

Workshop Programme

Summary

Overview

Slot & Time	No.	Workshop Topic	Instructor(s)
Workshop Slot I 16/08/2019 15:00- 16:15	1	Learning behaviour changes and social skills in healthcare	Oliver Rong
	2	<i>Safety & Security: Healthcare Workforce in Crisis Situations</i>	Dr Tim-Lorenz Wurr
	3	Availability and Performance of the Health Workforce	Simone Mohrs and Dr Evelyn Kozak
Workshop Slot II 16/08/2019 16:30 - 17:45	4	The Community Health Worker Model in Theory & Practice	Matthias Kuske
	5	Gender Dimensions of the Health Workforce	Jessica Kraus and Isabela Vera
	6	Helping health workers to achieve their potential	Dr Tim Martineau
	7	How to Prepare the Health Workforce to Deliver the Digital Future	Felix Machleid and Lina Mosch
Workshop Slot III 17/08/2019 15:00- 16:15	8	Health and Climate Change	Marie-Esther Rouffet-Degbelo
	9	Medical Peace Work	Dr Katja Goebbels and Carlotta Conrad
	10	Health Workforce preparedness for outbreaks	Dr Thorsten Hornung
Workshop Slot IV 17/08/2019 16:30 - 17:45	11	Advocacy and Stakeholder mapping for the health workforce	Dr Caline Mattar
	12	Improving Health Communication and Media Engagement to Enhance Public Health Workforce Effectiveness	Nikita Charles Hamilton
	13	Young Leaders Approach to Health Policy	Dr Stephen Nurse-Findlay



Workshop 1 – Friday, 16/08/2019, 15:00 – 16:15

Learning Behaviour Changes and Social Skills in Healthcare

This interactive workshop allowed participants to dive into the world of learning behaviour and social skills. In the first part of the workshop, the instructor told the participants about strategies for effective and sensitive physician–patient communication and interaction. Subsequently, the participants were asked to brainstorm on some concrete examples. The participants came up with many ideas to discuss, which were shaped by the different health care systems they have prior knowledge of. Throughout the workshop participants were introduced to the major challenges, such as new means of (online-)communication, telemedicine and the need for intercultural competencies.

Workshop Instructor: Oliver Rong, Roland Berger



***Oliver Rong** is a senior partner in the Hamburg office of Roland Berger. He has more than 20 years of consulting experience in healthcare in the German speaking region and Europe. He advises service providers (hospitals, rehabilitation clinics, outpatient and inpatient care providers and homecare suppliers), public authorities and other healthcare providers including MedTech companies on strategic, procedural and operational issues. He has in-depth knowledge of strategy development, restructuring, sales & commercial effectiveness, M & A and post merger integration and is an expert in complex transformation projects. Oliver Rong holds a degree in business administration.*



Workshop 2 - Friday, 16/08/2019, 15:00 – 16:15

Security and Safety: Health Workforce in Crisis Situations

This workshop focused on safety and security issues of the health workforce in crises situations. To understand these issues, the participants were asked to give examples of security incidents, which they were exposed to in the past. Subsequently, the instructor explained the different types of security risks that the health workforce is exposed to in crises situations, for example accidents, armed robbery, fire, bomb blasts, abduction or rape amongst others. Comparing these security risks, the participants explored the changing environment for healthcare professionals in international cooperation and humanitarian aid. The participants came to the conclusion that specific prevention and preparation measures must be developed to ensure the safety of healthcare professionals in such environments.

Workshop Instructor: Dr Tim Lorenz Wurr, German Red Cross



Tim Lorenz Wurr has been working in International Cooperation for more than seven years. Since 2016, he is responsible for human resources in international Humanitarian Aid at the German section of the Red Cross. Prior to that, he worked as project manager for the German Corporation for International Cooperation GmbH (GIZ), the national German development agency. He has a doctor of philosophy in history from the Free University Berlin and also holds a Master's degree in Eastern European Studies.

