The 1st Symposium Of Digital Transformation in Continuing Education

The Unlimited Horizons of Online Continuing Professional Development (CPD) Courses for Health Professionals

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Organized by:

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Establishing a CPD System for Health Professionals

- CPD national strategy for Health Professionals
- Systematize CPD activities
- Support CPD tracking electronic system (under preparation) to systematize the CPD guidelines for health professionals in Palestine.

Ministry of Health

Continuous Professional Development (CPD) National Strategic Plan 2017-2022 in Palestine

Funded by International Medical Education Trust 2000

IMET 2000 PAL

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To have a **CPD system** for health professionals to ensure having competent Human Resources for Health (HRH) who are able to provide **safe and high quality** health services through an effective human resources system

6 Priorities

Continuous Professional Development (CPD) National Strategic Plan 2017-2022 in Palestine

#	CPD priorities 2017-2022
Priority I	Adopt the national CPD guidelines for Human Resources for Health (HRH)
Priority II	Increase access to CPD trainings/activities according to needs assessment
Priority III	Systemize CPD trainings for faculty members in academic health programs

#	CPD priorities 2017-2022
Priority IV	Develop a documentation system for CPD trainings and activities
Priority V	Develop an organizational climate promoting CPD and lifelong education at health care service providing institutions
Priority VI	Develop an accreditation system for CPD programs/trainings

CPD National Guidelines Developed end of 2017

- The guidelines were based on WHO and international CPD guidelines; in addition to regional CPD guidelines developed in Oman, Qatar, and the UAE.

http://moodle.moh.ps/pluginfile.php/10276/mod_resource/content/8/CPD-Guidelines-Palestine-2017-Final-2-2018.pdf

Palestinian Ministry of Health

Continuing Professional Development National Guidelines

2017

Endorsement of the CPD Guidelines

Ministry of Health

Palestine Medical Council

Medical Association in Palestine

Palestinian Dental Association

Palestinian Medical Technology Association

Palestine Federation of Health Professions

Palestinian Nursing and Midwifery Association

Palestine Pharmacists' Association

Main Highlights of CPD guidelines

- CPD credit system for all categories of HRH with clear system to calculate the credits for each CPD activity.
- Accreditation system for CPD providers and for structured face to face CPD programs.
- Mandatory list of trainings for different types of health professionals that is supported by clear resource for professionals through systematized CPD activities (online or face to face)
- Supportive tools for professionals to standardize the evaluation and measurement of impact of the CPD program.

CPD credit point requirements according to profession

Health Care Professional	Number of CPD credits/category/ year	Length of each cycle	Number of CPD credits/category/ cycle	Minimum number of total CPD credits/ cycle
Physicians	15 Category I 5 Category II	3 years	45 Category I 15 Category II	60
Dentists	15 Category I 5 Category II	3 years	45 Category I 15 Category II	60
Pharmacists	15 Category I 5 Category II	3 years	45 Category I 15 Category II	60
Nurses and Midwives	15 Category I 5 Category II	3 years	45 Category I 15 Category II	60
Allied Health Professionals	15 Category I 5 Category II	3 years	45 Category I 15 Category II	60
Technicians	10 Category I 2 Category II	3 years	30 Category I 6 Category II	36

Structure of CPD Learning Activities

- **Category I activities** - Formal and highly structured learning activities provided by recognized educational or scientific institutions or professional bodies that are accredited by CPD Accreditation Department or other recognized accreditation bodies.
- **Category II activities** - Self-learning planned activities commonly conducted individually or in groups to address the needs identified locally by specific specialty or department.

Formal Accreditation

- Provider Accreditation
- Structured CPD program Accreditation

- Accreditation of well established CPD providers can be done before dissemination of the guidelines through the national task force and then new providers need to go through the complete process.
- Accreditation is done by MOH in coordination with AQAC using expert consultants according to the subject of the program.

Mandatory CPD trainings for all health care professionals (Online or face to face)

CPD trainings	Type Online / Face to Face
Infection Control	http://Moodle.moh.ps/ OR face to face and accredited
Communication and professionalism	http://Moodle.moh.ps/ OR face to face and accredited
Ethics for health professionals	http://Moodle.moh.ps/ http://eacademy.ifcc.org/topics/other-areas-of-laboratory-medicine/ethics-in-laboratory-medicine/?ctype=1154&cid=1793 OR face to face and accredited
Patient Safety	http://Moodle.moh.ps/ OR face to face and accredited

Physicians

BLS	**Online http://Moodle.moh.ps/+ face to face and accredited**
PTC	Face to Face and accredited
Introduction to antimicrobial prescribing 2017	http://learn.nps.org.au/
Medication safety 2017	http://learn.nps.org.au/
Medical tests online training modules	http://learn.nps.org.au/
Pharmacovigilance in palliative care	http://learn.nps.org.au/
Reporting adverse events with medicines and vaccines	http://learn.nps.org.au/

