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**FINAL REPORT (FIFTH) ON AN EMERGENCY PROGRAM
FOR THE REHABILITATION
OF DISABLED PEOPLE IN LEBANON**

The World Rehabilitation Fund, Inc.
400 East 34th Street
New York, New York

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Report for the Project Period
July 11, 1984 to December 31, 1985.

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COVER

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THE EMERGENCY REHABILITATION PROJECT - BACKGROUND, DESCRIPTION, GOALS

On July 11, 1984, the Agency for International Development approved and funded an emergency program, to be conducted by the World Rehabilitation Fund, Inc., for strengthening and expanding the capabilities of Lebanese rehabilitation and rehabilitation related institutions to provide restorative services to the thousands of disabled people in Lebanon who are not now being served or who have not at any time received rehabilitation services.

Armed conflicts over the past decade have increased by the thousands the number of people in the disabled population. It is estimated that the number of amputations and spinal cord injuries alone from 1982-1984 was in excess of 3,000. The conflicts since 1984 have increased that number by at least 1,000.

Facilities which could be expected to provide rehabilitation services to these disabled people plus the five to ten percent of the population disabled by disease, congenital conditions and home, highway and other accidents have been severely damaged or destroyed along with their essential equipment and supplies. As a result these facilities have been forced to close or severely curtail service delivery. Moreover, with the constant unrest, conferences, training sessions, seminars and other activities essential to the maintenance and improvement of rehabilitation techniques and skills have not taken place so that professional updating in all rehabilitation and rehabilitation related disciplines is a critical need.

In addressing these needs, the World Rehabilitation Fund, Inc., proposed an emergency rehabilitation program with the following facets:

1. The holding of a ten-day Leadership Training Seminar for Lebanese rehabilitation specialists in medicine, prosthetics/orthotics, nursing, physical therapy and rehabilitation administration.
2. The holding of a two-week training program in Orientation to Rehabilitation for Lebanese community workers and training specialists from hospitals, social service agencies and rehabilitation institutions.
3. The development, in collaboration with each participating institution, of a list of essential equipment and supplies that will enable the institution to expand immediately its scope of service, arranging for procurement, delivery and installation and, where necessary, training in the use and maintenance of the equipment.

The first part of this project, the Leadership Training Seminar, was held in Nicosia from October 15 to 24, 1984. Thirty-three Lebanese in leadership and policy-making positions from sixteen organizations and agencies providing services to all confessional groups in all geographical areas of Lebanon participated in the Leadership Training Seminar. That Seminar is fully described in the WRF's first progress report to AID entitled "A REPORT ON AN EMERGENCY PROGRAM FOR THE REHABILITATION OF DISABLED PEOPLE IN LEBANON - Report for the Project Period July 11 - November 21, 1984."

The second part of the project, the training course Orientation to Rehabilitation, was held in Nicosia, Cyprus, December 3-14, 1984. It was attended by twenty-eight workers from eighteen organizations in Lebanon providing rehabilitation or rehabilitation related services, also to all confessional groups. The attendees at this course were, for the most part, program implementers and trainers who will have major roles in expanding Lebanon's rehabilitation effort, principally through the establishment of a system of community based rehabilitation services which will function in close association with the rehabilitation centers, hospitals and other health facilities having rehabilitation units or services. The Orientation to Rehabilitation training course is described in WRF's Second Progress Report to AID submitted on February 4, 1985.

At the Leadership Training Seminar it became evident that the services furnished by the various centers, hospitals and other health agencies in Lebanon lacked evenness and uniformity, and that one of the first steps that needed to be taken to upgrade the quality of care throughout the country was the establishment of relevant standards applicable to all facilities providing rehabilitation and restorative services. Both the rehabilitation facilities, particularly the newly emerging facilities of which there are many, and the government agencies supporting or overseeing rehabilitation and rehabilitation related services would use the standards to measure their level of performance and strengthen their programs.

Immediately following the Leadership Seminar, the Ministry of Health appointed a Standards Committee, made up of government and rehabilitation facility representatives to explore ways of establishing rehabilitation standards. The WRF was requested to assist in this effort. Since the funds allocated in the Emergency Rehabilitation Project for equipment (\$200,000) were vastly insufficient to purchase the basic equipment required by the facilities, Part 3 of the Project, WRF asked AID for modification of the project to permit use of the equipment funds for training in the standards area and for in-depth training in various rehabilitation specialties. At the same time additional funds were requested, under a new project, for equipment, further training and other related purposes.

With approval by AID of the use of the remaining equipment funds for training, WRF arranged, as the first step in the standards setting area, to bring to the United States, April 5-15, 1985, a Lebanese rehabilitation team consisting of the four people in Lebanon who share key roles in the establishment of rehabilitation standards for the agencies and organizations in Lebanon.

The four people, Drs. Farjallah, Aouad, and Baroudy along with Mr. Shwayri, all closely associated with rehabilitation centers in Lebanon, observed the development and application of rehabilitation facility and hospital standards in the United States through their visits to and conferences with staff of various rehabilitation facilities and hospitals in New York, Chicago and Washington, D.C. In addition, in Chicago they spent an entire day conferring with staff of the Joint Commission for the Accreditation of Hospitals in the United States. The U.S. program for these four Lebanese rehabilitation experts and their evaluation of that program are described in WRF's Third Progress Report to AID submitted on April 30, 1985.

The second step of WRF's effort in the standards setting area was the holding of two one-week seminars in Nicosia, Cyprus, May 12-25, on the Development of Standards and Guidelines for Rehabilitation Facilities. These seminars were conducted by WRF with the assistance of The Commission on Accreditation of Rehabilitation Facilities which is sponsored by the American Hospital Association and a group of leading national rehabilitation organizations in the United States. These seminars were attended by

thirty-one Lebanese persons from different disciplines -- physicians, physical therapists, nurses, social workers, prosthetists/orthotists, counselors, health planners, administrators, psychologists and special educators. One disabled person representing a consumer group, The Lebanese Sitting Handicapped Association, attended the second seminar.

The Lebanese rehabilitation team brought to the United States in April 1985 in connection with the development and application of rehabilitation standards recommended that between the two one-week Standards Seminars to be held in Cyprus in May 1985, WRF hold a special rehabilitation seminar for the Directors General of the Ministries of Labor, Education, Social Security, Health and Social Affairs, and for the chief executive officers of such organizations as the Mouvement Sociale, the Lebanese Red Cross, the Council of Community Development, the Lebanese Universities, Labor and Industry. It was felt that these individuals with better understanding of the need, nature and value of rehabilitation could be most supportive and instrumental in upgrading and expanding the rehabilitation effort in Lebanon. WRF agreed to develop and hold this seminar which was called "Policy Makers' Seminar."

The Fourth Progress Report to AID (June 30, 1985) describes the two one-week Standards Seminars held in Cyprus May 13-18 and May 20-25, 1985 and the Policy Makers' Seminar held in Cyprus on Saturday and Sunday, May 18 and 19, 1985.

A strong recommendation coming from the Lebanese Ministry of Health and Social Affairs and from the participants in WRF's training seminars was that the World Rehabilitation Fund conduct in-depth training programs for certain specialists in rehabilitation as the sole group of trainees -- that is, separate training seminars for: Physicians; Psychologists and Vocational Specialists; Social Workers; Physical and Occupational Therapists; Nurses; and Prosthetists/Orthotists.

Following through on these recommendations and with the approval of AID, the WRF recruited faculty and developed the format and curricula for the following six specialty training seminars to be held in Cyprus in September, October and November, 1985, for Lebanese specialists working with disabled people and/or training others for rehabilitation work:

1. Physicians' Seminar in Rehabilitation Medicine
September 16-20, 1985
2. Psychosocial-Vocational Seminar on Psychosocial and Vocational Aspects of Disability
September 22-27, 1985
3. Social Workers' Seminar on Psychosocial and Vocational Aspects of Disability
October 14-18, 1985
4. Physical Therapy Seminar on Recent Developments in Physical Therapy
October 21-25, 1985
5. Nurses' Seminar on Rehabilitation Nursing
November 11-15, 1985
6. Prosthetists-Orthotists' Seminar on Recent Developments in Prosthetics and Orthotics
November 18-22, 1985

The first four seminars were held in Nicosia, Cyprus on the dates indicated above. The seminars for nurses and for prosthetists-orthotists could not be held because of insufficient funds. While the new rehabilitation project for Lebanon was approved, the requested new funds from AID for these two seminars, for equipment, for additional training and other purposes were not forthcoming.

Preceding the Physicians' Seminar, special meetings were held on Saturday and Sunday, September 14th and 15th, at the request of AID representative in Lebanon, with the Director General of the Lebanese Ministry of Health, Mr. Abi Saleh, his two assistants Dr. Antoine Farjallah and Mrs. Amal Mansour, and Mr. Nadeem Matta, AID Beirut.

This report, the fifth and final report on an Emergency Program for the Rehabilitation of Disabled People in Lebanon (Grant No. NEB-0342-G-SS-4071-00), describes the Physicians' Seminar, the Psychosocial-Vocational Seminar, the Social Workers' Seminar, the Physical Therapy Seminar, and the special meeting with the Lebanese Minister of Health and his staff.

In addition, the last section of this report summarizes the advances made under the project toward achievement of its overall goal -- "strengthening and expanding the capabilities of Lebanese rehabilitation and rehabilitation related institutions to provide restorative services to the thousands of disabled people in Lebanon who are not now being served or who have not at any time received rehabilitation services" -- and contains recommendations for future services and activities.

PHYSICIANS' SEMINAR ON REHABILITATION MEDICINE

Seminar Content and Format

The Physicians' Seminar on Rehabilitation Medicine was held in Nicosia, Cyprus from September 16th through September 20th, 1985 in the conference room of the Philoxenia Hotel. Eighteen Lebanese physicians, all specialists as described later, and six Cypriot physicians attended the entire Seminar. The nineteenth participant from Lebanon was a professor of jurisprudence at the Lebanon University, Faculty of Medicine.

In addition, the Lebanese Director-General of the Ministry of Health, Mr. Joseph Abi Saleh and two of his assistants, Dr. Antoine Farjallah, Director of Medical and Rehabilitation Services, and Mrs. Amal Mansour, Director of Training, attended the first two days of the Seminar. Out of respect to the Director General, the program was modified to allow Mr. Abi Saleh to give an opening address on the aims and goals of the Ministry.

Further, forty-six Cypriots -- physicians, nurses and therapists -- attended a special Wednesday afternoon lecture on the treatment and rehabilitation of patients with head trauma. This lecture was given at the Nicosia General Hospital by Dr. Sheldon Berrol, a WRF faculty member for the Seminar and a member of the faculty of the Medical School, University of California at San Francisco. Head injuries are of great concern to the Cypriot medical community, there being an inordinate number of such injuries from automobile, bicycle, motorcycle and other related accidents.

Similarly, there are large numbers of head injuries in Lebanon, these caused by gunshot wounds and falling debris as well as road and work place accidents. The Lebanese physicians evinced as great interest in Dr. Berrol's presentation at the Seminar as did the Cypriot physicians at their special lecture.

In recognition of the professional training, competence, experience and status of the Seminar participants, the Seminar was structured so as to insure maximum participation by the Lebanese physicians as well as the Cypriot physicians. Almost all of the attending physicians (21 of the 25) indicated they had had ample opportunity for discussion and exchange of ideas. A further indication of the openness of the Seminar is that several of the Lebanese physicians presented to the faculty and the Seminar participants, for discussion and advice, problems they encountered with specific patients. One brought along X rays of his patient which were shown during the discussion.

Included as part of the faculty were Dr. Ali Hicham Baroudi, a physiatrist at the Berbir Medical Center and the Ouzai Rehabilitation Center, and Dr. Ramez Aouad, an orthopedic surgeon and Medical Director of the Cortbawi and Al Kafaat Rehabilitation Centers. Both made excellent presentations and were well received by their Lebanese colleagues.

Since Mr. Abi Saleh, the Director General of the Lebanese Ministry of Health, was in Nicosia for a special meeting with WRF staff, WRF modified the opening session of the Seminar to permit Mr. Saleh to describe the role of the Ministry of Health and its interest in and expanded rehabilitation program in Lebanon. His remarks evoked lively discussion -- some critical of the overall work of the Ministry of Health and some supportive.

Also, a modification was made in the Seminar program Friday (Aging and Disability) to include a presentation on Parkinson's Disease by Dr. Andreas Neophytides, a neurologist on the faculty of the New York University Medical School. Dr. Neophytides was visiting relatives in Cyprus at the time of the Seminar and volunteered his time to the Seminar. Dr. Neophytides, a specialist in Parkinson's Disease, discussed latest development in research and treatment not only in Parkinson's Disease, but in other neuromuscular diseases as well. His presentation was exceptionally well received.

The syllabus for the Seminar is attached. As will be seen from review of the syllabus, this was a tightly scheduled, multi-subject training course that covered the major disabling conditions in Lebanon and the latest medical, surgical and rehabilitation methods for dealing with these disorders.

Also, from the standpoint of the Lebanese physicians, several new elements were introduced with which they were not familiar. These were: the Psychosocial Aspects of Disability, Preventive Rehabilitation, the Vocational Aspects of Disability, and Sexuality and Disability. These topics, which broadened their vision and concept of what rehabilitation included, were well received. Not only did the papers and presentations point out the physician's role in these new facets of rehabilitation, they also gave guides as to how physicians could carry out their roles in these non-medical or psychosocial-vocational aspects of disability.

Numerous slides, videos and films were used throughout the Seminar. And most importantly, printed and xeroxed materials were distributed with each presentation. These printed materials were eagerly received and in their evaluation of the Seminar, as discussed below, the physicians indicated that the printed materials were very useful. Over 10,000 xeroxed copies of course materials were made in Cyprus and distributed during the Seminar.

It will be noted that the topic of the closing session of the Seminar was "Educational Goals and Objectives." Since the initiation of the Project, WRF has been trying to interest the Lebanese Universities -- AUB, St. Joseph's and Lebanon University -- in establishing degree programs in certain rehabilitation specialties, e.g., physical therapy, audiology, speech and hearing therapy, and has been trying to induce the medical schools to include Rehabilitation Medicine in the medical school curriculum. Finally, there would appear to be a breakthrough in relation to the Lebanese University School of Medicine. That University had two representatives at the Physicians' Seminar and the Dean sent WRF the following letter:

"Thank you for asking the Lebanese University (Faculty of Medical Sciences) to attend the Medical and other seminars on rehabilitation in Cyprus.

"The faculty is very much interested in including Medical Rehabilitation in its own curriculum as soon as possible and has asked Dr. Ramez Aouad, Professor of Orthopedic surgery and Dr. Chafik Moallem, Profesof of Law, to represent the Faculty of Medical Sciences at the Medical seminar.

Sincerely yours,

Munir Abou Assaly, Dean"

Dr. Andreas Markides, Director, Department of Medical Services (Cyprus) opened the Seminar by warmly welcoming the participants to Cyprus, and Mr. Hadjipanayiotou, Director General of the Cyprus Ministry of Health, closed the Seminar with equally warm remarks. Simultaneous interpretation in English and French was provided for all sessions.

The Seminar Participants

The nineteen Lebanese who attended the medical rehabilitation seminar full time came from all parts of Lebanon. They represented sixteen different organizations providing medical and health services to all confessional groups. Their specialties were:

Cardiology - 1	Orthopedic Surgery - 6
General Practice - 1	Pediatrics - 1
Internal Medicine - 1	Physical Medicine - 5
Forensic Medicine - 1	Plastic Surgery - 1
Neurosurgery - 1	Psychiatry - 1

The six Cypriot physicians who attended the Seminar were all physicians in the National Health Service. Their areas of specialization were:

General Medicine - 1	Orthopedic Surgery - 2
General Surgery - 1	Urology - 1
Neurosurgery - 1	

All participants in the Medical Seminar -- faculty, Lebanese physicians, Cypriot physicians, support staff, and interpreters -- are listed in the pages that follow. The Lebanese participants are also shown by the organizations for which they work.

