



Public notice

WHO-convened Guideline Development Group on health policy and system support to optimize community health worker programmes

List of experts

1. Surname, first name(s) and initial: Walker, Polly R.

Institutional affiliation(s) World Vision International

Academic degrees: PG.Dip , BSc (Hons), Dr Phil

City and country of primary residence: Warminster, England

Biography:

Current role: Community Health Worker Programming Advisor for World Vision International
Polly Walker provides technical oversight to World Vision's community health worker (CHW) programming portfolio spanning 48 countries, and including responsibility for scaling up Timed and Targeted Counselling (TTC) a CHW-led behaviour change model for maternal and child health and development and Integrated community case management (iCCM) of childhood illness. She also provides technical guidance on CHW policy, health workforce strengthening, curriculum development and mHealth. Recent achievements include authoring World Vision TTC and iCCM toolkits, CHW supportive supervision guidance, development of CHW mobile apps now deployed in 9 countries, and the CHW Principles of Practice for NGOs. Polly is a post-doctoral public health researcher with 15 years' experience of working in HIV and maternal, newborn and child health. Prior positions include post-doctoral research associate at London School of Economics, and Programme Development Manager for Effective Intervention (UK) and senior health advisor for WVUK. Polly has spent 8 years in west and southern Africa and Asia working in community health research and programming on mobile clinics, traditional birth attendants, essential newborn care and community case management and HIV. She completed her training at Oxford University and University College London.

2. Surname, first name(s) and initial: Gesmalla, Amel Abdu Abdalla

Institutional affiliation(s): Director of the National HRH Observatory, Federal Ministry of Health

Academic degrees: MBBS, Community Medicine Fellowship, Master in Health Policy, Planning & Management

City and country of primary residence: Khartoum, Sudan

Biography:

I am a graduate doctor from Gazira University, Sudan with qualifications in community medicine and public health from Sudan Medical Specialization Board and Leeds University-UK, with focus on health system planning, policy and management. My main interest is on health workforce area, therefore, I built my capacities on the field through training [e.g. short courses, mentoring] and my working experience gave me the chance to build a career on the field of health workforce.

Moreover, my training on the field of teaching and learning and adult learning facilitation in addition of being a teaching staff and tutor at some national health workforce training institutes and

universities provided me the chance to participate in the educational development activities including teaching staff development, review and update of the curricula and training materials, and development of the academic standards and guidelines to improve quality of the academic processes and the education and training of health workforce.

3. Surname, first name(s) and initials : Nakibuuka Maxensia Takirambule

Institutional affiliation(s): Founder and Executive Director of Lungujja Community Health Caring Organisation (Lucoheco)

Academic degrees: Certificate in Global Change Leadership, Certificate in Computer Operations, Diploma in Accountancy, Certificate of Business Administration

City and country of primary residence: Kampala, Uganda

Biography:

I am a trained Counselor, Peer educator, Child rights Advocate, community paralegal, Volunteer or Health Worker. I influence institutions and organizations e.g. Church, Cultural institutions, NGOs etc. to network to make strong advocacy teams on HIV/AIDS and Human Rights. I am development worker with a bias on women led and women oriented projects, social justice for women, community health in the era of HIV/AIDS, Women's economic empowerment as an avenue for their emancipation and increasing women's participation in politics as a way of profiling them in decision making positions. As a role model with a fragmented background having lived with HIV for the last 16 years, with attempts of being stripped of our marital property and land by in-laws, which I openly protested and contested. I live positively through disclosing my status to testify to people that life doesn't end on the day you test positive.

My objective is to engage with organizations and institutions to promote dialogue on right to health of citizens, patients, associations and human rights organizations to reflect on their work, build joint initiatives or conferences and meetings, etc. and identify innovative interventions strategies where we can make a difference with 'quick impact' in moving forward.

4. Surname, first name(s) and initial: Lehmann, Uta

Institutional affiliation(s): School of Public Health, University of the Western Cape

Academic degrees: MA, PhD

City and country of primary residence: Cape Town, South Africa

Biography:

Uta Lehmann is a social scientist by training, with Masters and Doctoral degrees in History, Political Science and Sociology. She has worked in health personnel education since 1991 and in Public Health since 1999 when she joined the School of Public Health at the University of the Western Cape. Her interests and expertise lie in health systems development and human resource development in the health sector. She has worked extensively with the World Health Organization, was a member of the Joint Learning Initiative, and leads the WHO Coordinating Centre for Research and Teaching in Human Resources for Health at UWC. She has supervised and graduated numerous postgraduate students, raised grant funding and leads numerous research and capacity development projects in health systems development and HRH.

