



Training Program for Rehabilitation Personnel Agreement
between
The Center of Medical Rehabilitation, Ministry of Health, Lao PDR
The USAID Funded TEAM Project of World Education, Lao PDR
and
The Faculty of Medicine, Khon Kaen University, Thailand

The present training program agreement defines the framework of the training program and the roles and responsibilities of the parties signing the agreement.

Through signing the agreement, the Departments of Rehabilitation Medicine, the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University, Thailand and the Center for Medical Rehabilitation, Lao PDR agree and commit to provide the optimal conditions for high level outcomes of the training program.

Introduction:

The Center for Medical Rehabilitation (CMR) and World Education Laos (WEL) have signed an in-kind Sub-Award agreement in the framework of the United States Agency for International Development (USAID) funded TEAM project.

The overall goal of TEAM project is to increase quality, availability and access to services benefiting people with impairments and disabilities by focusing on four main components: Training rehabilitation personnel, Economic Empowerment, Assistive Technology and Medical & Physical Rehabilitation.

The in-kind Sub-Award agreement aims at working hand-in-hand with CMR, rehabilitation actors in Laos and TEAM to develop higher capacity of rehabilitation workforce at CMR and Central Hospital level. This will be organized through, among other activities, the organisation of six (6) training topics for sixty five (66) rehabilitation personnel, including fifty four (54) physical therapists, ten (10) medical doctors and two (2) nurses at the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University between March 2016 and April 2017.

Context:

The findings from the Rehabilitation Sector Situation Analysis Report Lao PDR April – May 2013 (Llewellyn, 2013) demonstrate that the rehabilitation workforce in Lao PDR is at an early stage of development, despite its longevity, when compared to neighbouring countries in the region. Although most rehabilitation personnel in Lao PDR are physiotherapists (PTs) with training in PT in Lao PDR being offered since 1968, the highest proportion of the 1168 graduates (n=1069, 91.5%) have a certificate/diploma issued from the former College of Health Sciences. The minority (n=99, 8.5%) have the higher qualification called an Associate

Degree. A new four year baccalaureate program in PT at began in 2014 with 28 students at the Faculty of Medical Technology (FMT) University of Health Sciences (UHS) in Vientiane. This cohort will not graduate until 2018.

There are no PTs trained in Lao PDR who have achieved international standard physiotherapy qualifications at this stage. There is neither occupational therapist (OT) nor speech therapist training available in Laos. There are 16 PTs at CMR who have had short course OT training and support from an OT adviser.

The official PT workforce of the Ministry of Health (MOH) (as of 2012) is 284 of which 215 are in government posts with the remaining 69 contractual, temporary staff or volunteers. The urban/rural distribution ratio is 64% to 36%. PTs are unevenly distributed within the Vientiane capital; over one third (n=55, 39%) are employed at the Centre for Medical Rehabilitation (CMR). The Prosthetic & Orthotics are only employed at CMR and the 4 Provincial Rehabilitation Centres (PRCs) associated with CMR, which are located in Champasak, Luang Prabang, Xieng Khouang, and Savannakhet provinces.

Challenges of rehabilitation workforce in Lao PDR:

Challenges for the rehabilitation workforce in Lao PDR include older style training and poorly resourced infrastructure and teaching materials; under-employment of graduates; low standard qualifications compared to regional and international standards; very limited opportunities for upgrading qualifications in Lao PDR or in other countries; very limited opportunities for continuing education except for those staff employed at CMR and the associated PRCs; a distinct absence of clinical guidelines and standards of practice; and, isolation of PTs in their hospital units with little contact or cross-fertilisation of knowledge or expertise.

Opportunities of rehabilitation workforce in Lao PDR:

However there are also opportunities for increasing the capacity of the rehabilitation workforce in Lao PDR. International initiatives such as the WHO Global Disability Action Plan Better Health for All People with Disability 2014-2021, regional rehabilitation consultations and workshops in 2013-2014, and the Lao PDR National Rehabilitation Forum in August 2014 have all contributed to increased attention to and interest for rehabilitation and disability in Lao PDR. There is a National Disability Inclusive Health and Rehabilitation Strategic Action Plan under development and proposed inputs on rehabilitation to the MOH Health Development Plan 2016-2020. These national developments augur well for planned strategic action, implementation and outcomes in the rehabilitation sector in Lao PDR.

