

**REPORT**  
**OF THE EXTERNAL EXPERT COMMISSIONS ON THE EVALUATION OF**  
**THE EDUCATIONAL PROGRAMME 7R09134 "FORENSIC-MEDICAL**  
**EXAMINATION" OF ASFENDIYAROV KAZNMU FOR COMPLIANCE**  
**WITH THE ACCREDITATION STANDARDS FOR PROGRAMMES OF**  
**POSTGRADUATE EDUCATION (RESIDENCY SPECIALTY) MEDICAL**  
**ORGANIZATIONS OF EDUCATION**

**period of external expert evaluation: 18.11.-20.11.2020**

**1. Composition of the External Expert Commission**

In accordance with ECAQA Order No. 18 of 23.10.2020, an External Expert Commission was formed to conduct accreditation of educational programmes of residency specialties of Asfendiyarov KazNMU in the period 18-20.11.2020 in the following composition:



**Chairman of the External Expert Commission**

TURGUNOV ERMEK MEYRAMOVICH,  
Doctor of Medical Sciences, Professor of the  
Department of Surgical Diseases of the NJSC  
"Medical University of Karaganda", President  
of the NGO "Surgical Association of the  
Karaganda Region", a member of the  
International Surgery Society, a member of the  
"Association of Independent Experts of Astana"  
and the "Union of Independent experts of  
KSMU "



**Foreign expert**

KASHIRSKAYA NATALIA YURIEVNA,  
Doctor of Medical Sciences, Professor, Chief  
Researcher, Laboratory of Genetic  
Epidemiology, Federal State Budgetary  
Scientific Institution "Medical Genetic Research  
Centre named after Academician N.P.  
Bochkov",  
Moscow, Russian Federation



**National academic expert**

JUMALINA AKMARAL KANASHEVNA,  
Doctor of Medical Sciences, Professor, Head of  
the Department of Pediatric Diseases with  
Neonatology  
NJSC "West Kazakhstan State Medical  
University named after Marat Ospanov"



**National academic expert**  
RAMAZANOVA RAYGUL  
MUKHANBETOVNA,  
MD, Head of the Hematology Course  
JSC "Kazakh Medical University of Continuing  
Education"



**National academic expert**  
ESENGARAYEVA SAULE DAMIROVNA,  
Ph.D., Head of the Department of Medical  
Rehabilitation with the Course of Sports  
Medicine  
JSC "Kazakh Medical University of Continuing  
Education"



**National academic expert**  
BEKETOVA BAYAN BEISENGALIEVNNA,  
Candidate of Medical Sciences, Assistant of the  
Department of Clinical and  
radiation oncology  
NJSC "Semey Medical University"



**National academic expert**  
AKHMETOVA ALMIRA  
KALIKAPASOVNA,  
Candidate of Medical Sciences, Associate  
Professor, Head of the Department of  
Dermatovenereology and Cosmetology  
NJSC "Semey Medical University"



**National academic expert**  
URAZOVA SALTANAT NURGOZHAEVNA,  
Doctor of Medical Sciences, Associate  
Professor of the Department of General Medical  
Practice with a course of evidence-based  
medicine  
NJSC "Astana Medical University"



**National academic expert**

KALIEVA SHOLPAN SABATAEVNA,  
Candidate of Medical Sciences, Associate  
Professor, Head of the Department of Clinical  
Pharmacology and Evidence-Based Medicine  
NJSC "Medical University of Karaganda"



**National academic expert**

ZHANTELIEVA LAZZAT ASANOVNA,  
Doctor of Medical Sciences, Deputy Chairman  
of the Board for Research Work of JSC  
"Scientific Centre of Urology named after  
B.U.Dzharbusynova "



**National academic expert**

MADYAROV VALENTIN  
MANARBEOVICH,

Doctor of Medical Sciences, Head of the  
Department of Surgery with a course of  
anaesthesiology and resuscitation, Non-Profit  
Organization "Kazakhstan-Russian Medical  
University"



**National academic expert**

SADIEVA ZHANAR ZAMANKHANOVNA,  
anaesthesiologist-resuscitator, head of the  
postgraduate education department of the South  
Kazakhstan Medical Academy JSC



**National academic expert**

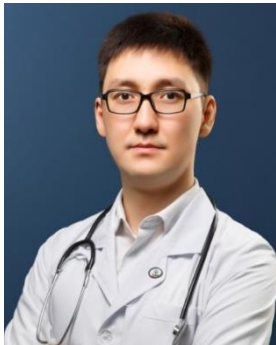
LOVINSKAYA ANNA VLADIMIROVNA,  
Senior Lecturer of the Department of Molecular  
Biology and Genetics, Al-Farabi Kazakh  
National University, Senior Researcher of the  
Research Institute of Biology and Biotechnology  
Problems of the RSE "Al -Farabi Kazakh  
National University"



**Expert Representative of Practical Health**  
ZHOLDASBAYEVA KYRMYZY  
ZHUMABEKOVNA,  
Deputy Chief Physician for Childhood  
PSE on REM "City polyclinic No. 1", Almaty



**Expert Representative of Practical Health**  
NARTPAEVA ASELE TARASOVNA,  
acting Deputy Chief Medical Officer  
PSE on REM "City polyclinic No. 30", Almaty



**Expert - resident representative**  
BAYASHOV ERDOS NURIDINULY,  
resident physician for 3 years of training in the  
specialty "Anaesthesiology and Resuscitation,  
including children's»  
JSC "Kazakh Medical University of Continuing  
Education".



**Expert - resident representative**  
TARASYUKOV ALEXANDER  
ANDREEVICH,  
resident physician for 3 years of training in the  
specialty  
"Anaesthesiology and resuscitation, including  
children's"  
Non-Profit Organization "Kazakhstan-Russian  
Medical University"



**ECAQA Observer**  
UMAROVA MAKPAL ALDIBEKOVNA  
Head of Accreditation and Monitoring  
Department

The work of the EEC was carried out in accordance with the Regulations on the EEC (Order of the ECAQA Director General No. 4 dated February 13, 2017).

The EEC report contains an assessment of the educational programme of residency in the specialty 7R09134 "Forensic medical examination" of KazNMU for compliance with the Accreditation Standards programmes of postgraduate education (specialty residency) of medical educational institutions of ECAQA, recommendations of the EEC on the further improvement of the educational activities of the university in the field of postgraduate education.

