

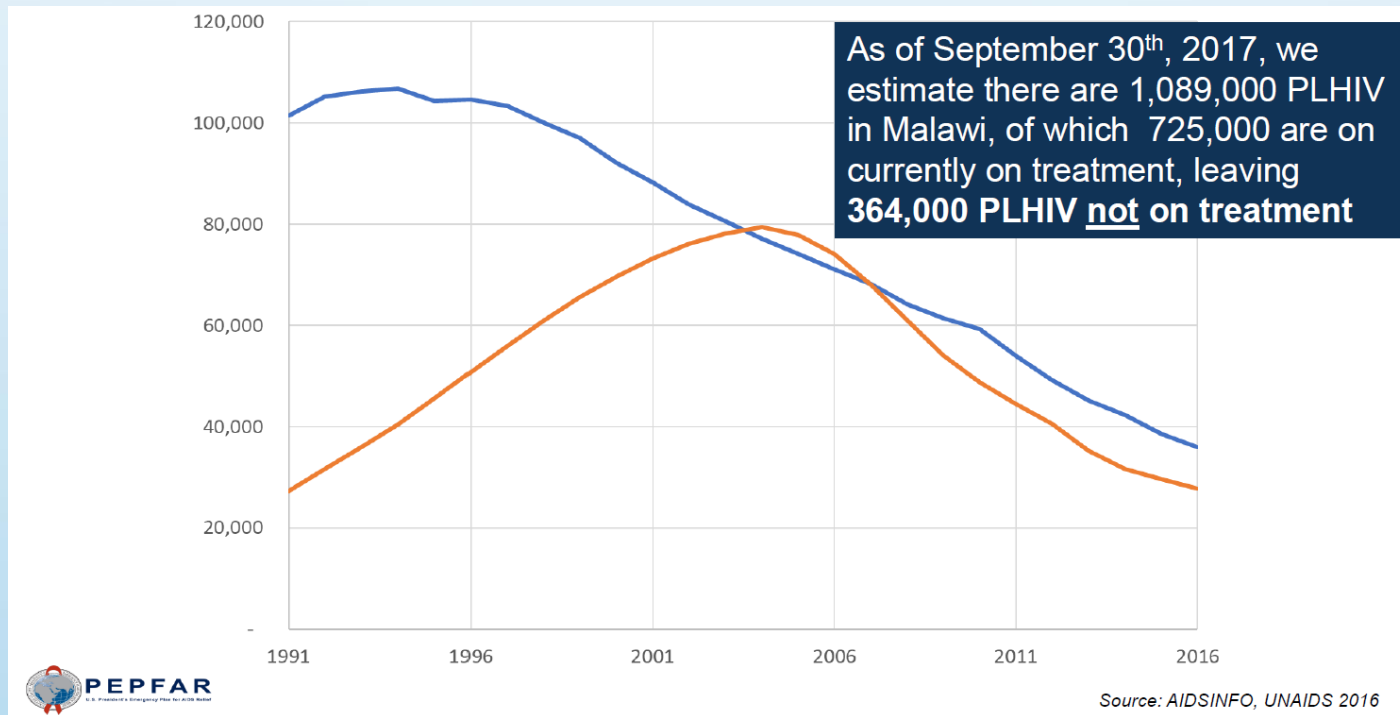
3 - 4 MAY 2018

2018 CONTROLLING THE HIV EPIDEMIC SUMMIT

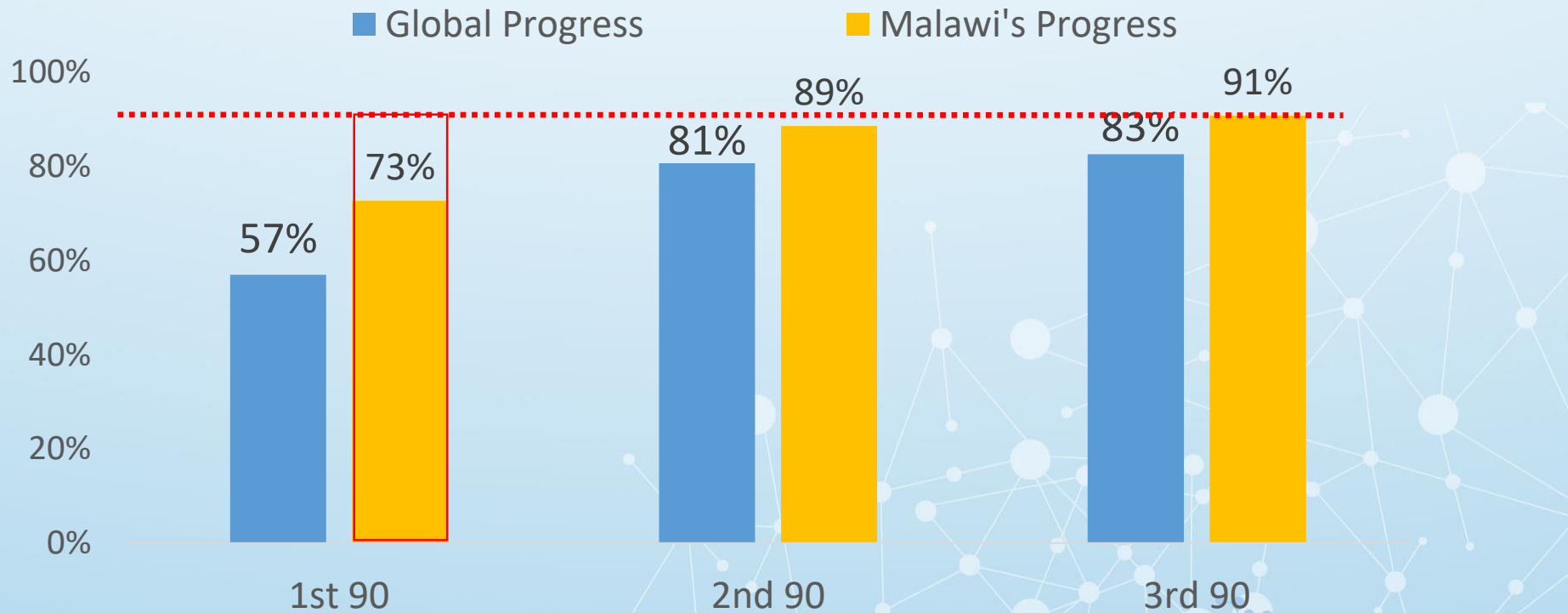
Optimizing Global Health Workforce: HRH for
Epidemic Impact: The case of Malawi

Ms. Gillian Nkhalamba: Human Resources For Health Specialist MSc.

HIV in Malawi: New Infections and Mortality Nearing Convergence



Commendable Progress to 90-90-90



High Vacancy Rates among HRH

Cadre	No. of Current Health Workers	Staff Establishment	Vacancy Rate
Pharmacy Assistant	82	489	83%
Lab Assistant	118	632	81%
Pharmacy Technician	163	862	81%
Nurse Midwife Technician	4,852	13,371	74%
Lab Technician	365	850	67%
Clinical Officer / Technician	1,352	4,082	66%
Pharmacist	66	100	34%
Nurse Officer	1,017	1,533	34%
Medical Assistant	1,256	1,806	30%
Doctors	562	798	30%

Most staff provide HIV services along the cascade but only a few initiate ART Few able to Initiate ART

District	Staff providing Service (%)		
	Total Staff	Any HIV service	ART Initiation (%)
Blantyre	1,978	1,844 (93%)	156 (8%)
Lilongwe	2,731	2,421 (89%)	413 (15%)
Zomba	1,893	611 (32%)	104 (5%)
Totals	6,602	4,876 (74%)	673 (10%)

