CAR REGIONAL HEALTH RESEARCH CAPACITY ASSESSMENT REPORT

CORDILLERA ADMINISTRATIVE REGION

REGIONAL HEALTH RESEARCH CAPACITY ASSESSMENT REPORT

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PREPARED BY: STRUCTURE/ORGANIZATION MONITORING AND EVALUATION COMMITTEE

TABLE OF CONTENTS

ACRO	IYMS	ii
I.	Introduction and Objectives	1
Π.	Methodology and Activities Undertaken	1
III.	Findings and Observations	1
	A. Overall Findings and Observations	1
	B. Preparation and Utilization of Health Research Agenda	3
	C. Health Research Manpower, Facilities And Capacity-Building.	3
	D. Funding and Logistical Support for Health Research	4
	E. Development of Research Proposals and Conduct of health Res	earch studies .5
	F. Organization, Leadership and Management	5
	G. Information Dissemination and Utilization	6
	H. Ethics	6
IV.	Recommendations	7
Annex	A: Assessment Framework and Instruments	9
Annex	B: Conference Procedure and List of Participants	33
Annex	C: CAR Organizational Structure	37

ACRONYMS

CRHRDC Cordillera Region Health Research Development Council

COA Commission on Audit

DOST Department of Science and Technology

DOH Department of Health

HRC Health Research Consortium

NAST National Academy of Science and Technology

NUHRA National Unified Health Research Agenda

PCHRD Philippine Council for Health Research and Development

PNHRS Philippine National Health Research System

RHRDC Regional Health Research Development Councils

RICUP Research Information Communication Utilization Programme

RUHRA Regional Unified Health Research Agenda

SOME Structure/Organization Monitoring and Evaluation

I. Introduction and Objectives

The Cordillera Region Health Research and Development Committee (CRHRDC) was organized in March 25, 2008. A total of 10 of the leading academic institutions and agencies in CAR comprise the membership of the committee.

Since its organization in 2008, the committee has undertaken a number of activities including the formulation of the CRHRDC vision, mission and objectives and the conduct of a number of workshops and meetings designed to generate health research proposals to address the identified health research priorities.

This assessment is conducted to strengthen research and development in CAR. Specifically the assessment will identify critical issues and gaps in health research and development in the region and recommend measures that the health research consortium can use to improve the management and implementation of health research and development plans, programs and activities.

II. Methodology and Activities Undertaken

The assessment was carried out by the members of the SOME with administrative and logistical support from PCHRD. A member of the sub-committee on research management joined the SOME in some of the assessment meetings and sessions. The assessment team utilized the assessment framework and instruments developed by the SOME sub-committee for this purpose (see Annex A).

Two meetings were held as part of the assessment process. The first meeting was conducted on the morning of July 14 with health researchers and a meeting later in the afternoon with the members of the CRHRDC executive management committee in attendance. A list of participants is attached (Annex B).

III. Findings and Observations

A. Overall Findings and Observations

The Cordillera Region Health Research and Development Committee (CRHRDC) is one of the newly organized health research consortia in the country. As such, the CRHRDC is experiencing many of the problems faced by developing research organizations. A major issue that came out in the consultations is the lack of awareness of the health researchers with the RUHRA that was formulated in 2005. There was a growing consensus among those who participated in the consultation meeting with respect to the need to revisit and update the RUHRA.

The consortium has undertaken a series of activities designed to build capacity among the region's research manpower to develop proposals and carry out research studies. However, these capacity building activities were not specifically and clearly designed to address the priority research areas. The workshops are part of the consortium's efforts to generate research proposals under the region's regional research fund mechanism. This funding mechanism can be used to fund small-scale research projects. In effect, the consortium is focusing its efforts and resources on small research projects that do not address the key problems in the RUHRA, do not require multi-institutional and multidisciplinary participation and involvement. The researchers who were present during the consultation expressed strong interest to access the more substantial research funds at the national level. While sufficient funding is available and the region's researchers have the capacity to design and carry out research studies based on the region's health priorities, more needs to be done to make this happen. The lack of an organized and concerted effort to address the region's health research priorities is a serious gap that needs to be overcome.