## **2. General part of the final report of the EEC**

### **2.1 Presentation of NJSC "Asfendiyarov KazNMU" and the educational residency programme in the specialty 7R09134 "Forensic medical examination"**

In 2020, KazNMU turns 90 and in 2018 the university was reorganized into a non-profit joint-stock company (hereinafter - NJSC) by the Resolution of the Government of the Republic of Kazakhstan dated April 5, 2018 No. 166 and received the status of a research university (resolution of the Ministry of Health of the Republic of Kazakhstan dated 12.11.2018).

In accordance with the Strategy of KazNMU for 2019-2023, the basis of KazNMU's activities is the trinity - the integration of academic, scientific and clinical activities in order to provide high-quality and modern medical care to the population and training of professional personnel. In this regard, by 2018, the university included 5 republican state enterprises, including: JSC Scientific Center for Obstetrics, Gynecology and Perinatology, JSC Scientific Center for Pediatrics and Pediatric Surgery, JSC Scientific Research Institute of Cardiology and Internal Medicine, JSC "Kazakh Research Institute of Oncology and Radiology", JSC "Scientific Center of Surgery named after A.N. Syzganov".

KazNMU is one of the founders of the Academic Demanding League, which aims to improve the quality of education by implementing and promoting the principles of academic honesty. The international information and analytical platform Web of Science in November 2019 awarded KazNMU an independent award "Leader in publication activity in the Web of Science Core Collection over the past 5 years among medical universities of the Republic of Kazakhstan."

KazNMU cooperates with 102 universities, medical and scientific organizations of the near and far abroad, including with TOP-500 universities, implementing joint scientific, research and educational projects.

KazNMU is a full member of international Associations: International Association for Medical Education in Europe (AMEE), European Association of Dental Education (ADEE), World Federation of Dentists (FDI), European Federation of Dentists (EROFDI), European Association of Universities (EUA), International Association of Universities (IUA), the Association of Higher Schools of Management (GSM Barcelona), the World Federation of Pharmacists, the Association for Distance Education "Siberian Open University", the Association of Schools of Public Health in Europe (ASPHER). In 2015, KazNMU became a member of the Association of European Medical Schools (AMSE) and the Organization of PhD Education in Biomedicine and Health Sciences in the European System (ORPHEUS).

Residency was introduced in accordance with the Law "On Education". The first admission to residency was held in 2008. The first issue of residents was carried out in 2010.

For 2020, residency is being implemented in 44 specialties, including 19 educational programmes being accredited for the first time. 605 residents studied at KazNMU from 2017 to 2020. The University trains residents on the basis of 104 clinics, polyclinics, research institutes, and scientific centers. University clinics are: clinic "Aksai", clinic of internal diseases of KazNMU, professorial clinic of KazNMU, dental clinic.

Thus, KazNMU is an innovation-oriented and socially responsible university, a leader in the Republic of Kazakhstan and Central Asia in multi-level training of competitive healthcare and pharmacy specialists through the implementation of a competence-based model of medical and pharmaceutical education with the wide involvement of domestic and foreign scientists and a constant increase in scientific research. potential.



The main educational, scientific and clinical structural unit of the University, which coordinates training at the second stage of medical education in one or more related specialties, is the Dean's Office of Internship and Residency, renamed from August 3, 2020 to the Faculty of Postgraduate Education. The dean's office unites all the departments related to the specialties included in the internship and residency, as well as those general scientific and fundamental departments that, in terms of the content of their work, are closest to the profile of the second level of higher medical education.

## **2.2 Information on previous accreditation**

Accreditation of the educational residency programme in the specialty 7R09134 "Forensic medical examination" has not yet been carried out.

## **2.3 Analysis of the report on self-assessment of the educational programme of residency in the specialty 7R09134 "Forensic medical examination".**

Self-assessment report educational programme presented on 132 pages of the main text, attachments on 125-132 pages and copies or electronic versions of documents on the organization of education located at the link <https://kaznmu.kz/rus/postupajushhim/postdiplomnoe-obrazovanie/rezidentura/>

The report is characterized by the completeness of answers to all 9 accreditation standards, structuredness, taking into account the recommendations of the ECAQA Self-Assessment Guidelines, as well as the internal unity of the information provided to the accredited educational programme. The report is accompanied by an accompanying letter signed by the rector prof. T.S. Nurgozhin confirming the accuracy of the information and data contained in the report.

The report contains information about the representative of KazNMU, responsible for the self-assessment of educational programmes, Ph.D. Zhankalova Zulfiya Meirkhanovna, Dean of the Faculty of Postgraduate Education.

Self-assessment of educational residency programmes carried out on the basis of the order on the basis of the order dated 04.08.2020 No. 337 "On approval of the composition of the working group for preparation for accreditation educational programmes of specialties of residency".

The working group on the preparation of the self-assessment report has done a certain amount of work: the content of the accredited educational programme, the conditions for its implementation, staffing, educational resources have been analysed, the necessary information has been collected in accordance with Accreditation standards for postgraduate education programmes (residency specialties) of medical educational organizations (hereinafter referred to as accreditation standards); a thorough analysis, updating and addition of methodological and educational materials was carried out, their content is reflected in the report. The content of the Self-Assessment Report is structured in accordance with the ECAQA Accreditation Standards and includes a description of strengths, areas for improvement for each of the 9 standards.

## **2.4 General assessment of the educational programme of residency in the specialty 7R09134 "Forensic medical examination" for compliance with the Standards of accreditation of postgraduate education programmes (specialty residency) of medical educational organizations.**

Based on the analysis of the self-assessment report by external experts, it was found that the content of the self-assessment report is structured in accordance with the ECAQA accreditation standards and the recommendations of the Self-Assessment Manual, at the same time, based on the results of the expert evaluation, recommendations for adjustments were made, which were taken into account by the working group.

The report is written consistently in compliance with the logic in the description of the standards, the wording for each standard is clear and understandable, the tables contain references in the text and are numbered consecutively. There are links to regulations, model rules, regulations, educational documents, website pages <https://kaznmu.kz/rus/postupajushhim/postdiplomnoe-obrazovanie/rezidentura/>

The self-assessment and description were carried out in accordance with the criteria of the ECAQA accreditation standards and the questions formulated in the Self-Assessment Guidelines were answered. All standards show actual practice KazNMU for training residents in the specialty 7R09134 "Forensic medical examination" taking into account the beginning of admission of students in 2019, 2020, well-reasoned data, examples of the implementation of the objectives of the educational programme, national and international events, methodological support, confirming compliance with the requirements of accreditation standards. Self-assessment report description fairly complete and updated software the number of residents, teachers, administration, information on selection and admission, training results, knowledge and skills assessment results, material and technical base of the university and clinical bases, contractual obligations with partners (universities, associations, bases), financial information, development plans and improvement, etc.

