

ESTABLISHMENT OF FAMILY MEDICINE HUMAN RESOURCE TRAINING INSTITUTION

1997-99 Know-how Fund Project “In-service training for GPs in Georgia”

2000-02 DFID Georgia PHC Development Project

KEY ACHIEVEMENTS AND LESSONS LEARNT

KEY ACHIEVEMENTS:

- **IN-SERVICE TRAINING for FM HR introduced and implemented**
- **NFMTC and four FMTC established and fully operational**
- **NHMC is identified as an Umbrella organization for re-training of FM HR**
- **Training programme for Family physicians, nurses and managers approved by the MoLHSA in April 2002**

Human Resource Capacity for new PHC model established

- **5 PHC Manager trainers, 8 PHC Nurse trainers trained**
- **54 FP are licensed**
- **47 FP've completed training course recently and are having the State licensing exam**
- **Second cohort of PHC nurses (24 PHC nurses and 6 Nurse trainers) are being trained**
- **New cohort of GP trainees appointed**
- **Multidisciplinary training introduced**
- **1st cohort of 8 regional FP trainers (Batumi [3], Kutaisi [3], Gori [2]) are being trained at NFMTC**

LESSONS LEARNT:

- Training of FPs is led by FPs
- Training of GPNs is led by Nurses
- Training of GPMs is rather unusual activity and for the beginning it will require considerable input until GPM institutions established
- There is an urgent need of establishing CME system for FP and GPN trainers

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How to achieve that the training for FM
HR is institutionalized, properly
planned, monitored, coordinated and
implemented in order to ensure that
high professional standards within
the country are set and maintained?

- **Regulatory body at PGMA should be established and fully operational**

Main activities:

- **To elaborate and implement national policies on postgraduate general practice education and workforce planning and development.**
- **To manage postgraduate general practice education and assure its quality**
- **To contribute to multi-professional workforce planning and development**
- **To ensure equality of opportunity in recruitment and progress through training programmes.**
- **To ensure that the performance and progress of all doctors in training is regularly, reliably and fairly assessed and recorded.**
- **To contribute to research and professional development in general practice**

- **Role and responsibilities of**
 - NHMC
 - NFMTC
 - FMTC
 - Regional FMTC and other organizations involved in FM HR training should clearly be defined