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NHS Wales Staff Perception of Global Citizenship: Scoping Report



August 2015



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NHS Wales Staff Perception of Global Citizenship *Scoping Report*

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Purpose and Summary of Document

The International Health Coordination Centre (IHCC) is exploring the development of a Global Citizenship resource/training through scoping of NHS Wales staff perception of Global Citizenship and its relevance to their role. The results should inform future activity in the area.

Work Plan reference

Welsh Government, 2012. Health within and beyond Welsh borders: An enabling framework for international health engagement (Welsh Health Workers as Global Citizens area).

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BACKGROUND

The IHCC was borne from the Welsh Government document 'Health within and beyond Welsh Borders: An enabling framework for international health engagement', published in June 2012 (full report [online](#)). The framework seeks to set an agenda and approach to coordinate and strengthen action in the field of international health within the Welsh NHS and wider health community.

The Framework document has four key action areas:

1. NHS Wales will be empowered to be global citizens;
2. Our international health links will be strengthened;
3. Wales will have a higher international profile that promotes and reflects our expertise and values; and
4. We will have the knowledge and intelligence to benchmark and compare our health against a range of international indicators.

The first action aims to promote the concept of global citizenship and global social responsibility to health professionals in Wales.

A resource/training in this area would increase awareness of the value of engaging internationally and highlight the good practice and standard of work taking place in Wales. It could also act as a platform for those interested in international health partnerships to find out more.

The International Health Coordination Centre has explored the development of such a resource through a scoping questionnaire sent to NHS Wales staff to assess the perception of Global Citizenship and its relevance to their role.

PURPOSE AND METHODOLOGY

The purpose of the scoping exercise was to gather staff opinion and interest in international issues (i.e. health of those outside of the UK) and to determine the interest in and appropriateness of a Global Citizenship course/training.

Target audience

A short online scoping questionnaire was circulated to each NHS Health Board and Trust. The participating organisations are listed in table 1. All organisations responded and each organisation invited had at least one participant response.

Table 1. List of NHS Wales' organisations asked to participate in the Global Citizenship scoping questionnaire

1. Abertawe Bro Morgannwg University Health Board	2. Hywel Dda University Health Board
3. Aneurin Bevan University Health Board	4. Powys Teaching Health Board
5. Betsi Cadwaladr University Health Board	6. Public Health Wales NHS Trust
7. Cardiff and Vale University Health Board	8. Velindre NHS Trust
9. Cwm Taf University Health Board	10. Welsh Ambulance Service

Advertising/promotion of the questionnaire across the NHS included news items on the health board intranet, twitter and e-bulletins, such as the IHCC e-bulletin and the Wales for Africa Health Links Network e-bulletin.

Before participants completed the survey, they had the opportunity to read a fact sheet outlining basic information on Global Citizenship (see appendix A).

Questionnaire structure

Each question consisted of open and closed section, enabling participants to elaborate where they felt appropriate. Participants had four weeks to complete the questionnaire.