The discussions also showed that despite the drafting of the consortium's vision, mission, goals and objectives, there was no concerted effort to conduct a comprehensive analysis of the problems and issues affecting health research and development and the formulation of a strategic plan to guide the CHRDC's growth and development.

A review of the organizational and management structure of CHRDC also showed some critical gaps particularly in the lack of a full-time person responsible for taking care of the day-to-day business of the organization. A number of the working sub-committees are not fully functional resulting in significant delays in the execution of planned activities and in the low utilization of funds from PCHRD.

Despite these shortcomings, the consortium possesses considerable resources in terms of manpower and facilities as some of the members are among the leading institutions of higher education in the country. The researchers who participated in the consultation meetings were highly motivated and expressed a strong desire to make a contribution to health research and development in the region.

The challenge to the consortium is how to harness these considerable human potential to more effectively address its major health problems through health research.

B. Preparation and Utilization of Health Research Agenda

 RUHRA (2006-2010) was developed in 2005 but many health researchers are not aware of its content, significance and application.

The health research agenda for CAR was developed in 2005. The priority research areas included among others the following: local health system; lifestyle related diseases; women and children in difficult circumstances; environmental health; and infectious diseases. In July of 2008, the CRHRDC organized a strategic planning workshop that also reviewed the health research agenda. Despite these efforts to focus attention on the health research priorities, some researchers who attended the consultation meeting with the SOME Committee were not aware of the RUHRA.

The researchers and the members of the CRHRDC executive committee could not cite instances or examples of application or utilization of the RUHRA document.

The health research agenda does not include a systematic analysis of the identified priority needs

A quick review of the RUHRA document shows that while there was an attempt to identify specific research questions the priority areas for research as listed in the RUHRA do not provide a comprehensive epidemiological, social, economic and policy-related description of the research issues involved. Such gap in the analysis of the research issues makes it difficult for interested institutions and researchers to position their role and contribution to the research and development effort. The lack of information also creates problems in designing research studies and in preparing research proposals.

The research agenda document also does not discuss how it can be utilized and how the information it provides can be translated into an instrument for capacity-building, systems development and resource generation

C. Health Research Manpower, Facilities And Capacity-Building

 Researchers and governing board are confident that CAR has the capacity to undertake research and development activities. The presence of leading academic institutions in the CRHRDC strongly support the claim of the health researchers and the executive committee that CAR possesses the capacity needed to undertake health research activities based on the identified health research priorities.

This confidence however needs to be further validated and confirmed after a more comprehensive assessment of the facility and manpower capacities of CAR as compared to the requirements in the RUHRA

The CRHRDC has proposed some training activities for 2009 but the consortium does not have a long-term capacity building plan.

The committee conducted two workshops in 2008 designed to generate research proposals. It also proposed additional training courses on research design and proposal development for 2009. However, the consortium does not have a capacity building plan that would guide development of the region's manpower and facilities. There is also no assessment of its existing capacities that would serve as the basis for long term capacity building.

D. Funding and Logistical Support for Health Research

While some member institutions provide limited funds for their researchers, the consortium is totally dependent on PCHRD for its operations and research activities. For the 2008-2009 the consortium received 490,700 pesos from PCHRD to fund its operations.

During the consultation, the health researchers cited instances where they were able to access research funds from their academic institutions. Based on the available records, the committee is dependent solely on the regional research funds of PCHRD to finance its operations and research activities.

The CRHRDC does not have an estimate of the total amount of funds needed to finance research projects based on the RUHRA. Consequently it also does not have a resource mobilization plan to generate the necessary resources.