Key publications include:

Lehmann, U. and L. Gilson. 2013. Actor interfaces and practices of power in a community health worker programme. *Health Policy Plan.* (2013) 28 (4): 358-366

Lehmann U, van Damme W, Barten F and Sanders D. (2009). Task-shifting to lay health workers – the answer to the HR crisis in Africa? *HRHJ* 7 (49).

Schneider H & Lehmann U. (2010). Lay health workers and HIV programmes: implications for health systems. *AIDS Care.*22:1. 60 – 67.

5. Surname, first name(s) and initial: Huicho Luis

Institutional affiliation(s): Centro de Investigación para el Desarrollo Integral y Sostenible, Universidad Peruana Cayetano Heredia, Lima, Peru, and Department of Pediatrics, Universidad Nacional Mayor de San Marcos, Lima, Peru

Academic degrees: MD.

City and country of primary residence: Lima, Peru

Biography:

Professor Luis Huicho is a paediatrician based in Peru, with vast experience in research related to child health and survival, health systems and human resources of health. He has been one of the leaders of the Multi-Country Evaluation of Impact, Cost and Effectiveness of the Integrated Management of Childhood Illnesses that was coordinated by the Child and Adolescent Health and Development Department of the World Health Organization and funded by USAID and Bill & Melinda Gates Foundation. He also led the Countdown to 2015 Peru Country Case Study, part of a multi-country research effort to monitor progress made by countries in reproductive, maternal, neonatal and child health. His team has also performed several systematic reviews on diverse aspects of child health. He is currently involved in other research activities, including innovative strategies to improve neonatal, maternal and child health, to improve retention of human resources for health in rural and underserved areas, and to strengthen health systems. He has been a member of the editorial board of PLoS ONE. He is currently member of the editorial board of International Journal of Environment and Health and other regional and national scientific journals.

6. Surname, first name(s) and initial: Dussault Gilles

Institutional affiliation(s): International Public Health and Biostatistics Unit, Instituto de Higiene e Medicina Tropical, Universidade Nova de Lisboa

Academic degrees: PhD

City and country of primary residence: Lisbon, Portugal

Biography:

Gilles Dussault, PhD (University of London) is Professor at the Institute of Hygiene and Tropical Medicine (IHMT, Lisbon, Portugal) and Coordinator of the WHO Collaborating Centre on Health Workforce Policy and Planning. Before joining IHMT in August 2006, he worked as Senior Health Specialist at the World Bank Institute. Between 1985 and 2000, he was Professor and Director of the Department of Health Administration, Faculty of Medicine, University of Montreal. Between 1974 and 1985, he was Senior Lecturer, Faculty of Social Sciences at Université Laval (Québec, Canada). Since 1986, he has been involved in international cooperation projects in Africa, Europe, Latin America and South Asia. Between 2002 and 2004, he was a member of the Joint Learning Initiative on Human Resources for Health. He has been member of the WHO Global Advisory Group on Nursing and Midwifery, and has participated in various working and advisory groups in a number of other international organizations. His recent research focused on the recruitment and retention and mobility of health workers. He is member of editorial committees of peer-reviewed journals,

including Human Resources for Health and author or co-author of 12 books and monographs and more than 80 articles.

7. Surname, first name(s) and initial: Ram Kumar Shrestha

Institutional Affiliation: University Research Co, LLC

Academic degrees: D.Sc. (hon), MS, MSc

City and country of residence: Bethesda, MD 20815, USA

Biography:

Ram Shrestha is a nutritionist with over twenty five years' experience implementing community health Workers program in many developing countries. In addition to his expertise in community health and nutrition of women and children. Dr. Shrestha is well known for his work developing and implementing successful community level interventions. He is an international leader in designing and implementing community programs and has been recognized by the Global Health Council, Time Magazine, Tufts University and Public Health Association of Nepal for his work. DR. Shrestha has extensive experience mobilizing community women's groups, men, and private sector actors in eliminating unmet need for postpartum family planning and establishing networks of volunteers and community health workers to reach households with maternal, neonatal and child health (MNCH), services. He also has conducted operational research to better understand Community Health Workers contribution to MNCH programs and factors sustaining their intervention.

