

HEALTH WORKFORCE IMPROVEMENT PROGRAM (HWIP)

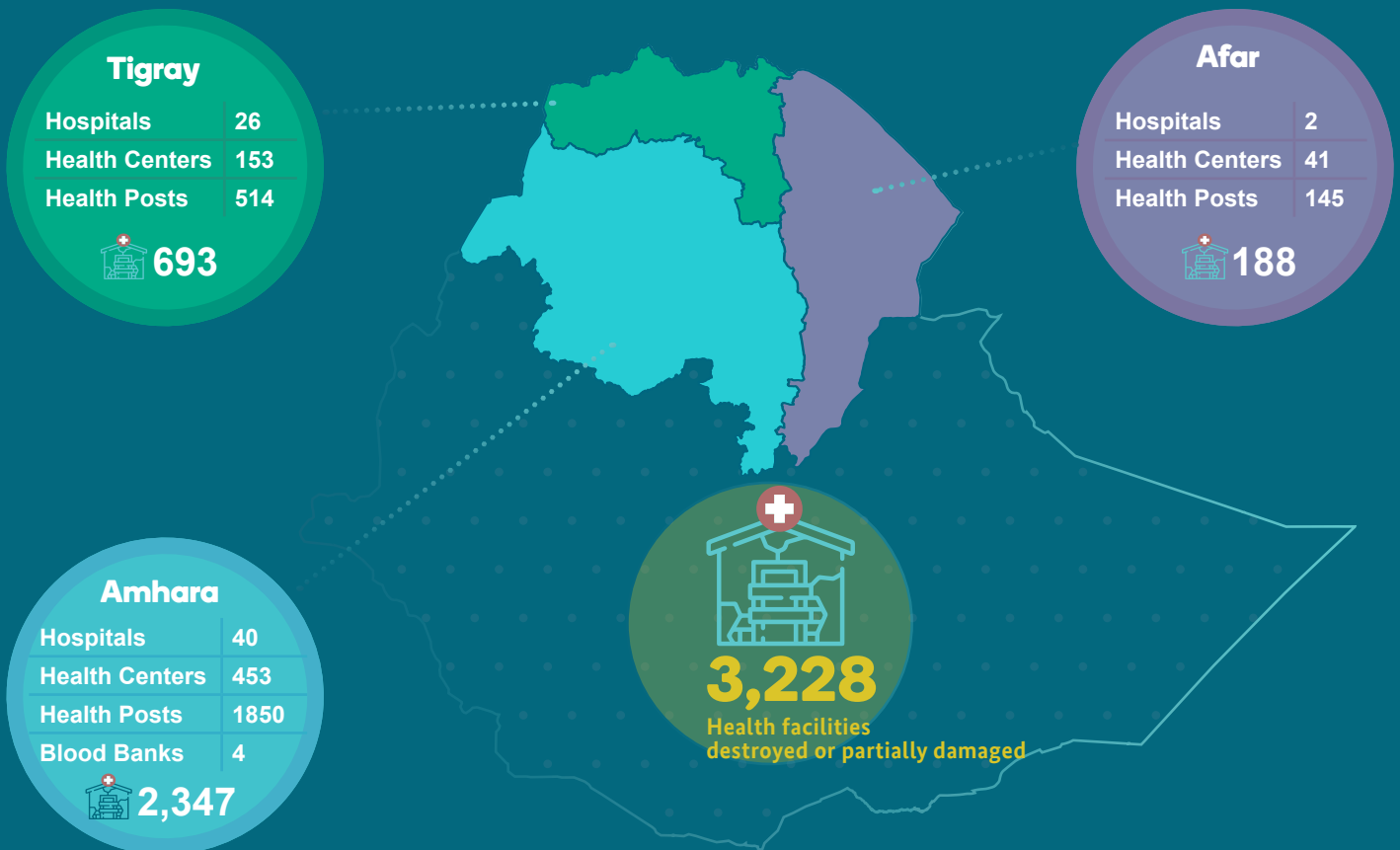
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Emergency Deployment of Health Workers to Restore Essential Health Services in Conflict Affected Areas in Afar, Amhara and Tigray

The conflict in north Ethiopia caused severe disruption of health services, leaving millions of people in Tigray, Amhara and Afar without access to basic health services. A rapid assessment in June 2022 showed that 3,228 health facilities (62 hospitals, 647 health centers and 2,509 health posts) were destroyed or partially damaged. With COVID-19 Supplemental Funding obtained from USAID, the Jhpiego-led HWIP supported restoration of essential health services and response to covid-19 and other public health emergencies in conflict affected areas of Tigray, Amhara and Afar regions through emergency deployment of health workers, capacity building and improving coordination, communication and collaboration.