The long term goal in relation to the rehabilitation workforce is to: "By 2030 achieve a sustainable rehabilitation workforce trained to international standards serving urban and rural communities to increase social and economic productivity of the Lao PDR population"¹.

Three priority areas that need to be addressed to begin the work needed to progress towards this long term goal. An overall outcome, rationale and specific outcomes are presented for each.

- Priority 1. CMR, Vientiane hospitals and FMT to work together to build capacity in existing rehabilitation workforce in Vientiane including professional network to develop standards of practice and clinical guidelines
- Priority 2. Critical mass of higher capacity rehabilitation workforce in Vientiane is responsible for building capacity in rehabilitation workforce in provincial and district hospitals as well as PRCs

¹ Llewellyn, Gwynnyth. *Capacity Assessment and Development of Plan to Increase Capacity of Laos Rehabilitation Workforce*, June, 2015.

Priority 3. Build competent new generation of rehabilitation workforce and upgrade qualifications and capacity of academic staff at FMT

The overall CMR-TEAM project, including this training program in partnership with the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University aims at contributing to the priority 2 "building critical mass of higher capacity rehabilitation workforce in Vientiane".

Rationale:

The Health reform program of MOH of Lao PDR and the draft of the National disability inclusive health and rehabilitation strategy & action plan, intend to develop a critical mass of higher capacity rehabilitation workforce at the central level in Vientiane to then take the responsibility for building capacity in rehabilitation workforce in provincial and district hospitals, as well as Provincial Rehabilitation Centres (PRC).

Under its Technical Working Group Health Care Services, the Ministry of Health of Lao PDR has created a Taskforce for Medical Rehabilitation and one of its 5 sub-task force is the Sub-Taskforce on Rehabilitation Human Resource Development. The outcomes of The CMR-TEAM training program will directly contribute to implementation of the strategy and the recommendations defined by this sub-taskforce.

A Steering Committee composed of 3 CMR staff and technical advisors from international organizations is especially created by CMR-TEAM to ensure efficient and smooth coordination between CMR staff and technical advisors to achieve the most efficient outcomes of the implementation of the training program.

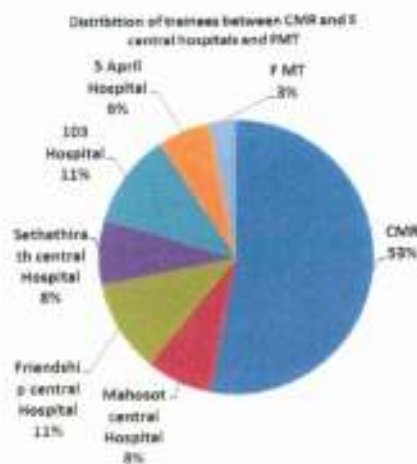
The Center for Medical Rehabilitation (CMR), in collaboration with the Faculty of Medical Technology (FMT) has developed Physical Therapy Teaching Units (PT-TU) and Prosthetic and Orthotic Teaching Units (PO-TU) in Center of Medical Rehabilitation (CMR) and Central Hospitals in Vientiane. A core of highly trained staff² is in charge of the clinical training of PT and Prosthetic & Orthotic students from FMT. The CMR-TEAM project is contributing to develop the higher capacity members of the PTTU and POTU.

CMR received an "in kind" sub-award from World Education TEAM project, meaning that CMR is responsible for organizing the steering committee and all activities related to the effective organization of the training (planning trainings, logistics and communication with training institutes). WEL will directly manage the budget by organizing the payments of receipts related to each activities of the project.

An analysis of the type (conditions) and number of patients admitted in each of the central healthcare facility was used to select the hospitals and to determine the number of rehabilitation personnel to be trained accordingly.