Low number of cadres initiating ART limits linkage rates and ART initiation

ART Initiation Mostly Done by Nurses

ART Initiation by Cadre for Three Priority Districts

DISTRICT NAME	Medical Officers	Clinical Officers	Medical Assistants	Registered Nurses	Nurse Midwife Technicians	Other Cadres	Totals
Blantyre	16	15	35	14	58	2	156
Lilongwe	8	55	49	38	199	26	413
Zomba	1	20	23	13	36	7	104
Total	25	90	107	65	293	35	673
% age	4%	13%	16%	10%	44%	5%	

PEPFAR Malawi's Focused HRH Investment

Above Site

- ✓ Pre service Training
- ✓ Short Term TA for MOH HRH strategic Planning

Site level

DSD
Audit
(FY17
)



5.5 Acceleration
Districts

- ✓ 469 ART Providers
- ✓ 549 HDAs
- ✓ 386 Expert Clients
- ✓ 442 Other Lay
- ✓ 93 Management

1,939 HCWs supported

Additional 480 'surge'
HCWs with Salary
Support

2,419 HCWs supported

4 Scale Up
Districts

- ✓ 17 ART Providers
- ✓ 189 HDAs
- ✓ 183 Expert Clients

389 HCWs supported

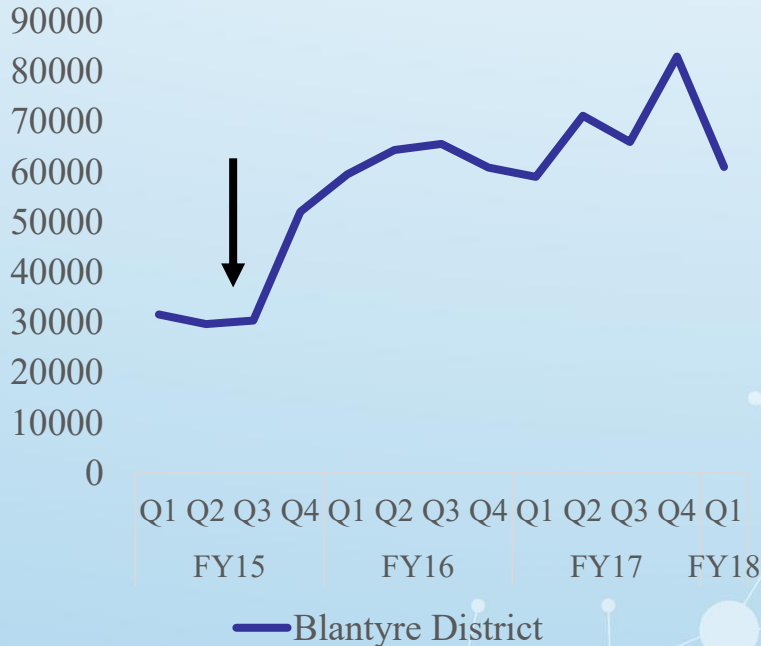
18 Sustained
Districts

- ✓ 36 ART Providers
- ✓ 421 HDAs
- ✓ 365 Expert Clients
- ✓ 215 Other Lay
- ✓ 101 Management