Direct impact of the conflict on health infrastructure in Afar, Amhara and Tigray Regions, June 2022



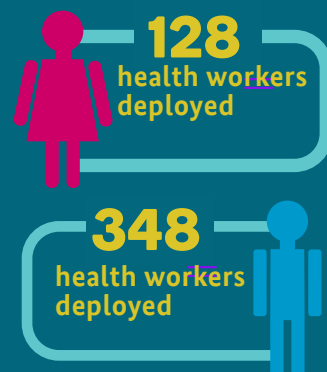
Mobile health and nutrition team deployed to restore essential health services in conflict affected areas

HWIP provided financial support to Tigray, Amhara and Afar regions to recruit and deploy 476 (128 female) health workers in 51 health facilities in conflict affected areas from February through November 2023.

In Tigray, HWIP funded the Tigray RHB to mobilize 213 health professionals from better-staffed tertiary and general hospitals and deployed them in 16 primary hospitals located in 16 districts across five zones.

In Amhara, HWIP financed recruitment and deployment of 177 health professional in 24 health facilities (23 health centers and one hospital) located in 20 districts across four zones.

In Afar, HWIP funded recruitment and deployment of 86 health professionals in 11 health facilities (six hospitals and five health centers) located in eight districts across four zones.



Up to 50 cases a day are handled at the OPD. Malaria, pneumonia, and schistosomiasis are the most prevalent conditions seen at the OPD. There is a high number of patients at the Dubti General Hospital, particularly in the adult OPDs. Every day, [HWIP]-deployed general practitioners (GPs) work in all OPDs, examining 25–30 patients in the morning and 15–20 in the afternoon. There are also additional referral cases from various health facilities in the area for further investigation and management

Dr. Mekedes Zebene, HWIP deployed GP at Dubti General Hospital, Afar Region

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Health Workers by Cadre	Number of health workers deployed								
	Afar			Tigray			Amhara		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Medical doctors including specialists	14	13	1	35	25	10	22	19	3
Integrated Emergency Surgical Officers				35	32	3			
Health Officers	2	1	1	2	2		4	3	1
Nurses	34	28	6	55	25	30	47	35	12
Psychiatry nurses	10	10	0	9	8	1	17	14	3
Midwives	12	8	4	11	8	3	28	20	8
Pharmacists	5	1	4	16	10	6	15	10	5
Medical laboratory technologists	3	3	0	23	12	11	21	11	10
Anesthetists	4	3	1	27	24	3			
Environmental health professionals	2	1	1				23	22	1
Total	86	68	18	213	146	67	177	134	43



People who come for vaccinations have considerably increased since our team began working at Dubti General Hospital, protecting our community against preventable diseases like polio and measles

Aminat Yasin, Nurse ,HWIP deployed Health Worker at Dubti General Hospital, Afar Region

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Essential Health Service Provision and Service Restoration

Health workers deployed with HWIP financial support provided promotive, preventive, curative and rehabilitative health services, including antenatal care for 33,880 pregnant women, assistance during childbirth for 14,777 women, immunization of 635,631 children, treatment of 89,109 children with malnutrition, mental health and psychosocial support service (MHPSS) for 28,611 people, and treatment of 58,376 people with malaria.

Essential Health Services	People Provided Essential Health Services								
	Afar			Tigray			Amhara		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Maternal health care		Antenatal care: 5113 Skilled Delivery: 2357 PNC: 2200			Antenatal care: 24,055 Skilled Delivery: 111,304 PNC: 7,549			Antenatal Care: 4712 Skilled Delivery: 1116	
Children immunized	1520	1306	2826				373,859	258,946	632,805
Number of sick children treated	2573	2502	5075						
Child nutritional Services	6620	6492	13112	28,980	27,475	56,455	12089	7,453	19542
Communicable disease consultations	Malaria: 16038 TB: 2116 HIV: 6282	Malaria: 15496 TB: 2143 HIV: 6954	Malaria: 31534 TB: 4259 HIV: 13236	Malaria: 16,217 TB: 1,188 HIV: 9,226	Malaria: 10,625 TB: 985 HIV: 15, 275	Malaria: 26,842 TB: 2,173 HIV: 24,501	Malaria: 11,423 TB: 3211	Malaria: 8,522 TB: 8,150	
GBV/Sexual violence	1	62	63	24	2,111	2135	2	46	48
Mental health and psychosocial support	4067	4453	8520	1,732	1,932	3,664	6916	9511	16427
Other OPD consultations	18327	20341	38668	183,474	170,011	353,485	33573	78567	112,140



