

What PERFORM participants said ...

“PERFORM ... made us aware that even when there are no funds something can be done and it is important to monitor and strategise on progress.” (DHMT member, Ghana)

“Before we used to wait a long time for change, but the AR cycle has shown us that we can push change.” (Health Manager, Tanzania)

“What I can say is that absenteeism rates have dropped, and these days people value their work.” (Health Manager, Uganda)

Scaling up the PERFORM MSI

To increase the impact of the MSI on strengthening district-level management and improving health workforce performance, it needs to be implemented both continuously (Figure 3) and at scale. The aim of the five-year PERFORM2scale initiative is to develop and validate a costed national scale-up process for the MSI. This initiative is also being conducted in Ghana and Uganda to increase learning across different contexts. The plan in Malawi is first to introduce the MSI to one group of districts. Then to continue the MSI cycles in these districts to deepen the learning and at the same time to scale up the number of participating DHMTs. The scale-up strategy includes working with government and other employers, and relevant stakeholders to integrate the initiative into existing high level management structures to sustain the implementation of the MSI at district level in Malawi.

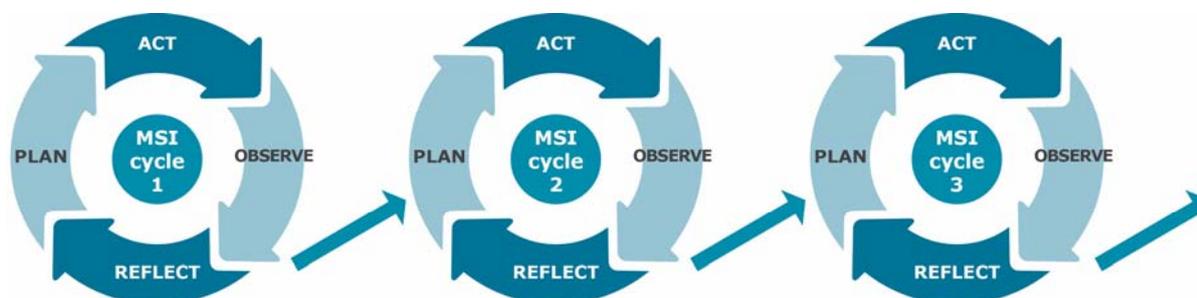


Figure 3: The MSI cycle will help DHMTs to solve problems and gradually improve their management competencies

What's happening next?

In the inception year we are: engaging key stakeholders; ensuring coordination with other initiatives supporting DHMTs; developing the scale-up strategy; and designing the monitoring and costing tools needed to refine the strategy to ensure effectiveness and affordability in the longer term. The first MSI cycle for DHMTs will start in early 2018.

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Notes:

1. www.performconsortium.com (action research toolkit); more resources are available on this site