2024

AMCOA
CAPACITY
BUILDING
WORKSHOP

ASSOCIATION OF MEDICAL COUNCILS OF AFRICA

USE OF DIGITAL TECHNOLOGY AND INNOVATION IN STRENGTHENING GOVERNANCE AND REGULATION IN HEALTHCARE

PROUDLY HOSTED BY:
MALAWI MEDICAL COUNCIL
18 – 20 MARCH 2024
BINGU WA MUTHARIKA INTERNATIONAL CONVENTION
CENTRE (BICC), LILONGWE, MALAWI.

FOREWORD

In the era of unprecedented advancements in technology, the healthcare sector stands on the cusp of a transformational journey towards improved governance and regulation. The AMCOA Annual Capacity Building workshop 2024 serves as a timely and essential platform for healthcare policymakers, regulators, practitioners, and stakeholders to come together and explore the profound impact of digital technology and innovation on healthcare governance and regulation.

The digital technology and innovation have and continue to revolutionize healthcare governance and regulation. From telemedicine to health information systems, digital solutions strengthen regulatory frameworks, promote patient safety, and optimize healthcare delivery processes.

AMCOA and its member states acknowledge that it is imperative to embrace various transformative tools to enhance efficiency, effectiveness, and equity in healthcare systems worldwide. Throughout this workshop, participants had the opportunity to engage in insightful discussions, exchange best practices, and collaborate on strategies to leverage digital technology for the betterment of healthcare governance and regulation.
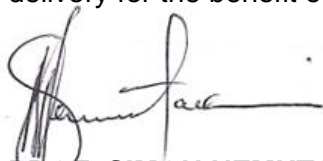
ACKNOWLEDGEMENTS

The Management Committee of AMCOA wishes to extend its heartfelt gratitude to all individuals and organizations whose unwavering support and contributions made the AMCOA annual Capacity Building Workshop 2024 a resounding success.

Sincere appreciation and acknowledgement goes to the Medical Council of Malawi for graciously hosting this significant event. Appreciation equally goes to all delegates representing various health professional regulatory bodies, whose active engagement and insightful contributions enriched the discussions and workshops throughout the event. Your expertise and enthusiasm are essential in fostering a culture of continuous learning and improvement.

Special appreciation is extended to the speakers, trainers, and workshop facilitators for sharing their knowledge, experiences, and best practices in leveraging digital technology to enhance governance and regulation in the healthcare sector. We also acknowledge the generous support of our sponsors and partners, whose generosity and commitment played a pivotal role in ensuring the success of this workshop.

Last but not least, we express our gratitude to all MCM staff members, AMCOA Secretariat, volunteers, and support personnel involved in the planning, coordination, and execution of this workshop. Your hard work, dedication, and attention to detail were instrumental in delivering a seamless and impactful event.

AMCOA reaffirms its commitment to harnessing the power of digital technology and innovation to strengthen governance and regulation in the healthcare sector. Together, we will continue to work towards advancing the quality, safety, and effectiveness of healthcare delivery for the benefit of all.

PROF. SIMON NEMUTANDANI
AMCOA PRESIDENT

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AMCOA	Association of Medical Councils of Africa
IPE	Interprofessional Education
IPC	Interprofessional Communication
LMIC	Low- and Middle-Income Countries
MANCO	Management Committee
MCM	Medical Council of Malawi
SDG	Sustainable Development Goal
UHC	Universal Health Coverage
WHO	World Health Organization

INTRODUCTION

The Association of Medical Council of Africa (AMCOA) Annual Capacity Building Workshop 2024 was hosted by the Medical Council of Malawi in Collaboration with Ministry of Health of Malawi. It was hosted at Bingu International Convention Centre (BICC) Lilongwe Malawi from 18th March – 20th March 2024. The theme for the workshop was "Use of Digital Technology and Innovation in Strengthening Governance and Regulation in Healthcare. How do we become SMART Regulators?" This theme was selected as it creates an opportunity to discuss ways to strengthen governance and regulation in the wake of technology in healthcare.

This workshop brought together a consortium of experts, policymakers, regulators, and practitioners and other key stakeholders from across Africa representing AMCOA member states. The key purpose was to provide a platform for training, insightful discussions, and collaborative exploration on healthcare governance in an era of technological advancements. Over the course of three days, participants undertook a series of dynamic exchanges, presentations and practical case studies aimed at exploring digital technology in healthcare governance and regulation.

The purpose of the AMCOA Capacity Building Workshop was to improve effectiveness at the organizational level, specifically for health regulators, training institutions and health facilities to be aware of the regulatory requirements and changing trends. Some of the topics that were covered included health regulatory issues focusing on areas of education and training, registration, corporate governance, strategy, information technology, data sharing, risk management, financial management and donor sourcing.

The sessions dissected and critically highlighted the role of telemedicine and electronic health records in revolutionizing patient care. Further, the sessions were geared towards navigating the regulatory challenges posed by emerging technologies like artificial intelligence and biotechnology. This report is a brief summary and testament to the collective knowledge, skills, expertise and wisdom exhibited during the Capacity Building Workshop.

THE HOST: MEDICAL COUNCIL OF MALAWI

The Medical Council of Malawi (MCM) plays a pivotal role in overseeing and regulating medical practice in Malawi. Established under the Medical Practitioners and Dentists Act of 1987, the MCM serves as the statutory body responsible for ensuring the highest standards of medical care and professional conduct among healthcare practitioners in Malawi. With a mandate that encompasses licensure, accreditation, and disciplinary oversight, the MCM plays a critical role in safeguarding public health and maintaining the integrity of the medical profession.

MCM is legally mandated to handle four key roles among others. Firstly, MCM is tasked with the role of registration and licensing of medical, paramedical, dental and allied health practitioners. Secondly, MCM regulates health facilities both public and private, static and outreach. Thirdly, MCM handles health care related complaints from patients, clients and the public. Lastly, MCM regulates the training and practice of all registered practitioners under its mandate.

