

UCBHCA ANNUAL PERFORMANCE

REPORT

JAN 2016 - DEC 2017

Berkeley Road

ENTEBBE

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1.0 Introduction

This report presents UCBHCA performance from Jan 2016 to Dec 2017. It outlines overall performance based on implemented and achievements made and challenges from implementing planned activities during the period under review. Some plans were carried over from previous years that were not implemented like Marketing of the Association to attract more new members into the organization and others.

2.0 Background:

Uganda Community Based Health Care Association (UCBHCA) is an umbrella organization for 780 NGO non profit health centres and NGOs/CBOs implementing the Health policy, Health Sector Strategic Investment PHC Plans using community based health care approach to involve community members in matters concerning their well being in all districts in Uganda.

Vision: To improve the quality of life of the people for sustainable development.

Mission Statement: Promote and coordinate sustainable community based health and development initiatives through gender responsive planning and community participation.

UCBHCA is a major partner with the Ministry of Health in implementing the HSSIP at community level in all districts in Uganda. It has a national Secretariat based at Entebbe which is a technical Unit headed by the Executive Director supported by 15 technical officers.

Role of UCBHCA among PNFPs Health centres, Hospitals and NGOs/CBOs:

The role of UCBHCA includes among others to lobby and advocate, promote, protect, represent, develop accreditation standards, promote professional conduct and ethical practice among health workers and Strengthen capacity of members particularly Managers of health centre who are the Incharges of health centres and NGO/CBOs and build capacity of Board of directors and Health workers. Conduct routine monitoring of members and linking them to Government Ministries, Development partners and Donors.

UCBHCA aims at ensuring standards among member and emphasizes patient safety in all PNFP Health facilities to avoid preventable errors and adverse effects caused on patients due to poor service delivery. UCBHCA is committed to continuing strengthening of capacity of management teams in areas of Governance, Leadership, Health policy, accreditation standards and Health rights for patients and strengthening of capacity of medical health workers to offer quality friendly health services, data collection and improving the supply chain to health centres and monitoring members to ensure quality service delivery to the people in Uganda.

UCBHC A has established strong partnerships with Government, Development partners and Donors and to support PNFPs health centres and will maintain good working relationships with all partners and link member PNFPs and NGOs/CBOs to Government and Development partners and Donors for support.

In 2016 and 2017 UCBHCA lobbied with development partners and negotiated with new support for members NGOs/CBOs who have supported our plans including organizing forums for NGOs/PNFPs to

meet to discuss issues concerning health and development and during one of the meetings PNFP selected their leaders democratically.

PNFP COMMITTEE AND OTHER COMMITTEES

The NGO facility based Health centres are coordinated by PNFP committee which solicits ideas from member Health centres and Hospitals through and discusses them in their regular meetings and makes recommendations to address concerns of members and presents the identified concerns to the secretariat for technical advice after which the matters are forwarded to Board of Directors for discussion and decision making in quarterly meets. This is a very important committee which was formed recently and has been missing in UCBHCA structure. Other members like NGOs/CBOs without health centres will select their committee as well in the next plans

The non facility based NGOs/CBOs will also select their leadership committee soon similar to PNFP committee. All the committees are working responsible for identifying issues in their area of specialization. The District CBHC and Village CBHC committee will also be revived to select their committee leaders democratically and selection of CHWs soon. We want to revive the original CBHC concept and structure, see organization new structure.

Student Internship program:

The student internship program has taken off and we have continued to get more students from local Universities and we have inducted them at our head office and also sent them to field to work with our member NGOs. Majority of them have been trained by Christ the King headed by Mr. Muzaale Julius. The students wrote field attachment report each which was approved by the executive director and the academic field staff who supervised the students during the field attachment. The objective the program is to give opportunity to you students to learn new knowledge in the area of PHC/CBHC and to attract their interest and groom young people to work in CBHC after graduating in future.

Identifying New Donors to support UCBHCA:

The team at the secretariat has worked hard and managed to get new donors who have come on board to support the association and its members including US Presidential Malaria Initiative (PMI), USAIDIntraHealth and Global Fund.

