



2006年友好國家醫事人員訓練計畫紀實

受訓人員 Marx Yabri · 國籍 巴布亞紐幾內亞 (Papua New Guinea)

Duduzile Thokozile Mbuli · 國籍 史瓦濟蘭王國 (Kingdom of Swaziland)

代訓單位：彰化基督教醫院

受訓時間：2006年9月11日至12月8日

在培訓與受訓之間

彰化基督教醫院院牧 黃以文



◆來自史國的學員Duduzile Thokozile Mbuli，發現彰基的二林分院讓她很有收穫。因為該分院的規模、服務目標族群，與其本國的醫院較接近。

彰化基督教醫院在此次代訓友好國家醫事人員訓練計畫中，培訓兩位學員。1位來自巴布亞紐幾內亞，另1位來自史瓦濟蘭王國。在3個月訓練期間，本人擔任培訓主導者，在此謹以本文來分享代訓經驗。

本院所提供的訓練內容，皆先經過各科部門討論與設計，期待讓受訓學員能達到有效學習之目標。然而，事後發現，許多課程設計不一定能符合學員的程度與期望。原因所在多有。例如，彰基是醫學中心，但受訓者不一定需要這麼高層級的訓練場所。此次來自史國的學員，發現本院

的二林分院反而讓她比較有收穫。因為二林分院的規模、服務目標族群，與其本國的醫院較接近。該員表示，彰基本院的高科技、嚴謹的企業管理手法，讓她無法適應，即使自己勉強學習，回國後也無法派上用場。

另一個理由是，學員本身的目標不夠明確。受訓者與訓練機構需要花許多的時間來磨合、調整。我們在事前對學員一無所知，只能根據其背景資料與履歷來設計訓練計畫。而當學員報到之後，其本身也會有不一樣的想法。例如巴國受訓學員原本計畫學習麻醉技術，但後來卻對醫療工程有興趣。而史國受訓學員極想了解政府的公衛政策，

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◆巴國受訓學員Marx Yabri原本計畫學習麻醉技術，但後來卻對醫療工程領域有興趣，積極參與觀摩行程。



◆接待外籍學員，對於醫院與學員雙方而言，都有益於眼界的開拓，甚至會有意外的收穫。

於是對於原來設計的第一線護理技術興趣缺缺。雖然本院最終還是滿足受訓者的需求，但花費不少溝通與協調的時間。

3個月的受訓時間，是否太長或太短？就培訓機構來說，單位內多了一個沒有工作力的受訓者，其實是一項負擔，甚至還需要一個有工作力的人員放下工作去教導，所以受訓時間愈短，

對培訓單位的衝擊就愈少。但就受訓者來說，第1週適應，最後1週道別，真正可以使用的時間約只有10週。就這10週的時間來安排課程，可說極費心思。一般來說，3個月讓一個人適應一個地方或是學習一項新事物都是勉強的。但是若再拉長時間，受訓人員的耐心、思鄉的情緒，以及培訓單位的負擔都將面臨更大的挑戰。因此，3個月應該還算是一個適當的時間長度。

此次受訓人員都以英文為溝通語言。雖然本院大部分主管都有一定程度的英文能力，但就更大部分的員工來說，英文是一個瓶頸。雖然如此，卻也激勵了潛能，開闊了生活的境界。希望從我們所付出的努力中，受訓學員可以有所收穫，而本院員工則可以培養更寬廣的世界觀，也期待對我國際外交有所助益。

Professionally Enriching Studies

Anesthetic Scientific Officer Marx Yabri

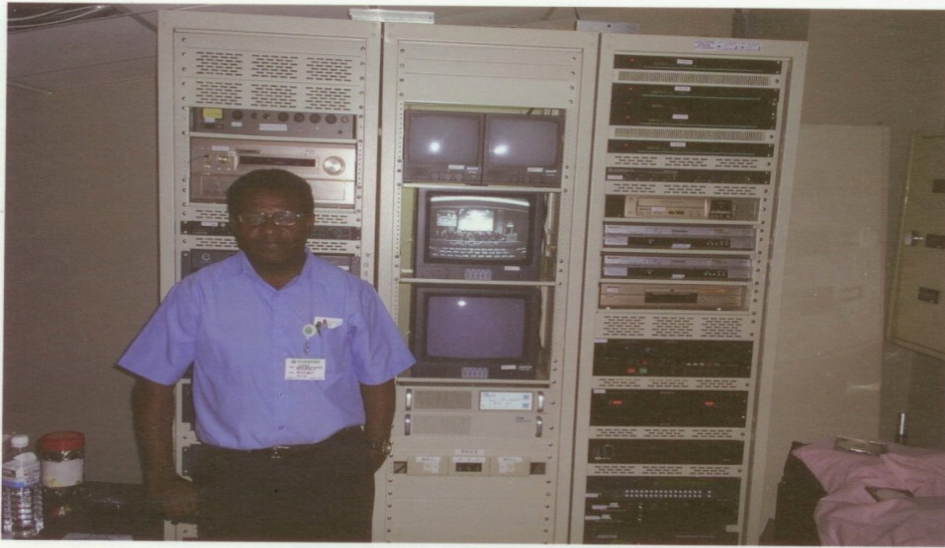
My initial training course at Chang-Hua Christian Hospital was in anesthesiology.

I learned about the management of difficult airways, post operative pain control, and techniques for painless labor in normal vaginal delivery; I also observed open heart surgeries, and other general surgeries.

However I later decided that the field of biomedical



◆Marx Yabri in the Film Editing Studio.



◆Marx Yabri in the Audio Control Room.

engineering would be more useful to me, so I discussed changing subjects with the training supervisor. The personnel at Chang-Hua Christian Hospital were really kind, and I was allowed to transfer to the biomedical engineering department.

I have benefited enormously from my exposure to different types of troubleshooting cases. I repaired faulty electro-medical/surgical equipment, successfully fixed several items of equipment under minimum supervision, and built my own electronic stethoscope, which impressed the three biomedical-engineers who tested the circuit. They also contributed some ideas toward improving it. I found their help important to developing my knowledge, as well as my experience.

This training program is extremely relevant to people from developing countries.



◆Marx Yabri thinks that this training program is very meaningful for persons from developing countries.

I sincerely hope the TaiwanICDF continues its commitment and assistance in this area to my country and others. The work the TaiwanICDF does is meticulously and expertly carried out, and is of huge benefit to the patients of many nations as well as a lot of international medical personnel. I am very

grateful for being given the opportunity and funding to come here.

Unfortunately, for personal reasons, I had to leave the program two weeks before its conclusion, but I would like to stress that the program was both interesting and useful.

I thrived in the friendly environment in Taiwan, and I believe this experience has been professionally enriching, and has also broadened my perspective on the management and maintenance of medical quality.