

Facilitator Instructions for Activity 4: Health Care Worker Rights and Obligations

Objective

To inform health care workers, particularly those providing TB prevention, testing, treatment, care and support to patients at facility level, that they too have the right to expect a minimum standard of care

Question

What potential gaps and challenges could prevent health care workers from being protected when managing people at risk of or those with TB?

Time Allotted

25 minutes

- 5 minutes for instructions and dividing delegates into groups
- 10 minutes of small group discussion
- 10 minutes for plenary discussion

Materials Needed

- Activity 4: Health Care Worker Rights and Obligations Delegate Hand-out
- Flipchart and pens to record small group and plenary discussions

Procedure for running activity

1. Remind delegates that the ground rules established for the first activity still apply
2. Separate the delegates into groups of 4 or 5 people
3. Ask them to go to the designated areas
4. Tell the groups that they will have to provide feedback in a plenary discussion and that they should nominate a spokesperson, note-taker and time-keeper
5. Inform the groups that the note-taker should summarise the group's discussion in preparation for the plenary discussion
6. Provide each delegate with a hand-out called Activity 4: Health Care Worker Rights and Obligations Delegate Hand-out
7. Give the groups 10 minutes to discuss the questions posed
8. Provide a time check to the groups when they have 5 minutes and then 2 minutes remaining
9. Ask the spokesperson from each group to provide feedback, based on the responses
10. Facilitate a plenary discussion and ask for suggestions on how these gaps and challenges might be addressed or what actions health care workers could take in these situations
11. Provide summary points from Tips section

Setting the Scene

Health care workers play an essential role in the provision of health care services. Their core role is to care for the sick and injured. They are often viewed as 'immune' to injury or illness, as they are called upon to put patients first. This places them at much higher risk of exposure to viruses, bacteria and parasites, which can be transmitted through the air or through body fluids such as TB, HIV and Hepatitis B.

Their risk of exposure to TB specifically may be increased by less than optimal working conditions such as overcrowding, poor ventilation, inadequate infection control measures and insufficient personal protective equipment.

It is recognised that protecting health care workers also contributes to quality care. Some of the same measures to protect patients from infections, should be instituted to protect health care workers.

Consider what minimum requirements you believe should be met for you to effectively care for patients who are risk of TB or who have TB.

Tip

Some of the issues that may be raised through the discussion include:

- Refusal of health care workers to provide care for infectious patients, especially when there are concerns relating to MDR- or XDR-TB
- Compensation for contracting TB
- Extended sick leave should TB be contracted
- Expected administrative, environmental, social protection

Remind delegates that they should raise issues relating to their safety and concerns with their supervisory and management structures should they believe that adequate protection is not provided.