Dr. Shrestha has lent his health and nutrition expertise to policy and guidelines development, program design and review, strategy development, training and implementation for community – based health programs in Asian and African countries with particular emphasis on MNCH programs. Dr. Shrestha currently serves as a Senior Quality Improvement Advisor for Community System at URC. Dr. Shrestha has assisted in designing and developing CHW decision making tool and CHW AIM tool. Ram Shrestha has actively participated and contributed to USAID evidence summit on Community Health Worker performance, GWA and Frontline Health Workers meetings.

8. Surname, first name(s) and initial: White, Jean C

Institutional affiliation(s): Employed by Welsh Government, Wales, UK since April 2006. Also currently Honorary Visiting Professor Cardiff University, Wales, UK; Fellow of Swansea University, Wales, UK; and Fellow of Bangor University, Wales, UK.

Academic degrees: Bachelor of Nursing, Postgraduate Certificate in Education, Masters in Healthcare Management, Doctor of Philosophy (Social Science)

City and country of primary residence: Bridgend, Wales, UK

Biography:

Since October 2010 Professor White has been the professional head of the nursing and midwifery professions in Wales. As the government Chief Nursing Officer within the devolved Welsh Government, she provides professional advice to government ministers, develops and advises on health and social care policies, and is part of the performance management structure that holds the National Health Service (NHS) in Wales to account for its delivery performance. She is the executive policy lead for:

- Nursing and midwifery practice
- Maternity Services
- Patient experience in health services
- Community Health Councils
- Safeguarding in the NHS Wales

Professor White is a registered nurse and registered nurse teacher. She has held posts within clinical practice, higher education, professional regulation and government. She has previously undertaken work for the European Commission in supporting countries accede to the European Union; and is currently an expert adviser to the WHO European Regional Office. She is an Honorary Visiting Professor of Nursing at Cardiff University; Visiting Professor University of South Wales; Fellow of Swansea University; and Fellow of Bangor University. She has achieved a number of academic awards: Bachelor of Nursing, Masters in Healthcare Management, Post-graduate Certificate in Education and Doctor of Philosophy

9. Surname, first name(s) and initial: Akl, Elie A.

Institutional affiliation(s): American University of Beirut, Lebanon

Academic degrees: MD, MPH, PhD

City and country of primary residence: Beirut, Lebanon

Biography:

Elie Akl is a general internist and a clinical epidemiologist. After finishing medical school at in Lebanon, he completed residency training in Internal Medicine and General Preventive Medicine in the United States, and earned a Masters in Public Health (MPH) then a PhD degree in epidemiology and community health. After practicing for 8 years in the US, he moved back to Lebanon in 2012 to join the American University of Beirut (AUB). He currently directs the Clinical Research Institute, the AUB GRADE center, and co-directs the Center for Systematic Reviews in Health Policy and Systems Research (SPARK). His areas of research interest include systematic review methodology, practice guideline methodology, conflicts of interest in health research and in clinical practice, and dealing with missing participant data in meta-analysis. He is an active member of the GRADE working group and a member of the GRADE Guidance Group. He has acted as the methodologist and/or co-chair of a dozen of WHO guidelines. Complete list of published work: [PubMed](#); [Google Scholar](#)

10. Surname, first name(s) and initial) : Ngwenya Mami Shirley MS

Institutional Affiliation: Consultant within JUB Consulting Services

Academic degrees : MSc Health Promotion (London School of Hygiene & Tropical Medicine), BA Cur (University of South Africa); Diploma in Primary Health Care Education (University of the Witwatersrand); Registered Nurse; Registered Midwife; Clinical Nursing Science, Health Assessment, Treatment and Care

City and country of primary residence: Acornhoek (Bushbuckridge in Mpumalanga Province), South Africa

Biography:

My initial professional experience is in nursing where I worked in Primary Health Care situations (clinics, nurse tutor in PHC nursing, and community development projects). I pioneered Adolescent Sexual Health Programmes in Limpopo back in 1992 under the auspices of the Wits Community Health Department that eventually became a national programme as LoveLife in 1999. It is within the 1992-1999 periods that I also initiated other community projects e.g. Lumukisa Primary School, Bushbuckridge Health and Social Services Consortium, Okthula Community Park. It is on those basis that in December 2013 an honorary doctorate was awarded to me for my community interventions. As a Public Health consultant since 2004, I have developed concept documents on health matters as requested by government and community agencies. I also develop training manuals for community based workers e.g. Home Based Care, Health Care Worker Supervisory Manual, HIV/AIDS, Child and

Youth Care Worker and on Basic Proficiency cooking for the latest community intervention on nutrition by the Department of Social Development.