CMR	34
Mahosot central Hospital	5

²The PT-TU and PO-TU is composed of 4 staff from each of the following units: Brain Rehabilitation Unit; Spinal Cord Rehabilitation Unit; Pediatric Neurology Rehabilitation Unit; Pediatric Physical Rehabilitation Unit; Muscles and Skeletal Rehabilitation Unit; Prosthetic Unit; Orthotic And Wheelchair Unit



Friendship central Hospital	7
Sethathirath central Hospital	5
103 Hospital	7
5 April Hospital	4
F MT	2
Central hospitals	30

Last but not least, the 6 training topics included in this training program agreement were chosen because they are complementary to each other, aiming at creating at CMR and in 5 central hospitals a highly competent team of rehabilitation personnel able to address the medical, physical and functional needs of persons with Low-back pain, SCI and Stroke, using the trans-disciplinary (Medical and physical, occupational and speech therapy perspectives) client-centered approach and applying an appropriate variety of physical and functional therapy techniques.

General Objectives of the training program:

By the end of the training program at the the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University, each of the 6 targeted healthcare-related rehabilitation facilities from Vientiane will be equipped with at least 1 Medical Doctor with higher capacity on medical management and prescription of rehabilitation therapy for clients with Low-back pain, Spinal Cord Injury and Stroke. Each will also be equipped with a team of physical therapists with higher capacity on low-back pain, SCI and Stroke physical therapy management and their related occupational/functional and speech therapy approaches and basic techniques. The knowledge, skills and attitudes gained after the training will also be valuable for physical and functional therapy of other physical impairments such as head injury, cerebral palsy, and other similar disabling conditions.

CMR	Mahosot Hospital	Friendship Hospital	Sethathirath Hospital	103 Hospital	5 April Hospital
Each of the 6 healthcare-related rehabilitation facilities is equipped with at least 1 Medical Doctors higher capacity on Low-back pain, Spinal Cord Injury and Stroke.					
Each of the 6 healthcare-related rehabilitation facilities is equipped with a team of physiotherapists with higher capacity on Low-back pain management and occupational therapy approach.	Each of the 6 healthcare-related rehabilitation facilities is equipped with a team of physiotherapists with higher capacity on SCI management and occupational therapy approach.	Each of the 6 healthcare-related rehabilitation facilities is equipped with a team of physiotherapists with higher capacity on Stroke management, occupational therapy and speech therapy approach.			



Specific objectives for each of the training topics:

The training methodology and pedagogical approach, as well as defining specific objectives for each topic, will be the responsibility of each instructor (including thoughts from the Lao context). Below are some expectations defined according to the specific context of rehabilitation workforce in Laos.

8 weeks training for 10 medical doctors on Low-back pain, Spinal cord injury and Stroke

At the end of this 8-week training, the 10 medical doctors from CMR (5) and five central hospitals (5) will demonstrate the requisite knowledge, skills and attitudes for effective patient-centered holistic low-back pain, spinal cord injury and stroke medical treatment and prescription (and follow up) of related rehabilitation nursing and physical and functional therapy treatments.

1 week training for 7 physical therapists on Low-back pain management

At the end of this 1 week training, 7 physical therapists from CMR (3) and from 4 central hospitals (4) demonstrate the requisite knowledge, skills, and attitudes for effective patient-centered education of ergonomic practices and physical and functional management of clients with low-back pain.

- The 7 trainees will be able to understand, apply and explain to the clients, during individual and group sessions, the appropriate preventative and education measures on ergonomic practices for safe handling of weight and other heavy physical activities.
- The 7 trainees will be able to apply the prescribed treatment using physical agents and stretching and muscles strengthening, sport/game activities, and ergonomic exercises.

4 weeks training for 10 physical therapists on spinal cord injury management

At the end of this 4 weeks training, 10 physical therapists from CMR (5) and from 3 Central Hospitals (5) demonstrate the requisite knowledge, skills, and attitudes for effective patient-centered holistic spinal cord injury treatment at acute phase, stabilization phase, and rehabilitation phase.

- The 10 trainees will learn the body function and body structure impairments according to the level of the lesion of the spinal cord and related functional impairment.

- The 10 trainees will understand the importance of the principal of continuum of medical, physical and functional rehabilitation care (from acute phase through stabilization and rehabilitation phase), with the goal of attaining and sustaining optimal functioning in self-care and activities of daily living.
- The 10 trainees will understand the importance of rehabilitation nursing during acute phase and bedridden period, and will be able to apply appropriate techniques to prevent secondary conditions.
- The 10 trainees will understand bladder impairment and the principals of water intake in bladder management.
- The 10 trainees will be able to conduct physical and functional therapy sessions, including muscular strengthening, range of motion exercises and stretching, control and prevention of pressure sore, transfers, and self-care activities. Sport activities will be part of the therapeutic management.
- The 10 trainees will be able to provide basic psychosocial support and will know how to inform and instruct the client and family for the day-to-day management after discharge of the hospital.

