JUNIOR DOCTORS' ASSOCIATION OF SIERRA LEONE

General Assembly 2018

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INTRODUCTION

1\textsuperscript{st} General Assembly of Junior Doctors
Miatta Conference Hall
Freetown

The Junior Doctors’ Association of Sierra Leone (JUDASIL) is the principal body that seeks the interest and welfare of all junior doctors in Sierra Leone. JUDASIL is part of the Junior Doctors Network (WMA), which include junior doctors from around the world. Members of JUDASIL also form part of the membership of the Sierra Leone medical and Dental Association.

Prior to the 1\textsuperscript{st} GA, JUDASIL members served as the backbone in the fight against the Ebola viral surge in Sierra Leone, provided medical coverage to victims of the flood and mudslide in 2017 and various medical talk shows on radio and television networks in the country.

OBJECTIVES WERE:

- To create a platform for sharing of experiences and perspectives
- To elaborate on various challenges and bring out possible solutions.
- To improve the quality of healthcare services delivery.

SPECIFIC OBJECTIVES

- To help promote knowledge acquisition.
- To improve the condition of service for doctors.
- To support the creation of strong and active healthcare alliances.
- To effectively promote research capabilities for junior doctors.
- Provide concrete recommendations for the remodeling of the healthcare systems.

THEME

‘Remodeling the health care system; the health workers perspective’

In February 2018, the Junior Doctors association of Sierra Leone adopted the new agenda/theme: Remodeling our Health care System ‘The health workers perspective’.

This was comprised of 5 Sustainable Developmental areas

- Health Workforce
- Health Financing
- Health Infrastructure
- Health Service Delivery
- Health Research

Integrating all dimensions around the theme which was chosen on the principle that progress in one area is dependent upon progress in many other areas.
Specific issues raised were:

- Poor salaries and conditions of service of health workers
- Lack of medical equipment and supplies.
- Lack of personal protective equipment
- Delays in appointment and promotion of health workers within the civil service system.
- Lack of medical insurance schemes for health workers and immediate family members.
- Poor motivation for post-graduate training for junior doctors.
- Lack of a national medical insurance scheme especially for the poor and destitute.

JUDASIL recognizes that the poor service delivery and inadequate workforce needs a multifaceted collaboration with specific goals of remodelling the national health system:

- Equity in access to health across the various socioeconomic groups.
- Social and financial risk protection in health.
- Adequate responsiveness and people-centeredness
- Efficiency in health service delivery

As the present and future leaders in healthcare, discussions that foster a progressive collaboration is of great importance.

"We are doctors at this moment and may be patients the next moment. There is great need for health insurance for all health workers." Dr. Alie Wurie.
JUDASIL GA 2018 IN NUMBERS

