

5th One Health Dialogue Series

**One Health Workforce Development
13th June 2022**

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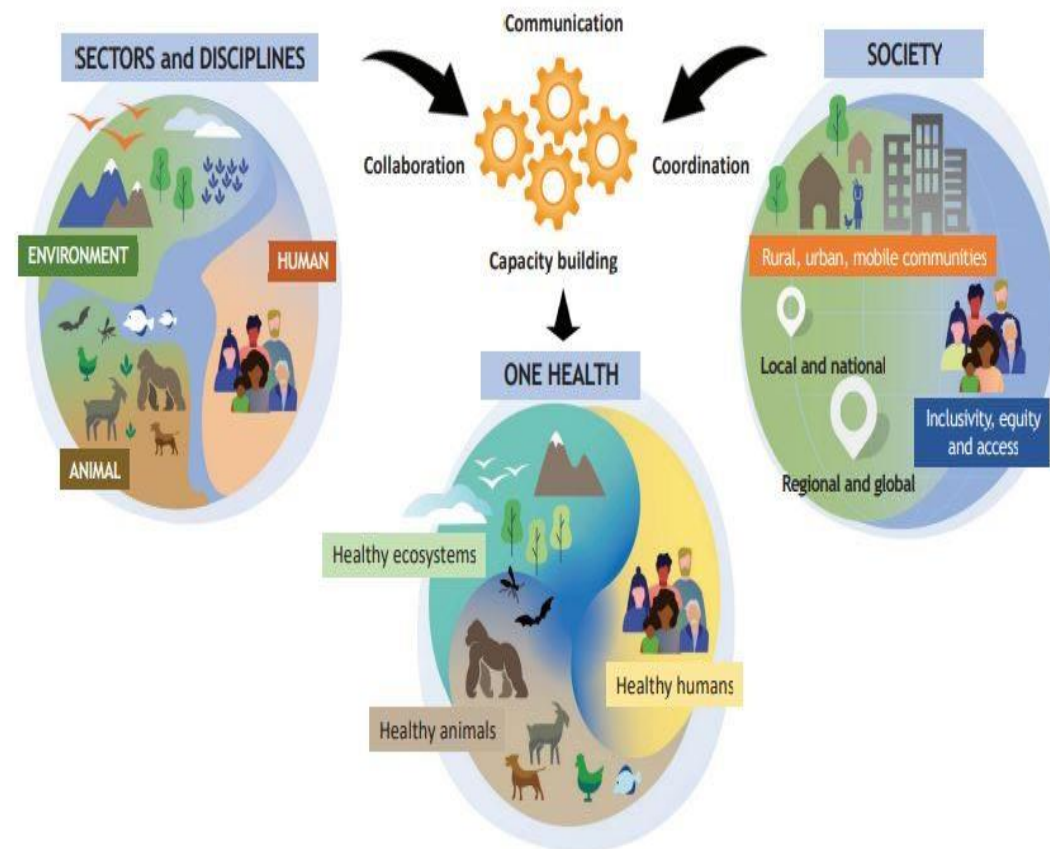
Presentation Outline

- Introduction
- One Health Workforce Development
- S/L National Bridging Workshop (NBW)
- Summary of IHR-PVS (NBW) Roadmap 2018
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- Evaluation of NBW Roadmap
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Introduction

According to OHHLEP definition for One Health;

- **One Health** is an integrated, unifying approach that aims to sustainably balance and optimize the health of people, animals and ecosystems.
- It recognizes the health of humans, domestic and wild animals, plants, and the wider environment (including ecosystems) are closely linked and inter-dependent.
- The approach mobilizes multiple sectors, disciplines and communities at varying levels of society to work together to foster well-being and tackle threats to health and ecosystems,
 - while addressing the collective need for clean water, energy and safe and nutritious food, taking action on climate change, and contributing to sustainable development.



Introduction cont.

- In order to ensure a healthy humans, animals, and ecosystems, countries need skilled and competent One Health(OH) Workforce
- OH workforce development is building the skills and competencies of the country One Health personnel on core public capacities
- The goal is to ensure that public health surveillance and response are sustainable and effective at all levels of the health system, as well as that the IHR and PVS by WHO and OIE respectively are implemented effectively.
- S/L has faced numerous health-related emergencies spanning human, animal and environmental health (e.g. EVD, COVID-19)
- The country adopted IHR (2015) to build, strengthen and maintain minimal national core public health capacities to deal with the emergencies

The One Health Triad



Introduction cont.