### **3. Description of external expert evaluation**

External expert work on the assessment of the educational programme of residency 7R09134 "Forensic medical examination" of KazNMU was organized in accordance with the Guidelines for the external assessment of educational organizations and educational programmes of ECAQA (approved by order of the Director General of the "Eurasian Centre for Accreditation and Quality Assurance in Higher Education and Healthcare" No. 5 2017) and according to the programme and schedule approved on 08.11.2020 by the Director General of ECAQA Sarsenbayeva S.S. and agreed with the rector T.S. Nurgozhin...

To obtain objective information on the expert assessment of the accredited educational programme, the members of the EEC used the following methods: interviews with management and administrative staff, interviews with residents, observation, study of the website, interviewing employees of various structural units, teachers, questionnaires of teachers and residents, review of resources in the context of the implementation of accreditation standards, the study of 21 educational and methodological documents both before the visit to the university and during the visit.

The sequence of the visit within 3 days is detailed in the Visit Programme, which is in the documentation of the accreditation centre and in the annex to this report.

Training of residents in the specialty 7R09134 "Forensic medical examination" is carried out in the largest multidisciplinary medical centers of the city of Almaty: RSE "Forensic examination center of the Ministry of Justice of the Republic of Kazakhstan", Institute of forensic examinations in the city of Almaty, RSE "City ambulance station" in Almaty (cooperation agreement No. 56 dated 07/10/19., address: Almaty, Bayzakova street 287 - administrative building, Kazybek bi street 117V - section building, Institute of forensic examinations in the city of Almaty, director Bekzhanov Zh.). All clinics have specialized units, which allows residents to see and study a sufficient number of autopsies with a variety of pathologies corresponding to the cycle of disciplines. The department has an EP that meets the requirements of the State Educational Standard, staffed by a staff with clinical experience and scientific titles. The department has sufficient resources for training residents in the specialty 7R09134 "Forensic medical examination".

A visit to the clinical base of the Republican State Enterprise "Forensic Science Center of the Ministry of Justice of the Republic of Kazakhstan" corresponds to the goals and objectives of the accredited educational programme in the profile of the departments, the number of thematic autopsies, modern equipment and its availability to all students, and the department staff ensure collegial and ethical relations with the medical staff, the management of the clinical base for achieving the final results of the educational programme. The clinical base has 1 training room for 4 residents, despite the fact that most of the time residents spend in specialized units. Before starting the corresponding discipline of the educational programme, the resident receives a syllabus from the teacher and knows what skills he must acquire and develop during the training.

#### **The third day of the visit November 20, 2020**

Experts studied documentation of the course of forensic medical examination, which confirmed the compliance with accreditation standards (nomenclature of the department's affairs, plan for 5 years,

annual plan for 2020-2021 academic year, journal of academic progress of residents, EMCD, code of ethics, etc., control and measuring instruments), including documentation (staff of teaching staff, individual plans of teaching staff, IEP and portfolio of residents, evaluation of the educational programme by external reviewers, distribution of scientific directions, scientific advisers of residents) at the request of EEC members.

Then a meeting of the EEC members took place following the results of the external evaluation. A final discussion of the results of external assessment, study of documents, results of interviews, interviews, questionnaires was held. The members of the EEC began to design the final report of the EEC.

A meeting of the EEC members took place. EEC members made generalizations of the results of the external evaluation. The experts individually completed the "Quality profile and the criteria for external assessment of the NIC for compliance with the Accreditation Standards of the residency programme 7R09134" Forensic examination" of medical educational institutions of ECAQA". No comments were made by the EEC members on the accredited EP. Recommendations for improving the postgraduate education sector in general and the department implementing the accredited educational programme were discussed. A draft report with recommendations was prepared.

Chairperson of the EEC prof. Turgunov E.M. a final open vote on recommendations for KazNMU and a final vote on recommendations for the ECAQA Accreditation Council were held. Then the Chairperson of the EEC for the management and employees of the educational organization announced recommendations based on the results of an external assessment in the framework of accreditation of educational programmes for residency specialties.

**Questioning.** An observer from ECAQA in November 16-18, 2020 conducted an online survey of KazNMU residents and teachers on the resource <https://webanketa.com/>.

**Residents survey results:**

The total number of responding residents - 154... Of the total number of respondents, residents of the specialty "family medicine" prevailed - 40%, further on the list: pulmonology - 12%, clinical pharmacology - 12%, therapy - 11%, pediatric oncology and hematology - 6%, general surgery 4%, pediatric surgery - 3%, medical genetics - 2%, other specialties - 1% each.

Will recommend this university as an educational organization - 69% fully agree, partially - 26%. 71% of the respondents fully agree and 23% partially agree that programme managers and teaching staff are aware of their learning problems. Fully (64%) and partially (29%) are satisfied with the conditions and equipment of classrooms and classrooms of the university. According to 62% (in full) and 26% (in part) office equipment is available for residents in practice bases. Teachers provide residents with methodological and didactic materials, additional literature to prepare for classes - 73% fully agree, partially - 22%. Fully (72%) and partially (25%) are satisfied with the library fund and resources. 76% of respondents have access to electronic educational resources, and 20% believe that it is partially.

The organization of clinical training for residents in the opinion of 81% fully satisfies them, and 15% partially. Fully (74%) and partially (22%) are satisfied with the teaching methods. There is enough time for practical training (supervision of patients, etc.) - 82% fully agree, partly 13%. Satisfied with the methods of assessing my knowledge and skills - 78% fully agree, partially 21%. According to 73% of teachers in the classroom, they use active and interactive teaching methods regularly, and according to 23% - rarely.

According to 81% of the respondents, teachers constantly provide feedback after the end of classes, but according to 16% - sometimes and 2% - rarely. 81% of respondents are fully satisfied that they are studying at a university, partially 16%, disappointed - 1% of respondents. The university allows you to improve or acquire the necessary knowledge and skills in the chosen specialty of residency 82% are sure, 7% are not sure, 9% cannot give an answer, 1% would like to believe it, 1% began to doubt it. Fully (76%) and partially (23%) are satisfied with the organization of teaching at KazNMU.



According to 71% of respondents, accreditation is a necessary mechanism to improve educational programmes, but 12% believe that it is not necessary to carry out and 14% doubt the answer. The work of the EEC was assessed as positive - 74%, satisfactory - 14%, i.e. most.

