



Healthcare Provider Program Competency Framework

Healthcare Provider Program Performance Goals:

Proficiently perform tasks and role(s) as a health professional in an organization that is involved in humanitarian health and/or disaster response.

COMPETENCY	Course 1: Humanitarian Framework	Course 2: Public Health	Course 3: Clinical Cases	Course 4: Disaster Management	Course 5: Personal Management
Core Humanitarian					
Defining humanitarian contexts and standards of practice	X	X		X	
Applying humanitarian principles	X				
Incorporating cross-cutting issues into humanitarian practices	X				
Discussing protracted and recurring emergencies	X				
Working productively in a pressured environment					X
Operating safely and securely in a humanitarian response					X
Respecting and promoting individual and cultural differences			X		X
Developing and maintaining collaborative relationships and fostering teamwork					X
Achieving results			X		
Applying operational humanitarian leadership skills (Humanitarian leadership)					X
Public Health					
Explaining public health in emergency response		X			
Performing rapid health assessments		X			
Implementing epidemic preparedness and response		X			
Handling hazardous materials				X	
Disaster Medicine					
Managing clinical response				X	
Enhancing disaster preparedness to improve community recovery programs				X	

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Clinical					
Applying standardized case management for communicable diseases			X		
Discussing non-communicable diseases			X		
Applying standards for malnutrition and feeding programs			X		
Applying standards for child health			X		
Applying standards for sexual and reproductive health			X		
Applying standards for mental health			X		
Recognizing essential medicines and supplies			X		
Management					
Describing the role of a humanitarian health worker			X		
Communicating in health response				X	
Coordinating health response				X	
Recognize the multiple dimensions of disaster management and how they are rooted in social, political and economical context.				X	

COURSE 1: Humanitarian Framework

Core Humanitarian Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Defining humanitarian contexts and standards of practice Explains the context in which humanitarian action occurs, key stakeholders involved and practices affecting current and future humanitarian interventions.</p>	<ul style="list-style-type: none"> ✓ Explain key characteristics of the humanitarian context, including types of disasters ✓ Distinguish the key actors that intervene in emergencies, both local and international, as well as armed and unarmed ✓ Examine the key bodies of international law as they relate to humanitarianism ✓ Recognize emergent trends impacting humanitarianism, including climate change, population dynamics and changes in violence 	<ul style="list-style-type: none"> • Being a humanitarian health worker in the Twenty-First Century • Actors in humanitarian space • International Humanitarian Law • International Disaster Response Law • International Human Rights Law • International Refugee Law • Trends affecting humanitarian action • Climate Change • Changes in Organized Violence • Population Growth • Urbanization
<p>Applying humanitarian principles Demonstrate the use of humanitarian values and principles, and minimum standards of practices as the base for current and future humanitarian interventions.</p>	<ul style="list-style-type: none"> ✓ Describe humanitarian principles, standards and ethics ✓ Recognize the role of ethics in humanitarian decision-making* 	<ul style="list-style-type: none"> • Principles, Standards and Ethics

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<p>Discussing protracted and recurring emergencies Explain how current mass displacement trends impact humanitarian needs and response.</p>	<p>✓ Analyze displacement and the distinct problems faced by refugees, internally displaced persons, asylum seekers and stateless people.</p>	<ul style="list-style-type: none"> • Displacement and Humanitarian Emergencies • Refugees • Asylum Seekers • International Displaced Persons • The Process of Displacement • Displacement in Numbers
<p>Incorporating cross-cutting issues into humanitarian practices Define individual and group vulnerabilities and cross-cutting issues in an emergency setting and incorporate this information into the planning and implementation of humanitarian programs.</p>	<p>✓ Demonstrate the importance of cross-cutting themes and mainstreaming</p>	<ul style="list-style-type: none"> • Cross-Cutting Issues and Mainstream • Disability • Gender • HIV/AIDS

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COURSE 2: Public Health in Emergencies

Core Humanitarian Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Defining humanitarian contexts and standards of practice Explains the context in which humanitarian action occurs, key stakeholders involved and practices affecting current and future humanitarian interventions.</p>	<ul style="list-style-type: none"> ✓ Recognize key actors in the coordination of humanitarian assistance ✓ Identify the most important functions of the clusters at the country-level ✓ Describe the key roles of the Global Health Cluster ✓ Recall key indicators used in humanitarian health response 	<ul style="list-style-type: none"> • The International Coordination of Humanitarian Assistance • UN-OCHA • The Cluster System • Health Cluster