As part of the plan to expand and upgrade rehabilitation services in Lebanon, WRF and the Ministry of Health and Social Affairs have made conscious efforts to include, in each succeeding teaching program and seminar, rehabilitation facilities and organizations not represented in previous programs. As a result, the number of rehabilitation facilities and related organizations has increased from sixteen in the first session (October 1984) to thirty through the September 1985 Physicians' Seminar. The new facilities and organizations represented in the Physicians's Seminar in September, 1985 were:

- The Social Caring Institution
- The Lebanese University
- The Military Hospital.

Participants' Evaluation of the Seminar on Rehabilitation Medicine

At the conclusion of the Physicians' Seminar, the participants were asked to submit a written evaluation of the Seminar giving an overall evaluation and also a rating of the particular topic sessions.

The questionnaire, like all other documents used in the training course, was in French and English and the participants were free to complete the document in the language of choice. Also, they were asked not to sign the evaluation form.

Again, as in previous seminars, there was a remarkable response. All nineteen participants from Lebanon turned in complete questionnaires. Four of the six Cypriot physicians submitted evaluations.

The following are the specific ratings:

	<u>Excellent</u>	<u>Good</u>	<u>Average</u>	<u>Poor</u>
Overall Evaluation of Seminar	14	8	1	0
Rating of Special Topic Sessions				
Disability, Rehabilitation Needs and Policies in Lebanon	8	11	3	0
Physiatric Therapeutics	10	11	1	0
Rehabilitation in Brain Disorders	17	3		0
Orthotics and Prosthetics	8	8	7	0
Psychosocial Aspects of Disability	14	6	2	0
Rehabilitation in Spinal Cord and Associated Disorders	16	2	2	0
Clinical Problems in Stroke Rehabilitation	13	7	1	0
Vocational Aspects of Disability	6	9	4	0
Preventive Rehabilitation	7	10	5	0
Rehabilitation in Joint and Connective Tissue	8	10	3	0
Sexuality and Disability	17	5	1	0
Rehabilitation in Diseases Affecting the Motor Unit, Nerves and Muscles	7	11	5	0
Aging and Disability	3	9	6	0
Educational Goals and Objectives	8	12	1	0

In response to general questions about the seminar, fifteen of the physicians stated that the Seminar met their expectations well; seven fairly well; and one, partially. Eighteen felt the Seminar was extremely well organized; nineteen felt that the time allotted was appropriate; twenty-one believed there was sufficient provision for group participation, and twenty believed the handouts were very useful. There was unanimous expression that a Seminar such as this would be recommended definitely to colleagues.

Written comments appended to the evaluation ratings include the following statements:

"I wish these Seminars included other medical subjects than rehabilitation. Hoping by the time the war ends in Lebanon we will be ready to rebuild what has been destroyed."

"I hope you will arrange opportunity for us to visit some of your Centers in the United States."

"This kind of Seminar, grouping experts and people involved in the rehabilitation field, should be repeated. Hope peace will come to Lebanon and we can arrange such meetings in Lebanon. Thank WRF and their representatives for all their effort and their continued support."

"Although I am not directly involved in rehabilitation, but indirectly by teaching medical subjects to physiotherapy students, I have become very much sensitized to the issue of rehabilitation and I will try to have incorporated such a program in the curriculum of the University where I work."

"Since there were many Orthopedic Surgeons, and they are the ones doing the amputations (especially traumatic), I would have liked that a session be given about surgical management of amputations in order to prevent complications."

"It would have been interesting to work in small groups in order to discuss the different topics, mainly the ones related to the planning of a rehabilitation program."

"Thank you for your seriousness and persistence. There was awareness and understanding of the rehabilitation problem in Lebanon. The organization and infrastructure needed by Lebanon to meet its rehabilitation problems was well conceived and presented."

Further feedback on the Physicians' Seminar was received from Dr. Ramez Aouad, an orthopedic surgeon, who returned to Cyprus in October as part of the faculty for the Physical Therapists' Seminar and from Mrs. Paula Hokayem, Directress of the Institute of Paramedical Sciences. Dr. Aouad reported that a number of the physicians who attended the Physicians' seminar called him to express their positive feelings about the value of the Seminar, i.e., that the Seminar had made them aware of the shortcomings of their service in relation to chronic disability and stimulated their interest in rehabilitative measures. Mrs. Hokayem indicated that one of the physicians who attended the Seminar agreed to be a part of the faculty of the Institute whereas, previously, he had refused to do so.

As with all WRF seminars in Cyprus, close relationships are established between faculty members and participants. There is mutual respect leading to an interchange of correspondence and a supplying of additional materials and information. Further, the faculty members benefit from these seminars as do the participants.

Both of these points are evidenced in the following comments included in the letter of October 23, 1985 to WRF from Dr. Gordon Martin. Dr. Martin is the Executive Secretary-Treasurer of the American Board of Physical Medicine and Rehabilitation and a member of the rehabilitation staff of the Mayo Clinic, Rochester, Minnesota.

"I want to thank you for the opportunity of being part of the group involved in the recent training program in Nicosia. It was an amazing learning experience for me and we hope of some help to the physicians from Lebanon and Cyprus. It has certainly deepened our interest and concern for the physicians in the area and the need for continued efforts at settling the hostilities and hopefully obtaining some sort of peace and stability in the Eastern Mediterranean area.

"I have already provided Dr. Antoine Boustany with copies of about ten articles he requested from the reference bibliography on Psychiatric Therapeutics which I had used as a handout for the group. I think all of us were highly impressed with the competence and quality of the physicians and their real dedication to high standards of practice that they would like to see again be possible in Lebanon."

WORLD REHABILITATION FUND
Physicians Seminar in Rehabilitation Medicine - Lebanon
Nicosia, Cyprus - September 16-21, 1985

	Monday September 15	Tuesday September 17	Wednesday September 18	Thursday September 19	Friday September 20	Saturday September 21
08.00 - 10.00	Opening Remarks Dr. Garrett Welcome Dr. Andreas Markides Disability, Rehabilitation Needs and Policies in Lebanon Dr. Baroudi Dr. Aouad	Physiatric Therapeutics Dr. Martin	Physiatric Therapeutics Dr. Martin	Rehabilitation in Joint and Connective Tissue Dr. Martin Dr. Grynbaum	Rehabilitation in Diseases Afflicting the Motor Unit, Nerve and Muscle Dr. Martin	Closing Remarks Mr. HadjiPanayiotou Dr. Baroudi Dr. Aouad Dr. Garrett
10.00 - 10.15	B R E A K					
10.15 - 12.15	Physiatric Therapeutics Dr. Martin	Rehabilitation in Brain Disorders Dr. Berrol	Rehabilitation in Spinal and Associated Musculoskeletal Disorders Dr. Berrol, Dr. Grynbaum, Dr. Aouad	Rehabilitation in Spinal and Associated Musculoskeletal Disorders Dr. Berrol, Dr. Grynbaum, Dr. Aouad	Aging and Disability Dr. Grynbaum	Departure
12.30 - 14.00	L U N C H					
14.00 - 16.00	Rehabilitation in Brain Disorders Dr. Berrol	Orthotics and Prosthetics Dr. Grynbaum Dr. Aouad	Clinical Problems in Stroke Rehabilitation Dr. Grynbaum	Sexuality and Disability Dr. Berrol Dr. Grynbaum	Educational Goals and Objectives Dr. Martin, Dr. Grynbaum, Dr. Garrett	
16.00 - 16.15	B R E A K					
16.15 - 18.00	Orthotics and Prosthetics Dr. Grynbaum, Dr. Aouad, Dr. Baroudi	Psychosocial Aspects of Disability Dr. Garrett Mr. LaRocca	Vocational Aspects Dr. Garrett Mr. LaRocca, Dr. Shwayri Preventive Rehabilitation Mr. LaRocca	Sexuality and Disability Dr. Berrol, Dr. Grynbaum	Educational Goals and Objectives Dr. Martin, Dr. Grynbaum, Dr. Garrett	
20.30 -	W . R . F . D I N N E R					

WORLD REHABILITATION SEMINAR
 Participants in Medical Rehabilitation Seminar
Nicosia, Cyprus - September 16-21, 1985.

Participation List

<u>Name</u>	<u>Speciality</u>	<u>Organization</u>	<u>Telephone Number</u>
Dr. Joseph ABI SALEH	Director General	Ministry of Health	433550 450111
Dr. Bahij ARBID	General Practice	El Jabal	305692, 314100
Dr. Ramez AOUAD	Orthopedic Surgery	Cortbawi - Al Kafaat	417974
Dr. Antoine BOUSTANY	Psychiatry	Al Kafaat	463670, 383399 (Pr)
Dr. Hicham BAROUDI	Physical Medicine	Berbir - Ouzai	305991
Dr. Antoine EL HAGE	Physical Medicine	American University Medical Centrr	340460 ext. 8628, 388069
Dr. Antoine FARJALLAH	Pediatrics	Ministry of Health	433550
Dr. Ziyad FATHALLAH	Internist	Social Caring Institution	Res.311759 Off.313008
Dr. Moumah HAMADEH	Orthopedic Surgery	Berbir Medical Center	Res.806140 or 811885
Dr. Nabil HOKAYEM	Plastic Surgery	Arc-En-Ciel	387000, 386940
Dr. Mustapha KADDOURA	Physical Medicine	Hariri Medical Center	367690
Dr. Albert KHOURY	Cardiology	Cortbawi	383994, 383996

<u>Name</u>	<u>Speciality</u>	<u>Organization</u>	<u>Telephone Number</u>
Mrs. Amal MANSOUR	Nursing/Health Administration	Ministry of Health	433550
Dr. Fouad MINKARA	Physical Medicine	Tripoli Assoc. Soc. Services	Off.625324 Res.625348
Dr. Ziad MEHIO	Orthopedic Surgery	Berbir Medical Center	Res.310270
Dr. Kamel MOHANNA	Pediatrics	Assoc. Medico-Social "Amel"	302492, 832574, 800464
Dr. Chafic MOUALLEM	Jurisprudence	Lebanon University	914666
Dr. Samy NOUJAIM	Orthopedic Surgery	Cortbawi/St. Louis Hospital	951054
Dr. Fouad SALAME	Orthopedic Surgery	Notre Dame Hospital	
Dr. Tarek SHAAR	Neurosurgery	Berbir/Ouzai/Military Hospital	Res.806856 246031 817750 5152
Mr. Nadeem SHWAYRI	Rehabilitation Administration	Al Kafaat	420447
Dr. Afif TAYARA	Rehabilitation Medicine	Social Security National Fund	300758
Dr. Yasser YAGHI	Orthopedic Surgery	Leban. Organization for the Handicapped	800464, 832574, 302492

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CYPRriot PHYSICIANS

<u>Name</u>	<u>Speciality</u>	<u>Institution</u>
Dr. Andreas CHRISTOPOULOS	Neurosurgeon	Nicosia General Hospital
Dr. Chrysostomos CHRISTOFI	Urologist surgeon	Nicosia General Hospital
Dr. Andreas PETRIDES	Orthopedic Surgeon	Limassol General Hospital
Dr. Andreas XEROS	General Surgeon	Limassol General Hospital
Dr. Andri DIETI	Physician	Nicosia General Hospital (Casualty Department)
Dr. Michael PANAYIOTIDES	Orthopedic Surgeon	Nicosia General Hospital

WORLD REHABILITATION PERSONNEL

Dr. Sheldon BERROL	Rehabilitation Medicine	University of California San Francisco
Dr. James F. GARRETT	Rehabilitation/Psychology	World Rehabilitation Fund
Dr. Bruce GRYNBAUM	Rehabilitation Medicine	Rusk Institute New York University
Dr. Gordon MARTIN	Rehabilitation Medicine	Mayo Clinic
Mr. Joseph LAROCCA	Rehabilitation	World Rehabilitation Fund

SUPPORT STAFF

Andreas CONSTANTINOU - Ministry of Finance
Costakis KYRIAKIDES - Ministry of Finance
Eleni MAVRIDOU - Ministry of Finance

