

GLOBAL LEADERS IN THE ADVANCEMENT AND DEVELOPMENT OF PALLIATIVE CARE (GLAD)

Program Description

2020



Global Leaders in the Advancement and Development of Palliative Care (GLAD) Program Description

Background

The International Association for Hospice and Palliative Care (IAHPC) Global Leaders in the Advancement and Development (GLAD) of Palliative Care Program is designed to support palliative care workers from any discipline, who have demonstrated leadership capabilities and who wish to advance palliative care in their own countries in line with United Nations Organizations (UNOG) resolutions and commitments (see list below).

The GLAD program falls under the IAHPC Advocacy Thematic Group of the Strategic Plan and builds on the Leadership Development Initiative (LDI)¹ to increase global palliative care capacity.

Objective

The objective of the IAHPC GLAD program is improved access to palliative care for individuals with serious-health-related suffering.

Rationale

The GLAD program aligns with the IAHPC consensus definition² of palliative care, which states that “Palliative care is the active holistic care of individuals across all ages with serious health-related suffering due to severe illness, and especially of those near the end of life. It aims to improve the quality of life of patients, their families and their caregivers.”

The definition further states that to achieve Palliative Care integration, governments should:

- Adopt adequate policies and norms that include palliative care in health laws, national health programs and national health budgets;
- Ensure that insurance plans integrate palliative care as a component of programs;
- Ensure access to essential medicines and technologies for pain relief and palliative care, including pediatric formulations;
- Ensure that palliative care is part of all health services (from community health-based programs to hospitals), that everyone is assessed, and that all staff can provide basic palliative care with specialist teams available for referral and consultation;
- Ensure access to adequate palliative care for vulnerable groups, including children and older persons;
- Engage with universities, academia, and teaching hospitals to include palliative care research as well as palliative care training as an integral component of ongoing education, including basic, intermediate, specialist, and continuing education.

Methods

A call for applications will be disseminated via the IAHPC social media platforms, the IAHPC newsletter and a Special Announcement email blast to all the subscribers.

Candidates will be asked to complete an online application and present a project proposal focused on the implementation of one or more commitment(s) of relevant UN Conventions/Resolutions (listed below). Selected leaders will have two years to develop, implement, and report on their project.

¹ Ferris, F. D., Moore, S. Y., Callaway, M. V., & Foley, K. M. (2018). Leadership development initiative: growing global leaders... Advancing palliative care. *Journal of pain and symptom management*, 55(2), S146-S156.

² IAHPC. Consensus based definition of palliative care. <https://hospicecare.com/what-we-do/projects/consensus-based-definition-of-palliative-care/definition/>

A working group (WG) of IAHP Board Directors, staff members and external advisers will determine criteria for candidates and prepare guidance to the IAHP secretariat for the selection of leaders.

Six candidates (one from each WHO region) will be selected (African Region, Region of the Americas, South-East Asia Region, European Region, Eastern Mediterranean Region, and Western Pacific Region).

GLAD Program Details

For the two-year period, the selected leaders will be assigned mentors from the IAHP staff and board of directors, as per their relevant area of expertise. Throughout the time of the GLAD Program, leaders will have the opportunity to communicate and work with their assigned mentors via email and teleconferencing. Mentors will provide feedback on the proposed project, and guidance on how to move forward.

Stipend

To support their participation in the GLAD Program, each Leader will receive a stipend from the IAHP. The stipend for the first year will be \$3,000. Stipend for the second year will depend on the current travel restrictions as a result of the Covid-19 pandemic. If travel is allowed during the second year of the program, a portion of the funds shall be reserved to cover travel to a meeting of a UN organization (CND, WHO or ECOSOC) as a member of the IAHP delegation (the meeting and delegation will depend on the topic of their project). Any remaining funds can be used to support travel costs to visit policymakers and/or attend a major educational conference or seminar. Candidates will be asked to submit a budget with a narrative describing how they plan to use the funds.