257 Delegates

About

400 Views Via Live streaming

2 Days Event

26 Members of OC

2 Partners

Over

1200
Likes and Follows on TWITTER and FACEBOOK

18 Speakers

26 High Level Panel

1 Exibitions

7 Main Sponsors

7 Exhibitions

171 Registration

3 Short Courses

1ST General Assembly of Junior Doctors
Miatta Conference Hall, Freetown
July 20 – 21, 2018.
<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
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<tbody>
<tr>
<td>8:00am – 9:20 AM</td>
<td>Opening Ceremony</td>
</tr>
<tr>
<td>9:25am – 9:35am (10min)</td>
<td>Chairman’s opening remarks</td>
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<tr>
<td>9:35am – 9:50 (15min)</td>
<td>Statement – President of JUDASIL</td>
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<tr>
<td>9:50am – 10:05am (15min)</td>
<td>Theme Presentation</td>
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<tr>
<td>10:10am – 10:30am (20min)</td>
<td>Guest speaker remarks</td>
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<tr>
<td>10:30am – 11:00am (30min)</td>
<td>Breakfast</td>
</tr>
<tr>
<td>11:00am – 1:00pm (2hrs)</td>
<td>Theme Event: Health Service delivery</td>
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<td></td>
<td>Health Infrastructure</td>
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<td>Health Financing</td>
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<td>Health workers welfare</td>
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<td>Health Research</td>
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<tr>
<td>1:00pm – 2:00pm (1hr)</td>
<td>Panel Discussion of theme events</td>
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<tr>
<td>2:00pm – 2:30pm (30min)</td>
<td>Lunch</td>
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<tr>
<td>2:30pm – 3:30pm (1hr)</td>
<td>Research Presentation</td>
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<tr>
<td>8:00am - 8:40am(30min)</td>
<td>Registration</td>
</tr>
<tr>
<td>8:40am –10:10am(1hr30min)</td>
<td>Training Sessions: Medical ethics</td>
</tr>
<tr>
<td>10:15am – 11:15am(1hr)</td>
<td>Medical Report writing</td>
</tr>
<tr>
<td>11:20am – 11:45am(35min)</td>
<td>Breakfast</td>
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<tr>
<td>11:45am – 12:15am(1hr)</td>
<td>Training Session continue: How to manage a regional/Hospital management</td>
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<tr>
<td>1:00pm – 2:00pm(1hr)</td>
<td>General House meeting</td>
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<tr>
<td>2:00pm – 2:40pm(40min)</td>
<td>Elections</td>
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<tr>
<td>2:45pm – 3:00pm</td>
<td>Lunch</td>
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## PROGRAMME

### DINNER AND DANCE

<table>
<thead>
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<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 pm – 9:00 pm</td>
<td>Red Carpet &amp; Photo Shoot</td>
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<tr>
<td>9:00 pm – 9:10 pm</td>
<td>Welcome</td>
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<tr>
<td>9:10 pm – 9:30 pm</td>
<td>Remarks &amp; Comedy Session.</td>
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<tr>
<td>9:30 pm – 9:40 pm</td>
<td>New Exco-President’s Remark</td>
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<tr>
<td>9:40 pm – 9:50 pm</td>
<td>Recognition of OC Members</td>
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<tr>
<td>9:50 pm – 10:30 pm</td>
<td>Dinner</td>
</tr>
<tr>
<td>10:30 pm – 10:45 pm</td>
<td>Recognition - Award Presentations</td>
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<tr>
<td>10:45 pm – 11:00 pm</td>
<td>Entertainments (Piano and violin Performance, Poetry and Songs)</td>
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<tr>
<td>11:00 pm</td>
<td>Dance</td>
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Good morning.
It is my pleasure and honour to address you all at this inaugural Assembly of vibrant junior doctors, themed “Remodeling the Health Care System; the health Workers Perspective”.
I welcome you all and especially those who have travelled to Freetown from the provinces, including myself.

JUDASIL has come a long way from the humble beginnings of a small group of pioneers on a WhatsApp group advocating for better protection for doctors while providing health care services during the Ebola epidemic to what you see here today; The 1st General Assembly.
I would like to recognize the efforts of the founding members, Dr. Valarie Cole, Dr. Jeredine George, Dr. Ibrahim Kamara, Dr. Fillah Kamara, Dr. Hoody Lymon, Dr. Zikan Koroma and My humble self for pioneering this noble cause.

It is time for us to move from that back position and take the lead at the front. It is time to engage and be involved in the MOHS and become part of policymaking.
We cannot continue to depend on our parents to provide us with our basic needs 2 to 8 years after medical school. This must change.
We do not want to be rich but at least comfortable. I want to encourage everyone to be an active party towards the change that is long overdue.

Welcome once again and I know we are going to have a great time.

Thank you All
Mr. Chairman, distinguished colleagues and guest, good Morning.

The theme for this event was selected after months of deliberations. We needed a theme that could ineptly demonstrate and reflect the enormous challenges faced on a daily basis by health workers and the current states of our facilities. We have a huge burden and responsibility to take care of our patients; which usually costs us restless nights; unstoppable drenching sweats in the same work suit we put on during 24 to 72 hours on-call duties just to ensure our patients receive the best care.

Aside ourselves, it takes only a parent or a partner of a medical doctor to understand the plights of a medical doctor.

We are ready to champion the fight towards a transformed health system. The time is over when young vibrant professionals stay as backbenchers while just a few individuals dictate the fate of the system. Emphasis should be placed on specific building blocks: promoting good leadership/ Governance, responsive and adequate health care financing, health workforce, medical products and advanced technologies, information and research and improving the efficiency of service delivery.

