

## Appendix 1: Template for Summary of Activities in Support of the Implementation of PAHO Policy on Research for Health

### Instructions:

Template to be completed by the **Staff member**.

Complete one set (up to 4 tables) per activity. The complete set for each activity should not exceed two pages. Use the tables in the template provided below. If you need to provide additional information, such as graphs, tables, reports, please do so as an attachment. The essential information, however, should be included in the summary.

**Table 1: Activities Undertaken in 2010-2011.** Briefly please describe main events and outputs (e.g. workshop, publication with indicators [metrics and/or qualitative] showing the trend in activity). Describe the main outcome/impact of the activity.

**Table 2: Activities Planned for 2012-2013.** Provide a **brief** description of main activities planned and the intended outcome/impact of undertaking those activities.

**Table 3: Future Developments.** Indicate the longer term objectives of your program and if appropriate include other key players. Indicate the challenges (dependencies and/or constraints) and opportunities to achieving the goals of your program.

**Table 4: Key issues.** List up to three issues, and for each indicate whether they are intended for ACHR/CAIS information, discussion, or decision..

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The table below is provided to assist you in completing the information requested in the template that follows.

	PAHO Policy on Research for Health
	(a) Promote the generation of relevant, ethical, and high quality research
	(b) Strengthen research governance and promote the definition of research agendas
	(c) Improve competencies and support for human resources involved in research
	(d) Seek efficiencies, enhanced impact, and ownership of research
	(e) Foster best practices and enhanced standards
	(f) Promote dissemination of and utilization of findings

**Activity:** Human Resources

**Policy Goal:** Improve competencies of and support for human resources involved in research

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<b>Table 1. Headline Activities Undertaken in 2011-2012</b>		
<b>3.1 Promote mainstreaming of human resources working in research for health and innovation and promote the integration of global, regional and national policies, strategies and plans of action for HHRR in health.</b>		
<b>3.2 PASB will strengthen its capacity to understand systematic reviews of the literature, use scientific evidence and address uncertainties in the face of insufficient research evidence to develop and deliver technical cooperation.</b>		
Events/Outputs	Outcomes/Impacts	Comments/Additional Information
Series of online webinars in Spanish jointly with Cochrane Iberoamericana on systematic reviews and other research methodologies	First series consisting of 6 webinars were offered to researchers in Latin America and the Caribbean on various research methodologies. Total audience reached close to 1000. Participants were surveyed at the end of the series, more than 300 responded and expressed their recognition to the service and their desire for PAHO to continue with these webinars. With this feedback, and the support of Cochrane Canada and KMC, the second series was launched on 11 October 2012. Participants to the first webinar exceeded 200.	The second series is geared to emulate the Canadian Cochrane series—and Canada was consulted. See <a href="#">Second series Program</a>
Webinars with Cochrane Canada (English) on equity and other research methodologies including systematic reviews.	More than 20 webinars offered and available now in the web as videos or recorded Elluminate sessions. Very good organized and presented.	The Canadian series is conducted in a very professionally and organized way. What seems to be key is that the series was in the hands of a facilitator who took on the role of presenter, organizer, and Elluminate trainer. <a href="#">Link to CCC</a>
<b>3.3 PASB will work with Member States and partners to enrich the health sciences curricula and improve competencies in research, monitoring and evaluation and engage in capacity building activities that help health professionals understand the process of knowledge translation, incorporate best practices and standards in research, improve research reporting and use research results in practice and policies</b>		
Events/Outputs	Outcomes/Impacts	Comments/Additional Information
Workshops on sensitization about knowledge translation (KT) processes and the EVIPNet as a platform of KT.	Three workshopss were offered in Bangkok, Colombia and El Paso-US Mexico border to various stakeholders including EVIPNet teams and decision makers.	Various stakeholders have different levels of background to help understand knowledge translation. Most participants acknowledge gaining some understanding of the process. Reported in <a href="#">Research Newsletter</a>
Train the trainer	Institutions that have developed capacities are PUCC,	Promising model. There are