RESULTS

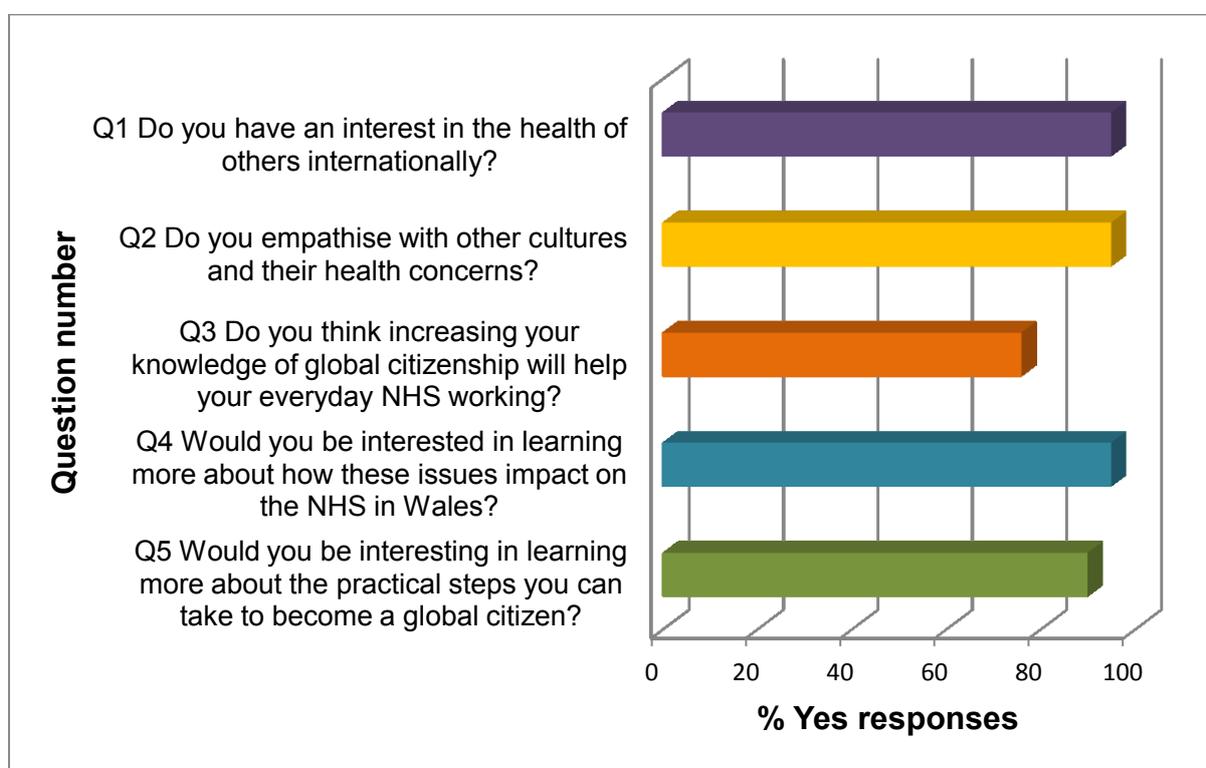
The Global Citizenship scoping questionnaire generated 81 responses over the four week period. Participants represented a wide range of staff groups across the NHS, including Planning and Estates, Corporate, Physiotherapy, Cardio respiratory, Pharmacy, Microbiology, Urology and Occupational Health.

Full answers are listed in Appendix B. Summary results are presented below.

I. Interest in international issues, global health and responsibility

Participants indicated they had a strong interest in the health of those living in other countries. The answers also indicated high level of empathy and responsibility to the health issues of those from other nations and its link to the NHS - 95% positive response rate (Figure 1).

Figure 1. Participants' 'responses to Questions 1 to 5



A number of staff took the opportunity to express in more detail their interest in the health of others internationally.

Participants' quotes:

"Since studying Public Health I have a huge appreciation for the differences in health priorities and health outcomes in different parts of the world and what influences these."

"I am particularly interested in how & where end of life care is delivered in other nations and the use of Shared Decision making in health."

"Mobility has enhanced accessibility and thus interconnectedness. The world has become a village and a holistic comprehension is now paramount to achieve any substantial health gain."

Only one respondent replied negatively, expressing an arguably polarised view throughout the questionnaire, which of itself might support the need for global citizenship training. The participant indicated the following when asked about the health of those from other cultures - quote:

"Most come to UK anyway!"

Participants also related to their personal experiences and practice, such as issues with Female Genital Mutilation and working overseas in Emergency Humanitarian Response situations.

Participants' quotes:

"Particularly when they are suffering extreme inequalities and how this can impact on health in other countries."

"As beneficiaries of what I still consider to be an excellent NHS, I am very mindful of the inequities which exist in other nations where healthcare is far less accessible, equitable or for some even non-existent."

"Health has to be understood through cultural, socio-economic and geographical terms. Better health outcomes require deliberate comprehension of the wider determinants of health."

"We are from such a resource rich country; I think we lose perspective at times. This type of training may serve to refocus our efforts."

