, Swiss TPH, Switzerland

See above.

Joëlle Schwarz, Centre universitaire de médecine générale et santé publique, Switzerland

Joëlle Schwarz is a research associate at the Centre for Primary Care and Public Health (Unisanté), University of Lausanne. She coordinates the Gender Medicine project funded by the Lausanne Medical School that aims at integrating gendered medicine knowledge into the pre-graduate curriculum. Schwarz also conducts and supports research within the Department of Family Medicine at Unisanté where she mixes social sciences and public health approaches, and qualitative and quantitative methods. She previously worked at Swiss TPH (2007-2017) for the Swiss Centre for International Health and the Epidemiology and Public Health departments, in the domains of health system support and sexual and reproductive health, based in Basel and in Burundi. Schwarz has a background in social sciences (MA), development studies (MDev), public health (MSc) and is currently finalising her PhD in epidemiology at Swiss TPH/University of Basel.



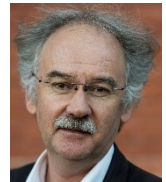
Mathieu Nendaz, Faculty of Medicine, University of Geneva, Switzerland

Mathieu Nendaz is an internist at the Geneva University Hospitals and trained in health professions education at the University of Illinois in Chicago, USA. Nendaz is also, presently Director of the Unit of Development and Research (UDREM) and Professor at the Faculty of Medicine, University of Geneva, Switzerland. His research interests include Internal Medicine and Medical Education. In this field, he is particularly interested in decision-making, clinical reasoning, clinical supervision, and inter-professional issues. Nendaz is deeply involved in direct teaching, clinical supervision and training, as well as in the development and organisation of teaching concepts and medical curriculum.



Closing Words: Nino Künzli, Swiss TPH, Switzerland

Nino Künzli is Head of Education and Training at Swiss TPH, member of the University of Basel Medical Faculty and Dean of the Swiss School of Public Health. He leads initiatives to strengthen inter-disciplinary, inter-faculty and inter-university PhD tracks. With an MD from the University of Basel and both an MPH and a PhD from University of California Berkeley, USA, Künzli has a 30 year record of research in environmental epidemiology. Appointed as Associate Professor to the University of Southern California (2002-2005) and as ICREA Professor Barcelona (2006-2009), his research focus remained ambient air pollution and its cardiorespiratory health effects. His air pollution research includes exposure science, epidemiologic research, and the integration of both, into health impact assessment to serve policy makers. Künzli is engaged in teaching and training on the graduate, PhD, and postgraduate levels. He serves on the Study Board of the Master of Public Health (MPH) Program jointly offered by the Universities Basel, Bern and Zurich. Künzli regularly serves on policy-relevant committees such as WHO or as President of the Swiss Federal Commission on Air Hygiene – the advisory board of the Swiss Government.



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