Monitoring and evaluation of programmes is another key experience I have as I have conducted audits/baseline studies including feasibility and mapping studies within the South African Government Social Cluster (education, social and health), mid-term to close-out programme evaluation. I served at three crucial councils:

- Mpumalanga Environmental Council 1996-1997
- The Interim Medical and Dental Council (now called the Health Professionals Council) in 1995-96 ;
- The South African National AIDS Council(SANAC) in 2004-2006

11. Surname, first name(s) and initial: Nargis, Makhduma

Institutional Affiliation : Government of Bangladesh

Academic Degrees: Bachelor of Medicine & Surgery (MBBS), Members College of physician & surgery (MCPS), (Internal Medicine)

City & Country of primary residence: Dhaka, Bangladesh

Biography:

10 years (1999-2001 & 2009-2016) in Community Clinic (CC) programme of Bangladesh in policy planning, initiation, construction, making functional (total functional CCs 13336).

Primary focus on preventive health education & limited curative care with special emphasis on reproductive, maternal and child health, nutrition with extension to NCDs.

Above mentioned responsibilities were discharged from following senior Government position in Ministry of Health & Family Welfare, GOB:

- Joint Secretary, Coordination (1999-2001)
- Additional Secretary & Project Director, Revitalization of Community Health Care Initiative in Bangladesh (RHCIB) Project (2009-2015).
- Community Clinic programme was suspended due to policy shift for long seven years (late 2001 to 2008).

As Project Director I was involved in recruitment of a new cadre of health workers namely Community Health Care Provider (CHCP), finalizing their job description (according to ACNEC directions), development of training manual and TOT with financial & technical support of WHO. Following the module all the CHCPs were given theoretical & practical training.

- Chief Coordinator- Grade & Status of Secretary (2015 to till date).

12. Surname, first name(s) and initial: Mungherera, Margaret

Institutional Affiliation: Uganda Medical and Dental Practitioners Council

Academic degrees Bachelor of Medicine and Bachelor of Surgery (Makerere University, Uganda), Diploma in Tropical Medicine and Hygiene (University of London), Masters of Medicine in Psychiatry (Makerere University, Uganda)

Biography:

I am a medical doctor with 32 years of working experience in the public sector, private sector and professional associations. My area of specialty is psychiatry with extensive experience in clinical services, training health workers including community health workers, developing health policy and health laws and advocating for Human Resource for Health and community health issues to be included in the mainstream of policy agenda and service delivery. My training and vast work

experience has resulted in a deep understanding of the interplay of stakeholders in the health sector. And my work in the public sector has involved the development of health systems and my competencies extend to regulatory systems.

13. Surname, first name(s) and initial: Kaufman, Arthur (Art)

Institutional affiliation(s): University of New Mexico/Health Sciences Center

Academic degrees: MD

City and country of primary residence: Albuquerque, New Mexico

Biography:

Dr. Kaufman received his medical degree from the State University of New York, Brooklyn in 1969 and is Board Certified in Internal Medicine and Family Practice. He served in the U.S. Indian Health Service in South Dakota and in New Mexico before joining the Department of Family and Community Medicine at the University of New Mexico in 1974. Dr. Kaufman helped initiate the Primary Care Curriculum in New Mexico which became an international model for change by innovative track in traditional medical schools. He began to integrate Public Health and Family Medicine as Director of the Rockefeller funded Health of the Public Program in New Mexico. He is Director of New Mexico's World Health Organization Collaborating Center for Innovative Health Workers Education Service and Research Models. In 1999 he was elected Secretary General for the Network: Towards Unity for Better Health-- a WHO-affiliated, non-government organization. Dr. Kaufman has been the recipient of many awards during his career. He received the "Humanism in Medicine Award (AAMC)" in 2001 and the "5 Star Doctor Award" from WONCA in 2008.

Dr. Kaufman has over 70 publications and has written 4 books and has received numerous federal and private foundation grants to support his work.