### **Results of the survey of teachers of residency programmes:**

The total number of teachers on the list is 40. The total number of respondents is 39, including those with up to 5 years of experience - 18%, up to 10 years - 21%, over 10 years - 62%. 59% are fully satisfied with the organization of the educational process, partially - 33%. At the university, ethics is observed and subordination is fully agreed by 72%, partially - 26%. 67% of respondents are completely satisfied with the organization of work and workplace, partially 26%. In the organization there is an opportunity for career growth and development of competence for teachers - 67% fully agree, partially - 26%.

In this educational organization, teachers have the opportunity to engage in scientific work and publish research results - 72% fully agree, 23% partially. 59% of respondents are fully satisfied with the work of the personnel department, 28% are partially satisfied. The majority of those surveyed have undergone advanced training for the last 5 years. Only 69% fully agree that they can realize themselves as professionals, and 29% partially. Unfortunately, 33% did not answer the question of whether the university supports the teacher in participating in international and national events, and 21% did not address this to the management or the relevant administrative staff of the university. The majority of respondents (74%) fully agree, and 23% partially agree that residents have free access to patients and clinic resources. In a practical lesson, teachers provide residents primarily with syllables (87%), control and measuring instruments (90%), case studies (72%). The level of prior training of residents upon admission to training programmes is fully satisfied by 28% of respondents, partially - 62%. 58% of respondents do not know about the implementation of social programmes to support teachers and 8% of respondents doubt about their existence. Management and administration systematically listen to the opinion of teachers - 28%, sometimes - 28% of respondents. When teaching residents, a variety of teaching methods are used, but more often work in small groups (74%), analysis of situational tasks (90%), oral questioning and analysis of a topic (74% and 87%, respectively), also problem-oriented training (62%), solving tests (64%), less often cases are compiled and solved (56%). Completely according to 59%,

The results of the questionnaire are presented in the appendix and, in general, demonstrate the positive aspects of training in residency programmes, at the same time, they identify areas for improvement (social support programmes for teachers, availability of leadership and administration for teachers and residents, pedagogical competencies and professional development of teachers).

### **Conclusion on the basis of the external evaluation:**

Members of the EEC have carefully studied and assessed the main indicators of the accredited educational programme. The information received by external experts during the study of the self-assessment report, preparation of a written review with recommendations for improvement, implementation of the activities of the visit programme of KazNMU was analysed. All the information received was compared with the data of the self-assessment report, which made it possible to make sure of the accuracy of the information provided to KazNMU and supporting documents for compliance with the ECAQA Accreditation Standards.

Despite the fact that in the self-assessment report of the educational programme, KazNMU described its best practice in observing accreditation standards, during the external expert evaluation, the EEC members studied the main documents (mission, strategic plan until 2023, teaching materials of disciplines, syllables, control and measuring instruments, checklists, portfolio of residents, individual plans of residents for the 2019-2020 academic year, publications of teachers, rules for admission to residency, personnel policy, internal quality assurance system programme, resources for training were viewed directly at the clinical bases of departments (classrooms, office equipment available for residents to work with literature, patient documentation, educational and methodological

literature), which made it possible to identify the compliance of the educational organization with the basic accreditation standards.

When conducting an external examination, the Rules for the training of medical personnel in residency were taken into account (order of the Minister of Health of the Republic of Kazakhstan dated September 18, 2018 No. KR DSM-16), paragraph 13. It was established that the clinical bases of all residency programmes are 106, which provide training for all levels of medical care (from primary health care to highly specialized). The accredited educational programme has 1 clinical base, of which 1 was visited by experts. 1. The volume of study load and treatment and prophylactic work in specialties is determined by the individual work plan of the student of residency (item 14) for one year and is monitored by monthly reports of the resident in any form. The accounting of completed tasks is drawn up in the form of a portfolio according to the recommendations in the syllabus.

In connection with the new edition of order No. 647 On the approval of state compulsory standards and standard professional training programmes for medical and pharmaceutical specialties dated July 31, 2015 (as amended by the order of the Ministry of Health of the Republic of Kazakhstan dated 02.21. [No. KR DSM-12/2020](#) Chapter 2. Requirements for the content of residency educational programmes with a focus on learning outcomes), the educational programme has undergone changes and additions in relation to the development of the research competence of residents, which must participate in the work of the research team.

In this regard, the experts assessed the involvement of residents in research and development. There is no general provision or requirements for the implementation of scientific work at the university, at the same time, the departments conduct proactive research in which residents participate through writing reviews, collecting patient data, analysing the literature and patient examination results, preparing reports and presentations at conferences). Also, in accordance with Article 222 of the Residency of Clause 4 of the Code of the Republic of Kazakhstan On People's Health and the Healthcare System No. 360-VI ZRK dated July 7, 2020, external experts studied the activities and held conversations with mentors of residents, and it was established that each resident was provided with a mentor.

The experts took into account the fact that the accredited educational programme for the current state educational standard is being implemented for 2 academic years, therefore, at this time there is no graduation of students, nevertheless, the entire educational, methodological, personnel and resource base has been assessed for compliance with accreditation standards. Through interviews with teachers and interviews with students, it was possible to determine their direct participation in the development (CEPs, meetings of departments), the assessment of educational programmes (CEP), decision-making on a number of key issues in the choice of clinical sites, topics of electives, participation in the appeal commissions for admission and assessment of residents, development of the content of individual plans of residents and selection of mentors.

At the same time, this substantiated the need for inclusion in post-accreditation monitoring, along with the implementation of the EEC recommendations, an analysis of the implementation of the criteria of Standard 9, an annual report on the contingent of students.

Recommendations for improving activities in the implementation of the educational residency programme in the specialty 7R09134 "Forensic medical examination" on compliance with the Accreditation Standards, developed by the EEC based on the results of the expert assessment, were presented at a meeting with the management on November 20, 2020.

The programme of the 3-day visit of the external expert evaluation of the EEC has been fully completed. On the part of the KazNMU team, the participation of all persons indicated in the programme is ensured.

Thus, the external assessment and the visit of the EEC members made it possible to verify and validate the data of the self-assessment report of the residency programme in full in accordance with the Regulation on the External Expert Commission, the Guidelines for the external assessment of the medical organization ECAQA education.

For the work of the EEC, comfortable conditions were created, access to all necessary information and material resources of the accredited educational programme was organized. Experts note the high level of corporate culture and discipline of those responsible for postgraduate education of KazNMU employees, departments, employees of clinical bases, a high degree of openness of the team in providing information to members of the EEC.