E. Development of Research Proposals and Conduct of health Research studies

A workshop on research design and methodology was conducted in Nov. 2008. The workshop was attended by 35 participants and was designed to develop the skills in preparing research proposals. This activity is also meant to take advantage of the funds available under the regional research fund mechanism. Under this funding scheme, the committee can approve funding support to research proposals below 100,000 pesos. Despite these efforts, the consortium has yet to fund a research proposal that address the region's priority problems.

During the consultation meeting, a member of the PNHRS Research Management Committee presented the process of accessing PNHRS funds at the local level. The researchers expressed strong interest to access the PNHRS funds. This interest was further enhanced when a member of the SOME Committee shared the difficulties of the other regions in effectively utilizing the regional research fun.

F. Organization, Leadership and Management

 The organizational structure of CRHRDC is composed of an executive committee, four working sub-committees and a secretariat.

The health research committee of CAR has an executive committee that is responsible for setting directions and approval of policies, plans and budgets. The board is chaired by the regional director of the DOH-CHD. Four working subcommittees (please see Annex C) are responsible for carrying out the consortium's plans, programs and activities. A staff assigned by the DOST regional office serves as the secretariat of the committee.

No provision in the organizational structure for the day to day management tasks and responsibilities.

A review of the organizational structure shows that there is no one responsible for the day-to-day management of the activities of the committee. The Executive Committee does not meet often enough to carry out the required management tasks. To a certain extent the secretariat carries some of the management burden particularly in coordinating the work of the different working sub-committees. But there is danger of work overload as the staff assigned to the secretariat is also doing full-time work at the DOST.

 The CRHRDC has an operational plan for 2009 and a three year development plan but the consortium does not have a strategic plan to guide its long-term growth and development.

The consortium was able to formulate an operational plan for the period October 1, 2008 to September 30, 2009. The plan includes among others workshops and short-term training courses on research design and proposal development. The proposal also includes a training course on ethics and ethical issues. This is intended to activate the region's ethics sub-committee. There is also a planned activity to train the consortium on the use an application of the HERDIN database system.

While these activities are needed and will undoubtedly help the capacity of the consortium to undertake health research projects, the absence of a strategic plan that will serve as its blueprint for long-term growth and development is a major shortcoming that the consortium needs to overcome.

 Not all sub-committees are fully functional and there were significant delays in the implementation of the development and operational plans

While the research and development and capacity building sub-committees are actively involved in the generation and review of research proposals and in the conduct of training workshops for health researchers, these activities are too far-in-between resulting in delays in plan execution and implementation.

G. Information Dissemination and Utilization

CRHRDC does not have a research database management system. The consortium has included a planned activity in 2009 to organize a training course to have the HERDIN system in place. However, the activity has yet to be conducted.

The consortium also does not yet have a system in place to ensure wide dissemination and utilization of the results of research studies.

H. Ethics

The consortium has a trained and functional ethics committee.

IV. Recommendations

Cordillera Region Health Research and Development Committee (CRHRDC):

 Review, updating and elaboration of the RUHRA and provide more opportunities for the researchers to design and carry out studies that have multidisciplinary and multiinstitutional involvement

The committee is encouraged to revisit the research agenda and update its content and render it more relevant. The revision should include a systematic analysis of the research priorities and describe them along epidemiological, social, political and economic lines.

The revision should also include very specific recommendations and guidelines on how the agenda can be applied and put to use. An important application is the active engagement of health researchers to focus on the region's top priorities and prepare proposals that address the research issues in a comprehensive and strategic manner. The proposed projects should involve different disciplines and different institutions and need not necessarily be limited to the regional research fund.

Based on the updated RUHRA and a comprehensive assessment of the major issues and factors affecting health research and development, formulate a R and D strategic plan

The SOME recommends that the CRHRDC formulate a 5-year strategic plan. It is also recommended that the plan be based on the updated RUHRA. An assessment of the research manpower and facilities of the region needs to be conducted and the results used to develop a capacity building component of the strategic plan. A resource mobilization component also needs to be incorporated into the strategic plan based on the estimated costs of the priority research projects and the potential funding sources.

