THE IAPB AFRICA

HReH (DRAFT) STRATEGY

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IAPB Africa
The Global Health Work Force Crisis

Health workers are the heart and soul of health systems, yet the world is faced with a chronic shortage - with 1.5 million needed in Africa alone.

The critical shortage is recognized as one of the most fundamental constraints to achieving progress on health and reaching health and development goals.
The facts in Africa are startling.

- 36 out of 57 crisis countries
- 24% of the burden of disease
- 10% of the global population
- 3% of the global health work force
- 1% of global health resources

......And less than 1% of the total number of ophthalmologists
Dimensions of the Crisis

- **Universal Crisis:** But most acute in Africa

- **Urban-Rural Imbalance:** 50% of population is rural but 75% of doctors are urban

- **Migration:** 75% of Mozambiquan doctors now work abroad

- **Retention:** Zambian health workers receive 25% salary allowance for rural areas

- **Holistic Approach:** Stand alone interventions neither effective nor sustainable

- **Introduce Task Sharing:** To meet MDGs and UHC – team approach + regulation

- **Leadership:** Collaboration between multiple sectors and Ministries + **Partnership**

- **Financing:** Long term domestic and external funding, ‘making the money work’

- **Scale-Up Training:** Increase quantity while making most of existing resources
<table>
<thead>
<tr>
<th>HEALTH</th>
<th>EYE HEALTH</th>
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<tbody>
<tr>
<td><strong>2001</strong> Abuja Declaration ‘15% x 2015’</td>
<td><strong>1999</strong> Vision 2020</td>
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<tr>
<td><strong>2006</strong> WHO Report ‘Working Together for Health’</td>
<td><strong>2008-2012:</strong> IAPB prioritises HReH - 9 workshops, 38 countries consulted.</td>
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<td><strong>2006</strong> Launch of the GHWA in Geneva</td>
<td><strong>October 2012:</strong> All Africa HReH Workshop, 40 participants and 5 priorities</td>
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<td><strong>2008</strong> 1st Global Forum on HRH, Kampala Declaration and Agenda for Global Action</td>
<td><strong>March 2013:</strong> Training Institutions Workshop – 18 participants, 12 Point Plan</td>
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<td><strong>2008</strong> Nigel Crisp ‘Scaling Up – Saving Lives’</td>
<td><strong>June 2013:</strong> HReH Strategic Planning Workshop: 15 participants, <strong>Strategy Map</strong> and 2 key objectives</td>
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<td><strong>2011</strong> 2nd Global Forum, – membership now 300</td>
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<td><strong>2012</strong> External Evaluation of GHWA</td>
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<td><strong>2013</strong> 3rd Global Forum, GHWA, Brazil</td>
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IAPB AFRICA HReH STRATEGY MAP

**Vision:** ‘All people have access to the highest possible standard of eye health care’

**Mission:** ‘To ensure through collective action everyone in the African Region has access to skilled and motivated eye health providers’

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**Change Objectives**
What must we achieve?

**Every Country with an HRH strategy has a HReH Strategy integrated within it**

**A common framework of the different levels of the eye-Health workforce and what they do.**

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**Internal Processes**
What must we excel at?

**ADVOCACY:**
At regional, sub-regional and national level

**BROKERING:**
Introducing eye health to regional fora and building new relationships.

**CONVENCING:**
Bringing stakeholders together to develop common frameworks

**DATA:**
Establishing a reliable source of high quality and timely information

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**Learning and Growth**
Where must we invest?

**Planning:**
Investment in strategic advocacy planning at the country level

**Communication and PR:**
Producing common messages and materials, articulating the concerns of health workers

**Producing key Research findings and papers to support advocacy agendas**

**Strengthen IAPB through improved communication and collaboration with its membership**

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**Resources**
How will we be adequately resourced?

**Generate sufficient resources to implement the IAPB Africa HReH strategy**

**Members Demonstrate their commitment to funding HReH Strategies at National level**
### Change Objective 1

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<th>Every country with an HRH strategy has a HReH strategy integrated within it</th>
<th>“It is very unlikely that we will resolve the HRH crisis if each country or sector works in isolation”</th>
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IAPB can play a central role in advocating for eye health to be an integral part of broader HRH planning, brokering new relationships and helping to build capacity at national level.

Our ambition goes beyond integration to ensure that these plans are costed and are being implemented.

Country Coordination and Facilitation is an approach which brings together all key stakeholders in a country to develop and implement a comprehensive, evidence-based HRH Plan.
## Change Objective 2

**A common framework for the different levels of the eye health work force and what they do**

IAPB can play a major role in supporting the development of new competency frameworks and the harmonisation of training curricula for all levels of the eye health work force.

Work in this direction is advancing swiftly with respect to ophthalmology, optometry and primary eye health.

Much more needs to be done for Allied Eye Health Professionals and Community Eye Health Workers.

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<tr>
<th>Cadres</th>
<th>Next Steps</th>
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<tr>
<td><strong>Ophthalmologists</strong></td>
<td>Situation and Needs Analysis Harmonised training modules</td>
</tr>
<tr>
<td><strong>Optometrists</strong></td>
<td>Define post-graduate needs Harmonised training modules</td>
</tr>
<tr>
<td><strong>Allied Eye Health Professionals</strong></td>
<td>Rationalise cadres designations Develop prototype curricula Harmonised training modules</td>
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<tr>
<td><strong>Primary Health Workers</strong></td>
<td>Finalise WHO prototype curriculum Pilot/roll out package of interventions Harmonised training modules</td>
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<tr>
<td><strong>Community Health Workers</strong></td>
<td>Situation Analysis Develop package of interventions</td>
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What Must IAPB Africa Excel At?

**ADVOCACY**: At regional, sub-regional and national levels. 3 year process under development

**BROKERING**: Introducing eye health at regional/sub-regional fora and building new relationships.
- Existing relationships with WHO-Afro, AP/HRH and WAHO.
- New targets: AfDB, AU, OCEAC, SADC and ECSA

**CONVENENING**: Bringing all stakeholders together with a focus on 4 priorities:
- HReH
- Research
- Advocacy
- HMIS

**DATA**: Establishing IAPB as a source of reliable and timely information through the data base and website. 3 year process under development.
ALIGNMENT

1. IAPB
   STRATEGIC FRAMEWORK
   2013-2017

2. WHO
   GLOBAL ACTION PLAN
   2014-2018

3. WHO-AFRO
   ROAD MAP FOR HRH
   2012-2023

IAPB AFRICA
HReH STRATEGIC PLAN
PHASE 1: 2014-2018
THANK YOU