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Post training formative supervision, an adjunct to the Frontline FETP in Cameroon, 2020-2023

Poster number

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176 Frontline graduates supervised in 78/204 districts. From the performance grill, 81.9% (144/176) scored >50%. Data analysis & interpretation as surveillance component was a domain to improve upon. Graduates supervised >1yr post training were five time more likely to have a better performance in their public health roles compared to those supervised ≤1yr post training; OR (CI) 95%, 5,57, p-value, 0.0009.

BACKGROUND

- The 2005 International Health Regulations, identifies human workforce development via the Field Epidemiology Training Program (FETP) as key to strengthening Global Health Security Agenda
- Frontline FETP (F-FETP) one of the three FETP levels in Cameroon is supported by US Centers for Disease Control and Prevention
- The F-FETP exists since 2016, counting close to 1500 Frontline graduates distributed in the national territory
- F-FETP uses an innovative approach titled post formative supervision to evaluate the implementation of skills and capabilities acquired post training.

OBJECTIVES

- Describe the socio-demographic characteristics of graduates
- Present global scores obtained during the post formative supervision
- Identify factors associated to Frontline FETP graduate's general performance during the post formative supervision
- Identify shortcomings and implement corrective measures to improve on graduate's performance post training

METHODS

- Analytic study based on documentary review

Documentary review

- Period of review (2020-2023)
- Electronic grill reports
- Formative supervision reports

Designed tools

- Designed tools capturing 09 indicators

Analysis of factors

- Identify factors associated to graduates performances in implementing notions learnt

Indicators	Marks	Score obtained	Percentage (%)
A. General Information			
B. Surveillance : Diagnostic / Detection			
C. Surveillance : Data collection			
D. Surveillance : Data analysis/interpretation			
E. Archiving/filing			
F. Information – Education - Communication			
G. Risk analysis			
H. Response to an epidemics / PH events			
I. Logistics			
Total			

- Scores were evaluated based on marks obtained following administration of questionnaire
- Outputs (general mark allocation by indicator, global performance in the form spider/radar chart diagram) were automatically generated
- To categorize performances, (<50% = poor performance and >50% = good to excellent performances)
- Data was analyzed using MS Excel 2016, Epi Info 7.3.2 and QGIS 3.6

RESULTS

- 176 frontline graduates were supervised in 78/204 districts in all 10 regions.

Sociodemographic characteristics of Frontline FETP graduates, post formative supervision 2020-2023

Characteristics	Modality	Frequency	Percentage (%)
Sex (n=176)	Male	58	32,95
	Female	118	67,05
Professional background	Nurses	95	53,98
	Physicians	58	32,95
	Others (Health engineer, laboratory technicians, PH administrators, veterinarian)	23	13,07
Health system level of graduate	Central	21	11,93
	Regional	9	5,11
	District	108	61,36
	Facility	38	21,59%
Post occupied	Operational	113	64,20
	Decisional	63	35,80
Sector of graduate	Department of Police	1	0,57
	Ministry of Defense	4	2,27
	Ministry of Health	167	94,89
	Ministry of Justice	1	0,57
	Ministry of Livestock	3	1,70

RESULTS CONTINUED

- The median score was 63.9 (26.1-92.6).
- 81.9% (144/176) had good scores (>50%). Average performance was recorded in detection (73%), data collection (86,7%) and communication (78,6%)
- Data analysis and interpretation (41%) and risk analysis (25%) were domains to improve upon