II. Relevance of Global Citizenship to health practice

When participants were asked if they felt global citizenship training would be relevant to their work, a high number of responses were received. Due to the length and breadth of the answers, a selection is shown in table 2 to highlight the key themes. The full range of comments can be seen in Appendix B.

Table 2. Thematic summary of responses to question 3 ‘Do you think increasing your knowledge of global citizenship will help your everyday NHS working?’

Thematic areas	Sample quote	No. of answers
Greater support of NHS	<i>“When I work in the developing world, I realise what a great and noble organisation is the NHS, despite all of its problems and criticisms.”</i>	3
Understanding of other cultures and other health systems	<i>“The NHS delivers services to individuals from diverse cultural backgrounds. Increasing knowledge in relation to global citizenship will be helpful to navigate the cultural complexities sometimes encountered in every day work, and will also be a good starting point to help develop thinking in NHS staff who wish to be involved in supporting international health partnerships (at individual practitioner and service/strategic levels).”</i>	32
Capitalise on mutual shared learning	<i>“I would like to have a better overview of Global Health and the issues in particular countries and their possible relations to Wales or Britain. Also would like to know what can be done to improve health of other nations, how to allocate available resources right in order to eliminate certain health related issues. It would certainly provide more knowledge that could be applied into practice if needed.”</i>	11
Highlight opportunities for staff	<i>“I think that comparative analysis of different systems allows one to propose different solutions and models, although GC is more a means of encouraging comparative healthcare studies rather than a vehicle to deliver it.”</i>	2
Corporate social responsibility	<i>“Keen to develop the corporate social responsibility of the organisation and for individuals in light of the Government of Wales Act and the sustainability agenda facing all public services. Cwm Taf has recently been awarded university health board status and we are keen to develop international relationships that benefit both parties.”</i>	1
Learning about international connections	<i>“It would enhance my personal perspective of health in Wales. I would be interested in sharing my learning of global citizenship with colleagues so that we could learn from other countries/systems. It would enhance my motivation to focus my efforts to address local health equalities.”</i>	4
Environment	<i>“I work with international students. Nurses in their home countries who have come here to study post-gradually and would like to be more informed about</i>	1

	<i>their situations. I prepare mentors of nursing students, our mentors are registered nurses who have been recruited nationally in past years, I'd like to understand their issues about moving so far from their home countries. Environmentally I am concerned about meat and animal product consumption and from a public health point of view wonder if as nurses we can impact that in any way. My only problem is I can't fit this in this year, but would like to be considered for this development opportunity in 2016 (if there is a list to join)."</i>	
More learning required	<i>"Do unto others they have no respect for us or our culture."</i>	3
Total		57

III. Continued Professional Development

The questionnaire had a section focused on Continued Professional Development (CPD). Most responses were positive, with participants indicating a strong interest in continuing their learning.

Participants' quotes:

"Increase my understanding of other cultures and enable me to give better care."

"This would also help with my work in producing educational materials."

"I would love to!"

The majority of the participants (90%) indicated that they would like to take more practical steps in enhancing their learning in the field of Global Citizenship. When asked what form of learning participants would prefer, most of them indicated that they would favour a combination of online and workshop sessions as long as distance and time were taken into account.

Participants' quotes:

"Any is fine, but needs to reflect geographic coverage and travel requirements."

"Please bear in mind the location of any workshop sessions - North Wales to Cardiff is a long journey and would involve an overnight stay for any participants!"

A number of participants expressed concerns with the use of online only courses, stating:

"Only concern with online courses is finding the time to actually sit down and do them rather than other work priorities. If you are booked to attend a course, it is less easy for other work to get in the way."

“I think online learning would be great for understanding and workshops could compliment these by allowing discussion.”

Others had strong views that online only would be the most appropriate tool:

“Online would be the only acceptable approach. I would not release staff to undertake workshop/seminar learning at this time. Online is acceptable. However it is not a priority and I sense other training is more important at this time.”

“Online would be preferable given travel time and costs”

Participants expressed interest in the possibility of a secondment to a different health setting, and the establishment of a network of interested parties.

Respondents who had a strong interest in Global Citizenship were asked to leave their details and were added to a mailing list. 67 participants asked to be informed (table 4).