Public Health Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Explaining public health in emergency response Categorize public health consequences frequently seen in disasters and public health emergencies. Predict response priorities.</p>	<ul style="list-style-type: none"> ✓ Categorize the four major impacts of public health emergencies ✓ Predict the top 10 public health priorities 	<ul style="list-style-type: none"> • Humanitarian Emergencies through a Public Health Lens • Direct and Indirect Impacts of disasters on population and health care • Public Health Priorities in Emergency Response
<p>Performing rapid health assessments Demonstrates knowledge of tools and methodology to assess public health needs.</p>	<ul style="list-style-type: none"> ✓ Recall the key elements of an effective rapid health assessment ✓ Differentiate between methods for sampling a population in a humanitarian emergency ✓ Match the proper sampling method for a given population 	<ul style="list-style-type: none"> • Rapid Health Assessment • Components • Field Methodologies • MIRA • Sampling Methods

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Implementing epidemic preparedness and response

Describe mechanisms for early detection of epidemiological clues that may signal the onset or exacerbation of a disaster or public health emergency.

- ✓ Define the role of surveillance in monitoring potential epidemic-prone diseases
 - ✓ Recognize examples of alert thresholds for epidemic-prone conditions common to humanitarian emergency settings
 - ✓ List the 13 steps of the outbreak investigation as reported by the US Centre for Disease Control (CDC)*
- Surveillance
 - Network
 - Reporting
 - Alert and Epidemic Threshold
 - Epidemic Preparedness & Response

COURSE 3: Clinical Cases in Emergencies

Core Humanitarian Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
Achieving results Ensure quality response is delivered by applying recognised standards and by achieving targets through measurable indicators.	<ul style="list-style-type: none"> ✓ Recognize humanitarian standards that guide case definitions and indicators of communicable diseases ✓ Recognize humanitarian standards that guide case definitions and indicators of non-communicable diseases 	<p><i>[Covered in section about communicable diseases, NCDs]</i></p>
Respecting and promoting individual and cultural differences Demonstrates the ability to respect others, to work constructively with people of different cultural backgrounds and to adapt response to local context.	<ul style="list-style-type: none"> ✓ Explain the relationship between cultural practices and malnutrition* ✓ Explain the relationship between cultural practices and reproductive health* ✓ Explain the relationship between cultural practices and mental health* 	<ul style="list-style-type: none"> • Culture and Malnutrition • Culture and Reproductive Health • Culture and Mental Health

Clinical Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
Applying standardized case management for communicable diseases Know case definitions of each, recognize signs and symptoms, be familiar with standardized case	<ul style="list-style-type: none"> ✓ Recall the case definitions and outbreak indicators for cholera, shigella dysentery, typhoid, measles and meningococcal meningitis. ✓ Distinguish key clinical features that differentiate cholera from other types of diarrhea 	<ul style="list-style-type: none"> • Integrated Disease Surveillance and Response • Case Fatality Rates • Infectious Disease of Concern to Displaced Populations • Diarrheal Diseases

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<p>management, and demonstrate knowledge of secondary prevention. Identify key components of the Integrated Disease Surveillance and Response Framework. Recognize those with particular importance for outbreak potential.</p>	<ul style="list-style-type: none"> ✓ Recall the treatment and general management for acute dehydration from diarrhea ✓ List the clinical signs and symptoms of measles as well as understand prevention and treatment priorities. ✓ Recall the strategies for prevention, the identification of symptoms, and the treatment for malaria. ✓ List the clinical signs and symptoms of respiratory infections and meningitis ✓ Recall the symptoms and medications to treat respiratory infections and meningitis ✓ Recognize the signs and symptoms of yellow fever and viral haemorrhagic fever ✓ Identify the important considerations pertaining to vulnerable populations with HIV/AIDS and TB 	<ul style="list-style-type: none"> - Cholera - Comparing diarrheal diseases • Malaria • Measles • Viral Haemorrhagic Fevers • Other Important Infections
<p>Discussing non-communicable diseases Recognize shift in global burden of disease and importance of including chronic disease in programs.</p>	<ul style="list-style-type: none"> ✓ Explain the shift of the global burden of disease ✓ Identify most common NCDs ✓ List the key priorities of the Global Framework on NCDs* 	<ul style="list-style-type: none"> • The Epidemiological Shift in the Global Burden of Disease <ul style="list-style-type: none"> - NCDs in the Humanitarian Context
<p>Applying standards for malnutrition and feeding programs Describe nutrient deficiencies (micro-nutrient malnutrition), conduct malnutrition screenings and propose care for moderate and severe malnutrition. Demonstrate the ability to differentiate between therapeutic feeding programs and</p>	<ul style="list-style-type: none"> ✓ Recognize features of nutrient deficiencies (micro-nutrient malnutrition) ✓ Recall how to conduct malnutrition screening ✓ Propose management of moderate and severe malnutrition ✓ Differentiate between therapeutic feeding programs and supplementary feeding programs 	<ul style="list-style-type: none"> • Malnutrition <ul style="list-style-type: none"> - The UNICEF Conceptual Framework - Causing Deficiencies - Diagnosing Malnutrition - Treating Malnutrition

