



HUMAN RESOURCES FOR HEALTH: Tools and Publications

March 2009

The USAID | Health Policy Initiative, Task Order 1, fosters an enabling policy environment for improved health, especially HIV, family planning/reproductive health, and maternal health programs. Having adequate human resources is essential for scaling up and sustaining effective, accessible, high-quality health programs. To help ensure human resources, the project assists program planners to estimate human resource and training needs; identifies policy reforms to enable task-shifting and better workforce recruitment, training, and distribution; and mobilizes a multisectoral response by strengthening HIV-related human resources in workplaces, NGOs, and networks of people living with HIV (PLHIV). The project has also designed a Stigma Index that measures stigmatizing and discriminatory attitudes and behaviors among healthcare providers, highlighting an area that must be addressed by provider training initiatives. The project's computer models and publications on strengthening HIV-related human resource capacity are listed below.

Computer Models and Software

Goals Model. The Goals Model helps efforts to respond to the HIV epidemic by showing how the amount and allocation of funding is related to the achievement of national goals, such as the reduction of HIV prevalence and expansion of treatment, care, and support. The Goals Model is composed of the Resource Needs and Capacity Modules, which are used to estimate the resources required to implement specific interventions and the associated human resources and training costs. The software and user manual can be downloaded at <http://www.healthpolicyinitiative.com/index.cfm?id=software&get=GOALS>.

Workplace Policy Builder. The Workplace Policy Builder (WPB) is designed to help companies develop their own HIV policies through a participatory process. The WPB guides the user through the step-by-step process of designing a policy and includes a number of resources: a database of corporate workplace policies from around the world, a literature database of the impact of HIV, national HIV policies, international standards, the AIM-B model (AIDS Impact Model for Business), and a component for assessing the cost of any proposed program. The software and user manual can be downloaded at <http://www.healthpolicyinitiative.com/index.cfm?id=software&get=Policy%20Builder>.

Publications

PLHIV Toolkit: To the Other Side of the Mountain. POLICY Project and South Africa National Department of Health, 2003. This toolkit, designed by and for PLHIV, contains modules on disclosure, rights, communication, facilitation, and advocacy. The toolkit has been used throughout South Africa to build the capacity of HIV-positive people, so that they understand their rights and can advocate for improved access to and quality of health and social support services. Available at: http://www.policyproject.com/pubs/manuals/Other%20side%20of%20the%20mntn_toolkit.pdf.



Developing an HIV and AIDS Policy: Content, Process, Challenges and Implementation (Postgraduate Diploma in HIV/AIDS Management, Modules 12, 13, 14). Health Policy Initiative and University of Stellenbosch, 2008. This booklet contains three modules from the University of Stellenbosch's postgraduate diploma course designed to equip human resource coordinators and other professionals with the skills to manage HIV programs in the workplace. The modules help participants understand HIV workplace policy principles, formulation processes, and implementation challenges. Available at: http://www.healthpolicyinitiative.com/Publications/Documents/427_1_SA_Developing_HIV_AIDS_Policy_Stellenbosh_01_2008.pdf.

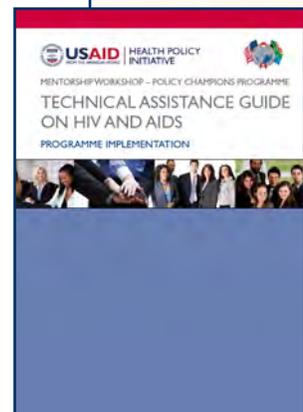
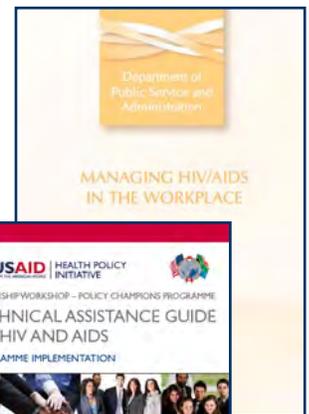
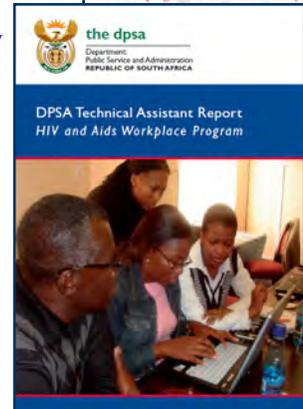
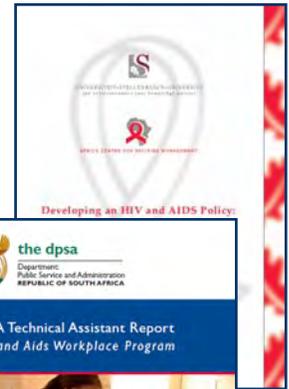
DPSA Technical Assistance Report: HIV and AIDS Workplace Program.

Health Policy Initiative and South Africa Department of Public Service and Administration (DPSA), 2008. In 2006, the Health Policy Initiative partnered with DPSA to provide technical assistance to highly-affected provinces to strengthen the public sector response to HIV in the workplace. This report reviews major challenges to implementation of HIV programs and identifies lessons learned and recommendations for the way forward. Available at: http://www.healthpolicyinitiative.com/Publications/Documents/621_1_10_DPSA_Technical_Assistance_Report.pdf.

Managing HIV/AIDS in the Workplace: A Guide for Government Departments. POLICY Project and South Africa Department of Public Service and Administration (DPSA), 2002. The DPSA is the single largest employer in South Africa. In response to the HIV epidemic, in consultation with key stakeholders, the DPSA developed a policy framework to guide government departments on the requirements needed to effectively manage HIV in the workplace. This guide is designed to help government departments plan, develop, implement, and monitor HIV policies and programs based on the DPSA's policy framework. Available at: http://www.policyproject.com/pubs/countryreports/SA_HIVguide.pdf.

Technical Assistance Guide on HIV and AIDS: Programme Implementation (Mentorship Workshop/Policy Champions Program). Health Policy Initiative and South Africa Department of Public Service and Administration (DPSA), 2009. This toolkit is intended to be used in conjunction with the guide on *Managing HIV/AIDS in the Workplace*. It is designed to help mobilize HIV policy champions in the workplace and strengthen their skills to prepare and implement HIV policies and programs, estimate resource needs for such programs, and carry out monitoring and evaluation. Available at: http://www.healthpolicyinitiative.com/Publications/Documents/717_1_Technical_Assistance_Guide_2009.pdf.

Reports are available that document two country applications of the Stigma Index in healthcare facilities: ***Stigmatization and Discrimination of HIV-Positive People by Providers of General Medical Services in Ukraine*** and ***Measuring the Degree of S&D in Kenya: An Index for HIV/AIDS Facilities and Providers.*** Please visit www.healthpolicyinitiative.com to download these reports.



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