The Medical Council of Malawi composes of the following members –

COUNCIL MEMBER NAME	POSITION
Prof John Chisi	Chairperson
Dr Grace Chiudzu	Vice Chairperson
Dr Charles Mwansambo	Member
Dr James Mchenga	Member
Dr Singatiya Chikumbanje	Member
Dr Mulinda Nyirenda	Member
Dr Kondwani Kawaza	Member
Mrs Cecilia Daka Chisale	Member
Dr Matilius Likhoozi	Member
Dr Patrick Watayachanga Chirwa	Member
Mrs Joyce Gundani	Member
Dr Lilian Gondwe Chunda	Ex-Official-MOH

The Council is supported in its operation by a team of excellent staff comprising of various professionals and key personnel. The secretariat staff is led by Dr Davie Zolowere who is the current CEO and registrar. The excellence of the MCM team was well displayed during the planning, coordination, and execution of the AMCOA Capacity Building Workshop 2024.

WELCOME AND COUNTRY INTRODUCTIONS: DR. DAVIE ZOLOWERE

Dr. Zolowere, the CEO and Registrar of Medical Council of Malawi welcomed all delegates to Malawi and thanked AMCOA for choosing MCM to host the capacity building workshop 2024. He expressed his heartfelt gratitude to the honorable Minister of Health for not only gracing the workshop but for continuously supporting MCM and its operations.

He highly appreciated every stakeholder present and averred that each stakeholder has a distinct role and contribution essential for the success of the workshop. He then proceeded to carry out country introductions recognizing all AMCOA member states present and their respective heads of delegation.

He further introduced with great humility the AMCOA management committee and secretariat. He extended his gratitude to the AMCOA secretariat for the support offered during the preparation and execution of the workshop. Dr. Zolowere concluded by introducing the MCM council members. In conclusion, he urged all the participants to respect everyone's input and emphasized on the need to maintain open minds as there is always room for learning and improvement.

WELCOME BY HOST COUNTRY: PROF JOHN CHISI

Prof. John Chisi, the Chair of MCM gave the welcoming remarks on behalf of the host country. He began by thanking the Hon. Minister of Health for the support that the ministry provides to health regulators in Malawi and further conveyed MCM's gratitude to His Excellency, the State President for taking Health Care Regulations as one of his priority areas as evidenced by the independence which the government of Malawi provides to health regulators in Malawi to discharge their duties without interference.

Prof. Chisi welcomed all the participants to Malawi and thanked AMCOA for believing in MCM to host the annual capacity building workshop. He proceeded to enumerate the roles and mandate of the Medical Council of Malawi which include –

1. Regulating medical, paramedical, dental and allied health practitioners.
2. Regulating health facilities both public and private, static and outreach.
3. Handling health care related complaints from patients, clients and the public.
4. Regulating training of registered practitioners.

Prof. Chisi explained that the purpose of hosting the workshop is to facilitate discussions among scholars, researchers, health practitioners, associations, health regulators and experts in the health field to develop innovative solutions to the various healthcare issues facing our communities, nations, continent and the globe. He opined that the conference was aimed at focusing on discussions on strengthening interprofessional collaboration and team-based regulation to incorporate the multiple disciplines available for the conference.

Finally, Prof Chisi thanked the strategic partners and sponsors for their support.

WELCOME BY AMCOA PRESIDENT: PROF. SIMON NEMUTANDANI

"Africans have a wealth of resources to share amongst each other and there is therefore no need to travel to Europe to learn what our neighboring African countries have already mastered."

Prof. Nemutandani, the AMCOA president gave his welcoming remarks on behalf of AMCOA. He begun by thanking the Hon. Minister of Health and the Ministry at large for allowing AMCOA capacity building workshop 2024 to be held in Malawi. He remarked that the presence of the Hon. Minister of Health in the workshop was a sign of solidarity, passion, and support.

He welcomed all the delegates to the workshop and appreciated them for honoring AMCOA's invite. Prof. Nemutandani extended a special appreciation to the AMCOA secretariat, and particularly Dr Magome Masike and Ms. Sadicka Komey, for their support and hard work towards the success of the workshop.

It was his position that Africa as a continent is still lagging in the use and acceptance of technology in healthcare. He opined embracing technology will improve the quality of healthcare in Africa. He submitted that it was time for Africans to heed the wake up to the call of technology as technology has already reached the remote areas.

He concluded by averring that he hoped the workshop will help create opportunities for best practices in Africa and ultimately strengthen regulation and governance in healthcare in the wake of the digital era. He concluded by welcoming more members to the AMCOA community and further requested existing members to promote and market benefits of AMCOA.

WELCOME BY THE PRINCIPAL SECRETARY: TECHNICAL MINISTRY OF HEALTH

Dr. Lillian Gondwe-Chunda is a specialist physician, currently serving as the Chief of Health Services-Technical under the Ministry of Health, Malawi. She took the stage to usher in the Hon Minister of Health. She remarked that there was a pressing need to embrace digital technology in healthcare. She opined that traditional Africa before technology has long been overtaken and the practice of medicine must not be left behind. Dr. Chunda averred that technology has improved the way of life and advancements in technology have made service delivery, healthcare included, more efficient, reliable and accessible.

Dr. Chunda however cautioned the delegates on the dangers of technology in healthcare. She highlighted the continuous violations to the right of privacy of patients and the abuse of digital technology by medical professionals. She highlighted that in the wake of Covid 19, practitioners embraced technology but some of the repercussions amounted to professional malpractice. He therefore urged all delegates to deliberate on ways of governing technology in healthcare with an aim of maintaining professionalism, patient safety and upholding the glory of all healthcare professionals. Dr. Chunda concluded by welcoming the Honorable Minister of Health to give her remarks.