Table 4. Participants who wished to be contacted in the future

Health Board / Trust	N of respondents
Cardiff and Vale University Health Board	2
Betsi Cadwaladr University Health Board	5
Abertawe Bro Morgannwg University Health Board	3
Aneurin Bevan University Health Board	8
Cwm Taf University Health Board	7
Hywel Dda University Health Board	13
Public Health Wales NHS Trust	11
Powys Teaching Health Board	9
Welsh Ambulance Service Trust	7
Velindre NHS Trust	1
Other (NHS Wales)	1
Total	67

DISCUSSION

The scoping questionnaire had a high response rate and respondents represented a wide range of staff groups across the NHS including: Planning and Estates, Corporate, Physiotherapy, Cardio respiratory, Pharmacy, Microbiology, Urology and Occupational Health.

Participants clearly demonstrated an appetite for learning more about the Global citizenship agenda.

The strongest theme identified was that a global citizenship course would be of benefit, as it would help in providing a greater understanding of the perspectives of those who are using NHS services. There was also a strong recognition of the potential to share learning and improve ways of working.

In cases where the relationships between global citizenship and NHS staff were highlighted as being unclear, this could mean that action is needed to highlight the relevance and potential benefit with a particular focus on ensuring uptake from groups who may be harder to reach.

A minimal number of respondents failed to see the relationship between global citizenship and its relevance to NHS staff. One participant expressed extremely polarized views throughout the questionnaire which may support the need for further education and developing the perception NHS staff as Global Citizens.

Participants expressed the expectation that learning about the global citizenship agenda would increase their appreciation for the NHS, as well as the importance of understanding the wider cultural and socio-economic determinants of health and wellbeing.

CONCLUSION

The IHCC scoping questionnaire has demonstrated an appetite for Global Citizenship training within the NHS in Wales. Such a course would enhance learning, understanding of and empathy for those living in Wales as well as abroad. It would also increase understanding of the importance of strengthening health systems; international relations; global and environmental responsibility; and sustainable development and how these are linking to and defining population health and wellbeing.

The Global Citizenship agenda is directly related to the Millennium Development Goals (MDGs) and the upcoming Sustainable Development Goals (SDGs). Global responsibility and promoting sustainable practice is also linking with the recently passed Well-being of Future Generations (Wales) Act 2015 and its implementation nationally.

The IHCC is exploring opportunities and next steps to take this area of work forward.

REFERENCES

1. Health within and beyond Welsh Borders: An enabling framework for international health engagement, Welsh Government, 2012 [\[online\]](#)
2. Well-being of Future Generations (Wales) Act 2015 [\[online\]](#)

APPENDIX A

QUESTIONNAIRE

To express your views, please take part in our questionnaire by clicking the URL: <https://www.research.net/s/NHSGlobalcitizenship>
The closing date for responses is the 31st March.



Global Citizenship Factsheet

Introduction

The role of the IHCC includes encouraging learning from other nations, broadening the education of health professionals in Wales, building and sustaining relationships that are of benefit to Wales and international partners, and promoting the concept of global citizenship. A Global Citizenship (GC) course for health professionals would be the first of its kind in Wales, and perhaps the UK.



What is GC?

There is no standard definition of GC, although it is generally the idea of valuing the importance of other cultures, valuing diversity, the environment and understanding we live in a connected world.

Why is an understanding of GC important?

Understanding the Global Citizenship agenda is relevant to all, no matter where we live or work, as the world is increasing interconnected; a health issue in one part of the world can quickly affect another. A well known recent example of this is the Ebola epidemic, looking back others include SARS, TB and HIV/AIDS. Other issues rising in profile are those such as female genital mutilation and forced marriage, which are grave violations of human rights and can be seen locally.

APPENDIX B



Global Citizenship

Questions

Understanding the Global Citizenship agenda is relevant to all, no matter where we live or work, as the world is increasingly interconnected; a health issue in one part of the world can quickly affect another.

There is no standard definition of Global Citizenship, although it is generally the idea of valuing the importance of other cultures, valuing diversity, the environment and understanding we live in an interconnected world.

