

SECRET

JUNE, 2018.

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MEMORANDUM OF THE HON. COMMISSIONER FOR HEALTH, IMO STATE ON ADOPTION AND IMPLEMENTATION OF SHORT-TERM REFRESHER TRAINING FOR PRIMARY HEALTH CARE WORKERS ON ESSENTIAL HEALTH SERVICES.

Purpose

The purpose of this memorandum is to seek Council's approval for the adoption and implementation of Institutionalized and phased Capacity Building for all PHC workers on Essential Health Care Services in the areas of malaria, HIV/AIDS, Tuberculosis, Immunization, Nutrition and Reproductive Health Services, among others. This is in line with one of the pillars of the National Strategic Health Development Plan –to strengthen health system for effective delivery of Essential Health Care Services.

Background

The realization of health care services access by all is still impeded by poor capacity of the health care providers in most facilities. Though there may be inadequate manpower, the already existing manpower are of poor capacity in most of the areas of the essential health care services.

Attempts to boost capacity of the PHC workers are usually done along parallel lines in individual sectors of the health care services such as Malaria, HIV/AIDS, and Reproductive Health etc. through programmes supported by Development Partners, other Non-governmental Organization, FMOH and SMOTH. This results in unevenly distributed skilled work force among PHC facilities. This in turn leads to poor service delivery of the essential health care services in the communities.

The end point is that the huge financial resources invested in the selective and parallel capacity building seem not to be commensurate with the eventual output.

This memorandum therefore advocates the institutionalization of capacity building which will require all health workers to undergo training through established health institutions meant for this purpose at intervals. The financial contributions from government and donors are to be channeled to the institutions. The regular churning out of trained PHC facility personnel will result in fair distribution among the PHCs.

Content:

The following procedures/steps are involved in the actualization of the Institutionalized Continuous Capacity building for the PHC workers on Essential Health Care Services.

1. The Federal Ministry of Health and State Ministries of Health are mandated to recognize or establish one health institution in each State that will mount a consultancy unit or institute for Institutionalized Continuous Training on essential health care services.

2. The Federal Ministry of Health, State Ministries of Health, and Development/Donor Agencies have memorandum of understanding in financing the running of the institute or unit for the continuous training on essential health care services.
3. The unit/institute established should offer short duration course (one to two months) on the existing (updated) policies, guidelines, standard operating procedures and basics in the best practices at least in Malaria, HIV/AIDs, Tuberculoses treatment and prevention services, Immunization, Nutritional and Reproductive Health Services.
4. All PHCs are required to recommend/send their staff in batches to undergo the training. Also as soon as new staff are engaged, they equally undergo the training.
5. They should undergo a refresher course now and thereafter.

Prayer

The council is invited to note that:

1. There is presently no official policy guiding an Institutionalize Continuous Capacity Building on Essential Care Services for PHC workers.
2. The parallel and selective capacity building carried out in individual areas of the essential health care services by government/donors consume lots of funds without commensurate results in quality essential health care services due to the fact that inadequate manpower are trained and attrition worsens the situation.

The council is further invited to **approve**:

The adoption and implementation of the Institutionalized and Continuous Capacity Building on Essential Health Care Services for PHC workers by the State Ministries of Health and the FCT.

Honourable Commissioner for Health, IMO State

June, 2018