

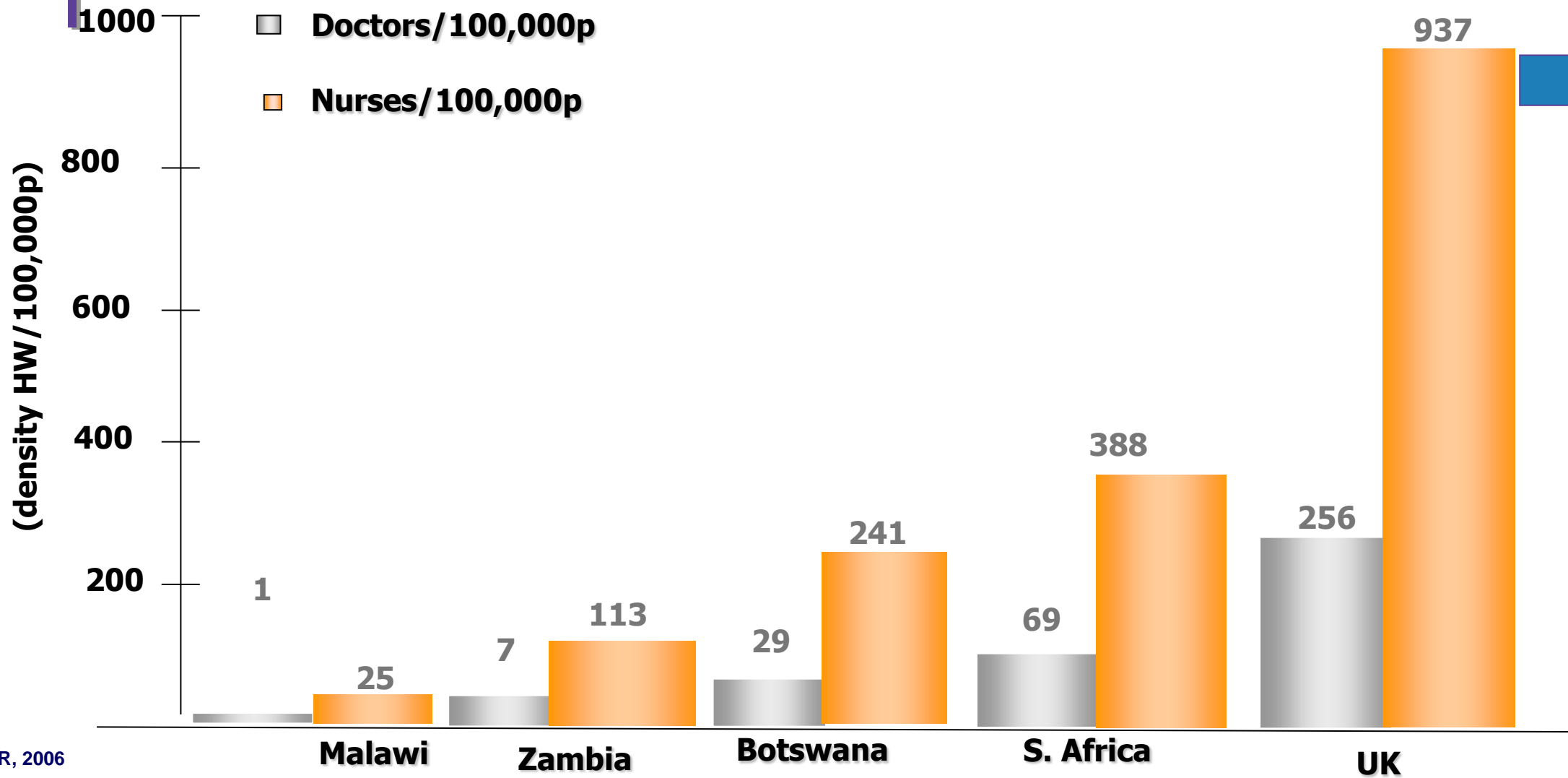
# Task shifting: Treat, Train and Retain

