



Call for proposal: Emerging challenges and solutions on faculty development in Asia and Pacific Region

Introduction

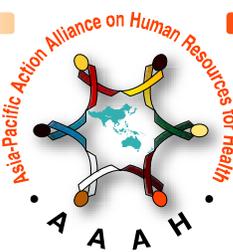
The World Health Report 2006 analyzes the important role of adequate number of committed and proper skill-mix of health workforce, especially at primary health care level in achieving good health outcomes^[1]. To address critical shortage of health workforce in rural and disadvantage areas, in 2010, WHO issued a global policy Recommendations on increasing access to health workers in remote and rural areas through an improved retention^[2]. It comprises of sixteen recommendations clustered in four groups of policy interventions: education, regulatory, financial incentive and professional and personal support.

Global concern and movement on the transformative health professional education was triggered by WHO, the Global Independent Commission on Education of Health Professionals for the 21st Century was established and launched its independent report^[3] in December 2010; among other things, it calls for a reform in health professional education to meet the needs of the emerging societies and population's health. In order to achieve the goal of transformative and interdependent professional education for equity in health, the Commission offers 10 major recommendations for reform in both instructional and institutional reforms. Six are on instructional reforms (Competency-driven, Inter-professional and trans-professional education, IT-empowered, Local-global, Educational resources, and New professionalism) and four are institutional reforms (Joint planning, Academic systems, Global networks, and Culture of critical inquiry).

In 2013, WHO published eleven recommendations^[4] for transforming and scaling up health professional education and training. The recommendations offer guiding principles for transformative education, provide sound policy and technical guidance particularly in pre-service education and continuous professional development. It offers recommendations on how best to achieve the goal of producing graduates who are responsive to health needs of the populations.

In 2011, the Asia Pacific Action Alliance on HRH (AAAHH) decided and conducted two common challenging issues researches, namely Emerging role of Private Health Professional Schools in the Asia Pacific Region and the Assessment of rural retention policies in Asia Pacific region. The intersession activities are the platform of learning and sharing across country partners, especially capacity building of young scientists and active involvement of academia and researchers from country partners and emphasized the process of interaction with other stakeholders in and outside MOH, policy makers from the beginning till the end, such as through policy briefs and channel dissemination with policy makers.

In 2014, AAAH biannual conference in Weihai decided to conduct the intersession research activity during 2015-2016 focusing on the interlink between rural retention and health



Asia-Pacific Action Alliance on Human Resources for Health

Ministry of Public Health (Thanon Sataranasuk 6) Tiwanon Road, Muang, Nonthaburi 11000 Thailand.
Tel. 66 2 590 2366-7 Fax: 66 2 590 2385

workforce education reform. From conference participants' survey, the top three priorities for transformation of health professional education are: (a) Faculty development through design and implement CPD for faculty, teaching staff relevant to the evolving health-care needs of their communities, (b) adapt curricula to the evolving health-care needs of the communities, (c) CPD and in-service training of health professionals relevant to the evolving health-care needs of their communities. Therefore, the call proposal will be focused on faculty development and close linkage between health system and health professional education, particularly rural health needs.

In addition, on 27th January 2015, the AAAH Steering Committee agreed to call on member-countries to undertake country studies on HRH with particular focus on the capacity to move towards UHC. This strategic direction would align the HRH agenda towards health system strengthening in the post-2015 era. It is expected that such country studies would build better collaboration among in-country stakeholders, provide context-relevant policy options, and advance clearly written implementation plans.

Research questions

Research funded under this call must contribute to answering the following questions "what are the current situation, future expectation and gaps of policy and implementation on faculty development in the country?"

Selected policy / research questions which should be chosen to address in the proposal

1. What are national policies on higher education, e.g. quality and standard in public and private health professional education institutes, policies on universal health coverage, status of MDG achievement, demographic and epidemiological transition in the population which results in emerging health needs of the people and emerging health systems needs of the country
2. What are the required competency, profiles and characteristics of health professional graduates in responses to the emerging health needs of the population and health systems needs of the country?
3. What are the required competency, profiles and characteristics of faculty members in responses to the emerging health needs of the population and health systems needs of the country?
4. What are the current faculty age and gender profiles, staff to student ratios and trend; education profile, clinical and public health experiences, training of medical education, competencies in instructional skills, background on continued professional development (CPD), time devotes across three function: (a) teaching, (b) research and publication; and (c) clinical services?
5. Comparing the current and the required competencies, what are the capacity gaps among faculties? What are the priority capacities to address?
6. What are the needs for and strategies of capacity development among faculties?



7. In consultation with stakeholders, what are the effective implementation strategies for capacity development among Faculty members? What are the oversight and follow up mechanisms which is country specific?

Method used:

Multi-methods should be applied. This may include

- Review of published and grey literatures
- In-depth interview of key informants
- Focus Group Discussions
- National consultations or brain storming workshops
- Quantitative surveys

Scope of this proposal

Physicians and nurses are the scope of this study; the proposal should address both public and private health professional institutes according to the country context.

