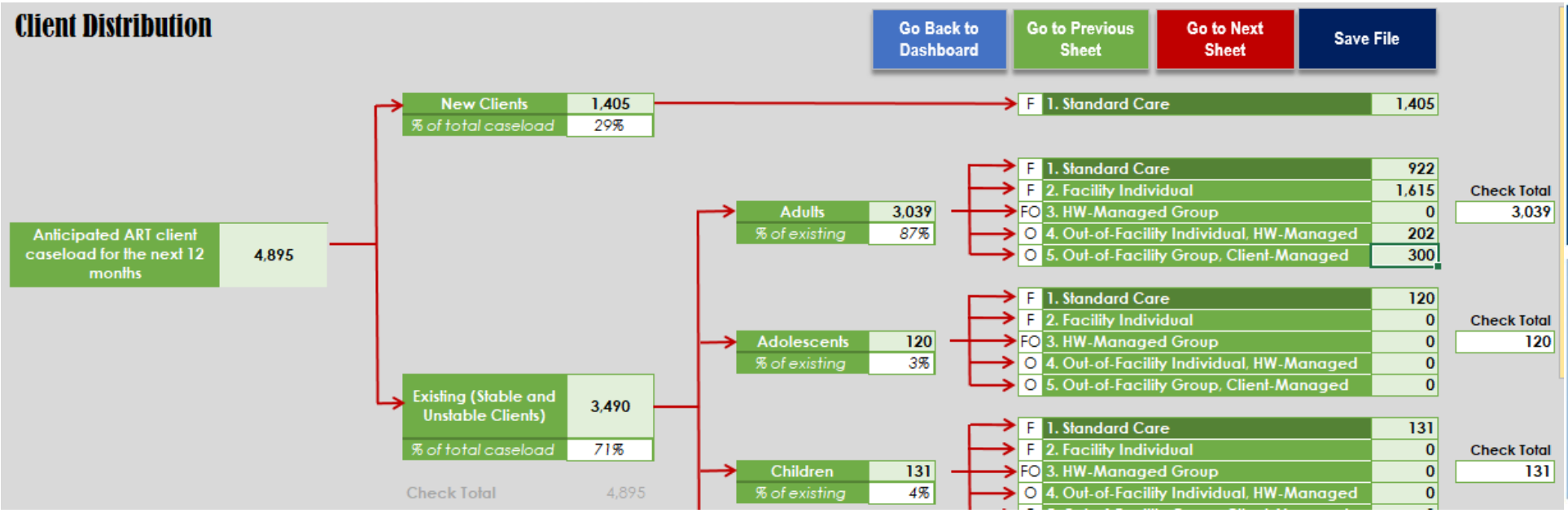
Optimizing Human Resources in the Context of DSD: An interactive tool for HIV clinic and program managers

Dr. Samson Kironde

USAID HRH2030 Program

July 23, 2018



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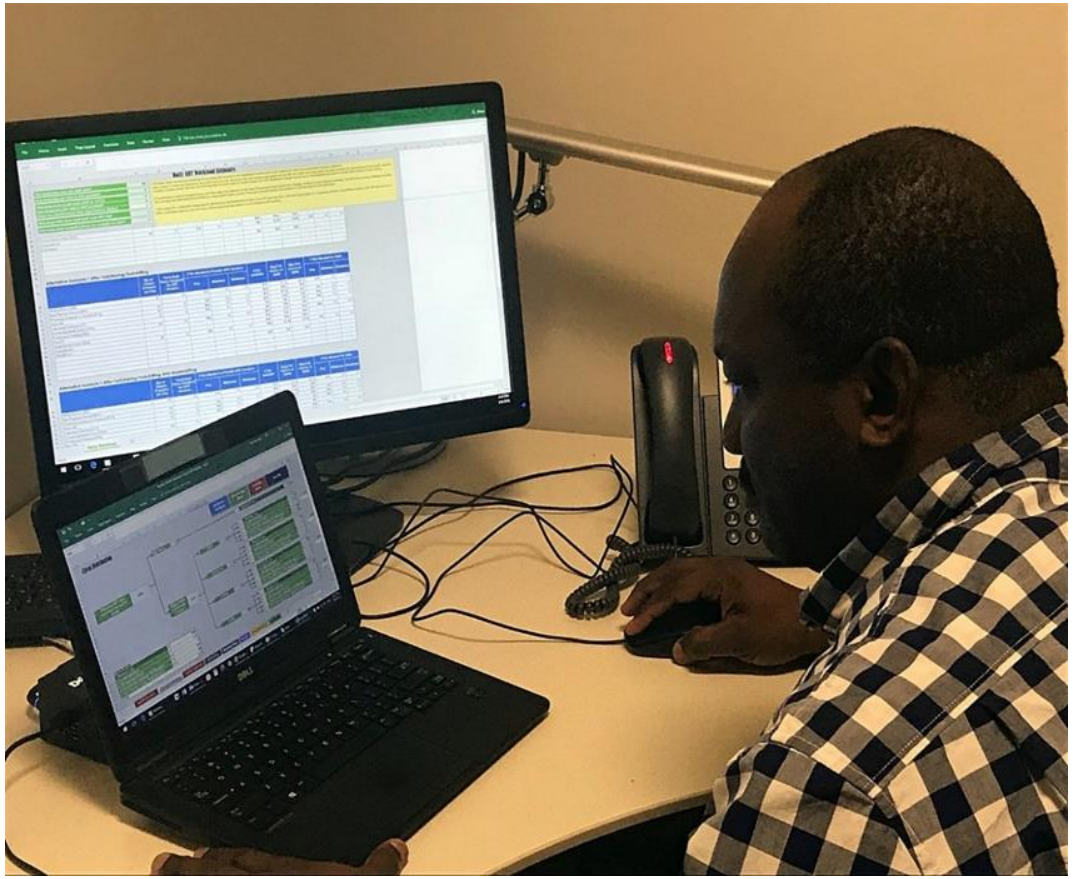
Activity objective