**Human Resources for Maternal  
Survival:  
Task-shifting to Non-Physician  
Clinicians"**

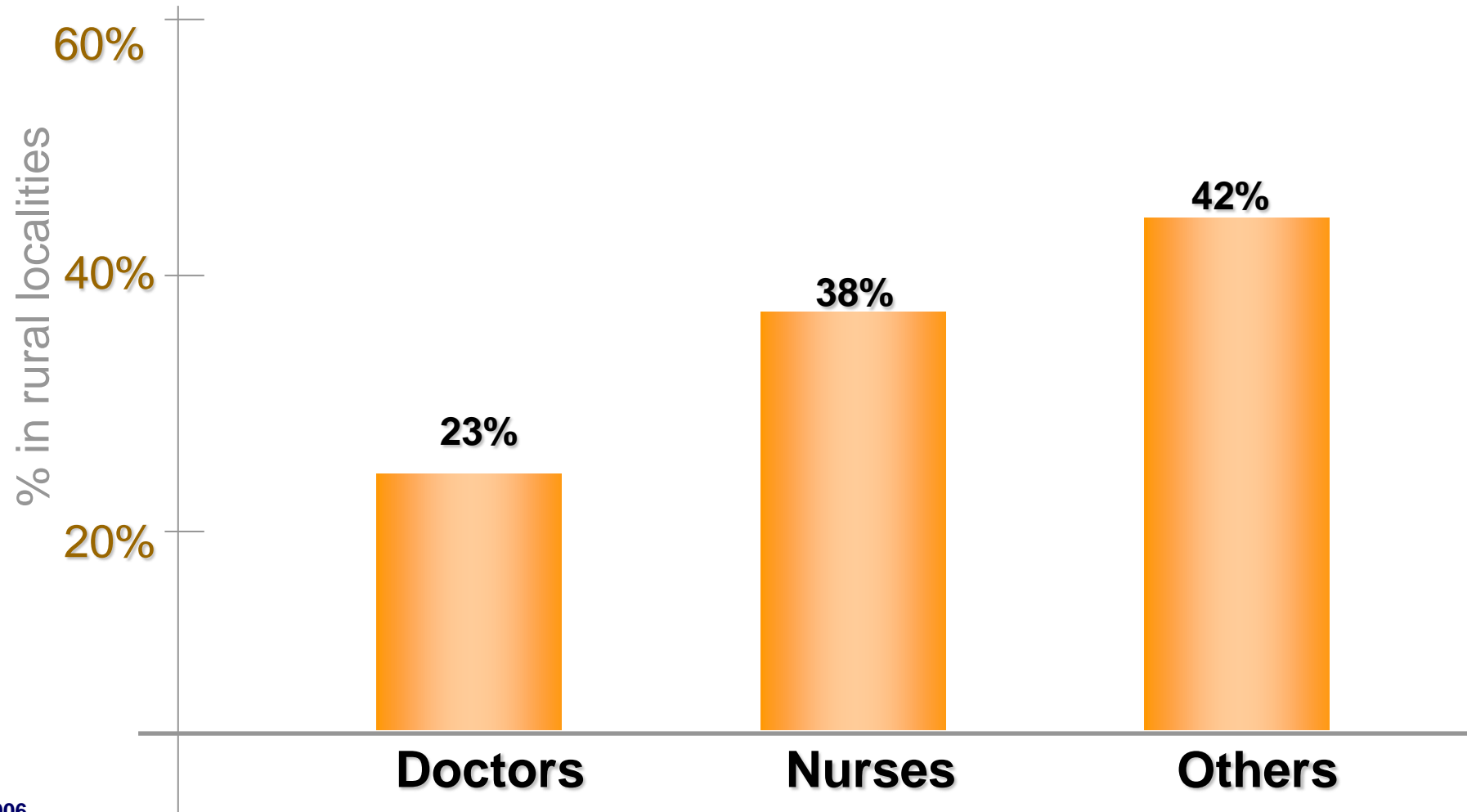
**Addis Ababa 30 June 2009**



# Number of doctors and nurses in selected countries



# Urban vs. rural