USAID/Intrahealth

USAIDIntraHealth has donated new IT system to head office secretariat in Entebbe for establishing Human resource information system for entering human resource information from our member PNFPs health centres to integrate staff data into the Ministry of Health integrated Human Resource Information System for national planning and decision making. UCBHCA is now connected to iHRIS Ministry of Health and has entered staff human resource data from PNFPs (HRIS) data in Ministry of Health iHRIS for policy decision and national planning.

USAID

The US Presidential Malaria Initiative Grant was a supported and supported a total of 180 member PNFPs Health centres with free RDTs, ACTs, Testing Kits for HIV, Male circumcision testing Kits, Long Lasting Insect Treated Nets, lab equipment distributed by JMS directly at our member facilities in rural and hard to reach Areas to enable PNFPs to give out free medicines and treatment of the rural and hard to reach areas in Uganda. JMS is paid by USAID donor to distribute the drugs. This is a Five year Grant. We thank very much donors and Ministry of Health for supporting our organization and its members.

3.0 Workshops Conducted:

Fist Workshop:

The fist PNFP workshop held at UCBHCA head office in August started at 11.15 am attended by 52 PNFP members from all over the country. Purpose was to bring together all non faith based PNFPs members not covered by Faith based Medical Umbrella bodies to learn about PPPH policy and other agenda topics listed above, share their experiences in giving out free ACTs to community and meet each other for the first time and networking. The Permanent Secretary of Ministry of Health delegated Mr E. Ahimbisibwe to present on behalf of the Ministry of Health. Mr Ben Assiimwe Head of Sales at JMS also delegate Mr. Paul Ssenyonga project manager to present JMS approach to medicine supply and guidelines, see Agenda detail report available .

AGENDA:

1. Public Private Partnership for Health
2. The Ministry of Health Development plan and role of PNFPs
3. Modalities of accessing financial support PHC funds from MOH by PNFPs
4. Ministry of Health Supply Chain – Access to essential drugs and Family planning commodities by PNFPs
5. JMS Schedules and importance of meeting timelines
6. PNFPs Experiences in distributing free ACTs to patients
7. Overview of Global Fund Grants support program (malaria)
8. Overview of Belgium Technical Corporation Grants support program and target areas
9. World Bank/IFC support program and target

Second Workshop:

Second work workshop organized by Uganda Community Based Health Care Association held at Hotel Africana in Jan 2016 for non faith based Private Not for Profit (PNFPs) Health facilities coordinated by Uganda Community Based Health Care Association sponsored. A total of 120 participants' in charges of PNFPs Health facilities came from all over the country and attended the one day workshop. The workshop was funded by USAIDIntraHealth –Strengthening Human Resources for Health who have come in to support and strengthen capacity of human resources of non faith based PNFPs supported by the Presidential Malaria Initiatives (PMI) program to increase community access to free RDTs, ACTs, Long Lasting Insect Treated Mosquito Nets (LLITN) and Male circumcision Kits distributed though Joint Medical Stores JMS at Nsambya. JMS contracted to deliver the medicines directly the supplies to all member PNFPs in their locations in Uganda to reduce direct transport costs. We plan to add not less than 100 PNFPs on this program every year. We thank US president for the PMI program to support the needy people in rural and hard to reach areas and the coordinator of the program.

The day's Agenda:

1. **Ministry of Health Supply Chain:**
 - (i) – PNFP Access to immunization equipment: Fridges and vaccine carriers and vaccines
 - (ii)- PNFP Access to T.B drugs and Medical equipment
 - (iii) PNFPs Access to ART to increase community access

2. USAID Intra Health - Overview Strengthening Human Resources for Health and support to non faith based PNFs coordinated by UCBHCA
3. JMS – Technical skills development - Use of RDTs and Male circumcision kits
4. Accreditation standards for PNFs and Health Units management committees
5. World Bank/IFC/MSU - Voucher scheme and target area
6. Modalities of accessing NGO Grant by PNFs
7. Selection of PNFP leadership committee and Regional Representatives

The participants were given documents including a self regulatory quality improvement tool to help them to easily assess their facilities and services and to develop an action plan to address the gaps identified and the Health Unit Management Committees books to monitor general administration of the health centre and also to supervise management of financial resources and to ensure that annual work plans are developed according to priority needs of the health centre and people served.