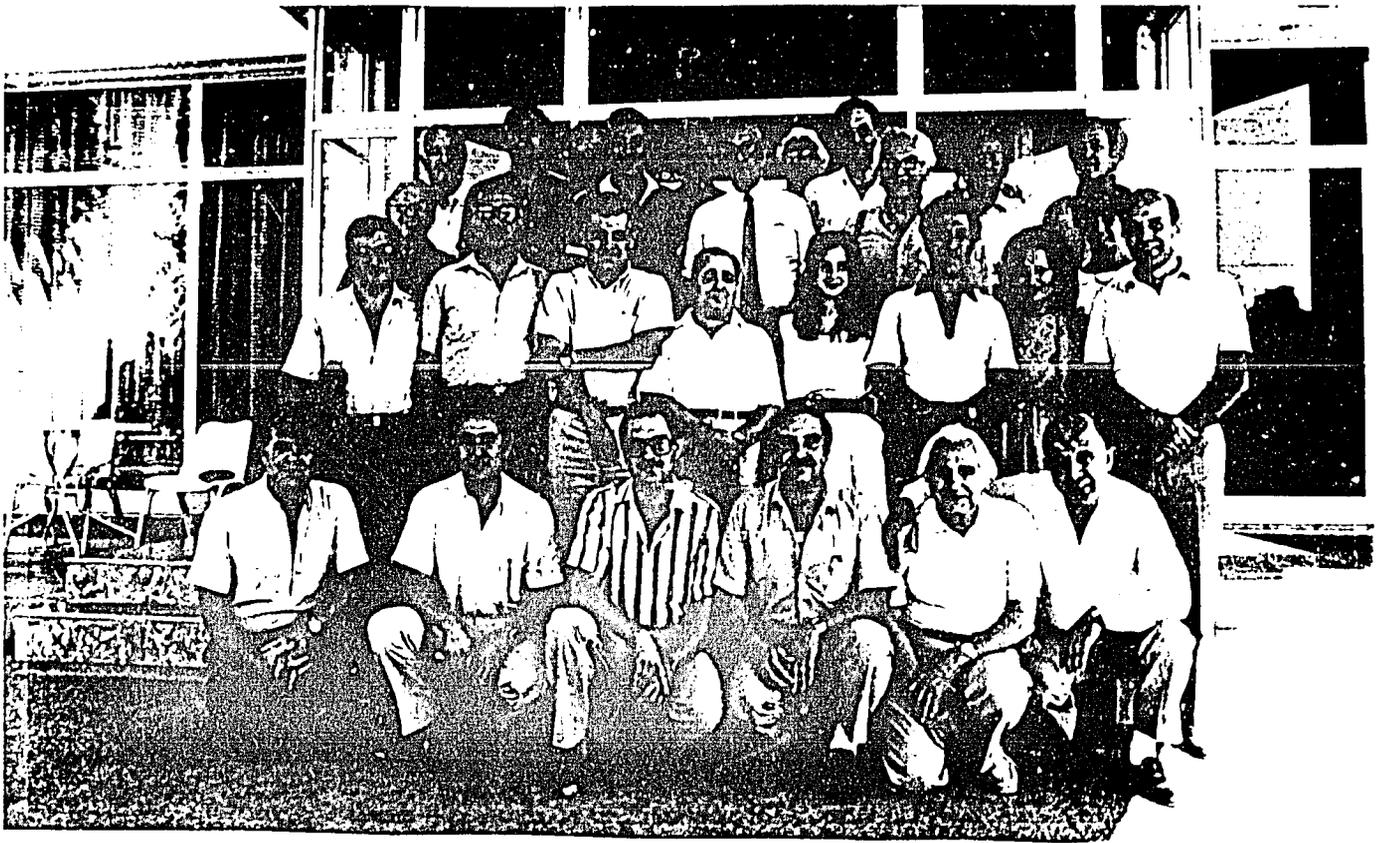
OBSERVER

Nadeem MATTA Health Administration

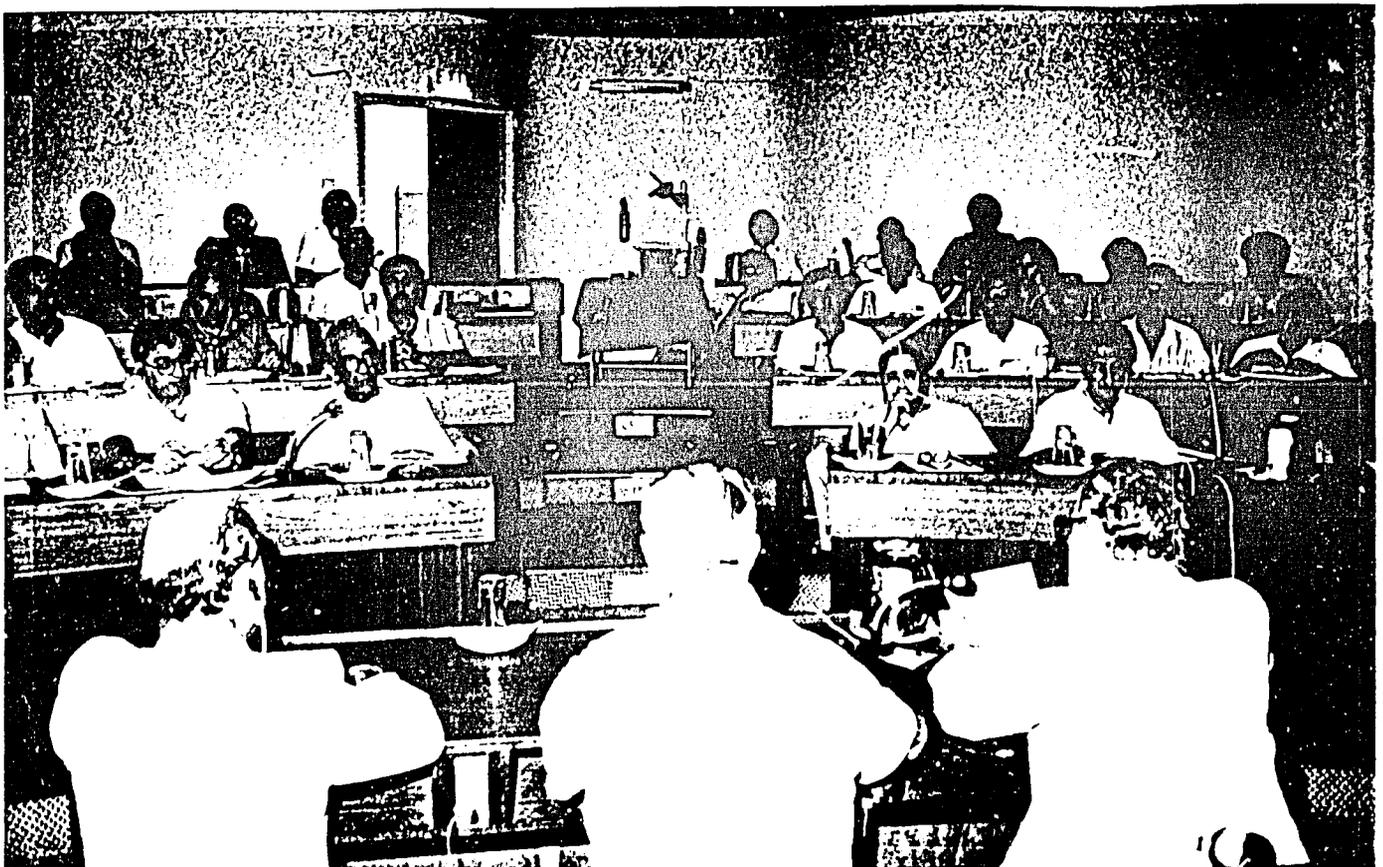
INTERPRETERS

Marie-Jose BABOUDE
Maria HOUVARTA

AID Beirut



Physicians' Seminar



THE PSYCHOSOCIAL-VOCATIONAL SEMINAR

The Psychosocial-Vocational Seminar was also held in the Philoxenia Hotel in Nicosia. It followed on the heels of the Physicians' Seminar in Rehabilitation, taking place from September 23-27, 1985.

At the start there was not the unity or cohesiveness in this Seminar that prevailed in the Physicians' Seminar and in all the other preceding seminars, possibly because (a) the participants were from a variety of disciplines, with some participants being exposed, for the first time, to rehabilitation concepts and practices and (b) the strife in Lebanon had intensified immediately prior to the Seminar and some negative feelings arising therefrom may have carried over into the Seminar. Fortunately, any divisions that existed between the participants seemed to have disappeared midway through the Seminar and were fully dispelled by the WRF dinner and dance which all participants attended.

While the diversity of disciplines among the participants created problems at the start of the Seminar, the salutary effects of this mix far outweighed the problems at the conclusion of the Seminar. There was a lively interchange of views and ideas, particularly between the participants from the teaching institutions (St. Joseph's University, The Lebanon University, and Beirut University College) and the representatives of industry (prospective employers of the handicapped), the labour union representative and the rehabilitation practitioners. All were able to perceive, through the interchange, enriched and enlarged roles for their respective organizations in service to the disabled people of Lebanon.

Indeed, the representatives from the universities asked if a separate seminar could be held for those persons in teaching positions, particularly those in special education. The industry representative strongly urged a separate seminar for business and industry people, especially those in policy making positions, as a way of enhancing employment opportunities for the handicapped in Lebanon.

Seminar Format and Content

Sixteen Lebanese professionals attended the Psychosocial-Vocational Seminar as did seven Cypriot employees of the Ministry of Labor and Social Insurance of the Cyprus government. The intensified strife in Lebanon preceding and during the seminar prevented additional Lebanese from the north, especially Tripoli, from attending.

Because of the breakdown of communications in Lebanon, WRF did not know the composition of the seminar group until their actual arrival in Nicosia. When it was discovered that the Director General for Technical Education of the Ministry of Labor, a high ranking representative of the Lebanese Industry Council and an equally high ranking official of the Lebanese Labor movement would be participants, the Seminar program was changed (at the opening of the Seminar and later at the close) to give these representatives opportunity to discuss the roles of their respective agencies in rehabilitation and their relationships to all other organizations having roles in the expanding rehabilitation movement in Lebanon.

The curriculum for the Seminar is attached. It reflects the changes discussed above and the major topics with focus on theory and practice in vocational counseling, training and job placement of the handicapped. Most of the subject matter was new to the participants.

Numerous slides, videos and films were used throughout the seminar, and a great deal of printed material relating to each topic in the curriculum was made available to each participant.

Mr. Christodoulos Christodolou opened and closed the Psychosocial-Vocational Seminar. His remarks are attached.

Participants in the Psychosocial-Vocational Seminar

The sixteen Lebanese participants represented the following organizations and agencies providing services to handicapped people in all confessional groups in Lebanon:

Acauvel-Caris

Al Kafaat

Association of Lebanese Industrialists

Beirut University College

Cortbawi Center

Labour Union

Lebanese Association for the Handicapped

Lebanese School for the Blind -- Baabda

Lebanon University

Ministry of Education

Mount Lebanon Rehabilitation Center (El Jabal)

Ouzai Rehabilitation Center

St. Joseph University

The Lebanese participants completed registration forms giving certain background information which revealed the following characteristics by training and occupation.

Eight were administrators, one of whom was also an educator, one a physical therapist, and two psychologists. Three were university professors, one at the Lebanon University, one at Beirut University College and the third at St. Joseph University. One participant was General Secretary of the Labour Union; another was a physician; one was a psychologist; and two educators with the Ministry of Education, one as Director-General of Technical Education and the other, an engineer, as head of the Technical Department. All except three have had some experience with handicapped people or programs.

All confessional groups were represented and as many geographical areas as possible, including the Beirut area, Sidon, Tyre, Mt. Lebanon and the North.

One of the participants became seriously ill during the Seminar and was admitted to the intensive care unit of the Nicosia General Hospital. He recovered and returned home safely during the week following the Seminar. Because of the shelling, the Beirut airport was closed and those who could only return by plane were delayed one day in leaving Nicosia.

As part of the plan to expand and upgrade rehabilitation services in Lebanon, WRF and the Ministry of Health and Social Affairs have made conscious efforts to include, in each succeeding teaching program and seminar, rehabilitation facilities and programs not represented in previous training programs. There were in the current seminar three organizations which had not been previously represented: Beirut University College, the Lebanese School for the Blind and St. Joseph University. This brings to thirty-three the number of organizations represented in the WRF training seminars since the start of the training seminars in October 1984.

All participants in the Psychosocial-Vocational Seminar -- Lebanese and Cypriot participants, faculty, support staff and interpreters -- are listed in the pages that follow. The Lebanese participants are also shown by the organizations for which they work.

Participants' Evaluation of the Psychosocial-Vocational Seminar

At the conclusion of the Psychosocial-Vocational Seminar, the participants were asked to submit a written evaluation indicating their overall evaluation of this Seminar, the extent to which it met their expectations, and an individual rating of the special topic sessions.

Further, their observations were requested regarding the organization of the Seminar, the suitability of the time allotted and whether there was sufficient provision for group participation and discussion, the usefulness of the printed and xeroxed handouts, and, finally, whether they would recommend a Seminar such as this to their colleagues.

The questionnaire, like all other documents used in the training course, was in French and English and the participants were free to complete the questionnaire in the language of choice. Also they were asked not to sign the evaluation form.

As in previous seminars, there was a remarkable response -- all sixteen of the Lebanese and three of the Cypriot attendees submitted evaluation forms. As indicated earlier, the participants were varied professionally and therefore the reactions to the special sessions differed. In order to reflect these differences, the following key was used in tabulating the responses:

AM - Administrator Medical

EM - Employment Officer

A - Administrator

Ps - Psychologist

AS - Administrator - Social Worker

RL - Representative of Labor

E - Educator

S - Social Worker

	<u>Excellent</u>	<u>Good</u>	<u>Average</u>	<u>Poor</u>
OVERALL EVALUATION OF SEMINAR	A, Em, Ps, RL (4)	A, A, A, Am, As, E, E, E, Em, Ps, RL, RL, S, S (14)	A (1)	(0)
<u>Rating of Special Topic Sessions</u>				
Overview of Vocational Rehabilitation in Lebanon	A, A, As, Em (4)	A, Ps, Ps, RL, S (5)	A, A, Am, E, E, E, Em, S (8)	RL (1)
Psychosocial Aspects of Disability	A, A, Am, As, E, Em, RL (7)	A, A, A, E, Em, Ps, RL, RL, S (10)	E, S (2)	(0)
Modification of Behavior Through Counseling	A, As, E, Em, RL, RL (6)	A, A, E, Am, Em, Ps, Ps, RL, S (9)	A, A, S, E (4)	(0)
Vocational Evaluation and Tools Used in Evaluation	A, A, A, A, As, E, E, Em, Em, Ps, RL, RL, Am (13)	A, E, Ps, S, RL (5)	S (1)	(0)
The Counseling Process	A, A, Am, As, E, Em, Em, Ps, RL (9)	E, Ps, RL (3)	A, A, E, S, S (5)	A (1)
Head Trauma Rehabilitation	A, A, A, As, E, Em, RL (7)	A, A, Am, E, Em, Ps, S, RL, S (9)	E, Ps (2)	(0)
Future of Rehabilitation in Lebanon -- Role of Ministry of Education	Em (1)	A, A, Am, E, Em, Ps, RL, RL, S (9)	A, A, E, Ps, RL (5)	A, As, E, S (4)
Employment Situation and Prospects in Lebanon	Em (2)	A, A, Em, Ps, Ps, RL, RL, S (8)	A, Am, As, E, E, S (6)	E, RL (2)

<u>Rating of Special Topic Sessions, cont'd.</u>	<u>Excellent</u>	<u>Good</u>	<u>Average</u>	<u>Poor</u>
Self Employment	As, E, Em (3)	A, A, A, A, Am, Em, Ps, Ps, RL, S, RL (11)	A, E, S (3)	E (1)
Stroke Rehabilitation Group Processes	A, E, Em, RL (4)	A, A, Am, As, E, Em, Ps, Ps, RL, RL, S, S (12)	A, A, E (3)	(0)
Future of Rehabilitation in Lebanon — Role of Labor Unions	Em (1)	A, As, E, Em, Ps, RL, RL, S (8)	A, A, Am, Ps (4)	A, A, E, E, RL, S (6)
Job Placement and Follow-Up	A, As, Em, Ps, RL (5)	A, Am, RL, S (4)	A, A, A, E, Em, S (6)	(0)
Peer Counseling	A, A, As, E, Em, Em, Ps (7)	A, A, Am, E, Ps, RL, RL, RL, S, S, (10)	A, E (2)	(0)
Application of Technological Devices and Work Site	As, E, Em, Ps, RL (5)	A, A, A, E, E, Em, RL, RL, S (9)	A, A, Am, S (4)	(0)
Production and Sheltered Workshops	E, Em, Ps, S (4)	A, A, Am, As, E, Em, RL, S (8)	A, A, RL (3)	E (1)
Architectural Barriers	E, Em, Ps, S (4)	A, A, A, Am, E, Em, RL (7)	A, A, RL, S (4)	E (1)

<u>Rating of Special Topic Sessions, cont'd.</u>	<u>Excellent</u>	<u>Good</u>	<u>Average</u>	<u>Poor</u>
Sexuality and Disability	Em, Em, Ps (3)	A, A, As, E, E, RL, RL, S (8)	A, A, Am, E, RL, RL (6)	(0)
Future of Rehabilitation in Lebanon — Role of Industry and Employers	E (1)	A, E (2)	A, As, E, Em, S (5)	A, RL (2)
Job Placement and Follow-up	As, Em, Ps, RL (4)	A, A, Am, E, Em, Em, RL (8)	A, A, E, S (4)	(0)
Educational Goals and Methods	Em, Ps, RL (3)	A, A, Am, E, E, S (6)	A, Em, Ps, RL, S (5)	(0)
Application in Lebanon of Concepts, Processes and Systems Presented in the Seminar	As, Em (2)	A, A, E, RL, S (5)	A, E, Em, S (4)	RL (1)

To What Extent Seminar Met Expectations:

Extremely well - (5)
 Fairly well - (14)
 Partially - (0)
 Not at all - (0)

In the balance of the evaluation, the participants' evaluations were varied also:

Eight believed the seminar was extremely well organized and nine that it was fairly well organized;

Seven felt the time allotted was appropriate, five that it was too short and six that it was too long;

Fourteen stated there was sufficient provision for group participation and discussion, three disagreed;

Seven found the handouts very useful and eleven somewhat useful.

Finally, twelve stated that they would definitely recommend a Seminar such as this to their colleagues and seven would recommend with reservations.

Dr. Patricia Dvonch, Chairman, Department of Rehabilitation Counseling of New York University, who served as a faculty member for the Psychosocial-Vocational Seminar, commented as follows about the Seminar:

"I wish to thank you for a most interesting and exciting experience in presenting to the Lebanese Specialists, the vocational rehabilitation counseling process.

"As you noted, it was a most diverse group, in their interests, training and understanding of rehabilitation and its many facets. The need for the principles and practice of our field in Lebanon is clear and the participants seemed to express not only this need, but their deep commitment to the philosophy of our field in serving individuals who are disabled."

Dr. Dvonch indicated that she had sent curriculum materials on special education to Professor Aida Roucos Nehme of St. Joseph University in follow up of the Seminar discussion of "Educational Goals and Methods -- the Role of the University." Thus, as with the physicians' training program, there is an added dimension to the impact of the Psychosocial-Vocational Seminar.

