

Capacity development of professional societies

Supporting the HIV, Viral Hepatitis and Sexual Health Workforce

ASHM is a signatory to the AETC Code of Conduct and is committed to the principles of the Ottawa Charter for Health Promotion and the Jakarta Declaration on Health Promotion.

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Professional Societies: Unique Offering

- Direct experience of service delivery
- Technical Knowledge
- Credibility

PROFESSIONAL DEVELOPMENT

POLICY and PROGRAMMING

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Why Now

Service scale up
Task Shifting and community partnership
Decentralisation

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Weak sustainability

Governance built on individual leaders (Individuals move on and/or loose credibility)

Generous funding streams (as funding becomes more restricted management systems have not been established to maximize human and financial resources and generate evidence of effectiveness)

Technical partnerships (dependence on external technical expertise undermines development of domestic capacity, adaptation and responsiveness no new developments)

Capacity Development has focused on technical (e.g. Provision of treatment) not management

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Core organizational capacities need to be prioritised

Governance

Management

Technical

- Policy

- Professional Development (competencies related to training, curriculum, mentoring, etc)

- Management

Principles

Competencies and systems are driven by principles

Governance:

Principles: Organisations provide a voice for their members, are accountable to their members and transparent in their **decision** making

Competencies and Systems

- representation processes

- meeting procedures

- information flows (e.g. reporting and receiving input)

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Competencies should be:

- Measurable (in order to identify capacity building needs and assess effectiveness of capacity building)
- Measurable in order to benchmark and quality improve
- Comprehensive in order to ensure gaps are met

Rapid Assessment Apparatus (RAP APP)

Initially developed by APCOM and AFAO based partly on earlier work by International AIDS Alliance

Secretariat of DFAT Regional HIV Capacity Building Program worked with APCOM in 2015 to further develop tool possibly for use as a key tool in performance assessment framework

Enhancements to tool developed – piloted well with community organisations

Needs further work for use with professional societies

- more objective assessment
- strengthening of definitions
- more comprehensive
- development of competencies in technical areas of policy and professional development