Workshop 3 - Friday, 16/08/2019, 15:00 – 16:15

Availability and performance of the health workforce

Participants learned about the role and activities of national and European social partners in the recruitment and retention of health workers. Starting with an overview of the European Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector, the workshop provided a country example from Germany. The aim of this was to demonstrate how social partners, such as HOSPEEM, the European Hospital and Healthcare Employers' Association, can work as independent bodies to improve the availability and performance of the health workforce through dialogue and negotiation.

Afterwards, participants were split into two groups (employers' and trade unions) and simulated a European social dialogue session on the availability of the health workforce. This simulation highlighted the challenging nature of negotiations between the employers and trade unions.

Workshop Instructors: **Simone Mohrs** and **Dr Evelyn Kozak**, HOSPEEM



Simone Mohrs is a Policy Officer at HOSPEEM, a European sectoral social partner association for the hospital and healthcare sector, based in Brussels, representing national sectoral social partners' organisation from within the EU and Norway. She is responsible for coordinating the European Sectoral Social Dialogue Committee for the Sector and deals with industrial relations, labour market issues, health policy and health workforce in particular.



Dr Evelyn Kozak is a consultant for the Association of Municipal Employers' Associations (Umbrella Organisation), responsible for the branch municipal hospitals and care facilities in Germany. She is a member of the Steering Committee of the European Hospital and Healthcare Employers' Association (HOSPEEM). During her law studies, she worked at the Institute for Competition, Economic and Regulatory Law at Univ.-Prof. Dr Dr Dres. H.c. Franz Jürgen Säcker at the Free University of Berlin. Subsequently, she earned her doctorate. Afterwards, she worked as an employee in renowned employment law firms.

Workshop 4 - Friday, 16/08/2019, 16:30 – 17:45

The Community Worker Model and the LGBT Community

The Community Health Worker (CHW) plays a crucial role in securing the health of communities. While this term is common in the Americas and Africa, it is not really implemented in Europe. This workshop presented first findings of a Europe-wide CHW study. Participants discussed the training needs of CHW and also a training programme, which was developed based on these findings. The ESTICOM project (European Surveys and Trainings to Improve MSM Community Health project), in the framework of which the study and training programme were implemented, is focused on CHW working with men who have sex with men (MSM), but the results are transferable to many communities.

The workshop highlighted service inequalities, discrimination, and stereotyping within healthcare systems in connection with the LGBT community. The instructor assessed participants' knowledge on community health and explained the training requirements of community health workers for providing sexual health services and public health activities for gay and bisexual individuals. The instructor outlined how health services varied when provided by trained community health workers as opposed to hospitals. Therefore, the health status of LGBT individuals could be correlated with community health workforce service quality. Poor quality consequently leads to delayed diagnosis of diseases that affect the LGBT population, such as HIV/AIDS. The take home message was it's important to be culture sensitive when it comes to the LGBT population.

The workshop was followed by an interactive Q&A session where opinions were voiced on how health systems could be better improved and benefit from an all-inclusive, well trained healthcare workforce that suited for all communities.

Workshop Instructor: **Matthias Kuske**, *Deutsche Aidshilfe (German Aids Support)*



Matthias Kuske has worked for 30 years in HIV, STI and Viral Hepatitis prevention in Germany and Europe. He coordinated the German prevention campaign "ICH WEISS WAS ICH TU" ('I KNOW WHAT I'M DOING'), developed the "Toolkit for MSM-Checkpoints" in the EURO HIV EDAT project and currently coordinates the Training Programme for Community Health Worker in the ESTICOM project. His work is focused on marginalised groups and the communities mostly affected by HIV, Hepatitis and STI. Besides his professional commitment he is also an a Health and LGBT*IQ-activist.

Workshop 5 – Friday, 16/08/2019, 16:30 – 17:45

Addressing the gender dimensions of inequality in the health workforce

The workshop “Addressing the gender dimensions of inequality in the health workforce” was held by Jessica Kraus & Isabela Vera from Seek Development. The workshop began with an interactive presentation where Jessica and Isabela discussed the huge shortfall of health workers that we are currently facing, especially in the middle and lower-income countries. They proceeded by emphasising the importance of establishing gender transformative policies to address the gender gap and the gender pay gap in the health workforce, and the positive impacts this would have. They gave the participants valuable insight into how one can use the “Organisation for Economic Co-operation and Development’s Development Assistance Committee”. Gender equality policy marker to track development assistance in support of gender equality.