WELCOME BY MINISTER OF HEALTH, HON. KHUMBIZE KANDODO CHIPONDA, MP

"Regulation of the practice of medicine, training, mentorship, research, curative, rehabilitative and preventive healthcare must be discussed in the context of digital technology and innovation."
Hon. Khumbize Kandodo Chiponda, MP

Hon. Khumbize Kandodo Chiponda, MP is a seasoned politician who is serving as Member of Parliament for Kasungu Southeast Constituency and as the Minister of Health. Hon. Khumbize Kandodo Chiponda,

She expressed her delight in having the AMCOA capacity building workshop 2024 being hosted in Malawi by MCM. She welcomed all the delegates to Malawi and thanked the AMCOA member states for choosing Malawi for the 2024 workshop. She commenced her remarks by concuring with the definition of health by the WHO that health is not merely the absence of disease or infirmity but a state of complete physical, mental and social well-being. She expressed her delight in the workshop theme as it aligns with Malawi's vision 2063 and the health sector strategic plan 3 which outlines Malawi's roadmap to ensure UHC by 2030. Hon. Khumbize submitted that Technology, digital health, research, leadership and governance are critical pillars of the strategic plan.

She averred that the importance of innovation and technology was attested to during the Covid 19 pandemic. She opined that without good collaborative governance, technology and innovation we would still be grappling with the pangs of the pandemic. She concluded this point by submitting that technology is an important accelerator for high quality care. She submitted that the Ministry was committed to improving and ensuring the availability of competent and motivated human resources for health for quality and innovative health service delivery. She urged all the delegates to perceive the capacity building workshop as a platform for continuous professional development and to exchange as much knowledge, skills and experience as possible.

Hon. Khumbize Kandodo Chiponda, MP also spoke on the need for strong, responsive and independent health regulatory frameworks in Africa. She averred that collaborations among various health regulatory bodies both locally, regionally and internationally would help ease the means of doing business through the exchange of information, reciprocal recognition and harmonization of training standards.

She urged all other Malawi Health Professionals Association and regulators to consider joining AMCOA as members. She assured the delegates that the Republic of Malawi and the Ministry of health are keen to see digital technology and innovation improve governance and regulation in healthcare. She concluded by thanking all the strategic partners and donors for their support and the MCM Board, Secretariat and AMCOA secretariat for organizing the workshop. Hon. Khumbize Kandodo Chiponda, MP therefore officially declared the AMCOA annual capacity building workshop-2024 officially opened.

OBJECTIVES OF THE WORKSHOP AND RULES OF ENGAGEMENT

(Dr Magome Masike, Head of AMCOA Secretariat)

Dr Masike ushered the sessions by setting out the rules of engagement that would bind all delegates for the during the capacity building workshop. Key among these rules were:
- ✓ Everyone participates, no one dominates
- ✓ Respect Differences of Opinion
- ✓ Be present
- ✓ Stay Focused on the Goal
- ✓ Mobiles on Silent
- ✓ Take note of the Schedule
- ✓ Respect Time
- ✓ Tackle problems, not people

Dr. Masike reminded the members that the objectives of the workshop were both objective and subjective. It was therefore imperative that all members present should pay keen attention to the proceedings with an aim of learning as much as possible and to build up on the workshop theme for the benefit of the other. He urged the delegates to purpose to share their knowledge, skills, experience and best practice with other delegates and to purpose to learn something new by the end of the workshop.

He submitted that at the heart of the training over the next few days was the exploration of digital technology, and best practices in the core functions of health regulation, namely governance, education and training. ethics, continuous professional development. He averred that as regulators

we must recognize that these tools are needed to enhance our capabilities and effectiveness. It is our actions now will shape the future of healthcare regulation.

He stated that the workshop trainers will take all the delegates on a journey across the regulatory landscape and educate them on what is required to be effective SMART regulators and how regulators must adapt to the changing landscape without losing sight of our core responsibilities. He stated that the trainers will also highlight how regulators and practitioners must harness the power of digital technology to streamline processes, improve decision-making, and ultimately protect the public interest. He concluded by urging the delegates to embrace the changes brought about by digital technology and innovation and strive to become SMART regulators who will lead the way in shaping the future of healthcare regulation.

SUMMARY OF PRESENTATIONS

Throughout the Capacity Building Workshop delegates explored a diverse range of presentations highlighting the transformative potential of digital solutions in advancing healthcare regulation. From discussions on harnessing data analytics to enhance decision-making, to leveraging telemedicine for improved access to care, and exploring regulatory frameworks for emerging technologies, each presentation underscored the critical role of innovation in shaping the future of healthcare governance.

This section will highlight the key principles and highlights of all the presentations made during the workshop on 18th and 19th March, 2024 by the various speakers. It is essential to acknowledge the invaluable contribution that all the esteemed speakers made. Their insights enriched understanding of the transformative potential of digital technology in healthcare governance and regulation. This summary encapsulates the key highlights and takeaways from each presentation, providing a comprehensive overview of the diverse perspectives shared during the workshop.

Presentation One	THE ROLES OF THE HEALTH REGULATOR, REGULATORY AUTONOMY, LAW, AND GOVERNANCE
Presenter	ADV NTSIKELELO SIPEKA SOUTH AFRICA
Presenter's Biography	Adv Sipeka is a legal visionary, business executive and governance specialist of over eighteen (18) of Legal Advisory, compliance risk and governance experience. He has been a Company Secretary and Senior Manager for over ten (10) years. Amongst positions held was as a Legal Advisor, Litigation Officer, Practicing Advocate of the High Court of South Africa, Head of Department Governance and Company Secretariat. He is currently employed as a Head of Division Executive Company Secretariat and Acting Head of Department Legal and Regulatory Affairs at the Health Professions Council of South Africa.
Key Points	✓ Good corporate governance is a culture. ✓ It is pertinently concerned with power and decision making in the organization. ✓ Ensures that power is not abused and that decisions are made by the right people at the right levels. ✓ It relates to transparent and ethical leadership. way ✓ Promotes accountability. ✓ Governances must be guided by strategic objectives. ✓ Ethical leadership is premised on good corporate governance practices. ✓ Principles of the agency theory ✓ Fiduciary duties require those tasked with governance to act in good faith and in the best interest of the organization ✓ There should be checks and balances that prevent abuse and misuse of power. ✓ Regulatory Authority/ Agency ✓ Regulatory bodies to protect the public and ensure public confidence in a profession. ✓ In exercising their duty of care directors (board members) should ensure prudent and reasonable steps have been taken in regard to IT governance. ✓ The Board be cognizant of all Technological and Information requirements and the relevant legal provisions. ✓ The pervasiveness of information technology in business today mandates the governance of IT as a corporate imperative. ✓ Telehealth is a fast-growing practice ✓ Ensuring the organization's technology architecture enables the achievement of strategic and operational objectives. ✓ Importance of managing risks pertaining to security of technology. ✓ Monitoring and responding appropriately to developments in technology.