Develop a **simple**, **standardized**, **client-centered** tool to assist facility-level and above-site managers to maximize the use of the health workforce to deliver differentiated ART services

- *Tool developed from data collected at 20 'experienced' ART sites in Uganda; pilot testing was done at ten sites each in both Cameroon and Uganda*
- *At 'experienced' ART sites, data collection was iterative and was done in three phases to incorporate learning*

Tool functionality

- Identify gaps/excess in current staffing
- Apply task shifting/sharing for critical ART tasks
- Redistribute ART clients to DSD models
- Provide evidence for decision-making (e.g., staffing mix, capacity building needs and human resource requests)



Tool development

- Key informant interviews (168); ART client interviews (329); focus group discussions (18); individual timesheet completion (130); ART client flow observations (395); and expert panel consultations (2 in-country meetings).
- 1,791 discrete critical tasks along the ART service delivery continuum were observed over ~64,000 minutes of observation time.
- ART client 'contact times' with various types of service providers were used to model the benchmarks that drive the tool.
- Lessons learned from pilot exercises and demos were used to improve the prototype version of the tool.

How does the tool work?

User-provided inputs

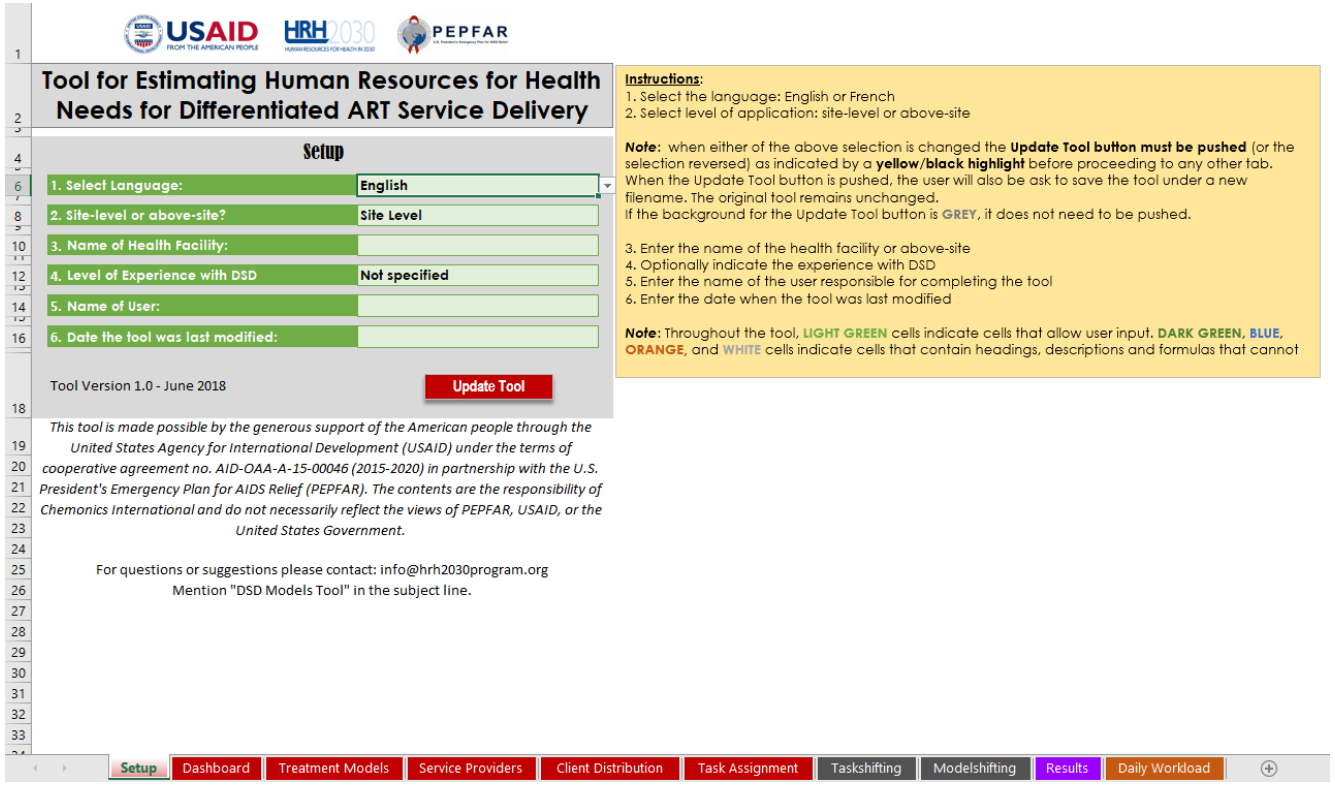
- Estimated # ART clients (stable/unstable, by sub-population group) to be served over next 12 months
- # service providers (skilled and lay) by cadre type
- Types of DSD offered

Tool outputs

- Human resource needs/gaps for DSD models implemented
- Task shifting/sharing options to decrease gaps/optimize personnel
- Visualization of DSD model/service provider arrays

What does the tool look like?

Users interact with several sheets



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Tool for Estimating Human Resources for Health Needs for Differentiated ART Service Delivery

Setup

1. Select Language:	English
2. Site-level or above-site?	Site Level
3. Name of Health Facility:	
4. Level of Experience with DSD	Not specified
5. Name of User:	
6. Date the tool was last modified:	

Tool Version 1.0 - June 2018 — Update Tool

This tool is made possible by the generous support of the American people through the United States Agency for International Development (USAID) under the terms of cooperative agreement no. AID-OAA-A-15-00046 (2015-2020) in partnership with the U.S. President's Emergency Plan for AIDS Relief (PEPFAR). The contents are the responsibility of Chemonics International and do not necessarily reflect the views of PEPFAR, USAID, or the United States Government.

