



USAID
FROM THE AMERICAN PEOPLE



Stadius Osoro an AEF graduate, attends to a client at his Bethany Medical Clinic in Karantini Manyakoroto Location in Nyamira County. HRH Kenya Mechanism aims to strengthening health workforce management to achieve improved health outcomes. Photo/USAID

KENYA

HUMAN RESOURCES FOR HEALTH KENYA

Kenya requires a large number of well-trained, well-distributed and culturally-sensitive health workers. Currently, Kenya has a health worker crisis with 1.5 health workers per 1,000 Kenyans, against the World Health Organization recommendation of 2.3 health workers per 1,000 Kenyans. The shortages are exacerbated by inappropriate skill-mix, chronic absenteeism, low morale, and inefficiencies in hiring, deployment, performance and retention and, a growing population.

Human Resources for Health (HRH) Kenya is a project funded by the President's Emergency Plan for AIDS Relief (PEPFAR) through USAID and implemented by IntraHealth International Inc., and its partners AMREF Health Africa and Strathmore University Business School. It strengthens health workforce management to achieve improved health outcomes.

OUR WORK

HRH Kenya works at the national level to strengthen HRH policy, guidelines and regulation. At the county level, the project works to strengthen health workforce training institutions (13 public and private medical training institutions) and; 29 counties with the highest disease burden aligned to HIV and maternal and child health needs.

HRH Kenya supports sustainable interventions that increase the number of graduating health workers through a revolving loan fund known as the Afya Elimu Fund. In addition, HRH Kenya improves county HRH management systems for effective attraction, recruitment, deployment and retention; and works to improve county's technical, leadership and governance skills for human resources for health, including using the human resources for health information system (iHRIS) to improve program planning and implementation.

ACHIEVEMENTS

To date, HRH Kenya Mechanism has:

- Established *Afya Elimu Fund* (AEF), which has supported 19,282 medical students. AEF portfolio has grown to US\$12.21 million, from initial US\$5 million in 2013.
- Developed, with six lead medical training institutions, key training materials, which will enhance faculty capacity for HRH Kenya-supported mentors and improve quality of HIV and RMNCAH/FP trainings.
- Provided in-service training to 774 health workers on long-acting reversible contraceptives, resulting in 61% rise in IUCD and implant insertions, and improved quality of services.
- Facilitated formation of seven inter-county coordination forums and technical working groups for collaborating learning and adapting, and advocating for establishment and strengthening of HRH Units, resulting in 24 HR units, increase of HR officers in 12 counties (from 39 to 88), and enhanced budgets in three counties- Nairobi (15%), Mombasa (9.8%) and Siaya (152%).
- Strengthened HRH performance management systems including development and implementation of incentive guidelines, job descriptions and performance appraisal tools in 13 counties.
- Helped form iHRIS/HRH technical working groups in 19 counties to spearhead implementation of iHRIS, data analytics and production of HRH information dashboards for HRH decision-making.
- Created interoperability with rHRIS- a regulatory data information management system, for effective decision-making on HW licensure and employment, and with the National DHIS 2 for effective health data management. Built the capacity of service delivery partners to update HRH data on iHRIS Train and iHRIS Manage, and to analyze and clean staff records for staff rationalization, including cleaning payrolls to get rid of ghost workers.

BUDGET: \$32.5M

DURATION

2016 – 2021

ACTIVITY LOCATIONS

29 Counties in Kenya: Busia, Homa Bay, *Kisumu*, Migori, Mombasa, *Nairobi*, Siaya, *Uasin Gishu*, Bungoma, *Kakamega*, Kilifi, *Kitui*, Makueni, Muranga, *Nakuru*, Narok, Trans Nzoia, Turkana, Bomet, Kajiado, Kiambu, Kwale, Kisii, Machakos, Meru, Nandi, Nyamira, Baringo & Samburu

6 universities: Kenyatta, Moi, Pwani, Masinde Muliro, Maseno, Kenya Methodist.

7 Medical colleges: Orum, Tenwek, Kijabe, Nyabondo, Outspan, North Coast, MTRH

KEY PARTNERS

Amref Health Africa, Strathmore University Business School,

USAID CONTACTS

Peter Waithaka
+254 714 517 662
pwaithaka@usaid.gov

PARTNER CONTACTS

Dr. Wasunna Owino
+254 718 052 155
wowino@intrahealth.org

FOR MORE INFORMATION

Email: usaidke@usaid.gov
Website: www.usaid.gov/kenya
Facebook: USAIDKenya
Twitter: @USAIDKenya

Note: Counties in italics are also supported for RMNCAH (Reproductive Maternal Newborn Care & Adolescent Health/Family Planning)