3. Strengthening of CHRDC organizational and management structure

In order to ensure that the decisions and approved programs and activities of the consortium are carried out, a full-time manager or administrator needs to be designated or appointed. Because it may take time to carry out this recommendation, it is suggested that a member of the Advisory Committee be designated as acting executive director or manager to fill-up and bridge this organizational gap.

The funding support from PCHRD can be initially utilized to support the cost of hiring this staff. Ultimately however, the committee needs to assume full responsibility for this item particularly when it is able to generate its own resources.

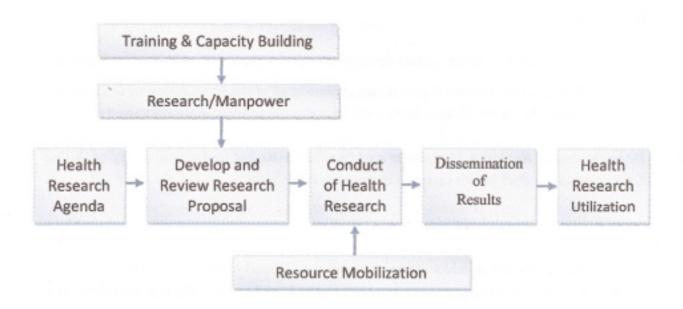
Annex A: Assessment Framework and Instruments

Framework for Developing Regional Capacity for Health Research

Under the PNHRS, the regions play an important role in undertaking health research activities to respond to the country's health needs and problems. Over the years, regional research activities were undertaken under the management and leadership of the Regional Health Research Development Councils (RHRDC). A recent evaluation of the RHRDC showed a wide variation in the performance of the 16 RHRDCs all over the country. The evaluation also recommended a number of strategies and approaches in order to improve the performance of regional capability to carry out and manage health research activities.

In line with this recommendation and in recognition of the strategic importance of the regions in supporting the PNHRS, the following framework is proposed to guide the PNHRS in strengthening regional capability to perform health research activities.

The framework consists of the different critical components of a research development program and a set of questions that identify key issues and problems as well as opportunities for strengthening the program.



Framework for Building Regional Health Research Capability

 Preparation and Utilization Health Research Agenda: The health research agenda is a list of priority research areas in the region.

Some suggested principles and standards in the de3velopment of the regional research agenda:

- The research agenda should be based on local/national health problems
- There should be local evidence to support the research agenda
- The process of identifying the research priorities should be highly consultative and participative

A. Content

- In 1998, was there a well-defined health research agenda for the region?
- 2. If yes, what was the basis for the identified research priorities? Is there evidence to support the priority research areas? Does the agenda respond to the health problems from a local as well as national perspective?
- 3. If no, what constrained the region from having one? What were the key problems and issues that prevented the region from developing an evidence-based regional agenda for health research?

B. Process

- 1. How was the research agenda developed? Who were involved in its development?
- 2. What were the problems and issues encountered in the formulation of the research agenda? What could have been done to make the process more effective?
- II. Development of Research Manpower and Facilities: Refers to the availability of skilled manpower to conduct health research in the region.

Some suggested principles/standards:

- Number should be adequate to carry out the planned research activities
- There should be expertise in research methods and in the technical areas based on the priority list

- 1. Is there adequate research manpower (experts in research design and methodology and experts in specific content areas as defined by the health research agenda) in the region to carry out the region's health research plan?
- 2. If no, what is being done to address the lack of manpower? Is there a training program in place? Does the region possess the capacity to develop the skills of local researchers? What constraints are being encountered in the area of training and capacity-building?
- 3. Are there opportunities (institutions or individuals) that can be tapped to strengthen existing health research manpower?
- 4. What kind of support does the region expect from the national level to help develop the skills of local researchers?
- III. Resource Mobilization: Refers to the capacity of the region to mobilize funds and other resources for health research.
 - 1. Are there enough funds to carry out the planned research activities?
 - 2. If no, what are the constraints in mobilizing resources for research?
 - 3. Are there potential funding sources within the region that can be tapped for health research?
 - 4. What kind of support the region will need from the national level to develop regional capability to mobilize resources for health research?
- IV. Development and Review of Research Proposals: Refers to the capacity of the region to appraise submitted research proposals for content, design, and methodology
 - In 2008, what is the quality of research proposals submitted in terms of content, design, and methodology?
 - 2. Are the specific content areas as defined by the health research agenda?
 - 3. If no, what were the reasons why?
- V. Conduct of Research Studies: Refers to the research output of the region both in terms of quantity and quality.
 - 1. In 2008, were the planned research studies conducted?
 - 2. If no, what were the reasons why?