distribution of health workers



WHR, 2006

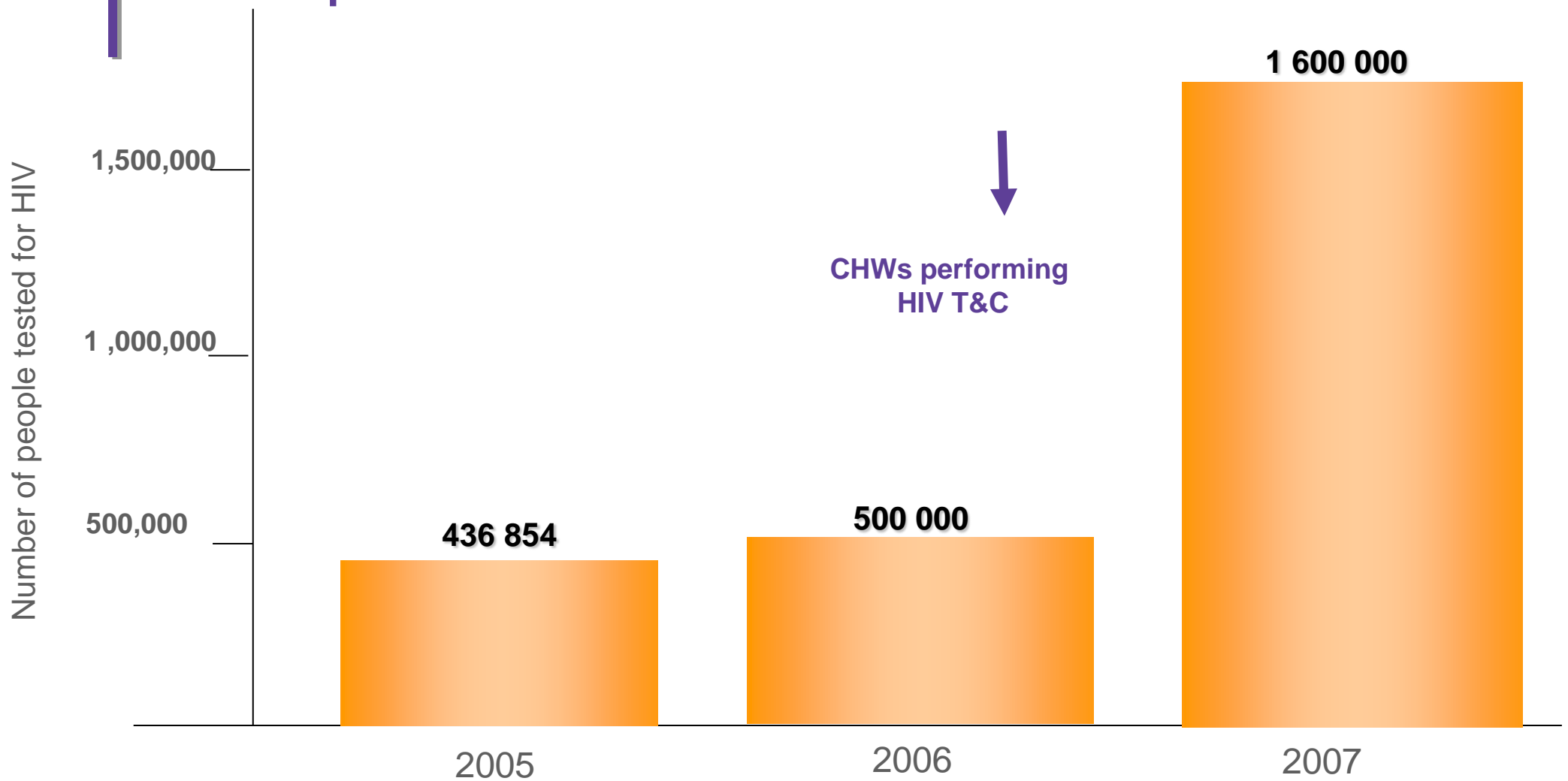


# Key questions related to task shifting

- Impact on coverage?
- Impact on quality of services?
- Cost-effective?
- Acceptable by service users?



