IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.

UGANDA

For more than 25 years, IntraHealth has collaborated with Uganda's government, national health associations, and health training institutions to strengthen the country's health workforce and improve health services.

Uganda has made notable progress in the past decade: decreasing poverty, reducing child mortality by half, increasing life expectancy, and almost doubling the modern contraceptive prevalence rate. Yet the country is still far from its goal of universal health coverage.

IntraHealth is working with the government and other partners to accelerate progress by increasing the number of health workers, maximizing the performance of the existing health workforce, and strengthening health service delivery to reach people most in need with high-quality care.

Together, we:

• Develop and implement national- and district-level strategies and approaches that strengthen Uganda's health workforce and systems.

• Help health training institutions increase their graduates and better prepare students for careers in health care.

• Expand access to and use of high-quality health services to those most in need.

• Use the power of data to advocate for greater funding for Uganda's health sector. In 2013, we helped the government finance, plan, recruit, and deploy over 7,200 new health workers. And together we increased the number of filled positions in the health sector from 53% in 2009 to 73% in 2017.

• Develop and implement digital health solutions, including iHRIS, IntraHealth's open source data management software for the health workforce.

7,200 new health workers hired thanks to the power of data

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$20 million increase in funding for human resources for health

168,000+ health worker records tracked and managed through iHRIS

Regional Health Integration to Enhance Services in Eastern Uganda (USAID RHITES-E) (2017-2022)

The IntraHealth-led USAID RHITES-E Activity supports the government of Uganda to expand access to and use of high-quality health services across 23 districts in Eastern Uganda and Karamoja. We aim to reach 5.7 million people with services for HIV/AIDS; malaria; tuberculosis; nutrition; maternal, newborn, and child health; family planning, and more.

Our team works with district health officials to strengthen districts' health systems, as well as community and social structures that will generate stronger demand for health services and hold systems accountable for equitable access to and quality of care.

Strengthening Human Resources for Health (2014-2019)

By the end of this USAID-funded activity, IntraHealth and Uganda's government aim to bring the health sector's staffing levels up from 69% to 75% nationwide. Our strategies include increasing the equitable recruitment, deployment, and retention of health workers; improving health workers' performance; and strengthening preservice and in-service training of health workers, focusing on the cadres in scarcest supply. Through this project, we:

- Provide districts with comprehensive packages of interventions, including human resource information systems, training, supervision support, and gender and management guidelines that make workplaces fairer and safer.

- Help the Ministry of Health, District Service Commissions, and PEPFAR implementing partners to recruit health workers to fill staffing gaps, especially in HIV high-volume health facilities. **The government has absorbed more than 670 PEPFAR-supported health workers into its payroll.**

- Provide technical support to help 112 districts track, analyze, and report on health worker attendance so they can take management actions. **The unapproved absenteeism rate for health workers fell from 50% in 2015 to 11.9% in 2017.**

- Work with district health teams to implement tailored performance management packages. **The project has helped 89 districts and 14 regional referral hospitals** implement performance management solutions.

- Collaborate with health professional councils and health training institutions to increase the number of registered and licensed health workers and streamline coordination of continuing professional development and in-service training of health workers. **Uganda has 93,801 registered health workers in 2017, up from 82,732 in 2015.**

- Partner with health training institutions to improve their efficiency, productivity, and quality of training through leadership and management training, curriculum review processes, learning materials, and offering bonded scholarships to keep students in school. The project has **revised and standardized curricula for 5 priority cadres, supported 715 students, and trained 264 health training institution managers in leadership and management.**

- Help 112 districts and 33 central organizations implement the IntraHealth-developed, open source iHRIS software, which makes it easier to recruit new staff, fill open positions, and ensure health workers have proper qualifications. The project has **transitioned management of iHRIS to 97% of these institutions.**

- With funding from Johnson & Johnson and in partnership with the Health Service Commission, established a new e-recruitment system to enhance efficiency and transparency in hiring health workers.

Community Health Extension Worker (CHEW) Registry (2016-2017)

IntraHealth is working with the 1mCHW Campaign and UNICFEF to support the Ministry of Health's community health worker strategy by developing a comprehensive iHRIS-based community health worker registry to help districts track and manage community health extension workers (CHEWs) and Village Health Teams (VHTs). This registry will collect real-time data on demographics, distribution, incentives, performance, and training to allow for data-driven decision-making in Uganda's community health workforce.

Past projects and funders

- Capacity*Plus*, 2009-2015 (USAID)
- Uganda Capacity Program, 2009-2014 (USAID)
- Capacity Project, 2005-2009 (USAID)
- PRIME II Project, 1999-2004 (USAID)
- DISH II, 1999-2002 (USAID)