- 3. Were the researches that were conducted of good quality?
- 4. If no, why? What can be done to improve the quality of health research in the region? What kind of support the region will need from national levels to make this happen?

VI. Research Dissemination

- 1. Were the researches that were conducted in 2008 disseminated? How?
- 2. If no proper dissemination was done, what were the constraints? Were the completed researches published?
- 3. Are there opportunities that can improve research dissemination in the future?

VII. Research Utilization

- 1. Were the research results utilized? How
- 2. If no, why? What were the constraints? What can be done to help improve the utilization of the research results?

VIII. Leadership and Management

- Is the current composition of the governing council in the region adequate?
- If no, what are the reasons why?
- 3. Is there a strategic plan in place for health research and development in the region? If none, why? What kind of assistance will the region need to make this happen?

CAR - Guide Questions for Review of Documents

1. Guidelines for Research Agenda 1.1. Is the research agenda evidenced based? Yes No No Remarks: 1.2. Does the research agenda cover the following? 1.2.1. Epidemiological Yes No No Sociological 1.2.2. Yes 1.2.3. Economic No No Yes X No 1.2.4. Policy Yes Remarks: The RURHA contained background information on some basic health indicators

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.2 Does t	he research agenda c	over the fol	lowing?		
4.2.1	Epidemiological	☐ Yes	⊠ No		
4.2.2	Sociological	Yes	⊠ No		
4.2.3	Economic	Yes Yes	⊠ No		
4.2.4	Policy	Yes Yes	⊠ No		
Remar	ks:				
3 Does t	he agenda contain th	e recommer	ndations and ste	eps to ensure its utilization?	
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	5.2.2	Indicators	Yes	⊠ No	
	5.2.3	Strategies	Yes	⊠ No	
	5.2.4	Activities	Yes	☐ No	
	5.2.5	Budget	Yes	☐ No	
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CAR - Guide Questions for Health Researchers

1.	Formulation of Health Research Agenda
	1.1. Are you aware of the existence of a regional and national health research agenda? ☐ Yes ☑ No
	1.2. Have you seen or do you have a copy of these documents? ☐ Yes No
	Remarks:
	1.3. Were you able to participate in the discussions leading to the formulation of the NUHRA/ RUHRA?
	☐ Yes
	1.4. Were you able to participate in a forum where the Regional Health Research Agenda was discussed?
	☐ Yes No
	1.5. Are you aware whether or not the Regional Health Research Agenda was used in the following?
	1.5.1. Capacity building plan Yes No
	1.5.2. Resource mobilization plan Yes No
	1.5.3. Advocacy tool Yes No

2.	Adequacy of Health Researchers, Research Facilities and Existence of Capacity Building Plan
	2.1 Are there enough skilled researchers in the region to undertake health research based on the identified health research priorities?
	⊠ Yes □ No
	2.1.1 If No, why?
	2.2 Are there health research facilities in the region where research are conducted based on the identified health research priorities?
	∑ Yes □ No
	2.2.1 If No, why?
	2.3 What needs to be done to strengthen health research manpower in terms of number and skills?
	More training on research development

