

AVAILABILITY OF JOB AIDS/SOPS AND POLICY GUIDELINES AT HEALTH FACILITIES BY DISTRICT

1.0 INTRODUCTION

A total of 7 districts were covered namely, Sironko, Ibanda, Butaleja, Bukedea, Mbale, Kayunga and Budaka. A total of 47 health facilities were assessed; they include 5 Hospitals, 8 Health Centre IVs and 34 Health Centre IIIs.

2.0 FINDINGS

The finds for the assessment in all the 7 districts are given below.

KAYUNGA DISTRICT

Table 1(a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY		
	Kayunga Hospital	Nazigo H/C III	Kangulumira H/C IV
Prescription Room	33%	33%	17%
Injection Room	0%	33%	33%
Pharmacy / Dispensing Room	0%	0%	0%
Laboratory (SOPs)	71%	86%	86%
Antenatal Clinic	22%	44%	33%
Labour Room	43%	57%	24%

Graph 1: Availability of Job Aids, SOPs and Policy Guidelines at Health Facilities

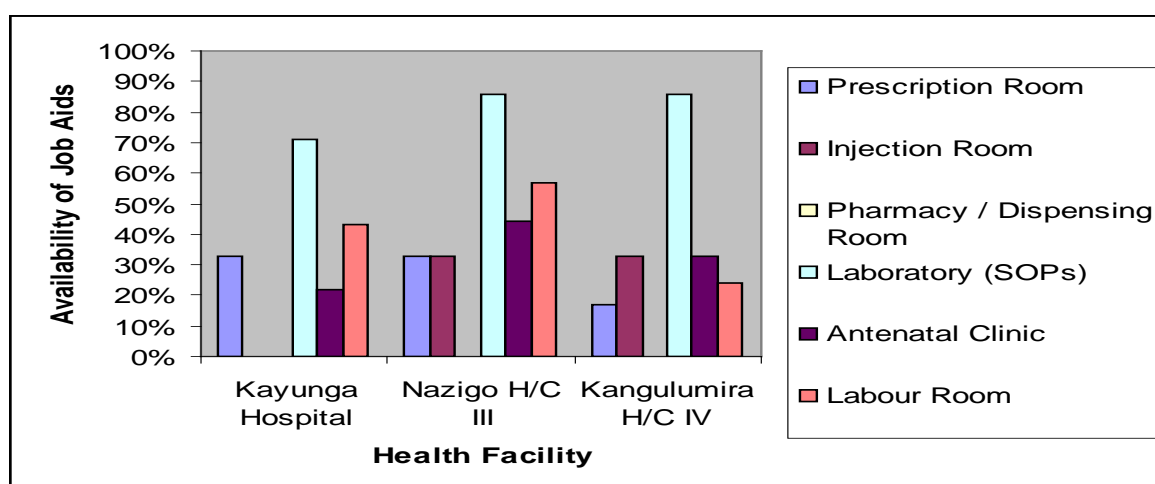


Table 1(b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities and their use

Job Aids/SOPs/Policy Guidelines	Availability at health facility			Use
	Kayunga Hosp	Nazigo HC III	Kangulumira HC IV	
Clinical Guidelines	√	x	x	Available only at Kayunga Hospital. By the appearance of the book it was in use. It was on the Clinician's table. However, the book needs replacement because it was in pieces.
Giving Antenatal Care	x	√	x	Adequate use at Nazigo Health Center III. It was in ANC.
Integrated ANC mother Card	x	x	x	Most lacking job aid. Mothers purchase their own exercise books for use in ANC. Not used at all.
Nutrition of the mother	√	x	x	Available only at Kayunga Hospital. It was on the wall in Antenatal Clinic. Adequate use.
Family Planning integrated with HIV	x	x	x	Not available in all health facilities.
Immunization	√	√	√	Available at all the 3 facilities. Adequate use.
Management of malaria	√	√	√	Adequate use at all the 3 facilities. On the Clinician's table.
Infant feeding job aids	√	√	√	Available in ANC but not adequately used. Kept in the cupboard.
Revised PMTCT Policy Guidelines	x	x	x	Most lacking job aid, therefore not used at all.
Administration of ARVs for PMTCT	√	√	√	Adequate use at all the 3 health facilities.
Management of Opportunistic Infections	x	√	x	Lacking job aid. The one available at Nazigo HC III was out dated (2003 version).
Management of STI	x	x	x	Most lacking job aid. Not available at al and therefore not used..
Poster on Hand washing	x	x	x	Most lacking job aid. Not available and therefore not used at all.
Poster on Medical Waste Segregation	√	√	√	Displayed on the walls. Adequate use at all the 3 facilities. However, some were in the area where Medical Waste is not generated e.g. in the corridors and Waiting Area.

Partograph	√	√	x	In Kayunga Hospital the Partographs were in place but not used. Instead they were kept in a cupboard. In Nazigo HC III the Partaographs were in place but irregularly used. It was reported by midwives that they got discouraged using them because they lacked experience in plotting them.
Partograph guide for health workers	x	x	x	Not available in all health facilities and yet it is very necessary for the midwife to keep on referring to it from time to time.
Safe Injection Practices	x	x	x	Most lacking job aid. Not in place at all therefore not used.
SOPs at the Laboratory	√	√	√	Available in all the 3 facilities. Some were posted on the walls while others were in form of manuals. Adequate use at all the 3 health facilities.

In all the 3 health facilities assessed the most available job aids were Standard Operating Procedures (SOPs) at the Laboratories, Management of malaria, Infant feeding aids, Administration of ARVs for PMTCT and poster on Medical waste segregation. Some of the SOPs were in form of manuals. The manuals were developed by AMREF and Central Public Health Laboratories. Some of the SOPs were posted on the walls.

All the 3 health facilities assessed did not have job aids on Integrated ANC mother Card, Family Planning integrated with HIV, Giving Antenatal Care, Revised PMTCT Policy Guidelines, STI management and Safe Injection Practices. In all the 3 facilities, mothers were asked to come with their own exercise books which were used in Antenatal Clinic as Integrated ANC mother Cards.

Kayunga Hospital had Partographs but they were not being used. They were kept in the cupboard. At Nazigo HC II they were regularly used. Most midwives were not comfortable using them. They reported that they did not have experience using them.

Laboratories had most of the required job aids compared to other service areas in all health facilities. See Table 1