1. Do you have an interest in the health of others internationally?

- Yes
 No
 Indifferent

Any comments?

2. Do you empathise with other cultures and their health concerns?

- Yes
 No
 Indifferent

Any comments?

3. Do you think increasing your knowledge of global citizenship will help your everyday NHS working?

- Yes
 No
 Unsure

Please explain why.

4. Would you be interested in learning more about how these issues impact on the NHS in Wales?

- Yes
- No

Any comments?

5. Would you be interesting in learning more about the practical steps you can take to become a global citizen?

- Yes
- No
- Indifferent

6. Ideally, how would you like to receive global citizenship training? Please tick all that are relevant.

- Online course
- Workshop session (1 x day)
- Workshop session (2 x days)
- Workshop session (half x day)
- Workshop session (2x half days)
- Combination of online and workshop sessions

Other

7. If you would like to find out more, please provide your contact information below:

Name	<input type="text"/>
Organisation	<input type="text"/>
Address	<input type="text"/>
Email	<input type="text"/>
Phone	<input type="text"/>

Thank you for your time. If you have any queries, please contact international.health@wales.nhs.uk

Yes		Yes		Yes	<p>come from. It is also good to learn from other countries about how they provide healthcare. Sometimes you can learn something that will influence the way you work I am working in Pathology lab, knowledge about the labs at the other side of the world would indeed aware of our standing in the Field of lab sciences. Technology rapidly and vastly evolving and so the medical technology and the associated service delivery standards. Knowing Lab practice in other economies would definitely help us improve our current practice and learn from them. I am currently invovled with a think-tank in India and launched an International committee on standardization and augmentation of clinical lab profession (InCoSALP); the participants are the leading standards setting International laboratory organisations around the world. Please free to participate, we are in Facebook and LinkedIn...or if you need more information about this initiative, please free to mail me ganram1@live.co.uk</p> <p>The NHS delivers services to individuals from diverse cultural backgrounds. Increasing knowledge in relation to global citizenship will be helpful to navigate the cultural complexities sometimes encountered in every day work, and will also be a good starting point to help develop thinkibng in NHS staff who wish to be invovled in supporting international health partnerships (at individual pracritioner and service/strategic levels)</p>
Yes		Yes		Yes	
Yes	n/a	Yes	n/a	Unsure	n/a
Yes	Learning & educating can do more than money alone, creates sustainabilty	Yes	Very difficult with some health issues EG FGM, the use of tribal healers etc	Unsure	I believe I already have a good understanding of different cultures, religions, beliefs etc. Have worked in Kosovo, Iraq and Afghanistan so a good understanding of the health econoomies in other countries along with the expectation of people in their countries so important not to judge by standards in UK.
Yes		Yes		No	
Yes		Yes		Yes	Dealing with complex care within Nursing Homes, Community and Hospitals brings us into contact not only with the clients we deal with but also with the staff that are looking after our clients. Within todays ever

Yes	I have an interest in all international affairs	Indifferent	the richer nations have a responsibility to use aid programmes to empower (not disempower) the less well off.	Yes	changing climate we are all dealing with a multi-cultural society and need to understand and appreciate the different values, beliefs within these cultures. It affects how we look after clients especially within palliative care. Of course. Not all our patients (friends and relatives) and colleagues are from Newport, Wales! Other parts of the UK - eg London have an even greater diversity of people. Mostly lack of understanding (racism?) is borne of ignorance. It essential for everyone to start to get an insight into other cultures and religions. FGM is a huge issue, (in healthcare) for example and we all need to have a greater awareness of it. As a nurse in the NHS hospital I am not only looking after patients with same races , skin colors, and cultures, but also im looking after with the different races, colors and cultures too. I think this IHCC will help me more to gain knowledge and be more aware regarding giving care and promoting health about different kind of patients in the NHS.
Yes		Yes		Yes	Most definitely. Having been able to undertake a Florence Nightingale Travel Scholarship in 2012, the learning which it afforded me has enhanced my understanding of the importance of shared decision making & supporting people with life-limiting conditions & staff providing interventions to consider much earlier the options & priorities that people may want to consider when they approach the end of life stage of their illness.
Yes	I am particularly interested in how & where end of life care is delivered in other nations, and the use of Shared Decision Making in health. Acknowledge inter-connectedness of health systems and potential for communicable diseases to be spread	Yes	As beneficiaries of what I still consider to be an excellent NHS, I am very mindful of the inequities which exist in other nations where healthcare is far less accessible, equitable or for some even non-existent	Yes	
Yes Indifferent	most come to uk anyway!	No		No	Do unto others they have no respect for us or our culture
Yes		Yes		Yes	We work with increasingly diverse populations and sharing knowledge and information can only be a

