

**PARA-SOCIAL WORKERS PROGRAM DISSEMINATION
MEETING HELD AT DOUBLE TREE HOTEL IN DAR-ES-SALAAM
JULY 31ST ,2013**

The Meeting Facilitator's Report

Prepared for the Intra Health International

By

Dr. Naftali B. Ng'ondi

Institute of Social Work

1. INTRODUCTION

The meeting to disseminate the PSW program results was held on July 31st, 2013 at Double Tree Hotel in Dar-es-salaam. It draw participants from varied PSW work backgrounds, including Intra Health International as the meeting organizer and implementing agency, The Department of Social Welfare, Prime Minister's Office Regional Administration and Local Government, The Institute of Social Work, Para Social Workers Network, Tanzania Commission for AIDS and other Non-governmental associate implementing agencies. Introductory remarks that basically focused on describing the meeting objectives, lessons and challenges surrounding the PSW program implementation were given Intra Health Director, the Guest of Honor- Permanent Secretary (Represented by DSW Commissioner) Ministry of Health and Social Welfare, USAID representative, and the Department of Social Welfare.

From all the introductory statements, a clear generalized purpose of the meeting could be summed up in the following:

- i. System strengthening
- ii. Partnerships and
- iii. Linkages

Specially, the meeting was set to address the following objectives:

- Inform Stakeholders, and implementing partners about the PSW program progress and achievements over a 5 years implementation period
- Provide forum for sharing experiences, challenges and data on program outcomes
- Forum for discussing the evolution, innovations, technical and systemic program
- The Ultimate Goal was to inform, maintain and develop ideas for future programs sustainability

The Facilitator then welcomed participants and wished them a fruitful discussion and good resolutions at the end of the activity.

2. PRESENTATIONS MADE:

1. An Overview of PSW Program
2. PSW Program Experiences and Results
3. PSW Program Baseline Follow Up Findings
4. Panel Presentations
5. PSW Program Exit

2.1 AN OVERVIEW OF PSW PROGRAM

This presentation was done by Kaijage Novatus. As the presentation title suggests, he worked on describing the program and its rationale. Pertinent issues that arose from this presentation included:

- The Social Welfare Work force is overstretched to deal with the challenges and needs of the Most Vulnerable Children (MVC).
- A concern is raised for the Local Government Authorities to coordinate MVC support local structures, the MVC Committees, District Advocacy Teams, and Child Protection Teams, and Para Social Workers.

2.2 PSW PROGRAM EXPERIENCES AND RESULTS

Program results and experience were then presented in details by the MVC Monitoring and Evaluation specialist, Norah Kaaya which touched on key programmatic objectives and achievements and initiatives; methodologies for the study and key findings which shed light on sustainability strategies, status of the MVC program; challenges noted and the suggested the exit strategy for the IH (the speech highlights).

2.3 PSW PROGRAM BASELINE FOLLOW UP FINDINGS

Again this was done by IHI MVC Monitoring and Evaluation specialist. She highlighted the study objectives and design, and got into detailed descriptive statistics on the program success, best practices, lessons, and challenges. Generally participants were impressed by the

achievement of the program in terms of number of MVC served, PSW morale and motivation to deliver even under limited support resources and commitment of the district councils in the program areas.

3. KEY ISSUES THAT EMERGED FOR PRESENTATIONS AND DISCUSSIONS

Following the above three Presentations on PSW Program Experiences and Results, PSW Program Baseline Follow Up Findings and PASONET and PSW testimonies, very live and interesting discussions and exchanges took place. The highlights captured from the three presentations centered on:

