



## Strengthening the Occupational Health Expertise and Scientific Capacity of the Public Health Institution of Turkey (ESPrIT)



### Basic Training Occupational Health and Scientific Research

#### Programme

##### Key facts

- Date : 19-23 September 2016
- Location: Izmir, Çeşme Altın Yunus Hotel
- Time: 9:00 – 12:30 in the morning; 13:30 - 17:00 in the afternoon
- Interpreters: Two interpreters per group (English-Turkish)



**Çeşme Altın Yunus Hotel**

- Host and main contact: Talihanur Aydogmus, Ilgim Mengü
- Participants: Two groups of twenty PHIT staff with different backgrounds
- Trainers: Suhendan Adiguzel van Zoelen, Anita Venema, Alp Ergör and Laurie Hermans
- Facilitators: Berna Ayakta Serifi, Ilknur Derin, Koray Kenziman, Fatih Kazancı

## About the ESPrIT project

The Public Health Institution of Turkey (PHIT) has been established as an affiliated body of the Ministry of Health to run primary health care services and to conduct research for protecting public health, controlling and preventing diseases. The general aim of this project [ESPrIT] is to strengthen the scientific standing of PHIT in the field of occupational health, with a particular focus on occupational diseases. The project will be realised with the assistance of the applied research organisation TNO (NL) that has a position in the top 5 of EU institutes in occupational health & safety research, and the academic institutes VUmc (NL) with a leading position in medical and social sciences and UGent (Be) with a leading position in public health and educational sciences and teaching of occupational medicine.

## The ESPrIT consortium at work in Ankara, Leiden (NL) and Gent (BE)



ESPrIT will boost the scientific performance of PHIT in occupational health research by establishing a three year program of training, mentoring, exchange visits, networking, co-working and co-authoring. After an analysis of specific needs and assets a training programme will be enrolled to train PHIT staff on basic research skills. A selection of high potential PHIT staff will be further trained in registration and data collection techniques, scientific research methodologies and train the trainer skills. A series of exchange visits to The Netherlands and Belgium is included to encourage and support ongoing and newly started PhD-research. The scientific roadmap and the Memoranda of Understanding that will be established with Turkish and EU universities will help PHIT to continue its course beyond the scope of this project. Moreover, the project will provide Turkey with a new methodology to collect national data on occupational diseases consistently all over Turkey and enable PHIT to provide guidance for policy and prevention to all involved stakeholders. All project results will be disseminated through the website [www.esprit-ohs.eu](http://www.esprit-ohs.eu). The project will end in December 2018, when a closing conference will be organised.

### **About the ESPrIT training Programme**

The project will organize 5 different trainings for 40 participants in total coming from the Center of PHIT in Ankara and Community Health Centers from other cities. Participants are a mixed target group of professionals who are willing to work in the field of OHS. The approach of ESPrIT is to embark on an effective program for scientific capacity building for a basic scientific core group of 40 staff from PHIT (lead users). This basic scientific core group will first be trained along a programme on occupational health for 5 working days in order to lay a solid ground for common understanding and knowledge on occupational health and diseases. Subsequently, this group will be divided in two subgroups of 20 persons each. Based on the preferences of the participants and the participants' performance evaluation by the international trainers, participants will specialize either in a subgroup on scientific research skills & methodologies (Group A) or a subgroup on diagnosis and surveillance of occupational diseases (Group B). Each subgroup will be further qualified in these two fields for an additional 5 training days and three homework days. Both subgroups will implement their newly acquired knowledge and come up with two results:

- In Group A each participant will develop an own scientific study protocol based on a self-determined topic in the area of occupational diseases.
  - In Group B each participant will develop a protocol for a new surveillance system for occupational diseases.
- Two parallel workshops of 2 days each will be organised after these training modules to exchange and share experiences. Each workshop group of 20 participants will consist of a mix of Group A and B.

Finally, as the last module of the ESPrIT capacity building program, a selection will be made based on the preferences of the participants and the participants' performance evaluation of the international trainers of 10 persons from Group A and 10 from Group B to form a third group C which will follow a train-the-trainer program of 5 days.

Moreover, an exchange program will be implemented in which 3 persons from Group A and 3 persons from Group B will be further qualified and scientifically mentored in Belgium and the Netherlands on performing their research and to publish scientific articles in the front runner journals in the field, next to networking with European scientists for further collaborative research activities. Each exchange visit will comprise 15 working days per person.