Presentation Two	NEW TECHNOLOGIES IN HEALTH REGULATION
Presenter	PROF STANLEY OMINDE KHAINGA KENYA
Presenter's Biography	Prof. Khainga is the current chair of the Kenya Medical Practitioners and Dentists Council. He has over 34 years of experience in the health sector where he has served in various capacities. He is currently a Professor of plastic surgery at the University of Nairobi. He is an accomplished physician and one of the top plastic surgeons and consultant in the country. He serves in different capacities in a number of boards and associations: Chair Kenya Society of Plastic, Reconstructive and Aesthetic Surgeons (KSPRAS), Chair Kenya Society of Plastic & Reconstructive Surgeons, President Pan African Association of Plastic Surgeons among many others.
Key Points	✓ Advancements in technology in the health sector has revolutionized delivery of health services. ✓ Improved patient outcomes ✓ Improved research and collaboration ✓ Enhanced operational efficiency ✓ Technologies in healthcare: • Electronic Medical Records • Blockchain in Healthcare • Artificial Intelligence (AI) • Remote patient monitoring (RPM) • Wearable technology • Telemedicine • Virtual and augmented reality • Smart pills • 3D bioprinting ✓ Healthcare Regulation and Governance is achieved through: • Statutes • Policy Documents ✓ Various systems in the technology ecosystem must be interoperable. ✓ Developers of solutions provide Application Programming Interfaces (APIs) that define how they interact with other systems. ✓ These systems must be interoperable and be compatible with the internationally accepted standards. ✓ Challenges to technology solutions in healthcare: • Cost- • Cybersecurity threats- • System Interoperability costs • Existing policies and statutes ✓ Registrations Systems and Processes from a KMPDC Perspective • Regulatory Human Resource Information System (rHRIS) – Manages the registration and licensing.

Q&A Session	The following are some of the questions that were asked; ❖ Q1: Restriction of CPD from areas of specialization ❖ Q2: Examination of foreign trained practitioners ❖ Q3: Management of Fraud and systemic failures. ❖ Q4: varying minimum entry requirements for different countries. ❖ Q5: Regulation of biomedical engineering

Presentation Three	USE OF TECHNOLOGY IN ENSURING QUALITY OF CARE IN HEALTHCARE PRACTICE [PUBLIC, PRIVATE, HEALTHCARE FACILITIES
Presenter	DR BONGANI CHIKWAPULO MALAWI
Presenter's Biography	Dr. Bongani Chikwapulo is an Improvement Advisor working in the Malawi Ministry of Health. Prior to joining the Ministry, he served as a District Health Officer in multiple districts and also held the position of Zonal Manager overseeing multiple districts. He brings extensive experience working at all levels of the healthcare system.
Key Points	✓ Quality of Care is the degree to which health services increase the likelihood of desired health outcomes. ✓ Quality health services should be Evidence-based, Safe, People-Centred (Customer centered) ✓ Improving quality should be a core component of UHC ✓ Major System gaps; in safety, prevention, integration, and continuity of care ✓ Quality of care is worst for vulnerable groups i.e. the poor, those with stigmatized conditions ✓ Technology can improve Quality of Care ✓ Reduction in the rate of medication errors ✓ Improved handover process ✓ Patient data management systems- Reduction in charting time ✓ Telemedicine - virtual visits and telemonitoring ✓ Electronic incident reporting ✓ Overall Electronic Medical Record ✓ AI in health care is being used to Improve diagnostic accuracy, develop personalized treatment plans, enhance patient monitoring, streamline administrative processes. ✓ Ethical and regulatory Concerns, Concerns around data privacy, algorithm bias, accountability, patient autonomy and the potential for unintended consequences. ✓ Continued regulation, monitoring, auditing and evaluation(impact) are critical during the testing and implementation of Health Information Technology. ✓ Augmentation, Not Replacement, AI can help with diagnosis, treatment planning, and administrative processes, but human oversight and clinical judgment remain essential.

	✓ Improve efficiency and productivity of health workers by freeing up health workers' time so that they focus more on engaging with patients ✓ Challenges of technology in healthcare: ✓ Algorithm bias ✓ Interoperability Issues ✓ Privacy and security data concerns ✓ Usability and User Experience Challenges ✓ Integration with Clinical Workflows ✓ Overview of Malawi Health Sector ✓ Case scenario- Cancer Management in Malawi ✓ Poor quality of care is causing more deaths than lack of access to care in LMICs. ✓ Technology enables quality of care through improving guideline adherence and reducing medication errors and adverse drug reactions. ✓ AI can improve healthcare delivery by ensuring more accurate diagnoses, personalized treatment plans, early interventions and efficiency. ✓ There are ethical and regulatory concerns which necessitate proper evaluation and continuous regulation in health care. ✓ Need to adhere to Telemedicine regulations for safety balance between usage of digital technology and innovation against safety concerns.
Q&A Session	The following question was asked; Q1: Trends/knowledge that the ministry is planning to adapt to improve digital health care delivery?