Access to family planning services has improved for the community after our team started Working at the Dubti General Hospital compared to the earlier period. Additionally, postnatal counseling services are available to mothers at the time of birth, which enhances the quality of maternal health services

Anwar Mohammed , Midwife at Dubti General Hospital, Afar Region

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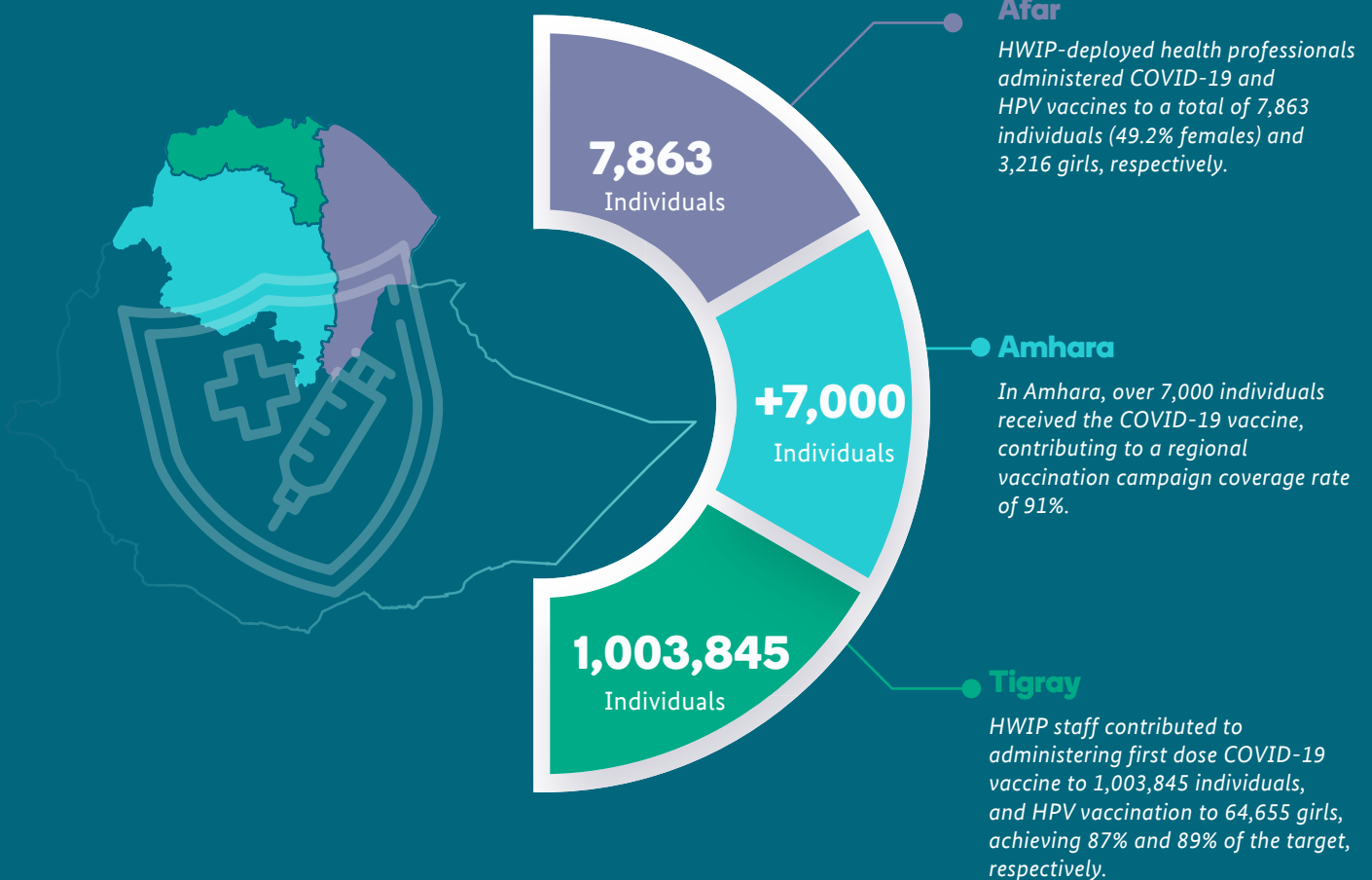
Along my medical service to patients, I have transferred knowledge and skills to the Operation Room team in Yechila primary hospital, particularly to the Integrated Emergency Surgery Officer (IESO) and Anesthesia professionals. Now, they are performing major emergency surgeries independently including caesarean section for mothers with prior scar because of repeated operations

Dr. Kelali Berhanu, Obstetrician and Gynecol-ogist, Tigray region

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Vaccination Campaign

HWIP provided financial, logistical, and technical support to Afar, Amhara, and Tigray RHBs for COVID-19 and HPV vaccination campaigns. HWIP deployed healthcare professionals created community awareness and served as frontline vaccinators during campaigns.





