



<https://www.rappler.com/nation/prc-grants-cpd-units-frontliners-essential-service-workers-coronavirus-pandemic>  
<https://www.rappler.com/nation/angry-duterte-orders-government-ensure-compensation-reaches-coronavirus-hit-health-workers>

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# **BRIDGING POLICY & PRACTICE: AN IMPLEMENTATION FIDELITY APPROACH TO MAPPING CORE COMPETENCIES OF PUBLIC HEALTH WORKERS FOR THE DELIVERY OF ENVIRONMENTAL HEALTH SERVICES IN THE PHILIPPINES**

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# INTRODUCTION

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## **Environmental health workers have a critical role in the Philippines**

They protect the public from environment-related and occupational diseases, which means they must be capacitated in order to be effective in their function.

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## **However, there are problems in the policies and practice relating to them**

In the Philippines, there are no courses and no set qualification standards dedicated to professional development for environmental health work and competencies. At the same time, tasks delegated to environmental health workers are too focused on administrative work instead of health concepts and services.

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## **Therefore, a competency framework must be developed**

This must be localized and responsive to the realities and unique environmental health risk of the country while being aligned with global frameworks of action.

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# FRAMEWORK & METHODOLOGY

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## Implementation Fidelity Framework (Intended-Implemented-Achieved)

Mapped competencies and reconcile them with [1] what is intended by policy and standards, and [2] what is implemented in practice

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### Review of local and international issuances

Using resources from CDC, NCEH, APHA, and DOH generated a preliminary set of competencies



### Iterative and consultative workshop session

Practitioners and supervisors from local, subnational, and national levels (n = 20) mapped and rated what they viewed to be necessary competencies in terms of relevance



### Overall scores and frequencies were analysed

Using a 3-point Likert Scale to score relevance per competency

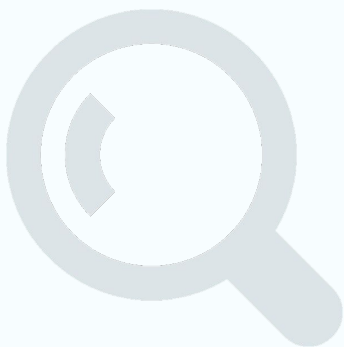


# RESULTS: The 19 Competencies

## BASIC

Able to do basic tasks with minimal supervision

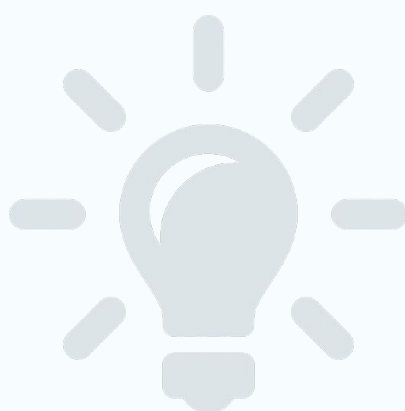
- Information Gathering 149
- Data Analysis and Interpretation 146
- Evaluation 137
- Safety Awareness 137



## ADVANCED

Able to do basic & complex tasks with minimal supervision

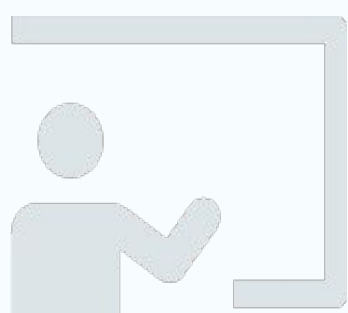
- Organizational Awareness & Commitment 141
- Problem Solving 152
- Economic & Political Issues 132
- Project Management 149
- Computer Literacy & Information Technology 138



## EXPERT

Able to innovate and mentor

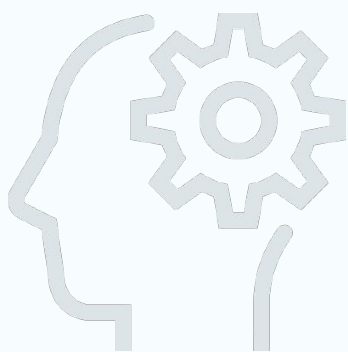
- Reporting, Documenting/Record-Keeping 143
- Collaboration/Interpersonal Relations 147
- Conflict Resolution 146
- Promoting Innovation 139
- Implement Health Policies & Regulation 150



## TECHNICAL

Has technical skills through different levels

- Health Education & Advocacy 137
- Effective Communication 145
- Marketing and Communication 131
- Technical Writing 128
- Technical Consulting/Support Services 129



## DISCUSSION

### Relevance based on position

- Regional officers rated Advanced-Level competencies with high relevance, closely followed by Basic-Level competencies. Information Gathering and Data Analysis & Interpretation garnered notably high ratings.
- Provincial officers follow a similar pattern as that of the Regional officers.
- Expert-level competencies are more relevant for City officers due to the higher need for Implementation and Effective Collaboration
- Rural officers follow a similar pattern as City Officers. Most relevant were Problem Solving and Implementation of Health Policies and Regulation.

Relevance based on proficiency level			
Expert	(90.6%)	Advanced	(89.0%)
Basic	(88.9%)	Technical	(83.75%)



## CONCLUSION

### **Environmental health work involves 19 competencies with varying relevancies**

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For those at local levels, relevant competencies are geared towards the management and implementation of policies and projects. In comparison, those at broader levels rated leadership and coordination with higher relevance. Meanwhile, technical skills were rated with least relevance.

### **Mapping competencies leads to multiple benefits**

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Training courses can be created, which may even be integrated in the education system. The mapped competencies can also be used to guide policies and the human resource management.

### **These competencies may even be further developed**

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Competencies may further be refined with regards to specific knowledge, skills, and responsibilities. They may also be used for the professional development of current workers, and the overall response for various environmental health risks in the country.