# 1. Impact on coverage: Task shifting and HIV T&C coverage in Ethiopia

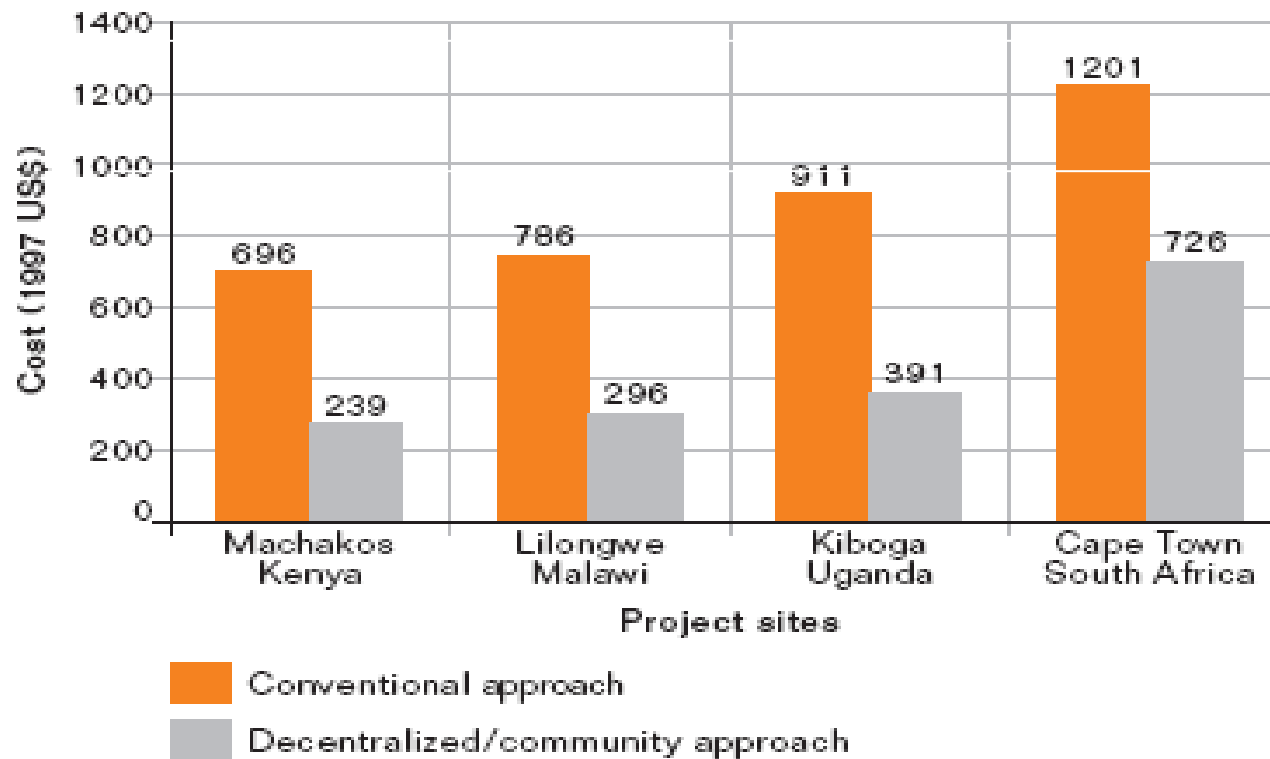


MOH Ethiopia, 2007

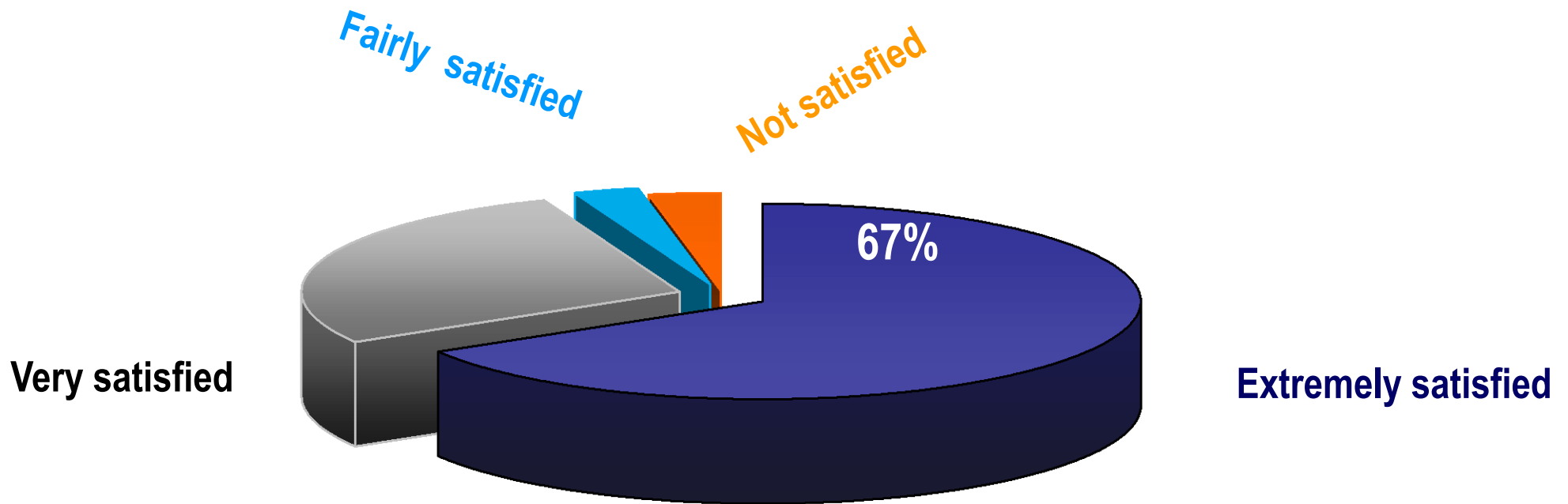
## 2. Impact on quality of services: Mozambique's "Técnico de cirurgia"