WORLD REHABILITATION FUND
 Psychosocial-Vocational Seminar - Lebanon
 Nicosia, Cyprus - September 23-27, 1985

	Monday September 23	Tuesday September 24	Wednesday September 25	Thursday September 26	Friday September 27
08.00 - 10.00	Opening of Seminar Dr. Garrett Welcome Mr. Christodoulou Remarks Mr. Sadek, Mr. Sebai, Mr. Nasr, Mr. Abla Overview of Vocational Rehabilitation in Lebanon Mr. Shwayri	Psychosocial Aspects of Disability Dr. Diller The Counselling Process Dr. Dvonch	Head Trauma Rehabilitation Dr. Diller Future of Rehabilitation in Lebanon - Role of Ministry of Education Mr. Sebai	Stroke Rehabilitation Group Processes Dr. Diller Future of Rehabilitation in Lebanon - Role of Labor Unions Mr. Abla	Sexuality and Disability Dr. Diller Future of Rehabilitation in Lebanon - Role of Industry and Employers Mr. Nasr
10.00 - 10.15	B R E A K				
10.15 - 12.15	Psychosocial Aspects of Disability Dr. Diller	The Counseling Process Dr. Dvonch	The Counseling Process Dr. Dvonch	Job Placement and Follow-Up Dr. Dvonch	Job placement and Follow-Up Dr. Dvonch
12.30 - 14.00	L U N C H				
14.00 - 16.00	Modification of Behavior Through Counseling Dr. Dvonch	Vocational Evaluation Mr. Langton Tools used in Vocational Evaluation Mr. Langton	Vocational Evaluation Mr. Langton Tools used in Vocational Evaluation Mr. Langton	Peer Counseling Mr. LaRocca Application of Technological Devices and Work Site Mr. Langton	Educational Goals and Methods Dr. Garrett, Dr. Diller, Dr. Dvonch, Mr. Langton Mr. LaRocca
16.00 - 16.15	B R E A K				
16.15 - 18.00	Vocational Evaluation Mr. Langton	F R E E	Employment Situation and Prospects in Lebanon Mr. Shwayri Self Employment Mr. LaRocca	Application of Technological Devices and Work Site Mr. Langton Production and Sheltered Workshops Mr. Shawyri Architectural Barriers Mrs. Chouluka	Application in Lebanon of Concepts, Processes and Systems Presented in the Seminar - Group Discussion Dr. Garrett Presiding Closing of Seminar Mr. Christodoulou Dr. Garrett
21.00	W. R. F. DINNER CLASSIC TAVERN				

WORLD REHABILITATION FUND

Phsychosocial/Vocational Seminar for Labor
PHILOXENIA, Nicosia, 23-28/9/1985

Welcoming Address by Mr. Christodoulos Christodoulou
Director-General, Ministry of Labour and
Social Insurance

On behalf of the Cyprus Government, I am pleased to welcome you to the Sixth Training Seminar which Cyprus has been able to host for the World Rehabilitation Fund programme for Lebanese professional workers. The Ministry of Labour and Social Insurance considers the subject matter of this Seminar to be particularly pertinent to its role and mission. Since the Ministry was so actively involved in the work of the International Year for the Disabled and the subsequent Decade of the Disabled, we have particularly appreciated the World Rehabilitation Fund's invitation to have this meeting here, the more so since the PHILOXENIA and the Hotel and Catering Institute complex is the product of International cooperation, having been constructed as a joint project between the Government of Cyprus and the International Labour Office.

We have felt close to our Lebanese colleagues and the problems they are called to face and the past several World Rehabilitation Fund-sponsored seminars have served to strengthen further the bonds between us. We too have been called to tackle rehabilitation problems created as a result of the Turkish invasion. We have been able all the while, inspite all adversities, to face these problems and move ahead. Our personal and professional relationships, particularly over the last year, have matured to the point where we are able to learn from one another and to reinforce one another in our concerns for the truly needy among us.

This relationship has forced us to evaluate ourselves and our programmes more thoroughly. As a result, when the World Rehabilitation Fund offered us the opportunity for a shared learning experience, we gladly accepted the offer.

The World Rehabilitation Fund is presenting the role of psychologists, rehabilitation counselors, and vocational evaluators as models for certain aspects of the rehabilitation programme. It is a unique opportunity for all of us to learn from these presentations and try to meet the needs of the disabled persons in those functions, in a way indigenous to our own socio-political-cultural environment. Failure to meet these needs, means a group of disabled will not come close to reaching their potential for living in the least restrictive environment. This is the challenge of this Seminar.

Dear friends,

While you are on our Island, we shall do our utmost to make your stay as pleasant and fruitful as possible.

I wish you well in your work and shall look forward to the outcomes of this stimulating opportunity.

21/9/1985.

World Rehabilitation Fund
Seminar on Orientation to
Rehabilitation for Social Workers

Nicosia 14-18 October 1985

Closing Remarks by Mr. Christodoulos Christodoulou
Director-General, Ministry of Labour and
Social Insurance

Once again I am privileged with the opportunity to address these closing remarks of yet another successful Seminar organised here in Cyprus by the World Rehabilitation Fund.

I must confess that from the beginning the theme of the Seminar "Orientation to Rehabilitation for Social Workers" struck me and my colleagues in the Ministry of Labour and Social Insurance as a rare chance for some of our social workers to re-orient their role and techniques in the rehabilitation of the disabled persons. In this respect, we are again grateful to Dr. Garrett and Mr. LaRocca for accepting five of our professionals to sit in with you as Seminar participants.

You have just completed a vigorous week, which, I was told, has exhausted both faculty and students. That does not surprise me knowing Dr. Carrett's set of rules that "everybody works hard with me".

So I must first congratulate you on your survival techniques.

I have heard that discussion has been lively which suggests that all of you have learned a considerable amount from one another.

It is difficult to extract general principles from one cultural setting to another, which has been the main task you have been attempting. But I am certain that you have been able to make that transition and that you will be able to adapt your service and training programmes to meet better the needs of the disabled.

As I glanced over the content of the week's Seminar I was impressed with the fact that the disabled person was always seen in relation to the family and the community. I was more so impressed that the focal point was also on the disabled

persons and their needs - and not on social work or any other professional discipline except as that profession contributed to meeting those needs. These emphases are rightly placed.

I trust that when you return home, you will be able to use some of what you have learned and seen this week. The rest, we would hope, you could put into the treasure-house of knowledge, to be applied when your own home country Lebanon, returns to a more normal atmosphere.

Meanwhile, we trust that you can look upon Cyprus as your home away from home.

I know I can speak on behalf of everybody in expressing deep appreciation and thanks to the hard-working faculty - Dr. Dennis Poole, Dr. Tom Carlton and Mrs. Joyce Salhoot. Undoubtedly, their contribution in the success of this Seminar has been immensely valuable.

Finally, this being the eighth W.R.F. Seminar, I am afraid we have run out of words of praise for these fine and devoted workers, Dr. Garrett and Mr. LaRocca. They always deserve our full appreciation and admiration for all they are doing in bringing us together for such a noble and worthy cause as rehabilitation of the disabled persons.

To you all, I wish a safe and happy return home.

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17th October 1985

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The Psychosocial-Vocational Seminar Participants

WORLD REHABILITATION FUND
 Psychosocial-Vocational Seminar - Lebanon
 Nicosia, Cyprus - September 23-27, 1985

Participation List

<u>Name</u>	<u>Profession</u>	<u>Organisation</u>	<u>Telephone</u>
Dr. Michel AOUAD	Educator/Sociologist	Lebanon University	
Mr. Khalil ABLA	Sales Manager - General Secretary Labour Union	Labour Union	c/o 352944
Mr. Antoine ASSAF	Psychologist/Administrator	Arc En Ciel	896010
Dr. Darwich CHOGHARI	General Medicine	Amel	
Sister Marie-Jeanne KADADIHI	Physical Therapist/Administrator	Cortbawi Center	903916 - 903269
Dr. Mounir KHOURY	Sociologist/Professor	Beirut University College	Off. 811968, Res.81232.
Mrs. Wadad LAHOUD	Educator/Administrator	Lebanese School for the Blind - Baabda	34722, 420601, 421024
Miss Rida MOURAD	Psychologist	Ouzai Rehabilitation Center	832129
Mr. Marwan Mikael NASR	Administrator	Association of Lebanese Industrialists	
Mr. Khaled MEHTAR	Administrator	Mount Lebanon Rehabilitation Center (El-Jabal)	Off. 803408, Res.81121
Mr. Nabil MACCACHE	Educator/Technical and Vocational Education - Engineer Head of Technical Department	Ministry of Education	492203
Miss Arlette NLHNE	Psychologist/Administrator - Educatrice Spécialité	Acsauvel - CARIS	926951 B., 454202 D.
Mrs. Aida KOUCOS DEHME	Educator/Directrice de l' Institut Libanais d'Educateurs	St. Joseph University	326636; 323666
Mr. Suheil SEBAT	Educator/Director-General of Technical Education	Ministry of Education	388973

<u>Name</u>	<u>Profession</u>	<u>Organisation</u>	<u>Telephone</u>
Mr. Nadeem SHWAYRI	Administrator	Al-Kafaat	420447
Mr. Mohamad ZAYAT	Master Public Health Hospital Administration/Administrator	Lebanese Association for the Handicapped	806101

CYPRriot PARTICIPANTS

Ms. Louisa SAVVIDOU	District Labour Office (Larnaca)
Mrs. Marina PRASTITI	Ministry of Labour
Mr. Alexander I. ECONOMIDES	District Labour Office
Mr. Cleanthis KARAGEORGHIADES	Ministry of Labour - Vocational Rehabilitation Centre
Mrs. Anthi ANDRONIKOU	Assistant Director of Nea Eleousa Home for Severely Retarded Children
Mr. Andreas ARGYROU	District Labour Officer, Nicosia
Mr. RRonis SOTERIADES	District Labour Office, Limassol.

WORLD REHABILITATION PERSONNEL

Dr. James F. GARRETT	Rehabilitation/Psychology World Rehabilitation Fund
Dr. Leonard DILLER	Ph.D. - Chief Behavioral Science Rusk Institut of Rehabilitation Medicine, Professor, Clinical Rehabilitation Medicine, New York University School of Medicine.
Dr. Patricia DVONCH	Ph.D. - Chairman Rehabilitation Counseling Department New York University, New York NY 10003

Mr. Anthony LANGTON Director,
Rehabilitation Engineering Center,
University of Wisconsin - Stout
Menomonie, Wisconsin 54751

Mr. Joseph LARocca Rehabilitation,
World Rehabilitation Fund

SUPPORT STAFF

Mr. Andreas CONSTANTINOU - Ministry of Finance

Mr. Costakis KYRIAKIDES - Ministry of Finance

Miss Eleni MAVRIDOU - Ministry of Finance

INTERPRETERS

Ms. Marie-Jose BABOUDER

Miss Maria HOUVARTA

SOCIAL WORKERS' SEMINAR ON ORIENTATION TO REHABILITATION

The first October 1985 Seminar conducted by the World Rehabilitation Fund was a seminar for Lebanese social workers on Orientation to Rehabilitation.

This Seminar was held in the Ledra Hotel, Nicosia, Cyprus October 14-18, 1985. Selection of the Lebanese participants in the Seminar was made by the Ministry of Health and Social Affairs pursuant to the new selection procedure described in the section of this report entitled "Role of the Ministry of Health and Social Affairs in the Emergency Relief Project."

Nineteen Lebanese social workers participated in the Seminar -- three of these associated with the St. Joseph University School of Social Work. Also there was a good mix of the social work practitioners in that they served various disability groups -- the deaf, the mentally retarded, the mentally ill and the physically disabled. Further, they provided their services in institutions and through community agencies, both public and private.

Five Cypriots attended the Social Workers' Seminar -- four with the Department of Welfare Services of the Ministry of Labour and Social Security and one with the Joannou Foundation, an organization serving the mentally retarded.

Content of the Training Program

The three social workers, Dr. Dennis Poole, Dr. Thomas O. Carlton and Ms. Joyce Salhout of the WRF faculty for the Seminar spent many hours developing and refining the materials which were used for the lectures and discussions.

Few training materials exist for use by social workers in the rehabilitation field, hence, their materials are, for the major part, original materials based upon their personal experiences in working with disabled people.

Moreover, they used many visual aids as supplements to their presentations. Further, every participant received his/her typed copy of each presentation together with additional reference material. The extensiveness of the handout materials is reflected in the attached listing of these materials.

There was a broad sweep of subject matter areas covered in the Seminar for Social Workers, as will be seen from the attached syllabus.

Mr. Kallinagos of the Ministry of Labor and Social Security of the Cyprus government opened the Seminar.

Ms. Salonge Sakr El Hage, an instructor with the St. Joseph University School of Social Work and President of the Lebanese Association of Social Workers described the state of social work and rehabilitation in Lebanon. Ms. Sakr El Hage had attended a previous WRF seminar on Standards and had made an excellent contribution to that Seminar.

The volume of material presented in the Seminar precludes a description of the more than twenty topics included in the syllabus. Therefore, a brief description of the subject matter of only a few topics is presented below:

Disability, Rehabilitation, and Social Work. This session discussed the prevalence of disability throughout the world and in Lebanon, demonstrated how different definitions of disability lead to different outcomes in the rehabilitation process, and identified the biopsychosocial impacts of disability on the individual and society. It also briefly identified what roles social workers can play in providing opportunities for the disabled to improve their psychosocial functioning and for society to benefit from their potential contributions.

Casefinding in the Community: The rationale for casefinding, social work mandates; problems in the management of disabilities; approaches to community casefinding (the experience survey, the consumer utilization approach, community outreach, approaches in combination); getting the disabled person and family to sources of help.

The Rehabilitation Process and the Role of the Social Worker. Rehabilitation is the process of learning to live with one's disability in one's own environment. Implications of the definition including the role of patients and staff and rehabilitation outcomes were described. The three level outcome model presented can be used to allocate limited resources while achieving the goals established by the patient. The social worker role was described as a facilitator, case manager and educator who does psychosocial assessments, provides direct services to patients and families, coordinates team functioning and participates in the planning of department and facility.

Social Work and Community-Based Rehabilitation for Transitional and Independent Living. This session identified some distinctions between traditional rehabilitation and community-based rehabilitation, examined how different nations have chosen to design their community-based rehabilitation programs, and discussed ways that social workers can function in community settings.

Vocational Rehabilitation. This session addressed the vocational aspects of rehabilitation. Central to the session was a visit to a sheltered workshop facility for the mentally retarded. Also, there was discussion of the supported work services model of employment for severely physically and multiply handicapped persons. A slide presentation of Project Employability at Virginia Commonwealth University was included in the session.

Human Sexuality and Disability: Virtually nobody is too disabled to derive some satisfaction from sex. Myths and facts about sex and the person with a disability were discussed. Attributes of people with a disability who have satisfying sexual experiences were presented along with social work interventions to help individuals develop a sexually satisfying lifestyle. Sexual counseling including general cautions, how to interview and how to prepare yourself as a social worker for this function were presented. The P-LI-SS-T model for determining the level of social work intervention for which the social worker is prepared was described.

A video tape, "Getting It All Together" was shown, depicting a spinal cord injured person and his wife dealing with sexual issues.

Forming a Professional Association: Professional needs (developing practice standards, improving the quality of practice, advocacy and legislative/programmatic action); member needs (the need for association with other social workers, mutual support, joint action on issues, developing influence, advocacy); forming an association (determining structures for membership, dues, purpose, program, officers and establishing committees and their functions); by-laws and putting the association to work.

Health Social Work Curriculum Design (Educational Objectives): Setting curriculum parameters (input from practice, society, students, social work); formulating overall objectives as outcomes of the educational process (using behavioral language to formulate objectives, keeping focus on students); dividing content and learning experiences into manageable units (classroom learning and field practice); assessing student performance; examples of a health social work curriculum.