Eligible criteria

1. Open to all member states in WHO South East Asia Region and the AAAH members in the Western Pacific Region (Cambodia, China, Lao PDR, Mongolia, Philippines and Vietnam)
2. Co-financing of the proposal or in kind contribution by the MOH at least 25% of total cost of this proposal ensuring country ownership and engagement by policy makers in country
3. Proven technical capacities in conducting high quality research and linking research with policies

Duration of this research

Duration of the research is up to 12 months (July 2015 to June 2016).

Approximately 10 to 12 proposals will be granted of up to US\$ 10-15K per proposal depending on the size of the study.

Application and selection process

1. All submissions must be made online by the closing date to secretariat@aaahrh.org , hard copies of submissions will NOT be accepted.
2. All submissions must be written in English only.
3. The Proposal of not more than 10,000 words should:
 - a. Describe background and context, well thought objectives and research methodology relevant to respond to each research question.
 - b. Provide details of the research team including their position, qualifications and related publication of the Principal Investigator and all team members. The description of the team should also give an indication of the team's capacity for applying policy analysis and health system.
 - c. Clear description how this research link with policy makers, as well as dissemination plans for the research results and evidence-to-policy actions.



Asia-Pacific Action Alliance on Human Resources for Health

Ministry of Public Health (Thanon Sataranasuk 6) Tiwanon Road, Muang, Nonthaburi 11000 Thailand.

Tel. 66 2 590 2366-7 Fax: 66 2 590 2385

- d. Provide an estimate and itemized budget summary and narrative justification of each budget components, not exceeding US\$ 10,000 to US\$ 15,000; including indications of 25% co-contribution by government either in cash or in kind.
4. Applicants must submit their proposals **by 31st March 2015, 23.59 hours Bangkok Time.**
 5. All proposals will be technically reviewed and scored by two independent external technical experts. Final decisions regarding funding will be made by a selection committee. Five international experts comprise the selection committee, for which AAAH serves as secretariat.
 6. Proposals will be judged according to the following criteria:
 - a) Relevance of the proposed research to the country context and potential contributions to fill the gaps on faculty development.
 - b) Suitability of methods and study design
 - c) Capacity of the research team to implement the proposed study
 - d) Demonstrated linkages between research and policy decision bodies.
 - e) Appropriateness of the budget and timing for proposed research activities
 7. Successful applicants will be notified by **end of April 2015**
 8. For successful applications, the principal Investigator will be invited to a workshop facilitated by experts by June 2015. The aim of this workshop are to:
 - a. Refine research questions
 - b. Facilitate cross country learning / analysis of the findings
 - c. Discuss analytical frameworks and methods which enables cross country analysis and learning,
 - d. Support the development of necessary methodological tools

Focal points:

Dr. Thinakorn Noree,
Head: HRH Cluster, International Health Policy Program, Thailand,
Email: thinakorn@ihpp.thaigov.net

Dr. Viroj Tangcharoensathien
Advisor, IHPP, Thailand.
Email: viroj@ihpp.thaigov.net

Coordinator:

Dr. Thunthita Wisaijohn
AAAHR Secretariat
International Health Policy Program, Thailand
Email : secretariat@aaahrh.org



Asia-Pacific Action Alliance on Human Resources for Health

Ministry of Public Health (Thanon Sataranasuk 6) Tiwanon Road, Muang, Nonthaburi 11000 Thailand.

Tel. 66 2 590 2366-7 Fax: 66 2 590 2385

Timeline for call

| Events | Date |
|--|-------------------|
| Call posted | 31st January 2015 |
| Deadline for submission of proposals | 31st March 2015 |
| Notification of successful proposals | End of April 2015 |
| Workshop for selected applicants | June 2015 |
| Contract signed, mandatory national ethical review approval, budget released | July 2015 |
| Project start date | August 2015 |
| Follow up workshop | Jan 2016 |
| Project end date | June 2016 |
| Dissemination in 9th AAAH conference | October 2016 |

References

- 1 Balabanova D., Mills A., Conteh L., Akkazieva B., Banteyerga H., Dash U., Gilson L., Harmer A., Ibraimova A., Islam Z., Kidanu A., Koehlmoos T., Limwattananon S., Muraleedharan V., Murzalieva G., Palafox B., Panichkriangkrai W., Patcharanarumol W., Penn-Kekana L., Powell-Jackson T., Tangcharoensathien V., and McKee M. Good health at low cost 25 years on: lessons for the future of health systems strengthening. *The Lancet* 2013;381:2118-33.
- 2 WHO (2010). Increasing access to health workers in remote and rural areas through improved retention. Available at <http://www.who.int/hrh/retention/home/en/index.html> [access 27 May 2014]
- 3 Frenk J, Chen L, Bhutta ZA, Cohen J, Crisp N, Evans T, et al. Health professionals for a new century: transforming education to strengthen health systems in an interdependent world. *Lancet*. 2010 Dec 4;376(9756):1923-58. doi: 10.1016/S0140-6736(10)61854-5. Epub 2010 Nov 26.
- 4 WHO guideline 2013, Transforming and scaling up health professionals' education, Available at http://apps.who.int/iris/bitstream/10665/93635/1/9789241506502_eng.pdf [access 27 May 2014]