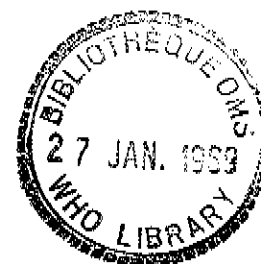
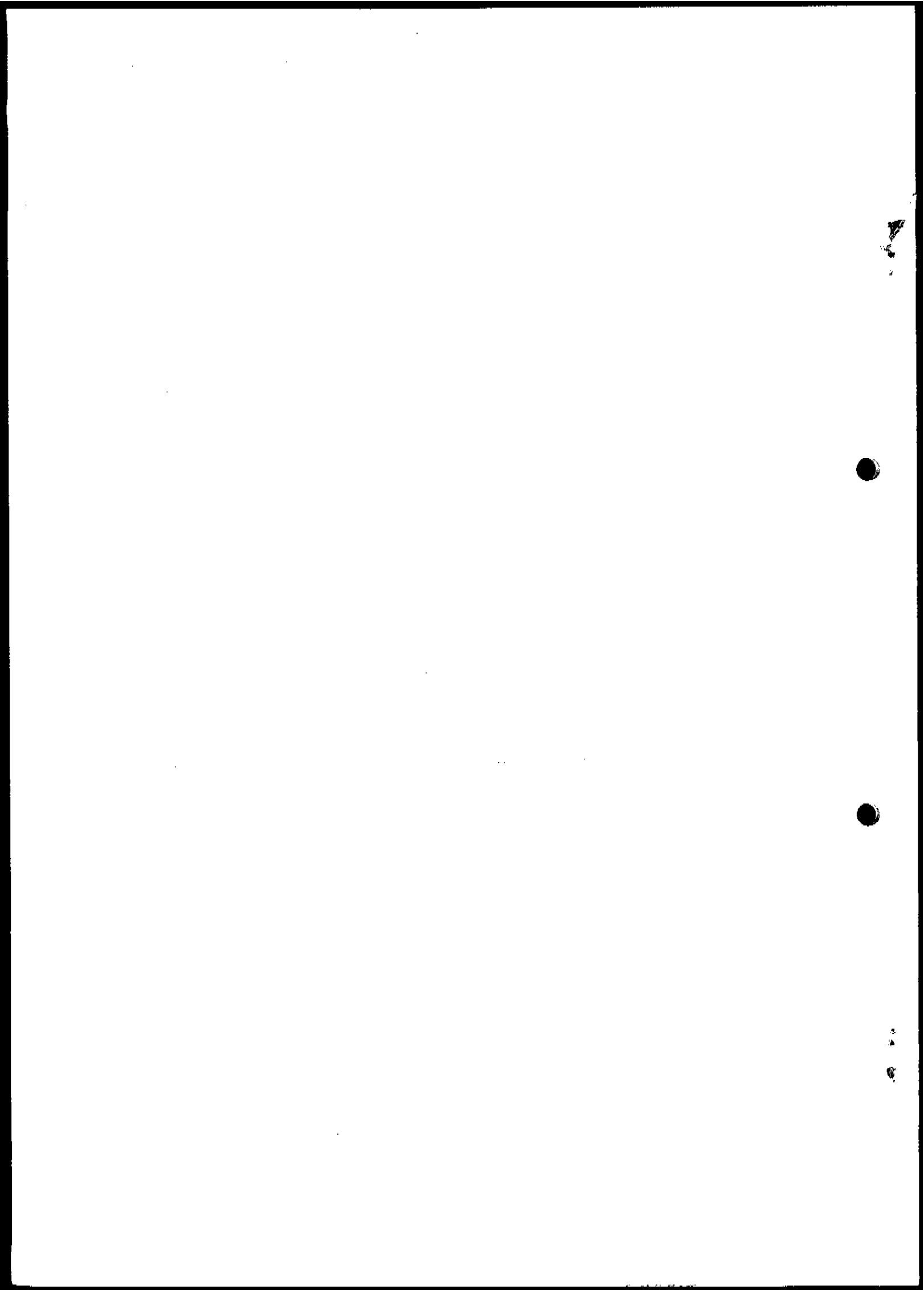