Presentation Four	DEVELOPMENTS IN REGULATING CONTINUOUS PROFESSIONAL DEVELOPMENT
Presenter	MR. MPHO MBODI SOUTH AFRICA
Presenter's Biography	Mpho Mbodi is a health practitioner registered with the Health Professions Council of South Africa. Professional interests are in management and administrator. Professional employment includes experience in both public and private entities in both healthcare roles as well as in non-health roles ranging from junior management to executive level of leadership. His current employment is with the Health Professions Council of South Africa as Head of Division for the Professional Practice unit. Formal educational background includes a diploma in biomedical technology, degree in health service management and public administration, postgraduate diploma in business management, Master of Business Administration and is currently studying toward a law degree.
Key Points	✓ The means by which members of the profession maintain, improve and broaden their knowledge, expertise and competence, throughout their professional lives. ✓ It includes both formal and informal learning activities.

	✓ Practitioners have a responsibility to continually update their professional knowledge and skills.
	✓ The employers have responsibility to ensure that their practitioners are adequately capacitated.
	✓ Compliance with certain conditions relating to CPD is pre-requisite for continued registration/licensing.
	✓ Attributes Of CPD Accreditors
	✓ The standardisation of the CPD program ensures consistency, public confidence, quality.
	✓ Cycle For CPD Programme:
	    • Refection
	    • Scope of practice
	    • Individual and team learning
	    • Identification of needs
	    • Outcomes
	✓ Effective CPD programme ensures that CPD are patient centred, and Practitioners plan their own learning path.
	✓ CPD can strengthen networks, improve motivation and be empowering for healthcare professionals.
	✓ The positive effects of CPD in turn can translate to attainment and retention of higher quality care.

Q&A Session	The following are some of the questions that were asked; ❖ Q1: Harmonizing CPD taken outside the country with local regulation ❖ Q2: Harmonization of CPD in different aspects of health care ❖ Q3: Regulation of CPDs and provision of services ❖ Q4: freedom of association and regulation of CPD's by professional bodies.

Presentation Five	**USING TECHNOLOGY TO STRENGTHEN INTERPROFESSIONAL COLLABORATION AND TEAM-BASED REGULATION AMONG HEALTH REGULATORS**
Presenter	MR THADEE VUGUZIGA RWANDA
Presenter's Biography	He is the Deputy Registrar & Deputy CEO of Rwanda Medical and Dental Council and a Member of Physician Information Exchange committee of IAMRA. He is the Secretary General of Rwanda Human Genetics Society and a member of National Maternal and perinatal death surveillance and response Thadee is a Certified Master Trainer in Medical Certification of Cause of death and Certified expert by Higher Education Council for curriculum review and inspection of medical schools.
Key Points	✓ Interprofessional Education (IPE) is an experience that occurs when two or more healthcare providers learn about, from and with each other to enable effective collaboration and improve health outcomes. ✓ Interprofessional collaboration (IPC) is the process of developing and maintaining effective interprofessional working relationships with practitioners, patients/families

	and communities to enable optimal health outcome.
	✓ Importance of IPC important in healthcare:
	    • Reduction in Medical errors/negligence cases
	    • Narrowing of Communication gaps among health professionals and patients
	    • Patient-centered care will be enhanced
	✓ Bringing healthcare professionals creates collaborative relationships.
	✓ Improved quality of service within healthcare institutions and enhanced confidence between healthcare professionals and patients.
	✓ IP Communication refers to instances where professionals from different professions communicate with each other in a collaborative, responsive and responsible manner.
	✓ IPC provides constructive feedback to Interprofessional team members.
	✓ Role Clarification-health Professionals should always understand their own scope of practice and the scope of practice of those in other professions.
	✓ Helps reduce intra-team conflict, mitigate role ambiguity, dissolve professional boundaries, and build trusting relationships.
	✓ Interprofessional Conflict Resolution.

Q&A Session	The following are some of the questions that were asked; ❖ Q1: How best do we implement IPE and IPC in different programs. ❖ Q2: Evidence that IPE works ❖ Q3: Role of regulators in promoting access to healthcare ❖ Q4: Integration of role clarification and task shifting of different stake holders in health.

Presentation Six	**USE OF TECHNOLOGY IN EDUCATION (ASSESSMENT AND ACCREDITATION, CURRICULUM DEVELOPMENT HARMONIZATION, TRAINING REFORMS, AND MEDICAL INTERNSHIPS)**
Presenter	DR. DIVINE BANYUBALA GHANA
Presenter's Biography	Dr Divine Banyubala is a Physician by primary training and also a legal practitioner. He holds a Masters and PhD degrees in Bioethics and Medical Jurisprudence from the School of Law, the University of Manchester in the UK. He has vast experience in healthcare Ethics and Law (Bioethics and Medical Jurisprudence), health policy, professional regulation, ethics education, research ethics and ethics governance. Dr Banyubala is currently the Registrar of the Medical and Dental Council, Ghana, a member of the Legal Committee of the Ministry of Health of Ghana and the Legal Committee of the Association of Medical Councils of Africa (AMCOA). A Management Committee

	member of the Association of Medical Councils of Africa (AMCOA) and a Member of the Board of Directors of the International Association of Medical Regulatory Authorities (IAMRA).
Key Points	✓ Use of technology for medical education and training in the areas of assessment and accreditation, curriculum development and harmonization, training reforms, and medical internships.
	✓ Assessment and accreditation of medical/dental training institutions are critical processes that ensure the quality of medical/dental education and training programmes.
	✓ Some challenges include Standardization and Consistency and Evolving Educational Landscape.
	✓ Achieving consensus on international accreditation standards and facilitating cross-border accreditation processes pose significant challenges due to differences in healthcare systems, cultural contexts, and regulatory frameworks.
	✓ Technology can remedy this challenge by:
	• Provision of cost-effective solutions for accreditation preparation and compliance
	• Provide standardized assessment tools and platforms.
	• Streamlines data management processes and facilitates integration of disparate data sources
	• Fosters collaboration and knowledge-sharing among accreditation bodies
	• provide automated workflows, accreditation processes and ensuring alignment with regulatory requirements.
	✓ Ghana's Example of the Accreditation and Compliance Platform.
	✓ Developing competency-based, harmonised medical/dental curricula can be a very daunting and time-consuming process.
	✓ Using technology to develop and harmonise curriculum for medical education can streamline processes, enhance collaboration among stakeholders, and ensure alignment with educational standards and best practices.
	✓ Technology facilitates the integration of multidisciplinary content by providing digital repositories, virtual libraries, and online resources.
	✓ Technology enables the delivery of medical education content to a wider audience, including remote and underserved areas.
	✓ Technology facilitates active learning methodologies and simulation-based training in medical education.
	✓ Technology supports lifelong learning and professional development for healthcare professionals.
	✓ Technology streamlines administrative tasks -