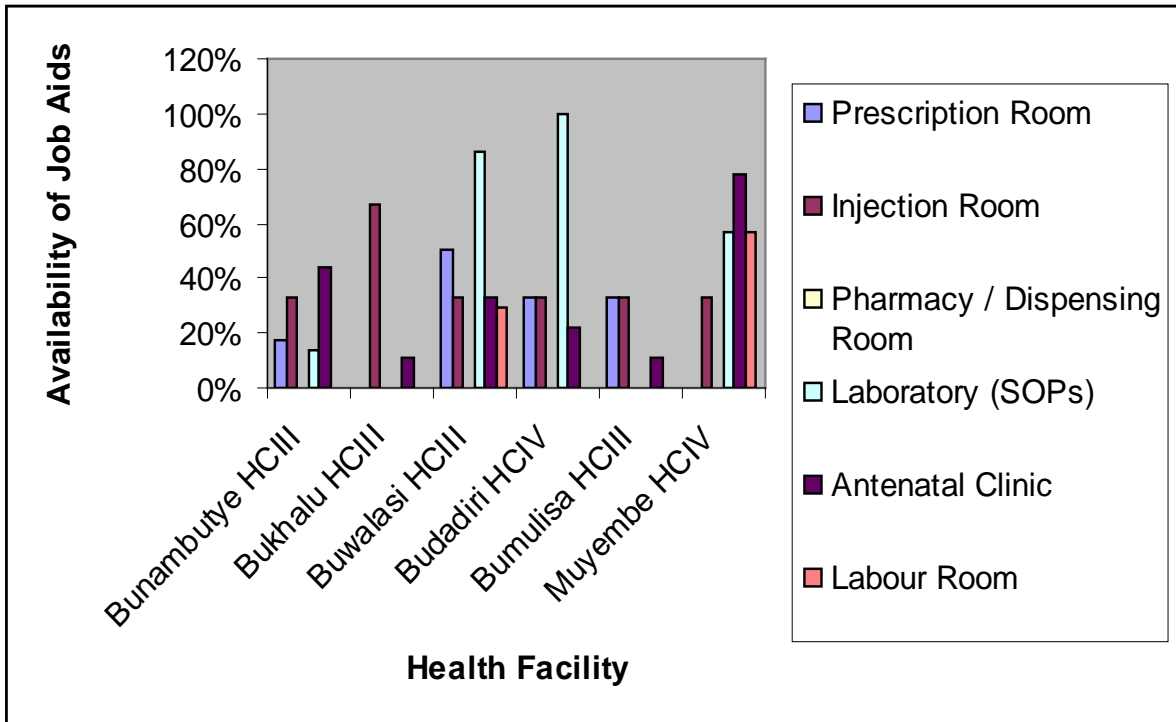
Generally there is inadequate supply of job aids at the health facilities. Some available job aids were not being used.

SIRONKO DISTRICT

Table 2(a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY										
	Bunambutye HCIII	Bukhalu HCIII	Buwalasi HCIII	Budadiri HCIV	Bumulisa HCIII	Muyembe HCIV	Bulwala HCIII	Buteza HCIII	Buwasa HCIV	Bunaseke HCIII	Shared Blessing HCIII
Prescription Room	17%	0%	50%	33%	33%	0%	33%	33%	33%	50%	17%
Injection Room	33%	67%	33%	33%	33%	33%	67%	67%	33%	33%	0%
Pharmacy / Dispensing Room	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%
Laboratory (SOPs)	14%	0%	86%	100%	NA	57%	0%	0%	71%	NA	0%
Antenatal Clinic	44%	11%	33%	22%	11%	78%	33%	33%	0%	56%	0%
Labour Room	0%	0%	29%	0%	0%	57%	43%	29%	11%	11%	0%

Graph 2(i): Availability of Job Aids, SOPs and Policy Guidelines at health facilities



Graph 2(ii): Availability of Job Aids, SOPs and Policy Guidelines at health facilities

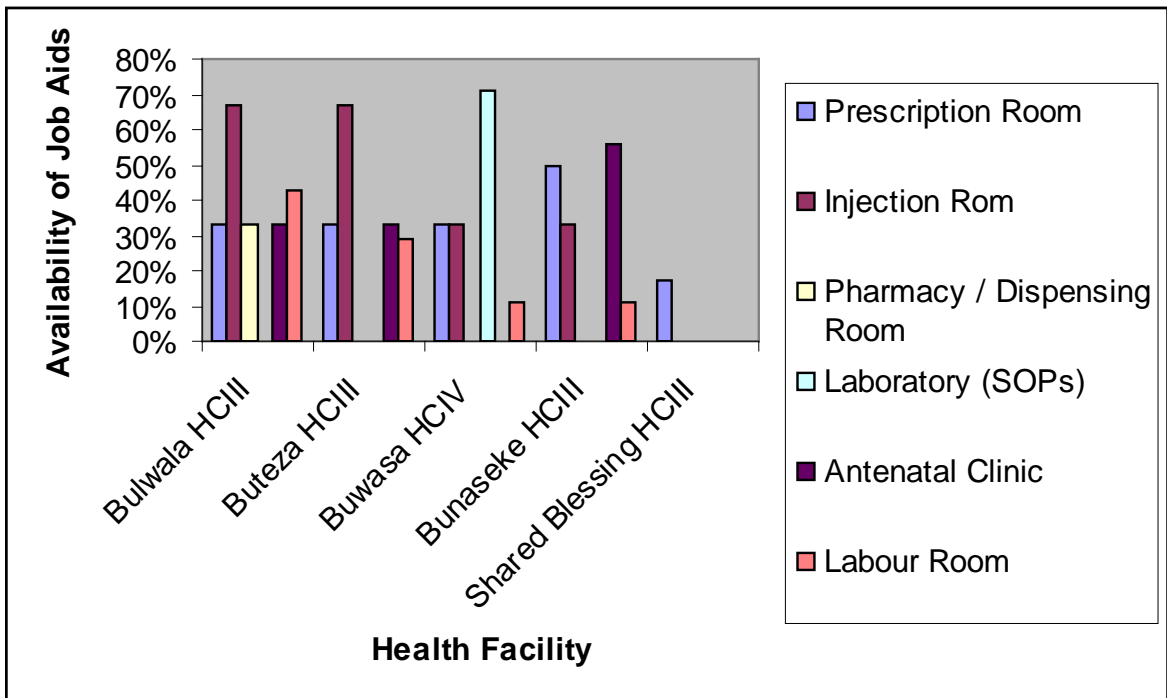


Table 2(b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/Policy Guidelines	Availability at health facility											Use
	Bunam-butye HC III	Bukhalu HC III	Buwalasi HC III	Budadiri HC IV	Bumulisa HC III	Muyembe HC IV	Bulwala HC III	Buteza HC III	Buwasa HC IV	Bunaseke HC III	Shared Blessing HC III	
Clinical Guidelines	x	x	√	x	√	x	√	√	√	√	x	Adequate use at Buwalasi HC III, Bumulisa HC III, Bulwala HC III, Buwasa HC IV, Buteza HC III and Bunaseke HC III.
Giving Antenatal Care	x	x	x	√	√	x	x	√	x	√	x	Lacking job aid. Only 3 health facilities had them. Inadequate use.
Integrated ANC mother Card	x	x	x	x	x	x	x	x	x	x	x	None of the visited health facilities had them. Mothers come with their own exercise books which were used. Therefore not used at all.
Nutrition of the mother	x	x	x	x	x	√	x	x	x	x	x	Available only at Muyembe HC IV. It was posted on the wall in Antenatal Clinic. Adequate use.
Family Planning integrated with HIV	x	x	x	√	x	√	x	x	√	x	x	Available only at HC IVs. Adequate use.
Immunization	√	√	√	√	√	√	√	√	√	√	x	Available in all health facilities except Shared Blessing HC III. Adequate use.
Management of malaria	√	√	√	√	√	√	√	√	√	√	x	Available in 10 out of 11 visited health facilities. Adequate use.
Infant feeding job aids	√	x	√	√	x	√	√	x	x	√	x	Available in 6 visited health facilities. Inadequate use. At Bulwala HC III the poster was in Injection/Treatment Room. In other facilities they were kept either in the stores or in the cupboards.