14. Surname, first name(s) and initial: Barbara McPake

Institutional affiliations: Director, Nossal Institute for Global Health, University of Melbourne,

Academic degrees

City and country of primary residence, Australia

Biography:

Professor Barbara McPake is a health economist specialising in health policy and health systems research. She has 30 years' experience based in four university departments: University of Wales (1986-90); London School of Hygiene and Tropical Medicine (1991-2005) Queen Margaret University, Edinburgh (2005 to present) and the Nossal Institute for Global Health, University of Melbourne, where she is the Director (2014 to present). She has undertaken a substantial portfolio of research work in the areas of health policy, health systems and human resources for health including leading a study on the cost-effectiveness of Community Health Workers undertaken in partnership with GHWA. While at LSHTM, she was part of the Health Economics and Financing Programme (1991-2005) and was Programme Director of the Health Systems Development Knowledge Programme (2001-06), both DFID funded. Since 2011 she has been one of two Research Directors of the 'ReBuild' Research Programme Consortium. Also DFID funded, ReBuild focuses on the lessons to be learned from the re-establishment of health systems in post-conflict settings. She is also the author of one of the leading text books of health economics now in its 3rd edition (2013).

15. Surname, first name(s) and initial Bhutta, Zulfiqar

Institutional affiliation(s) Aga Khan University, Karachi, Pakistan & Sickkids Centre for Global Child Health, Toronto, Canada

Academic degrees: FRCPCH, Royal College of Paediatrics & Child Health, United Kingdom; PhD, Karolinska Institute Stockholm, Sweden; FRCP, Royal College of Physicians, Edinburgh; FCPS, College of Physician & Surgeons, Pakistan; MRCP, Royal College of Physicians, United Kingdom; DCH, Royal College of Physicians & Surgeons, United Kingdom; MBBS, Khyber Medical College, University of Peshawar, Pakistan

City and country of primary residence: Karachi, Pakistan

Biography:

Dr Zulfiqar A. Bhutta is the Professor and Founding Director Centre of Excellence in Women & Child Health at Aga Khan University in Karachi, Pakistan and Co-Director, SickKids Centre for Global Child Health at The Hospital for Sick Children Toronto, Canada. He holds adjunct professorships at several renowned universities globally including the School of Public Health at Johns Hopkins (Baltimore), Harvard School of Public Health and Tuft University (Boston). He is a designated distinguished national professor of the Government of Pakistan and Chairman of the National Research Ethics Committee of the Government of Pakistan.

Professor Bhutta was educated at the University of Peshawar (MBBS) and obtained his PhD from the Karolinska Institute, Sweden. He is a Fellow of the Royal College of Physicians (Edinburgh), the Royal College of Paediatrics and Child Health (London), American Academy of Pediatrics and the Pakistan Academy of Sciences. He has been associated with the Aga Khan University since 1986 and heads a large research team working on issues of maternal, newborn and child survival and nutrition globally and regionally. Dr Bhutta has served as a member of the Global Advisory Committee for Health Research for the World Health Organization (WHO) and the Board of Child & Health and Nutrition Initiative of Global Forum for Health Research. He serves on the governing council for the World Alliance for Patient Safety Research and is a Board member of the International Center for Diarrheal Diseases Research. Dr Bhutta is currently a member of the WHO Strategic Advisory Committee for Vaccines (SAGE), the Expert Advisory Group for Vaccine Research, the Advisory Committee for Health Research of WHO EMRO, and a co-chair of its apex Regional Committee for Maternal and Child Health. He is the past-President of the Commonwealth Association of Paediatric Gastroenterology and Nutrition (CAPGAN) and the Federation of Asia-Oceania Perinatal Societies (FAOPS) and a leading voice for integrated maternal, newborn and child health globally.

Dr. Bhutta is on several international editorial advisory boards including the Lancet, BMJ and the Cochrane ARI group. He has authored 8 books, 77 book chapters, and over 663 indexed publications to date. He has won several awards, including the WHO Ihsan Dogramaci(2014), TUBA Academy (2015), Tamgha-i-Imtiaz (2000), the President of Pakistan Gold Medal (2004) and the Outstanding Pediatrician of Asia award by the Asia Pacific Pediatric Association (2006). Dr Bhutta was awarded the inaugural Global Child Health award (2009) by the Program for Global Pediatric Research, the Kenneth Warren prize by the Cochrane collaboration in 2011 and the Global Advocacy Prize by the Royal College of Paediatrics & Child Health in 2012. Dr Bhutta's research interests include newborn and child survival, maternal and child undernutrition- with a special interest in research synthesis, scaling up evidence based interventions in community settings and implementation research in health systems research.