	☐ Yes No
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A	
\d	equacy of Funding and Logistical Support for Health Research
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2.	Are these funds sufficient given what you need? Yes No
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3 Have you received funding support from the R		
3.3.1 If no, why?		
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4 Under PCHRD fund, there is a ceiling of PhP 1 adequate? ☐ Yes ☑ No	100,000 per propo	sal. Do you think this i
3.4.1 If not, do you have any recommendatio effective?	ns to make this fu	nding mechanism more
Increase the ceiling amount for RHRDC fundi	ng beyond P100,0	<u> </u>
Increase the ceiling amount for RHRDC fundi	ng beyond P100,0	<u>000</u>
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	☐ Yes	⊠ No		-	hetreseguidhistr	
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5.1.1	If yes, ho	w do you di	sseminate the	results of the	study?	
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CAR - Guide Questions for Council Members

1.1. Is there a well-defined health research agenda for the region? Yes No
1.2. How was the research agenda developed?
A group was commissioned to lead the development of the CHRDC agenda. Consultations with stakeholders were conducted.
1.3. Was the research agenda utilized? ☐ Yes ☒ No
1.3.1. How was it utilized?
Manager Parker and Consider Delling Discourse
Manpower, Facilities and Capacity Building Plan
2.1 Do you have an inventory of health research manpower and research facilities based on your identified research needs?
☐ Yes ☐ No ☐ Don't Know
2.2 Is there adequate research human resource in the region to carry out the region's health research plan?
Yes Don't Know

2.

1.

	2.2.1 In research design and methodology? Yes I Don't Know
	2.2.2 In specific content areas as defined by the health research agenda?
	☐ Yes ☐ No ☒ Don't Know
	2.2.3 If no, what was the region's response to the lack of human resource?
:	
2.3	Do you have a plan to develop your health research manpower based on the needs of the region? Yes Don't Know
	Remarks:
	Through a 1 year plan containing proposals for training on research proposal development and research methods.
2.4	Based on your requirement, does the region possess the capacity to develop skills of local researchers?
	Yes Don't Know
	2.4.1 If yes, please cite the training programs [consider also offerings at member institutions]
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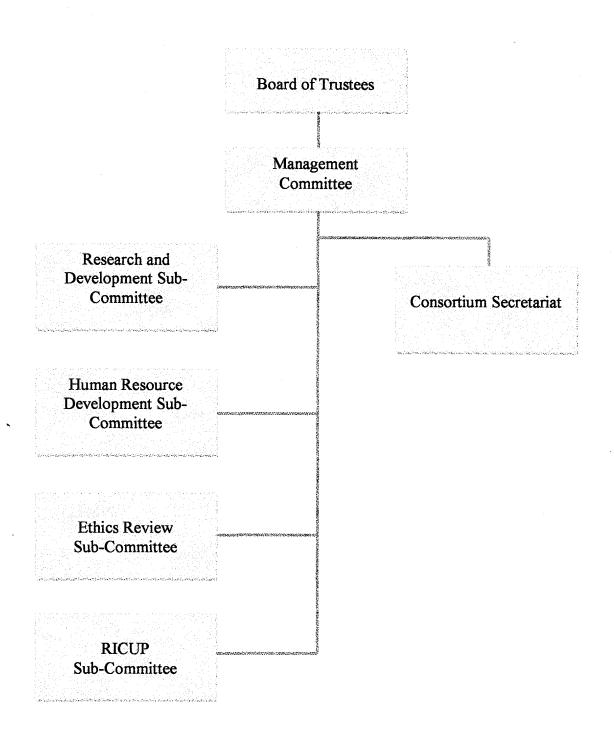
	Refers to the capacity of the region to mobilize funds and other resources for health research
	3.1 Do you know how much is your funding requirement for your priority research needs? Yes No
	3.2 Are there enough funds to carry out the planned research activities? Yes No
	3.3 Has an annual work plan and budget been proposed?
	\boxtimes Yes, when was it prepared? <u>2008</u> \square No
	3.4 What kind of support does the region expect from the national, regional, and international levels to develop regional capability to mobilize resources for health research?
	Technical assistance and funding
4.	
4.	Development, Approval and Conduct of Research Studies:
4.	Development, Approval and Conduct of Research Studies: 4.1 In 2008, how many proposals were produced by the consortium?
4.	4.1 In 2008, how many proposals were produced by the
4.	 4.1 In 2008, how many proposals were produced by the consortium? 4.2 In 2008, how many proposals were reviewed in terms of ethics, methodology, content
4.	 4.1 In 2008, how many proposals were produced by the consortium? 4.2 In 2008, how many proposals were reviewed in terms of ethics, methodology, content and utilization?

