

**Study/Objective:** Disasters in Indonesia have a positive trend showing that the average disaster has increased every year.

**Background:** Disaster management circumstances can reduce the risk of disaster, but it is technically concerning pre-disaster mitigation efforts. This research was a field study in PPKK which had been done from January 12, 2015 until February 16, 2015. The purpose of the research is to know the challenges on implementation of pre-disaster efforts of PPKK in 2014.

**Methods:** This research was using a qualitative approach by through in-depth interviews and also from program reports of PPKK. The information and data collected then processed by Root Cause Analysis (RCA).

**Results:** The challenges that may caused a high incidence of health crisis in Indonesia related to the pre-disaster efforts of PPKK were that (1) inadequate amount of staff, (2) lack of control PPKK to Regional Health Department as the implementer; (3) irrelevant data analysis and display; and (4) capacity building of human resources did not involve all regionals.

**Conclusion:** N/A

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### Preparing the Public Health Workforce to Meet the Challenges of Rising Sea-Levels, Virginia

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**Study/Objective:** The objective of this paper is to outline the key components of a new initiative in the Hampton Roads region of Virginia, aimed at preparing future public health professionals for the health challenges posed by rising sea-levels.

**Background:** Many of the most serious impacts of rising sea levels are those affecting human health. Bigger storm surges and increased flooding can result in deaths and injuries in affected communities, population displacement and dislocation, and associated mental health impacts. Higher sea-water levels can also result in the rapid growth of mosquito populations and the spread of disease, since stagnant bodies of brackish water provide ideal breeding grounds for disease-carrying mosquitos. Examples of other health impacts include the loss of vital fresh water supplies due to the intrusion of salt-water, damage to essential healthcare and public health facilities, and the spread of biological and chemical contaminants. Because the direct and indirect health impacts of rising sea levels are expected to grow significantly in the coming years, and it is crucial that future public health professionals be trained, and have practical experience with the health issues and implications of rising sea-levels.

**Methods:** In the Hampton Roads region of Virginia, an area that is already experiencing significant effects from rising seas, an innovative effort has been launched to help prepare the future public health professionals to meet the health challenges of rising sea-levels. Based on the Masters of Public Health (MPH) program, sponsored jointly by Old Dominion University (ODU) and Eastern Virginia Medical School, the

initiative includes several inter-related components. One part involves the incorporation into the MPH curriculum of new rising sea-level educational content and training modules. In addition, because practical experience with rising sea-level issues is also essential, classroom and related curricular efforts are being complemented with newly-developed practicum sites and other practice opportunities at agencies and organizations already grappling with real-world rising sea-level issues in the region.

**Results:** Initial efforts to incorporate rising sea-level content and training into the MPH curriculum began in 2014, and have continued to expand since that time. Meanwhile, close links were established with agencies and organizations currently addressing rising sea-level issues in the region, and in 2015, the first student practicum site focused specifically on rising sea-levels and public health was created. Additional practicum sites and other practice opportunities related to rising sea-levels were developed in 2016 and are slated to expand further. Through this developing initiative, future public health professionals have the opportunity to learn about rising sea-levels and health issues, and be part of real-world rising sea-levels adaptive planning and preparedness activities.

**Conclusion:** Many of the most serious impacts of rising sea levels are those affecting human health. Thus, it is crucial that future public health professionals be familiar with, trained in, and have practical experience with, the health issues and implications of rising sea-level. The new initiative now under way in the Hampton Roads region of Virginia, though still in its early stages, is already helping prepare future public health professionals in the region to better meet the emerging health challenges posed by rising sea-levels.

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### Hospital Health Resources Management: Impacts and Legacy of a Disaster in Brazil

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**Study/Objective:** To analyze the impacts and legacy on human resource management, from the care provided to victims of a fire at a hospital in Southern Brazil.