Revised PMTCT Policy Guidelines	x	x	x	X	x	√	x	x	x	√	x	Most lacking job aid. Available and with adequate use only at Muyembe HC IV and Bunaseke HC III.
Administration of ARVs for PMTCT	√	x	x	x	x	√	√	√	x	√	x	Available and with adequate use only at Muyembe HC IV, Bunambutye HC III, Bulwala HC III, Buteza HC III and Bunaseke HC III.
Management of Opportunistic Infections	x	x	x	x	x	√	x	x	√	x	x	Most lacking job aid. Available only in 2 visited facilities and were out dated. At Buwasa HC III the job aid was kept under a trolley. Not used at all.
Management of STI	√	√	x	x	x	√	x	x	x	x	x	Available in only 3 visited health facilities. They were displayed on the walls in the Prescription Rooms, however, they were out dated (2003 version). Adequate use in all the 3 facilities.
Poster on Hand washing	x	x	x	x	√	√	x	x	x	x	x	Available in 2 out of 11 visited health facilities. However, there was inadequate use in the 2 facilities. They were like a decoration on the walls.
Poster on Medical Waste Segregation	√	√	x	x	√	√	√	x	√	√	x	3 health facilities had them and with adequate use. However, some were in the area where Medical Waste is not generated e.g. in the corridors and Waiting Area.
Partograph	x	x	x	x	x	x	x	x	x	x	x	Most lacking job aid. None of the visited health facilities had them. The midwives reported that they did not know how to plot it. Not used at all.
Partograph guide for health workers	x	x	x	x	x	x	x	x	x	x	x	Not available in all health facilities and yet it is a very important Job Aid for midwives
Safe Injection Practices	x	x	x	x	x	x	x	x	x	x	x	None of the facilities had it, therefore not used at all.

SOPs at the Laboratory	√	x	√	√	NA	√	x	x	√	NA	x	Adequate use at Buwalasi HC III, Budadiri HC IV, Bunambutye HC III Muyembe HC IV and Bwasa HC IV. Although Bumulisa, and Bunaseke were at the level of Health Centre III, they did not have laboratories.
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The only most available job aids were Management malaria and Medical Waste Segregation. Most lacking job aids include: Revised PMTCT Policy Guidelines, Management of Opportunistic Infections, Management of STIs, Integrated ANC mother Card, Giving Antenatal Care, Family Planning integrated with HIV, Nutrition for the mother and poster on Hand washing. None of the visited health facilities had Partographs, Partograph guide for health workers, Integrated ANC mother Cards. Mothers came with their own exercise books which were used. This resulted into midwives not taking adequate history from the clients.

Pharmacy/Dispensing Room was the most service area without job aids. All the health facilities assessed except Bulwala HC III did not have any required job aids in the Pharmacy/Dispensing Room!

Two health facilities did not have laboratories. Of the 9 facilities which had laboratories 5 (56%) had job aids while 3 (44%) did not have at all.

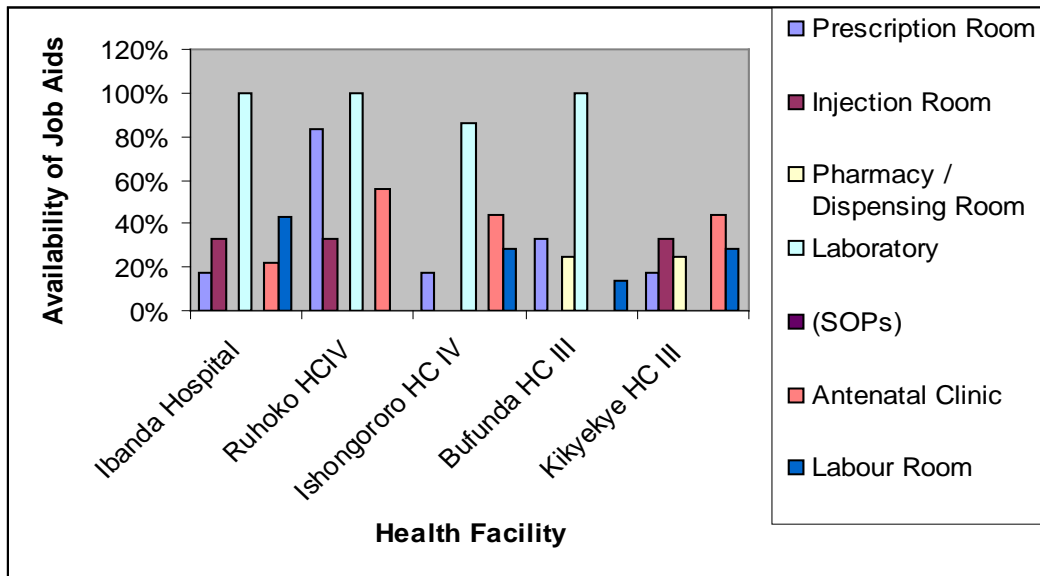
Shared Blessing Health Centre III is a Non-Government Organization health facility but being supported by the district. This facility had none of the required job aids in all the service areas.

IBANDA DISTRICT

Table 3(a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY									
	Ibanda Hospital	Ruhoko HCIV	Ishongororo HC IV	Bufunda HC III	Kikyekye HC III	Bisheshe HC III	Nyamarebe HC III	Rwenkoba HC III	Ibanda Mission HC III	Rukiri HC III
Prescription Room	17%	83%	17%	33%	17%	17%	0%	50%	17%	0%
Injection Room	33%	33%	0%	0%	33%	67%	67%	33%	33%	67%
Pharmacy / Dispensing Room	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%
Laboratory (SOPs)	100%	100%	86%	100%	0%	100%	71%	0%	71%	0%
Antenatal Clinic	22%	56%	44%	0%	44%	33%	22%	44%	0%	0%
Labour Room	43%	0%	28%	14%	28%	14%	0%	0%	0%	0%

Graph 3(i): Availability of Job Aids, SOPs and Policy Guidelines at health facilities



Graph 3(ii): Availability of Job Aids, SOPs and Policy Guidelines at health facilities