Many lives are being saved currently, particularly the lives of mothers and children. Through home-to-home integrated HPV & COVID-19 vaccination and nutrition screening services, our team engages in community-based initiatives in collaboration with the regional health bureau. At Chifra Primary Hospital, there has been noticeable improvement since our team arrived.

Maru Kebede, Midwife, HWIP deployed health worker at Chifra Primary Hospital, Afar Region





Capacity Building and Technical Support

In Ethiopia, the COVID-19 pandemic and armed conflicts posed formidable leadership challenges. Health leaders were put to the test, demanding innovative strategies and exceptional leadership. HWIP stepped in, providing over 219 health leaders and managers with essential emergency leadership skills. The program employed a curriculum adapted from established leadership programs, focusing on critical behavioral aspects like emotional intelligence to foster trust among teams and the public, and communication skills to ensure understanding and acceptance of measures. During these training sessions, remarkable leaders emerged, using their creativity to safeguard essential medical equipment and supplies during times of crisis. Some even enlisted the private sector's help in providing resources for COVID-19 centers.

In addition, HWIP built capacity of health workers using existing training modules from MOH and EPHI, including training 380 health workers on gender-based violence and mental health and psychosocial support and 114 on risk communication as shown in the tables below. Trainings were supplemented with site level mentoring and supervision.





Gender-based violence and mental health and psychosocial support (MHPSS) training for health workers

	Afar	Amhara	Tigray
	24	42	30
	62	162	60





Leadership and Human Resources Management (HRM) during emergencies training for health leaders and managers

	Afar	Amhara	Tigray
	15	6	17
	74	49	58



Risk communication training to emergency response health workers at RHBs, regional public health institutes, districts and health facilities

	Afar	Amhara	Tigray
	6	8	7
	24	32	37

Equipment and Supplies

HWIP procured and distributed medical equipment and supplies for conflict affected health facilities in Afar and Amhara regions at a cost of 13.2 million Ethiopian Birr to ensure health workers have the basic resources and working tools to provide essential care.

Brief list of equipment provided

The equipment and supplies donated to Afar and Amhara region included 55 LED binocular microscopes, 18 desktop computers, 3 power generators, 30 medical refrigerators, 3 autoclave steam sterilizers, 40 delivery coaches, 50 fetoscopes, 80 digital adult weight scales, 55 digital newborn weight scales, 32 delivery kits, 80 Ambu bags, 168 Cut gut with a needle, 160 syringes with needle, 160 surgical glove boxes (50 pairs in each box) and 160 pieces of aprons.

+8.5 million ETB



Medical Supplies for Amhara

4.8 million ETB



Medical Supplies for Afar



Handing over session in Amhara region



Handing over session in Afar region

Evidence based advocacy sessions held to improve health services

In collaboration with RHBs, HWIP conducted quarterly assessment of health workers availability to identify staffing and other gaps. The identified staffing gaps were presented at monthly public health emergency coordination meetings at regional level. By the end of September 2023, 67%, 81% and 51% of permanent staff have returned back to the facilities in Afar, Tigray and Amhara regions, respectively. The deployment of emergency health workers by HWIP contributed to restoring basic health services in all the three regions but the current status of staffing in Amhara is severely short.

Lesson Learnt

- HRH intervention should be an integral component of emergency response and recovery programming in conflict settings, including emergency deployment of health workers to restore basic health services and rebuilding of HRH capacity for long-term recovery.
- Facilities that received supplies and equipment improved the coverage and quality of services
- Integration of GBV and MHPSS components during emergency planning and response is very important.
- The post conflict recovery effort demonstrated the importance of leadership development including empathy, trustworthiness and communication skills for effective public health leadership during crisis.
- Additional investment is needed to rebuild Ethiopia's health system.

Challenges

- Lack of medicines, essential medical equipment and laboratory reagents to provide basic health services.
- Turnover of deployed staff because of the challenging environment and poor infrastructure.
- Continued security problems and internet blackout.



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A link to a brief description of our project is found