16. Surname, first name(s) and initial: Zhang Guangpeng

Institutional affiliation(s): China National Health Development Research Centre

Academic degrees: Professor

City and country of primary residence: Beijing, China

Biography:

Zhang Guangpeng is the division director of health human resources department, National Health Development Research Centre. He has worked as a researcher in Health Human Resources Development Centre, Ministry of Health, China, which is a WHO collaborating centre on health human resources. His research interest is focused on health human resources, and has carried out a wide range of research and consultancy projects on pay, labour market, medical education, performance, competency and rural health workforce.

17. Surname, first name(s) and initial: PAVANELLI, Rosa

Institutional affiliation(s): Public Services International (PSI)

Academic degrees: Degree in biology from the State University of Milan, 1981.

City and country of primary residence: Prévessin-Moëns, France

Biography:

Rosa Pavanelli is General Secretary of the global union federation [Public Services International](#). She was elected at PSI's World Congress in November 2012. Rosa is a member of the United Nations High-level Experts and Leaders Panel on Water and Disasters; and of the Cornell University International Labour Relations Worker Institute Advisory Council. In March 2016 Rosa was nominated as Commissioner on the UN Secretary-General's High-Level Commission on Health Employment and Economic Growth. She is also Vice-Chair of the Trade Union and Workers Partner Constituent Group for the General Assembly of Partners (GAP), in preparation for the United Nations Third Conference on Housing and Sustainable Urban Development (Habitat III) taking place in Quito, Ecuador, in October of this year. Rosa also collaborates closely with ICRICT, the Independent Commission for the Reform of International Corporate Taxation.

18. Surname, first name(s) and initial: DAMBISYA, YOSWA M

Institutional affiliation(s) ECSA HEALTH COMMUNITY; UNIVERSITY OF LIMPOPO

Academic degrees: MB ChB; PhD

City and country of primary residence: ARUSHA, TANZANIA

Biography:

Yoswa Mbulalina Dambisya is the Director General of the East, Central and Southern Africa Health Community (ECSA-HC). He holds an MB ChB from Makerere University, Kampala (Uganda) and a PhD from the Chinese University of Hong Kong. Prior to joining ECSA-HC, Prof Dambisya was a Senior Profess Professor in the School of Health Sciences at the University of Limpopo, South Africa.

One of his major interests is equity in health, especially in underserved areas. He has published on various aspects of the health workforce, including task shifting, migration and retention. He has served as a member on various committees, including the EQUINET Steering Committee (since 2008), the Health Workforce Advocacy Initiative (HWAI) Steering Committee, and as a member of the Steering Committee for the Municipal Services Project (MSP). He coordinated the international

consultation on Health Workers at the Frontline which was supported by Norad, EQUINET, IntraHealth International and the UN H4, inter alia, which was held in Nairobi in June 2012. As Director General, ECSA Health Community, Prof Dambisya is the CEO and head of the nine-member state inter-governmental organisation, and is accountable to the Conference of Health Ministers.

19. Surname, first name(s) and initial : Mugeni Murasa Catherine
Institutional affiliation(s):Ministry of Health / Rwanda BioMedical Center
Academic degrees: Master in Public Health
City and country of primary residence: Rwanda

Biography:

I'm the Director of Community Health Unit at the Rwanda Biomedical Center of the Ministry of Health for the last 13 years. I am holder of a BSc and a MSc in Public Health holder. I have set up and continue to build the Rwandan public community health programs in Rwanda (both rural and urban areas). I have technical skills and competencies in developing policies, strategic, protocol, guidelines, training curriculum and implementing plans of community health programs of the Ministry of health in Rwanda. I have an advanced knowledge of implementation programs in relation to community health systems in Rwanda and have shared my experience with other countries. I have published eight peer-reviewed articles in international journals and I have led National implementation of integrated community case management of childhood illness in Rwanda.

20. Surname, first name(s) and initial: Chala Tesfaye Chekagn
Institutional affiliation(s): Federal Ministry of Health, Ethiopia
Academic degrees: BSC in public Health
City and country of primary residence: Addis Ababa, Ethiopia

Biography:

Mr. Chala Tesfaye Chekagn is currently working in the Ministry of Health, Ethiopia as Assistant Director of Health Extension and Primary Health service. Prior to his current position he had been working as program officer and Team leader over the last Six years. He had also worked as team leader of Health System Special support in FMOH. He has guided different national policy documents preparation. For instance, Health Extension program implementation guideline and Health Extension service packages, Health Center and Health Post linkage guideline, Women Health Development Army implementation guideline and woreda/District Transformation implementation manual. Currently he is taking Master course in General Public health; had BSC in public health from Jimma University.