HEALTH PERSONNELPROFESSIONAL AND AUXILIARYExplanatory note

- 1- "Profession" is a vocation in which a professed knowledge of some department of learning or science is used in its application to the affairs of other persons or in the practice of an art founded upon it (Oxford English Dictionary). A professional worker is a health worker educated to the generally accepted level for that discipline (Wld Hlth Org. techn. Rep. Ser. 1961, 212, 4). It is someone who has been educated in a profession to the point at which he is capable of unlimited self-education thereafter (McDermott, W. (1964) J. Med. Educ. 39, 666).
- 2- The health professions are often distinguished as medical and paramedical. Paramedical include all the professions allied to medicine which together make up the health team, i.e. nursing and midwifery, sanitation, dentistry, etc. (Off. Rec. Wld. Hlth Org. 1963, 127, 184). However in order to eliminate the confusion which exists in many parts of the world regarding this word "paramedical" we suggest avoiding it as much as possible.
- 3- "Auxiliary" is a paid health worker with less than full professional qualification in a particular field, who assists and is supervised by a professional worker (United Nations, Administrative Committee on Co-ordination (1954) Report of the ad hoc inter-agency meeting on the training of auxiliary and community workers, p. 10 (unpublished document Co-ordination/R.170). Quoted in: Expert Committee on Professional and Technical Education of Medical and Auxiliary Personnel (1956) Wld Hlth Org. techn. Rep. Ser. 109, 4). Auxiliaries are trained to meet local needs. There are, therefore, no generally accepted programmes of training. The training is, of course, primarily practical - a doing process in which a person can be better prepared for carrying out certain functions (Wld Hlth Org. techn. Rep. Ser. 1961, 212, 12).
- 4- There may be auxiliaries in medicine, in nursing, in sanitation, etc. Furthermore, there can be different levels within the broad category of auxiliaries, e.g. in nursing there are auxiliary nurses, nursing aides, etc. (Off. Rec. Wld Hlth Org. 1963, 127, 184). Auxiliaries for many of the professions may be grouped in three levels, namely (a) the sub-professional, middle-grade or assistant level, (b) the cluster of skills or aid level and (c) the single skill level. (Wld Hlth Org. techn. Rep. Ser. 1965, 294, 20 - for more details see WHO (1964) Supplement to the Second Report on the World Health Situation 1961-1962, Part II, Education and Training of Health Personnel).

9 January 1969

TAP/69.1



SCHEMATIC PRESENTATION¹ TO ILLUSTRATE RELATIONSHIPS OF PROFESSIONAL AND AUXILIARY²
HEALTH PERSONNEL LIMITED TO SOME OF THE MOST COMMON MEMBERS OF THE HEALTH TEAM

Level of education and training	Medicine	Nursing Midwifery	Sanitation	Laboratory	Dentistry
<u>Professional</u> (Post secondary education of a widely accepted pattern, University or Technological)	"Doctor"	Nurse Midwife	Sanitary engineer Sanitarian (some)	Biologist Biochemist Bacteriologist Technologist	Dentist
<u>Auxiliary</u> Assistant level (or middle level) Profession-wide range of skills and general training. Could be part of secondary or "middle" education	Medical assistant Feldscher "therapeute" "Practicante" "Behdar" "Officier de santé"	Assistant nurse "Practical nurse" Assistant midwife	Sanitary inspector Sanitary overseer	Laboratory technician	Assistant dental officer Dental assistant School dental nurse
Aid level (cluster of skills and general training)	"Infirmier" Dresser Dispenser	Nursing aid Ward orderly Hospital attendant Birth attendant	House-to-house inspector	Junior technician	Dental hygienist Dental laboratory technician
Single-skill level and/or undifferentiated general training	Scouts for yaws or filaria lesions, etc. Vaccinator injector	Sterilizer	Mosquito collector Disinfecter	Microscopist Urinalayst	Chairside assistant

¹World Health Organization (1964) Supplement to the second report on the World Health Situation 1961-1962 Part II Education and Training of Health Service Personnel (unpublished WHO document WHO/PA/29b.64 Rev.1), as revised in March 1966.

²A paid worker in a particular technical field with less than full professional qualifications in that field who assists and is supervised by a "professional worker". (United Nations, Administrative Committee on Coordination (1954) Report of the ad hoc inter-agency meeting on the training of auxiliary and community workers, p. 10 (unpublished document Coordination/R.170). Quoted in: Expert Committee on Professional and Technical Education of Medical and Auxiliary Personnel (1956) Wld Hlth Org. techn. Rep. Ser., 109)

³Auxiliaries' training and terminology depends on local conditions and practices; the vertical classification of auxiliaries shown is somewhat arbitrary and may not correctly indicate proper ranks, as titles may mean different training and responsibilities in different countries; equivalence of levels, horizontally, needs to be viewed with even more caution.

⁴Skill is familiar knowledge of an art united with dexterity in the practice of it.