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<p>supplementary feeding programs, and describe the common tools used to assess nutritional status.</p>	<p>✓ Identify the common tools used to assess nutritional status.</p>	
<p>Applying standards for child health Describe the 3 strategic components of the World Health Organization's (WHO) Integrated Management of Childhood Illness approach</p>	<p>✓ List the 3 strategic components of WHO's Integrated Management of Childhood Illness (IMCI) approach</p>	<ul style="list-style-type: none"> • Child Health in Emergencies <ul style="list-style-type: none"> - Primary Causes of Morbidity in Under -5 - Child Protection - WHO's Integrated Management of Childhood Illness
<p>Applying standards for sexual and reproductive health Define sexual gender-based violence and describe the different components of the Minimum Initial Service Package for sexual reproductive health.</p>	<p>✓ Define the Minimum Initial Service Package (MISP) ✓ Define sexual gender-based violence</p>	<ul style="list-style-type: none"> • Reproductive and Sexual Health <ul style="list-style-type: none"> - Reproductive Health in the Humanitarian Context - Minimum Initial Service Package - Gender-Based and Sexual Violence - Culture and Reproductive Health - Medical Implications of Treating GBV survivors
<p>Applying standards for mental health Describe key features of the Inter Agency Standing Committee (IASC) guidelines for mental health in emergencies. Recognize when to refer patients requiring specialized treatment.</p>	<p>✓ Recognize key features of the IASC guidelines for mental health in emergencies</p>	<ul style="list-style-type: none"> • Mental Health <ul style="list-style-type: none"> - Culture and Mental Health - Mental Health Conditions Common to Displaced People - Mental Health First Aid - IASC Guidelines
<p>Recognizing essential medicines and supplies Recall the basic principles of</p>	<p>✓ Appreciate essential medicines and be familiar with the components of the WHO Interagency Emergency Health</p>	<ul style="list-style-type: none"> • Health Response-Essential Tools and Medicine <ul style="list-style-type: none"> - Interagency Health Kit - Essential Medicines

<p>pharmacologic management for tropical and other communicable diseases and describe the critical pathways for basic treatment regimes. Be familiar with the components of the WHO Interagency Emergency Health Kit for essential medicines, supplies and equipment.</p>	<p>Kit (IEHK)</p>	
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Management Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Describing the role of a humanitarian health worker Describe the common functions of humanitarian health workers and the extent of their responsibilities.</p>	<p>✓ Identify the humanitarian health worker's functions*</p>	<ul style="list-style-type: none"> • Your Role as a Humanitarian Health Worker

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COURSE 4: Disaster Management in Emergencies

Core Humanitarian Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
Defining humanitarian contexts and standards of practice Explains the context in which humanitarian action occurs, key stakeholders involved and practices affecting current and future humanitarian interventions.	<ul style="list-style-type: none"> ✓ Distinguish amongst types of disasters ✓ Recognize the role of local and national organizations in disaster management 	<ul style="list-style-type: none"> • Overview of Disaster Management <ul style="list-style-type: none"> - Typology of Disasters - Key Actors

Public Health Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
Handling hazardous materials Demonstrate knowledge of personal safety measures that can be implemented in a disaster or public health emergency.	<ul style="list-style-type: none"> ✓ Identify measures to protect against hazardous materials 	<ul style="list-style-type: none"> • Safety of Disaster Response Workers <ul style="list-style-type: none"> - Chemical Hazards - Nuclear Hazards - Structural Hazards - Decontamination