	Posting/Placement of House Officers/interns.
	✓ Automated scheduling systems for managing rotations and shifts. Accredited training facilities and interns are both managed using this system.
	✓ Technology streamlines administrative tasks and enhances Quality Assurance.
	✓ Controlled learning environments with zero risk to human patients or participants.
	✓ Improved regulatory control and compliance- and ultimately quality and safe care.

Presentation Seven	**PROFESSIONAL CONDUCT PROCESSES PREVENTIVE APPROACHES IN MANAGING DISCIPLINARY CASES**
Presenter	PROF. JOEL OKULLO UGANDA
Presenter's Biography	Prof. Okullo has a working experience spanning 47 years. He is currently the Chairman of the Uganda Medical and Dental Practitioners Council, a post he has held for the last eleven (11) years. He is part of a group who monitors the Medical Schools in the East African Community states. The Council also advises the Government on various medical issues. He is the Company Health Advisor for Shell (Vivo Energy) and works closely with other members of the world -wide team to promote Health, Safety and Environment in Shell operations.

Key Points	✓ Duty of a Health professional
	  • Respect for human life
	  • Respect of patient dignity
	  • Respect patient confidentiality
	  • Non- discrimination
	  • Obtain informed consent
	  • Accurate documentation
	✓ Regulators roles defined
	✓ Regulation is complex and dynamic it requires constant adaptation and innovation to respond to the changing needs of the health system and health profession.
	✓ Regulator's role is to ensure provision of quality, safe and accessible health care
	✓ Medical malpractice occurs when a health care professional through a negligent act or omission, deviates from standards that are set, accepted and recognized by the profession, and thereby causes injury harm or death to a patient.
	✓ Health provider factors that can lead to medical malpractice include:
	  • Physician Fitness to practice
	  • Poor documentation
	  • Competence
	✓ Patient induced factors include:
	  • Language and Cultural barriers

	• Poor understanding of the health system
	• Poor understanding of the patient charter
	✓ Health systems related factors include:
	    • Complex health system
	    • Work schedule
	    • Task shifting
	✓ Prevention can be through target group awareness, training, Monitoring performance, CPD and Fitness to practice among others.
	✓ Various sanctions available and depends on the gravity and nature of the offence
	✓ Digital platforms should be designed, developed and implemented with a human-centered approach and taking into account the health care system within which it is going to operate
	✓ Documentation is important as doctors for future investigation purposes and records

Q&A Session	The following are some of the questions that were asked; ❖ Q1: Recommendation for practitioners trained abroad to ensure they meet standards ❖ Q2: Conflict between disciplinary laws and other rules of the land. ❖ Q3: Limitation of action for medical negligence claims. ❖ Q4: Mitigation of complaints by people that doctors help each other in cases of malpractice ❖ Q5: medical professions and drug and substance abuse

Presentation Eight	RESOURCE MOBILIZATION STRATEGIES FOR REGULATORS
Presenter	HON. DR. DANIEL YUMBYA KENYA
Presenter's Biography	Resource mobilization strategies for regulators Hon. Dr. Daniel Yumbya, MBS.EBS the current Hon. Minister for Health, Machakos County since November 2022. He was the Chief Executive Officer of the Kenya Medical Practitioners and Dentists Council, a position he has held from 1999-2022. He is one of the AMCOA founding members and has been the Chair, Finance Committee & member of the Management Committee since 2012. He is tehe director IAMRA representing the African continent since 2016 and the IAMRA Membership Committee Chair since 2017. He has served as a Consultant with the IFC/World Bank on Kenya Patients Safety Impact Evaluation (KePSIE) Project, Consultant with AMREF on Health Worker Migration. He holds Doctor of Humane Letters (Honoris Causa) - Mount Kenya University and a Master's Degree in Business Administration (International) MBA (I), (Edith Cowan University, Australia.
Key Points	✓ Resource mobilization refers to the process of gathering, organizing, and deploying various types of resources to achieve specific goals or objectives.

	✓ These Resources could include Financial, Human, Technological, Information, Skill, Services, Equipment
	✓ Also involves strategic planning, utilization, and optimization of available resources to achieve desired outcomes.
	✓ Some of the benefits of financial sustainability to an organization include:
	• Operational Efficiency
	• Mission Continuity
	• Stakeholder Confidence & Attraction
	• Innovation and Growth.
	• Accountability & good governance
	• Strategic Planning
	✓ Regulators can diversify funding sources through:
	• Subscriptions and Memberships
	• Stragetic Partnerships
	• Advertising and Marketing
	• Set and ensure Budgetary Controls
	• Grants and Donations
	✓ Strategic partners are external entities or organizations with whom an organization forms collaborative relationships to access and leverage resource
	✓ Support by strategic partners can be in the form of:
	• Financial and in-kind Support
	• Collaborative Projects
	• Capacity Building and Training
	• Visibility and Reputation Enhancement
	• Access to Networks and Markets
	✓ Investment of surplus income promotes income generation, Capital preservation and liquidity management
Q&A Session	The following are some of the questions that were asked;
	❖ Q1: What is AMCOA doing to ensure that members under it are able to write proposals
	❖ Q2: How will we achieve use of technology with shortage of human resources.