21. Surname, first name(s) and initial: JELAMSCHI Nicolae
Institutional affiliation(s): Ministry of Health, Secretary of State (2014-present)
National Centre of Health Management, Deputy Director (2012-2014)
School of Management in Public Health, Lecturer (2008 – present)
Academic degrees: PhD, MPH
City and country of primary residence: Chisinau, Republic of Moldova

Biography:

Dr Jelamschi obtained his Dr Degree in Dermatology and STD at the State University of Medicine and Pharmacy in Chisinau in 1994. He started working as a specialist in Dermatology and STD at the Municipal Dermatological Hospital and as a lecturer in the Department of Dermatology and STD of the State University of Medicine and Pharmacy. From 2007 he started his activity in Public Health and Public Health Policies, obtained his Master Degree in Public Health (2008) and PhD in Social Medicine and Health Management (2013). His professional activity was focused in special on Health Workforce policies, management and education. He was the promoter to establish the South-Easter Europe Health Network (SEEHN) HWF Observatory in Republic of Moldova and successfully led it. At the moment he is a Chair of the Executive Committee of the SEEHN. He has participated as an expert in several missions, organised by EURO WHO, as well had a fruitful collaboration with the EU Project “Better Managing the Mobility of Health Workers in Republic of Moldova” and the Joint Action on European Health Workforce Planning and Forecasting Project. In his current position of Secretary of State he is responsible for overall policy development and implementation within the health system, including HRH policies. His areas of expertise are HRH data, policies and strategies, HWF Mobility, Health Workforce Education.

22. Surname, first name(s) and initials: GBANYA, MIATTA Z.

Institutional affiliation(s) Ministry of Health –Liberia, JHughes Development Inc.-Liberia
Malaria Consortium – South Sudan,

Academic degrees: Masters of Public Health - James P. Grant School of Public Health- BRAC University , Bangladesh-2012; Bachelor of Science (BSc) in Nursing -Cuttington University College University - Liberia,2003; Diploma (RN) in Nursing- Licensed Registered Nurse -Tubman National Institute of Medical Arts(TNIMA) - School of Professional Nursing and Midwifery, Liberia- 2000; Certificate –Post Graduate Public Health Training (Short-term) : 2006 – 2015; Health Systems Strengthening and Sustainable Financing, Communicable diseases in Humanitarian Emergencies Tropical Epidemiology , Managing Health Emergencies in Large Populations, International Health and Community Development and Health and Human Rights.

City and country of primary residence: MONROVIA, LIBERIA

Bibliography:

I am a trained Registered Nurse with Masters in Public Health- MPH. I have worked over the last 9 years in developing and post-conflict environment working at clinical and program management level. Currently I serve as the Health Sector Pool Fund Manager at the Ministry of Health .In addition to the management of the fund mechanism , provision of technical assistance to the MOH have focused Human Resources for Health ,Supply Chain Management ,Emergency Preparedness and Response. I led the Human Resource for Health Thematic area in the Health Systems Assessment post Ebola and contributed to subsequent development of the National Investment Plan for Building a resilient health system in Liberia with specific emphasis on a Human Resources pillar. This areas have also covered a look at the National Community Health Services policy, strategic plan and curriculum for community Health Workers.

Prior to my role within the MOH, I have been involved with the design of the Integrated Community Case Management (ICCM) strategy, training, tool development and operational

research for the Malaria Consortium Program in South Sudan as the Country Technical Coordinator.

My work have provided me with contextual understanding of the grass root implementation issues relative to primary health care service provision and community health programs from within the

countries (Liberia , Democratic Republic of Congo, The Sudan (Darfur) and South Sudan) I have worked and these experiences can contribute to guidelines and policies development.

I have also served on various technical committees focusing on Maternal, Newborn and Child Health, Primary Health Care, Community Health Services, Supply chain, Integrated Community Case Management , Health Financing, Supply chain ,Monitoring and Evaluation amongst others.