The participants were then divided into groups and each given a real-life project from a donor state or organisation, which addresses gender equality in the health workforce. For instance, one project had the aim to ‘create a more gender-balanced health workforce in Liberia, particularly in roles traditionally dominated by men’. Within the groups, the participants reviewed the project and discussed different aspects of it, such as; the project design, was the project compatible with the SDGs, and would it create long term systemic change. In the discussion afterwards, the different groups presented what they had discussed and agreed upon. Many of the similar ideas were brought up, such as how change does not happen overnight even though the donor states often expect it to, and the importance of getting men on board to fight gender inequality. By the end of the workshop, the participants had gained a deeper insight into gender inequality in the health workforce.

Workshop Instructors: Jessica Kraus and Isabela Vera, SEEK Development



Jessica Kraus is a senior consultant at SEEK Development in Berlin. She has focused her career on working with major foundations, multilateral institutions, bilateral donors, and universities to enhance global health policy and financing. At SEEK Development, she applies her analytical skills to the development of strategic recommendations for international institutions. Prior to joining SEEK in 2013, Jessica worked as a technical associate at Population Services International (PSI) in Vietnam. She began her career as a researcher at the Johns Hopkins Bloomberg School of Public Health. Jessica holds a Master of Public Policy (MPP), a joint degree from the Humboldt University of Berlin and European University Viadrina.



Isabela Vera is an associate consultant at SEEK Development. She supports the Donor Tracker, an initiative by SEEK Development that offers free, independent, up-to-date analysis of 14 major OECD donors. Prior to joining SEEK, Isabela worked as a consultant with GIZ Support to the Pan African University in Algeria, where she focused on strategy development and evaluation on gender, diversity, and communications. She also served as an advisor to GIZ Nepal, where she contributed to the development and implementation of program strategies for an entrepreneurship and technical education program for women in remote communities affected by Nepal’s 2015 earthquake. Isabela holds a Master of International Affairs from the Hertie School of Governance.

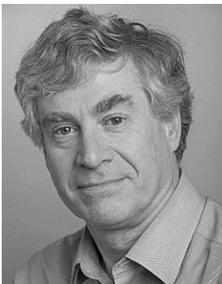
Workshop 6 – Friday, 16/08/2019, 16:30 – 17:45

Helping Health Workers achieve their Potential

This workshop enabled participants to think more critically about how they can help health workers to achieve greater potential. The objective was to understand and apply the framework “PERFORM2Scale”, a framework for managers to improve workforce performance and its relevant competencies. The framework, so far tested in Ghana, Uganda and Tanzania, aims to implement a national scale-up process for management strengthening interventions (MSI). The purpose of MSI’s is to enable teams to analyse their own workforce performance problems, develop and implement appropriate workplans and learn about management from the experiences made (PLAN→ ACT→ OBSERVE→ REFLECT). Participants then worked in small groups to examine the way their performance is currently managed and how it could be supported better.

The instructor stressed the fact that performance management needs to be seen as a “system”, in which all factors influence each other. He further explained the factors direction, competencies and resources that all play an integral role in motivating workers to put in an effort that will improve the outcome of their activities so that they get rewarded in- and extrinsically rather than sanctioned. The participants applied the concept in the following group work to their own jobs and experiences and strengthened their understanding of the PERFORM2Scale initiative.

Workshop Instructor: Dr Tim Martineau, Liverpool School of Tropical Medicine



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: health reforms and HRM, staff performance management, international migration of health professionals, decentralisation and human resource management, reducing geographical maldistribution of health personnel, the role of HR in policy development and the integration of non-formal health worker into the formal health system. He currently is the Principal Investigator of the EC Horizon2020 PERFORM2Scale programme which is scaling up a management strengthening initiative, which uses action research in decentralised contexts to improve health workforce performance. 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.