workshops on EVIPnet were offered with support of partners.	Chile; National Institutes of Health in Peru, UWI Jamaica, St. George University in Grenada, advancing the goal of sustainable capacity in the countries.	some examples of success. Need to extract lessons learned and replicate.
EVIPNet workshops on policy briefs (8) and deliberative dialogs (9) offered jointly with Many other partners, including MacMaster, PUCC, WHO, HPSR Alliance.	Workshops were offered in Chile, Colombia, Ecuador, El Paso-Us Border, Guatemala, and Trinidad and Tobago. In total 277 people, including several EVIPNet teams, of 16 countries were trained and 8 policy briefs* and 9 deliberative dialogs were produced/executed through June 2012. EVIPNet have begun incorporating best practices and standards in developing policy briefs and DD. *a few are under development.	Slight improvement in built capacity overall but level continues to vary. Outsourcing the production of policy briefs has proven for the most part unsuccessful requiring substantive handholding by tutors. Reported in <a href="#">Research Newsletter</a>
Workshop on Guideline Development in partnership with WHO (2) and McMaster (3)	2 workshops offered to research focal points and other some technical staff from diverse areas. Staff from 19 LAC countries participated. Three workshops on guidelines development were requested and delivered to health workers of the Ministry of Health in Chile, Guatemala and Peru.	This would encourage sustainable capacity in the countries. Continue attending requests for guideline development. Reported in <a href="#">Research Newsletter</a>
Workshops on clinical trial registration:	2 workshops offered in Chile and Cuba. Possibly a third one will be offered in Cuba in December 2012. International experts will participate and have the opportunity to network with peers on trial registration.	When Open Trials is made available to countries, offer workshops on its use to countries interested in implementing the software. Reported in <a href="#">Research Newsletter</a>
Workshops on ethics for PAHO staff (2, with WHO's Learning Board) and another as part of Technical cooperation activities.	3 Two face-to-face workshops in DC for about 20 PAHO staff and another one for nationals from Honduras and Central America given in Honduras.	Collaboration with the U of Miami, a WHO CC, and the Honduras country office. PAHOERC with Gender program since beginning of 2011. Playlist and Videos.
Conferences/ presentations to other technical areas and during external international conferences.	This is a sensitization activity. Themes covered: GRADE at HTA, Río de Janeiro; EVIPNet during the Cochrane Colloquium; Knowledge Translation in Singapore; and 5 about EVIPnet (Colombia, Dominican Republic, Ecuador, Guatemala, Honduras); how to translate evidence into action re pesticides and vector control and during AIDIS a presentation on water distribution policies.	These conferences take place by invitation and are usually part of a bigger event. Look into how to have a more proactive and strategic approach to have presence in key events.
Webinar on Informed consent.	Offered to the University of Temuco.	Reported in <a href="#">Research Newsletter</a> , February; 2011.

Virtual course on Ethics in the Virtual campus have been prepared.	Two courses are completed and available..	Need to assess how best to take advantage of the Virtual Campus for future courses.
Internships	A number of interns from diverse top universities intern at PAHO year round. Working with the team, interns contribute to research and communications projects and publications. They in turn develop research skills and most prepare a paper for publication.	Interns have the potential to build key lasting relationships for future work. Because interns do not get a stipend, only students who have financial support from their universities and/or families are able to come.
One on One Coaching on peer review of biomedical publications	Offered to PAHO staff to master peer review including learning critical appraisal of biomedical literature, acquiring a sound understanding of research methods and implementation. Makes use of the extensive experience of the Research team in this field. Will train non-researchers enthusiasts about learning and scientific debate, and willingness to advance review processes. Initially to be offered in HQ but will extend to country offices.	Consider incorporating in WHO's Learning Board program.

**3.4 Assist Member States to evaluate their current and future human resource needs to conduct research for health, to help them develop national policies and long-term plans to educate and retain the necessary number of health researchers with the required skills and capacities, and find constructive approaches that engage expatriate researchers.**

Events/Outputs	Outcomes/Impacts	Comments/Additional Information
The "Planning for Success" initiative was established in 2003 to nurture potential trainers in Train the Trainer course. Workshops in EPPE were offered at UWI-CEU-ERU (English) and at CIDEIM/Colombia (in Spanish). Jointly with WHO/TDR, CIDEIM and UWI.).	Four-day workshops offered to researches and administrators.  Roughly 340 researchers and 40 facilitators in 15 countries between 2007 and April, 2010 trained to train researchers to effectively plan, implement, monitor and evaluate biomedical research projects to support skill-building for project management in health research in developing countries. Most of the trained investigators work in Latin America or the Caribbean.	Capacity has been established for researchers and administrators in a sustainable manner to manage research projects in the countries under this train the trainer model.  See <a href="#">course materials</a> .

### **3.5 Help Member States address, through appropriate research and development of strategic incentives, the factors that determine migration and alienation of researchers to promote the development, retention, and thriving of productive research groups**

Events/Outputs	Outcomes/Impacts	Comments/Additional Information
Workshop on Grant application sponsored by the Ministry of Health in Colombia and the National Institutes of Health (NIH), the, with the collaboration of PAHO and the CDC.	Through a competitive process that gave preference to young and established researchers as well as science administrators at universities or research or institutional research centers, 60 participants were selected, 30 from Colombia and 30 from the Central America and Andean Countries. As per PAHO recommendation researchers working in priority areas were	Workshop was successful and will be offered in 2013—with PAHO's support. Submission of a grant application for capacity building activities could be promoted.

