

EFFICIENCIES THE ASSIST IN ADDRESSING HR CONSTRAINTS

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Common HR Challenges in SA

- Limited skilled HR Available
- Seasonality service delivery
- Retention of trained HR
- Integration of NGO and DOH staff at Hybrid clinics





MOVE

WHO pilot initiative:

Aims to maximise Surgical results and minimising time and resources needed to perform high volumes of surgery.

- **Forceps Guided**
- **Electrocautery**
- **VMMC kits**
- **Layout and utilization space**

Surgical Efficiency

M

- **Degree and level of Task Shift?**
- **Types of providers**
- **Duties performed**

Task Sharing

M

- **Degree and level of Task Shift?**
- **Provider type**
- **Regulations governing shift**
- **Impact of shift**

Task shifting

M

Adoption MOVE :HR

- **Kenya and Tanzania (Task shift)**
- **SA and Zim (Task share)**

Burnout:

- **Significant**
- **Dr > and Nurses and CO**
- **Proportional to time and number performed**

SYMMACS and OF

HR Efficiencies

- **Primary provider time decreased**
- **Reduced Costs**

Considerations

- **Maintain and expand MOVE**
- **Manage burnout**
- **Integrate with devices?**

Seasonality of Demand?!

- SA winter months May-August 200% increases in demand noted!
- CHAPS ACTIVITIES (Trends mirrored by most SA Programs)
 - Month average 3500 VMMCs over 12 months
 - Winter Range 5000-7000 per month (demand not always met!)
 - Exam periods and Summer months : Range: 2000- 3000/month
 - ***Busy efficient Hubs in Winter can be wasteful white elephants in summer***
- Efficient staffing critical: **Liquid HR Pool**
- **Hubs need winter spokes!**

Usage of Part time/ Liquid HR

- Supplement with large part time staff base!
- PPP established to do this e.g. STAT medical
- Expand Geo coverage in quiet periods. Mobile core!

Smaller
Permanent
HR Core



- Liquid HR makes VMMC operations and services far more cost efficient
- Streamline management of greatest ops cost
- Only use and pay what you need
- Make part time work attractive!

Cost
efficiency



- Know you program. Look and utilize previous years trends
- Forecast demand
- Plan site expansions to meet surge: Must maximize!
- Plan site scale down as demand fades.

Consistent
planning and
Forecasting



Summary of VMHC HR Harmony?

Variety is key!

- Geographic, cultural and seasonal specific responses to HR planning

MOVE

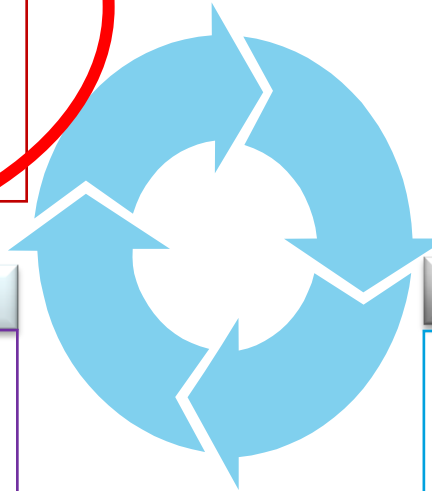
- Task shifting Ideal!
- Best option for campaign and winter surges
- Monitor and consider Burnout

Liquid HR

- PPPs to facilitate
- Ideal for campaigns, surges and winter periods
- Ideal for upscaling smaller part time sites
- Cost effective solution

Other HR considerations

- Training and regular activity required
- Consider labour law
- Treat fairly
- Cultural integration Part time staff. (Gov. staff)





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