Mr. Christodoulos Christodoulou, Director General, Ministry of Labour and Social Insurance, closed the Seminar with warm words for the participants and awarded the WRF certificates.

Participants in the Social Work Seminar — Training, Affiliation, Positions

The 19 participants in the Social Work Seminar represented the following 17 organizations and agencies providing services to handicapped people in all confessional groups and in all geographic areas of Lebanon:

Al Kafaat

Beit Chebab

Committee on the Handicapped

Cortbawi

Hariri Medical Center

Lebanese Organization for the Handicapped

Lebanese Red Cross

Lebanese School for the Deaf

Lebanese Sitting Handicapped Association

MOL National Employment Office

Mt. Lebanon Rehabilitation Center

Muslim Orphanage

OSD Ministry of Health and Social Affairs

Psychiatric Hospital of the Cross

Saints Coeur Center for Mentally Retarded Children

Sosebel

St. Joseph University School of Social Work

All of the 19 Lebanese participants were asked to complete a registration form giving certain background information which revealed the following group characteristics: fourteen have had formal training (Quebec, France, The American University of Beirut, etc.). Eight have been social workers 15 or more years; seven ten or more years, and four under five years.

All of the participants hold responsible positions either in direct service to the handicapped or in teaching and administrative positions. In their field of specialization, ten work with the physically handicapped, two with the mentally ill, one with the deaf, and three with infants or adolescents who are physically or mentally handicapped.

Three work in all of Lebanon. Eleven work in the Beirut area. Three are employed in South Lebanon; one, in North Lebanon; and one, in the Bakaa.

Ten of the participants had attended training seminars in the last five years, usually at some distance from Lebanon, e.g., France and Montreal. Three had attended seminars in the 1970s. Six had attended none.

As part of the plan to expand and upgrade rehabilitation services in Lebanon, WRF and the Ministry of Health and Social Affairs have made conscious efforts to include, in each succeeding teaching program and seminar, rehabilitation facilities and organizations not represented in previous training programs. As a result, the number of rehabilitation facilities and related organizations has increased from sixteen in the first session (October 1984) to thirty-six through the Social Workers' Seminar.

The new facilities and organizations represented in this Seminar, October 14-18, 1985, are:

Lebanese School for the Deaf

Muslim Orphanage

Saint Coeur Center for Mentally Retarded Children

The following chart shows the names of the participants, the organizations for which they work and their position in the organization.

WORLD REHABILITATION FUND

Seminar on Orientation to Rehabilitation for Social Workers

Participants

<u>Name</u>	<u>Organization</u>	<u>Position</u>
1. Marie Rose AOWAD	OSD Ministry of Health and Social Affairs	Social Worker - Joint Committee on the Handicapped and Physical Therapy
2. Ines ASSAF	St. Joseph University School of Social Work	Teacher
3. Nada BAKHOS	Beit Chabab	Social Worker
4. Noha Bou HARB	Committee on The Handicapped	Secretary
5. Helene BSAIBES	MOL National Employment Office	Chief of Bureau for the Handicapped
6. Mona CHAHWAN	OSD Ministry of Health and Social Affairs	Social Worker
7. Anissa CHEHAYEB	Mt. Lebanon Rehabilitation Center	Assistant Social Coordinator
8. Ahmad Yehia HAMMOUD	Muslim Orphanage	Director Services for the Handicapped
9. May HAZZAZ	St. Joseph University School of Social Work	Teacher
10. Sister Lucie HENEINE	Al Kafaat	Social Worker
11. Ahmad ISSA	Lebanese Sitting Handicapped Association	Volunteer Secretary/Student of Sociology
12. Leila JABER	Lebanese Red Cross	Directress Social Services
13. Sister Mountaha NAHAS	Cortbawi Rehabilitation Center	Directress Social Services
14. Leila MOUHANNA	Psychiatric Hospital of the Cross	Psychiatric Social Worker
15. Iman OMESS	Lebanese Organization for the Handicapped	Social Worker
16. Souad SABBAGH	Lebanese School for the Deaf	Directress
17. Solange, SAKR EL HAGE	Sesobel/St. Joseph University School of Social Work	Directress Social Services Sesobel/St. Joseph University - Instructor
18. Sister Sonia SAMRA	Saints Coeur Center for Mentally Retarded Children	Directress
19. Rukia SOUBRA	Hariri Medical Center	Directress Health and Social Services

Cypriot Participants

Michael Othonos	Social Worker, JOANNOU Foundation
Anita Verma	Social Worker, Department of Welfare Services, Ministry of Labour
Maria Despotou	Social Worker, Department of Welfare Services, Ministry of Labour
Panayiotis Stavrinides	Social Worker, Department of Welfare Services, Ministry of Labour
Kyriacos Isaias	Social Worker, Department of Welfare Services, Ministry of Labour

World Rehabilitation Personnel - Personnel

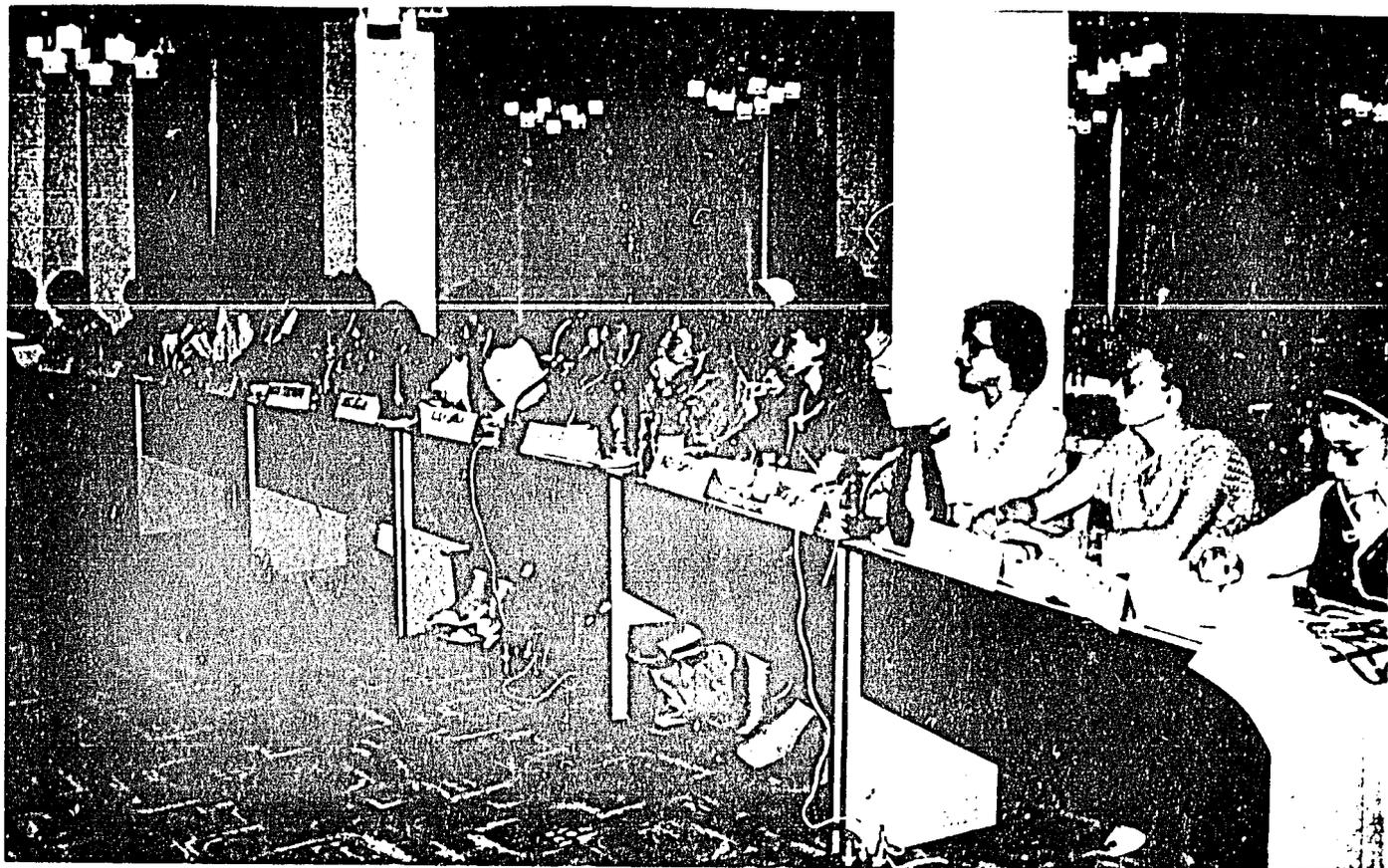
James F. GARRETT, Ph.D.	Executive Vice President, World Rehabilitation Fund. Clinical Professor Rehabilitation Medicine New York University Medical Center
Joseph M. LARocca	Consultant World Rehabilitation Fund. Director - WRF Lebanon Emergency Rehabilitation Project
Thomas Owen CARLTON, Ph.D.	Director of Field Instruction/Associate Professor. School of Social Work, Virginia Commonwealth University
Dennis L. POOLE, Ph.D.	Assistant Professor, School of Social Work, Virginia Commonwealth University
Joyce Testa SALHOOT, M.S.W.	Assistant Professor Baylor College of Medicine. Assistant Administrator of Chemical Services. Institute of Rehabilitation and Research, Texas Medical Center.

Support Staff

Mr. Andreas CONSTANTINOU	- Ministry of Finance
Mr. Costakis KYRIAKIDES	- Ministry of Finance
Ms. Eleni MAVRIDOU	- Ministry of Finance

Interpreters

Ms. Marie-Jose BABOUDER
Ms. Maria HOUVARTA



Social Workers' Seminar



Participants' Evaluation of the Social Work Seminar

At the conclusion of the Social Work Seminar, the 19 participants from Lebanon and the five from Cyprus were asked to submit a written evaluation of the seminar indicating the degree to which the Seminar was responsive to their needs, whether the format was satisfactory, and the degree to which the presentations and discussions would enhance their skills in assisting handicapped individuals and their families. All 19 Lebanese participants submitted completed evaluation forms and two of the five Cypriots did so.

The questionnaire, like all other documents used in the training course, was in French and English and the participants were free to complete the questionnaire in the language of choice. Also, they were asked not to sign the evaluation form.

The evaluations were as follows with respect to each question:

1. Overall evaluation of this seminar:

Excellent - 17; Good - 4; Average - 0; Poor - 0.

2. Extent to which the seminar met expectations:

Extremely well - 11; Fairly well - 9; Partially - 2; Not at all - 0.

3. Extent that special topic sessions enhance skills in assisting in the rehabilitation and adjustment of handicapped individuals:

Very much - 17; Somewhat - 4; Not at all - 0.

4. Extent that special topic sessions enhance skills in dealing with family members and other concerned persons in relation to disabled individuals' rehabilitation and social adjustment:

Very much - 16; Somewhat - 5; Not at all - 0.

5. Extent that the seminar enhances teaching skills in orienting social workers to rehabilitation (applicable only to teachers and supervisors):

Very much - 10; Somewhat - 3; Not at all - 0.

6. How well organized was the seminar?

Extremely well - 15; Fairly well - 6; Poorly - 0.

7. How suitable was the time allotted?

Appropriate - 12; Too short - 7; Too long - 2.

8. Was there sufficient provision for group participation and discussion?

Yes - 18; No - 1.

9. To what extent will the hand-outs (printed and xeroxed material) be useful?

Very useful - 17; Somewhat useful - 1; Not at all useful - 0.

10. To what extent did you find the visual aids helpful in the seminar presentations?

Very helpful - 17; Somewhat helpful - 3; Not at all helpful - 0.

11. Would you recommend a seminar such as this to your colleagues?

Definitely - 20; With reservations - 1; No - 0.

Many expressed their deep appreciation for the opportunity to attend the seminar. Additionally, some made the following comments:

"Very clear and useful -- casts a broad spectrum on the work of the social worker in rehabilitation."

"The Seminar was very useful to me as now I have more knowledge about the disabled."

"I would like that these seminars continue but in Lebanon."

"Many positive points are made, you should continue to help us, thank you all."

"The experience and example centered on physical disability and not enough on other disabilities."

"The courses were intensive and condensed, somewhat tiring, not enough breaks and the first in my professional life."

"I think this seminar reached other objectives (1) clarified and defined the role of the social worker in different fields. I would like this kind of seminar to be offered as well for Directors (or employers) of big facilities (public or private) which employ social workers. Thank you a lot for all the work you have done. You can be sure that we will have good results thanks to you."

"The seminar met exactly my expectations in the field of rehabilitation for physically disabled. But I think that the courses were very condensed and we didn't have enough time to think about the different practical situations for our country. But the faculty gave us the best we could receive. I thank them profoundly."

WORLD REHABILITATION FUND

Training Programme for Lebanese Social Workers
LEIRA Hotel, Nicosia 14-18 October 1985

TIME	Monday October 14	Tuesday October 15	Wednesday October 16	Thursday October 17	Friday October 18
09.00 - 10.00	Orientation to Seminar GARRETT / LARCCCA Welcome KALLINAKIS Ministry of Labour and Social Insurance Status of Social Work and Rehabilitation in Lebanon	Rehabilitation Process and the Role of the Social Worker SALHOOT	Building a Foundation for the Future: The Middle Rehabilitation Phase SALHOOT	JOANNOU FOUNDATION Vocational Rehabilitation POOLE	Personal Networking and Support Groups POOLE
10.00 - 10.15	C O F F E E B R E A K				
10.15 - 12.00	Disability Rehabilitation and Social Work POOLE	Getting Started: The Early Rehabilitation Process SALHOOT	Rehabilitation continues. The Work Gets Harder SALHOOT	Rehabilitation for Transitional and Independent Living POOLE	Using Voluntary Organisa- tions to Promote Community Change POOLE
12.15 - 14.00	L U N C H				
14.00 - 16.00	Framework for Social work Practice - CARLTON	F R E E 14.00 - 17.30	Developing a Client Centered Environment POOLE Discharge Planning CARLTON	Case Finding in the Community CARLTON	Educational Goals and Objectives CARLTON / SALHOOT
16.00 - 16.15	C O F F E E B R E A K				
16.15 - 18.00	Organising a knowledge Base for Social Work in Health and Rehabilitation Care CARLTON	17.30 - 19.30 Collaboration and Team Practice CARLTON	Going Home SALHOOT	Human Sexuality and Disability SALHOOT	Forming a Professional Association CARLTON Closing Remarks GARRETT Presentation of Certificates
18.30 -	W.R.F. DINNER				

World Rehabilitation Fund
SEMINAR FOR SOCIAL WORKERS
Nicosia, Cyprus
October 12-19, 1985

LIST OF HANDOUTS FOR CONTENT COVERED BY
THOMAS OWEN CARLTON, D.S.W.

GENERAL

Carlton, Thomas O. Clinical Social Work in Health Settings: A Guide to Professional Practice with Exemplars. New York: Springer Publishing Co., 1984.

FRAMEWORKS FOR SOCIAL WORK PRACTICE

"Social Work in Any Given Field," (chart), from Carlton, 1984, p. 23.

"Levels of Membership," (chart), from Carlton, 1984, p.34.

"Methods of Clinical Social Work Intervention in Health Settings," Chapter 5 in Carlton, 1984, pp. 98-123.

Carlton, Thomas Owen, Hans S. Falck, and Barbara Berkman. "The Use of Theoretical Constructs and Research Data to Establish a Base for Clinical Social Work in Health Settings," Social Work in Health Care, 10:2 (1984), 27-40.

FRAMEWORKS FOR SOCIAL WORK PRACTICE CONTINUED

"Adaptive Tasks in Health Crises," (chart), from Carlton, 1984, p. 33.