- **A comparative study of caesarean deliveries by assistant medical officers and obstetricians in Mozambique**
  - Caetano Pereira , Antonio Bugalho, Staffan Bergström, Fernando Vaz, Manuel Cotiro. Brit J Obst Gyn 1996;103:508-512
- **2071 caesarean deliveries in Maputo Central Hospital:**
  - 958 by "tecnicos de cirurgia"
  - 1113 by specialists (obst/gyn)
- **No clinically significant differences in postoperative outcomes in the two groups**

### 3. Cost-effectiveness of task shifting in TB care



## 4. Acceptable by service users: Confidence and satisfaction with services provided by CHWs



WHO commissioned study on Task Shifting,  
Central Plateau, Haiti

# The essential requirements for task shifting: Treat, Train and Retain !

- I. Regulatory framework
- II. Quality assurance
- III. Sustainability

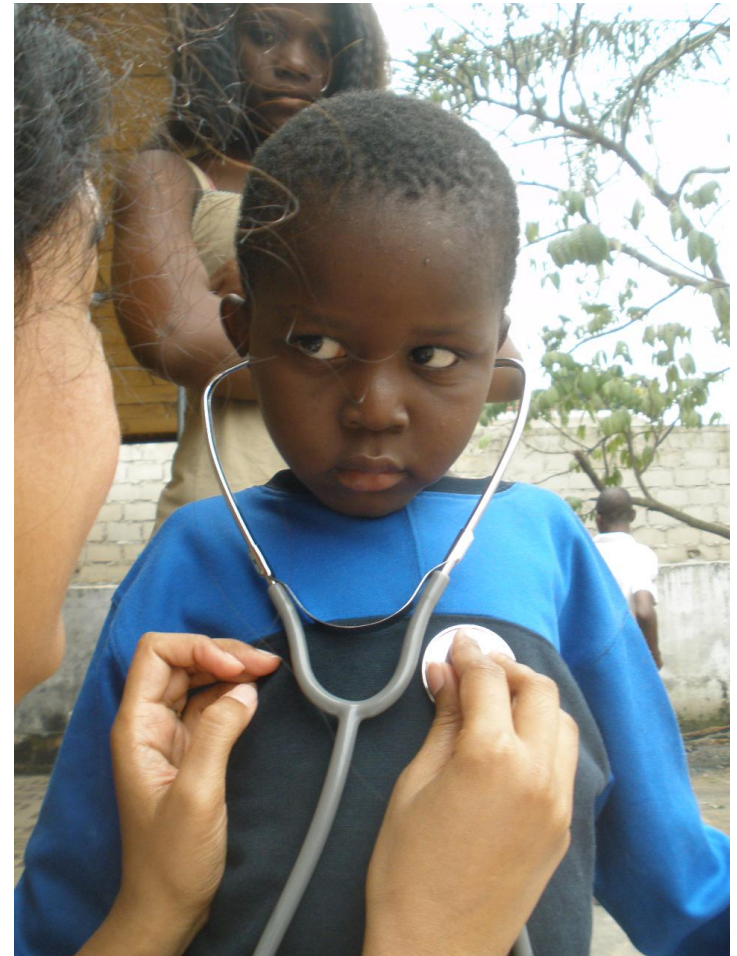


# I. Regulatory framework



## II. Quality assurance: the key elements

- Use same definition of quality
- Define and use standard competence based training
- Roles and responsibilities: scope of practice, job descriptions
- Monitoring and supervision
- Outcome measures
- Coordination and implementation of QA across all levels: central, district, facilities



# III. Sustainability



# If task shifting is to prove sustainable:

- Must be aligned with:
  - The broader strengthening of health systems
  - A country's overall strategy for health workforce planning and management
- Requires political and financial commitment
- Need to engage all stakeholders, including public service, local government, private sectors and donors

**Thank you**

