



**IntraHealth**  
INTERNATIONAL  
Because Health Workers Save Lives.



# NAMIBIA

Since its independence from South Africa in 1990, Namibia has developed politically and socially into an upper-middle income country. Despite progress, much of the population still lives in poverty and in poor health. HIV remains the leading cause of death.<sup>1</sup>

The country's overburdened health system has too few adequately trained health workers to meet the population's health care needs, especially in hard-to-reach areas. The HIV prevalence rate among adults is 14%, but women—with a prevalence rate of 17%—are disproportionately affected.<sup>2</sup> The Government of Namibia is committed to its national HIV/AIDS response and is increasing its domestic funding as PEPFAR<sup>3</sup> funding steadily decreases. Since 2006, IntraHealth International has worked with the Namibian government and nongovernmental organizations, including faith-based health organizations, to make HIV services for counseling, testing, prevention, care, and treatment more widely available.

IntraHealth provides training, mentoring, and supportive supervision to help health workers deliver high-quality, comprehensive health services. By collaborating with Namibian partners, IntraHealth also strengthens institutions' financial, human resources, and management systems. This support includes strengthening health workforce information systems and data use, better estimating the number and types of health workers needed based on facility demand, and identifying retention and incentive strategies for underserved areas.

## USAID HIV Clinical Services Technical Assistance Project (UTAP) (2015-2019)

HIV contributes to 59% of maternal deaths in Namibia, and 14% of infant deaths.<sup>4</sup> Through this project, IntraHealth is improving the quality,



**Over 250,000 individuals received HIV test results**



**Over 15,600 adults and children enrolled in antiretroviral therapy**



**Over 8,000 HIV-positive pregnant women received antiretroviral therapy**

<sup>1</sup> CDC in Namibia Factsheet, 2013

<sup>2</sup> Namibia Demographic and Health Survey 2013

<sup>3</sup> US President's Emergency Plan for AIDS Relief

<sup>4</sup> UNICEF website

efficiency, and sustainability of integrated HIV care and treatment services and building the capacities of local nongovernmental organizations and public-sector facilities to deliver high-quality, integrated HIV services. IntraHealth:

- Works with health workers and officials to identify and address gaps in service delivery and administrative performance
- Works closely with district health officials to proactively address health workers' attitudes and any practices—such as disrespect and abuse of pregnant women—that may diminish quality of care and prevent women from seeking health care
- Helps health workers become more aware of the many stumbling blocks that can prevent clients from getting the care they need—including gender inequality, HIV status, and religious barriers—and learn to provide care in a way that is sensitive to those challenges
- Trains health workers to address gender-based violence in the services and referrals they provide
- Strengthens health workforce information systems, workforce estimates for HIV/AIDS services, and use of data for both clinical and administrative decision-making.

### CapacityPlus (2012-2015)

Under the USAID-funded CapacityPlus project, IntraHealth is collaborating with the Namibian Ministry of Health and Social Services to improve health workforce systems and policies.

IntraHealth assisted the ministry to operationalize the country's human resources information system (HRIS)—which was largely paper-based—to a central, computerized system, as well as providing a much-needed HRIS to faith-based hospitals. These systems can provide complete and timely data to help officials recruit, hire, train, deploy, and pay health workers, as well as up-to-date information on their skills and qualifications. As a part of this work, IntraHealth:

- Connected the ministry's regional management offices with the Office of the Prime Minister's data center, the shared IT services site for all government offices and ministries, and established a state-of-the-art data center for the ministry to ensure data security

- Customized IntraHealth's iHRIS Manage software to inform health workforce decisions and improve management practices
- Migrated data from the ministry's old data management system to the current HRIS, updated the process documents, and trained ministry staff to maintain the data.

IntraHealth is using the CapacityPlus Rapid Retention Survey Toolkit to help the government pinpoint ways to attract and retain health professionals, particularly in hard-to-reach and underserved areas.

### Workload Indicators of Staffing Need in Namibia

The Namibian government asked IntraHealth to assess the country's national health workforce through the lens of a powerful WHO tool called WISN, or Workload Indicators of Staffing Need.

Under the CapacityPlus project, IntraHealth generated and analyzed national WISN data for all facilities to help the government determine exactly how many health workers the country needs, what types of health workers are in demand, and precisely where they are needed most. Using the WISN data, IntraHealth is helping the ministry to make more informed policy decisions by making key recommendations, such as increasing the number of staff posts for the cadres in shortest supply, redistributing staff, updating the staffing norms, and creating new cadres.

### CDC Namibia Partners (2015)

IntraHealth is providing technical assistance to the Ministry of Health and Social Services, University of Namibia, and the Namibian Institute of Pathology in the area of financial and grants management. This project is funded by the US Centers for Disease Control and Prevention and led by RTI.

### Past projects and funders

- Capacity Building for Country-Owned HIV/AIDS Services, 2008-2014 (funded by USAID, led by IntraHealth)
- The Capacity Project, 2006-2008 (funded by USAID, led by IntraHealth)
- The Southern Africa Human Capacity Development Coalition, 2006-2009 (funded by USAID, led by IntraHealth)

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