1. Self regulatory quality improvement system (SQIS)
2. Client charter
3. Guidelines for health center II Management Committee
4. Guidelines for health center III Management Committee
5. Guidelines for health center IV Management Committee
6. Guidelines for regional hospitals Management Committee

Presentation from USAIDIntraHealth by Dr John Odaga:

Dr John Odaga presented the project overview and informed participants that Intrahealth is an international organization aiming at strengthening human resources for health to ensure that health workers are present, ready, well connected and safe. It has partnered with USAID to strengthen human resources for health.

Vision

IntraHealth empowers health workers to better serve communities in need around the world and Foster local solutions to health care challenges by improving health worker performance, strengthening health systems, harnessing technology, and leveraging partnerships.

Based on this vision therefore USAIDIntrahealth Uganda decided to support UCBHCA to establish the human resource information system and also strengthen human resource workforce in the member non faith based PNFP Health facilities in Uganda and collect data from member PNFP which will be analyzed to find out workload, staffing gaps, staff training needs and attrition rate from PNFs to Government or any other better paying organizations and track them..

Third Work shop:

The UCBHCA two day training workshop was conducted on *Integrated Human Resource Information System (iHRIS)* with the support from USAID/Intrahealth and took place from 22nd and 23rd February, 2016 at Ridah Hotels Ndaiga Hall Seeta. The purpose was to get personnel data from Non Faith based

Private Not For Profit (PNFP) to get guidelines how to Integrated Human Resource data into Ministry of Health Integrated Human Resource Information System (iHRIS). It was attended by participants from PNFPs Hospitals and Health centre IV across the country, UCBHCA staff, Uganda Cancer Institute (UCI) and Uganda Heart Institute (UHI). The workshop was facilitated by Intrahealth HRIS technical team. During the training workshop, the facilitators followed up participants and offered the support and supervision campaigned with technical and moral support during the training workshop. It was a practical workshop where by participants practiced how to entre human resource data into the IT system.

TRAINING WORKSHOP OBJECTIVES

The Training focused mainly on *integrating human resource information system*. The facilitator introduced the training objective of iHRIS training and highlighted the importance of using HRIS in organizations as outlined below;

- To Understand iHRIS and 4 Components (manage, train, qualify and plan)
- To understand and apply the different Modules
- To understand the different components
- HRIS use in Uganda and the world
- User accounts
- Online reports
- To see if HRIS can be adopted and utilized by the UCBHCA association members
- To learn HRIS so as to manage Human Resource
- To know more about management challenges
- By the end of the work shop participants shall able to;
- Share field experiences
- Review and consolidate iHRIS components
- Impart more knowledge and skills to enable participants to implement iHRIS in their work places
- Consolidate facilitation skills
- Use and manage HRIS in organizations
- Use and carryout HR analysis using HRIS
- Generate reports
- Importance of using integrated human resource information system includes;
- Share information
- Ease in using human resource information system
- Access information
- Use in decision making

TOP THINGS PARTICPANTS LEARNT FROM THIS TRAINING WERE:

- ❖ Searching and updating personal records
- ❖ HR management and planning
- ❖ Generating HRIS reports and how to Analyze them
- ❖ Management of appraisals and personnel absenteeism
- ❖ Analyzing reports and generating graphs for decision making.
- ❖ How to access the website iHRIS even while at the workplace
- ❖ How to view reports, analyze them and report about the data.
- ❖ How to enter and update a person's record
- ❖ Exporting reports into excel sheets
- ❖ Mentorship management and training

- ❖ Knowledge about some of the computer key board short cuts i.e. “PrtSc” for printing screen.
- ❖ The importance of institutional organization
- ❖ The HRIS modules
- ❖ How to utilize HRIS data for planning
- ❖ Importance of HRO in an organizational management
- ❖ How to access other HRIS users.
- ❖ Reporting and auditing staff electronically
- ❖ Planning for staff using worksheets
- ❖ Location of the different health facilities
- ❖ Generating staff lists

This was followed by equipping the UCBHCA Network head office in July 2016 with computers, printers and Internet for the Human Resource Information system. The team has started entering the HR data from ember PNFPs into the system. Thanks to our donor USAIDIntraHealth for the donation.