4.5 Were the prop	osals parts	of the NUHRA/RU	established system for dissemination of research results?		
4.6 If the research reasons?	es were no	t implemented or n	ot part of NUHR	A/RUHRA	A, what were the
5. Research Disse	eminatio	n and Utilization	n		
5.1. Does the co	nsortium h	ave an established	system for dissen	nination of	f research results?
☐ Yes	No No	Don't Know			
5.2. Were the res	searches th	at were conducted/	completed in 200	8 dissemi	nated?
☐ Yes	☐ No	Don't Know	Not applica	ble	
5.3. Were the re-	search resu	lts disseminated to	the relevant stak	eholders?	
☐ Yes	☐ No	Don't Know	Not applica	ble	
5.4. How were	the results	disseminated?			
Published	l in peer-re	viewed journals:		t och han den de för fyrir den en och en den bolden den de	
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Public Pro	esentations	•			
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☐ Web-base	d media:		
Do member of researche		ntegrate in their research forums d	lissemination of the result
Yes	□ No [Don't Know	
What were t	he facilitatir	g factors to research dissemination	n?
What were t	he barriers t	research dissemination?	
The control of the co	ourse, and a second of the second of the second		
Is there an e	xisting datab	ase of research studies conducted	in the region?
☐ Yes	None None	☐ Don't Know	
Remarks:	or health re.	earches from CAR is currently in .	the planning stages

6. Leadership and Management

6.1. Describe/draw the organizational structure of the governing council:



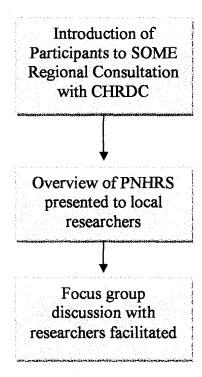
None. No manager is taking care of the day-to-day operational concerns of CCHR									
f ·		ome of the administrative responsibiliti							
Which of the following	ng subcommittees are	functional? Check appropriate boxes.							
R&D	☐ Functional	NOT Functional							
Ethics	☐ Functional	NOT Functional							
HRD		☐ NOT Functional							
RICUP	☐ Functional	NOT Functional							
Management		☐ NOT Functional							
400	Functional	☐ NOT Functional							
	Functional	NOT Functional							
Define the roles and r		members of the governing council:							
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Annex B: Conference Procedure and List of Participants

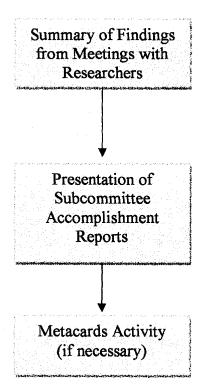
I. ASSESSMENT TEAM AND TECHNICAL STAFF

Name	Designation/Institution
Dr. Joe Rodriguez	SOME Committee member
Dr. Antonio Ligsay	Research Agenda Committee member
Ms. Remedios Birondo	Committee on Science & Technology – House of Representatives
Ms. Merlita Opeña	PCHRD
Mr. Mark Joseph Tano	PCHRD