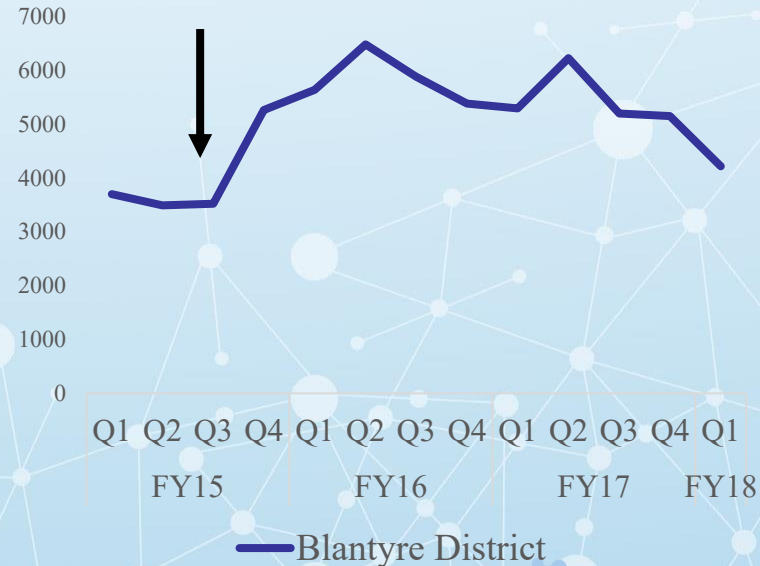
1,138 HCWs supported

Rapid Expansion of HIV Testing Following Introduction of HIV Diagnostic Assistants- Blantyre District

