

PROTECTING THE HEALTH WORKFORCE OF TOMORROW

DIPLOMACY, PARTNERSHIPS AND INVESTMENTS

Supporting Health Workers

In many fragile and conflict-affected settings where Cordaid works, health systems are often constrained by the lack of (qualified) health workers to provide quality services to their communities. Health system challenges related to lack of capacitation are further exacerbated by low health worker motivation and high absenteeism caused by poor living and working conditions, especially in rural areas. This compromises the safety of health workers. Given the increasing strains on the health system due to COVID-19, climate challenges, conflict and food insecurity, there is an urgent need to capacitate, retain and protect health workers.

Cordaid's approach: empowering health workers

One approach to address these challenges is through our systems approach with Performance-based Finance (PBF). One key principle of PBF is to address low job dedication and health worker absenteeism by linking payment to results. Health facilities receive payment upon verification of the provision of quality services and patient satisfaction, which motivates them to produce more and better services resulting in additional income. Contrary to traditional healthcare financing, which is often centralised, facilities are individually contracted and receive the funds in their own bank account. Health facilities autonomously develop business plans to identify priorities and spend the funds accordingly to improve working conditions and the quality of services. Part of the funds can be paid to staff as an incentive to motivate and retain them. An equity bonus is also given to facilities working in difficult terrains and remote areas.

17.2 million people reached through our health care interventions."

Another hands-on approach applied by Cordaid is a series of trainings for teaching staff at Health Technology and Midwifery



Photo: Frank van Lierde, Cordaid

schools. Cordaid has conducted several trajectories, funded by Nuffic in Benin, Burundi, northern Ethiopia (Afar), Mali and Burkina Faso. The trainings focus on the transfer of skills both at the time of birth as well as counselling techniques for advising youth on contraceptives or helping pregnant women. The equipment for so-called skills labs and connecting schools to online teaching materials boosts the quality of the schools and the motivation of teachers and student-midwives alike. Approximately 200 staff in 5 countries have thus been trained, benefitting indirectly approximately 5,000 student-midwives per year.



Zoom in case

Training of Nurses and Midwives in South Sudan

In South Sudan, Cordaid has been engaged in pre-service training of health workers (middle cadre health staff: nurses, midwives and clinical officers) through support to the Torit Training School. Cordaid constructed the school with internal funding and is currently supporting the training of over 150 midwives and 200 nurses through the provision of support for school tutors and administrative support to improve the training of the staff. Currently, UNFPA is funding the project for the next 3 years.

"The most important element of PBF for me is autonomy. As a health centre, we had been aware of our gaps for a long time, but we didn't have a way to do anything about it. Nobody respected our capacity to prioritise. Being able to do that ourselves boosted our attitude. "

Andu Alem, in Jimma zone, Ethiopia (health center director, Sigo PHCU)

Track record: strengthening the health workforce

- RBF/PBF in health in Ethiopia, Zimbabwe, Burundi and DR Congo, with a key principle to motivate and retain health workers, especially in rural areas. These programs have various running periods and are funded by various donors.
- Midwifery skills training of trainers on the 'Helping Babies Breathe' series because the first minutes after birth are crucial to the survival of the newborn, and interventions are low-tech. Northern Ethiopia, Uganda. Funded by Nuffic.
- JeuneS3, multi-country programme (DRC, CAR, Benin, Cameroon) on adolescent SRHR. Health staff were trained to provide youth-friendly services, and their clinics were supported with new furniture and equipment. Funded by the Dutch Ministry of Foreign Affairs.



Photo: Cordaid

Key figures

Our key results for 2021 included:

- 4.7 million outpatient consultations.
- 143,000 fully immunised children.
- 172,000 women who have at least four antenatal care visits.
- 3.6 million people tested for HIV.
- 407 health facilities with improved (technical) quality (score).

Our partners

World Bank, the Global Fund to Fight AIDS, Tuberculosis and Malaria, the Bill and Melinda Gates Foundation, the European Commission, the German development bank KfW, the UN, the Dutch Ministry of Foreign Affairs and various Dutch embassies.

ABOUT CORDAID

Cordaid is an internationally operating value-based development and emergency relief organisation working in and on fragility. We support local communities in their efforts to improve justice, health care, food security, education, and economic opportunities.

Our mission is to work towards a world without poverty and equal opportunity. We offer international expertise through a locally-led approach, having decades of in-country experience in the countries we operate in. Cordaid is a founding member of Caritas Internationalis and CIDSE and a member of the ACT Alliance.

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