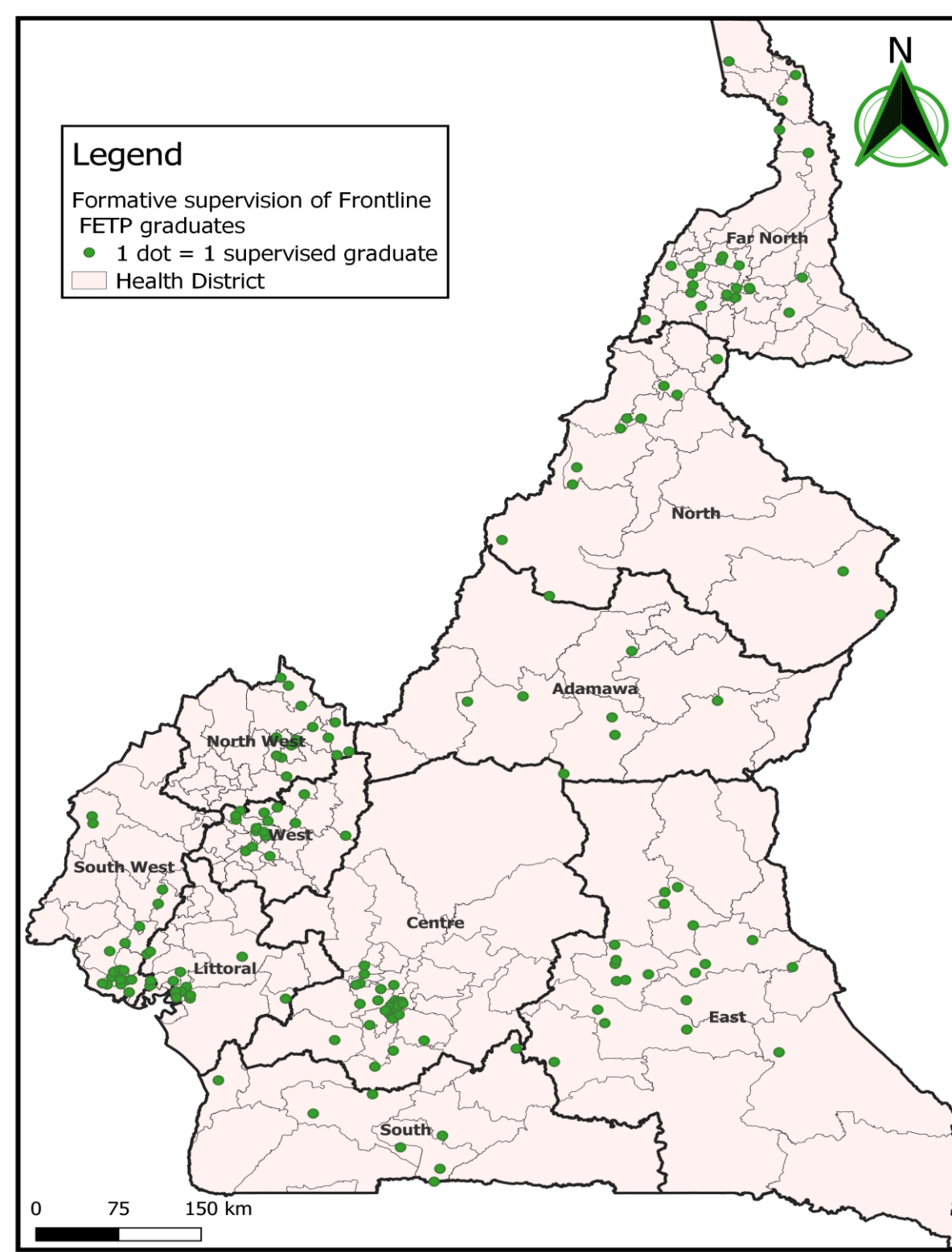


Figure 1. Geographical distribution of Frontline FETP graduate supervised by districts, during the post formative supervision, 2020-2023

Bivariate analysis of the factors associated to Frontline FETP graduate's general performance during the post formative supervision, 2020-2023

Variables	Modalities	Bivariate analysis	
		p-value	OR (95% CI)
Health system level of graduate	Central level	0,4017	0,6806 (0,1887-2,4550)
	Operational level	0,7693	0,6819 (0,1518-2,2869)
Post of graduate supervised	Decision-making	0,4017	0,6806 (0,1887-2,4550)
	Implementation	0,7693	0,6819 (0,1518-2,2869)
Professional background of graduate	Nurses	0,5768	1,0000 (0,4376-2,2851)
	Physicians	1,0000	1,0000 (0,4215-2,2689)
Duration post training before formative supervision	≤ 1 year	0,0067	3,6364 (1,4631-9,0378)
	> 1 year	0,0101	3,6018 (1,4080-9,0169)

Multivariate analysis of the factors associated to Frontline FETP graduate's general performance during the post formative supervision, 2020-2023

Variable	Modalities	Frequency (%)	OR (CI) 95%	P value
Duration post training before supervision	Supervision conducted more than 1 year post training	149 (85,14%)	5,57	0,0009
	Supervision conducted less than 1 year post training	26 (14,86%)		

Identified shortcomings/corrective measures implemented

Problems identified	Corrective measures	Rationale
Unavailability of graphs depicting no analysis/interpretation and presentation of surveillance data in sites	Onsite briefing and practical demonstration on data analysis/interpretation and presentation of surveillance data	To monitor the evolution of events for prompt decision-making
Moderate mastery of case definitions	Provision of soft copies of the Integrated Disease Surveillance and Response Guide, 2023	To facilitate disease detection for immediate notification
Some graduates not involved in epidemiological surveillance and response to PH events	Feedback to hierarchy on the necessity to involve graduates in surveillance and response activities	To ensure use of trained personnel

Pictures demonstrating interview session/palpable corrective measures, 2020-2023



Picture 1. Administration of post training supervision grill to graduate, South Region, May 2020



Picture 2. Verification of filing of surveillance documents, department of veterinary services, Yaoundé, May 2023



Picture 3. Pasting of case definitions at the Police Health Center, Buea, June 2023



Picture 4. Corrective measures archiving, before and after post formative supervision, Southwest region, June 2023

CONCLUSIONS/RECOMMENDATIONS

- Post-training formative supervision complements the Frontline FETP training in Cameroon
- Overall good performance recorded as strategy identified potential setbacks and provided corrective measures that improves on-the-job performances.
- The need for continuous post-training mentorship and recycling to enhance practical experience in applied field epidemiology.

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