The clinical base where the residents are trained - the largest scientific centre in the country with specialized departments, highly qualified personnel, allows creating conditions for high quality training for residents under the educational programme 7R09134 "Forensic medical examination".

#### **4. Analysis for compliance with accreditation standards based on the results of an external assessment of the residency educational programme in the specialty 7R09134 "Forensic medical examination" KazNMU and an overview of the strengths for each standard.**

##### **Standard 1: MISSION AND END OUTCOMES**

The team of the forensic medical examination course, which implements the residency programme, as the basis of the mission of the educational programme and goals, adopted the mission of the university and informed the interested parties (teachers, employers, residents) about it in order to clearly understand the tasks and strive to meet the needs of practical health care. The structure of the educational programme, where there is a dominance of practical training (75%), the sufficiency of clinical bases and the mentoring system allow strengthening the patient-centered approach in the care and treatment of patients. The university organized training and clinical practice in compliance with safety for all participants in the educational process (safety precautions, use of PPE, instructions before training).

The forensic course in charge of the residency programme applies a variety of innovations in the learning process to develop the basic and special competencies of residents, namely, forensics, laboratory research, solving situational problems, protecting conclusions and autopsy results, training in the morgue.

The involvement of residents in the scientific work of the department has not been fully disclosed, since the residents are the first to recruit residents and they have studied for only 2 months, is non-systematic, carried out on the initiative of clinical mentors, the list of scientific directions and the list of scientific leaders is at the stage of discussion and agreement.

The experts received convincing data that the university is autonomous in making decisions in the development of an educational programme in terms of the elective component, the current and final assessment policy, including the choice of assessment methods (testing, oral questioning, clinical examination), selection and admission of residents (specialty exam), personnel policy in relation to teachers under the accredited educational programme, as well as the distribution of resources (classroom fund of clinical bases according to contracts).

The educational programme and the EMCD define the final learning outcomes in accordance with the state standard of education in residency.

The university has developed a Student Ethics Code, which residents are familiar with and work on the development and improvement of communication skills is carried out systematically and integrated into the work programme.

Practical health care takes an active part in the formation of optional components, in the development of the mission and goals of the educational programme, reviews and reviews of practical health care are collected.

##### **Standard 1 demonstrates compliance.**

##### **Strengths:**

- 1) A clear vision and strategic planning in postgraduate clinical education and an appropriate management structure.
- 2) Collaboration with practical health care to train residents through a mentoring system.

**Conclusions of the EEC on the criteria.** Out of 17 standards conform: completely - 9/2, significantly - 1/5, partially - 0, do not correspond - 0.

**Standard 1: completed**

**Recommendations for improvement identified during the external visit: None**

## **Standard 2: EDUCATIONAL PROGRAMMES**

Accredited specialty residency programme "Forensic-medical examination" is implemented in accordance with the State Compulsory Standards and Model Professional Curricula for Medical and Pharmaceutical Specialties dated July 31, 2015 (as amended by the order of the Ministry of Health of the Republic of Kazakhstan dated 02.21.No. ҚР DSM-12/2020) Chapter 2. Requirements for the content of residency study programmes with a focus on learning outcomes. For 2 months of the implementation of the educational programme, a lot of work was done to develop educational and methodological materials, organize a place for training residents, form the composition of the course and identify mentors. A model of residents' competencies was introduced in accordance with the State Educational Standard of Education in the specialty. The structure, content and duration of the programme are clearly defined. The mechanism for the development and approval of the residency programme is determined and regulated by the CEP.

The staff of the course has the necessary competencies for training, mentors represented by employees of clinical bases have not only professional experience, but also fully own pedagogical techniques, which expands the implementation of high-quality transfer of professional knowledge and skills. The teachers of the course use a variety of methods of active (business games, brainstorming, clinical analyzes, case studies, etc.) and traditional (oral analyzes, mini-lectures) training, according to which staff members are periodically trained within the university, less often in other organizations (Nazarbayev University, NJSC "MUK", etc.). The dean's office is trying to monitor this process and, through the School of Pedagogical Skills, train newly hired teachers.

Due to the availability of clinical bases for residents, they spend most of their study time in specialized departments, work with medical records, including automated health care systems. Residents are taught by mentors to work with the latter. When conducting interviews with residents, the experts were convinced that the organization of training and work is focused on the development of competencies, there is a sufficient number of thematic addresses and autopsies, time for theoretical analysis of complex topics and study of literature in modern databases. Clinical training is carried out in the conditions of accredited multidisciplinary clinics and highly specialized scientific centers in Almaty and the region.

In total, according to the accredited educational programme, there are 2 mentors from two clinical bases, which carry out their activities in accordance with the Regulation on mentors. No precedents of inequality, lack of ethics or other violations of a gender, cultural or religious nature have been established in the process of external assessment.

During the examination of the educational programme, it was found that not in full the scientific foundations and methodology of medical research, evidence-based medicine, also, residents are not fully involved in the scientific work of the departments, do not have clearly defined research topics.

Thus, the educational residency programme in the specialty 7R09134 "Forensic medical examination" demonstrates the integration between education and health care.

### **Strengths:**

1) There is a model for training residents through the integration of education and clinical training with a sustainable mentoring system.

2) Enhanced practical training of residents thanks to the relevant specialty of the program clinical bases with wide access to resources.

3) Professional and experienced teaching staff, ensuring high-quality implementation of the educational program.

4) An effective mentoring system.

**Conclusions of the EEC on the criteria.** Out of 31 standards conform: fully-21/6, significantly-1/3, partially-0, do not correspond - 0.

Standard 2: completed

**Recommendations for improvement identified during the external visit:**

1) To provide in the educational programs of training residents in the management of scientific research, and medical statistics, health care organizations in the form of a component of choice.

### **Standard 3: ASSESSMENTS OF TRAINEES**

KazNMU has developed and implemented a policy for assessing residents, which includes the principles and methods of assessment, which are reflected in the "Academic Policy of the University" (Order No. 195 of 08/28/2019), Regulations on the current monitoring of progress, intermediate and final certification of students of the NJSC KazNMU. Responsibility for the implementation of the policy for assessing the educational achievements of residents is borne by the faculty of departments, heads of departments (modules), the office of the registrar.

The assessment of the educational achievements of residents covers the assessment of key competencies, and the assessment tools themselves are developed by departments / modules - control questions, tasks in test form (MCQ tasks with several options for correct answers), a list of practical skills, situational tasks, clinical situations. Information about the point-rating system of assessment is posted on the website [www.kaznmu.kz](http://www.kaznmu.kz)...