Fourth Workshop

The fourth workshop was organized in Jinja and sponsored by USAID/Intrahealth it was for member PNFP Health centres in East Central region. It focused on to equip them with knowledge and skills in Governance, Leadership, Performance Management, Transparency, Accountability, Human Resource policy and HRIS system, Accreditation standards for health, Quality assurance, Health Rights for Consumers and HSI2Providers and DHSI 2 user skills.

USAID/Private Sector Support

The USAID/Private Sector Support has supported UCBHCA in developing its Five Year Strategic plan and which is ready.

4.0 New Plans 2016 - 2019

Reducing Burden of TB, MDR-TB, TB/HIV:

We have planned to work jointly with NTLF to integrate TB services in 180 PNFPs health services to reduce the burden of TB using TB CBDOTs strategy in 50 rural districts in Uganda. The technical proposal has been approved and we are now working with NTLF to assess current capacity of our member PNFPs in providing TB services to identify strengths and gaps to strengthen the gaps.

Strengthening Supply of Family Planning and Reproductive commodities to NGOs/PNFPs/CBOs:

Access to quality family planning and reproductive health products and services is still a challenge in Uganda given misconception, negative attitudes and beliefs about family planning we have partnered with UHMG to increase access and utilization of affordable quality family planning and reproductive products to NGOs/PNFPs/CBOs in rural and hard to reach areas in Uganda. We shall strengthen capacity of PNFPs and NGOs/CBOs, Peer educators and Promoters in provision of quality modern family planning and reproductive health services and supply including long acting and permanent methods starting in 50 districts this year 2016.

Prevention and Management of Malaria:

Malaria still remains number one top health challenge. Hospital records indicate 30 to 50 percent in outpatient visits, 15 to 20 percent of hospital admissions and 9 to 14 percent inpatient deaths (NMCP, 2014). This situation is worrying. Malaria indicator survey 2014-2015 reported prevalence of malaria in children 0- 59 month currently 19% down from 42% based on 2009UMIS this is still very high.

We have made plans to increase access to quality affordable free anti malaria drugs, ACTs and Long Lasting Insect Treated Nets for pregnant women and children through 180 PNFPs starting in 50 rural and hard to reach districts in Uganda and to strengthen capacity of medical workers and Community Based Health Workers to extend Community Based Management of Malaria in community and homes for home based management of fever.

Prevention of HIV/AIDS/STI:

There is need to increase access to appropriate counseling, testing, care, treatment and support services for HIV/AIDS in rural and hard to reach areas.

We have made plans to strengthen capacity of 180 PNFPs in provision of quality HIV counseling, testing, care and treatment at facility level and full engagement of NGOs/CBOs, Traditional, Religious leaders, Peer educators in awareness raising campaigns at community level in 50 district

Aim: To Increase accessibility, affordability and utilization of free quality HIV/AIDS prevention, testing, care and treatment services for Community members in rural areas in 50 Districts Jan 2015 -2019

Routine Immunization:

In Routine Immunization we shall strengthen capacity of PNFPs/NGOs/CBOs in 35 five districts. Our goal will be to increase access to quality, friendly routine immunization with all vaccines with the Objectives of strengthening capacity of Health workers/Vaccinators skills in behavior change communication, cold chain management, vaccination, IPV, PCV and HPV cold chain management and administration of vaccines, vaccination, Injection safety and disposal of medical wastes, Filling HMIS, to support PNFPs/NGOs with adequate immunization equipment; Medium solar Cold chain Fridges, Vaccine Carries per CSO/NGO and Syringes, to strengthen coordination supply chain for vaccines and HMIS to PNFP/NGOs, Build capacity of CHWs/VHTs in mobilization, community dialogue and behavior

Major Challenges Experienced by UCBHCA Head office:

The challenges included late payment of Annual membership by many members or non permanent at all MOH delay to accredit our member PNFPs which has delayed members to get more free drugs from JMS