### **3.6 Support the development of the structures, methods and directives that promote and maintain systematic evidence-informed approaches in the evaluation and selection of health technologies.**

**Table 2. Headline Activities Planned for 2012-2013**

Events/Outputs	Outcomes/Impacts	Comments/Additional Information
EVIPNet workshops in Brasil, Chile, and Colombia.	Colombia's EVIPNet teams have joined and are very active. In 2013 the expectation if the Colombian EVIPnet teams will produce policy briefs and Deliberative Dialogs.	Colombia has resources and seems to be willing to use them for developing EVIPNet teams.
Guideline development workshops.	Offered to country officials	To build national capacity in a sustainable manner.
Continue offering EPPE workshop to Spanish and English speaking researchers and administrators..	Continue work with CIDEIM and solidify the collaboration with UWI and with NIH to possibly incorporate EPPE course as a complement to the Grant writing workshops.	Pairing up the two workshops has potential, especially in the Caribbean with the recent formed Cochrane Node and NIH's interest in carrying activities in the Caribbean.
Webinars in English tailored by language and level.	Possibly plan a long-term plan for the Canadian series. Incorporate the Caribbean.	Should include financing. Renewal of Letter of agreements
Webinars in Spanish With Cochrane Iberoamericana	Complete the second series and survey again the participants. Structuring the series is key	Possibly offer webinars at two levels: clinic type for researches who already have proposals and for those interested in research but with little experience. The gamut of topics of interest is broad..
Explore developing courses to be offered by the Virtual Campus	Virtual courses on selected research team's initiatives.	Many "Ifs" need to be addressed but worth exploring.
Continue internship program.	Try to get two interns year round and up to four during the summer.	Look into way of financing interns from less affluent universities.

One on one peer review training	Launch the initiative more formally.	Consider talking to WHO so to incorporate in the Learning Board.
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<b>Table 3. Future Developments</b>		
Objectives	Challenges/Opportunities	Comments/Additional Information
Develop an evaluation plan to assess capacity building initiatives and its results.	Resources are scarce/will make better use of resources as per evaluation recommendations.	Worth investment
Expand collaboration with Equator for improving the quality of studies in addition to research reporting	Journal editors and researchers have solicited workshops on writing scientific articles and research reporting.	Work with other partners to develop a grant proposal to get financing.
Explore developing courses to offer through the virtual campus or similar venue.	PAHO's virtual campus would need to ensure smooth development process/The campus is open to the Region.	
Expand WHO's course offerings through the Learning Board to health workers in the countries.	The countries have solicited training but WHO is going through financial stress.	To attain sustainable capacity it is key that national counterparts be trained in key PAHO initiatives. Need to find funding.
Explore development of a comprehensive skills building strategy for researchers in the public sector.	Systematized strategy to enable a trained human resource force needed to implement the research for health policy.	Through the Strategy achieve some standardization to assess Human Resources.
Explore how to fund less affluent outstanding students to intern at PAHO.	Opening the possibility to all would address a situation of inequity.	Need to fund this activity.
Explore possibility to offer individualized training at CCCIb to decision makers or other key national personnel who are involved in or inclined to research for health.	Countries would benefit from the tremendous resource that is Cochrane Iberoamericana and CCIb would strengthen its presence and impact in the Americas/	Need to fund this activity.
Explore developing a course on systematic reviews with public health focus.	Consider the Virtual Campus as Platform.	

Streamline Researchers as part of human resources and incorporate skills they need to master as part of the university curricula.	Working with the Human Resources team, incorporate researchers in the Human Resources Observatory, recently launched.	Pursue during 2013.
Continue to make videos, webinar recordings and key materials available on the web. These resources would address research policy goals.	Materials are available to all in open access.	Look into getting access statistics and ideally survey users to evaluate their use.

<b>Table 4. Key Issues</b>	Indicate if information is provided for Information, Discussion or Decision
1. Production of policy briefs/evidence summaries requires that staff involved possess relevant technical background, in health and in research.	Discussion
2. Strengthen even work with international and national partners to strategically develop sustainable capacities in the countries.	Discussion
3. Should PAHO embark in an evaluation of its research building capacity activities to see how best to continue to handle its capacity building initiatives?	Discussion/decision
4. How can PAPHO influence to make research for health skills be part of the academic curricula.	Discussion
5. Should PAHO invest in a resource mobilization strategy/project to specifically address research capacity building.	Discussion