- i. How to scale up the program and pick up where the IH left off/How sustainable is MVC program (and the PSW) after IH exit?-sustainability strategies as mentioned earlier to be scaled up and where applicable newer strategies introduced. Also develop PSWs tracking tools to measure and counter attrition among them.
- ii. The best way to use the trained PSWs at local and district levels and the confusion between cadres and departments that seemingly perform similar functions (e.g. SWOs and other competing cadres such as educational officers; DAT and district Committee Teams and District Child Protection Teams; MVC committees and PSWs at village and ward level)-This discussion was multi-pronged as participants wanted to know where exactly do the Social welfare officers fit in the existing government/district structure as there is confusion on which department they fall and who they report to.
- iii. The commissioner acknowledged the confusion on the ranks but emphasized on the fact that LGAs structure are continuously reviewed as the LGA have formulated not long ago. The commissioner further argued that participants should not take this as waste of energy and resources rather as a structural challenge that the cadres are complimenting each other when dealing with MVC issues. Some of these committees such as AIDS committees are being revised and that meetings between the MoHSW and TACAIDS to harmonize these differences are ongoing.

- iv. The debate on SWOs specifically was hot and took a lot of time as SWOs wanted to know whether they report to DED; COUNCIL DIRECTORS or COMMISSIONER and why this was not properly taken care of in the decentralization process. It was explained that although its true there are instances where there are parallel systems it should be taken as a challenges and reason for more reviews and that it will be ironed out as the reviews are done on roll-out of decentralization.
- v. The council also noted that departmentalization of SWO can be allowed when the council sees fit and that the head of department can be appointed as the council sees fit provided he/she has background in Social welfare. Salary scales also depend on type of job one is doing
- vi. How to promote existing and start new sustainability strategies such as community funds- participants and presenter noted that there exist already sustainability strategies such as community funds (village by laws where every member of the community is required to contribute a small amount that would finally be used to help out the MVC). Other sustainability strategies observed include SILK, farming of trees and poultry keeping.
- vii. How to tackle the problem of Social welfare assistant cadre which is stipulated in the scheme of service but districts have not been allocated any of them-
- viii. How to identify what changes brought by the program-MVC attrition decrease as the statistics on the report show.
- ix. How to Identify the relevancy of PSW practicum-
- x. How to Liaise with other partners in increasing incentive packages for PSWs- Other partners were also contacted/interviewed during the follow-up e.g. COCODA and was noted that some of these partners pay PSWs a token of fifty thousand (50,000Tsh) to help them move around easily.

- xi. How to decrease the number of MVC which is increasing everyday – There is a need to shift in strategy and provide more preventive services such as HIV/AIDS sensitization; provision on income generating activities rather than relying on curative services.

4. PANEL PRESENTATIONS

The panelists included Jean Ndyetabura (DSW), Angelista (PMORALG), Leah Omari (PSW-ISW), Blandina (PASONET) and Masasi District Executive Director (DED). Panelists addressed a list of prepared questions that are attached with this report. Following the presentations and discussions, the following need to be highlighted:

1. DSW Experience With PSW Workforce:

- a. The DSW is working with Para-professional workforce and in some cases absorb them into the formal government structures e.g. some PSWs have become MVC committee members.
- b. It was recommended to re-design the program to reflect the information gained so far about its effectiveness by having empirical information on how useful the program was and emphasized that Coordination at national level DSW works with PMORALG and other key sectors.

2. How Welfare Is Addressed In Decentralization:

- a. Done by transferring power in decision making to LGAs through: HR; Offices; Finances. Since 2007 through this process of decentralization SWOs were posted to councils although the process has its ups and downs.
- b. The role of the PMO-RALG has been coordination including monitoring and evaluation, development of standards and guidelines; capacity building and supportive supervisions

3. Role Of PMO-RALG IN Hiring SWAs

- a. Provide government employment permit then asks recruiting secretariat to do the rest although fewer are employed than requested due to budgetary constraints.

4. How To Minimize PSW Training Costs

- a. Plan to use alumni PSWs as volunteers to train new PSWs
- b. Need to plan to expand PSW horizons as more often than not the resources are not adequate

5. PASONET

- a. Will it be able to survive without IH?-Yes as we would involve other stakeholders/donors apart from IH.
- b. So far we have various accomplishments we are proud of such as providing bicycles to various PSW and providing monthly allowance to them

6. MASASI DED

- a. The budget for MVC Masasi district; Depends on TACAIDS funds/budget but we have discussed in CMT to budget from our own sources and in 2013/2014 we have budgeted TSH ten million for MVC.
- b. We have also provided tricycles to students with disabilities. We also have secured THS seventeen million for MVC from MNSF budget.