Thank you so much for coming to this conference; we hope to get the best of your contributions and participation.
Mr. Chairman, loyal and dedicated doctors, ladies and gentlemen, good morning.
I thank the Junior Doctors Association of Sierra Leone for this enviable invitation for which I welcome the opportunity to address the sound minds of our nation who have devoted their resources, intellects and above all their lives to the service of humanity on the theme “Remodeling our healthcare system; the health workers’ perspective.

In 2008, the WHO reported that Sierra Leone had a primary healthcare worker density of 0.39 trained health workers per 1000 population, failing to reach the benchmark for healthcare worker density set at 2.28 trained health workers per 1000 population.

An Ebola virus epidemic in Sierra Leone occurred in May 2014, along with neighboring countries. “This struck like lightning,” and exhaustively cut the number of health workers. We lost about one-third of the total number of health workers to the Ebola epidemic.

What is the way forward?

The way forward is the good news we have at hand. We have the young minds who have decided to stay and serve our nation to the best of their abilities, with all their might, above all with tender and loving care. There is no foreign physician care, comparable to the loving touch of a brother or a sister who can talk in your native language. Therefore, they deserve all what it takes them to deliver to the best of their potentials.

It is very promising that healthcare professionals come together to discuss ways in which multidisciplinary collaboration can achieve the agenda. This conference is indeed a good platform to learn from each other and build networks to improve healthcare and solve health problems in your communities.

The theme for this assembly is timely and very appropriate in our present setting. You cannot afford to get sick, and you cannot depend on the present health care system to keep you well. It is up to you to protect and maintain your body's innate capacity for health and healing by making the right choices in how you live.

Everyone in this country has a right to quality, affordable health care. We maybe doctors one moment and a patient the next moment. There is a great need for health insurance for all health workers.

No one will advocate for our welfare if we do not do it ourselves. Public expectations is that you are ok. We need to take our own destinies in our hands; no one will do it better than us.

His Excellency, the President, Julius Maada Bio is prioritizing health, therefore, we must grab the opportunity.

Distinguished guests, ladies and gentlemen

As I conclude, I wish to applaud you for the lives of ser-vice that you commit to your communities and coun-try, and I am confident that your delib-erations at this assembly will bring a new ap-proach that will posi-tively influence the implemen-tation of a remodeled health care sector and en-hance its relevance in Sierra Leone.

I hereby declare this First General Assembly of the Junior Doctors Association of Sierra Leone officially open.

Thank you very much indeed for listening.
THEME PRESENTATION

HIGH LEVEL PANEL DISCUSSIONS ON REMODELLING HEALTHCARE

DURATION: 2 HRS

SPEAKERS

Dr. Kwame Oneil,
Dr. Isaac o. Smalle, Surgeon Specialist.
USLTHC.
Dr. Bailor Barrie, Partners In Health.
Mr. V. L. Koroma, Executive Director, Health Alert Sierra Leone.
Dr. Haja Ramatulai Wurie, Lecturer COMAHS/USL, Researcher

MODERATORS

Dr. A.J. Njai, Secretary General, Judasil.

Dr. R. J. Samuels, MO Kenema Government Hospital
Sierra Leone is a small country in West Africa with a population of about 7 million, but yet with one of the highest maternal mortality and child/infant mortality in the world. It is important, therefore that an adequate and quality healthcare serve delivery is set up to combat and turn around this unfavorable statistics. The free healthcare system has been of benefit to the target population but the challenges are quite revealing to us all.

It is with this backdrop that for the first time in Sierra Leone, healthcare professionals have convened to discuss and bring forward resolutions and recommendations on how to achieve a resounding healthcare service delivery. The need to remodel our healthcare system cannot be over emphasized.

As a nation healthcare should be delivered to all and in every location. We should have the requisite human resources, financial, infrastructure and health programs to make a healthy Nation.

“Without the proper and appropriate resources, we cannot move things, and cannot turn our healthcare system around” - Dr. Kwame Oneil.

**Recommendations**

In order to achieve a resilient healthcare delivery systems, an affordable and equitable health scheme should be designed, adequate emergency response centers, laboratory systems that ensures all labs are connected nationally and well equipped. Management and leadership training for all DMOs, Matrons and Clinical heads, an efficient paramedic system and making postgraduate training attractive are all pivotal to remodeling our healthcare delivery system.