"Major Coping Skills in Response to Adverse Health Conditions," (chart), from Carlton, 1984, pp. 36-37.

"A Study Outline for Social Workers in the Health Field," (chart), from Carlton, 1984, pp. 41-42.

COLLABORATION AND TEAM PRACTICE

"Generic Components of Collaborative Process," (chart), from Carlton, 1984, p. 138.

Rosalie A. Kane. "The Interprofessional Team as a Small Group," Social Work in Health Care, 1:1 (Fall, 1975), pp. 19-32.

DISCHARGE PLANNING

Hans S. Falck. The Social Status Examination in Health Care. Richmond: Virginia Commonwealth University School of Social Work, 1981.

HEALTH SOCIAL WORK CURRICULUM DESIGN (Educational Objectives)

Barbara Berkman and Thomas Owen Carlton, eds. The Development of Health Social Work Curricula: Patterns and Process in Three Programs of Social Work Education. Boston: MGH Institute of Health Professions, 1985.

Thomas O. Carlton, Dennis L. Poole, Hans S. Falck, Frances B. Raphael. "The Health Social Work Curriculum at Virginia Commonwealth University." 1985. (Mimeographed.) (Limited distribution).

Calvin K. Claus "Illustrative Verbs." (Mimeographed.)

PROFESSIONAL ASSOCIATION FORMATION AND DEVELOPMENT

By-Laws of the Virginia Organization of Health Care Social Workers.

NASW Standards of Practice for Social Work in Health Settings.

NASW Standards of Practice in Long-Term Care.

NASW Standards of Practice for Case Management.

NASW Standards for the Practice of Clinical Social Workers.

NASW Code of Ethics.

Poole -- Handouts

Papers delivered in Nicosia:

1. "Developing a Client-Centered Environment in Rehabilitation"
2. "Social Work and Community-Based Rehabilitation for Transitional and Independent Living"
3. "Social Work and the Supported Work Services Model"
4. "Developing Resources in the Community: Personal Networking and Mutual Help Groups"
5. "Promoting Community and Social Change for Disabled Persons through Voluntary Organizations"
6. "Disability, Rehabilitation, and Social Work: A Biopsychosocial Perspective"

Supplemental Materials Handed Out at the Seminar by Poole:

1. A. Coudroglou and D. Poole, Disability, Work, and Social Policy: Models for Social Welfare (New York: Springer, 1984).
2. S. Cohen and B. Egen, "The Social Work Home Visit in a Health Care Setting," Social Work in Health Care, 6:4 (Summer, 1981), 55-67.
3. L. Frieden, "Independent Living Models," Rehabilitation Literature, 41:7/8 (July-August, 1980), 169-173.
4. D. Poole and M. Daley, "Problems in Innovations in Rural Social Services," Social Work, 30:4 (July-August, 1985), 338-344.
5. L. Maguire, "Networking for Self-Help: An Empirically Based Guideline," in F. Cox et al., eds., Tactics and Techniques of Community Practice, 2nd Edition (Itasca, Illinois: F.E. Peacock, 1984), 198-209.
6. D. Poole, Community Options for Virginians with Disabilities: Considerations for a Policy Agenda (Richmond, VA: Department of Mental Health and Mental Retardation, Virginia Developmental Disabilities Planning Council, January 1985).
7. Joint Commission on Accreditation of Hospitals, "Rights and Responsibilities of Patients," Accreditation for Hospitals (Chicago: Author, 1981), xiii-xvi.

Bibliography of Handouts

Bartels, Betty, Early psycho-social interventions in severe trauma. Kruger, D.W.(Ed.), Rehabilitation Psychology, An Aspen Publication, 1984, pp. 25-36.

Board, Mary Ann, Relationships with Care Givers, Kruger, D.W. (Ed.), Rehabilitation Psychology, An Aspen Publication, 1984, pp 193-199.

Carlton, T.D., The health social worker as a resource for clients experiencing the results of traumatic head injury. Presented at the 8th Annual Post-Graduate Conference on the Rehabilitation of the Brain-Injured Adult and Child, Williamsburg, Virginia, June 9, 1985.

Collins, Lynda B., The role of the clinical social worker on the rehabilitation team. Kruger, D.W.(Ed.), Rehabilitation Psychology, An Aspen Publication, 1980, pp 183-192.

Halstead, J.S., Halstead, M.M., Salhoot, J.T., Stock, D.D. and Sparks, R.W., A hospital-based program in human sexuality. Archives of Physical Medicine and Rehabilitation, September 1977, Vol.58, No.9, pp. 409-412.

Holden, B., Meier, R.H., Sex and Coffee: A Sexual Counseling Approach. Presented at the American Congress of Rehabilitation, San Diego, 1972.

Kohl, Sybil, J., Psychosocial Stressors in Coping with Disability, Kruger, D.W. (Ed.), Rehabilitation Psychology, An Aspen publication, 1984, pp. 51-60.

Kohl, Sybil, The process of psychological adaptation to traumatic limb loss, In: Krueger, D.W. (Editor), Emotional Rehabilitation of Physical Trauma and Disability, Spectrum Publication, 1984, pp. 113-148.

Sanderson, M.S. and Salhoot, J.T., The use of case managers in the rehabilitation process, Presented at the American Congress of Rehabilitation, 58th Session, Houston, Texas, 1982.

Salhoot, J.T., Group therapy, Rehabilitation Psychology, Aspen Publication, 1984, pp. 61-67.

Salhoot, J.T., The use of two group methods with the severely disabled person, In: Hardy, R.E. and Cull, J.G. (Eds.), Group Counseling and Therapy Techniques in Special Settings, Charles C. Thomas Publishers, 1974, pp. 80-98.

Salhoot, J.T. and Carter, R. E., Prognosis conferences with patients and families: Sharing the facts, Presented at the American Congress of Rehabilitation, 57th Annual Session, Atlanta, Georgia, 1975.

THE PHYSICAL THERAPY SEMINAR

The Seminar on Physical Therapy was held at the Ledra Hotel in Nicosia, Cyprus from October 21 through October 25, 1985.

This was by far the largest seminar the World Rehabilitation Fund has conducted under the Emergency Rehabilitation Project for Lebanon. What was planned initially as a training program for Lebanese physical therapists ended up as a truly regional training program involving several Middle East countries and areas.

There were in attendance at the Seminar forty-eight physical therapists and one physician. Seventeen of the physical therapists came from Lebanon; twenty-eight, from Cyprus including three Turkish Cypriots; and three, from the West Bank. Dr. Ramez Aouad, an Orthopedic Surgeon from Lebanon, attended the Seminar as a faculty member as did Mrs. Panayiota Stephanidou, Chief Physical Therapist, Nicosia General Hospital.

The World Rehabilitation Fund secured, as part of the faculty for the Seminar, three outstanding instructors -- Dr. Jan Gwyer, Associate Director, American Physical Therapy Association; Dr. Barbara H. Connely, Associate Professor, Center for Health Services, the University of Tennessee; and Ms. Susanne Loble, Adjunct Assistant Professor, Sargent College of Allied Health, Boston University.

The Instructional Program

The instructional program (see attached syllabus) included both didactic and clinical sessions. All didactic sessions were held at the Ledra Hotel with simultaneous translation in English and French. The clinical sessions were held at the Nicosia General Hospital, the Prosthetics/Orthotics Workshop and the Spinal Cord Injury Center. Patients used in the demonstrations were either in-patients at the time of each clinical session or were brought into the facility from various places in Cyprus.

The instructional program opened with an overview of the physical therapist's role in rehabilitation and included current demographics on physical therapists in the United States -- sex, age, work setting, work responsibilities, compensation, types of patients and types of care provided.

The clinical aspects of spinal cord injury were reviewed and updated, specifically: recent efforts directed at prevention, patient education and involvement in the rehabilitation process, acute care, complications, establishing common terminology, rehabilitation, functional skills and follow-up care. This information was reinforced and expanded upon by a clinical site visit to the Spinal Cord Injury Center.

Orthotic advances in recent years were reviewed with an emphasis on thermoplastics, and there was an overview of prosthetics: wrapping techniques, dynamic exercises, temporary prostheses, prosthetic components and follow-up. A tour of the Prosthetics Center, a review of components and five patient gait demonstrations with group analysis completed the presentation of this subject.

The newest techniques being used in the treatment of children with neuromotor dysfunction in the Neurodevelopmental approach (NDT) was presented in a lecture format. In addition, demonstrations were done utilizing the workshop participants as the subjects. Demonstrations were done also at the Nicosia General Hospital where two children with neuromotor dysfunction were evaluated and treated.

Therapeutic positioning was presented as an important part of the child's physical therapy program. The goals of therapeutic positioning were reviewed as well as the various types of equipment available. A slide tape presentation of the prerequisites for feeding and for stimulation of oral skills was shown to the participants followed by a discussion on feeding techniques.

A review of the major neurophysiological approaches to the treatment of adult patients with central nervous system dysfunction (stroke and head trauma) was presented. Clinical sessions illustrating therapeutic techniques were held at Nicosia General Hospital.

A two hour session was held on the Sensory Integrative Approach to the treatment of head injury patients and children with neuromotor dysfunction. During the presentation a review of the levels of cognitive functioning in head trauma patients, as described by Rancho Los Amigos, was included in the discussion. Suggestions for sensory stimulation and motor activities of patients in the various levels of functioning were given. An in-depth discussion was held on specific sensory integrative activities to be done with children. Demonstrations on the utilization of sensory integrative activities were held at the Nicosia General Hospital.

A review of home health services in the United States was provided for the participants with emphasis upon the role of the physical therapist in this service; e.g., home evaluations and recommendations for modifications, periodic assessments to assure continuation of maximal functioning, or continued physical therapy treatment to achieve program goals. Treatment planning for home health care was discussed. An example of an early intervention home health program for children was presented and discussed by the participants.

Materials on the development of a professional association in physical therapy from the American Physical Therapy Association were shared and discussed by the participants. The purposes of a professional organization were reviewed. Sample standards of practice and ethical codes were discussed. Mrs. Stephanides, the Vice President of the Cyprus Physical Therapy Association, discussed the processes used to begin their new Association, which has recently received provisional approval from the World Confederation of Physical Therapy.

In relation to the development of a degree-granting educational program for physical therapy, an overview of educational theory as it applies to physical therapy academic and clinical education was presented. Topics included: the elements of curriculum design, developing a philosophy of education, theories of teaching and learning, classification of educational objectives, instructional methods and evaluation methods. Dr. Aouad presented information on plans to develop a degree-granting program for physical therapists in Lebanon. The last session consisted of a group discussion of the resources needed to plan an educational program, including financial support, faculty, space, equipment, students and staff.

Finally, several evening meetings were held by the WRF physical therapy faculty with the physical therapy faculty from Cortbawi on the development of a baccalaureate degree program in physical therapy in Lebanon. The proposed curriculum from the faculty from Cortbawi was compared to the requirements in U.S. schools. Suggestions for changes in the number of hours, the types of courses and the sequence of courses were discussed and incorporated into the final plan for the Corbawi curriculum.

Mr. Hadjipanayiotou, newly appointed as Director General of the Ministry of Health of the Cyprus government, gave the opening and closing remarks. In his closing remarks, (attached), he mentioned the need for and value of regional training programs in health and rehabilitation and the interest of his Ministry in such programs.

Participants in the Physical Therapy Seminar

As indicated earlier, in addition to the 17 Lebanese participants, there were three physical therapists from the West Bank and 28 Cypriots, including three Turkish Cypriots. The following 12 agencies and institutions providing services to all confessional groups and in all geographic areas of Lebanon were represented:

Al Kafaat

American University Hospital

Beit Chebab Rehabilitation Center

Berbir Medical Center

Cortbawi Rehabilitation Center

Hariri Medical Center

Institute of Paramedical Science

Medical Social Center for the War Handicapped

Middle East Council of Churches

Ouzai Rehabilitation Center

Sesobel

Sidon Orphan Welfare Society

The three West Bank participants represented:

Al Watani Hospital

Bethlehem Arab Society for the Physically Handicapped

Catholic Relief Services

The three Turkish Cypriots work in the Nicosia Hospital in the northern part of Cyprus. The twenty-five Greek Cypriots are employed by the Ministry of Health in the Nicosia General Hospital, the Regional Hospitals, the Rural Hospitals and other health facilities.

The physical therapist from the Middle East Council of Churches brought to thirty-seven the number of Lebanese agencies taking part in the WRF training Seminars.

Eleven of the Lebanese participants had been physical therapists five years or less; six had 10 to 26 experience in the field. Only two were not working with handicapped persons -- one a teacher, one an administrator. All others worked with physically or mentally handicapped adults or children -- many paraplegics or amputees. All except two had some academic training in their profession. Two had never attended a training seminar and one had not attended a training seminar in 14 years. The majority worked in the Beirut area, one in North Lebanon, two in South Lebanon and one in the Bekaa.

Participants' Evaluations of the Physical Therapy Seminar

At the conclusion of the Physical Therapy Seminar, the participants were asked to submit a written evaluation giving their assessment of the Seminar, its organization and its usefulness to them in working with handicapped persons.

The questionnaire, as usual, was in French and English. Since they were asked not to sign the form, it is not possible to know whether an evaluation expressed the view of a Lebanese, a Cypriot, or West Bank physical therapist. Of the total number of 48 in attendance, 36 evaluations were received.

An itemized tally of the evaluations shows the following:

1. Overall evaluation:

17 - excellent; 19 - good; 0 - average; 0 - poor.

2. Extent to which the Seminar met expectations:

18 - extremely well; 15 - fairly well; 3 - partially; 0 - not at all.

3. Extent to which topic sessions enhance skills in treating handicapped individuals:

19 - very much; 16 - somewhat; 0 - not at all.

4. Extent to which clinical sessions at the Spinal Cord Injury Center, the Prosthetic/Orthotic Workshop and the Nicosia General Hospital enhance skills in treating handicapped individuals:

10 - very much; 19 - somewhat; 2 - not at all.

5. Extent to which Seminar enhanced teaching skills in physical therapy (applicable only to teachers and supervisors):

11 - very much; 7 - somewhat; 0 - not at all.

6. How well Seminar was organized:

31 - extremely well; 5 - fairly well; 0 - poorly.

7. How suitable was time allotted?

16 - appropriate; 14 - too short; 5 - too long.

8. Was there sufficient provision for group participation and discussion?

32 - yes; 1 - no.

9. To what extent will the hand-outs (printed and xeroxed material) be useful?

30 - very useful; 5 - somewhat useful, 0 - not at all.

10. To what extent were the visual aids helpful (videos, slides, etc.)?

28 - very helpful; 7 - somewhat helpful; 0 - not at all.

11. Would you recommend a Seminar such as this to your colleagues?

32 - Definitely; 2 - with reservations; 0 - no.

The following comments are typical of many added at the end of the evaluation:

"New concepts were taught to us, such as biofeedback and functional electrical stimulation -- very important knowledge."

"Very helpful in learning methods and concepts of U.S. physiotherapists whom I admire enormously."

"I would like this seminar to take place more often and that we establish a scientific relationship between the U.S.A. and Lebanon: training, seminars, associations, etc." (Teacher)

"It would be nice to organize continuously these kinds of Seminars sponsored by WRF, very useful with excellent faculty members."

"I hope that one day WRF will conduct a special training program on the Bobath techniques; and thank you very much for all you have done to help Lebanon in the rehabilitation field."

"More seminars please, very enriching new ideas, mutual exchange."

Dr. Gwyer of the American Physical Therapy Association commented as follows on some aspects of the seminar:

"I wanted to take just a moment to summarize for you some of the faculty's impressions following the seminar. In general, we found the Cypriot physical therapists to be practicing at a level comparable to that in the U.S. Their grasp of the content of the seminar seemed good, and the level of their questions indicated a fair understanding of the material. They did not participate during the lectures as much as the Lebanese physical therapists did, but they asked many specific questions during the breaks, and requested many more topics to be presented than time allowed. As we mentioned to you in Cyprus, we would recommend that the Cypriot physical therapists become more involved in prosthetic gait training than they currently are.