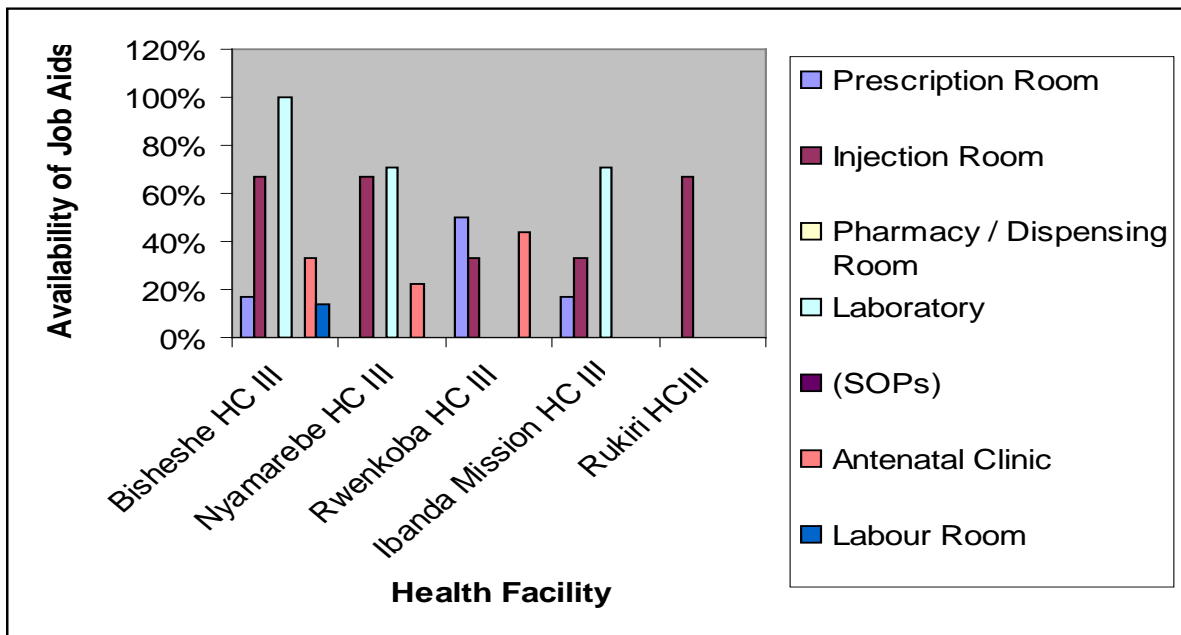


Table 3 (b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/Policy Guidelines	Availability at health facility										Use
	Ibanda Hosp	Ruhoko HC IV	Isingiro HC IV	Bufunda HC III	Kikyekye HC III	Bisheshe HC III	Nyama-rebe HC III	Rwenkoba HC III	Ibanda Mission HC III	Rukiri HC III	
Clinical Guidelines	√	√	√	√	√	x	x	√	√	√	Available in 8 out of 10 visited health facilities. Adequate use.
Giving Antenatal Care	x	x	x	x	x	x	x	x	x	x	Most lacking job aid. None of the visited health facilities had it. Not used at all.
Integrated ANC mother Card	√	√	√	x	√	x	√	√	x	x	Available in 6 out of 10 visited health facilities and with adequate use. In the facilities where they were not available, mothers were asked to go with their own exercise books.
Nutrition of the mother	√	x	x	x	x	x	x	x	x	x	Available only at Ibanda Hospital in the Antenatal Clinic. Adequate use.
Family Planning integrated with HIV	x	√	√	x	x	x	x	x	x	x	Available only at Ruhoko HC IV and Isingiro HC IV. Adequate use.
Immunization	√	√	√	√	√	√	√	√	√	√	Available in all health facilities visited. Adequate use.
Management of malaria	√	√	√	√	x	√	√	x	√	√	Available in 8 out of 10 visited health facilities. They were either posted on the walls in the Prescription Room or placed on the Clinician's table. There was adequate use.
Infant feeding job aids	√	√	x	x	√	x	x	√	x	x	Only 4 visited health facilities had it. Inadequate use.
Revised PMTCT Policy Guidelines	√	x	x	x	x	x	x	x	x	x	Most lacking job aid. Available and with adequate use only in Ibanda Hospital.
Administration of ARVs for PMTCT	√	√	√	√	√	x	x	x	x	√	Available in 6 visited facilities. They were available and used in Labour Rooms and Pharmacy/Dispensary. Inadequate in supply.
Management of Opportunistic Infections	x	x	x	√	x	x	x	√	x	x	Most lacking job aid. Available in only 2 facilities, however, they were out of date (2003 version) . Inadequate use.

Management of STI	√	√	√	x	x	√	x	x	√	x	Available in 5 facilities. They were either posted on the wall or placed on the Clinician's table, however, they were out dated (2003 version).
Poster on Hand washing	x	x	x	x	x	x	x	x	x	x	Most lacking job aid. None of the health facilities had it and therefore not used at all.
Poster on Medical Waste Segregation	√	√	√	√	√	√	√	√	√	√	All the health facilities had it and in adequate used. However, some were in the area where Medical Waste is not generated e.g. in the corridors and Waiting Area.
Partograph	√	√	√	x	x	x	x	x	x	x	Most lacking job aid. Only Ibanda Hosp, Ruhoko HC IV and Isingiro HC IV had Partographs and in adequate use.
Partograph guide for health workers	x	x	x	x	x	x	x	x	x	x	Not available at all and therefore not in use.
Safe Injection Practices	x	x	x	x	x	x	x	x	x	x	Most lacking job aid. None of the visited health facilities had it and therefore not used at all.
SOPs at the Laboratory	√	√	√	√	x	√	√	x	√	√	Available in 8 out of 10 facilities. Posted on the walls. Adequate use.

The most available job aids were Clinical Guidelines, Medical Waste Segregation, Management of malaria and SOPs for laboratories. The Clinical Guidelines and job aids on Management of malaria were in the Prescription Room and adequately used. This was evidenced by their appearance. The SOPs at the laboratories were posted on the walls where the laboratory staff can easily refer to when necessary. Although majority of the facilities had posters on Medical Waste Segregation, some were at the Waiting Area and in corridors where they are not required.

The most lacking job aids were: Family Planning integrated with HIV, Nutrition for the mother, Giving Antenatal Care, Revised PMTCT Policy Guidelines, Management of Opportunistic Infections, Hand washing, Partograph, Partograph guide for health workers, Infant feeding job aids and Giving injections.

Rukiri Health Centre III had job aids only in the Injection Room. The rest of service areas had none. Only Bufunda Health Centre III and Kikyekye Health Centre III had job aids in the Pharmacy/Dispensing Room. Laboratories had most of the required aids compared to other service areas in all the health facilities.

BUTALEJA DISTRICT

Table 4 (a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY						
	Butaleja HCIII	Bugalo HCIII	Busaba HCIII	Busolwe Hospital	Budumba HCIII	Kachonga HCIII	Kabasa Mem. Hosp
Prescription Room	17%	0%	0%	17%	50%	33%	17%
Injection Room	67%	67%	67%	33%	33%	33%	0%
Pharmacy / Dispensing Room	0%	0%	0%	0%	0%	0%	0%
Laboratory (SOPs)	71%	NA	71%	57%	71%	NA	0%
Antenatal Clinic	33%	33%	22%	44%	44%	11%	0%
Labour Room	14%	14%	14%	57%	28%	57%	0%

Graph 4: Availability of Job Aids, SOPs and Policy Guidelines at health facilities