For questions or suggestions please contact: info@hrh2030program.org
Mention "DSD Models Tool" in the subject line.

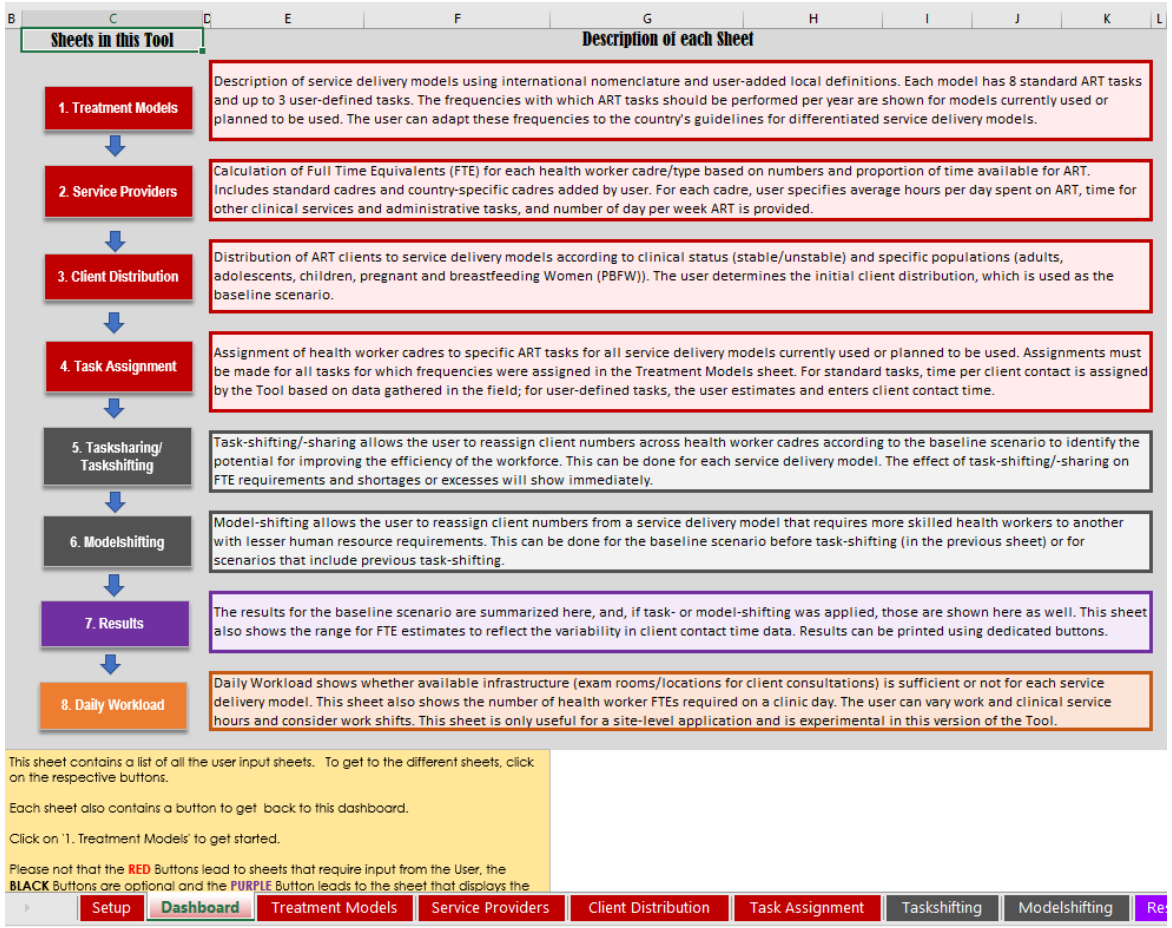
Instructions:
1. Select the language: English or French
2. Select level of application: site-level or above-site

Note: when either of the above selection is changed the **Update Tool button must be pushed** (or the selection reversed) as indicated by a **yellow/black highlight** before proceeding to any other tab. When the Update Tool button is pushed, the user will also be ask to save the tool under a new filename. The original tool remains unchanged.
If the background for the Update Tool button is GREY, it does not need to be pushed.

3. Enter the name of the health facility or above-site
4. Optionally indicate the experience with DSD
5. Enter the name of the user responsible for completing the tool
6. Enter the date when the tool was last modified

Note: Throughout the tool, LIGHT GREEN cells indicate cells that allow user input. DARK GREEN, BLUE, ORANGE, and WHITE cells indicate cells that contain headings, descriptions and formulas that cannot

Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting | Modelshifting | Results | Daily Workload



