

TERMS OF REFERENCE

Rehabilitation Competency Framework Steering Group

Background

The World Health Organization (WHO) recognizes the fundamental role of the health workforce in improving health outcomes, noting in the Workforce 2030 Strategy that improving access to services is dependent on their availability, accessibility and quality¹. Limited workforce capacity is a particular concern for rehabilitation, as many countries lack the ability to train, retain and utilize skilled rehabilitation providers to provide even basic services. Today this results in massive unmet needs, which are predicted to increase in light of growing disability prevalence around the world.

In response to this situation WHO launched the Rehabilitation 2030 initiative and a global ‘Call for Action’, which acknowledges the need to *“Develop a strong multidisciplinary rehabilitation workforce that is suitable for country context, and promote rehabilitation concepts across all health workforce education...”*² It is evident that low- and middle-income countries in particular need effective, sustainable approaches to strengthening their rehabilitation workforce that are responsive to their resource context and that will enable quality service provision. Addressing this challenge calls for a unified effort by the global rehabilitation community and the harmonized and collaborative support of the various rehabilitation disciplines and specializations.

Competency frameworks are an important foundation for systematic and efficient workforce evaluation and planning, supporting training, recruitment and performance appraisal, as well as helping shape professional identity and culture. Countries currently lack a comprehensive rehabilitation framework that compiles the knowledge, skills and behaviours required to deliver the scope of rehabilitation interventions i.e. that is discipline- and setting-neutral. Such a framework would aim to:

1. enable competency-based evaluation and planning; a competency gap analysis can guide the development and distribution of rehabilitation competencies among the workforce in a manner responsive to population need and health system context;
2. provide a strong public statement about what rehabilitation encompasses; and
3. promote unity among rehabilitation disciplines and specializations through providing a harmonized language and structure for communicating rehabilitation competency.

In order to achieve its aims, the competency framework requires a highly participatory and collaborative approach to its development, and the input of diverse and representative stakeholders. Towards this end, WHO is establishing a Steering Group to provide expertise and support the collection and collation of input from different organizations and institutions.

Mandate of the Steering Group

Under the leadership of the WHO Rehabilitation Programme, the Steering Group is mandated to support the development of the Rehabilitation Competency Framework, provide expert opinion on its structure, language, scope and content to ensure that it achieves its intended aims. Furthermore, the Steering Group is tasked with helping coordinate the dissemination of drafts for peer review by their respective organizations or specialist groups and support the translation of feedback into concrete and meaningful recommendations.

¹ Global strategy on human resources for health Workforce 2030. WHO, 2016: <http://apps.who.int/iris/bitstream/handle/10665/250368/9789241511131-eng.pdf?sequence=1>

² Rehabilitation 2030 Call for Action. WHO, 2017: <http://www.who.int/rehabilitation/CallForAction2.pdf?ua=1>

Composition of the Steering Group

The Steering Group will be composed of health workforce experts and representatives from core rehabilitation disciplines, including:

- The International Association of Logopedics and Phoniatrics (IALP)
- The International Council of Nurses (ICN)
- The International Society for Prosthetics and Orthotics (ISPO)
- The International Society of Physical and Rehabilitation Medicine (ISPRM)
- The World Confederation for Physical Therapy (WCPT)
- The World Federation of Occupational Therapists (WFOT)

Other rehabilitation stakeholders, including condition-specific organizations, will be engaged through 'Expert Working Groups' who will inform technical components of the framework.

Commitment

Meetings

The Steering Group will communicate primarily through email, convening via Web-Ex at key intervals in the development process (estimated quarterly). There will be one full day face-to-face meeting in Geneva, Switzerland in July 2019, which will be scheduled for the day prior to the second Rehabilitation 2030 Multi-stakeholder Meeting. Members will be provided with a schedule of meeting dates on initiation of the Steering Group.

Time

Members of the Steering Group will be requested to review drafts, attend scheduled meetings, participate in email discussion and coordination of feedback within their organization (if appropriate). It is therefore estimated that, in addition to the face-to-face meeting, members will need to allocate an average of four hours a month to the Steering Group (this includes participation in quarterly Web-Ex meetings).

Remuneration

Members will not be remunerated for their participation in the Steering Group. WHO will endeavour to minimize the need for travel, but when it is necessary, members are encouraged to seek financial support from their respective organization.

Acknowledgement

The names of each member of the Steering Group and, when appropriate, the organization they represent, will be listed in the acknowledgements section of the completed Rehabilitation Competency Framework,

Duration

The Steering Group will be disassembled at the launch of the Rehabilitation Competency Framework, estimated January 2020.

Working Language

Meetings and communications will be in English.