Dentists

Dental - Bone complication (following dental extraction) 2017	http://learn.nps.org.au/
Dental - Facial pain 2017	http://learn.nps.org.au/
Dental - Sore mouth 2017	http://learn.nps.org.au/

Pharmacists

Medication Safety 2017	**http://Learn .nps.org.au/**
Quality Use of Medicines, , Why ,What ,How &Who?	http://Learn .nps.org.au/
Drug Misuse :Implications for Pharmacists	http://Learn .nps.org.au/
Good Distribution Practice Training (GDP)	http://www.pharmalessons.com
Antimicrobial Stewardship :Managing Antibiotic Resistance	http://www.futurelearn.com

Nurses

BLS	**Online http://Moodle.moh.ps/+ face to face and accredited**
PTC	Face to Face and accredited
Blood Pressure: Measure, manage, monitor	http://learn.nps.org.au/
Medication safety 2017	http://learn.nps.org.au/
Medical tests online training modules	http://learn.nps.org.au/
Pharmacovigilance in palliative care	http://learn.nps.org.au/
Reporting adverse events with medicines and vaccines	http://learn.nps.org.au/

Midwives

BLS	**Online http://Moodle.moh.ps/+ face to face and accredited**
RH Counselling,	http://Moodle.moh.ps/
Obstetric emergencies (including shoulder dystocia, postpartum hemorrhage, neonatal resuscitation) i.e. ALSO, PROMPT	Face to Face and accredited
Medication safety 2017	http://learn.nps.org.au/
Medical tests online training modules	http://learn.nps.org.au/
Post-partum hemorrhage	https://bloodsafelearning.org.au/course/postpartum-haemorrhage-pph/

Lab technicians

Core/ stat Laboratory	**http://eacademy.ifcc.org/topics/core - stat-laboratory/**
Laboratory Quality Management and Accreditation	http://eacademy.ifcc.org/topics/quality-management-and-accreditation/
Medical tests online training modules	http://learn.nps.org.au/

Radiology technician/ Medical Imaging

- Radiography *& Radiation Protection*
- Digital documentation of radiology images.

Nutritionists

1. **Diet for Cancer patients** 2. **Diet for Diabetic patients** 3. **Drugs diet interaction** 4. **Obesity management**	http://anhi.org/courses

Physiotherapist / Occupational Therapist

1. Rehabilitating Knee Ligament Injuries In Sport 2. Back Pain and The STarT Back Approach to Treatment 3. Modern Concepts in Taping for Musculoskeletal Conditions 4. Kinesio Taping – Fashion Accessory or Must Have Skill? 5. Essential Burn Care (EBC)	http://www.physiotherapywebinars.com/free-webinars/ http://www.physiotherapywebinars.com/free-webinars/ http://www.physiotherapywebinars.com/free-webinars/ http://www.physiotherapywebinars.com/free-webinars/ face to face and accredited

Blood bank technician

Clinical Transfusion Practice	**https://bloodsafelearning.org.au/course/medical-and-specialties/**
Collecting Blood Specimens	https://bloodsafelearning.org.au/course/medical-and-specialties/
Transporting Blood	https://bloodsafelearning.org.au/course/medical-and-specialties/

3 pillars tor systemized CPD

Availability/Accessibility

Affordability

Sustainability

Main Challenge to CPD strategy

Almost 100% funding dependent

No national budget for CPD

Contributions from MOH

- North and South teams for systemized CPD
- Facilitating volunteer participation of MOH staff in CPD trainings
- Training halls and Internet lines

Main Systemized CPD Programs at MOH

- Orientation for new employees
- Primary Trauma Care (PTC)
- Essential Burn Care- EBC
- Perioperative Nursing- using blended learning
- Labor Room Safety----starting and in progress
- **Online courses**

Perioperative Nursing Training

- MOH started implementing operating room nursing training according to plan in 2017 using **blended learning of online and face to face training**.
- Seven groups of OR nurses were trained with a total of more than 150 nurses from all MOH hospitals and teaching hospitals in the West Bank.
- The training focused on the main competencies of OR nurses to ensure preparing the registered nurses to function as competent team members in the perioperative operating room.
- This introductory training is for license nurses working in Operating Room (O.R.). The clinical guidelines from the **Association of Perioperative Registered Nurses (A.O.R.N.)** is the main reference for all training content. The training is comprised of theory, rationale and skills necessary to provide safe patient care in the O.R. .

Online Courses

- Establishment of online resource centers in MOH hospitals
- Establishment of web portal for CPD on MOH website through Moodle system

http://Moodle.moh.ps/

GUIDELINES FOR ONLINE TRAINING

https://dgitraining.com/guidelines-for-online-training/

- User need to:
  - work independently without an instructor present.
  - Be familiar with the use of a computer and a web browser.
  - Have knowledge or understanding of the applicable regulations.
  - Be fluent in the English language.