As healthcare professionals, we must also engage with the population so that we can identify what they need most, and work in partnership with our communities, and tackle health issues they face at community levels.
Lack of electricity, water supply and good roads are everyday challenges for Sierra Leoneans that hope to access healthcare. Therefore in this section we look at the physical, non-physical and public health infrastructures affecting our healthcare system. Adequate infrastructure is essential to provide access to timely and affordable care. Lack of adequate infrastructure is a key factor affecting healthcare systems in our country. Sierra Leoneans only have access to one tertiary hospital located all the way in the capital city of Freetown. Lack of logistics in our hospitals is also a big setback, for example no CT scan, MRI or functioning x ray and ultrasound machines in the tertiary, regional and most of the districts hospitals; Laboratory infrastructure is also very much lacking in most PHUs and district facilities; Limited bed capacity and well equipped theatre rooms; Equipment and supplies are in constant shortage.

In remodelling our health care we need to ensure that all Sierra Leoneans can access similar services in all corners of the country by insuring we create a modern-day and equal model of health infrastructure nationally.

"We have to fight for both our patients and ourselves. If you improve on infrastructure, service delivery and governance structures etc., the people will continue to vote for you repeatedly" - Dr. I. O. Smalle.

Recommendations

Infrastructural development should be undertaken with other components of health systems development. The WHO recommends a health facility to be present within 3 km radius.

Provision of constant water supply and electricity to all health facilities; PHUs, Districts and Regional hospitals. Massive investment in affordable laboratory and radiology infrastructure should be encouraged.
With over just 300 doctors available to serve a population of over 7 million. Given a ratio of 1: 23,000 doctor to patient ratio. Far below the expected WHO recommended 1 is 1000. With this comes an overstretched, overburdened and exhausted health work force, having to work extremely long hours. Whilst the average civil servant works for about 40 hours a week doctors have to work for about 80 to 100 hours, over 2-3 times more. For provision of effective healthcare service to take place, the government and other relevant bodies should, as a matter of urgency, priorities improving the welfare of health workers. Doctors treat patients but doctors have no insurance or scheme to cover themselves when they are sick. No extra incentives for health workers who work away from families in rural areas.

“It is unfair that some of your colleagues in other fields have far better conditions of living and service than yours in spite the long years of your studies and nature of your job...Gone are the days when people will say it is an unprofessional misconduct for doctors to make their voices heard. We cannot continue like this any longer...Our doctors deserve better and they must get fair treatment. He who knows it feels it.”

Mr. V. L. Koroma.

Recommendations

Building an effective, solid, vibrant and well-motivated health personnel should be of paramount focus.

A well define remuneration scheme must be established for health workers in comparison with health workers in the sub region and other professionals within the Country.

There is need for the government to look into insurance trust funds to provide housing and adequate transportation for health staffs.
It has been indicated that research is very important on improving healthcare and also influences policy making. We as health workers must involve in research to change the status quo of things. To be able to deliver evidenced based services to our patient. We must be involved in the whole research process and not just a part of it. Research needs to translate into action as well. We should improve and invest in our health research institutions. We must start looking at the income generation in research. Research should help informed decision-making, planning, programming and accountability.

Researchers should not be limited by the scarcity of resources in place but they should prepare good re-search proposals and bid for grants as it is easy to get funds as long as their researches are in line of addressing challenges towards the achievement of a Remodeled Health Care System. “WHSS”. 

“We are making great strides with regards research but we still have a very long way to go” - Dr Haja Ramatulai Wurie.

RECOMMENDATIONS

Researchers should start from a ground level, identify gaps and advocate on them for a transformational research.

Mentorship for students who are conducting their re-search.

Provide guidance and orientation in conducting researches that are solving community health issues.
As part of JUDASIL’s commitment in encouraging junior doctors and other health workers to involve in continuous medical education, the second day of the GA was dominated by training sessions. Over 100 doctors and other health workers participated in the training session that were conducted by Prof. T Ogundiran, Dr F. Ngongou, and Dr S. J. Smith. The sessions were interactive with practical demonstration and exercises for better understanding, certificates were issued to each participant.