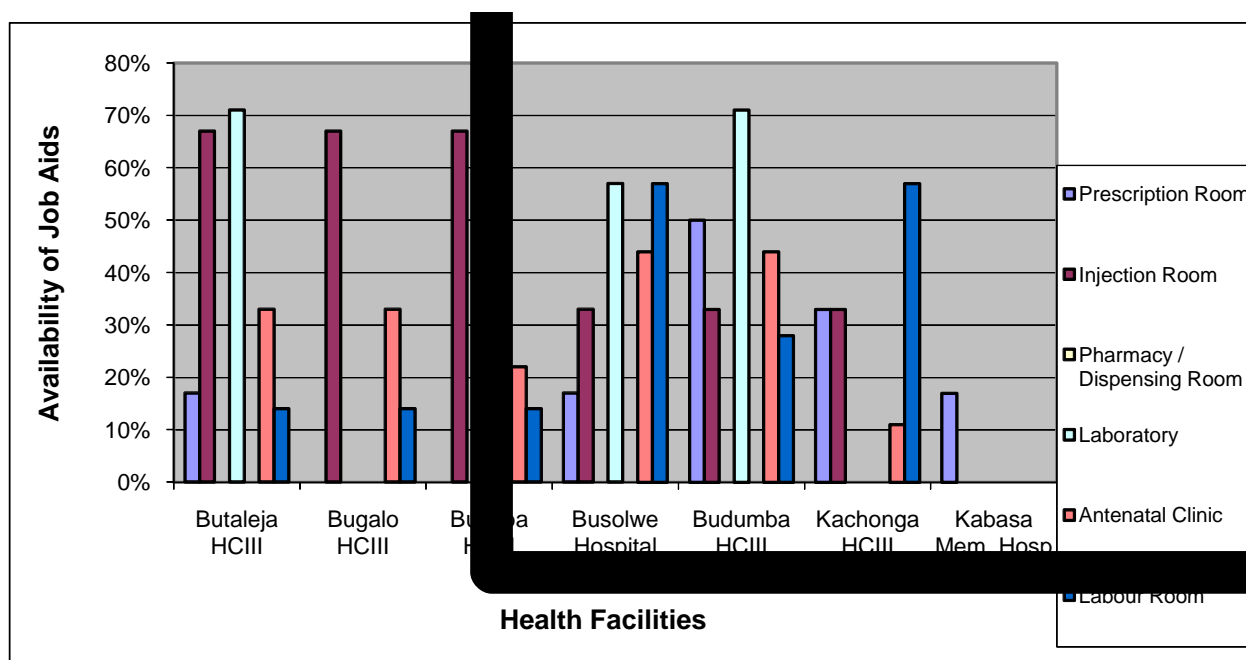


Table 4 (b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/ Policy Guidelines	Availability at health facility							Use
	Butaleja HC III	Bugalo HC III	Busaba HC III	Busolwe Hosp	Budumba HC III	Kachonga HC III	Kabasa Mem. Hosp	
Clinical Guidelines	x	x	x	x	√	x	√	Lacking job Aid. Available only at Budumba HC III and Kabasa Memorial Hospital and with adequate use.
Giving Antenatal Care	x	x	x	x	x	x	x	Most lacking job aid. None of the visited health facilities had it. Not in use at all.
Nutrition of the mother	x	x	x	x	x	x	x	Not available in all the visited health facilities and therefore, not used at all.
Family Planning integrated with HIV	x	x	x	x	x	x	x	Not available in all the visited health facilities and therefore, not used at all.
Immunization	√	√	√	√	√	√	x	Available in all health facilities except in Kabasa Memorial Hospital.
Integrated ANC mother Card	x	x	x	√	x	x	x	Available only at Busolwe Hospital. And in adequate use. In other facilities mothers were asked to come with their own exercise books which are used.
Management of malaria	√	x	x	√	√	√	x	Available in 4 health facilities. Some were posted on the walls in the Prescription Room while others were on the Clinician's table. Adequate use.
Infant feeding job aids	√	x	√	x	√	x	x	Available in 3 visited health facilities. However, at Busaba HC III the job aid was in the Dispensing Room and not in the Ante natal Clinic.
Revised PMTCT Policy Guidelines	x	x	x	x	x	x	x	Not available in all health facilities visited and therefore not used at all.
Administration of ARVs for PMTCT	x	x	√	√	√	√	x	Available in 4 health facilities and with adequate use though in inadequate supply.
Management of Opportunistic Infections	x	x	x	x	x	x	x	None of the visited health facilities had it and therefore not used at all.
Management of STI	√	x	x	√	√	√	x	Available at 4 health facilities. However, they were out dated (2003 version) At Budumba HC III the job aid was in the Female Ward instead of Prescription Room and Dispensing Room.
Poster on Hand washing	x	x	x	x	x	x	x	Most lacking job aid. None of the health facilities had it and therefore not used
Poster on Medical Waste Segregation	√	√	√	√	√	√	x	Available with adequate use but some were misplaced. Some posters were either in the corridors or at the Waiting Area where Medical Waste is not generated.

Partograph	√	x	x	√	x	√	x	Available in 3 visited facilities, however, there was inadequate use. Midwives reported that they did not know how to use them.
Partograph guide for health workers	x	x	x	x	x	x	x	Most midwives talked to had never seen it. Not in use.
Safe Injection Practices	x	x	x	x	x	x	x	None of the visited health facilities had them. Not in use at all.
SOPs at the Laboratory	√	NA	√	√	x	NA	x	Available only at Butaleja HC III, Busaba HC III and Busolwe Hospital. Adequate use.

The most available job aids were posters on Medical Waste Segregation and Administration of ARVs for PMTCT. The most unavailable job aids were: Clinical Guidelines, Giving Antenatal Care, Partograph guidelines, Nutrition for the mother, Integrated ANC mother Cards, Revised PMTCT Guidelines, Management of Opportunistic Infections, Poster on Hand washing, Giving Injections and SOPs for laboratories. Mothers were asked to come with their own exercise books where information was recorded. Most important information was missed during history taking as a result of lack of Integrated ANC mother Cards. Each mother kept her own records.

At Busaba Health Centre III the Infant feeding job aid was in the Dispensing Room instead of Ante natal Clinic.

Two health facilities, Bugalo Health Centre III and Kachonga Health Centre III, were not assessed on availability of job aids in the laboratory because they had no laboratory. Bugalo had all the laboratory equipment in place but lacked space for the structure and laboratory staff.

Kabasa Memorial Hospital (PFP) had only the Clinical Guidelines among the job aids assessed! None of the health facilities assessed (100%) had job aids in the Pharmacy/Dispensing Room.

MBALE DISTRICT

Table 5 (a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY						
	Mbale Hospital	Lwangoli HCIII	Busiu HCIII	Bushikori HCIII	Siira HCIII	Makhonje HCIII	Nakaloke HCIII
Prescription Room	0%	50%	0%	17%	33%	50%	50%
Injection Room	0%	33%	0%	0%	33%	0%	33%
Pharmacy / Dispensing Room	0%	25%	0%	0%	0%	0%	25%
Laboratory (SOPs)	71%	71%	86%	0%	NA	86%	71%
Antenatal Clinic	56%	0%	33%	22%	22%	22%	33%
Labour Room	86%	14%	28%	14%	28%	28%	28%

Graph 5: Availability of Job Aids, SOPs and Policy Guidelines at health facilities