Workshop 7 – Friday, 16/08/2019, 16:30 – 17:45

How to Prepare the Health Workforce to Deliver the Digital Future

Digital health technologies promise to substantially improve healthcare. At the same time, they may disrupt the workflow and job profile of the future health workforce bringing about completely new challenges. This workshop explored the Impact of the digital transformation on health and identified key barriers for the preparedness of future healthcare professionals along with possible steps to be taken. The interactive workshop began with a brainstorming session in which participants discussed the future of the health workforce by examining the dimensions of digital health, important shifts, challenges and barriers, and opportunities. The instructors then proceeded to work with participants to define what digital health literacy is, which stimulated a lot of discussion between participants since everyone seemed to have a slightly different definition leading the group to realise it is a very broad and overarching topic. The workshop ended with a group work activity for participants to develop solutions on how to bridge the gaps in digital health literacy. Different ideas came up, such as, health workforce education and training, national governments, global organisations, and associations were discussed as stakeholders that needed to be involved in preparing healthcare workers for the digital future.

Workshop Instructors: **Lina Mosch and Felix Machleid, EMSA**



Lina Mosch is a medical student at Charité Universitätsmedizin, Berlin, Germany. Leading the working group on digital health within the European Medical Students' Association (EMSA), she is committed to raise awareness for the digitalization of healthcare among (future) health professionals. Lina coordinates EMSA's advocacy work on digital health, collaborating with the European Commission, the WHO Regional Office for Europe and the eHAction - Joint Action supporting the eHealth network. Currently, she is working on her doctoral thesis where she explores requirements for the implementation of novel digital health technologies in intensive care medicine. Since May 2019, Lina is part of a round table and discusses with educators, researchers and the faculty administration on how to implement digital health into the medical curriculum at Charité Berlin.



Felix Machleid has completed a Bachelor of Arts in Philosophy and Psychology at LMU Munich and is currently completing the final year of medicine at the Technical University of Munich. As a future healthcare professional, he is particularly interested in the possibilities the digitalisation of health can offer. Therefore, he has dedicated his academic and honorary work to this subject. His B.A. thesis in Philosophy explored the implications of mobile health (mHealth) technologies on individual responsibility and social justice in health from a normative perspective. Being an active member of various student organizations, he has experience in capacity building, policymaking and advocacy. For instance, he represented the European Medical Students' Association (EMSA) at a meeting of the eHealth stakeholder group at the European Commission.

Workshop 8 – Saturday, 17/08/2019, 15:00 – 16:15

Healthcare and Climate Change

The workshop on healthcare and climate change focused on a role play, allowing participants to feel personally connected to the plight of those who suffer the worst of climate change. Firstly, participants were asked to choose and write down a favourite piece of clothing, a most precious belonging, the part of the house they loved the most, and the closest person to them. Then, those who were comfortable enough to share their answers did so, with many naming parents, children and partners as their ‘closest person’, alongside an array of sentimental objects which had significant meaning to them. Marie went further to set the scene as she told a story about a town which would flood due to the onslaught of climate change. She illustrated what it would mean for the participants by taking a piece of paper from each participant depicting what the ‘flood’ would take. Then she informed them that they were now taken to a red cross camp. In the camp, there was not enough clean water for everyone, and disease was rife. Another piece of paper was taken from each participant emphasizing how dreadful the situation would be like. Then finally she informed that the health system in the hospital lacked nurses and doctors because of the high demand due to the floods – which meant another piece of paper is taken, leaving them in an uncertain situation.

Participants displayed a range of emotions, when asked how they felt. Participants agreed that losing a loved one would be much worse than losing a belonging or a part of the house. The question of need verses like was addressed and while some participants thought the game was quite private, some related to the role play as they were from places which may experience natural disasters. Then, they began to share personal experiences of being scared in these situations. However, the most concern shared was not related to the ‘flood’ but what a person would lose.

The conversation then moved on and began to look at the causes of the ‘flood’ and how real this can be for many across the world. The participants reflected on how despite the fact that many would be devastated to lose these people and belongings, they still consume in a way that causes these climate issues. The workshop was very personal and allowed participants to look beyond the news about climate change, as they began to think about how their consumption could affect them.