4 weeks training for 12 physical therapists on stroke management

At the end of this 4 weeks training, 12 physical therapists from CMR (7) and from 5 central hospitals (5) demonstrate the requisite knowledge, skills, and attitudes for effective patient-centered holistic stroke treatment in acute phase, recuperation phase and rehabilitation phase.

- The 12 trainees will understand the importance of rehabilitation nursing during acute phase and bedridden period and will be able to apply appropriate techniques to prevent secondary conditions.
- The 12 trainees will understand the importance of the principal of continuum of medical, physical and functional rehabilitation care (from acute phase through stabilization and rehabilitation phase), with the goal of attaining and sustaining optimal functioning in self-care and activities of daily living
- The 12 trainees will understand the benefit and principals of constraint induced therapy for hemiplegic client and will be able to use this technique in clinical practices during fine motor skills sessions.
- The 12 trainees will be able to provide basic psychosocial support and will know how to inform and instruct the client and family for the day-to-day management after discharge from the hospital.
- The 12 trainees will understand and be able to transfer skills to client on preventive rehabilitation nursing, physical therapy for muscular strengthening and stretching, prevention of pressure sores and functional therapy for transfers and self-care and activities of daily living.

8 weeks training for 14 physical therapists on occupational therapy approaches

At the end of the 8 weeks training, 14 physical therapists from CMR (8), 5 central hospitals (5) and Faculty of Medical Technology (FMT) (1) demonstrate the requisite knowledge, skills, and attitudes for effective patient-centered treatment and to be able to add the functional management of self-care and of daily life activity limitations and addressing environmental and domestic barriers to the physical therapy management.

- The 14 trainees will understand the importance of trans-discipline approach in rehabilitation
- The 14 trainees will be able to identify, understand and analyze the limitations in self-care and daily living activities and the related barriers in the household.
- The 14 trainees will learn about and be able to use a functional assessment scale before and after rehabilitation services for measurement of outcomes.

- The 14 trainees will understand the continuum of rehabilitation care and the complementary role of occupational/functional rehabilitation to medical, rehabilitation nursing and physical therapy.
- The 14 trainees will learn basic occupational therapy techniques and will know how to apply purposeful activities (handicraft, games...) to achieve the therapeutic goal.
- The 14 trainees will be able to use the pre-discharge functional room to transfer skills to clients and caregivers for self-care and daily living activities in home based setup.

4 weeks training for 8 physical therapists and 2 nurses on speech therapy approaches.

At the end of the 4 weeks training, 8 physical therapists and 2 nurses from CMR, 4 central hospitals and FMT on speech therapy approach demonstrate the requisite knowledge, skills and attitudes for effective patient-centered holistic treatment of speech impairment, swallowing and drooling problems.

- The 10 trainees will understand the importance of trans-discipline approach in rehabilitation
- The 10 trainees will be able to identify, understand and analyses the associated speech impairment and limitations in feeding and drinking (self-care).
- The 10 trainees will understand the impact of speech impairment in communication and participation.
- The 10 trainees will be able to add to their physical therapy management, basic speech therapy techniques when presence of associated speech, swallowing or drooling impairment.
- The 10 trainees will be able to transfer skills and techniques for feeding, swallowing and drooling to parents of children with cerebral palsy.

Note: For swallowing disorders and management workshop, the trainees will attend the additional course (Workshop for Dysphagia: Multidisciplinary Approaches) in October 13-14, 2016. This 2-day workshop needs registration fee of 4,000 THB/person.

Roles and responsibilities of the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University

Training curriculum:

The trainers from the the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University will define the specific objectives for each topic and will develop a curriculum comprising the definition of specific objectives, the training methodology and pedagogical approach, the number of hours by topic, the evaluation and scoring/marketing system. This curriculum must be sent to World Education before the training starts.