Sheets in this Tool	Description of each Sheet
1. Treatment Models	Description of service delivery models using international nomenclature and user-added local definitions. Each model has 8 standard ART tasks and up to 3 user-defined tasks. The frequencies with which ART tasks should be performed per year are shown for models currently used or planned to be used. The user can adapt these frequencies to the country's guidelines for differentiated service delivery models.
2. Service Providers	Calculation of Full Time Equivalents (FTE) for each health worker cadre/type based on numbers and proportion of time available for ART. Includes standard cadres and country-specific cadres added by user. For each cadre, user specifies average hours per day spent on ART, time for other clinical services and administrative tasks, and number of day per week ART is provided.
3. Client Distribution	Distribution of ART clients to service delivery models according to clinical status (stable/unstable) and specific populations (adults, adolescents, children, pregnant and breastfeeding Women (PBFW)). The user determines the initial client distribution, which is used as the baseline scenario.
4. Task Assignment	Assignment of health worker cadres to specific ART tasks for all service delivery models currently used or planned to be used. Assignments must be made for all tasks for which frequencies were assigned in the Treatment Models sheet. For standard tasks, time per client contact is assigned by the Tool based on data gathered in the field; for user-defined tasks, the user estimates and enters client contact time.
5. Tasksharing/ Taskshifting	Task-shifting/-sharing allows the user to reassign client numbers across health worker cadres according to the baseline scenario to identify the potential for improving the efficiency of the workforce. This can be done for each service delivery model. The effect of task-shifting/-sharing on FTE requirements and shortages or excesses will show immediately.
6. Modelshifting	Model-shifting allows the user to reassign client numbers from a service delivery model that requires more skilled health workers to another with lesser human resource requirements. This can be done for the baseline scenario before task-shifting (in the previous sheet) or for scenarios that include previous task-shifting.
7. Results	The results for the baseline scenario are summarized here, and, if task- or model-shifting was applied, those are shown here as well. This sheet also shows the range for FTE estimates to reflect the variability in client contact time data. Results can be printed using dedicated buttons.
8. Daily Workload	Daily Workload shows whether available infrastructure (exam rooms/locations for client consultations) is sufficient or not for each service delivery model. This sheet also shows the number of health worker FTEs required on a clinic day. The user can vary work and clinical service hours and consider work shifts. This sheet is only useful for a site-level application and is experimental in this version of the Tool.

This sheet contains a list of all the user input sheets. To get to the different sheets, click on the respective buttons.

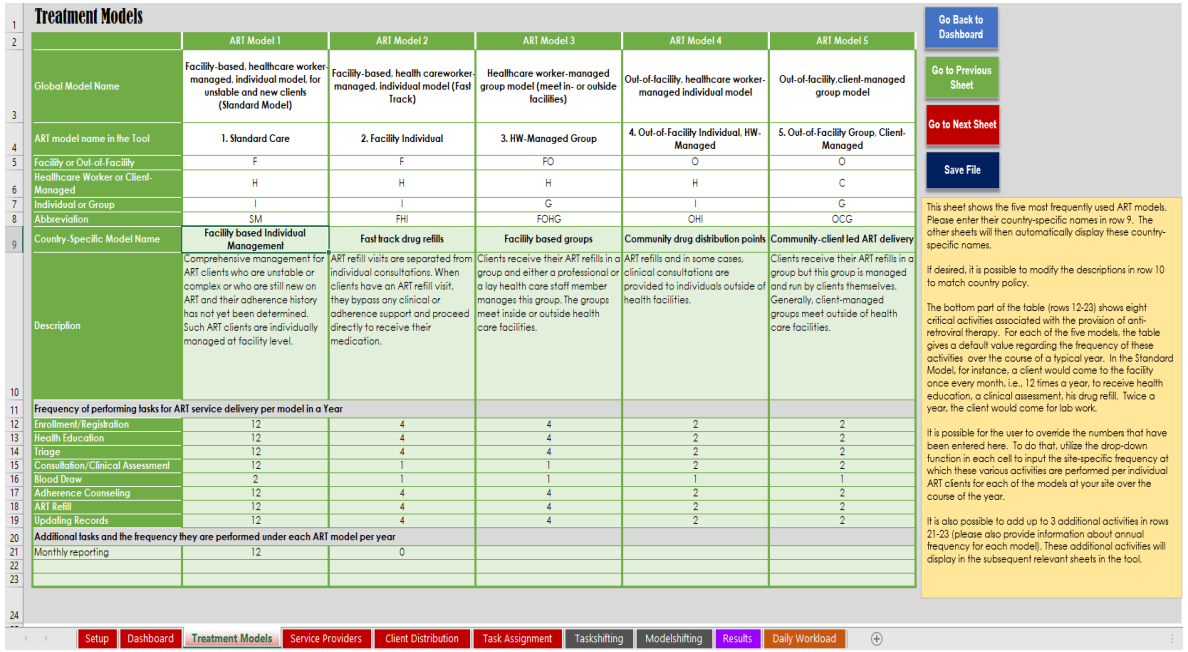
Each sheet also contains a button to get back to this dashboard.

Click on '1. Treatment Models' to get started.

Please not that the RED Buttons lead to sheets that require input from the User, the BLACK Buttons are optional and the PURPLE Button leads to the sheet that displays the

Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting | Modelshifting

Provide required inputs into several sheets



Treatment Models

Go Back to Dashboard | Go to Previous Sheet | Go to Next Sheet | Save File

	ART Model 1	ART Model 2	ART Model 3	ART Model 4	ART Model 5
Global Model Name	Facility-based, healthcare worker-managed, individual model, for unstable and new clients (Standard Model)	Facility-based, health careworker-managed, individual model (Fast Track)	Healthcare worker-managed group model (meet in- or outside facilities)	Out-of-facility, healthcare worker-managed individual model	Out-of-facility client-managed group model
ART model name in the Tool	1. Standard Care	2. Facility Individual	3. HW-Managed Group	4. Out-of-Facility Individual, HW-Managed	5. Out-of-Facility Group, Client-Managed
Facility or Out-of-Facility	F	F	FO	O	O
Healthcare Worker or Client-Managed	H	H	H	H	C
Individual or Group	I	I	G	I	G
Abbreviation	SM	FHI	FOHG	OHI	OCG
Country-Specific Model Name	Facility based Individual Management	Fast track drug refills	Facility based groups	Community drug distribution points	Community-client led ART delivery
Description	Comprehensive management for ART clients who are unstable or complex or who are still new on ART and their adherence history has not yet been determined. Such ART clients are individually managed at facility level.	ART refill visits are separated from individual consultations. When clients have an ART refill visit, they bypass any clinical or adherence support and proceed directly to receive their medication.	Clients receive their ART refills in a group and either a professional or a lay health care staff member manages this group. The groups meet inside or outside health care facilities.	ART refills and in some cases, clinical consultations are provided to individuals outside of health facilities.	Clients receive their ART refills in a group but this group is managed and run by clients themselves. Generally, client-managed groups meet outside of health care facilities.
Frequency of performing tasks for ART service delivery per model in a Year					
Enrollment/Registration	12	4	4	2	2
Health Education	12	4	4	2	2
Triage	12	4	4	2	2
Consultation/Clinical Assessment	12	1	1	2	2
Blood Draw	2	1	1	1	1
Adherence Counseling	12	4	4	2	2
ART Refill	12	4	4	2	2
Updating Records	12	4	4	2	2
Additional tasks and the frequency they are performed under each ART model per year					
Monthly reporting	12	0			