II. FLOWCHART OF ACTIVITIES: MEETING WITH RESEARCHERS FROM CHRDC



III. FLOWCHART OF ACTIVITIES: MEETING WITH MEMBERS OF CHRDC



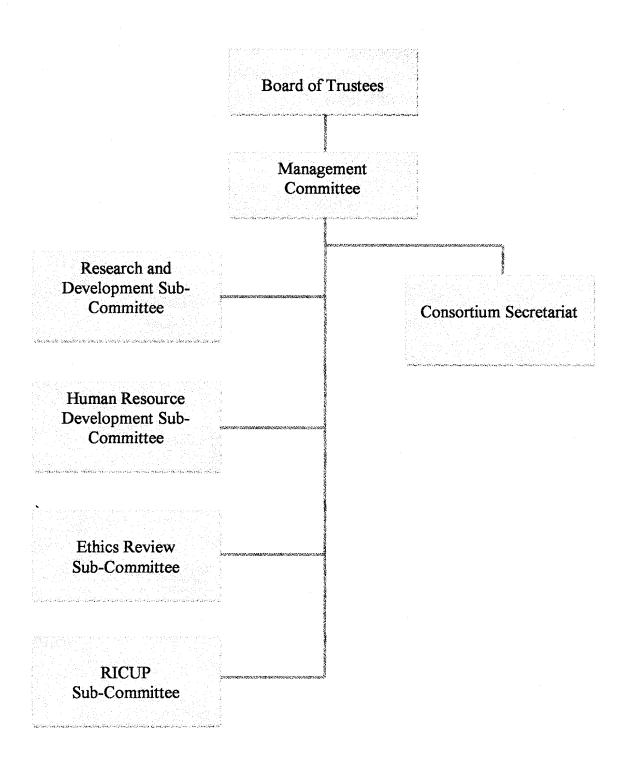
IV. ATTENDANCE SHEET WITH RESEARCHERS

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V. ATTENDANCE SHEET WITH CONSORTIUM MEMBERS

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Annex C: CAR Organizational Structure



ORGANIZATIONAL FUNCTIONS (CAR):

Board of Trustees

- 1. Provides central direction, leadership, and coordination of all health R & D activities in the region;
- 2. Establish policies and guidelines, in consultation with stakeholders in the identification of priority health R &D programs and projects in the region;
- 3. Review and approve health research programs and related activities of the consortium;
- 4. Oversee the overall implementation, monitoring and evaluation or programs;
- 5. Ensure resource generation and mobilization; and
- 6. Develop awards and incentives system.

Management Committee

- 1. Assist the Board of Trustees in the conceptualization, planning, and implementation of the various programs/projects and related activities of the CHRDC;
- 2. Promote the development of research capacity and linkages on health R & D
- 3. Establish monitoring and evaluation mechanism to ensure long-term sustainability of the Consortium; and
- 4. Conduct periodic review of health research and development programs and recommends the same to the Board of Trustees.

Sub-Committee on Research and Development

- 1. Identify research programs and projects in accordance with the National Unified Health Research Agenda (NUHRA) and regional health agenda;
- 2. Evaluate research proposals and provide technical assistance in the development and actual implementation of health research and development projects; and
- 3. Monitor and evaluate the implementation of approved health research projects

Sub-Committee on Ethics

- 1. Develop consortium's guidelines on ethical standards and practices in health research;
- 2. Facilitate the institutionalization of ethics review committees in health research organizations in CAR;

- 3. Provide training and advocacy activities on bio-ethics for members of institutional ethics review bodies;
- 4. Review proposals as to compliance of ethical standards; and
- 5. Monitor compliance to ethical and other standards of on-going projects.

Sub-Committee on Research Information, Communication, and Utilization

- 1. Develop mechanism to facilitate dissemination and utilization of research information to various target clients;
- 2. Collect and package research information for database development; and
- 3. Collaborate with government, private sector, and non-government organizations for the use of health research results into policies, actions, products, and services.

Sub-Committee on Human Resource Development

- 1. Assess the human resource requirements for health research of the institutions within CAR;
- 2. Develop a comprehensive health research human resource development plan and monitor its implementation; and
- 3. Establish a sustainable mechanism for sharing of resources and exchange of expertise and information.