"The Lebanese participants appeared to be comfortable with the level of presentation Ms. Lobley provided for spinal cord injuries, prosthetics and orthotics. They were much more unfamiliar with Dr. Connolly's presentations on therapeutic approaches to treatment of patients with central nervous system dysfunction, particularly in the area of neurophysiological rationale for treatment. For future planning, I would also suggest content on the evaluation and treatment of patients with orthopedic problems, particularly soft tissue injuries and back pain. Questions were asked by the Lebanese physical therapists concerning this type of care.

"Dr. Connolly was kind enough to work with me in consulting with Dr. Aouad and the Sisters on their physical therapy curriculum. They have done a great deal of work in preparing the program. With the changes we suggested and the appropriate support from an educational institution, the program would be in good shape. In general, we recommended an increase in the basic sciences content hours, including gross anatomy lab, the development of a therapeutic exercise course, and some rearrangement in the sequencing of the courses. As with all developing programs, they rely heavily on physician instructors, and we suggested that as their resources permit, they begin to include more physical therapists as instructors."

WORLD REHABILITATION FUND Physical Therapy Seminar - Ledra Hotel, Nicosia, / October 21-25, 1985

Time	Monday October 21	Tuesday October 22	Wednesday October 23	Thursday October 24	Friday October 25
08.00 - 09.00	OPEN	OPEN	OPEN	OPEN	
09.00 - 10.30	Welcome - HadjiPanayiotou Orientation to Seminar Garrett, LaRocca Introductions Overview of Physical Therapists Role in Rehabilitation in the United States - Gwyer	Spinal Cord Injury Center Patient demonstration with spinal cord injured patients - Lobley Prosthetics/Orthotics Workshop Patient demonstrations with amputees in the prosthetics phase - Lobley	Physical therapist role in home health care - Faculty Panel	Nicosia General Hospital Patient demonstrations - Children with cerebral palsy, athetosis and spasticity Adults with central nervous system involve- ment (stroke and head injury)- Connolly	Faculty discussion of additional topics as indicated by the participants
10.30 - 10.45	COFFEE BREAK		COFFEE BREAK		COFFEE BREAK
10.45 - 12.45	Present Status of Physical therapy treatment of the spinal cord injured patient Lobley		Prevention and rehabi- litation - LaRocca Psychosocial/Vocational Aspects of Rehabilitation- LaRocca, Garrett		Designing a degree granting educational curriculum for physical therapy- Gwyer, Aouad
12.45 - 14.00	LUNCH				
14.00 - 16.00	Present status of physical therapy treatment of the spinal cord injured patient (cont) - Lobley	F R E E	Integrated approach to the treatment of central nervous system (CNS) dysfunction in adults (stroke and head trauma) Connolly	Continue with CNS dysfunction in children neurodevelopmental treatment (NDT) approach- Connolly	American Physical Therapy Association and how it works How to form an Association in Lebanon - Gwyer, Stephanides, Aouad
16.00 - 16.15	C O F F E E B R E A K				
16.15 - 18.15	Present status of physical therapy treatment of the lower extremity amputee - Lobley Update on current state of the art in lower extremity orthotics - Lobley	F R E E	Sensory integrative approach to head trauma; pediatrics - Connolly	Continue with CNS dysfunction in Children: positioning and feeding- Connolly	Identifying resources for physical therapy education program - Gwyer, Aouad Evaluation of Seminar Closing of Seminar Hadjipanayiotou, Garrett

Informal lunch presentations may be scheduled on one or more of the following topics depending upon the interests of the participants:

Energy expenditure and cardiopulmonary fitness in the lower extremity amputee; functional electrical stimulation and computerized biofeedback; spinal cord injury; what does the future hold? A review of current research; pharmacological and medical management of spasticity; respiratory care of the patient with neurological deficits; cardiopulmonary conditioning of the patient with a spinal cord injury.

World Rehabilitation Fund
Physical Therapy Seminar
Ledra Hotel - Nicosia-Cyprus
21-25 October 1985

Address by Mr.Haralambos Hadjipanayiotou
Director General Ministry of Health.

-.-.-.-

It gives me great pleasure to be given once more the opportunity to welcome you all to this Physical Therapy Seminar organised by the World Rehabilitation Fund here in Cyprus.

As some amongst you already know, I have been involved with the work of the Fund from the time that Dr.Garrett came to Cyprus in May 1984 to explore the possibility of using the island as a base for the Lebanon Seminars on Rehabilitation. I am glad to see that they still continue to be with us and in this respect I hasten to reaffirm our strong support to the Fund's activities in Cyprus.

Previously, I have been addressing similar groups in my other capacity as the Director General Ministry of Finance - a more or less neutral figure in the field of rehabilitation. Now as Director General Ministry of Health that involvement has taken another dimension directly connected with the field. The extent of this involvement may be judged by the high participation of Cypriot physical therapists in this Seminar. We are certainly deeply appreciative of this opportunity provided by W.R.F. through the untiring efforts of the Fund's "Supreme Ambassadors" Dr.Garrett and Mr.LaRocca.

.../In many ways

In many ways this is a historic occasion. Not only Cypriot therapists - Greek Cypriots and Turkish Cypriots alike, joined with you their Lebanese colleagues, but I also learned that therapists from West Bank representing Amideast and Catholic Relief and others from Lebanon representing the Middle East Council of Churches are participating.

Obviously what brings us all together is our desire to improve our skills and help our disabled fellow citizens. This is what enables rehabilitation to cross all political and cultural barriers and become a force for good and for peace.

We are pleased that Cyprus can be the venue for such a worthwhile venture. If we can serve as your regional base for learning, we stand ready to be such.

Finally, I would like to extend our appreciation and warm thanks particularly to the American Physical Therapy Association which has taken the technical responsibilities for this Seminar. I have learned that because of huge excess luggage and lack of cargo space, they managed to bring only one super-box of documents and literature for distribution amongst you.

In welcoming you again to our Island I wish you success in your Seminar and a pleasant stay.

Nicosia 21/10/1985

World Rehabilitation Fund
Physical Therapy Seminar
Ledra Hotel-Nicosia 21-25.10.85

Closing Remarks by Mr.H.HADJIPANAYIOTOU,
Director General Ministry of Health.

Dear friends,

Here I am again entrusted with the happy task of addressing the closing remarks of another training programme organised by the World Rehabilitation Fund in Cyprus, this time with the assistance of the Cyprus Physical Therapists Association.

Success has become the acknowledged parent of these W.R.F. Seminars and I hardly need advertise the fact that this just-concluded Seminar on Physical Therapy will be recorded as another "winner".

This occasion, as indeed the so many in the past, has given me the opportunity to review the proceedings of the Seminar, which despite my strong wish, I am prevented from following more closely due to the great load and pressures of work in the Ministry of Health.

Admittedly, prior to 1984 when the Fund first started their seminars in Cyprus and on account of our own tragic circumstances from the 1974 events, laymen such as myself, were tempted to think of Rehabilitation as a process whereby you "rehabilitate people in houses".

I am pleased to say that in grasping the many opportunities offered to us by W.R.F. to have our professionals sitting in as seminar participants with their Lebanese colleagues, we have been able to place the right meaning and value on the process of rehabilitation of the disabled person. In this respect, I am hopeful that W.R.F. through the untiring efforts of Dr.Garrett and Mr.La Rocca will be able to continue with the organisation of such seminars into the future. On our part we will always stand ready to play host.

You have just completed what I understand to be a most productive training seminar. The unprecedented level of participation is clearly by itself proof of its success. I would assume that this interest is due in no small part to the newness or up-to-dateness of the contents and the challenge presented by the faculty.

.../I have been impressed

I have been impressed with the fact that, though so much attention has been paid to methods and techniques in physical therapy, there has been a clear recognition that rehabilitation is a teamwork process in which every member of the team is equally important. No profession is exclusively responsible. ALL must learn to work together, plan together and use one another. This is the difficult task that we face and is not easily taught.

Most encouraging to me has been your stress on the importance of the disabled person in the rehabilitation process. You have clearly faced the only reason you are in your profession, i.e. to serve the needs of the impaired. And in that process, you have tried to understand yourselves and your motivations better.

I mentioned in my opening remarks that this was, to me, a historic occasion. In the past, Cypriot participation has been kept at a reasonably low level so as not to disturb the basic focus of the seminars. But the reaction of the physical therapy profession to the opportunity for further training not only in Cyprus but also in the West Bank and in Lebanon itself was so overwhelming that the W.R.F. decided to use this seminar as an experiment to determine whether there was value in considering a possible regional training center idea. I have the impression from your active participation that you would agree - and Cyprus would be pleased to be the venue for such a program.

I would like to say, for all of us, a special word of thanks to the faculty - Jan, Sussane, Barbara, Ramez and our own Panayiota. You may not be aware of the hours of rehearsal time that went into what seem to be very smooth presentations. Even sophisticated, high technology equipment could not stand the strain and could not but break down when actually needed. Their luncheon consultations were extended to several evening consultations of which I am aware. I want them to know we are deeply appreciative and I trust Jan will convey our sentiments to the American Physical Therapy Association.

Finally, I would like to congratulate you all for your active participation and interest in this Seminar. I have no doubt that, whatever extra knowledge and skill you have acquired, you will use along with your vast arsenal of weapons, in your constant fight against human suffering and pain. For that you have my full admiration.

I wish you all the happiness and a safe return home.

WORLD REHABILITATION FUND
Physical Therapy Seminar
Ledra Hotel, Nicosia / October 21-25, 1985

Lebanon Participants

<u>Name</u>	<u>Organization</u>
1. Dr. Ramez Aouad	Cortbawi and Al Kafaat
2. Sr. Marie Blanche Abou Diwan	Cortbawi Rehabilitation Center
3. Michelene Bakhos	Sesobel
4. Mouhiba Berbary	Al Kafaat
5. Sr. Marie-Leon Chalfoun	National Institute of Physical Therapy - Cortbawi
6. Salim Daher	Sidon Orphan Welfare Society
7. Joseph Diab	Al Kafaat
8. Joumana Habboub	American University Hospital
9. Paule Hekayem	Institute of Paramedical Sciences
10. Hanan Kotob	Middle East Council of Churches
11. Najwa Kushtoban	Hariri Medical Center
12. Hind Khalili	Ouzai Rehabilitation Center
13. Raoul Matar	Cortbawi
14. Mahmoud Saoud	Berbir Medical Center
15. Najat Saliba	Medical Social Center for the War Handicapped
16. Said Sarrouf	Beit Chebab Rehabilitation Center
17. Amal Saade	Ouzai Rehabilitation
18. Arlette Samaha	Institute of Paramedical Sciences

West Bank Participants

1. Shouqui Amer	Al Watani Hospital
2. Mohammed Najjar	Bethlehem Arab Society for the Physically Handicapped
3. Susan Waller	Catholic Relief Services

Cypriot Participants

Name

- | | |
|------------------------|---------------------------|
| 1. Melita Avraam | 15. Eve Nouri |
| 2. Nafia Bekiroglou | 16. Christina Palazy |
| 3. Tülin Erel | 17. Lenia Panayiotou |
| 4. Androulla Fouskou | 18. Fryni Papadopoullou |
| 5. Lina Ieronymidou | 19. Vasiliki Papaioannou |
| 6. Christina Kaelidou | 20. Chrystalla Pieri |
| 7. Thereza Komiti | 21. Maria Pipi |
| 8. Athinoula Kyranidou | 22. Elena Sergidou |
| 9. Monika Malekou | 23. Julie Shiaele |
| 10. Elli Markou | 24. Panayiota Stephanidou |
| 11. Agni Meletiou | 25. Sevgi Tariman |
| 12. Nedhi Metta | 26. Elizabeth Tsiakka |
| 13. Fani Moulary | 27. Koula Valanidou |
| 14. Iris Nicolaidou | 28. Rea Schiza Xerou |

Faculty

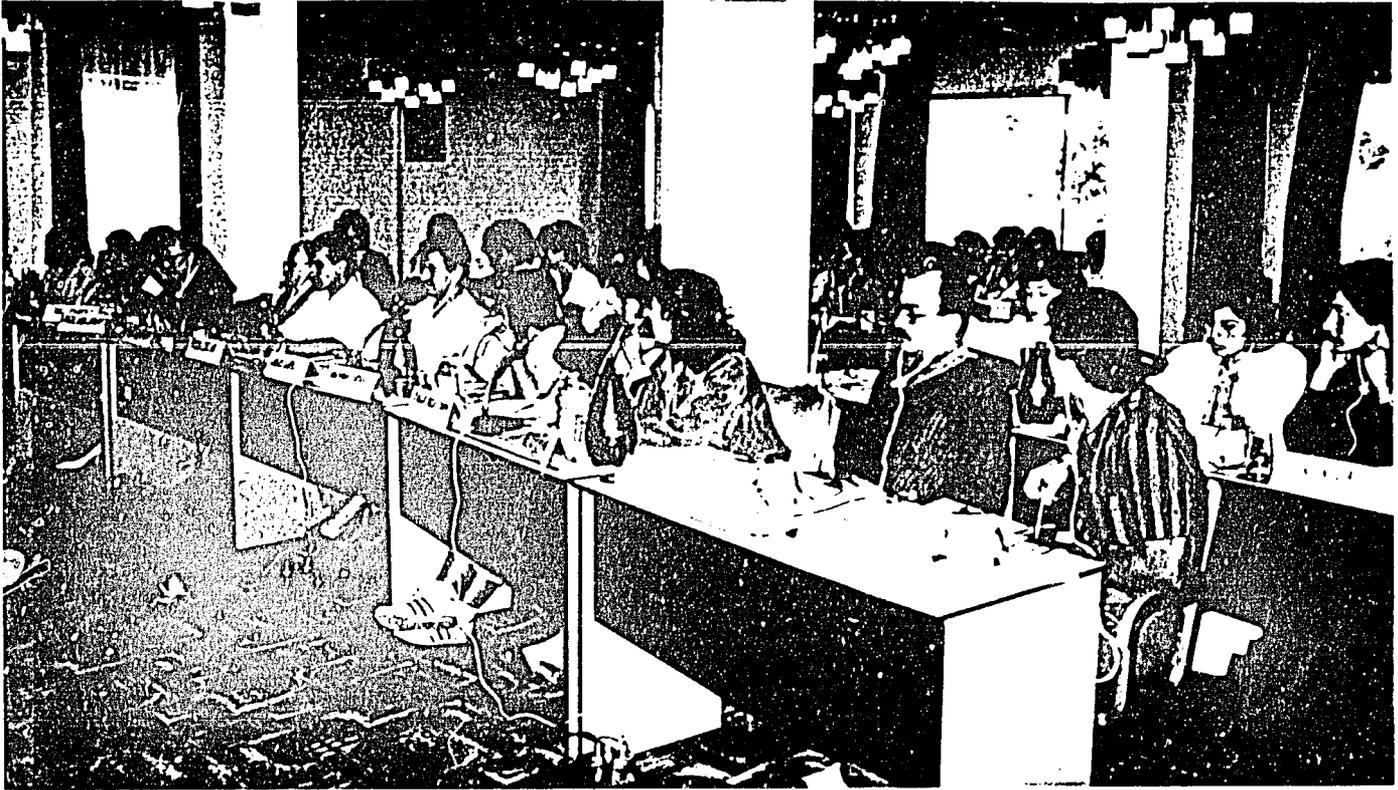
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|------------------------------|--|
| James F. Garrett, Ph.D. | Executive Vice President, World Rehabilitation Fund. Clinical Professor Rehabilitation Medicine New York University Medical Center |
| Joseph M. LaRocca | Consultant World Rehabilitation Fund. Director - WRF Lebanon Emergency Rehabilitation Project |
| Ramez Aouad, M.D. | Medical Director, Cortbawi and Al Kafaat Rehabilitation Centers |
| Janet Lynn Gwyer, Ph.D. | Associate Director, Department of Practice, American Physical Therapy Association |
| Barbara H. Connolly, Ed. D., | Associate Professor, The University of Tennessee Center for Health Sciences |
| Susanne Loblely, M.Ed. | Adjunct Assistant Professor, Boston University Sargent College of Allied Health |
| Panayiota Stephanidou | Chief Physical Therapist, Nicosia General Hospital |