**Background:** Responding to disaster situations challenges hospitals, which have to be prepared to respond to a sudden increase in emergency presentations, while still providing services to existing patients. In January 2013, a fire in a nightclub resulted in 160 people injured, 18 of which were transferred to the Hospital de Clínicas de Porto Alegre.

**Methods:** A qualitative case study was undertaken. This included semi-structured interviews with 17 health professionals who were involved in the clinical care of these injured victims. Also documents, such as Institutional Contingency Plans for External Catastrophes, and reports specifically related

to the experience were used as sources of data from August to November 2014. Data was analyzed using thematic analysis.

**Results:** After the disaster was communicated to hospital management, medical and nursing teams were recruited. A list of willing health professionals wasn't available, making the access to and organization of human health resources dependent on professionals' willingness to attend. The proportion of the disaster caused a national outcry. This community concern was reflected in the positive response of health professionals who volunteered to come to work. They were however challenged with severe conditions, which demanded a very high level of response and care during the admission of patients. This very intense situation and workload impacted negatively on a number of health professionals who had volunteered to respond.

**Conclusion:** Although health professionals and hospital management staff were able to mobilize and adapt to this sudden external demand, the identified impacts on health professionals indicated the need for better preparation. As a legacy, a structured plan for the hospital was developed using internationally recommended procedures to disaster preparation and response.

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### What Should an African Health Workforce Know About Disasters? Proposed Competencies for Strengthening Public Health Disaster Risk Management Education in the African Region

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**Study/Objective:** The objective of the article is to provide information and opportunities which could be used to improve health Disaster Resilience Management (DRM) training in Africa.

**Background:** As part of efforts to implement the human resources capacity building component of the African Regional Strategy on disaster risk management for the health sector, the World Health Organization, Regional Office for Africa (WHO/AFRO) in collaboration with selected African public health training institutions, developed core competencies and

training curricula for training African health workers, on public health disaster risk management. This article will describe the methods used to develop the competencies, and present the competencies and training curricula which were identified.

**Methods:** A curriculum development process was implemented through a consultative, multi-stage process involving a team of African emergency public health academicians and practitioners. In-depth reviews of the existing emergency public health training programs in the Region, and the skills and knowledge required to implement regional strategy were conducted. Core competencies required by African health workers to effectively engage in DRM were identified.

**Results:** Fourteen core competencies and 45 sub-competencies/training units grouped into five thematic areas were identified, namely 1) introduction to DRM; 2) operational effectiveness; 3) effective leadership; 4) preparedness and risk reduction; 5) emergency response and recovery were defined as the skills and knowledge that African health care workers should possess in order to be able to effectively engage in health DRM. Three levels of training courses were proposed, to suit the needs of various categories of African health care workers.

**Conclusion:** In adopting these competencies, African member states should ensure that they are adapted to the local contexts, and the resulting training courses should be as practical and field-based as possible. We recommend urgent finalization of the learning materials for the courses, and establishment of a system for monitoring and evaluating the quality and impact of public health DRM training programs, trainees and trainers in Africa.

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### A Survey on Career Development Plan among Healthcare Workers in Komfo Anokye Teaching Hospital (KATH)

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**Study/Objective:** To assess knowledge, attitude and perceptions of healthcare workers on their career development plan.

**Background:** Healthcare systems worldwide are adversely impacted by the growing and changing health needs of the population. Absence of clarity of career pathways, will create distortions in orders of service for many health professionals, and will result in stagnation in career advancement of staff and loss of significant number of health workers to other competing institutions.

**Methods:** A cross sectional study was conducted in March-April 2015 at Komfo Anokye Teaching Hospital (KATH). Clinical health workers were interviewed on their knowledge, attitude, and perceptions on career development plans. A stratified sampling technique was used to recruit 142 clinical health workers into the study.

**Results:** It revealed high literacy levels (n = 102, 71.9%) of respondents who had at least attained tertiary education as their highest form of formal education. Majority of respondents