MEDICAL ETHICS

“Physicians should exemplify core values of medicine which serve as the foundation of medical ethics: **Compassion**; understanding and concern for another person’s distress, **Competency**; scientific, technical and ethical knowledge skills and attitude, **Respect**; Fundamental human rights” - Prof. Temidayo Ogundiran, Professor of Surgery, West African Bioethics Program, University of Ibadan.

MEDICAL REPORT WRITING

“A proper medical report must contain the bio data of the patient, reason(s) for clinical encounter, relevant history, examination findings, diagnosis, tests requested and results, plan of care, and further recommendations if any for future care’ – Dr Finda Ngongou, Lecturer, Department of Internal Medicine, COMAHS, USL.

HOSPITAL MANAGEMENT/MANAGING A REGIONAL HOSPITAL

Hospitals have become a highly scientific and complex medical institution as against the age-old concept of a poor house where people left their patients for hope of cure. To keep pace with the changing environment and demand, the hospital administrator has to strike a balance between internal management and community expectations maintaining positive relations with the staffs and patients on one side and other health related community organisations on the other side. – Dr Samuel J Smith, Dir. Disease Prevention and Control.
Dinner, Awards night and Dance
Dinner, Awards night and Dance
• A well-motivated and well trained human resource is a requisite for a strong and resilient healthcare delivery system.
• Welfare of health workers should be well addressed.
• Postgraduate training institutions for all health professions should be established.
• Continuous medical education at departmental levels for all health workers.
• A well-defined career pathway should be established for easy career progression
• Health service should be similar and up to date all over the country, with the relevant health infrastructure and programs in place.
• Health financing is a huge burden on the pockets of patients and doctor; which is a serious setback for our health system.
• Healthcare providers should, be innovative, discover all opportunities, challenge current practices and be actively involved in research.
• Evidence based information from research, social determinants, financing, and leadership are all pivotal to having a remodelled health system.
• Appointments and promotions should be processed within the shortest possible period.

• A multidisciplinary body should be set up to determine postings of new medical officers.

• Criteria set for postings must be towards specialty interest and progression of career.

• Ideal and conducive working spaces with adequate investigative and diagnostic facilities should be provided for health workers.

• The Ministry of Health and Sanitation, Ministry of Finance and other health financing bodies should liaise with the medical school to foster an effective appointment plan immediately after graduation.

• A national health insurance scheme should be established

• Health care providers and their immediate family members should be covered by a health insurance policy.

• Working hours should be well defined with proper salary arrangements and incentives for extra working hours and on-call night duties.

• Creation of schemes/protocols/guidelines/policies that foster better clinical performance and innovations.

• An effective supervisory and disciplinary committee should be set up for continuous assessment of health facilities.

• Investment in health research should commence soonest.
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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Dr Mamadu Baldeh</td>
<td>Chairperson</td>
</tr>
<tr>
<td>Dr Abu Rogers</td>
<td>Programme Coordinator</td>
</tr>
<tr>
<td>Dr Claudetta N. Ayo-Speck</td>
<td>Financial Coordinator</td>
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<tr>
<td>Dr Mary M. Baio</td>
<td>Food and Venue Coordinator</td>
</tr>
<tr>
<td>Dr Allieu Gembeh</td>
<td>Media Coordinator</td>
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<tr>
<td>Dr Sia M. Tengbeh</td>
<td>Training Coordinator</td>
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<tr>
<td>Dr Momoh Nyaley</td>
<td>Hospital Coordinator</td>
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<tr>
<td>Dr Sara T. Abu-Noah</td>
<td>Social Media Coordinator</td>
</tr>
<tr>
<td>Dr Mohamed B. Jalloh</td>
<td>Registration Coordinator</td>
</tr>
<tr>
<td>Dr Samba Jalloh</td>
<td>Research Coordinator</td>
</tr>
<tr>
<td>Dr Marcella Ryan-Coker</td>
<td>Exhibition Coordinator</td>
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<tr>
<td>Dr Darlinda Jiba</td>
<td>Member</td>
</tr>
<tr>
<td>Dr Bintu Baryoh</td>
<td>Member</td>
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<tr>
<td>Dr Esther K. Kpakiwa</td>
<td>Member</td>
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<tr>
<td>Dr Adiratu Kamara</td>
<td>Member</td>
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<tr>
<td>Dr Sonia Boyle</td>
<td>Member</td>
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<tr>
<td>Dr Aruna Stevens</td>
<td>Member</td>
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<tr>
<td>Dr Aloysius Kalawa</td>
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<td>Dr Peter Bangura</td>
<td>Member</td>
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<tr>
<td>Dr Ishmail Farmar</td>
<td>Member</td>
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<tr>
<td>Dr Mohamed A Jalloh</td>
<td>Member</td>
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<tr>
<td>Dr Songor Koedoyoma</td>
<td>Member</td>
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<tr>
<td>Dr Sulaiman Conteh</td>
<td>Member</td>
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<tr>
<td>Dr Temitayo Labour</td>
<td>Member</td>
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<tr>
<td>Dr Yusuf Tejan</td>
<td>Member</td>
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<tr>
<td>Dr Diana Shehab</td>
<td>Member</td>
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## JUDASIL EXECUTIVE BODY