23. Surname, first name(s) and initial: Catton, Howard

Institutional affiliation(s): International Council of Nurses, Royal College of Nursing, UK

Academic degrees: RN, BScEcon(Hons), MA

City and country of primary residence: Geneva, Switzerland

Biography:

Howard qualified as a Registered Nurse in the UK in 1988 and held a range of nursing posts in England and the United States. He studied social policy in Cardiff (BSc Econ) and Industrial Relations at Warwick (MA) and has worked as a Personnel and Organisational Change Manager in the NHS in the UK.

Howard held a variety of posts at the Royal College of Nursing UK, including as a national policy adviser for workforce research and health policy and spent a year working for the New Zealand Nursing Organisation. From 2005-15 Howard was the Head of Policy & International Affairs at the RCN. His department worked with a wide range of stakeholders on the development and implementation of nursing and health policy both in the UK and overseas. Howard was named in the Health Service Journal top 100 Clinical Leaders list for 2015.

In the UK Howard was involved in the development of policy to support new nursing and assistant roles that included issues related to training, regulation, support and supervision, skill mix and workforce planning.

In April 2016 relocated to Geneva to join the International Council of Nurses. He is the Director, Nursing & Health Policy and leads the development of ICN policy across workforce, education, regulation, nursing practice and health policy.

24. Surname, first name(s) and initials : Mbiu, Leonard Sharia

Institutional affiliation(s): Ministry of Public Health and Sanitation

Academic degrees: Bsc in Environmental Health Sciences (Public Health officer)

City and country of primary residence: Nairobi, Kenya

Biography:

Leonard sharia Mbiu is a graduate with Bsc. in Environmental Health Sciences from Kenyatta University. The knowledge and skills acquired during the study period has been instrumental in my daily engagements with communities on health issues. Currently, i coordinate community health services in Kitui County as the county community strategy focal person. The 10 years' experience

acquired in community work will enable me to give meaningful contribution to the organization on how to improve planning and design of community health programs. I have been the ministry community focal person in organizations implementing community health projects like World Vision, APHIA Plus, LVCT, and UNICEF among others, also actively participated in development of community health modules in Kenya like;

- Community health workers basic module,
- Kenya community health services policy
- Community health services advocacy tool kit
- Community health services quality model.

Training CHWs on: -

- Integrated Community Case management
- COMM training
- Maternal and newborn care module (TTC)
- Basic module

Interacting with CHWs at community level and planning and coordination of community health services at county level has given me an opportunity to experience issues affecting community health services implementation.

- 25. Surname, first name(s) and initial** Pinto, Isabela Cardoso de Matos
Institutional affiliation(s) INSTITUTO DE SAÚDE COLETIVA/UNIVERSIDADE FEDERAL DA BAHIA
Academic degrees: Master in Collective Health; PhD in Management
City and country of primary residence: Salvador/Bahia/Brasil

Biography:

Prof. /Dr. of the Collective Health Institute of the Federal University of Bahia. Currently, Isabela holds the position of director of the mentioned Institute and coordinates the research group of health care work and education on the Brazilian Association of Collective Health. Researcher and Coordinator of the study group on the work, education and management of health care in the Collective Health Institute, where she develops studies and researches on the following topics: "Profile and Practices of the Community Health Agents", "Program of Improvement of the primary health quality", "Models on Health Management" and "Work Process of Health". Isabela has experience on public and social policies, working mainly on the health care field with the decision-making process, politics cycle, public policies and health care policies management and evaluation, work and education management on the health care field and human resources in Health Care.

- 26. Surname, first name(s) and initial:** Latianara Adi Arieta Tegei (AL)
Institutional affiliation(s): Ministry of Health and Medical Services Fiji
Academic degrees: Bachelor of Public Health- Fiji National University
City and country of primary residence: Suva, Fiji

Biography: I had graduated in 2012 with a Bachelor's in Public Health from the Fiji National University straight after which I joined the Ministry of Health as the Community Health Worker Coordinator. Since then I have been able to contribute a lot to the CHW Programme. This is in terms of the development of Training Manuals, Fiji Community Health Worker Policy and the Terms of reference for Community Health Workers.

In Fiji, CHWs are community based volunteers who are strongly supported by the Health system but not necessarily being part of it. Thus it is vital to engage with the communities at Policy level ensure the sustainability of the Programme. I was able to do this through the newly signed MOU with our Ministry of iTaukei who look after our traditional communities. We are on the verge of developing the same concept with our counter parts who look after the informal settlements. To conclude partnership with the community is vital for the strengthening of the CHW Programme.

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