EFFICIENCIES THE ASSIST IN ADDRESSING HR CONSTRAINTS

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Common HR Challenges in SA

• Limited skilled HR Available

• Seasonality service delivery

• Retention of trained HR

• Integration of NGO and DOH staff at Hybrid clinics
MOVE
WHO pilot initiative:
Aims to maximise Surgical results and minimising time and resources needed to perform high volumes of surgery.
MOVE and SYMMACCS

**Surgical Efficiency**
- Forceps Guided
- Electrocautery
- VMMC kits
- Layout and utilization space

**Task Sharing**
- Degree and level of Task Shift?
  - Types of providers
  - Duties performed

**Task shifting**
- Degree and level of Task Shift?
  - Provider type
  - Regulations governing shift
  - Impact of shift
MOVE HR Analysis

Adoption MOVE:HR
- Kenya and Tanzania (Task shift)
- SA and Zim (Task share)

Burnout:
- Significant
- Dr > and Nurses and CO
- Proportional to time and number performed

HR Efficiencies
- Primary provider time decreased
- Reduced Costs

Considerations
- Maintain and expand MOVE
- Manage burnout
- Integrate with devices?
Seasonality of Demand?!  

- SA winter months May-August 200% increases in demand noted!

- CHAPS ACTIVITIES (Trends mirrored by most SA Programs)
  - Month average 3500 VMMCs over 12 months
  - Winter Range 5000-7000 per month (demand not always met!)
  - Exam periods and Summer months: Range: 2000-3000/month
  - *Busy efficient Hubs in Winter can be wasteful white elephants in summer*

- Efficient staffing critical: **Liquid HR Pool**
- **Hubs need winter spokes!**
Supplement with large part time staff base!
PPP established to do this e.g. STAT medical
Expand Geo coverage in quiet periods. Mobile core!

Liquid HR makes VMMC operations and services far more cost efficient
Streamline management of greatest ops cost
Only use and pay what you need
Make part time work attractive!

Smaller Permanent HR Core

Cost efficiency

Know you program. Look and utilize previous years trends
Forecast demand
Plan site expansions to meet surge: Must maximize!
Plan site scale down as demand fades.

Consistent planning and Forecasting
Summary of VMMC HR Harmony?

**Liquid HR**
- PPPs to facilitate
- Ideal for campaigns, surges and winter periods
- Ideal for upscaling smaller part time sites
- Cost effective solution

**Variety is key!**
- Geographic, cultural and seasonal specific responses to HR planning

**MOVE**
- Task shifting Ideal!
- Best option for campaign and winter surges
- Monitor and consider Burnout

**Other HR considerations**
- Training and regular activity required
- Consider labour law
- Treat fairly
- Cultural integration Part time staff. (Gov. staff)
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