

# Human Capacity & Training Requirements to Sustain an HMIS

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Suzanne Johnson

FPD



# Background

- Foundation for Professional Development
- 37 public sector & 1 private sector ART clinics
- 4 Provinces
- On average, Positive Life Project partnered-ART clinics start approximately 2000 individuals on ART per month. Range for March 2008 = 9 to 206 & median monthly ART initiations = 51 individuals
- Cumulative No. Ever Started on ART = 46456
- No. Current on ART = 37543
- Predominately paper-based data management system → moving to SOZO, an electronic patient management system

# HIV M&E System

## PURPOSE

- to provide the data needed to guide the planning, coordination, and implementation of the HIV response; assess the effectiveness of the HIV response; and, identify areas for programme improvement. \*

\*Organizing Framework for a Functional National HIV Monitoring and Evaluation System, Final Draft for submission to the HIV Monitoring and Evaluation Reference Group (MERG), 1 November 2007

# Sisyphean Exercise

*M&E Systems with Poor Data Use*



*As a punishment from the gods for his trickery, Sisyphus was compelled to roll a huge rock up a steep hill, but before he could reach the top of the hill, the rock would always roll back down again, forcing him to begin again. (Wikipedia)*

# Human Capacity for HIV M&E\*

**Performance Goal:** Ensure adequate skilled human resources at all levels of the M&E system in order to complete all tasks defined in the ... HIV M&E work plan

## **Performance Results:**

1. Defined skill set for individuals and organizations at all levels
2. Work force development plan, including career paths for M&E
3. Costed human capacity building plan
4. Standard curricula for organizational and technical capacity building
5. Local and/or regional training capacity, including links to training institutions
6. Supervision, in-service training, mentoring

*\*Component 2 of 12 Components of a Functional National HIV M&E System: MERG Technical Working Group (TWG) on M&E Assessments*

# Data Flow from Collection to Use