Mustafa Kemal Basarali (Vice president of PHIT) and Ahmet Ozlü (Head of the Occupational Health Department of PHIT) meeting Allard van der Beek (VUMc) at the Well-being at Work conference in Amsterdam

## Objectives of the training programme

After the ESPrIT Basic Training program you will have:

- Acquired basic knowledge and skills on evidence-based practice and in the scientific approach supporting quality, effectiveness and innovations in occupational health
- Become familiar with the different surveillance systems in OSH
- Become familiar with basic research methods, biostatistics and basic epidemiology

## Certificate

After successful completion of this training program, you are entitled to receive a certificate that proves you have qualified as a knowledgeable and skilful trainee in basic occupational health and scientific research. We believe this opportunity gives you a chance to work with professionals in OSH and improve yourself.

### **Additional information on the training programme**

The participants for this training are carefully selected. They have filled in an intake form and have been given some capability tests and a homework assignment. All this to be able to connect the training as much as possible to the expectations of the participants and their knowledge and skills.

The language of the trainers will be mostly English. Most materials will be available in Turkish. Two interpreters will be available to ensure effective communication.

This training manual will be available in print and online during the training and can be used freely by the participants after the training.

On the ESPriT website a special page will be dedicated to the training programme. All assignments and presentations can be found there. The ESPriT website also hosts a repository with recent literature on the subject both in English and Turkish.

ESPriT website: <http://www.esprit-ohs.eu/>

Repository in English <http://repository.esprit-ohs.eu/>

Repository in Turkish <http://tr.repository.esprit-ohs.eu/publicationsturkish/publications>.

Active participation of the participants is required. Individual and group assignments will be given and during the training week participants work on a major group assignment, helping them to translate the newly acquired theory into practice.

## Introduction to trainers



**Sühendan Adigüzel-van Zoelen** (SA) is a Medical Doctor and she did her PhD on Medical Pharmacology. She worked as a researcher, trainer and laboratory manager. She gave lectures to Turkish medical doctors to prepare them to the National Medical Board Exams. Later, she qualified as GLP (Good Laboratory Practise) Inspector. During her position at the Public Health Institution of Turkey, she studied as a senior consultant in the field of Public Health. She also worked in several projects including EU and World Bank funded projects. Suhendan was qualified as an occupational physician and worked as head of OSH department within the Ministry of Health in Ankara. She was the contact person for national and international relationships in the field of OSH and arranged a lot of trainings for workers. Presently she is active as the business development manager for TNO in Turkey and active for TNO in the ESPrIT project.



**Anita Venema** (AV) has worked with TNO from 1999 on the subject of Occupational Health and Safety. She is senior researcher and for TNO project manager of the ESPrIT project. She has been actively involved in OSH research and surveillance, especially on occupational safety. She studied Psychology and is MSc. She has been involved in several international and EU projects, working with WHO, EU-OSHA, EUROSTAT and several Departments of the European Commission. She also has a degree in Education and has presented her projects on several international conferences.



**Laurie Hermans** (LH) has started working with TNO in 2015. She is doing quantitative and qualitative research on safe and healthy working conditions. She is actively involved in organising and giving workshops, presentations and events about safe and healthy working conditions, partly for the Dutch Focal Point of the European Agency for Safety and Health at Work. Her other main topics are: Process evaluation and monitoring in organizations for organizational change and research and policy consultancy.



**Alp Ergör** (AE) started as primary care doctor, municipality physician and manager in 1988. He took his occupational health PhD from the Department of Public Health from Hacettepe University Medical Faculty with his thesis on the relation between occupational accident and stress (1997). After being a Work Inspector he started to work as an academic member at the Department of Public Health at Dokuz Eylül University Faculty of Medicine. He took responsibility of the post graduate education program of occupational health of Public Health Department since 1998. He took charges in all institutional structures about the health of medical staff working in Dokuz Eylül University Education, Application and Investigation Hospital between till 2008. He established the Health Unit for the Staff working in this hospital.

