



# Building HIV/AIDS Capacity in Africa: The NGO Perspective

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**4 February 2010**

# We've Come So Far

- § Massive scale-up of HIV care and treatment in Africa since 2004
  - § Declining AIDS mortality
  - § Increasing life expectancy in countries with successful ART scale up
- § HIV incidence leveling off or declining in most African countries



# Yet Have So Far Still to Go

- § Five new infections for every two people who start treatment
- § Disappointing PMTCT coverage in many countries
- § Need to plan for care and treatment over the long term
  - § Second line ART
  - § Earlier initiation of ART (350 vs. 200, ART for prevention)
- § Insufficient integration of HIV with other health services
- § **Africa has 24% of global disease burden yet only 3% of the health workforce**



# Building Capacity: Responding to Challenges

- § Highest burden of HIV occurring in areas with poor infrastructure, limited number of providers, lack of drugs and commodities, and poor management
- § Heavier workload and more complex treatment protocols for providers
- § Additional loss of health workers to HIV reduces supply
- § Psychosocial stress for taking care of patients and their own affected family members



# Building Capacity to Address the Epidemic

§ Need for a skilled workforce that can respond to evolving HIV prevention, care and treatment needs. In other words, we need

The **right** health care worker in the **right** place at the **right** time doing the **right** thing

How to ensure that we get it right?



# Building Capacity: Program Framework

- § Help countries to ensure that health workforce is operating within internationally accepted and nationally adapted standards of care
- § Define human resources for health broadly to include not just professionals but community health workers



# Building Capacity: Developing the Next Generation of Healthcare Workers

- § Integrating HIV prevention, care and treatment into preservice education for nurses, midwives, clinical officers and doctors
  - § Healthcare workers should graduate with the **knowledge, attitudes and skills** they need to make a difference as soon as they deploy
  - § There is a need to **close the gap** between classroom education and clinical practice, especially in nursing education
  - § Need to graduate **sufficient numbers** of new professionals to meet needs and account for out-migration



# Building Capacity: Innovating Training Approaches

- § Traditional inservice training (group based courses) have limitations
  - § Pulls scarce care providers out of clinical practice
  - § Skills transfer can be tough if training environment does not mimic service delivery reality
  
- § Solutions include
  - § Self-paced and E-learning approaches good for knowledge transfer
  - § On-the-job training to help focus on skills transfer



# Building Capacity: Task Shifting

- § Task shifting can greatly expand access to care and build capacity at the front lines of the health care system
- § However, it is critical to ensure that task shifting does not become “task dumping.” If nurses are to take on ART then HIV counseling and testing needs to be shifted to another cadre



# Preventing HIV Strengthens the Health System

- § Even the strongest health system will be strained if a significant proportion of the population requires HIV care and treatment
- § Bringing down HIV incidence is an investment in the future health system
- § We have highly effective interventions to prevent HIV (PMTCT and Male Circumcision) but these have not yet been implemented at scale



# Building Capacity: The Role of NGOs

- § NGOs work collaboratively with national governments, universities, professional associations, and international agencies to build capacity in HIV prevention, care and treatment
- § NGOs help engage civil society organizations in the HIV response
- § NGOs work from household to hospital



# Building Capacity: The Role of NGOs

NGOs help ensure that HIV programs:

- § Articulate explicit health system goals
- § Synchronize staff training and deployment with national health plans
- § Rationalize the use of the health workforce in a manner consistent with country circumstances and resources



# Building Capacity: The Road Ahead

NGOs and their partners should support countries to:

- § Establish evidence-based policies, financing, strategies and systems for human resources
- § Strengthen the broken health systems, and
- § Accelerate production, retention and replacement of health workers
- § Ensure proper human resource development, management and provision of needed incentives