- IHR guides on the fundamental competencies required by the IHR are available and operational in order to identify, assess, notify, and respond to public health dangers.
- Also, to implement plans of action to develop and ensure that the core capacities required by the IHR are present and functioning.
- The OIE has created the Performance of Veterinary Services (PVS) Pathway, which includes a set of tools to help countries objectively examine and address their Veterinary Services' key weaknesses.
- WHO, OIE, and FAO are the tripartite partners in charge of building functional capacities for collaboration at the human-animal interface.
- In 2018, S/L OH stakeholders conducted a three – day NBW using these tools, identified gaps at the human-animal interface and developed joint plan to bridge the linkages which have been monitored and implemented for the past 5 – 6 years now.



One Health Workforce Development

- One Health workforce is the country OH personnel from OH sectors and relevant disciplines
- This OH personnel effectively collaborate, communicate and coordinate to address the linkages at the human-animal interface in achieving optimal health
- Development of the country OH workforce is building the skills and competencies of the country One Health personnel
- This can be done based on the following parameters:
 - Multisectoral strategy – develop OH policies and procedure for coordination
 - Human resource – hire/nominate OH personnel for implementation of OH plan
 - Training – provide OH competent base training program
 - Response – build OH personnel capacity for surge during public health events

S/L National Bridging Workshop (NBW)

- In 2018, WHO, OIE, & FAO supported S/L conduct three-day NBW
- Stakeholders from MoA, MoHS, EPA, OHS, and other partners
- Used the IHR and PVS tools to assess country capacity in 15 key technical areas
- Discussed and mapped out collaborative strengths and weaknesses



Participants mapping the collaborative strengths and weaknesses on the IHR-PVS matrix

S/L National Bridging Workshop (NBW) 2018

Technical area (cards)	Rabies	Anthrax	H5N1	Ebola	Lassa fever	Score
Coordination at high Level	Yellow	Yellow	Yellow	Yellow	Yellow	5
Coordination at local Level	Red	Green	Red	Red	Yellow	7
Coordination at technical Level	Yellow	Yellow	Red	Green	Yellow	5
Legislation / Regulation	Green	Yellow	Yellow	Green	Red	4
Finance	Yellow	Yellow	Green	Yellow	Red	5
Communication w/ media	Yellow	Yellow	Yellow	Green	Yellow	4
Communication w/ stakeholders	Yellow	Yellow	Green	Green	Yellow	3
Field investigation	Yellow	Green	Green	Yellow	Yellow	3
Risk assessment	Red	Yellow	Red	Yellow	Yellow	7
Joint surveillance	Red	Yellow	Yellow	Yellow	Yellow	6
Laboratory	Yellow	Red	Red	Yellow	Yellow	7
Response	Yellow	Green	Red	Yellow	Yellow	4
Education and training	Green	Yellow	Red	Yellow	Red	6
Emergency funding	Red	Red	Red	Red	Red	10
Human resources	Yellow	Green	Yellow	Red	Yellow	5

Assessment of levels of collaboration for 15 key technical areas

- For each disease, the performance of the collaboration between the human health and the animal health sectors is color-coded:
 - green for “good collaboration”
 - yellow for “some collaboration”
 - red for “collaboration needing improvement”.
- The score uses a semi-quantitative scale (2 points for a red card, 1 for a yellow card and 0 for a green card).
- Technical areas marked in bold were selected and addressed in-depth throughout the rest of the workshop.