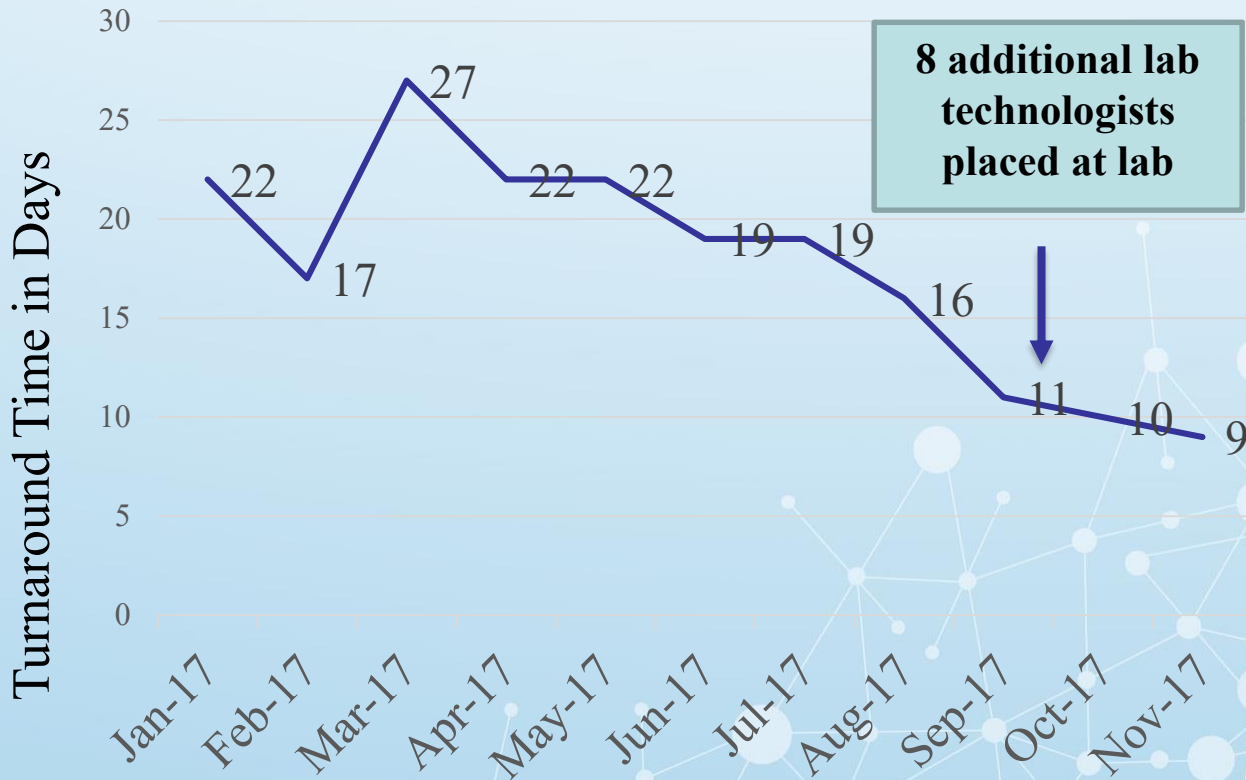
Testing Volume



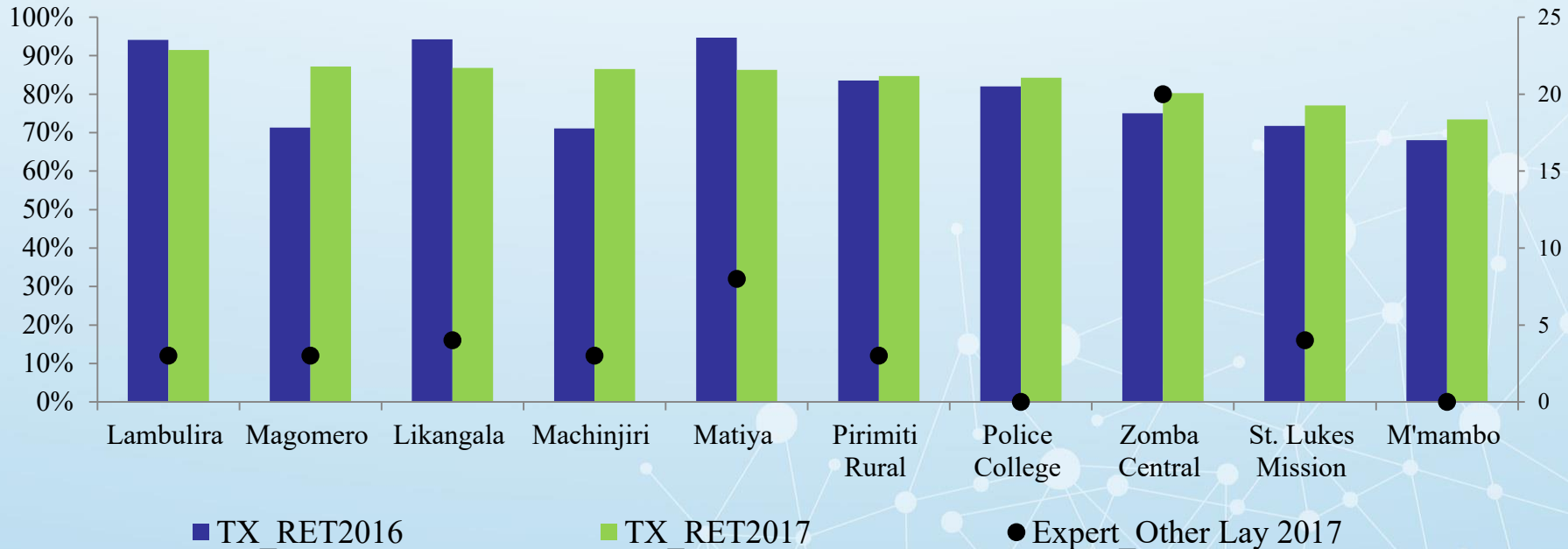
Number of Positives



Additional Staff at Reference Lab Reduced Turnaround Time for Viral Load



HRH Investment Needs Right Sizing for Maximum Impact



Analyzed ART retention at facilities in FY16 compared to FY17 and noted expansion of Expert Clients. Variable results.

HRH Among the Key Barriers to Reach 90-90-90 in Malawi

Key Barriers

- 1 Weak information systems
- 2 Inadequate HRH
- 3 Infrastructure Limitations
- 4 Lab Mech. Optimization
- 5 Policy Environment
- 6 National Level Capacity
- 7 Commodity Management

COP18 Priority Interventions

EMRS to 200 sites, Adverse Drug Reaction System, DREAMS Unique ID, Birth/Death Registration, Recency Study

Pre-service education of 792 HCWs, Salary support for 942 HCW, HRH TA, Operations Research to track salary support

Renovation of 8 TB/HIV registration sites

DTG transition, zonal supervision, QI, Equipment,

Self-testing, Active Index, Multi-Month Dispensing

TAs: DHA, supply chain, lab services, TB/HIV, DTG, Key pops, HIV SI management

Pharmacovigilance & procurement/forecasting planning

TAKE HOME MESSAGE

- Use both epidemiology and HRH data for HRH decisions
- Monitor
- Measure impact