As an additional method for assessing residents, the portfolio is used, which the experts got acquainted with at the departments supervising the residency programmes. Residents are engaged in research work, which must necessarily end with the publication of a scientific article or a report at scientific and practical conferences. The assessment of scientific work does not affect the overall assessment of the discipline.

The number of exams in each course is regulated by the Model Curriculum, which is an integral part of Order of the acting Minister of Health and Social Development of the Republic of Kazakhstan dated July 31, 2015 No. 647 "On approval of state compulsory standards and standard professional training programmes in medical and pharmaceutical specialties".

The possibility of an appeal based on the results of the interim and final certification of residents is determined in the "Academic policy for the 2019-2020 academic year."

Planning procedure, organization, monitoring and analysis of assessment methods in KazNMU ensures the reliability and validity of these methods. The development of new control and measuring instruments is carried out by teachers through the study of world experience in assessing knowledge in residency, then it is introduced at the department. At the same time, no examples of test validation were presented to the experts.

Thus, this standard is generally implemented at the university.

#### **Strengths:**

1) Eelectronic system "Sirius", which ensures transparency and speed of registration of the results of the assessment of residents.

2) A portfolio of residents has been introduced, which makes it possible to assess the development of additional competencies of a resident.

**Conclusions of the EEC on the criteria.** Out of 11 standards conform: fully - 5/4, significantly - 2/0, partially - 0, do not correspond - 0.

1) Develop quantitative indicators for the implementation and assessment of scientific work by residents.

### **Standard 4: TRAINEES**

The conditions for admitting residents are described in detail in the "Rules for admission to residency" for the corresponding academic year, based on regulatory legal acts.



The university has a selection committee. The Resident Consulting Service is represented by the selection committee, the dean's office, the staff of the registrar's office, DIT, library, curators. The procedure for conducting exams is presented, during which an examination committee is formed, which includes the most experienced, qualified university teachers with an academic degree. The number of residents is determined based on clinical training opportunities as well as the needs of practical health care.

KazNMU has introduced integrated training vertically and horizontally, as well as the continuity of the Medical Education Model based on the formation of 5 key competencies.

Ubiquitous communication of departments with health authorities is maintained. Employees of the departments take part in collegiums, conferences, meetings, meetings of specialized commissions of the Ministry of Health, the Republican State Enterprise at the REM "Republican Center for Health Development", conference calls with regional Health Departments, etc. They also take part in holding "Open Doors Days" at clinical sites, provide medical advice, curatorial (for regions) and methodological assistance. All of the above activities are used as results in the preparation of requests for the formation of the number of residents in a specific specialty.

The analysis of health care needs in specialists in a specific area of medicine is carried out annually (demographic and medical statistics, reports of regional health departments of the Republic of Kazakhstan).

KazNMU has developed a program of social support for students, in accordance with the Labor Code of the Republic of Kazakhstan, the Law on Trade Unions and the collective agreement, source: university funds (budgetary and extra-budgetary), funds of the workers' union, funds of the students' union and other sources (from the speech of the chairman of the KazNMU trade union Altynbekov S. A., 2019).

According to the Regulations on the provision of social assistance to students and teachers" (Order No. 10 of 09.12.2019), social assistance to students is assigned by the order of the rector by the decision of the Economic Council in the form of: one – time financial assistance, free accommodation in a University hostel (for orphans), discounts on tuition fees-for special categories of students.

The planning of educational conditions, assessment methods, and the educational process is based not only on regulatory documents, management decisions and teachers' suggestions, but also largely takes into account the opinions of residents. For this purpose, KazNMU introduced sociological surveys, questionnaires, including questions on the schedule, methods of teaching and assessment, training conditions in clinics, provision of methodological and information and communication materials, and relationships with teachers.

#### **Strengths:**

- 1) Training of residents is carried out in advanced clinical centers of the city of Almaty...
- 2) Transparent rules for admitting residency listeners.
- 3) Equipped center for simulation skills, allowing residents to master a full range of professional competencies.

**Conclusions of the EEC on the criteria.** Out of 30 standards conform: fully - 18/12, significantly - 0, partially - 0, do not correspond - 0

**Standard 4:** *completed*

**Recommendations for improvement identified during the external visit:** No

#### **Standard 5: TRAINERS**

KazNMU applies effective and open criteria for recruitment and appointment to teaching positions and guarantees equal employment opportunities consistent with legal requirements and any other selection criteria. The teachers of the department conduct the theoretical part of the lesson (contact hours - 3 hours for a loan), mentors-employees of the clinical base control the practical part of the resident's work - 22 hours for a loan).

The teaching staff is formed based on the needs for the effective implementation of educational programmes, as well as on the basis of the total volume of the study load.

The requirements of the personnel policy for the teaching staff and teachers who carry out training in the residency comply with the Charter and the policy of providing personnel resources of KazNMU, "Rules for the search, selection, admission and adaptation of employees of KazNMU" No. 10 of 09.12.2019.

The system of professional and pedagogical improvement of teaching staff of KazNMU includes the following divisions: the School of Pedagogical Excellence named after Kh. S. Nasybullina, the School of Public Health named after Kh. Dosmukhamedov, the Institute of Postgraduate Education, the Julia Draper Center for Communication Skills, the Human Resources Development Department, winter and summer schools organized by DAD, which contribute to the formation and development of the competence and potential of teaching staff.

Monitoring of the teacher's work and the achievement of the intermediate and final result of the educational programme of residency is carried out using systems of external and internal assessment. The internal assessment system is guaranteed and implemented through intra-department control. The system of external assessment, monitoring of the teacher's work and the achievement of the intermediate and final result of the educational programme for residency is carried out through the annual attestation of the teaching staff for all types of activities, including work on residency. The external evaluation system is carried out through the QMS standards.

**Strengths:**

1) The University provides equal opportunities for continuing professional development in their careers that are consistent and contribute to the achievement of mission and learning outcomes.

2) Clinical mentors recruited for teaching to residents from practical health care are required to have a medical qualification category and sufficient experience in the specialty. Part-time workers from practical health care, doctors involved in training residents have the highest category, they are deputy chief doctors, heads of departments and leading specialists.

**Conclusions of the EEC on the criteria.** Out of 7 standards conform: completely - 5/2, significantly - 0, partially - 0, do not correspond - 0.

