

FBO contributions to scaling up the health workforce

Challenges and opportunities



Doris Mwarey, HR Technical Advisor, CapacityPlus/IMA World Health

October 27, 2014



FBO Challenges

Integration with government systems

- “ FBO workforce and service statistics not always **integrated into national databases such as HMIS and HRIS**
- “ In some countries FBOs not recognized or involved in **national dialogue and planning**
- “ Non-execution of **MOUs and service agreements** continue to be a challenge
- “ Unclear **structures and regulations**, especially in devolved systems



FBO Challenges

Workforce development and support

- “ Many FBO facilities and training institutions lack necessary **HR management systems** to ensure adequate health workforce
- “ Lack of funds to implement effective **retention strategies**
- “ Increasing demand for **provision of chronic care** in health systems
- “ Lack of **evidence base** to share HRH best practices among FBOs



FBO Challenges

Other challenges

- “ In some contexts FBO leadership **may not consider health and HR a priority**
- “ Organizational priorities among FBOs makes **advocacy** challenging
- “ Client and donor expectations on FBO institutions to provide **free or subsidized care**
- “ Ebola crisis has heightened **acute HR challenges** in responding to outbreaks



FBO Opportunities

Training and service delivery



- “ **FBO training institutions** potential centres of excellence and research
- “ FBO facilities **perceived to provide better quality of care** compared to public sector
- “ FBO presence in **rural and hard-to-reach locations** increases access and equity of health services
- “ **Increased FBO role** in Ebola crisis, calling for coordinated response and integrated systems

FBO Opportunities

ACHAP and national FBO networks

- “ Existing **FBO platforms** promote coordination, joint advocacy, south-to-south learning on health issues
- “ Strong FBO leadership and representation at national levels provide **good environment for advocacy**
- “ **Community mobilization** for behavioural change through vast networks
- “ Foster **partnerships** with governments, civil society, INGOs, donors for unified response on health issues



FBO Opportunities

FBO culture and sustainability

- “ FBOs often provide health services **without receiving external funding** or support
- “ High **commitment** to improving health
- “ **Trust** between FBOs and local communities
- “ Capacity for FBOs to **advocate for improved health care** for all citizens and government accountability
- “ Existing **service delivery infrastructure** including health facilities and supply chain management institutions



FBO Opportunities

Capacity and financial stewardship

- “ Financial stewardship in **managing multimillion-dollar grants** from GF, USAID, WB, others
- “ More flexible and streamlined autonomy in FBO sector makes **adoption of best practices** more feasible
- “ Given successes in piloting and scaling up *CapacityPlus* products, growing evidence for **gaining results with minimal investment** in FBO institutions



FBO Challenges and Opportunities

THANK YOU



FBO Challenges and Opportunities

Recommendations?

- “ What can be done to address these challenges?
- “ How can we use the existing opportunities to scale up the health workforce?



FBO Challenges and Opportunities

Recommendations

1. Explore ways to build ACHAP HRH technical working group as interactive knowledge gateway for all HRH field practitioners extending beyond FBO networks
2. Work to increase FBOs' application and institutionalization of evidence-based tools
3. Increase monitoring and evaluation of FBO HRH efforts



FBO Challenges and Opportunities

Recommendations

4. Advocate for strengthened Ministry of Health and FBO partnerships
5. Increase HRH research and studies among FBOs
6. Increase FBO visibility
7. Increase documentation and publication of FBO accomplishments



THANK YOU

The CapacityPlus Partnership

IntraHealth International, Inc. (lead partner)

Abt Associates

IMA World Health

Liverpool Associates In Tropical Health (LATH)

Training Resources Group, Inc. (TRG)

