



# UGANDA

**For 25 years, IntraHealth has collaborated with Uganda's government and national health associations to train health workers and improve the country's health services.**

While Uganda has made modest improvements in key health indicators, progress is hampered by insufficient health workers. Uganda has only one doctor, nurse, or midwife for every 714 people—a critical health workforce shortage. Only 60% of public-sector positions are currently filled, and most are concentrated in the cities. Performance problems, low retention, lack of skills, poor motivation, and absenteeism abound within the health workforce.

But IntraHealth and Uganda's Ministry of Health are determined to change that. Together, we:

- Develop and implement strategies, approaches, and systems that address Uganda's human resources for health (HRH) problems and strengthen its health systems.
- Collect data on the health workforce that help country leaders make crucial decisions about funding, deployment, and the future.
- Implement iHRIS, IntraHealth's open source data management software for the health workforce. Together we've moved from an outdated, paper-based system to a new computerized information system that makes it easier for managers to pay current workers, recruit new workers, fill open positions, and ensure health workers are properly trained and certified.
- 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 48% in 2009 to 69% in 2014.



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



**\$20 million increase in funding for human resources for health**



**69,000 health worker records tracked and managed through iHRIS**



### Strengthening Human Resources for Health (2014-2019)

By the end of this USAID-funded project, IntraHealth and Uganda's government aim to bring the health sector's staffing levels up from 69% to 75% nationwide. Through this project, we:

- Increase staffing and improve health care in all 112 districts in Uganda, focusing specifically on the 26 districts where less than 60% of health worker positions are filled.
- Design appropriate solutions for each district's unique HRH challenges.
- 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.
- With funding from Johnson & Johnson and in partnership with the Health Service Commission, establish a new e-recruitment system to enhance efficiency and transparency in hiring health workers.

### NU-HITES (2012-2015)

Through the USAID-funded Northern Uganda Health Integration to Enhance Services (NU-HITES) project, IntraHealth and our partners worked with Uganda's government to:

- Encourage more women, girls, and children to use available health services.

- Ensure health workers are available and prepared to deliver effective, sustainable, integrated health services for HIV/AIDS, family planning, maternal and child health, and malaria.
- Improve the existing information management systems so that timely, high-quality data about health and personnel are widely available.

### CapacityPlus (2009-2015)

IntraHealth leads the USAID-funded *CapacityPlus*, a global project that focuses on the health workforce. In Uganda, *CapacityPlus* works with the ministry to:

- Investigate health workers' motivational preferences using our Rapid Retention Survey Toolkit and develop evidence-based job incentive packages. Use iHRIS Retain to cost retention strategies to attract health workers to rural, remote, and underserved areas, and to retain them.
- Use data to help policy-makers determine fair, attractive salaries and benefits for health workers.
- Help more managers and policy-makers use data in their decisions about the management and future of Uganda's health workforce.

### Past projects and funders

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

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