

# Strategic summary – Health programme area plan

## Programme aim:

Contribute to the reduction of maternal and child mortality in Sierra Leone through strengthening the capacity of the Ministry of Health and Sanitation and Civil Society to deliver National Health Plans.

## Outcomes

- National health plans implemented successfully.
- Health systems in Sierra Leone operating more effectively.
- HR for health situation in Sierra Leone improved.

## Indicators

- Reduction of maternal mortality rate
- Reduction of infant mortality rate

## Programme objectives

**Objective one:** Strengthen human resources for health in Sierra Leone through increasing the number of trained and retained state-enrolled community health nurses, community health officers, community health assistants, state registered nurses and midwives.

## Outcomes

- Increase in the number of health graduates.
- Increase fills rates in hospitals and PHUs.
- Training institutions has sufficient number of tutors.

## Indicators

- Well-stocked resource centres in training institutions.
- Fully equipped practical rooms in training institutions.
- Percentage increase enrollment of students in training institutions.
- Percentage increase in number of health graduates still in post after three years
- Percentage increase in number of patients accessing hospitals and PHUs.
- Percentage increase in tutor fills rates.

## Activities

- Long-term/short-term volunteers
- Small grants
- Links study tour
- Advocacy ('Valuing health workers')
- National workshops
- Raise resources
- Research

## Partners

- Ministry Of Health and Sanitation (MOHS)
- Eastern Polytechnic School of Nursing
- Northern Polytechnic School of Nursing
- Faculty of Nursing
- Faculty of Community Health Sciences
- National School of Midwifery
- Health for All Coalition Sierra Leone

- Sierra Leone Nurses Association
- Medical Research Center

### **Strategies**

- Training of health workers
- Curriculum development
- Management support to institutions
- Improve motivation of health workers
- Improve conditions for health workers (incentives)

**Objective two:** Raise standards of nursing care in four district hospitals through supporting improvement in wards and hospital management.

### **Outcomes**

- Increase in the number of patients accessing hospitals.
- Increase patients' satisfaction.
- More resources available for hospitals.
- Increase staff satisfaction and motivation.

### **Indicators**

- Minimum hospital standards developed and operational.
- Increase number of in-service training opportunities for all categories of health staff.
- System in place to identify staff training needs.
- Increase in the number of patients accessing district hospitals.
- Staff awards scheme developed in district hospital

### **Activities**

- Long-term/short-term volunteers
- National volunteering
- Exchange visits (national)
- National workshops
- Advocacy
- Research

### **Partners**

- Ministry of Health and Sanitation
- Bombali District Hospital
- Tonkolili District Hospital
- Kenema District Hospital
- Bo District Hospital

### **Strategies**

- In service training
- Clinical instruction whilst trainees
- Supportive supervision
- Materials development
- Management system development
- Resources libraries
- Supply of basic essential equipment

**Objective three:** Support District Health management teams (DHMT) in four district hospitals to manage the delivery of improved and more inclusive primary healthcare to vulnerable communities.

### **Outcomes**

- Successful implementation of four district plans
- Increase community participation and involvement in district and community health service planning and delivery.
- Improve collaboration and between DHMT and the locals councils.

### **Indicators**

- Increase in the number of fully staffed PHUs
- Increase funds for community base PHU services
- Increase in the number of patients accessing PHUs services
- Improved referral system between the PHUs and district hospital.
- Increase in the number of fully staff DHMTs
- Annual DHMT participation plenary process in place.
- Increase and improved data collection at community level
- Improved DHMT management systems in place.
- Minimum standards monitoring systems is introduced for all PHUs and hospitals

### **Activities**

- Long-term/short-term volunteers
- Links study tour
- National volunteers
- Advocacy ('valuing health workers')
- Workshops
- National exchange visits
- Raise resources
- Research.

### **Partners**

- Bo District Health Management team
- Kenema District Health Management team.
- Bombali District Health Management team.
- Tonkolili District Health Management team

**Objective four:** MHS at central level shows increase capacity in key aspects of management; HIMS, HR management, health service coordination.

### **Partner**

- Ministry of Health and Sanitation central level
- Four District Hospital
- Four District Health Management teams

### **Beneficiaries**

- Primary – MOHS staff at central level
- Secondary – health workers, health institutions, service users.

### **Outcomes**

- Improve performance of central MOHS staff.
- Stronger health management systems at central level.
- Equitable distribution of health personnel nationally.
- Health workers better supported and more accountable.

#### **Indicators**

- National health management systems in place and operational.
- Health management included in national health plans.
- Reduced attrition of health staff.
- Increase in retention of health staff nationally.
- Effective posting system for graduates in place and operational.
- National CPD guidelines developed and operational
- MOHS incentive scheme in place and operational
- National health management systems in place
- Annual review of health staff salaries
- Career progression policy developed and operational
- Increase budget allocation for staff salaries.

#### **Activities**

- Long-term/short-term volunteers, small grants raise resources
- Links study tours, national workshops and advocacy.

#### **Strategies**

- Management training for MOHS staff as per DHMT
- Policies and systems developed as per DHMT