Support Staff

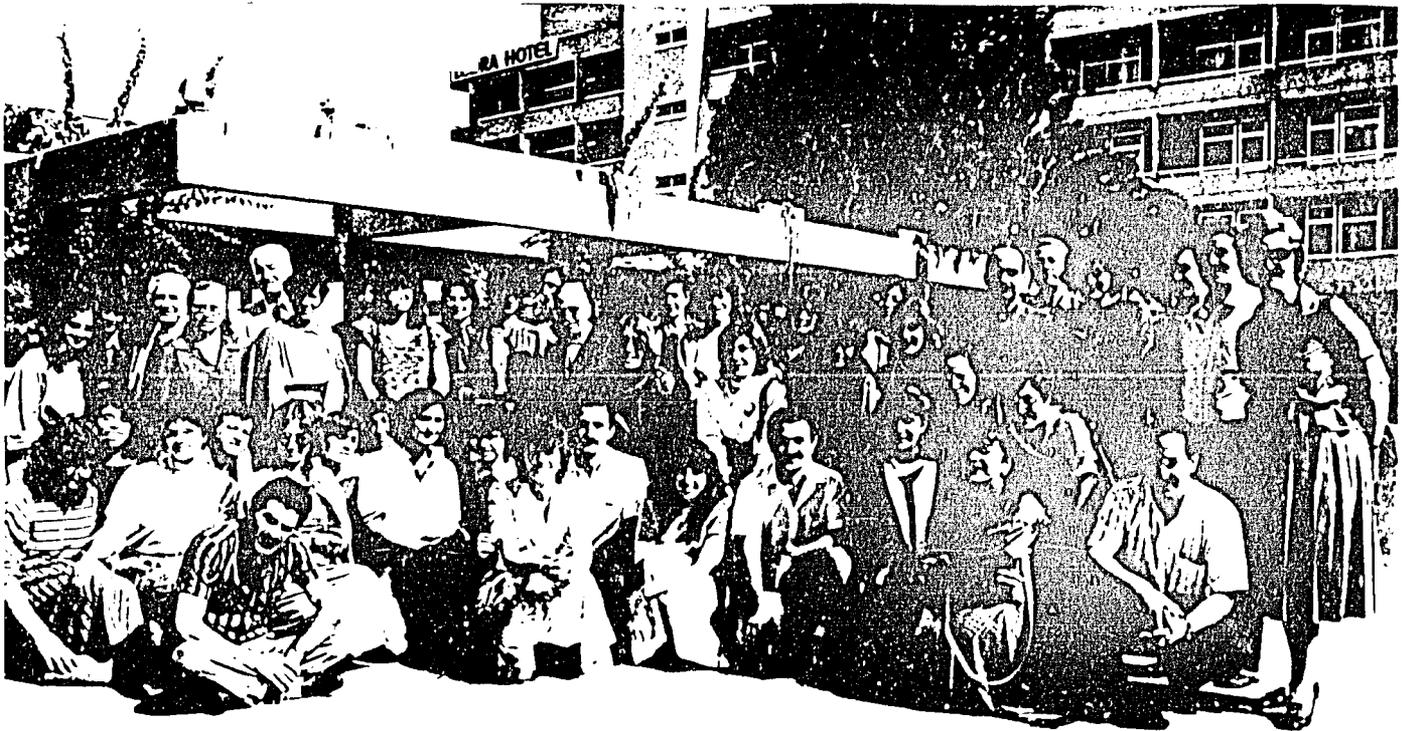
- Andreas Constantinou - Ministry of Finance
Costakis Kyriakides - Ministry of Finance
Eleni Mavridou - Ministry of Finance

Interpreters

- Marie-Jose Babouder
Maria Houvarta



Physical Therapy Seminar



ROLE OF THE MINISTRY OF HEALTH AND SOCIAL AFFAIRS IN THE EMERGENCY REHABILITATION PROJECT

In early September, AID Beirut informed the World Rehabilitation Fund that the Director General of the Ministry of Health and Social Affairs, Mr. Joseph Abi Saleh, "was interested in holding extended meetings with WRF staff" on Saturday and Sunday, September 14 and 15 "on the involvement of the Ministry of Health and Social Affairs in the Emergency Rehabilitation Project."

This meeting, as requested, took place in the Philoxenia Hotel on the weekend preceding the Physicians' Seminar with the following in attendance: Dr. James F. Garrett and Mr. Joseph LaRocca of WRF; Mr. Joseph Abi Saleh, Dr. Antoine Farjallah and Mrs. Amal Mansour of the Ministry of Health; Mr. Nadeem Matta, AID Representative, Beirut; Mr. Paul Hartenberger, Project Overseer AID Washington; and two interpreters, Ms. Marie-Jose Abouder and Ms. Maria Houvarta.

Mr. Abi Saleh opened the meeting by expressing his concern over the "minor role the Ministry of Health and Social Affairs and the Director General had in the operation of the emergency rehabilitation project and in the activities resulting from the project."

This statement came as a great surprise to WRF as the Ministry of Health and Social Affairs, particularly Dr. Farjallah, Mrs. Mansour, Mrs. Georgiades and others had been deeply involved in all aspect of the project. Many more representatives of the Ministry of Health and Social Affairs have participated in each of the training seminars than from any other organization. Moreover, Dr. Farjallah had been brought to the United States under the project for the development of performance standards which the Ministry of Health is applying to hospitals and rehabilitation facilities claiming reimbursement from the Ministry of Health for restorative services rendered to disabled people in Lebanon. (See Progress Reports Nos. 3 and 4.)

As it turned out, Mr. Abi Saleh witnessed a number of rehabilitation developments take place for which he did not feel the Ministry or the Director General had a part, despite the fact that the Ministry had legal responsibility for rehabilitation matters. Among these developments were:

- A. The biweekly meetings of the Citizens' Committee on Rehabilitation (see Progress Report No. 4) and the appointment of a full time Executive Secretary whose salary is being paid by the Association of Industrialists to coordinate and document the Committee's efforts in
 1. Compiling and updating statistical data on the disability problem in Lebanon.
 2. Compiling and updating lists of institutional resource for care of the disabled in Lebanon.
 3. Studying the legal aspects of the disability problem in Lebanon.
 4. Conducting a public information program, using all media, on the disability problem in Lebanon.
 5. Contacting all G.O.L. and International Organizations that might provide financial and logistic assistance toward meeting the disability problem in Lebanon.

- B. The selection of participants in the WRF Training Seminars by a Committee consisting of Dr. Baroudi, Dr. Aouad, Mr. Shwayri and Dr. Farjallah, the first three of whom are by statute members of the Advisory Committee on Rehabilitation to the Ministry of Health, while Dr. Farjallah is the Ministry of Health official directly responsible for rehabilitation matters.

Mr. Abi Saleh wished a direct role in the above described activities. As to the Ministry's relationship to the Citizens' Committee on Rehabilitation, it was pointed out that that was a matter of internal arrangement which he, himself, would have to work out. Mr. Abi Saleh was reminded that he had been invited to the Policy Makers' Seminar in Cyprus May 22-23, 1985 where the concept of the Citizens' Committee had originated, but he had opted to attend another meeting in Geneva.

WRF acceded to Mr. Abi Saleh's request to have a direct role in the selection of participants in future training seminars provided objective criteria were followed in the selection of participants which had for all past seminars included:

- (a) Representation of all confessional groups and agencies serving all confessional groups of disabled people;
- (b) Geographical representation from all parts of the country;
- (c) Training and experience in serving disabled people in the discipline or subject matter area to be addressed by the particular training seminar;
- (d) Preferential consideration to those persons with teaching or supervisory responsibilities; and
- (e) Consultation with appropriate outside individuals and organizations in selecting nominees for the training seminars.

Mr. Abi Saleh was reminded that these criteria were set forth and adopted at the first WRF training seminar (see page 26 of Report No. 1).

Mr. Abi Saleh was also informed that WRF had always worked through the Ministry of Health and Social Affairs, had taken whatever measures it could to strengthen the Ministry's role in rehabilitation and would continue to do so.

In keeping with this objective, and as a courtesy to Mr. Abi Saleh, WRF modified the opening session of the Physicians' Seminar to permit Mr. Abi Saleh to address the group on the activities and goals of the Ministry of Health. There were decidedly mixed reactions to his presentation, some quite hostile.

ACHIEVEMENT OF PROJECT OBJECTIVES

In the one and one-half years that the World Rehabilitation Fund has been conducting the Emergency Rehabilitation Project for Lebanon, the following gains have been made in expanding, improving and strengthening Lebanon's capacity to rehabilitate its thousands upon thousands of people disabled by the ever present armed conflicts and disease.

- One hundred and eighty-two rehabilitation professionals have upgraded their rehabilitation skills by participating in one or more of the nine training seminars conducted by WRF in Cyprus. Thirty-five of these were physicians; forty-five, physical therapists; thirty-eight, administrators; thirty, social workers; thirteen, nurses; eleven, educators; five, prosthetists/orthotists; and five others, including psychologists and consumer representatives. By updating and improving their skills, these rehabilitation professionals are not only able to provide improved service but they are also able to serve more of Lebanon's disabled people.
- The number of agencies, rehabilitation centers, hospitals, and organizations working with WRF in expanding Lebanon's rehabilitation effort has risen from sixteen at the onset of the project in July 1984 to thirty-seven at the close of the project in December 1985. This significant increase in the number of organizations in the rehabilitation field means the provision of restorative services to greater numbers of Lebanon's disabled people of all confessions and in all parts of the country.
- Performance standards have been promulgated by the Ministry of Health and Social Affairs for all organizations and facilities providing rehabilitation services to disabled people in Lebanon. This means, not only improvement in the quality of service, but also the extension of service to disabled groups not heretofore served. Moreover, using the rehabilitation standards as a guide, the Ministry of Health is developing performance standards for all facilities providing medical and health services -- hospitals, clinics, etc.
- A system of Community Based Rehabilitation Service is being developed by the Ministry of Health and Social Affairs in cooperation with community organizations and rehabilitation centers that have taken part in the WRF training seminars, especially the December, 1984 Training Seminar on the Establishment of a Community Based Rehabilitation Service Program for Lebanon. Among the agencies establishing community based rehabilitation service programs are the Lebanese Red Cross, Amel Association, the Middle East Council of Churches, Arc En Ciel, Harari Medical Center, Mouvement Sociale, Al Jabal and others. These agencies are supported by all confessional groups and are operating in all geographical areas of Lebanon.
- The Lebanon University, St. Joseph University, The American University Beirut, Beirut University College and the technical training schools for paramedical personnel have all been part of the WRF's effort to improve and expand the long and short term training programs for personnel in the various rehabilitation and rehabilitation related disciplines. As a result, (1) the Lebanon University in cooperation with Cortbawi and Ouzai Rehabilitation Centers is exploring the establishment of a degree granting program for physical therapists; (2) St. Joseph University School of Social Work is incorporating rehabilitation courses in its

Social Work curriculum; (3) Lebanon University and St. Joseph University Schools of Medicine are incorporating rehabilitation medicine courses in their respective medical school curricula; and (4) Beirut University College and others are adding rehabilitation courses to their education programs for teachers, sociology students and others.

- A Citizen Committee on Rehabilitation, evolving from the WRF May Special Seminar for Policy Makers, has undertaken activities in the following areas that are critical to expansion and improvement of Lebanon's overall rehabilitation effort:
 - (a) Establishment of a disability data base for planning purposes by the public and private agencies concerned with the disabled;
 - (b) Prevention of disability;
 - (c) Public education and understanding of disability issues;
 - (d) Review of rehabilitation legislation looking to enactment of an up-to-date rehabilitation legislative code;
 - (e) Mobilization of international, national and local rehabilitation resources for a coordinated comprehensive approach to the social and economical problems resulting from disability;
 - (f) Promotion of employment opportunities for the disabled;
 - (g) Support of long term and short term training programs for rehabilitation personnel.

- Outstanding faculties from renowned organizations and universities have been assembled by WRF for the various training seminars. These organizations and universities have included: the World Rehabilitation Fund; the World Health Organization; the American Physical Therapy Association; the American Board of Physical Medicine and Rehabilitation; the Joint Commission on the Accreditation of Hospitals; the Commission on the Accreditation of Rehabilitation Facilities; the Mayo Clinic; the Rusk Institute of Rehabilitation Medicine; the Bellevue Hospital; the Veterans' Administration; the New Mexico Rehabilitation Center, the Stewart Rehabilitation Center and the Rehabilitation Institute of Chicago; the University of Chicago; New York University; the University of Wisconsin; Virginia Commonwealth University; Baylor College of Medicine, the University of Tennessee; Boston University; and the George Washington University. In many cases, faculty members continue to assist by correspondence Lebanese professionals who took part in the training seminars.

- In keeping with its belief that "man's mission on earth is to heal and not to hurt, to build and not to destroy," WRF has provided opportunity through its training seminars for all confessional groups in Lebanon to come together and work on a common cause for the good of their country.

RECOMMENDATIONS

- Additional short-term training courses are needed and should be provided. The short-term training seminars conducted by WRF have been exceptionally successful in upgrading the skills of Lebanese rehabilitation personnel. Such seminars should be continued for nurses, prosthetists/orthotists, special education teachers, physicians, administrators and agency board members, prospective employers and other groups and professionals. These seminars should be held in Cyprus until such time as conditions permit their being held in Lebanon.
- Rehabilitation equipment needs are great. Funding is needed to replace equipment destroyed in the fighting and made useless through obsolescence and wear.
- Country wide and/or area assemblies of rehabilitation workers should be held in Lebanon, when conditions permit, to consolidate the rehabilitation gains made under the Emergency Rehabilitation Project and to secure further forward progress to enable Lebanon to become self-sufficient in meeting the needs of its disabled populations.
- A Middle East regional rehabilitation training/technical aid program should be established. The final seminar (Physical Therapy) under the Emergency Rehabilitation Project for Lebanon included participants from Lebanon, the West Bank and the northern and southern parts of Cyprus. This mix, which made for a stimulating and highly successful seminar, clearly demonstrated the need for and benefits to be derived from a regional rehabilitation program. The use of Cyprus as a "neutral" training site and the interest of the Cypriots in providing the support base for such a program, along with WRF knowledge of rehabilitation services and needs in the region, indicates the feasibility of AID supporting a regional center for rehabilitation training, research and technical assistance. Not only is the key WRF staff knowledgeable about Cyprus and Lebanon, it has played a pivotal role in the development of rehabilitation programs in Israel, Egypt, Tunisia and Morocco under the PL480 program, in the development of prosthetics/orthotics in all the Middle East in the WRF P/O programs, and in consultation in Jordan. It would be possible, due to preliminary work already done in Cyprus, to utilize Cyprus as a neutral site for certain short-term training and technical assistance. It would also be possible to use the staff and facilities of New York University, including the Rusk Institute of Rehabilitation Medicine, for longer term training in New York, especially in such areas as spinal cord injury, head trauma, electromyography and the like. One might wish to consider the development of a Center for International Rehabilitation at New York University which could give priority to Middle-East concerns. Conjoint efforts between Israel, Egypt, Cyprus, Lebanon, Jordan and other countries in the area could be developed readily based upon WRF knowledge and entree.