HRH commitment pathways

**AMREF**

1. What human resources for health (HRH) - related actions and pathways can your country/ institution commit to?

Current trends indicate that the majority of countries in Sub-Saharan Africa will not attain the Millennium Development Goals (MDGs) by 2015. MDGs 5 and 6, to reduce maternal mortality and reverse the impact of HIV and AIDS are among the goals towards which progress has been slow in Africa. A majority of maternal deaths in Africa (about 40%) are as a result of excessive bleeding at child birth. The other caused include hypertensive disorders. These deaths are largely preventable by simple measures like: Administration of parenteral antibiotics, uterotonic drugs, anticonvulsants for pre-eclampsia and eclampsia; Manual removal of the placenta and retained products; Assisted vaginal delivery; Performing basic neonatal resuscitation; Blood transfusion and Performing emergency surgery.

No woman should fear giving life however, available evidence indicates that countries with a high proportion of births assisted by skilled attendants that are trained, qualified and accredited have low maternal mortality ratios.\(^1\) To increase the number of trained midwives and to draw attention to the plight of African mothers and to mobilize citizens worldwide to ensure that mothers get the basic medical care they need during pregnancy and childbirth, AMREF launched the international Stand Up for African Mothers campaign in October 2011 at the symbolic place of the Women’s Forum.

Stand Up for African Mothers campaign aims to train 15,000 midwives (25% new midwives and 75% in service midwives) by 2015 and contribute towards reduction of maternal deaths by 25%, in partnerships with governments, training institutions, UN and private sector. The campaign targets 13 first countries to implement the training programmes: Angola, Burundi, Lesotho, Malawi, Mozambique, Rwanda, South Sudan, Tanzania, Uganda, Zambia, Ethiopia, Kenya, and Senegal.

The priority focus will be on education, retention and skills mix and cross cutting pathway with the following actions

**Cross cutting pathways**

- Solicit resources for training of midwives in the 13 target countries
- Raise funds for training midwives from Africa through the 1 dollar per African drives of the campaign
- Support development and implementation of country plans to develop midwives in the target countries

Education pathway

- **Building and equipping** classes, laboratories and practical facilities
- Increasing **number** and **competencies of tutors**
- Using technology – **e and m learning solutions** to have more midwives trained
- **Tutor exchange** and import between African countries
- Strengthening government mechanisms to **provide financial aid for studying**
- Work with **private sector** – banks and foundations to provide affordable loans for studying. Setting up rotating funds
- Providing partial scholarships

Retention pathway

- Work with governments and other partners to strengthen the position of midwives and the recognition of midwives role in saving lives in Africa
- Seek to get a symbolic midwife (Esther Madudu from Uganda) nominated for the nobel peace prize by 2015 to create a platform for recognition and support for midwives across the globe
- Working with **Government to get commitment** to employ and improve working conditions for the midwives trained

Skills mix pathway

- Support the reviewing and updating curricula for midwives to respond the country needs and standards and enhances acceptability of midwives and the quality of services they provide
- Support and work with the regulatory bodies, schools and associations to support policies that enhance the midwives accessibility and acceptability
2. How will you monitor progress towards achievement of your commitment pathways (What indicators will you track? What data sources will you use)?

**Education pathway**

**Availability**
- Total number of midwives (and density per 1,000 population), by cadre (sources MOH, councils and associations assessments)
- Improvement in quality of training through Surveys on quality of training

**Acceptability**
- Number/ percentage of newly graduated midwives who are employed in the health labour market within 1 year (tracer studies public sector and private sector)

**Quality**
- Number and % of health training institutions meeting accreditation and reaccreditation standards (source MOH reports and surveys)

**Retention pathway**

**Availability**
- Proportion of midwifery graduates entering the health sector (source MOH and partners institutions reports)

**Acceptability**
- Number of in service midwives with competency to provide basic emergency obstetric care services – post training evaluations

**Skills mix pathway**

**Quality**
- % of facility midwives who received in-service training, by cadre and type of training (Department of Training consolidated reports)
- % of facility midwives participating in continuous professional development, by cadre (Department of Training consolidated reports)

**Cross cutting**
- Existence of a costed operational strategy for training of midwives in target countries source MOH and partner reports