### INTERIM EXECUTIVE MEMBERS 2017 - 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Dr Ayesatu Ceesay</td>
<td>President</td>
</tr>
<tr>
<td>Dr Nathaniel Williams</td>
<td>Vice President</td>
</tr>
<tr>
<td>Dr Abdul Jibril Njai</td>
<td>Secretary General</td>
</tr>
<tr>
<td>Dr Catherine H. Brima</td>
<td>Joint Secretary</td>
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<tr>
<td>Dr Mohamed S. Jalloh</td>
<td>Financial Secretary</td>
</tr>
<tr>
<td>Dr Hawanatu A. Barrie</td>
<td>Asst. Financial Sec.</td>
</tr>
<tr>
<td>Dr Asad Naveed</td>
<td>Int’l Liaison Officer</td>
</tr>
<tr>
<td>Dr Samuel A. Williams</td>
<td>Public Relation Off.</td>
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### NEW EXECUTIVE MEMBERS 2018 – 2019

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Dr Abdul Jibril Njai</td>
<td>President</td>
</tr>
<tr>
<td>Dr Catherine H. Brima</td>
<td>Vice-President</td>
</tr>
<tr>
<td>Dr Mamadu Baldeh</td>
<td>Secretary General</td>
</tr>
<tr>
<td>Dr Hawanatu A. Barrie</td>
<td>Financial Secretary</td>
</tr>
<tr>
<td>Dr Claudetta N. Ayo-Speck</td>
<td>Asst. Financial Sec.</td>
</tr>
<tr>
<td>Dr Allieu Gembeh</td>
<td>Joint Secretary</td>
</tr>
<tr>
<td>Dr Mohamed Bella Jalloh</td>
<td>Int’l Liaison Officer</td>
</tr>
<tr>
<td>Dr Mohamed S. Jalloh</td>
<td>Public Relation Off.</td>
</tr>
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ACKNOWLEDGMENTS

1. Seacoach Express
2. Balani & Sons
3. People’s Pharmacy
4. Guarantee Trust Bank SL Ltd
5. Africell SL Ltd
6. Miral Pharmaceuticals
7. Ecomed
8. Dr. Isatta Wurie
9. All Nations Pharmacy
10. Express Studio - Martin Yornie
11. Dr. Alie Wurie
12. Professor. Temidayo Ogundiran
13. Dr. Kwame O’Neil
14. Dr. Samuel J Smith
15. Dr. Finda Ngongoh
16. Dr. Isaac O. Smalle
17. Dr. Ramatulai Wurie
18. Mr. Victor L. Koroma
19. Dr. Bailor Barrie
20. Radio Democracy 98.1
21. AYV Media House
22. BBC - Africa
23. SLBC
24. Freetown Television Network.
25. Permanent Secretary - Ministry of Works
26. Governor - Bank of Sierra Leone
27. Dr. Karim Kabineh
28. Matron B. Fadlu-Deen
29. Mr. Morie Vandi
30. Dr. G. Fadlu-Deen
Cross Section of Interim Executive

Cross Section of New Executive  2018-2019