## ESPrIT Basic Scientific training, 19-23 September 2016 Izmir Turkey

Trainers: Suhendan Adiguzel van Zoelen, Laurie Hermans, Alp Ergör and Anita Venema

Time	Topic	Objective	Methods and materials	Outcome	Trainers
Monday					
09:00 – 10:30 PART 1.1	Introduction of trainers and ESPrIT-project	Make trainers and participants more familiar with each other. Participants learn to know the ESPrIT project and it's training component	Presentation on ESPrIT project and training programme	A positive and respectful training environment within the scope of the overall ESPrIT project	SA/LH/AV/AE
(Group of 40)	Explanation of training programme, materials and rules				
	Division of participants in two groups of 20				
Coffee/tea break					
11:00 – 12.30 PART 1.2	Introduction of participants	Identify each others expectations	Introduction game	A training environment where we can use available expertise and experiences to strengthen the training.	SA/AV/LH/AE
	Expectations of the participants	Make you more familiar with each other's backgrounds and the problems and challenges you encounter.	Inventory and feedback		
	Presentations of the homework assignments		Poster presentation and short presentations Feedback of trainers and participants		
			Clustering of issues		

<b>Lunch break</b>					
<b>13:30 – 15:00</b> <b>PART 1.3</b>	Legal structures on O(S)H in Turkey	Know the basic principles of OHS Act and diagnosis of the OD	Presentation on Turkish OHS Law and on OD diagnosis, notification and registration in Turkey	General knowledge on legal issues and responsibilities in order to set the scope of the project	SA/AE
	OD diagnosis, notification and registration systems in practice	Know the responsibilities of employer, employee and OHS professionals	Further reading: 6331 OSH Law		
	Position game related to OSH Law		Role play – Group work	General knowledge on the responsibilities according to OSH Law	
<b>Coffee/tea break</b>					
<b>15:30 – 17:00</b> <b>PART 1.4</b>	Introduction of Major group assignment	Linking the national situation in Turkey to workplace or individual challenges	4 groups of 5 are selected.	Problem definition and a multimedia way to present it	All trainers
	Division of participants in 4 groups		Group work with coaching and feedback of trainers		
	Selection of challenge to address		Each group selects a (cluster of) issues. Read and share some background studies by summarising them for each other.		
	Self study on solutions		Further reading: To be selected		

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Time	Topic	Objective	Methods and materials	Outcome	Trainers
<b>Tuesday</b>					
<b>09:00 – 10:30 PART 2.1</b>	Theory on diagnosis of OD and WRD, disease categories, occupational history	Know the differences of the OD and WRD Know the different OD lists	Presentation on OD and WRD	General knowledge on diagnosis and differences between OD and WRD	SA/AE
	Case study on Ni-Cd	To think about occupational or work related diseases, explain differences between them	Case study	General knowledge on how to diagnose OD and WRD in general, know actors involved	
	Finding a disease in the OD Lists	To get familiar with the National and International OD's lists	Group work		
<b>Coffee/tea break</b>					
<b>11:00 – 12.30 PART 2.2.</b>	Theory on the burden of occupational diseases and the business case for prevention and Vision zero	Know the costs of the OD and learn the value of prevention	Presentation on burden of OD	Personal motivation for the subject and ability to explain the business case of prevention	SA/AE
	Cost-Benefit analyses	Think about cost benefit analyses for occupational injuries and diseases	Working in pairs with a case study description		

<b>Lunch break</b>					
<b>13:30 – 15:00</b> <b>PART 2.3</b>	Work on major Group assignment	Linking the national situation in Turkey to workplace or individual challenges and find solutions	Group work with coaching and feedback of trainers Incorporate new knowledge into the proposal Read and share some background studies by summarising them for each other. Further reading: To be selected	Presentation of current status of the group work and set of questions to discuss with the other groups	All trainers
	Inventory of potential solutions or interventions				
	Self study				
<b>Coffee/tea break</b>					
<b>15:00 – 17:00</b> <b>PART 2.4</b>	Article of Halperin: "The Role of Surveillance in the Hierarchy of prevention"	Know the basic rules of surveillance	Self study, discussion and feedback		SA/AE
	Theory on surveillance and different surveillance systems.	Know the main OD surveillance systems used in the world and the major differences between them	Presentation on surveillance and main surveillances systems	General knowled on surveillance systems Awareness on the different OD registration systems in the world	

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Time	Topic	Objective	Methods and materials	Outcome	Trainers
<b>Wednesday</b>					
<b>09:00 – 10:30</b> <b>PART 3.1</b>	Theory on epidemiology	Understand the role of epidemiological research in relation to the surveillance of OD and be able to read and understand descriptive epidemiological research	Presentation on epidemiology	Be able to read an epidemiological study and distinguish types of descriptive epidemiological studies	AV/LH
	Individual exercise Discussion and feedback		Individual work with coaching and feedback of trainers		
<b>Coffee/tea break</b>					
<b>11:00 – 12.30</b> <b>PART 3.2</b>	Presentation and discussion on status of the major group assignment	Present your work in a clear and comprehensive way and discuss issues with the other groups Understand different types of prevention and know steps to write a good summary	Multimedia Presentation Discussion Trainers and other groups give feedback for improvement Presentation on types of interventions and how to write a summary	Major group assignment is on the right track	All trainers
	Feedback and reflexion				