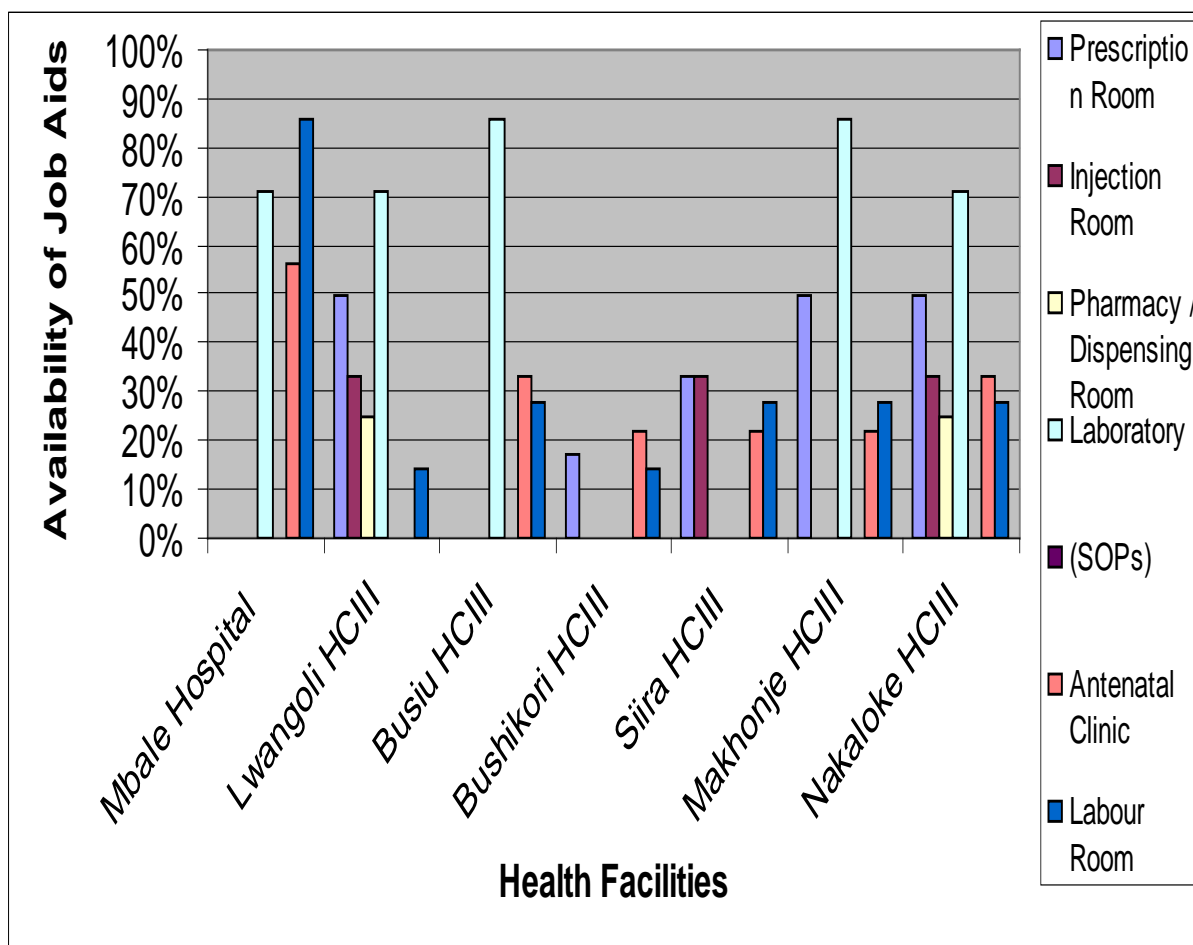


Table 5 (b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/Policy Guidelines	Availability at health facility							Use
	Mbale Hosp	Lwangoli HC III	Busiu HC III	Bushikori HC III	Siira HC III	Nakaloke HC III	Makhonje HC III	
Clinical Guidelines	x	√	x	√	√	x	√	Available at 4 visited health facilities and with adequate use. However, they need replacement because most of them are old and torn.
Giving Antenatal Care	√	√	x	x	x	x	x	Only 2 health facilities had it. However, at Lwangoli HC III the poster was in Injection Room instead of Antenatal Clinic.
Integrated ANC mother Card	x	x	x	√	x	x	x	Available at only at Bushikori HC III and in adequate use. In the other facilities mothers purchased their own exercise books for use.
Nutrition of the mother	√	x	x	x	x	x	x	Available only at Mbale Regional Referral Hospital. Adequate use.
Family Planning integrated with HIV	√	x	x	x	x	x	x	Available only in Mbale Regional Referral Hospital. Midwives use it in ANC.
Immunization	√	√	√	√	√	√	√	Available in all health facilities. Adequate use.
Management of malaria	x	√	x	x	√	√	√	Available in 4 visited health facilities. They were either posted on the walls in the Prescription Rooms or placed on the Clinician's table. Adequate use.
Infant feeding job aids	√	x	√	√	√	√	√	Available in 6 visited health facilities. However, not adequately used. In some facilities they were locked in cupboards.
Revised PMTCT Policy Guidelines	√	√	x	x	x	x	x	Most lacking job aid. Available in only 2 visited facilities. There was adequate use.
Administration of ARVs for PMTCT	√	x	√	x	x	x	x	Most lacking job aid. Available in only 2 visited facilities. There was adequate use.
Management of Opportunistic Infections	x	x	x	x	x	x	x	Most lacking job aid. None of the visited health facilities had it. Not used at all.
Management of STI	√	√	x	x	x	x	√	Available at Mbale Hosp, Lwangoli HC III and Makhonje HC III. However, they were out dated (20003 version).

Poster on Hand washing	√	√	√	x	x	x	√	Available at 4 visited health facilities. At Lwangoli HC III it was at the Waiting Area. At Busiu HC III it was available only in Labour Room and Laboratory.
Poster on Medical Waste Segregation	√	√	√	X	√	√	√	Available in 6 out of 7 visited health facilities. However, some were in the area where Medical Waste is not generated.e.g. in the corridors and Counseling Room.
Partograph	√	x	√	√	x	x	√	Available in 4 visited health facilities. However, they were not used. They were instead kept in cupboards. At Makhonje HC III the midwives reported that they find it difficult to monitor mothers using Partographs because they (the midwives) were fewand some did not know how to use them.
Partograph guide for health workers	x	x	x	x	x	x	x	Lacking in all health facilities
Safe Injection Practices	x	x	x	x	x	x	x	Most lacking job aid. Not used at all.
SOPs at the Laboratory	√	√	√	x	NA	√	√	Most available job aid. Some are posted on the walls in the Laboratory while others are in form of manuals. Adequate use.

Most available job aids were: Clinical Guidelines, Management of malaria, Infant feeding job aids, Medical Waste Segregation and SOPs for laboratory. The Clinical Guidelines were in the Prescription Rooms with adequate use. Some were worn out and need replacement. The job aids on Management of malaria were either posted on the wall in the Prescription Room or placed on the Clinician's table. Some of the SOPs in the laboratory were in form of manuals while others were posted on the walls. The SOPs in laboratory were developed and distributed by PREFA.

The rest of the job aids either one of them or none at all were available. Only 3 health facilities had job aids in Injection Room and 2 had in Pharmacy/Dispensing Room. All the laboratories in the health facilities visited, except for Bushikori Health Centre III, had most of the required job aids compared to other service areas. Bushikori Health Centre III had job aids only in the Prescription Room and Antenatal Clinic.

Generally most health facilities had inadequate job aids. In some service areas there were no job aids at all!

BUDAKA DISTRICT

Table 6 (a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY				
	Naboa HCIII	Iki-Iki HCIII	Kamonkoli HCIII	Kaderuna HCIII	Budaka HCIV
Prescription Room	50%	33%	33%	50%	100%
Injection Room	33%	0%	67%	33%	33%
Pharmacy / Dispensing Room	25%	0%	50%	0%	25%
Laboratory (SOPs)	71%	71%	57%	71%	86%
Antenatal Clinic	44%	56%	0%	44%	33%
Labour Room	28%	14%	0%	28%	0%

Graph 6: Availability of Job Aids, SOPs and Policy Guidelines at health facilities