Presentation Nine	USE OF TECHNOLOGY IN PROFESSIONAL PRACTICE, REGULATING TELEHEALTH, TELEMEDICINE, TELERADIOLOGY, AND TELEPATHOLOGY
Presenter	MR MPHO MBODI SOUTH AFRICA
Presenter's Biography	Mpho Mbodi is a health practitioner registered with the Health Professions Council of South Africa. Professional interests are in management and administrator. Professional employment includes experience in both public and private entities in both healthcare roles as well as in non-health roles ranging from junior management to executive level of leadership. His current employment is with the Health Professions Council of South Africa as Head of Division for the Professional Practice unit. Formal educational background

	includes a diploma in biomedical technology, degree in health service management and public administration, postgraduate diploma in business management, Master of Business Administration and is currently studying toward a law degree.
Key Points	• Telehealth, telemedicine, teleradiology and telepathology. • Telehealth as important to bridge the gap between the served and underserved and We should make it a habit to continue learning Telehealth as it reduces time to access of basic services and it improves and reaches out different people as they are given what they need. • There is legal need to create right platforms to lead the right regulations for tele-health and people must be sensitized about the platforms created and we don't have to wait for others to innovate for us. • Patient outcomes may be determined based on our willingness to embrace the benefits of Telemedicine. Therefore, choosing the most appropriate tele-technology is key to delivering the best telehealth. • Telehealth must not be used in social media platforms and always obtain informed consent
Q&A Session	The following are some of the questions that were asked; ❖ Q1: Ethics on sharing of Radiological data using informal platforms ❖ Q2: Plausibility of a practitioner to diagnosing a condition using a smartwatch ❖ Q3 Role of regulators in preventing intellectual theft due to Tele-health ❖ Q4 Extent to which AI is accountable

Presentation Ten	**MANAGING IMPAIRMENT OF HEALTH PRACTITIONERS**
Presenter	PROF FASTONE GOMA ZAMBIA
Presenter's Biography	Dr Fastone Mathew Goma is Professor of Physiology and Cardiovascular Health. He is a graduate of the University of Zambia, having obtained his MB ChB there in 1988.He obtained the MSc in Cardio-Respiratory Physiology at University College London in 1994 before proceeding to University of Leeds where he obtained his PhD in Cardiovascular Sciences in 1998. He returned to University of Zambia (UNZA) soon after that where he had been participating in the processes of teaching and learning of Cardiovascular Medicine at the UNZA School of Medicine from where he retired in 2018. He was Deputy Vice-Chancellor at Eden University in Lusaka 2019 - 2021.He also studied International Public Health at University of Alabama at Birmingham (UAB), USA and Tobacco Dependency Management at the Centre for Addiction and Mental Health (CAMH), University of Toronto, Canada. He was also Director of the Centre for Primary Care Research (CPCR) in Lusaka which aims at enhancing research in NCDs with special emphasis on

	cardiovascular diseases (CVD) and related co-morbidities. His main research areas include risk factors for Non-Communicable Diseases (Tobacco & Hypertension), Health systems research (Human Resources for Health (HRH)), and Palliative Care. He was Chairperson for the Second Health Professions Council of Zambia where he shared the platform with the late Prof George Magoha (MHSRIEP) 2013-2017 and got appointed to HPCZ as CEO/Registrar in October 2022.
Key Points	✓ Impaired physician- "one unable to fulfil professional or personal responsibilities due to psychiatric illness, alcoholism or drug dependency ✓ Approximately 10- 15% of physicians will be impaired at some point in their careers. ✓ Healthcare professionals have higher rates of abuse with benzodiazepines and opiates ✓ Identifying impairment is often difficult because the manifestations are varied, and physicians will typically suppress and deny any suggestion of a problem. ✓ Untreated impairment may result in loss of license, health problems, and even death. ✓ Institutional, local, and state-wide impaired-physician programs are required for the active treatment and rehabilitation of impaired healthcare professionals. ✓ These programs ought to be designed to also assist the clinician with re-entry into clinical practice. ✓ Rarely should punitive action be taken when the healthcare provider undergoes successful treatment and ongoing follow-up management. ✓ Overall recovery rates for impaired healthcare professionals seem to be higher compared with other groups, particularly with intensive inpatient management and subsequent follow-up care. ✓ The Physician Health Program (PHP) supports physicians, residents, medical students, physician assistants and clinical assistants who need to prioritize their personal health, while continuing to provide safe and effective care to patients. ✓ It is a colleague's ethical duty to act immediately to intervene. The best approach is usually to contact a Physicians Health Program rather than the Regulator, and to report the suspected addicted physician. ✓ Self-reporting ✓ Treatment can be through abstinence, detoxification, Rehabilitation and medical stabilization. ✓ Decisions about whether it is safe to practice should include the following considerations: • The potential for cognitive impairment alone or in combination with other medications • The potential for misuse or diversion of the medications

	• The presence of co-occurring illness • physician expert with experience and expertise in the treatment and monitoring of physicians with SUD
Q&A Session	The following are some of the questions that were asked; ❖ Q1 Voluntary withdrawal from practice due to impairment ❖ Q2: Drug dependence and burn out

This section serves as a summary of the presentations made during the workshop. It is important to note that while efforts have been made to accurately capture the key themes and insights discussed during the workshop, this section does not encompass the entirety of the event proceedings. Therefore, readers are encouraged to refer to additional resources and materials for a comprehensive understanding of the topics covered and discussions held available on https://amcoa.org/index.php/resources/ .

WORKSHOP OUTCOMES: WAY FORWARD

Following the diverse discussions, the following was earmarked for implementation namely –

i. Webinars and/ or training sessions to be held on the following topics –
   a. Resource Mobilization
   b. Report and Proposal writing
   c. Management of Impairment of practitioners
   d. Harmonization of CPD in different aspects of health care
   e. Technology streamlining regulatory administrative tasks
   f. Monitoring and responding appropriately to Developments in technology

CLOSING STATEMENT BY PROF. JOHN CHISI MCM CHAIRPERSON

Prof. Chisi expressed his deep gratitude and inspiration by the insightful and successful capacity building workshop. He thanked all the speakers, participants, and organizing team for their dedication, expertise, and insights, which contributed to the workshop's success. Prof. Chisi emphasized that the diverse perspectives presented during the sessions are instrumental in enriching the understanding of the challenges and opportunities in healthcare governance and regulation. He opined that throughout the workshop, the critical role of digital technology in enhancing healthcare governance and regulation was explored. Case studies from around the world demonstrated successful integration of technology in healthcare systems, highlighting valuable lessons and best practices.