Summary of IHR-PVS (NBW) Roadmap 2018

No	Components	Objectives
1	Coordination	<ul style="list-style-type: none">- Build the capacity of IHR focal point and OIE delegate for SL to be more compliant to required standards- Review and finalise the draft One Health Strategy Plan- Develop coordination mechanisms for the One Health Platform for all sectors
2	Laboratory	<ul style="list-style-type: none">- Strengthen human resource & logistical capacity for lab services in the context of OH at national & regional level- Establish collaboration, coordination and information sharing mechanism among lab services in the context of OH in the four regions of SL- Develop mechanism and capacity for biosafety and biosecurity in the context of OH in SL

Summary of IHR-PVS (NBW) Roadmap 2018

No	Components	Objectives
3	Response	<ul style="list-style-type: none">- Develop implementation framework for the country OH strategic plan- Establish Sierra Leone joint response unit
4	Surveillance	<ul style="list-style-type: none">- Harmonize the surveillance system for zoonotic diseases on One Health- Enhance the capacity for data collection, analyse and reporting on One Health at all levels
5	Communication/Risk Communication	<ul style="list-style-type: none">- To develop a five-year costed budget plan for risk communication /communication 2019-2023 within the One Health Platform (OHP)- To establish a system for collection and sharing of information across One Health sectors- To establish a joint communication for the coordination of information communication and education activities in the One Health context

Implementation of NBW Roadmap

For the past 5 – 6 years, Sierra Leone has been focusing on Implementing the NBW Roadmap

- Convened a forum and briefed the leadership of MoHS, MAFFS and EPA on the results of the IHR-PVS national bridging workshop
- Utilized the results of the workshop in the implementation of the NAPHS especially management of zoonosis
- Pushed implementation of activities on the roadmap
- Quarterly monitoring OH collaboration

Evaluation of NBW Roadmap

- On 20th April 2021 this year, the roadmap was reviewed using the recommended M&E process:
 - tracked progress made at OH implementation
 - identified gaps
 - proposed solutions and possible tripartite support
- Out of thirteen (13) objectives and thirty-six (36) activities recommended at the National Bridging Workshop 2018 to address gaps for sustainable collaboration at the human-animal interface
 - 50% (18) of the activities had been fully achieved, 33% (12) partially achieved and 17% (6) not yet achieved
 - It shows that lots of achievements has been made on the roadmap in terms of country OH workforce development



A focused group meeting in assessing NBW Roadmap 2018 on 20 Apr. 2022

Key Successes

- **Human resource capacity is a success** – MoHS and MoA nominated IHR-NFP and OIE Delegate respectively, personnel of the FETP program and OH secretariate and hired lab staff which helped implements OH plan.
- **Training capacity is a success** – Developed OH training materials, trained OIE delegate, IHR-NFP, lab staff, 16 DHMTs, and OH communicators etc. helped improve knowledge and quality of OH service offered
- **Review and validation of draft OH strategic plan is a success** - via the OH approach, the help meetings, reviewed to align activities to a common goal and validated the plan.



Training of OH Master TOTs on 19-23 Aug 2019

Key Successes

- **Development for OH action plan is a success** - via OH multisectoral meeting, the team developed a OH implementation framework for 2021-2023 and yearly operational plan to guide action of OH stakeholders
- **Dissemination of NBW Recommendations** - this helped to create awareness among OH sectors and disciplines on addressing issues of zoonotic diseases, prevention, and control at the human-animal-environmental interface
- **Developed zoonotic messages guide and embarked on joint messaging** – the country communication team developed a guide for zoonotic diseases and messages at all levels which helped improve community knowledge and break individual perception and myths about zoonotic diseases.
- **Developed biosafety and biosecurity guidelines** – the country developed biosafety and biosecurity guideline which is currently awaiting validation. This will be used by the lab personnel to prevent contamination of pathogenic infections (e.g HAIs)

Bottlenecks and Proposed Tripartite Support

Bottlenecks:

- Lack of EPR Plan for MoA and MoE
- Insufficient/Lack of fund
- Lack of data manager for One Health Secretariat
- Lack of environmental lab
- Insufficient lab staff for human and staff for animal health
- Lack of District One Health Officers
- Nomination of dedicated M&E personnel in OH platform to pull relevant OH information from each sector reports is a challenge.

Tripartite support:

- Financial support and Technical
 - To address the bottlenecks listed and
 - implement the activities on the roadmap that are partially and not achieved

Next Steps

- Disseminate the updated NBW Roadmap
- Resource mobilization for implementation
- Follow up with core components on the implementation of updated 2022 NBW Roadmap and 2022 OH Operational Plan
- Implement activities on the updated NBW Roadmap, such as;
 - Develop, validate and disseminate SOPs for coordination
 - Develop SOPs for joint response activities etc.
- Quarterly monitoring of OH collaboration