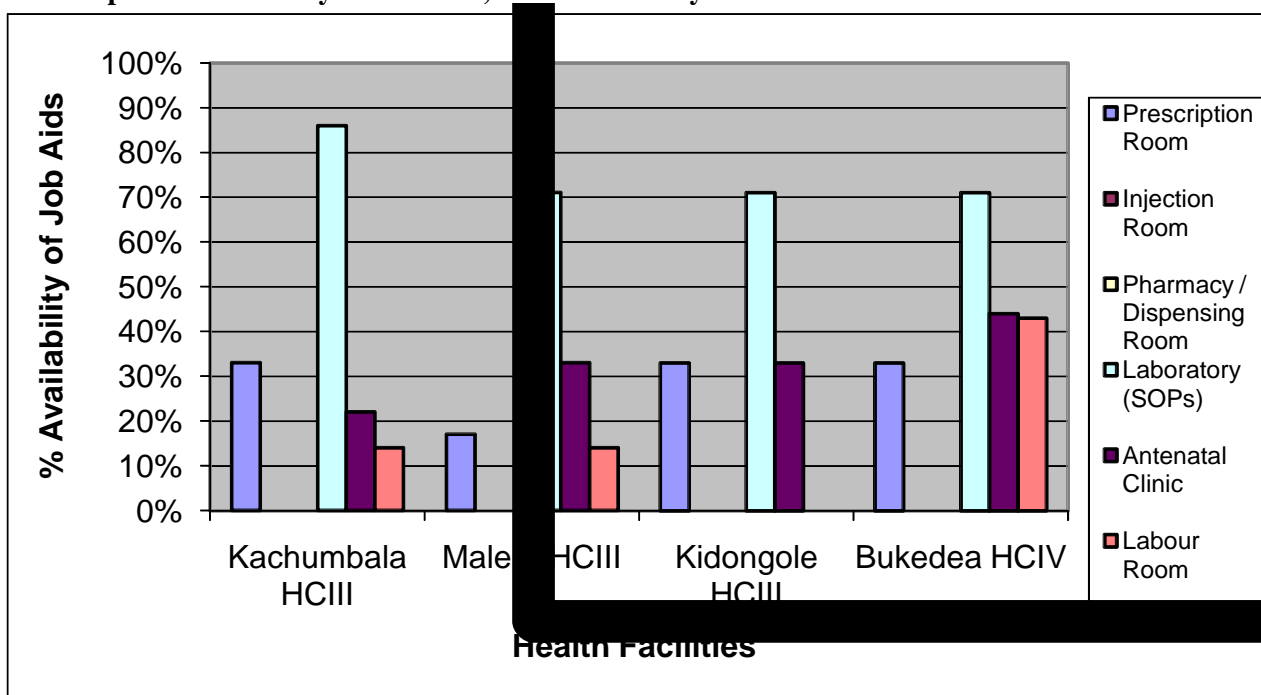


Table 6 (b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/Policy Guidelines	Available at health facility					Use
	Naboa HC III	Iki-Iki HC III	Kamonkoli HC III	Kaderuna HC III	Budaka HC IV	
Clinical Guidelines	√	√	√	√	x	Available at Naboa HC III, Iki-Iki HC III, Kamonkoli HC III and Kaderuna HC III. Adequate use.
Giving Antenatal Care	x	√	x	x	x	Available only at Iki-Iki HC III. The poster was written on the newsprint and posted on the wall.
Integrated ANC mother Card	√	x	x	x	x	Available with adequate use at only Naboa HC III. In other health facilities visited they were using exercise books bought by the mothers.
Nutrition of the mother	x	x	x	x	√	Available only at Budaka Health HC IV. Adequate use.
Family Planning integrated with HIV	x	x	x	x	x	Not available in all health facilities and therefore not used at all.
Immunization	√	√	√	√	√	Available in all health facilities. Adequate use.
Management of malaria	x	√	√	√	√	Available in 4 out of 5 visited health facilities. They were either posted on the walls in the Prescription Room or placed on the Clinician's table. Adequate use.
Infant feeding job aids	√	√	x	√	√	Available in 4 out of 5 visited health facilities. Adequate use.
Revised PMTCT Policy Guidelines	x	x	x	x	x	None of the visited health facilities had them. Not used at all.
Administration of ARVs for PMTCT	√	√	√	√	√	Available in all visited health facilities. Adequate use.
Management of Opportunistic Infections	x	x	x	x	√	Only Budaka HC IV had it. Adequate use.
Management of STI	√	√	√	√	√	Available at all visited health facilities. Adequate use.
Poster on Hand washing	x	x	√	x	x	Available only at Kamonkoli HC III. Although it was available at Kamonkoli HC III it was available only in the Injection Room. Inadequate use.
Poster on Medical Waste Segregation	x	√	x	√	√	Available at 3 out of 5 visited health facilities. Posted on the walls, in the right places. Adequate use.

Partograph	x	x	x	x	x	Not available in all the visited health facilities and therefore not in use.
Safe Injection Practices	√	x	√	x	x	Available only at Naboia HC III and Kamonkoli HC III. They were written on newsprint and posted on the wall in Injection Room. Adequate use.
SOPs at the Laboratory	√	√	√	√	√	Most available job aid. Some were hand written while others were photocopied, besides the printed ones. The printed ones were very few. They were posted on the walls. Adequate use.

Most available job aids were: Clinical Guidelines, Management of malaria, Administration of ARVs for PMTCT, Management of STIs and SOPs at the laboratory. Clinical Guidelines, Management of malaria and Management of STIs job aids were in the Prescription Rooms on the Clinician's table, Administration of ARVs for PMTCT was in the Antenatal Clinic, while SOPs at the laboratory were posted on the walls. Like in other districts, laboratory had most of the required SOPs.

Least or not available job aids were: Giving Antenatal Care, Nutrition for the mother, Family Planning integrated with HIV, Integrated ANC mother Card, Revised PMTCT Policy Guidelines, Management of Opportunistic Infections and poster on Hand washing. Instead of Integrated ANC mother Cards the service providers were using note books which they ask each mother to come with. Iki-Iki Health Centre III was the only health facility with a job aid on Giving Antenatal Care. The poster was written on the newsprint and posted on the wall in the ANC Examination Room.

At least all the 5 health facilities had the required job aids though inadequate in supply. In all the health facilities laboratories had all the required job aids compared to other service areas.

BUKEDEA DISTRICT

Table 7 (a): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

SERVICE AREAS	HEALTH FACILITY			
	Kachumbala HCIII	Malera HCIII	Kidongole HCIII	Bukedea HCIV
Prescription Room	33%	17%	33%	33%
Injection Room	0%	0%	0%	0%
Pharmacy / Dispensing Room	0%	0%	0%	0%
Laboratory (SOPs)	86%	71%	71%	71%
Antenatal Clinic	22%	33%	33%	44%
Labour Room	14%	14%	0%	43%

Graph 7: Availability of Job Aids, SOPs and policy Guidelines at health facilities

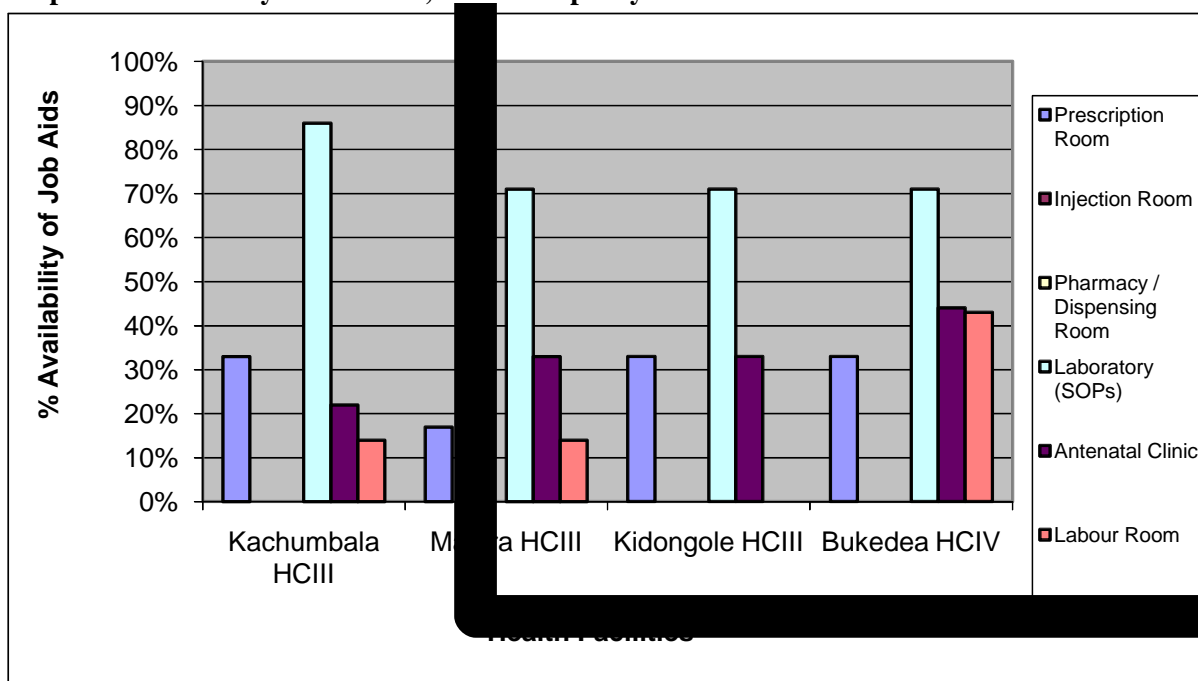


Table 7 (b): Availability of Job Aids/SOPs and Policy Guidelines at Health Facilities