According to Prof. Chisi, the interactive nature of the workshop fostered collaborative thinking and innovative problem-solving approaches among professionals from various sectors. He encouraged all delegates to carry forward the knowledge and insights gained into their respective fields, advocating for policies and practices that prioritize the health and well-being of communities worldwide.

Looking ahead, Prof. Chisi emphasized that the work does not stop there, as the connections and partnerships formed during the workshop are just the beginning. He highlighted the potential for significant change in healthcare through the power of digital technology and innovation and expressed optimism about the future advancements that could be achieved together.

CLOSING STATEMENT BY PROF SIMON NEMUTANDANI- AMCOA PRESIDENT

Prof. Simon Nemutandani emphasized the significance of protecting the public interest through the promotion of high standards in medical education, registration, and regulation, as evidenced by the attendance and participation during the workshop. He opined that the AMCOA Capacity Building Workshop is a pivotal platform for shaping and discussing Africa's healthcare plan to address challenges in healthcare delivery and practice regulation. Prof. Nemutandani stressed the importance of well-designed regulations that prioritize public safety and respond to evolving healthcare trends and innovations.

He commended the speakers for their contributions to the discussions on digital technology and innovation in healthcare regulation, emphasizing the opportunities they offer to enhance governance. Prof. Nemutandani expressed gratitude to the Guest of Honour, the Hon. Khumbize Kandondo Chiponda M.P Minister of Health, Malawi, and acknowledged the support of various sponsors in making the workshop successful. He thanked the AMCOA Management Committee, the Malawi Medical Council, the Local Organizing Committee, and the event organizers for their stewardship and support. Prof. Nemutandani extended appreciation to the organizing team, AMCOA Secretariat, BICC staff, ushers, and rapporteurs for their meticulous planning and execution of the event. He expressed gratitude to all participants and emphasized the importance of collaboration in addressing healthcare challenges.

Finally, he invited attendees to the AMCOA Annual Conference 2024 hosted by the Health Professions Council of Zambia, where regulation in the era of artificial intelligence would be further explored. With these remarks, he declared the AMCOA Annual Capacity Building Workshop officially closed.

ANNEXURES

1. AMCOA Management and Secretariat Present

Name	Designation	Country
Prof. Simon Nemutandani	President	South Africa
Ass Prof Joel Okullo	Member	Uganda
Prof Stanley Khainga	Member	Uganda
Dr Benjamin Wilson	Member	Namibia
Dr Divine Banyubala	Member	Ghana
Dr Kgosi Letlape	Past President (ex-officio)	South Africa
Dr Magome Masike	Head AMCOA Secretariat	South Africa
Ms Sadicka Komey	AMCOA Secretariat	South Africa
Adv Ntsikelelo Sipeka	Legal Counsel	South Africa
Adv Esther Mutheu	Legal Counsel	Kenya
Ms Kurhula Mndluli	AMCOA Secretariat	South Africa
Ms Elizabeth Yawson	AMCOA Secretariat	Ghana
Ms Rose Wafukho	AMCOA Secretariat	Kenya
Mr. Duncan Mwai	AMCOA Secretariat	Kenya
Mr. Tonny Lugalia	AMCOA Secretariat	Kenya
Ms. Hannah Mugo	AMCOA Secretariat	Kenya

2. Member Countries Present

Country	Organization/Company
Eswatini	Eswatini Medical and Dental Council
Ghana	Medical and Dental Council, Ghana
Kenya	Kenya Medical Practitioners and Dentists Council
Lesotho	Lesotho Medical Dental and Pharmacy Council
Liberia	Liberia Medical and Dental Council
Namibia	Health Professions Councils of Namibia
Rwanda	Rwanda Medical and Dental Council
	Rwanda Allied Health Professions Council
	National Council of Nursing and Midwives National Council of Rwanda
South Africa	Health Professions Council of South Africa
South Sudan	South Sudan General Medical Council
Seychelles	Seychelles Medical and Dental Council
Tanzania	Medical Council of Tanganyika
Uganda	Uganda Medical and Dental Practitioners Council

Country	Organization/Company
	Allied Health Professionals Council of Uganda
United States	ECFMG and FAIMER Divisions of Intealth
Zambia	Health Professions Council of Zambia
Zimbabwe	Medical & Dental Practitioners Council of Zimbabwe
	Health Professions Authority Zimbabwe
	Allied Health Practitioners Council of Zimbabwe

3. *List of Sponsors*

   a) Standard Bank
   b) PROPEL Health
   c) Oxfam
   d) Partners in Health
   e) Seed Global
   f) AMREF
   g) Intermed
   h) Precious Medicals
   i) ECFMG

4. *Conference Rapporteurs*

   a) Adv. Esther Mutheu
   b) Ms. Olivia Mgwadira
   c) Ms. Zodwa Sichali
   d) Dr. Francis Msimbu
   e) Dr Innocencia Hope Makoza
   f) Dr. Chigomezgo Mweso
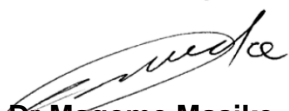   g) Dr Ireen Tusekire Mwasapi

5. Pictorials

DECLARATION

This report, signed on 22 April 2024, is a true reflection of the events at the AMCOA Annual Capacity Building Workshop 2024.

Adv. Esther Mutheu
AMCOA Head Rapporteur

Ms. Sadicka Komey
AMCOA Secretariat

Dr Magome Masike
Head: AMCOA Secretariat

Prof. Simon Nemutandani
AMCOA President