<b>Lunch break</b>					
<b>13:30 – 15:00</b> <b>PART 3.3</b>	Theory on statistics	Understand basic statistical concepts	Presentation on statistics	Basic understanding of bio-statistics and how to use and interpret them	AV/LH
	Exercise in pairs Discussion and feedback	used in epidemiological studies.	Work in pairs with coaching and feedback of trainers		
<b>Coffee/tea break</b>					
<b>15:00 – 17:00</b> <b>PART 3.4</b>	Work on major Group assignment	Linking the national situation in Turkey to workplace or individual challenges and find solutions, write a proposal	Group work with coaching and feedback of trainers	First draft group proposals	All trainers
	Selection of viable solutions as potential for prevention		Incorporate new knowledge into the proposal		
	Self study on prevention		Read and share some background studies by summarising them for each other. Further reading: To be selected		

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Time	Topic	Objective	Methods and materials	Outcome	Trainers
<b>Thursday</b>					
<b>09:00 – 10:30</b> <b>PART 4.1</b>	Theory on research	Know how to use the ESPrIT repository and find systematic reviews. Know which aspects are important to assess the quality of a study	Presentation on research	Be able to find and assess literature in the ESPrIT repository and in systematic reviews	AV/LH
	Individual exercise Discussion and feedback		Exercise on finding and assessing literature		
<b>Coffee/tea break</b>					
<b>11:00 – 12.30</b> <b>PART 4.2</b>	Integrative assignment in pairs	Integrate all newly acquired knowledge to solve a practical problem: Increased basic knowledge and skills on recognizing research designs that are appropriate for the question being asked, basic mistakes in presentation of figures, doing a good analysis and interpreting results responsibly.	Working in pairs with coaching of trainers	Written report and oral presentation	All trainers
	Discussion and feedback				

Lunch break					
13:30 – 15:00 PART 4.3	Work on major Group assignment	Linking the national situation in Turkey to workplace or individual challenges and find solutions, write a proposal and prepare a multimedia presentation	Group work with coaching and feedback of trainers Incorporate new knowledge into the proposal Read and share some background studies by summarising them for each other. Further reading: To be selected	Presentation of the proposal ready	All trainers
	Finalisation of proposal and preparation of presentation			Written proposal ready	
				Feedback from group, trainers and management of PHIT	
	Pilot of presentation				
Coffee/tea break					
15:00 – 17:00 PART 4.4  (Group of 40)	Presentation on next training sessions, exchange programmes and PhD programmes	Participants know how the trainings will proceed and how the capacity building is organised	Presentation  Video presentations of trainers	Consortium knows the anticipated participation of the participants in further capacity building	SA/AV/LH
		Participants give their first choice for future trainings and capacity building	Sticky notes and flap-overs		

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Time	Topic	Objective	Methods and materials	Outcome	Trainers
<b>Friday</b>					
<b>09:00 – 10:30</b> <b>PART 5.1</b>	Presentation of group work Group 1 and 2 to PHIT management	Be able to present as a group convincingly and clearly a proposal that incorporates the newly acquired knowledge to solve a practical problem	Multimedia presentations  Group discussion and feedback	Written proposal and multimedia presentation Feedback from group, trainers and management of PHIT	All trainers
<b>Coffee/tea break</b>					
<b>11:00 – 12:30</b> <b>PART 5.2</b>	Presentation of group work Group 3 and 4 to PHIT management	Be able to present as a group convincingly and clearly a proposal that incorporates the newly acquired knowledge to solve a practical problem	Multimedia presentations  Group discussion and feedback	Written proposal and multimedia presentation Feedback from group, trainers and management of PHIT	All trainers

<b>Lunch break</b>					
<b>13:30 – 15:00</b> <b>PART 5.3</b>	Last issues and remaining questions	Discussion with group on last remaining issues	Inventory, group discussion	List of remaining issues for Trainings A/B	AV/SA
	Division of participants for next training sessions	Presentation of proposal for training groups A/B division		Participants know what their next training will be about and they know their homework assignment	
	Introduction of individual homework assignment	Presentation			
<b>Coffee/tea break</b>					
<b>15:00 – 17:00</b> <b>PART 5.4</b>	Evaluation		Reflection on expectations and formal individual evaluation form		LH/AV/SA/AE
	Certificates				
	Closing ceremony		Signing and handing over of certificates		