Job Aids/SOPs/Policy Guidelines	Availability at health facility				Use
	Kachumbala HC III	Malera HC III	Kidongole HC III	Bukedea HC IV	
Clinical Guidelines	√	x	√	x	Available only at Kachumbala HC III and Kidongole HC III. Adequate use. This was evidenced by their appearance.
Giving Antenatal Care	x	x	x	x	Not available at all the visited health facilities. Not used at all.
Integrated ANC mother Card	x	x	x	x	Not available at all health facilities and therefore not used at all. Each mother comes with an exercise book where the midwives record the information about her in the book.
Nutrition of the mother	x	x	x	x	Not available in all health facilities and therefore not used at all.
Family Planning integrated with HIV	x	x	x	x	Not available in all health facilities and therefore not used at all.
Immunization	√	√	√	√	Available in all health facilities. Adequate use.
Management of malaria	√	√	√	√	Available at all visited health facilities. However, at Malera HC III the posters some were piled on top of the cupboard while some were inside the cupboard. In other health facilities the posters were laminated and were in the Prescription Room. Some were displayed on the walls while others were on the Clinician's table. There was adequate use.
Infant feeding job aids	x	x	x	√	Available only at Bukedea HC IV. Rarely used.
Revised PMTCT Policy Guidelines	x	x	x	x	Not available at all the visited health facilities, therefore not used at all.
Administration of ARVs for PMTCT	x	x	x	√	Available only at Bukedea Health Center IV. In adequate use.
Management of Opportunistic Infections	x	x	x	x	Not available at all the visited health facilities, therefore not used at all.
Management of STI	x	x	x	√	Available only at Bukedea Health Center IV. Out dated (2003 version).
Poster on Hand washing	x	x	√	x	Available only at Kidongole HC III. Although the poster was available at Kidongole HC III, it was only in the Injection Room and not used.
Poster on Medical Waste Segregation	√	√	√	√	Available at all visited health facilities. Adequate use. However, some were in the Waiting Area where Medical Waste is not generated.

Partograph	x	x	x	√	Available only at Bukedea HC. Rarely used.
Partograph guide for health workers	x	x	x	x	Not available at all. Not used.
Safe Injection Practices	x	x	x	x	Not available at all the visited health facilities, therefore not used at all.
SOPs at the Laboratory	√	√	√	√	Available at all the visited health facilities. Posted on the walls in the Laboratories. Adequate use.

Most available job aids were: Management of malaria, on Medical Waste Segregation and SOPs at the Laboratory. In Malera Health Centre III the posters were kept in a cupboard. In other health facilities the job aids for Management of malaria were laminated and were in the Prescription Poom on the Clinician's table. The rest of job aids were either available in two or one health facility. Only Bukedea Health Centre IV had Partographs however, midwives rarely used them because they were not competent in using them. Job aids like Partograph guide, Giving Antenatal Care, Integrated ANC mother Card, Nutrition for the mother, Revised PMTCT Policy Guidelines, Management of Opportunistic Infections and SOPs on Giving Injections were not available at all.

All the 4 health facilities visited (100%) did not have jobs aid in the Injection Rooms and Pharmacy/Dispensing Room. Laboratory was well equipped will job aids compared to other service areas in all the 4 health facilities.

ALL DISTRICTS

Table 8: Percentage of Health Facilities visited with Job Aids by district

Job Aids/SOPs/Policy Guidelines	Percentage of health facilities visited with Job Aids by district							Remarks
	Kayunga Dist.	Sironko Dist.	Ibanda Dist.	Butaleja Dist.	Mbale Dist.	Budaka Dist.	Bukedea Dist.	
Clinical Guidelines	33%	55%	80%	29%	67%	80%	50%	Available in all the 7 districts but in inadequate supply. Most of them were showing the signs of aging and therefore need replacement.
Giving Antenatal Care	33%	36%	0%	0%	33%	20%	0%	Most lacking job aid. Available in only 4 districts and in inadequate supply.
Family Planning integrated with HIV	0%	27%	20%	0%	14%	0%	0%	Most lacking job aid. Available in only 3 districts and in inadequate supply. Where they were available they were eliminated and posted on the walls in ANC.
Integrated ANC mother Card	0%	0%	60%	14%	17%	20%	0%	Most lacking job aid. Available only in 4 districts and in inadequate supply. Majority of the health facilities were using exercise books purchased by the mothers.
Management of malaria	100%	91%	80%	57%	67%	80%	100%	Most available job aid. Available in all the 7 districts
Infant feeding job aids	100%	55%	40%	43%	86%	80%	25%	Most available but least used.
Revised PMTCT Policy Guidelines	0%	18%	10%	0%	29%	0%	0%	Most lacking job aid. Available only in 3 districts.
Administration of ARVs for PMTCT	100%	45%	60%	57%	29%	100%	25%	Most available. Available in all the districts. Adequate use especially in Antenatal Clinic.
Management of Opportunistic Infections	33%	18%	80%	0%	0%	20%	0%	Most lacking job aid. Available only in 4 districts and out dated (2003 version).

Management of STI	0%	27%	58%	57%	43%	100%	25%	Available in 6 districts but out dated (2003 version).
Poster on Hand washing	0%	18%	0%	0%	57%	20%	25%	Most lacking job aid. Available in 4 districts. Least used.
Poster on Medical Waste Segregation	100%	64%	100%	86%	86%	60%	100%	Most available job aid. Available in all the 7 districts. Adequate use. However, some were in the areas where Medical Waste is not generated e.g. Waiting Area, Counseling Room and corridors.
Partograph	67%	0%	30%	43%	67%	0%	25%	Available in 5 districts. Least used job aid.
Safe Injection Practices	0%	0%	0%	0%	0%	40%	0%	Most lacking job aid. Available in only in Budaka District.
SOPs at the Laboratory	100%	50%	80%	60%	71%	100%	100%	Most available job aid. Available in all the 7 districts. In some health facilities, some SOPs were in form of manuals developed by AMREF and the Central Public Health Laboratories.

GENERAL OBSERVATIONS

(i) Most available Job Aids

- Clinical Guidelines
- Standard Operating Procedures at the Laboratory
- Management of malaria
- Administration of ARVs for PMTCT
- Infant feeding job aids
- Poster on Medical Waste Segregation

(ii) Most lacking Job Aids

- Integrated ANC mother Card
- Partograph
- Partograph guide for health workers
- Family Planning integrated with HIV
- Standard Operating Procedures on giving Antenatal Care services
- Safe Injection Practices
- Revised PMTCT Policy Guidelines
- Management of Opportunistic Infections
- Management of STIs
- Poster on Hand washing

(iii) Most available and used Job Aids

- Standard Operating Procedures at the Laboratory
- Clinical Guidelines
- Management of malaria
- Poster on Medical Waste Segregation

(iv) Least used Job Aids

- Partograph
- Partograph guide for health workers
- Infant feeding job aids
- Hand washing
- Integrated ANC mother Card
- Safe Injection Practices

(v) Although Partographs were available in some health facilities they were not being used because midwives were not competent in using them.

6.0: RECOMMENDATIONS

1. The Uganda Capacity Program should give feedback to the stakeholders on the assessment of the availability of Job Aids, SOPs and Policy Guidelines.

The required Job Aids, SOPs and Policy Guidelines include:

Job Aids and Standard Operating Procedures

- Posters on Hand Washing
- Management of Opportunistic Infections
- Management of STIs
- Partograph guide for health workers
- Safe Injection Practices
- Infection Prevention manual

Policy Guidelines

- Administration of ARVs for PMTCT
- Revised PMTCT Policy Guidelines
- Injection Safety Policy

3. The Uganda Nurses and Midwives' Professional Council should organize and conduct a refresher course for midwives on the use of Partograph and how to use it.