Workshop Instructor: **Marie-Esther Rouffet-Degbello**, French Red Cross



Marie-Esther Rouffet-Degbello has been volunteering for the Red Cross since her twenties. She started as a youth coordinator in her department, then in her region. In parallel she was the youth representative for a statutory meeting for French Red Cross. In 2013, she entered the board of French Red Cross as vice president of volunteering commission. In 2015, she was elected as Youth Commissioner in the International Federation of Red Cross and red Crescent Society. After her 1st mandate, she became Vice President of the International Operation commission. In April, the Red Cross launched its first humanitarian COP on Health and Climate Change, where she chaired the Future Generation commission. She works as an anesthetic nurse in a children’s hospital and just launched her start-up KOALO, focused on preparing children for the operating room and helping parents to limit pre-operative anxiety.

Workshop 9 – Saturday, 17/08/2019, 15:00 – 16:15

Medical Peace Work

Violence at all levels is a serious health problem. Therefore, health workers need to be more active in the prevention of violence and promotion of peace among people. The topic of this workshop, Medical Peace Work (MPW) enables health workers to fulfil this calling. MPW acknowledges the conciliating role that health workers can play in situations of violence and conflict by providing adequate tools and methods to prevent or end violence.

International Physicians for the Prevention of Nuclear War (IPPNW) provided workshop participants with insights into the crucial role of medical peace work, its tools and methods. Participants learned how war and human rights violations affect health, discovered the unique role of the health worker in this regard and discussed the role of physicians and other health workers in the preservation and promotion of peace. The workshop touched upon IPPNW's expertise in a wide variety of activities related to war, health, social justice and the environment. An audio-visual case about a nuclear weapon explosion in Berlin was used to showcase medical peace work, as this crucial topic is still neglected within the Global Health community.

Workshop Instructors: **Dr Katja Goebbels and Carlotta Conrad, IPPNW**



Katja Goebbels is a trained physician working as a GP in Berlin and holds a Master degree in International Health from Charité. Since 2009 she is an active member of IPPNW (International Physicians for the Prevention of Nuclear War) Germany and currently serves on the directing board as Deputy International Councillor. Since 2015, she is involved in the project of Medical Peace Work (MPW), an interactive online learning tool about the links between health and peace. She has actively introduced MPW in several workshops, summer schools and conferences. As an health activist she focuses on the links between Climate Change, Economics, the military-industrial Complex, Peace, and Health.



Carlotta Conrad is a physician training to become an anaesthesiologist, currently working in intensive care and emergency medicine. Since 2008 she is an active member of IPPNW - physicians in social responsibility and a member of the German board since 2013. She has been involved with medical education and student training, especially in developing the content of the course „medical peace work “. Besides that, her focus is on refugee and migration health.

Workshop 10 - Saturday, 17/08/2019, 15:00 – 16:15

Health Workforce Preparedness for Outbreaks

The workshop started with an introduction to outbreaks, epidemics and pandemics, the rapid spread of infectious disease within a short period of time, either locally or globally. This workshop explored three different diseases and how the health workforce can be prepared for them.

Focusing on pandemic influenza, the participants explored the challenges to be expected for the health workforce when preparing for an outbreak in a major city. Nurses and physicians will have to work extended shifts to treat the large number of people, potentially becoming infected as well. This can easily lead to the breakdown of a health system – making clear that a healthcare system is only as strong as its workforce. Thus, detailed planning is needed to ensure a sustainable healthcare response. Hospitals need to assess and improve their preparedness for responding, in particular with regards to their health workforce.

After this, the instructor moved on to a less deadly but also important disease: scabies. With a focus on scabies outbreaks in care facilities, a strategy to cope with it was explored: creation of a leadership team, implementation of safety measures based on health worker schedules, available funding and communications management. The instructor specifically highlighted the importance of a solid communications plan as first source of information.

Finally, Ebola and the unique challenges it poses for health workers were addressed. During the outbreak in 2014, the health workforce was adversely impacted due to poor leadership and governance. This also led to a loss of trust in the health systems with a reduced utilization of services. According to the instructor, this showed how problems with health workers can lead to loss of trust in the population. The instructor presented a solution for this issue: supportive supervision, peer support networks and better use of communication technology need to be pursued and integrated into existing mechanisms and routine systems.