**Standard 5: completed**

**Recommendations for improvement identified during the external visit:** Not.

**Standard 6: EDUCATIONAL RESOURCES**

The adequacy of the material and technical base, clinical bases, the number and profile of applicants and autopsies to ensure the clinical training of residents is provided by all structural divisions of the university involved in the implementation of the EP.

For the continuous improvement of the material and technical base, the University administration allocates the necessary funds from the university budget, which are spent on: major and current repairs, technical equipment for educational, scientific and information activities, the purchase of furniture and educational equipment, maintenance of engineering communications and building networks, and structures and registration of buildings and structures. The university pays great attention to the working conditions of employees. For this purpose, certification of workplaces for working conditions is carried out. Based on the results obtained, measures are planned and implemented to improve the working conditions of the university staff. In accordance with the allocated funds, the university renovates furniture, purchases hard and soft inventory, computer and office equipment, stationery, dummies,

The equipment of clinical bases contributes to the high-quality organization of the educational process and the provision of specialized and highly specialized inpatient and outpatient care to the population of the region. The classrooms are equipped with personal computers, multimedia installations, office equipment.

Clinical bases have sufficient specialized subdivisions, and the forensic medical examination course has a sufficient number of classrooms for conducting practical exercises of independent work of residents.

The construction of a unified information space of the university is implemented on the basis of modern information and telecommunications technologies and is provided by two important components: the technological base of the park of workstations united by a single telecommunications network of the university, and the corresponding electronic educational resources created both within the university and the Internet environment.

The university implements the program "Learning through Research", the purpose of which is to increase the level of training of future specialists in the University, as a single educational, scientific and industrial complex, by forming the basic research competencies necessary for future professional activity.

In order to develop the skills of an expert assessment of the educational programme for the residency of KazNMU, training of teachers, members of the CEP, directors of educational departments was carried out. The training was carried out on the basis of the School of Pedagogical Skills (SPS) named after Kh.S. Nasybullina, winter and summer Schools organized by the DEMW.

The possibility of training residents in other medical organizations is provided by agreements of KazNMU with Health Departments of 8 regions of the Republic of Kazakhstan and 16 agreements / memoranda with foreign universities and research centers in 27 countries of the world.

**Strengths:**

1) Constant work is underway to improve the IT technologies and infrastructure of the university.

2) To ensure the effective implementation and implementation of information and communication technologies in the educational process, structural units have been organized and modernized - the Department of Information Technologies, the Educational Department for Distance Education, the Department of Automation and Electronic Resources of the Scientific Library of the University.

3) Students have the opportunity to receive all educational and methodological literature in electronic form, both at the department and in the library.

**Conclusions of the EEC on the criteria.** Out of 21 standards conform: fully - 9/11, significantly - 1/0, partially - 0, do not correspond - 0

**Standard 6: completed**

**Recommendations for improvement identified during the external visit:** No.

**Standard 7: PROGRAMME EVALUATION**

Monitoring and evaluation of EP is carried out at all levels, a multi-level approach is used, including profiling / graduating and related departments, the profile Committee of the educational programme, DAD, the Academic Committee, the Senate.

On the course of forensic medical examination, there is a working group for the development and implementation of the EP of residency "Forensic medical examination", which has developed the EP, participates in the preparation of working curricula, syllabuses of disciplines, CIS, as well as analyzes the results of examinations, polls and questionnaires of residents, collecting proposals for improvement from the teaching staff and residents.

The process of improving the EP is implemented through a specialized CEP, which includes groups of experts on various issues of the educational process (monitoring of the educational process, development of educational programmes, development of CIS, interactive teaching methods, a group on language competence, publishing), based on the results of a survey of residents, teaching staff, employers.

Teachers and residents have the opportunity to participate in the assessment and subsequent improvement of the educational programme on a regular basis through various feedback channels. Feedback results are analyzed, discussed at meetings of departments, CEP, AC, Senate, published on the university website ([www.kaznmu.kz](http://www.kaznmu.kz)).

Based on the results of the feedback, an analysis of inconsistencies is carried out, the reasons for the inconsistencies that have arisen are determined, the need for corrective actions, corrections is

assessed and, if necessary, a corrective action plan is drawn up, and then the registration and analysis of the effectiveness and efficiency of the actions taken are carried out. The results of feedback and corrective actions are heard at meetings of the department, faculty councils, the AC and the Senate.

**Strengths:**

1) The university has developed a system for assessing educational programmes, which provides for the assessment of programmes at the stages of planning, implementation, analysis of results and implementation of changes, which allows monitoring the process of educational implementation and the progress of students.

2) External and internal evaluation of the educational program is carried out by leading specialists of the Republic of Kazakhstan in the field of Forensic medical examination.

3) The final certification of graduates takes place with the participation of independent examiners.

**Conclusions of the EEC on the criteria.** Meet out of 15 standards: fully-10/4, significantly-0/1, partially-0, do not meet - 0

**Standard 7: completed**

**Recommendations for improvement identified during the external visit:** None

**Стандарт 8: GOVERNANCE AND ADMINISTRATION**

The management of the educational program of the residency is carried out on the basis of the Academic Policy (By the decision of the Management Board, Protocol No. 5 of 28.08.2019). Coordination, control and monitoring of the implementation of residency programs in all licensed specialties is carried out by the Dean's Office of the Faculty of Internship and Residency under the supervision of the Vice – Rector for Academic Activities (Rector's Order No. 577 of 20.07.2018) for the educational process and the provost-for clinical activities.

The University has defined the overall strategy, main directions, priorities and objectives of the University's policy in the field of improving the quality of education in accordance with the mission, vision and strategic plan for the development of the University.

Transparency of the management of the EP is carried out by discussing the educational and methodological documentation for the residency program at the meetings of the departments/modules, CEP, AC of KazNMU and after receiving their positive conclusion, it is approved by the Vice-rector for Academic Activities. syllabuses and test tasks for the FSA program are placed in the Sirius AIS, which has been operating since 2016, which ensures the accessibility and transparency of the educational process.

Management of the educational process at the postgraduate level is carried out according to the organizational structure of KazNMU (approved by the Board of Directors No. 1 of 20.03.2019).

To handle financial issues in KazNMU, the position of the head of the DEF for economics and general issues was created, powers and responsibilities were determined. Under supervision are the following structures responsible for budget management, including residency programmes: Department of Economics and Finance, Department of Public Procurement and Analysis, IT Department, Construction Directorate.

