



Selection of Appraisers for

Performance appraisal and continuous professional feedback to family medicine practitioners in TB service delivery

Background

USAID Georgia Tuberculosis Prevention Project has designed and implemented training program, which aims to improve TB Suspect Case Management and Directly Observation Treatment (DOT) of active TB at Primary Health Care Facilities. In 2012, Family Physicians and Nurses from Samegrelo and Adjara regions renewed their knowledge necessary for timely recognition, referral and treatment of TB. But the training program alone cannot solve the systemic problems that hinder the implementation of the effective TB care model by primary care providers. Once gaps in the knowledge base are initially filled out and very basic skills developed it is important to explore the extent to which the trained providers retain newly acquired competencies and identify factors that have a substantial impact on their daily practice, and determine the way they deliver TB related services. In addition to the formal, classroom based trainings Family Physicians and Nurses should receive adequate mentoring and support in their usual care settings to reinforce skills acquisition. That's why USAID Georgia Tuberculosis Prevention Project elaborated TB specific Performance Appraisal module, integrated it into the existing performance evaluation framework of family physicians and Nurses and from May to August plans to provide Performance Appraisal visits at facility level of 350 newly trained providers.

In order to conduct Performance Appraisal Visits USAID Georgia TB Prevention Project, University Research Co LLC made vacancy announcements to hire adequately qualified clinical experts as appraisers. Vacancy announcement was made on www.jobs.ge, which is considered as the most popular website among job seekers in Georgia.

Job Summary

The performance appraisal of family physicians and nurses aims to improve quality of TB care provided by FPs and nurses by evaluating the degree to which family physicians and nurses can translate knowledge received through formal training programs into practice and assessing if their performance is in line with international and national evidence-based recommendations on TB care.

The key competencies to be explored during the appraisal visits include:

- Recognizing signs and symptoms related to TB;
- The process and procedure for making patient referrals to TB services;
- Basic clinical monitoring of patients on TB therapy, including adverse effects and “red flags” indicating a need for immediate clinical intervention

The performance appraisal will include both evaluating the process of care through observations and reviewing medical records as well as outcomes. In addition the reviewers will provide on the spot feedback and mentoring for primary care staff.



Roles and responsibilities of appraisers are following:

- Revise and adapt the appraisal methodology and tools in collaboration with the TPP technical experts;
- Conduct appraisal visits to various village family medicine service points;
- Appraise performance of FM practitioners and provide professional feedback on gaps and necessary improvements;
- Prepare appraisal reports and submit to the TPP.

Selection Criteria

Applicants were evaluated against the following criteria:

1. Family Physician, Nurse and TB specialist with at least of 5 years clinical practice experience;
2. Familiarity with the performance appraisal methodology and prior experience of conducting performance appraisal and mentoring to health professionals;
3. Working experience in the selected geographic areas (Adjara and Samegrelo) is preferred;
4. Excellent communication skills;
5. Teaching experience and excellent mentoring skills;
6. Ability to travel to various regions of Georgia;
7. Good command of Georgian and English languages.

Selection Process

Selection committee was composed of Dr. Tamar Gabunia, Dr. Maka Danelia and Dr. Nelly Solomonias, USAID Georgia Tuberculosis Prevention Project.

27 candidates applied for the position of an appraiser for Performance appraisal and continuous professional feedback to family medicine practitioners in TB service delivery. On the basis of CVs and minimum requirements specified in the announcement 22 candidates have been shortlisted and interviewed. Priority was given to the candidates with experience of conducting performance appraisal within European Commission Georgia Primary Care Reform project.

Interviews were provided by Maka Danelia, Monitoring and Evaluation Advisor, Georgia Tuberculosis Prevention Project (TPP); Nelly Solomonias, Training & Capacity Building Advisor, TPP and Khatuna Chanturia, Regional Coordinator in Samegrelo and Zemo-Svaneti regions, TPP. Interviews were conducted in Tbilisi and Zugdidi, at 8 - 10 April, 2013.

The key qualifications and experience of shortlisted applicants is graded with maximum 5 points. Results of interviews summarized in Table 1 and 2 and attached as copies.