This sheet shows the five most frequently used ART models. Please enter their country-specific names in row 9. The other sheets will then automatically display these country-specific names.

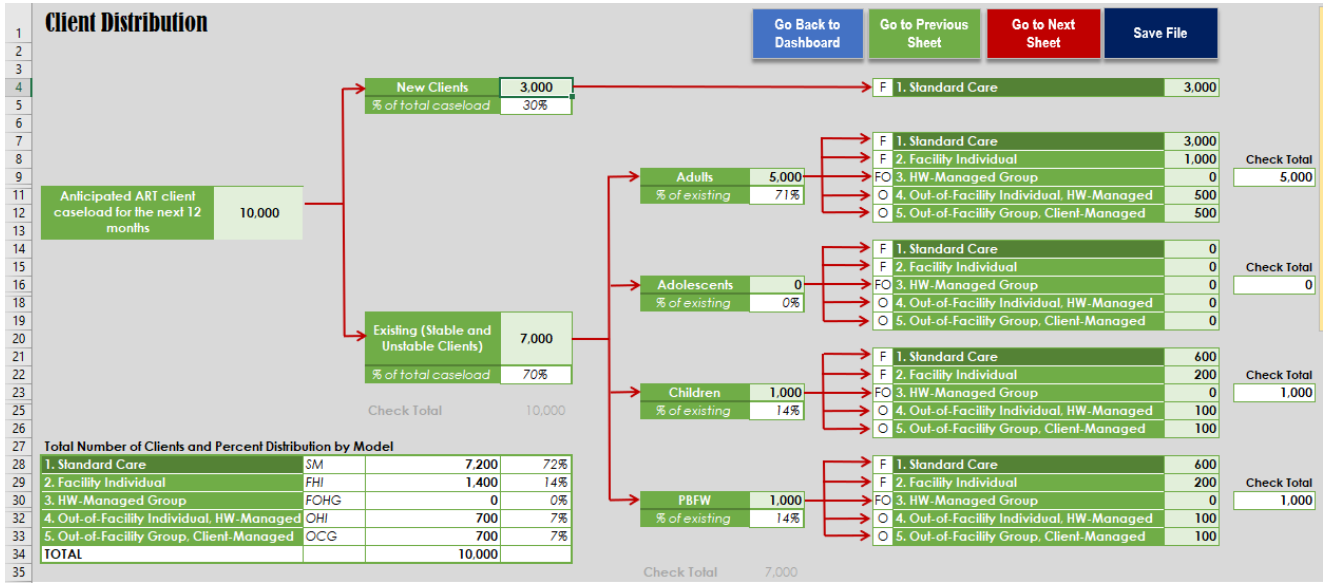
If desired, it is possible to modify the descriptions in row 10 to match country policy.

The bottom part of the table (rows 12-23) shows eight critical activities associated with the provision of anti-retroviral therapy. For each of the five models, the table gives a default value regarding the frequency of these activities over the course of a typical year. In the Standard Model, for instance, a client would come to the facility once every month, i.e., 12 times a year, to receive health education, a clinical assessment, his drug refill. Twice a year, the client would come for lab work.

It is possible for the user to override the numbers that have been entered here. To do that, utilize the drop-down function in each cell to input the site-specific frequency at which these various activities are performed per individual ART clients for each of the models at your site over the course of the year.

It is also possible to add up to 3 additional activities in rows 21-23 (please also provide information about annual frequency for each model). These additional activities will display in the subsequent relevant sheets in the tool.

Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting | Modelshifting | Results | Daily Workload



