IntraHealth INTERNATIONAL
Because Health Workers Save Lives.

UGANDA

For nearly 30 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 74% in 2018.
- Develop and implement digital health solutions, including iHRIS, IntraHealth's open source data management software for the health workforce.

Staffing levels increased to 74% thanks to the power of data

$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)

RHITES-E supports the government of Uganda to expand access to 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 by:

- Addressing challenges in family planning among postpartum women by using behavioral science, in collaboration with ideas42.
- **Training youth champions** to communicate accurate information to their peers, and providing ongoing, onsite mentorship to health workers.
- Reducing maternal and perinatal mortality by scaling up and optimizing the use of Uganda's national quality improvement (QI) guidelines at 298 health facilities.
- Training district-based maternal, newborn, and child health QI Coaches and mentoring more than 800 staff on high-impact MNCH practices.
- Working with the network of laboratories responsible for detecting and monitoring HIV, TB, and other lab-identified pathogens to train 1,450 laboratory workers on **biosafety and biosecurity.**

Strengthening Human Resources for Health (2014-2019)

IntraHealth worked with the government of Uganda to strengthen the capacities of central ministries, local governments, health professional councils, private nonprofits, and health training institutions to effectively plan and manage the health workforce, especially in HIV high volume facilities. Together with partners, we:

- Improved the workplace environment by addressing occupational safety and gender mainstreaming, disseminating guidelines to prevent and respond to sexual harassment in ten pilot districts.
- Provided technical support, including a computerized tool, to help 112 districts track, analyze, and report on health worker attendance so they could take management actions. Absenteeism in the districts stands at 13.7%, down from 50% in 2015.
- Exceeded targets by **supporting the recruitment of 2,360 public health workers**, bringing overall staffing levels to 74%.
- Provided technical assistance to the Ministry of Health to strengthen the community health workforce and improve coordination through the development of a community health worker (CHW) strategy, training 30 master trainers and creating a CHW web-based registry, **developing a financing framework for CHWs**.
- Collaborated with health professional councils and training institutions to increase the number of registered and licensed health workers. Uganda had 89,228 registered health workers in 2018, up from 82,732 in 2015.
- Partnered with health training institutions to **improve the quality of training** through curriculum review, learning materials, and offering bonded scholarships to keep students in school. The project revised and standardized curricula for five priority cadres, supported 715 students, and trained 264 managers in leadership.
- Transferred ownership of IntraHealth's iHRIS software to local leaders in 112 districts and 33 central organizations via the Ministry of Health, which is using the Human Resources Information System (HRIS) and its data to make informed decisions regarding staffing.
- Supported private nonprofit organizations to **coach and mentor** 748 health managers and coordinators from 172 facilities.
- Helped the government absorb more than 67 PEPFAR-supported health workers into its payroll.

Past projects and funders

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