Table 1: Applicants on the position of the appraiser interviewed by Maka Danelia, Monitoring and Evaluation Advisor, TPP and Nelly Solomonias, Training & Capacity Building Advisor, TPP

Applicants' Name and Position	At least 5 years of clinical practice experience		Familiarity with the performance appraisal methodology		Working experience in the selected geographic areas		Teaching experience and excellent mentoring skills		Ability to travel to various regions of Georgia		Communication skills		Good command of Georgian and English languages		Total
	NS	MD	NS	MD	NS	MD	NS	MD	NS	MD	NS	MD	NS	MD	
Vara Odoshashvili Family Physician	5	5	5	5	5	5	4	4	+	+	4	4	5	4	27.5
Eteri Jajanidze Family Physician	5	5	5	5	5	5	4	5	+	+	4	5	5	4	28.5
Davit Kuchava Family Physician	5	5	5	5	5	5	5	5	+	+	5	5	5	4	29.5
Natela Jajanidze Family Physician	5	5	5	5	5	4	5	5	+	+	4	5	5	4	28.5
Vaja Koberidze Family Physician	5	5	5	5	5	5	5	5	+	+	5	5	5	4	29.5
Nana Gudavadze Family Physician	5	5	5	5	5	5	5	5	+	+	4	5	4	4	28.5
Ketevan Barbakadze TB Physician	5	5	3	3	4	4	5	5	+	+	5	5	5	5	27
Marika Eristavi TB Physician	5	5	3	3	4	4	5	5	+	+	5	5	5	5	27
Irina Avalishvili Nurse	5	5	5	5	5	5	5	5	+	+	4	4	4	4	28
Manana Odisharia Nurse	5	5	5	5	5	4	4	4	+	+	4	4	4	4	26.5
Marina Jimukhadze Nurse	5	5	5	5	5	5	5	5	+	+	4	4	4	4	28
Liana Bokhua Nurse	5	5	4	5	4	4	4	4	+	+	3	4	3	3	24
Lolita Korkotadze Nurse	5	5	4	5	4	4	4	4	+	+	3	4	3	3	24
Irma Giorgadze Nurse	5	5	4	5	4	4	4	4	+	+	3	4	3	3	24
Iamze Gamjashvili Nurse	5	5	5	5	5	4	4	5	+	+	4	4	4	4	27
Makvala Kvrivishvili Nurse	5	5	5	5	5	4	4	5	+	+	3	4	4	4	26.5
Khatuna Jojua Nurse	5	5	5	5	5	4	4	4	+	+	4	4	4	4	26.5

Table 2: Applicants on the position of the appraiser interviewed by Khatuna Chanturia, Regional Coordinator in Samegrelo and Zemo-Svaneti regions.

Applicants' Name and Position	At least 5 years of clinical practice experience	Familiarity with the performance appraisal methodology	Working experience in the selected geographic areas	Teaching experience and excellent mentoring skills	Ability to travel to various regions of Georgia	Communication skills	Good command of Georgian and English languages	Total
Zaza Dgebuadze TB Physician	5	5	5	5	+	5	5	30
Gocha Salia TB Physician	5	5	5	5	+	5	4	29
Aza Kitia TB Physician	5	5	5	5	+	5	4	29
Mzia Kvaratskhelia TB Physician	5	5	5	5	+	5	4	29
Nana Kankia TB Physician	5	5	5	5	+	5	4	29



Considering applicants' professional experience and background, the selection committee members decided to offer appraiser post to all 22 candidates. Selected Family physicians (6), TB specialists (7) and Nurses (9) will be responsible to provide appraisal and feedback in appropriate areas of general and TB related performance of Family Physicians and Nurses.

List of selected appraisers recommended for Performance appraisal and continuous professional feedback to family medicine practitioners in TB service delivery:

1. Vara Odoshashvili, Family Physician;
2. Eteri Jajanidze, Family Physician;
3. Davit Kuchava, Family Physician;
4. Natela Jajanidze, Family Physician;
5. Vaja Koberidze, Family Physician;
6. Nana Gudavadze, Family Physician;
7. Zaza Dgebuadze, TB Physician;
8. Gocha Salia, TB Physician;
9. Aza Kitia, TB Physician;
10. Mzia Kvaratskhelia, TB Physician;
11. Nana Kankia, TB Physician;
12. Ketevan Barbakadze, TB Physician;
13. Marika Eristavi, TB Physician;
14. Irina Avalishvili, Nurse;
15. Manana Odisharia, Nurse;
16. Marina Jimukhadze, Nurse;
17. Iamze Gamjashvili, Nurse;
18. Makvala Kvrivishvili-Sidamonidze, Nurse;
19. Khatuna Jojua, Nurse.

Selection committee members:

Tamar Gabunia, Chief of Party, Georgia TB Prevention Project

Maka Danelia, TPP Monitoring and Evaluation Advisor

Nelly Solomonias, TPP Training and Capacity Building Advisor

Khatuna Chanturia, TPP regional coordinator in Samegrelo