CHW Harmonization Self-Assessment Tool

Checklist derived from CHW "Principles of Practice" and Joint Commitment for Harmonized Partner Action. In this framework harmonization is defined by a "three ones' paradigm for harmonization of CHW and FLHW initiatives and interventions through one national strategy; one national authority; one monitoring and accountability structure, aiming to optimize synergies and increase program efficiency and effectiveness."

I. Name of NGO:

- 2. Name of respondent:
- 3. Email address of respondent:

Issues	Our CHW initiatives	Answer
		3 = always 2= mostly yes I = sometimes 0 = rarely or never
Actively	Work with existing MOH-idenified CHW cadres where possible rather than creating	
promote	new ones	
country ownership and leadership	Are approved by MoH and subject to national regulatory guidelines/policies relevant to CHW programs	
	Report to MoH and health authorities on a regular basis at national and sub-national levels	
	Engage complementary community volunteer cadres and groups in a way that includes and supports nationally recognised or formalised CHW cadres.	
	Only implement activities outside MoH CHW policy, under research/pilot conditions	
Strengthening local health systems through CHW programmes	Are not duplicative of or competitive with national CHW MOH programmes	
	Include measures to ensure referral centres are appropriately equipped staffed and functional, with mechanisms for integrating CHWs within service delivery strategies	
	Also include activities and resources allocated for relevant health and community systems strengthening (HSS and CSS) activities in a systems-based approach.	
	Nurture direct reporting, management and supervision by facilities heads, community leaders, and local health authorities	
	Avoid depleting human resources from public sector when hiring (applying WHO code of conduct)	
	Contribute to building capacity and motivation of the public sector workforce	
Build functional and accountable local supply chains	Ensure necessary commodities are sustainably financed e.g. domestic, national insurance	
	Include a plan in place for continuing supply of commodities when the project ends	
	Use state-led medical supply chains for the distributing medicines to CHWs	
	Promote accountability and efficient functioning of the local public sector supply chain system (i.e. not parallel or direct provision of commodities)	
	Ensure that gifts-in-kind (GIK) contributions, e.g. pharmaceuticals, are of high quality, in line with the demand, and distributed through local supply chains to ensure supervision by health authorities	
Apply uniform incentives	Adhere to a national standard of incentives agreed to by MOH and/or harmonised amongst all implementing NGOs	
	Do not promote payment for services, or undercut public sector prices	
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amongst partners	If providing financial incentives, that MOH and community stakeholders have been engaged in developing a sustainability or transition plan at project closure/transition	
CHW training	Ensure all CHWs engaged have completed any existing standardised MOH pre-service training prior to project-specific trainings	
	Deliver CHW trainings that are not duplicative of previous projects and are aligned to needs	
Supervision	CHW supervision is prioritized and budgeted for in all CHW programs	
and data collection	CHW supervision activities in the project are integrated into the supportive supervision and mentoring practices at facility and local government levels	
	Data collection through CHWs is aligned to the national system, with effort to strengthen existing data mechanisms	
	Any additional data collection burden is limited to research and pilot programmes.	
Research and innovation	Nurture country ownership from outset of research/pilot to ensure results are 'owned' by critical stakeholders, inclusive of co-development with country technology specialists	
	Ensure innovations consider sustainable financing is feasible from the outset to achieve long-term scalability	
	Design innovations for CHW that either alleviate time or work burden from the CHW or improve service quality	
	Innovations are always aligned to were determined by the country's priorities, rather than donor or NGO priorities from the outset	
	Innovations, technologies and resources developed as a result of research by the NGO are made freely <i>available to MOH</i> and licensed under <i>creative commons</i> .	
Promote harmonized collaboration	Actively promote partner harmonization with donors and partners in contexts where you are working	
	The harmonized action framework is a key component of your advocacy strategy for human resources for health	
Action plan	Action 1:	Time frame
	Action 2:	
	Action 3:	