A training handbook

A training handbook comprising the content of the theoretical lectures and clinical practices sessions will be developed by the instructors in KKU and delivered to each trainees before the end of the training.

A pre and posttest

A pre and posttest will be developed by the trainers for each topic. All trainees will do the pre-test upon arrival and the post test at the end of the training.

Providing an appropriate learning environment

KKU are responsible for providing an appropriate learning environment for participants including all necessary materials for the training program. World Education will provide a fee per student to cover each training. KKU will provide one receipt per batch of students to World Education for the lump sum fee after each the training for each batch of students is complete.

Attendance Records

KKU Professors will be responsible for keeping records of attendance for each day of the course for each individual student.

Follow up visit of instructor from KKU in Vientiane

One month after the training for each topic finishes in Khon Kaen (after all batches of the same training topic finish), the professor who conducted the training will travel to Vientiane for maximum one week (including travel) to follow up with trainees in their workplaces to provide support as they implement the skills they have learned and to advise on using new skills and attitudes. This trip will be funded by WEL and will follow the per diem and accommodation regulations of WEL.

Role and responsibilities of the Center for Medical Rehabilitation in Vientiane:

Trainees initial presentation to KKU instructors

Aiming at introducing themselves and helping the instructors from the Department of Rehabilitation Medicine and the Department of Otorhinolaryngology, Faculty of Medicine, Khon Kaen University to better customize their teaching, the trainees of each batch will present to their instructors upon their arrival at KKU, a power point related to their training topic. This presentation will include:

1. Clinical evidence based on prevalence - incidence of the disabling condition (pathology) related to the training topic?
2. Treatment system related to the training topic in their healthcare facility?
3. Outcome of treatment achieved currently for client with the related disabling condition?
4. What are the challenges the trainees currently face in daily professional practice regarding the delivery of rehabilitation services to clients with the related disabling condition?
5. What are the learning expectations the trainees would like to gain to improve his/her knowledge, clinical skills and attitude for the related disabling condition and or rehabilitation approach?
6. How does the trainee plan to use and apply the new knowledge, skills and attitudes in his/her professional practice after the training when returning in his/her hospital or rehabilitation department?

Accommodation and Support for Trainees

CMR will be responsible for organizing the accommodation and transportation of participants to ensure that they are in Khon Kaen for the training on time for the training start date.


Follow-Up with Participants and with Professors at KKU

CMR will be following up at least by phone and in Khon Kaen when required, with participants during the project time to ensure that the training is going well and that training objectives are being met. CMR will also follow up with the professor conducting the course to ensure that there are not any problems, that participants are attending regularly and participating fully, and that training objective are being met.

Further, CMR must ensure that all its participants follow all the finance and documentation regulations of World Education (attached below), as well as the trainee expectations from the Steering Committee. Participants must complete the financial reconciliation upon return to Vientiane (within one week) and must also participate in a debrief and complete a report of the training experience and their learning.


CMR is responsible for all direct communication with KKU. This includes communicating any changes to participant lists or training programs, dates, etc. World Education will make the payments, but all organization and communication relating to the trainings and relationship between CMR and KKU will be done directly between CMR and KKU keeping WEL in copy.

AUTHORIZED TO SIGN FOR AND ON BEHALF OF CENTER OF MEDICAL REHABILITATION, MINISTRY OF HEALTH, LAO PDR:

 Signature: Thong Phet Sittivanh MD. Date: 24/5/2016.

Name in Capitals: DR. THONGPHET SITTIVANH
Position in Organization: DEPUTY DIRECTOR, CMR

AUTHORIZED TO SIGN FOR AND ON BEHALF OF THE FACULTY OF MEDICINE, KHON KAEN UNIVERSITY, THAILAND:

 Signature: Charnchai Panthongviriyakul. Date: 24/5/2016

Name in Capitals: ASSOCIATE PROFESSOR CHARNCHAI PANTHONGVIRIYAKUL, MD
Position in Organization: DEAN

AUTHORIZED TO SIGN FOR AND ON BEHALF OF THE USAID FUNDED TEAM PROJECT OF WORLD EDUCATION, LAO PDR:

 Signature: Colette McInerney Date: 25/5/2016

Name in Capitals: COLETTE MCINERNEY
Position in Organization: DIRECTOR, WE/L