			positive thing.
No	Indifferent	No	
Yes	Yes	Yes	It will give a broader view of the wider picture and help focus on inequalities Keen to develop the corporate social responsibility of the organisation and for individuals in light of the Government of Wales Act and the sustainability agenda facing all public services. Cwm Taf has recently been awarded university health board status and we are keen to develop international relationships that benefit both parties.
Yes	Yes	Yes	Studying the different perspectives towards health care would give a better understanding of the effectiveness of approaches taken for the prevention and treatment of diseases in other health settings. Reflection on this may lead to changes in practice and more effective treatment for patients in the NHS.
Yes	Yes	Yes	Studying the different perspectives towards health care would give a better understanding of the effectiveness of approaches taken for the prevention and treatment of diseases in other health settings. Reflection on this may lead to changes in practice and more effective treatment for patients in the NHS.
Yes	Yes Yes	Yes Unsure	
Yes	Yes	Yes	will enable me to know more about cultural diversity and to nurse people accordingly I passionately believe healthcare faces global challenges, which require global solutions. In order to deliver and sustain the exceptional NHS standards, we require knowledge and understanding that will empower us to promote respect, responsibility and ownership, positively transform cultures and successful leadership, encourage engagement and shared values and consider alternative peaceful sustainable solutions. I believe increasing knowledge of global citizenship will not only help with my 'everyday NHS working' but with my everyday 'being'.
Yes	Yes	Yes	
Yes	Yes	Yes	

Yes	Yes		Yes	I would like to have a better overview of Global Health and the issues in particular countries and their possible relations to Wales or Britain. Also would like to know what can be done to improve health of other nations, how to allocate available resources right in order to eliminate certain health related issues. It would certainly provide more knowledge that could be applied into practice if needed. We see more and more families with disabled children with complex health needs - some of whom are refugees. There are language and cultural barriers and children appear to have received little if any intervention or support in poorer countries.
Yes	Yes		Yes	
Yes	Yes		Yes	
Yes	Yes		Unsure	
Yes	Yes		Yes	
Yes	Yes		Yes	
Yes	Yes	Since studying Public Health I have a huge appreciation for the differences in health priorities and health outcomes in different parts of the world and what influences these. Mobility has enhanced accessibility and thus interconnectedness. The world has become a village and a holistic comprehension is now paramount to achieve any substantial health gain	Yes	Definitely! It is something I am very passionate about, having had the opportunity to discover healthcare in various countries such as France, Tanzania and Belarus. The differences in health outcomes across the world is vast. Health has to be understood through cultural, socio-economic and geographical terms. Better health outcomes require deliberate comprehension of the wider determinants of health.
Yes	Yes		Unsure	I feel that most importantly, understanding the worldwide issues regarding healthcare helps us appreciate what is great about the NHS. Further to this, discovering ways in which we can both learn from, and help the learning of our global partners is crucial in addressing worldwide health inequalities., as well as Wales learning from other countries who achieve better health outcomes. Partnerships are essential in achieving this.
Yes	Yes		Yes	Being a global citizen in a multicultural society enhances one's sensitivities and empathy in delivering appropriate, safe and high quality healthcare interventions and policies.
Yes	Yes		Unsure	Difficult to see the direct relationship. Because perceptions of how ill someone is can be affected by culture - for instance I used to work in an area where there was a significant % of population that is Bengali and they considered vomiting and diarrhoea to be very serious, whereas for the ambulance
Yes	Yes		Yes	

