

USAID Tujenge Jamii Project

Human Resources for Health

PROJECT PROFILE



The core vision of USAID Tujenge Jamii (UTJ) is to create a county-owned, county-led and county-managed integrated platform for delivery of HIV, Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCAH), Water Sanitation and Hygiene (WASH) and Nutrition services, with close collaboration between health facilities and communities.

Our Work

USAID Tujenge Jamii Project activities are structured with a purpose to increase use of quality county-led, county-owned and county-managed health and social services. The project objectives are to:

- 1 Increase access and demand for quality HIV prevention services.
- 2 Increase access and demand for quality HIV treatment services.
- 3 Increase access and demand for quality FP/RMNCAH, nutrition, and WASH services.
- 4 Strengthen capacity of county health systems, local partners, and communities to deliver quality health services.

The project implements a comprehensive strategy to strengthen health and human capacity in the focus counties.

Key Achievements

Since April 2021, USAID Tujenge Jamii has:

- Strengthen Local Partners' Capacity and HRH systems to Deliver Quality Health Services jointly through the County Public Service Boards (CPSBs) and the county HR department, keep an up-to-date, detailed account of clinical staff and community-based workers employed to support PEPFAR goals while building on the HRH management gains.
- Keeping an up-to-date, detailed account of staff employed to support PEPFAR goals while building on the HRH management gains and collaborate with county departments of health in managing site-level staff contracted by the project through these departments.
- Strengthening future HRH management, work with the county to implement the application of Workload Indicators of Staffing Need (WISN) for better HRH management and planning.
- Health workforce protection and provision of adequate personal protective supplies, hand washing facilities and sanitisers for infection prevention and LIVES training to enable them to care for GBV survivors better. Debrief and self-care sessions are held for staff caring for GBV survivors as well as those involved in HIV testing services on a regular basis.
- Promoting fair compensation and equitable opportunities for staff and working with the counties to prioritize HRH mechanism for absorption when opportunities open within the county system. The job descriptions and key performance indicators are shared at the time of engagement to guide performance appraisal to ensure an objective and fair review.
- Performance Monitoring and Appraisal and allocate county performance targets to designated sites, teams, and individual staff.
- Strengthening capacity for financing and accountability of county health services to improve overall financial management capabilities and cascade performance-based budgeting (PBB) best practices to sub-counties on tracking of budget, prioritization of intervention with high impact as well as absorption of budget and resource mobilization.
- Support demand creation through monthly community outreach and health education activities to increase the uptake of health insurance (NHIF, Linda Mama, private insurance) and develop a system to track health insurance uptake among people living with HIV as well as increase efficiency in the utilization of NHIF resources.

DURATION
2021-2026

ACTIVITY LOCATIONS
Baringo, Nakuru, Laikipia, and Samburu Counties

IMPLEMENTING PARTNERS
Deloitte and Touche LLP
Goldstar Kenya
County Department of Health

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Empowering communities for better health