Client Distribution

Go Back to Dashboard | Go to Previous Sheet | Go to Next Sheet | Save File

Anticipated ART client caseload for the next 12 months: 10,000

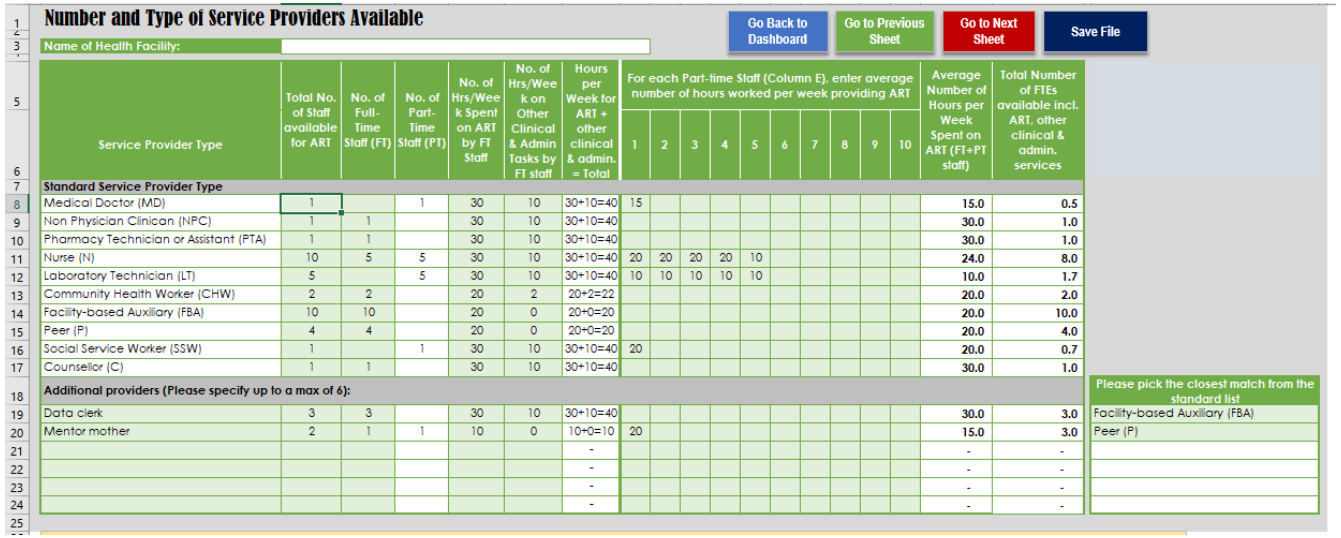
- New Clients: 3,000 (30% of total caseload)
  - F 1. Standard Care: 3,000
- Existing (Stable and Unstable Clients): 7,000 (70% of total caseload)
  - Adults: 5,000 (71% of existing)
    - F 1. Standard Care: 3,000
    - F 2. Facility Individual: 1,000
    - FO 3. HW-Managed Group: 0
    - O 4. Out-of-Facility Individual, HW-Managed: 500
    - O 5. Out-of-Facility Group, Client-Managed: 500
    - Check Total: 5,000
  - Adolescents: 0 (0% of existing)
    - F 1. Standard Care: 0
    - F 2. Facility Individual: 0
    - FO 3. HW-Managed Group: 0
    - O 4. Out-of-Facility Individual, HW-Managed: 0
    - O 5. Out-of-Facility Group, Client-Managed: 0
    - Check Total: 0
  - Children: 1,000 (14% of existing)
    - F 1. Standard Care: 600
    - F 2. Facility Individual: 200
    - FO 3. HW-Managed Group: 0
    - O 4. Out-of-Facility Individual, HW-Managed: 100
    - O 5. Out-of-Facility Group, Client-Managed: 100
    - Check Total: 1,000
  - PBFW: 1,000 (14% of existing)
    - F 1. Standard Care: 600
    - F 2. Facility Individual: 200
    - FO 3. HW-Managed Group: 0
    - O 4. Out-of-Facility Individual, HW-Managed: 100
    - O 5. Out-of-Facility Group, Client-Managed: 100
    - Check Total: 1,000

Check Total: 10,000

Check Total: 7,000

Total Number of Clients and Percent Distribution by Model

1. Standard Care	SM	7,200	72%
2. Facility Individual	FHI	1,400	14%
3. HW-Managed Group	FOHG	0	0%
4. Out-of-Facility Individual, HW-Managed	OHI	700	7%
5. Out-of-Facility Group, Client-Managed	OCG	700	7%
TOTAL		10,000	



Number and Type of Service Providers Available

Go Back to Dashboard | Go to Previous Sheet | Go to Next Sheet | Save File

Name of Health Facility:

Service Provider Type	Total No. of Staff available for ART	No. of Full-Time Staff (FT)	No. of Part-Time Staff (PT)	No. of Hrs/Week Spent on ART by FT Staff	No. of Hrs/Week on Other Clinical & Admin Tasks by FT staff	Hours per Week for ART + other clinical & admin. = Total	For each Part-time Staff (Column E), enter average number of hours worked per week providing ART: 1	2	3	4	5	6	7	8	9	10	Average Number of Hours per Week Spent on ART (FT+PT staff)	Total Number of FTEs available incl. ART, other clinical & admin. services
Standard Service Provider Type																		
Medical Doctor (MD)	1		1	30	10	30+10=40	15										15.0	0.5
Non Physician Clinician (NPC)	1	1		30	10	30+10=40											30.0	1.0
Pharmacy Technician or Assistant (PTA)	1	1		30	10	30+10=40											30.0	1.0
Nurse (N)	10	5	5	30	10	30+10=40	20	20	20	20	10						24.0	8.0
Laboratory Technician (LT)	5		5	30	10	30+10=40	10	10	10	10	10						10.0	1.7
Community Health Worker (CHW)	2	2		20	2	20+2=22											20.0	2.0
Facility-based Auxiliary (FBA)	10	10		20	0	20+0=20											20.0	10.0
Peer (P)	4	4		20	0	20+0=20											20.0	4.0
Social Service Worker (SSW)	1		1	30	10	30+10=40	20										20.0	0.7
Counsellor (C)	1	1		30	10	30+10=40											30.0	1.0
Additional providers (Please specify up to a max of 6):																		
Data clerk	3	3		30	10	30+10=40											30.0	3.0
Mentor mother	2	1	1	10	0	10+0=10	20										15.0	3.0
						-											-	-
						-											-	-
						-											-	-
						-											-	-

Please pick the closest match from the standard list
Facility-based Auxiliary (FBA)
Peer (P)

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Review the outputs and make adjustments as necessary

Assignment of Critical Tasks to Specific Service Providers

ART Model Type: Facility
ART Model: 1. Standard Care
Country-Specific Description: *Facility based Individual Management*
Number of Clients: 7,200