Disaster Medicine Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
Managing clinical response Demonstrate knowledge of principles and practices for clinical management	<ul style="list-style-type: none"> ✓ Identify advanced triage coding ✓ Indicate how to set up a field hospital 	<ul style="list-style-type: none"> • Responding to Mass Casualty Events <ul style="list-style-type: none"> - Delivery of Health Care in the Field - Triage

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in mass casualty events.		
<p>Enhancing disaster preparedness to improve community recovery programs Recognize the effect of disaster preparedness measures in recovery programs and resilience capacity building.</p>	<ul style="list-style-type: none"> ✓ Recognize the purpose of recovery programs ✓ Identify strategies for increasing resilience of individuals and communities 	<ul style="list-style-type: none"> • Community Recovery <ul style="list-style-type: none"> - Definition - Goals for Health Authorities - Community Resilience - Challenges - Learning in Recovery - The Future of Community Recovery

Management Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Communicating in health response Manage communications to prevent panic and promote appropriate health behaviors.</p>	<ul style="list-style-type: none"> ✓ List the core goals of communication during a disaster emergency ✓ List the core principles of conveying health messages during emergencies* 	<ul style="list-style-type: none"> • Coordination and Communication in Disaster Management <ul style="list-style-type: none"> - Communication with the General Public - Communicating Health Messages • Geographic Information Systems
<p>Coordinating health response Explains coordination mechanism among stakeholders in disaster response to advocate for affected populations, and mobilize resources.</p>	<ul style="list-style-type: none"> ✓ Distinguish the roles of the coordinating disaster response system ✓ List the steps for an effective coordination of health response 	<ul style="list-style-type: none"> • Disaster Declaration Process • Incident Command System • Coordinating Health Response
<p>Recognizing that emergency</p>	<ul style="list-style-type: none"> ✓ Define disaster management 	<ul style="list-style-type: none"> • Disaster Management

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<p>management is not be limited to emergency management operations only. Emergency management addresses social, political, legal, policy, and ethical issues related to mitigation, preparedness, response, and recovery.</p>	<p>✓ Explain the disaster management cycle</p>	<ul style="list-style-type: none">• Disaster Management Cycle
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COURSE 5:

Personal Management in Humanitarian Emergencies

Core Humanitarian Competencies

COMPETENCY	LEARNING OBJECTIVES	TOPICS
<p>Working productively in a pressured environment Demonstrate selection of coping mechanisms to remain productive under pressure. Finds strategies to increase personal resilience.</p>	<ul style="list-style-type: none"> ✓ Recognize the importance of mental health and well-being ✓ List strategies to improve personal resilience ✓ List strategies that organizations use to support humanitarians' resilience 	<ul style="list-style-type: none"> • Mental Health and Well-Being - Definition of Stress and Trauma - Triggers - Signs and Symptoms of Stress - Personal Resilience - Organizational Culture
<p>Operating safely and securely in a humanitarian response Recognize safety and security risks and apply appropriate measures to mitigate threats that could impact individual and team needs and successful program implementation.</p>	<ul style="list-style-type: none"> ✓ Recall the steps to conduct a risk assessment ✓ Select safe responses to threats ✓ Recall key operational security strategies ✓ Recall key personal security strategies 	<ul style="list-style-type: none"> • Safety and Security - Personal and Operational Security - Risk Assessment - Trends in Security Incidents
<p>Respecting and promoting individual and cultural differences Demonstrate ability to work constructively with people of all backgrounds and orientations. Leads respecting cultural and gender differences and ensures that all can contribute.</p>	<ul style="list-style-type: none"> ✓ Define the functional model of leadership ✓ Choose the best leadership style using the situational leadership theory 	<ul style="list-style-type: none"> • Humanitarian Leadership - Definition - Management and Leadership - Functional Model of Leadership
<p>Developing and maintaining collaborative relationships and</p>	<ul style="list-style-type: none"> ✓ List behaviours that promote collaboration within a team ✓ Select effective communication strategies 	<ul style="list-style-type: none"> - Collaboration and Teamwork - Communication in Stressful Environments

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<p>fostering teamwork Promote a sense of team spirit by encouraging collaboration, cooperation and open communication among all team members and with country's teams.</p>		
<p>Applying operational humanitarian leadership skills Selecting leadership behaviors while acting within a complex humanitarian context.</p>	<ul style="list-style-type: none"> ✓ Identify skills of successful humanitarian leadership ✓ Differentiate between leadership and management. 	<ul style="list-style-type: none"> • Leadership in the Humanitarian Context

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