



Human Resource Development for TB/HIV collaborative activities

Experience of Ethiopia

Zerihun Tadesse MD MPH

NTP Manager Ethiopia

Outline

- Ethiopia at a glance
- How is training need determined?
- How is training for TB/HIV incorporated into already ongoing training activities?
- What are the key challenges?
- What are the major lessons learned?

Ethiopia at a glance

- 71 million people
- One of HBCs (7/22)
- Incidence of TB of all forms 356/100,000
- Incidence of Sm +ve TB 155/100,000
- 5341 Government Health facilities (HP, HC,HP)
- 1299 private health facilities
- 1778 DOTS units

Rationale for HRD

- DOTS strategy widely accepted
- Coverage not rapidly expanding
- WHA and MDGs targets far from reachable
- HIV/AIDS pandemic's impact on TB control and workforce
- Carefully implemented - cost effective

Country HRD strategy

- Improve in-service training programmes
- Improve systems and structures for identifying performance deficiencies
- Improve systems for identifying new staff
- Revise basic training programmes
- Co-ordinate training with other interventions

How is training need determined?

- Supportive supervision to RHBs (2-3/month)
- Review of quarterly reports sent by RHBs
- Consultative meeting with RHBs during semi-annual and annual review meetings
- Developing POA at the conclusion of TOT

How is it incorporated?

- 56 Health workers attended TOT (all RHBs)
- TB, Leprosy and TB/HIV programme manual
- TB/HIV implementation guideline
- TB/HIV training module
- TB/HIV sensitization workshop to all RTLCs
- THAC facilitates close collaboration between TLCP and APCP

Key challenges

- Shortage of manpower (Planning, implementation, M&E HRD activities)
- Inadequacy of pre-service training
- High turnover of staff
- Less opportunity/effort for active learning

Key challenges (2)

- Health sector reform
- Spread of HIV/AIDS
- Failure to appreciate training as an intervention strategy

Lessons learned

- HRD is not a one-time task
- The need to develop workable HRD strategy
- Partnership with development partners including training institutions
- Train, support, motivate and retain
- More advocacy on the need for HRD

Acceleration

- Urgency
- Speed
- Quality

Boundaries of HRD

Geographic boundary

- **the country**

Time boundary

- **forever (Training! Training! Training!)**



**NOTHING CAN MAKE YOU PROUD
EXCEPT TEACHING**