MOH developed TOR for

- **Developer of online course**
- **Programmer for online course**
- **Facilitator for online courses**

TECHNICAL CONSIDERATIONS:

- Any browser can be used .
- High-speed internet connection is required.
- You can log in and out of the training program at any time.
- More than 90% of courses has centralized certification exam that can be taken in one of the MOH CPD centers.
- The trainee needs to choose internet access and ensure the sound is turned on and the volume is up, as these courses include audio content.
- The MOH online programs are compatible with Windows, Macs, and Mobile phones

Online Resource Centers and Online Courses

- Establishment of online resource centers in MOH hospitals.
- **All will have one except for Jericho and Yatta**
- Establishment of web portal for CPD on MOH website through Moodle system
- Training of health professionals from all specialties to design online courses
- Starting to design online courses for health professionals which will be mandatory to MOH staff
- Training of online resource centers facilitators to support users

35 Online courses will be active by end of 2017

http://Moodle.moh.ps/

1. **Infection Control**
2. **BLS**
3. **Professionalism and Communication**
4. **Patient Safety**
5. **Hospital Safety**
6. **Ethics for health providers**
7. **ACLS**
8. **Advanced Infection Control (surveillance, specialized Infection Control measures)**
9. **Preceptorship**
10. **Palliative Care and Oncology Nursing**
11. **Post-operative Care for open heart surgery**
12. **Operation Room Nursing**
13. Neonatal Nursing
14. Gender Based Violence (GBV)
15. Managing Postpartum Hemorrhage
16. Managing Pre-Eclampsia and Eclampsia
17. Managing Post Abortion Care
18. Managing Puerperal Sepsis
19. Managing Prolonged and Obstructed Labor
20. Bleeding after Birth for Frontline Health Workers
21. Family Planning for Frontline Health Workers
22. Danger Signs in Pregnancy
23. Essential Newborn Care
24. Social and Behavior Change Communication for Postpartum Family Planning
25. Prevention of FGM for Midwives
26. Advanced Research and Evidence-based Practice
27. SPSS Program
28. Active Learning Teaching Methods
29. Simulation in Nursing Labs
30. Orientation for Clinical Training Sites
31. Objective Structured Clinical Examination (OSCE)
32. Episiotomy Cut and Repair
33. Reproductive Health Counselling
34. Sexually Transmitted Infections
35. Breast Cancer

Core Values for Online Courses

- Courses should be of the highest standards of academic and intellectual rigour - consistent with MOH other educational activities
- Courses should provide participants with the most up-to-date research-led material –
- The trainee experience for CPD and Short Courses should be outstanding - and use of the full breadth of technological advancements is strongly encouraged
- We are committed to using CPD and Short Course development to stimulate innovation

Systemize CPD trainings for faculty members in academic health programs

http://moodle.moh.ps/

Six of the online courses on MOH Moodle Portal are directed for the development of faculties of academic health programs

- Advanced research and evidence-based practice
- SPSS program
- Active learning teaching methods
- Simulation in training labs.
- Orientation for clinical training sites.
- Objective Structured Clinical Examination (OSCE)

National Commitment to e-learning

To reinforce MOH commitment to systematized CPD through **greater focus on e-learning technology and innovation.**

Departmental engagement and local champions, working with and supported by staff from the GD of Education in Health.

A new central support, governance, and capacity building for e-learning.

Approval of CPD national guidelines that incorporates online CPD activities.

Unlimited Horizon for Online Courses

- Faculty development
- Simple to most advanced courses for all levels of workforce working in health fields
- Gradual involvement of all specialties
- Starting with MOH and extending to health facilities at national level……regional level!!
- Can guide CPD for other sectors: i.e. Education, public sector employees

New Organizational Structure for the GDEH

Main roles and responsibilities of the Online Learning Department

1. Participate in the preparation of the plan for e-education and online courses for all human resources for health working in the health sector
2. Develop a plan to follow up on the implementation of online courses and supervise the participants in online courses and follow up on their progress in online trainings.
3. Coordinate the registration of new participants in the online courses on MOH portal.
4. Provide general guidance to facilitate effective participation of staff / students in the online courses.
5. Communicate with facilitators in the online resource centers and guide them to urge employees / students to participate actively in online courses.
6. Communicate with employees / students through the MOH Moodle portal of the health and / or e-mail to urge and encourage them to participate in the online courses and take document feedback and evaluations for these course.
7. Coordination of the evaluation exams for participants in electronic circuits
8. Orient the employees to important files and references that were posted on the MOH Moodle portal.
9. Preparation of special reports for each online course, tracking, monitoring of participants and their performance in the assessment exams for each online course.
10. Issuing of certificates for each online course and ensuring authenticity.

Next Steps

- Develop Accreditation system for online courses
- Develop a blended/ hybrid system for online/and live trainings
- Develop more online courses for all specialties
- Marketing for CPD activities

Questions, comments, Concerns