5. PSW Program Exit

This presentation was made by Novatus Kaijage. It was a crucial discussion that addressed the need to think about how best the success story could be sustained and possibly replicated. In order to address this ultimate goal the following were emphasized:

1. Maintain and enhance PASONET
2. Mobilize local community resources
3. Advocate for LGA involvement
4. Clear definition of the roles of DSWO, RSWO, and District Advocacy Teams.

6. CERTIFICATE AWARDING

After the long day very productive presentations and discussions, the time to recognize, appreciate, and honor individuals and institutions whose work with the PSW program was outstanding came. Certificate Awards were given to the following categories:

1. Implementing agencies
2. Implementing Partners
3. Donors
4. Outstanding Individual Program Performers and
5. General acknowledgement to early designers and project managers of the PSW Training Program at ISW

7. CLOSING

During closing event, two main activities were done.

1. Evaluation: Participants filled in formal evaluation forms to express their views regarding the meeting organization, relevance of the presentations, and the discussions conducted
2. Remarks: The guest of honor thanked the participants for the hard work and commitment to the event that they have shown during the entire meeting. Echoed the need to sustain and scale up PSW program as the MVC still require enormous support by varied stakeholders.

End of Para-Social Workers Program dissemination Meeting Agenda July 31st, 2013

| Time | Agenda Item | Responsible Person |
|---------------|---|---|
| 8.30 – 9.00 | Registration of meeting participants | IntraHealth |
| 9.00 – 9.10 | Introductions and review of Dissemination Meeting objectives | Meeting Facilitator, Dr. Naftali Ng'ondi |
| 9.10-9.30 | Welcoming Remarks <ul style="list-style-type: none"> • IHI • USAID • DSW | Jennifer Macias, IntraHealth Dr. Frank USAID Commissioner D. Makala |
| 9.30-10.00 | Official Opening | Guest of Honor, PS Ministry of Health and Social Welfare |
| 10.10-10:30 | An overview of PSW Program | Kaijage Novatus, MVC Program Manager IntraHealth |
| 10.30 – 11.00 | Morning Tea Break | All |
| 11.00– 11:30 | Presentation of PSW Program Experience and Results from Dodoma, Mwanza, Mtwara and Iringa Regions. | Norah Kaaya, M&E Specialist IntraHealth |
| 11:30-12:00 | PASONET and PSW testimonies | PASONET chairperson Blandina Magawa, PSW Safari Kisiya, Assistant Social Welfare Certificate course student |
| 12.00-12.15 | Q&A | Meeting Facilitator |
| 12:15-12:45 | Presentation of Findings from Njombe baseline follow up | Norah Kaaya M&E Specialist/Amos Gaston, M&E Consultant IntraHealth |
| 12:45-13:00 | Q&A /General Discussion | Meeting Facilitator |
| 13:00-14:00 | Lunch | All |
| 14:00-15.10 | Panelists: (moderated question and answer session) | DSW representative, DED Kwimba/Masasi |

| | | |
|-------------|--|--|
| | <ul style="list-style-type: none"> • DSW experience with PSW and Social Welfare Workforce; • LGA experience with PSW Program; • ISW experience with PSW Program; • Regional Social Welfare Office (RSWO) and District Advocacy Team (DAT) experiences with PSW Program | Leah Omari, ISW Nyangawa (RSWO-Iringa) and Ephrazia (DSWO-Dodoma Municipal) |
| 15.10-15.30 | Q&A /General Discussion | Meeting Facilitator |
| 15.30-15.45 | PSW Program exit plan | Kaijage Novatus |
| 15.45-16-20 | Awarding certificate of appreciation to the selected PSW, Partners and staff and closing remarks. | Dunford Makala, Commissioner for Social Welfare |
| 16.20-16.30 | Evaluation of Dissemination Meeting | Facilitator |
| 16.30-17.00 | Evening Tea and departure | All |