Yes	Yes	Yes	clinicians this was not a serious issue. The culture and country that the Bengali people came from left them with the understanding from experience that D&V was and often life threatening. Another example can be seen with some immigrants never having seen chicken pox before and not understanding that disease. We also gain understanding and insight in our practise from looking at how diseases can develop in a population or we can gain better ideas on how to approach health care from looking at different approaches globally. The world is becoming a smaller place and issues which affect the health and wellbeing of one country may easily affect out local communities in the future.
Yes	Yes	Yes	
Yes	Yes	Yes	
Yes	Yes	Yes	I work with international students. Nurses in their home countries who have come here to study post graduate and would like to be more informed about their situations. I prepare mentors of nursing students, our mentors are registered nurses who have been recruited nationally in past years, I'd like to understand their issues about moving so far from their home countries. Environmentally I am concerned about meat and animal product consumption and from a public health point of view wonder if as nurses we can impact that in any way. My only problem is I can't fit this in this year, but would like to be considered for this development opportunity in 2016 (if there is a list to join).
Yes	Yes	Yes	
Yes	Yes	Yes	
Yes	Yes	Yes	Different healthy strategies used in different context expand our knowledge and experience to apply in our context.
Yes	Yes	Yes	The NHS is used by people from all over the world it is important that the staff working within the NHS has a greater understanding of cultural and religious differences because mistakes can easily be made which could cause offence

Yes	General interest only	Yes		Unsure	It is not a priority. All learning is good however i am having to prioritise my workload as are my team. This is not a priority area.
			Particularlry when they are suffing extreme inequalities and how this can impact on health in other countries		
Yes		Yes		Yes	
Yes		Yes		Yes	
Indiffere nt		Yes		Unsure	
Yes		Yes		Yes	
Yes		Yes		Unsure	I think that comparative analysis of differnt systems allows one to propose different solutions and models, althougg GC is more a means of encoraging compartive healthcare studies rather than a vehicle to deliver it. We are living in global world. More and more people are travelling. Knowing about the travelling history is important clinically.
Yes		Yes		Yes	Because we are all interdependent! Health issues affecting 'other' parts of the world today invariably will have an uimpack on us in Wales tomorrow!
Yes		Yes		Yes	
Yes		Yes		Unsure	
Yes		Yes		Unsure	It helps improve communication skills in an ever changing health environment which is becomming more and more diverse. We live in a connected world where we all have something to learn from each other. You develop an appreciation of working in a resource poor environment and appreciate what you have.
Yes		Yes		Yes	
Yes		Yes		Yes	
Yes		Yes		Yes	Especially working with hard to reach groups including some BME groups.
			We are from such a resource rich country, I think we loose perspective at times. This type of training may serve to refocus our efforts.		It would enhance my personal perspective of health in Wales. I would be interested in sharing my learning of global citizenship with colleagues so that we could learn from other countries/systems. It would enhance my motivation to focus my efforts to address local health equalies.
Yes	Have worked as a Public Health nurse and volunteer with asylum seekers.	Yes		Yes	
Yes		Yes			

Yes	Would like to learn more.	Yes	Have some experience of post-tsunami aid.	Yes	Especially in relation to communicable diseases and international travel. There is ongoing need to remain up-to-date in this area. Would help with understanding of the wider determinants of health in an international context.
Yes		Yes		No	
	Inequalities in health care in Wales and internationally should be every ones concern				Yes- increased understanding of other cultures- broadens our understanding and empathy in working with a multicultural society. As we know with the Ebola outbreak-international health affects us all.
Yes		Yes	Yes	Yes	
Yes		Yes	Yes	Unsure	
	I have a particular interest in the health of girls and women				As the population of the IK is becoming more diverse, people accessing the NHS will become more diverse. We need to ensure that the NHS is accessible, particularly to vulnerable groups. It will help bring a wider perspective and an appreciation of other cultures, how health systems work in other countries and the needs and expectation of people coming to us from other countries.
Yes		Yes	Yes	Yes	
Yes		Yes		Yes	
Yes		Yes		Yes	
					allow me to have a better understanding of global healthcare, including healthcare systems and ways of working in other cultures.
Yes		Yes		Yes	In my area of work, effective and meaningful communication is essential and an understanding of different cultures and environments would be highly valuable
Yes		Yes		Yes	
					I have an interest in the rights of the individual and use this in my daily work. Understanding how other cultures regard human rights and protecting freedom of the individual, as well as disseminating our practise here, would be of benefit to my role.
Yes		Yes		Yes	

Would you be interested in learning more about how these issues impact on the NHS in Wales?

