

# Mozambique MCHIP Technical Briefs

## MNCH/RH Integrated In-service Training Package

### Introduction

The Mozambican Ministry of Health's National Integrated Plan to Achieve Millennium Development Goals 4 and 5 points out that one of the main factors contributing to the low performance of the health care personnel in MCH is weak in-service training. The approach, contents and duration of such training may not take into consideration the real needs of health personnel in the acquisition of knowledge and skills related to evidence-based best practices. In general, training has tended to be vertical, fragmented, and uncoordinated. In order to address this issue, the Ministry of Health (MOH), in collaboration with partners has been working to develop a more effective training approach.

MCHIP's support to the MOH in this area is related to **MCHIP Objective 3**: *Support the MOH to strengthen the development of human resources for the provision of basic health services and comprehensive Emergency Obstetric and Neonatal Care and Reproductive Health.*

### MCHIP Intermediate Results and Program Activities

#### **IR3.2 In-service training strengthened through support of roll-out of Integrated Training and Services Packages**



MCHIP has been working with the MOH's Reproductive and Child Health Department, in collaboration with other partners, to develop a more effective approach to in-service training through a modular integrated training package for maternal, newborn and child health (MNCH), family planning (FP) and reproductive health (RH). This package addresses the continuum of care throughout the life cycle, as well as the different levels of health care and provider cadres. The approach emphasizes two important principles:

1. Efficiency: removing all unnecessary training contents, reducing the training time and avoiding the absence of the health professional from his/her job for long periods; and
2. Relevancy: training contents are relevant for the level of care the health worker is performing.

MCHIP has provided support to the MOH on the implementation of the following activities related to in-service training:

*a. Development of the teaching-learning materials associated with the modular integrated training package.* These materials consist of a reference manual, facilitator's and participant's manuals, and are based on the existing national norms, guidelines and quality standards. Technical support focused on the development of the following packages:

- Package 1: Community Care
- Package 2: School-Based, Pre-adolescent, Adolescent and Youth-Friendly Services
- Package 3: Reproductive Health (Non Pregnant Women)
- Package 4: Maternal and New-Born Care
- Package 5: Care to Children Under 5
- Package 6: Cross-Cutting Issues (Interpersonal Communication, Community Involvement, Program Management, Commodities Security)

The implementation of this in-service training approach is carried out according to the needs and priorities identified. It begins with a “Performance Evaluation” using tools developed and structured according to the six Integrated In-Service Training Packages.

*b. Introduction, training of trainers and promotion of the use of the integrated in-service training package approach and materials.* MCHIP provided support to organize and facilitate a national meeting in Maputo in July 2012, with personnel from the MOH central level, provinces, training institutes, and selected partners to disseminate the materials and train trainers to implement and validate the Integrated In-Service Training Packages. During this training, participants were oriented to the methodology for implementing the Integrated In-Service Training Packages in health facilities and at the district and provincial levels.

*c. Training members of partner organizations in the implementation methodology of the Integrated In-Service Training Packages.* In November 2012, MCHIP and the MOH trained 31 members of partner organizations, including participants from WHO, UNICEF, CHASS-SMT, CHASS-Niassa, Pathfinder, Fundação Arial, SCIP/Zambézia, FHI360/Fanta, and CCS in the implementation methodology of the Integrated In-Service Training Packages. This was done not only to build expanded capacity in the methodology, but also to promote the use of the packages uniformly and consistently throughout the country.

*d. Provincial-level rollout:* With support of MCHIP and other partners, the Integrated In-Service Training Packages were implemented by the trained trainers at the provincial level, from August 2012 to March 2013.

*e. Organization and conduction of trainings using the Integrated In-Service Training Packages.* MCHIP supported the MOH to conduct training for health care providers from nine provinces in Child Health (Package 5: TATE Component - Triage, Assessment, and Treatment of Emergencies) and collaborated to facilitate regional trainings for providers from the Northern, Central and Southern regions of Mozambique in the area of Child Health (Package 5: Well-Child/At-Risk Child Component).

## Upcoming Plans

### **MCHIP will continue providing support to the MOH to:**

- Finalize, print and disseminate the integrated packages documents;
- Continue advocate and provide technical assistance for the implementation of the Integrated In-Service Training Packages at the national level; and
- Document, present and publish best practices, experiences and lessons learned from the implementation of the integrated in-service training package.