The university budget is formed from several sources: the republican budget (state order for the training of university and postgraduate education personnel, advanced training of medical workers, the development of scientific research, transfers); local budget; provision of paid educational and other services

**Strengths:**

1) The introduction of AIS made it possible to significantly improve statistical accounting, streamline the internal structure and minimize the number of output documents, significantly reduce the time for structural analysis of the performance indicators of the university

2) Residents can be involved in the process of evaluating academic leadership by expressing their opinions and wishes at the end of the course of study or mastering a specific discipline, or by

questionnaires to identify opinions and take into account comments and suggestions of direct consumers.

**Conclusions of the EEC on the criteria.** Out of 15 standards conform: fully - 8/7, significantly - 0, partially - 0, do not correspond - 0

**Standard 8: completed**

**Recommendations for improvement identified during the external visit:** None

### **Standard 9: CONTINUOUS RENEWAL**

KazNMU, in order to continuously improve the postgraduate educational process in accordance with the best practice of world educational management, taking into account the needs of the practical health care of the Republic of Kazakhstan, which is in the stage of reforming, regularly initiates a review and updating of the process.

Based on the analysis of the documented review at all levels, resources are allocated and an action plan is determined to update the postgraduate educational process, improve management, update the goal of the strategic plan in terms of educational activities, structure and content, taking into account the needs of practical health care, ensure improved learning outcomes / competencies, learning environment programmes.

An important condition for the continuous improvement of the postgraduate educational process is the assessment of the quality of learning outcomes / competencies, assessment of knowledge and skills, the learning environment of the programme.

The processes of updating the educational programme for residency and improving the practice of its implementation take place taking into account the knowledge and skills gained by the teachers of the departments at training events (seminars, master classes, conferences).

The improvement of the teaching competencies of the teaching staff is carried out by the Course of Pedagogical Skills in full accordance with the developed author's "Model of KazNMU Teacher Competencies" (Certificate of state registration of rights to the copyright object No. 0064 dated January 13, 2016).

Based on the principles of andragogy, the Pedagogical Excellence Course conducts systematic training seminars on pedagogical competencies, grouped into 6 modules ("Effective teacher", "Expert in evaluating students / educational programmes", "Researcher / scientist", "Effective communicator", "Effective user of ICT", "Leader / Manager"), as well as integrated training seminars on the module "Teacher of medical education and science organizations", with a total volume of at least 36 academic hours (1 week) annually for at least 20% of staff from among the full-time teachers of the university ...

A convincing example of the process of continuous improvement of approaches to the implementation of educational programmes of residency is the active participation of stakeholders (primarily, representatives of employers) in the formation of an educational strategy that reflects the social responsibility of the university for the development of advanced innovative technologies in practical medicine and science, the use of the achievements of information and communication technologies, as well as improving public health.

The needs of the practical health care of the republic in specialists of our profile are regularly analyzed, in connection with these, the Faculty Council annually discusses the policy of selection of students, methods of selection and admission of students, taking into account the circumstances, needs for human resources, changes in basic medical education and the requirements of the curriculum.

#### **Strengths:**

- 1) Extensive collaboration with partners in the health sector.
- 2) Innovative structure of the University.
- 3) Continuous organizational, coordination and administrative work aimed at achieving the mission and goals

**Conclusions of the EEC on the criteria.** Out of 4 standards conform: completely - 8/7, significantly - 0, partially - 0, do not correspond - 0.

**Standard 9: completed**



***Recommendations for improvement identified during the external visit:*** None


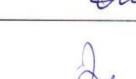
Thus, all 9 accreditation standards have been met, no inconsistencies in the fulfillment of the criteria of each of the basic accreditation standards in the process of analyzing the self-assessment report and conducting the examination as part of the tasks of the external expert evaluation programme were found.

**5. Recommendations for improving the educational residency programme by specialty "Forensic medical examination " of KazNMU:**

1. Provide in the educational programmes for training residents in the management of scientific research, and medical statistics, health care organization as a component of their choice.
2. Develop quantitative indicators for the implementation and evaluation of scientific work by residents.

### 7. Recommendation to the ECAQA Accreditation Board

The members of the EEC came to a unanimous decision to recommend to the Accreditation Council to accredit the educational programme of residency in the specialty 7R09134 “Forensic medical examination” for a period of 5 years

<b>Chairman</b>	Turgunov Ermek Meyramovich	
The foreign expert	Kashirskaya Natalia Yurievna	
Academic expert	Zhumalina Akmaral Kanashevna	
Academic expert	Ramazanova Raigul Mukhanbetovna	
Academic expert	Esengaraeva Saule Damirovna	
Academic expert	Beketova Bayan Beysengaliyevna	
Academic expert	Akhmetova Almira Kalikapasovna	
Academic expert	Urazova Saltanat Nurgozhaevna	
Academic expert	Kalieva Sholpan Sabataevna	
Academic expert	Zhanteliyeva Lyazzat Asanovna	
Academic expert	Madyarov Valentin Manarbekovich	
Academic expert	Sadieva Zhanar Zamankhanovna	
Academic expert	Lovinskaya Anna Vladimirovna	
Representative of practical health care	Zholdasbaeva Kyrmyzy Zhumabekovna	
Representative of practical health care	Nartpayeva Asel Tarasovna	
The representative of the residents	Bayashov Erdos Nuridinuly	
The representative of the residents	Tarasyukov Alexander Andreevich	
The observer ECAQA	Umarova Makpal Aldibekovna	

**Quality profile and external evaluation criteria (summary)  
Of educational programme in the specialty of residency  
7R09134 "Forensic medical examination" of KazNMU**

Standard	Criteria for evaluation  Number of standards = BS * / SU	Assessment			
		Totally corresponds	Significantly corresponds	Partially correspond	Does not correspond
1.	<b>MISSION AND END OUTCOMES</b> 17 = 10/7	9/2	1/5		
2.	<b>EDUCATIONAL PROGRAMME</b> 31 = 22/9	21/6	1/3		
3.	<b>ASSESSMENT OF TRAINEES</b> 11 = 7/4	5/4	2/0		
4.	<b>TRAINEES</b> 30 = 18/12	18/12	-		
5.	<b>TRAINERS</b> 7 = 5/2	5/2	-		
6.	<b>EDUCATIONAL RESOURCES</b> 21 = 10/11	9/11	1/0		
7.	<b>PROGRAMME EVALUATION</b> 15 = 10/5	10/4	-		
8.	<b>GOVERNANCE AND ADMINISTRATION</b> 15 = 8/7	8/7			
9.	<b>CONTINUOUS RENEWAL</b>	-			
	<b>Total: 147 = 90/57</b>	<b>85/47</b>	<b>5/10</b>		
		<b>147</b>			