Response Any comments?

Yes	
No	
Yes	n/a
Yes	
Yes	
Yes	
Yes	
Yes	very interested.
Yes	
Yes	
No	another waste of tax payer money. eu pushed rubbish again.
Yes	
Yes	
No	
Yes	
Yes	
Yes	

Would you be interesting in learning more about the practical steps you can take to become a global citizen?

Response Any comments?

Yes	
No	
Yes	
Yes	
Yes	
Yes	
Indifferent	
Yes	
No	
Yes	
No	
Yes	
Yes	
Yes	

Online course			Combination of online and workshop sessions	
Online course			Combination of online and workshop sessions	I much prefer face to face but Wales is a large place and if sessions were in South Wales I wouldnt be able to attend.
Online course	Workshop session (1 x day)	Workshop session (2 x days)	Workshop session (half x day)	Workshop session (2x half days)
			Combination of online and workshop sessions	
Online course	Workshop session (1 x day)	Workshop session (2 x days)	Workshop session (half x day)	Workshop session (2x half days)
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
			Workshop session (half x day)	n/a
Online course			Combination of online and workshop sessions	
Online course			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
Online course		Workshop session (2 x days)	Workshop session (2x half days)	Online would be preferable given travel time and costs If staff can afford time out to do this course at the present time in the welsh nhs, their job is probably unnecessary
Online course		Workshop session (2 x days)	Combination of online and workshop sessions	Combination of online and workshop sessions
Online course	Workshop session (1 x day)	Workshop session (1 x day)	Workshop session (half x day)	Workshop session (2x half days)
			Combination of online and workshop sessions	
Online course	Workshop session (1 x day)	Workshop session (1 x day)	Workshop session (half x day)	Workshop session (2x half days)
			Combination of online and workshop sessions	

course				Combination of online and workshop sessions	wouldn't mind online or self drive locally
Online course	Workshop session (1 x day)	Workshop session (half x day)	Workshop session (2x half days)		
Online course	Workshop session (1 x day)			Combination of online and workshop sessions	please bear in mind the location of any workshop sessions - North Wales to Cardiff is a long journey and would involve an overnight stay for any participants!
Online course				Combination of online and workshop sessions	Online would be the only acceptable approach. I would not release staff to undertake workshop/seminar learning at this time. Online is acceptable. However it is not a priority and i sense other training is more important at this time.
	Workshop session (1 x day)			Combination of online and workshop sessions	
	Workshop session (1 x day)				m.n,n
Online course		Workshop session (half x day)			Any is fine, but needs to reflect geographic coverage and travel requirements.
				Combination of online and workshop sessions	
Online course	Workshop session (1 x day)	Workshop session (2 x days)		Combination of online and workshop sessions	
Online course	Workshop session (1 x day)	Workshop session (2 x days)	Workshop session (half x day)		
Online course	Workshop session (1 x day)	Workshop session (2 x days)	Workshop session (half x day)	Workshop session (2x half days)	
Online course				Combination	Training could be followed up with a network of

			of online and workshop sessions	interested PHW staff, linked to the IHCC .
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
	Workshop session (1 x day)		Combination of online and workshop sessions	
	Workshop session (1 x day)	Workshop session (half x day)		
	Workshop session (2 x days)	Workshop session (2x half days)		
		Workshop session (half x day)		
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
Online course	Workshop session (1 x day)	Workshop session (half x day)		
Online course	Workshop session (1 x day)		Combination of online and workshop sessions	
		Workshop session (2x half days)		
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	
			Combination of online and workshop sessions	