Workshop Instructor: **Dr Thorsten Hornung**, *University Hospital Bonn*



Thorsten Hornung is a Consultant at the department of Dermatology and Allergy at the University Hospital of Bonn. He is in charge of inpatient Dermatology, undergraduate medical education and health economics. His special clinical interests are infectious and inflammatory skin diseases.

Early on he dealt with global health issues and the global determinants of health as a representative of German medical students to the International Federation of Medical Students Associations (IFMSA). Later he continued serving as the chair of the World Medical Association (WMA) Junior Doctors Network. He continues being involved as an associate member of the World Medical Association.

Workshop 11 - Saturday, 17/08/2019, 16:30 – 17:45

Advocacy and Stakeholder mapping for the health workforce

This workshop focused on identifying the most important stakeholders for successful health workforce policies. A stakeholder analysis is a systemic gathering and analysis of information to determine whose interests should be taken into account when developing or implementing a policy program. Stakeholders were defined as persons, organizations, with a vested interest in a situation or policy because they either affect or are affected by the policy. This approach helps to define the positioning of the stakeholders and to develop strategies to influence actors or facilitate implementation.

The instructor taught participants about the various management tools than can be used for stakeholder mapping, such as assessment of feasibility, strategy development and facilitation methods. She highlighted the importance of researching the determining factors of stakeholders: position, interests, political powers and knowledge of the targeted stakeholders. Furthermore, she pointed out various contextual influences, such as the feeling of solidarity or the influence of donors. To graphically depict the results of the research, the instructor introduced the participant to stakeholder mapping: a cartesian coordinate system with the determining factors. Using this approach, participants developed a stakeholder mapping for a resolution to remunerate community health workers.

Workshop Instructor: Dr Caline Mattar, World Medical Association



***Caline Mattar** is an Assistant Professor of Medicine at Washington University in St Louis (WUSTL) and serves as the immediate past Chair of the Junior Doctors Network of the World Medical Association, where she also leads Antimicrobial Resistance (AMR) efforts of the organization. She has completed her medical school training at the American University of Beirut in Lebanon, where she practiced medicine prior to moving to the United States to complete an Internal Medicine Residency and subsequently a fellowship in Infectious Diseases. Caline has collaborated with the World Health Organization (WHO) Antimicrobial Resistance Secretariat for a number of years now and has served on the Expert Groups on the Education of the Health workforce around AMR, and behavior change.*

She also serves on the Antimicrobial Resistance Committee of the Infectious Diseases Society of America where she focuses on Global Antimicrobial Resistance, and advocacy for Research and Development of new antibiotics, diagnostics and other therapeutics within the United States and globally. She recently became the Chair of the Expert Advisory Group for the Global Antimicrobial Resistance Research and Development hub in Berlin as well. She has a special interest in Human Resources for Health as well. She leads part of the advocacy portfolio of the WMA on the issue, and currently chairs the Global Health Workforce Network Youth hub at WHO. She is the founder of the Women in Global Health Midwest Chapter in the USA and is working on the development of a regional chapter in the Eastern Mediterranean Region.



Workshop 12 - Saturday, 17/08/2019, 15:00 – 16:15

Improving Health Communication and Media Engagement to Enhance Public Health Workforce Effectiveness

As we face the challenge of professionalization of the public health workforce and capacity building in public health, it appears that public health professionals are further burdened with two key issues which can drastically impact their ability to ensure public health operations are effective enough to ensure good health and wellbeing for the populations we serve is attainable: Communication and media engagement.

This workshop provided attendees with skills to better improve their health communication and media engagement skills, with the goal to effectively address health issues and decrease their fears of being in the public eye. Therefore, it gave the participants an insight on health communication strategies and introduced useful methods and tools. The instructor worked with professional examples and personal stories, connecting to the everyday life for the participants. They had to come up with specific examples by themselves and think about possible health communication interventions. By the end of the workshop the participants had learned how to best communicate health issues and how to engage with the public and the media.