Application Criteria

Candidates wishing to apply for the GLAD program must meet the following criteria:

- have been an IAHP member for two consecutive years at the time of the application. Note: Selected candidates must remain members in good standing throughout the period of the project.
- have demonstrated leadership skills and capabilities and be recognized as leaders in palliative care in their respective countries.
- be dedicated full-time to palliative care. Note: For candidates holding more than one position, their answer can be YES as long as the sum of the hours equal a full-time dedication to palliative care.
- be a member of the national palliative care association in their country (if there is one legally formed and active).
- have taken the online basic advocacy course by Katherine Pettus, IAHP Advocacy Officer. (<https://hospicecare.com/members-section/advocacy-courses/>)
- have (at least) intermediate level English writing skills and basic level verbal skills. (Free test for written level: <https://www.languagelevel.com/english/>)
- have access to internet broadband and be able to use Zoom or Skype.
- have a valid passport and conditions relevant to the Covid-19 pandemic permitting, be able to travel and actively participate as a member of the IAHP delegation in one meeting of a UN organization (the Commission on Narcotic Drugs in Vienna, the World Health Assembly and World Health Organization in Geneva, or the UN Headquarters in New York). Otherwise, and if the meeting is held virtually, the Leader will be required to participate virtually.
- have a letter of support from the candidate's direct supervisor written in the institution's letterhead (PDF or JPG format) stating that if selected, the institution supports the candidate's

participation and allows time for the completion of tasks. The supervisor should specifically state and address the following:

- Describe how the project proposal submitted by the candidate is useful for the advancement of palliative care in their country.
- Describe the candidate's potential and the likelihood that the project will achieve the proposed impact.
- Describe how the institution will support the candidate's role in developing, implementing, and/or evaluating the project.

Preference will be given to candidates:

- Whose institution is also an IAHPC member in good standing (membership is current)

Project Proposal

Candidates must present a palliative care project proposal focused on the implementation of one or more of the following Conventions/Resolutions in their own countries:

1. Organization of American States: Inter-American Convention on Protecting the Human Rights of Older Persons (A-70) (2015). Washington, DC.
www.oas.org/en/sla/dil/inter_american_treaties_A-70_human_rights_older_persons.asp
2. UN. Political Declaration on Universal Health Coverage, 2019. NY.
<https://www.un.org/pga/73/wp-content/uploads/sites/53/2019/07/FINAL-draft-UHC-Political-Declaration.pdf>
3. UN. Chapter Two of the Outcome Document of the 2016 United Nations General Assembly Special Session on the World Drug Problem.
<https://www.unodc.org/documents/postungass2016/outcome/V1603301-E.pdf>
4. UN. CND resolution EC/CN.7/2020/L4/Rev. 1 Promoting awareness-raising, education and training as part of a comprehensive approach to ensuring access to and the availability of controlled substances for medical and scientific purposes and improving their rational use <https://undocs.org/E/CN.7/2020/L.4/Rev.1>
5. World Health Organization: Astana Declaration on Primary Health Care, 2018.
www.who.int/primary-health/conference-phc/declaration
6. World Health Assembly. Strengthening of PC as a component of comprehensive care throughout the life course, Resolution 67/19. Geneva, 2014.
http://apps.who.int/gb/ebwha/pdf_files/WHA67/A67_R19-en.pdf
7. Transforming our world: the 2030 Agenda for Sustainable Development
https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E
8. World Health Assembly [“Covid-19 Response Resolution](#). Resolution 73/1. Geneva, 2020.

Projects proposals may relate to

- improving access to essential palliative care medicines in the public system,
- inclusion of palliative care in clinical education curricula,
- service implementation for marginalized populations, or
- policy and budget development at the national level.

Selection Criteria

Applications will be reviewed and evaluated in terms of the following:

- Leadership capabilities: demonstrated ability to achieve national level impact
- Project proposal: Projects will be scored on significance, clarity, and completeness,

- Effectiveness: Demonstrated ability to implement and complete a significant project

Evaluation

After completion of the 2-year program, including submission of a report, leaders will be surveyed to evaluate the outcomes and success of the program. This data will be added into the overall outcome measures of the Advocacy Line of Work in the IAHPC Strategic Plan 2020-2024, to substantiate the value of the GLAD Program and its future development.

Estimated time frame

Proposed timeline (Note: timeline will be revised as needed, depending on how the global situation evolves with the COVID-19 pandemic):

Expected completion of criteria, applications: June 30, 2020

Announcement of program: July 1st, 2020

Deadline to apply: August 31st, 2020

Selection of leaders by: October 30, 2020

Announcement of leaders: November 10, 2020

First cohort GLAD Start date: January 1, 2021

First cohort GLAD End date: December 31st, 2022

Working group members:

- IAHPC Directors: Dingle Spence, Gulnara Kunirova, Harmala Gupta, Mary Callaway
- IAHPC Officers: Liliana De Lima, Katherine Pettus, Genevieve Napier
- External advisers: Frank Ferris and Shannon Moore