Critical Tasks for ART Service Delivery	Service Provider	Contact Time per Client (Mins)	Range (+/-1 SD)	No. of Times per Year	Hours of Staff Time Needed	Range (+/-1 SD)
Enrollment/Registration	Facility-based Auxiliary (FBA)	1.1	0.8 - 1.3	12	1,551	1,159 - 1,942
Health Education	Nurse (N)	19.3	2.9 - 35.6	12	27,748	4,190 - 51,306
Triage	Nurse (N)	1.9	0.8 - 3.0	12	2,771	1,153 - 4,390
Consultation/Clinical Assessment	Medical Doctor (MD)	6.2	3.9 - 8.4	12	8,880	5,670 - 12,090
Blood Draw	Laboratory Technician (LT)	8.3	1.8 - 14.8	2	1,991	429 - 3,552
Adherence Counseling	Mentor mother	3.0	3.0 - 3.0	12	4,320	4,320 - 4,320
ART Refill	Pharmacy Technician or Assistant (PTA)	2.9	0.4 - 5.3	12	4,114	639 - 7,589
Updating Records	Data clerk	1.0	1.0 - 1.0	12	1,440	1,440 - 1,440
Additional Tasks						
Monthly reporting	Data clerk	2.0	1.0 - 3.0	12	2,880	1,440 - 4,320
			-	-	-	0 - 0
			-	-	-	0 - 0

ART Model Type: Facility
ART Model: 2. Facility Individual
Country-Specific Description: *Fast track drug refills*
Number of Clients: 1,400

Critical Tasks for ART Service Delivery	Service Provider	Contact Time per Client (Mins)	Range (+/-1 SD)	No. of Times per Year	Hours of Staff Time Needed	Range (+/-1 SD)
Enrollment/Registration	Facility-based Auxiliary (FBA)	1.5	0.7 - 2.2	4	138	70 - 207
Health Education	Nurse (N)	17.0	11.9 - 22.1	4	1,587	1,111 - 2,063
Triage	Nurse (N)	1.0	1.0 - 1.0	4	93	93 - 93
Consultation/Clinical Assessment	Medical Doctor (MD)	4.0	0.0 - 8.4	1	93	0 - 195
Blood Draw	Laboratory Technician (LT)	3.5	2.8 - 4.2	1	82	65 - 98
Adherence Counseling	Mentor mother	2.0	2.0 - 2.0	4	187	187 - 187
ART Refill	Pharmacy Technician or Assistant (PTA)	3.6	0.0 - 8.8	4	340	0 - 820

Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting

Baseline Scenario - With Current Task Allocation

1. Standard Care — Total Number of Clients: 7,200 — Note:
Facility based Individual Management

Service Provider Type	Enrollment/Registration	Health Education	Triage	Consultation/Clinical Assessment	Blood Draw	Adherence Counseling	ART Refill	Updating Records	Monthly reporting			FTE Service Providers Required	Total FTEs required for all assigned models	Total FTEs available for all assigned models	Total FTEs excess or gap for all assigned models
Medical Doctor (MD)	-	-	-	7,200	-	-	-	-	-	-	-	5.9	6.2	0.5	(5.7)
Non Physician Clinican (NPC)	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0
Pharmacy Technician or Assist	-	-	-	-	-	-	7,200	-	-	-	-	2.7	3.0	1.0	(2.0)
Nurse (N)	-	7,200	7,200	-	-	-	-	-	-	-	-	20.3	21.7	8.0	(13.7)
Laboratory Technician (LT)	-	-	-	-	7,200	-	-	-	-	-	-	1.3	1.4	1.7	0.2
Community Health Worker (CH	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	2.0
Facility-based Auxiliary (FBA)	7,200	-	-	-	-	-	-	-	-	-	-	1.6	1.8	10.0	8.2
Peer (P)	-	-	-	-	-	-	-	-	-	-	-	-	-	4.0	4.0
Social Service Worker (SSW)	-	-	-	-	-	-	-	-	-	-	-	-	-	0.7	0.7
Counsellor (C)	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0
Data clerk	-	-	-	-	-	-	-	7,200	7,200	-	-	2.9	3.3	3.0	(0.3)
Mentor mother	-	-	-	-	-	7,200	-	-	-	-	-	8.6	9.3	3.0	(6.3)
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Check Client Total	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	-	-				

Scenario 1 - With Taskshifting/Taskshifting

1. Standard Care — Total Number of Clients: 7,200 — Note:
Facility based Individual Management

Service Provider Type		Enrollment/Registration	Health Education	Triage	Consultation/Clinical Assessment	Blood Draw	Adherence Counseling	ART Refill	Updating Records	Monthly reporting			FTE Service Providers Required	Total FTEs required for all assigned models	Total FTEs available for assigned models
Medical Doctor (MD)	No.	-	-	-	7,200	-	-	-	-	-	-	-	5.9	6.2	
	%	-	-	-	100%	-	-	-	-	-	-	-			
Non Physician Clinican (NPC)	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Pharmacy Technician or Assist	No.	-	-	-	-	-	-	7,200	-	-	-	-	2.7	3.0	
	%	-	-	-	-	-	-	100%	-	-	-	-			
Nurse (N)	No.	-	7,200	7,200	-	-	-	-	-	-	-	-	20.3	21.7	
	%	-	100%	100%	-	-	-	-	-	-	-	-			
Laboratory Technician (LT)	No.	-	-	-	-	7,200	-	-	-	-	-	-	1.3	1.4	
	%	-	-	-	-	100%	-	-	-	-	-	-			
Community Health Worker (CH	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Facility-based Auxiliary (FBA)	No.	7,200	-	-	-	-	-	-	-	-	-	-	1.6	1.8	
	%	100%	-	-	-	-	-	-	-	-	-	-			
Peer (P)	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Social Service Worker (SSW)	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Counsellor (C)	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Data clerk	No.	-	-	-	-	-	-	-	7,200	7,200	-	-	2.9	3.3	
	%	-	-	-	-	-	-	-	100%	100%	-	-			
Mentor mother	No.	-	-	-	-	-	7,200	-	-	-	-	-	8.6	9.3	
	%	-	-	-	-	-	100%	-	-	-	-	-			
	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
	No.	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-			
Check Client Total	No.	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	-	-			
Check Percent Total	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%			

Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting | Modelshifting | Results | Daily Workload

Baseline Scenario Before Modelshifting

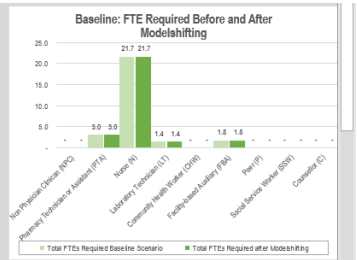
Note:	1. Standard Care	2. Facility Individual	3. HW-Managed Group	4. Out-of-Facility Individual, HW-Managed	5. Out-of-Facility Group, Client-Managed	Total Clients
New Clients	3,000					3,000
Existing Clients						
Adults	3,000	1,000	-	500	500	5,000
Adolescents	-	-	-	-	-	-
Children	600	200	-	100	100	1,000
PBFW	600	200	-	100	100	1,000
Total	7,200	1,400	-	700	700	10,000

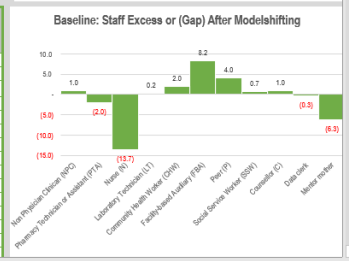
	Total FTEs Required	Total Existing FTEs	Staff Excess or (Gap)
Medical Doctor (MD)	6.2	0.5	(5.7)
Non Physician Clinican (NPC)	-	1.0	1.0
Pharmacy Technician or Ass	3.0	1.0	(2.0)
Nurse (N)	21.7	8.0	(13.7)
Laboratory Technician (LT)	1.4	1.7	0.2
Community Health Worker (C	-	2.0	2.0
Facility-based Auxiliary (FB	1.8	10.0	8.2
Peer (P)	-	4.0	4.0
Social Service Worker (SSW	-	0.7	0.7
Counsellor (C)	-	1.0	1.0
Data clerk	3.3	3.0	(0.3)
Mentor mother	9.3	3.0	(6.3)

Baseline Scenario After Modelshifting

Note:	1. Standard Care	2. Facility Individual	3. HW-Managed Group	4. Out-of-Facility Individual, HW-Managed	5. Out-of-Facility Group, Client-Managed	No. of Clients Baseline Scenario	No. of Clients After Modelshifting
New Clients	3,000	-	-	-	-	3,000	3,000
	100%	-	-	-	-		100%
Existing Clients							
Adults	3,000	1,000	-	500	500	5,000	5,000
	60%	20%	-	10%	10%		100%
Adolescents	-	-	-	-	-	-	-
	-	-	-	-	-		0%
Children	600	200	-	100	100	1,000	1,000
	60%	20%	-	10%	10%		100%
PBFW	600	200	-	100	100	1,000	1,000
	60%	20%	-	10%	10%		100%
Total	7,200	1,400	-	700	700	10,000	10,000
	72%	14%	-	7%	7%		100%

	Total FTEs Required Baseline Scenario	Total FTEs Required after Modelshiftin	Total Existing FTEs	Staff Excess or (Gap)
Medical Doctor (MD)	6.2	6.2	0.5	(5.7)
Non Physician Clinican (NPC)	-	-	1.0	1.0
Pharmacy Technician or Assist	3.0	3.0	1.0	(2.0)
Nurse (N)	21.7	21.7	8.0	(13.7)
Laboratory Technician (LT)	1.4	1.4	1.7	0.2
Community Health Worker (CH	-	-	2.0	2.0
Facility-based Auxiliary (FBA)	1.8	1.8	10.0	8.2
Peer (P)	-	-	4.0	4.0
Social Service Worker (SSW)	-	-	0.7	0.7
Counsellor (C)	-	-	1.0	1.0
Data clerk	3.3	3.3	3.0	(0.3)
Mentor mother	9.3	9.3	3.0	(6.3)





Setup | Dashboard | Treatment Models | Service Providers | Client Distribution | Task Assignment | Taskshifting | Modelshifting | Results | Daily Workload

Target audience for the tool

- Site-level ART clinic managers, facility team leaders
- Above-site HIV program managers
  - National AIDS control program managers
  - District/county/province/region HIV program managers
  - Donors
  - Implementing partners/principal recipients/civil society
  - Others planning resources for ART service delivery

"This tool is going to help us a lot in task shifting. During the national DSD model training, they said we needed to carry out task shifting but we were not told how to do this...."

Staff at ART Clinic, Uganda

Limitations of the tool

- Tool does not account for the time taken to conduct an HIV test and assumes that all clients entered into the tool have already been tested and are HIV positive
- FTE estimates are only as good as the quality of data on ART critical task duration by service provider type
- Tool is not predictive/cannot recommend the most optimum DSD models to use at the facility level
- HIV services in other countries may be organized differently from those in Uganda on which the tool is based; users have to take this into account
- No cost component is included for the various options of DSD models that can be implemented at a site

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PEPFAR U.S. President's Emergency Plan for AIDS Relief

Acknowledgements

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- Ministry of Public Health, Cameroon
- DSD Technical Working Group, Uganda
- Facility in-charges and staff at participating sites in Uganda and Cameroon
- ART clients who were interviewed

Tool can be accessed at:

https://www.hrh2030program.org/tool_hrh-planning-for-hiv/