Workshop Instructor: Nikita Charles Hamilton



***Nikita Charles Hamilton** is a global health practitioner from The Bahamas with over five years experience in public health, policy, public relations & communications. He obtained a Bachelor of Science degree in Biomedical Sciences from the University of Guelph in Canada, and completed a Double Masters Degree in Public Health with a Specialization in Health Economics and Governance of Health Systems (with Distinction) from the Erasmus Mundus European Public Health+ (Europubhealth+) program.*

He has worked at the nexus of public health/global health issues and media, through various roles held in government, private corporations, civil society and multilateral organizations. He has supported The Government of The Bahamas in policy development and communicating the roll-out of its National Health Insurance/Universal Health Coverage program. Additionally, he has worked as a Consultant with the Pan American Health Organization/World Health Organization (PAHO/WHO) coordinating communications and public engagement strategies for two countries in the areas of health, risk and crisis communication. He is co-founder of the Sheffield World Health Organization (SheffWHO) Simulation and serves as a Director on the United Kingdom Model World Health Organization (UKWHO) Charity Board.

Workshop 13 - Saturday, 17/08/2019, 16:30 – 17:45

Young Leaders Approach to Health Policy

The workshop started with an introduction to Ebbinghaus Forgetting Curve and the process of learning and forgetting, in order to stimulate participants to remember key messages. The first key Health Policy issue deliberated was Antimicrobial Resistance (AMR) which is an increasingly serious threat to global public health. The fact that AMR does not respect borders and the use of excessive amounts of antibiotics in livestock farming and its widespread effect including significant and quantifiable economic effect was discussed. Emphasis was put on how health policy issue like AMR must be approached in a comprehensive manner and the ability to implement effective health policies will depend on multiple aspects such as clinical, commercial, diplomatic and bureaucratic policy interface.

Dr Nurse-Findlay proceeded to highlight how health policy is never simplistic and could be either complicated or complex. Complex projects are based on relationships, working with autonomous entities who are capable of changing their minds and being different. Participants actively participated in categorizing examples into the two and participated in a role play as WHO Director General to express their views on how to approach a real-life health issue. During the keen discussion, participants agreed that people make even a fundamentally complicated project into a complex one. Further, he emphasized on how awareness and education is vital to reduce knowledge gap about antibiotics and resistance. He pointed out that health and hygiene related practices from antibiotic misuse or overuse, to poor environmental sanitation and personal hygiene have significant impacts on public health and the younger generation has a major role to play on sustainable implementation of solutions. The 2018- 2019 Secondary School Health and Hygiene Awareness Program in Lagos Nigeria implemented by WHO partnered with DRASA Health Trust and the different methods used to bring positive health and hygiene related behaviour changes within schools, families and communities was discussed.

In summary, with examples, case studies, intervention analyses and an interactive session, Dr Nurse-Findlay highlighted a crucial global health issue of AMR, demonstrated the responsibilities of leaders and provided valuable insights on how to approach issues in health policies to the future young leaders of health in the audience.

Workshop Instructor: **Dr Stephen Nurse-Findlay, World Health Organization**



Stephen Nurse-Findlay is a US trained pediatrician with training in public health and Business administration currently working as a technical Officer in the Antimicrobial Resistance Division at WHO Headquarters in Geneva, Switzerland.

Originally from Trinidad and Tobago, Dr Nurse-Findlay completed his undergraduate studies in Biology and Chemistry at Tuskegee University before moving on to complete the MD/MPH Dual degree programme at Johns Hopkins University School of Medicine. This interest in the clinical, policy and commercial interface led him to stints in private sector consulting as well as State level policy analysis before going on to complete his pediatric training at Crozer-Chester Medical Center and Children's Hospital of Philadelphia

Following residency and a short stint of clinical practice, Stephen again returned to the private sector as a medical writer and physician education consultant before moving to Geneva, Switzerland to complete his MBA focusing on International Organisation Management.

Following completion of his MBA, Dr Nurse-Findlay found positions with UNFPA and GAVI prior to moving to the WHO where he accepted maternal and child health policy assignments in both Geneva and Abuja, Nigeria. During his tenure at WHO, Stephen has featured in an Al Jazeera programme on vaccine availability in rural Niger, has published a paper on the global shortage of benzathine penicillin for the treatment of syphilis, is currently highly involved in the Transformation agenda of the WHO HQ in addition to developing a highly effective educational programme to educate adolescents on principles of hygiene as part of his within the Antimicrobial Resistance Division.