



Quarterly Field Supervision Summary Report

Project Title

Field Supervision Team

Mohamed Mohamoud Abdi

(HIV Project Coordinator)

Hawa Mohamed Musse

(PLHIV Field Officer)

Quarter Four

July, August, September -2023

Supervision Starting Date

5th-November-12th- November-2023

Bossaso, Gardo, Garowe, Galkaio

In Puntland-Somalia

Introduction

Quarterly Supportive supervision of outreach workers and case management is a process of guiding and assisting staff to continuously improve their own work performance. It is carried out in a respectful way with a focus on using supervisory visits as an opportunity to improve the knowledge and skills. Effective quarterly field supervision is to use multiple methods to supervise peer educators in each region; this includes using different modes of communication, field visit quarterly based,

Field Supervision encourages open, two-way communication and builds team approaches that facilitate problem solving. Monitoring involves regular collection and analysis of data on various aspects of programme activities. Monitoring can be done through desk review of reports, providing feedback during the review meetings as well as during supervisory visits.

Supportive supervision is a process of guiding, monitoring, and coaching workers to promote compliance with standards of practice and assure the delivery of quality care service. The supervisory process permits supervisors and supervisees the opportunity to work as a team to meet common goals and objectives.

Quarterly field supervision and monitoring is meant to initiate a learning process to cross check of HIV awareness and information, communication, Enhancement service delivery and implementation of other HIV support activities. Through collecting and analysing the experiences from implementation of programme activities, M&E will contribute to learning and growing processes.

Quarterly field supervising in all regions of program implementation process is going on such as Bossaso-Bari, region Gardo-karkaar region, Garowe-Nugal region, Galkaio-Mudug region, of field monitoring and assessing how community engagement delivering of HIV/AIDs Awareness through individual contact, in each mid quarter we do field supervision.

In all regions working outreach workers and case managers should be observing during supportive supervision guidelines similarly describe supportive supervision as a process which promotes quality outcomes by strengthening communication, identifying and solving problem, facilitating team work, and providing leadership and support to empower health providers to monitor and improve their own performance. Supportive supervision involves directing and supporting to the team Outreach workers and Case management workers in order to enhance their skills, knowledge and abilities with the goal of improving health outcomes for the patients they manage.

the HIV prevention and case management project output/program through field visits to the organizations that submitted the forms and checking the quality of raw data kept by the reporting organization by examining the daily records used to complete the output monitoring form for a specific reporting period monitoring forms Comparing the output monitoring form 10 data tool individual contact Involves both verifying that appropriate data management systems are in place and the quality of reported data, for key indicators. HIV prevention and care management project in Puntland under with ISDP ORG working closely with MOH and PAC commissioners,

Over all Objectives

The second step to effective supervision is to provide regular and productive feedback outreach workers and case management staff in each region. This includes acknowledging their strengths and achievements, identifying their areas of improvement, and offering guidance and support for their challenges. That should be encouraged by the outreach staff to share their feedback with us, such as their needs, concerns, and suggestions, by providing regular feedback,

Some of the indicators may remain relevant at the level of monitoring and evaluating a specific intervention by one community-based organization, but they will certainly not cover the full range of project monitoring and evaluation needs. Also, at project/community level the indicators will probably need to be adjusted to the situation of the beneficiaries and the response for specific communities for which an intervention is programmed.

objectives by improving their performance as a regional team of peer educators also ensuring uniformity to set standards, identifying problems and solving them in a timely manner, making a follow-up on decisions reached during previous supervision visit, identifying staff needs and providing opportunities for personal development and reinforcing administrative and technical link between high and lower levels.

- ✓ Maintaining and progressively improving the quality outreach workers,
- ✓ Improving the motivation of health care workers by providing effective technical support.
- ✓ Facilitating team work, and providing leadership and support to empower Peer educators to monitor and improve their own performance. It is an ongoing relationship between health care workers and ART centers which is providing and helping service to achieve work
- ✓ promoting quality at all levels of peer educators weather its CWs,ORWs,PLHIV Peer ART,Mother Mentors,etc working into 4 regions in Puntland.
- ✓ strengthening and updating in the situation of program implementation process focusing on the identification and resolution of problems in the field work and promoting the team and encouraging and working as a team work,
- ✓ Promotion referral uptake service to the ART centre offering guidance and counselling before test and after test of providing rapid test.
- ✓ Ongoing field monitoring work of weak areas and improvements and target performance reached and continue follow-up.
- ✓ Observation of performance work in the field work to identify opportunities for improvement and problem solving,
- ✓ Provide corrective and supportive feedback on performance.

Specific Objectives

The specific Objectives of the evaluation include assessing the relevance, effectiveness, efficiency, impacts and sustainability of the HIV Prevention and Case Management project and its activities to be reached the target achievement and its indicators These should be realistic, Objectives of the evaluation can also include overseeing if there's a challenges were faced during implementation of the project, and the important lessons learned and recommendations for the future project implementation this ended

Defining the roles and responsibilities for every outreach workers providing ongoing and supportive supervision which informed supervision, prioritizing their well being and safety It is also important to provide feedback on progress and performance. Identify training needs and resources which can enable them to achieve continuous professional needs. Also in order to accomplishment the desired goals of the project.

Quarterly field supervision always carry on in each mid of the quarter or end of the quarter visiting in regions seeing the field work which

- ✓ Promotes quality outcomes by strengthening of work performance of the outreach workers and also enhancing effective communication,
- ✓ identifying and solving problem, facilitating team work, and
- ✓ Providing leadership and support to empower health providers to monitor and improve their own performance.
- ✓ identifying problems and solving them in a timely manner,
- ✓ making a follow-up on decisions reached during previous supervision visit, identifying staff needs and providing opportunities for personal development and reinforcing administrative and technical link between high and lower levels,
- ✓ determining competence of special inspectors for the work they are authorized to inspect and monitoring the inspection activities at the jobsite to assure that the qualified inspector is
- ✓ Performing his or her duties when work requiring inspection is in progress. While monitoring should be an integrated activity conducted from the detailed

monitoring and evaluation needs of individual HIV Prevention and Care Management and made vulnerable by HIV/AIDS.

- ✓ to achieve complete coverage of key populations and focuses on routine and surveillance data for targeting and informing performance
- Ensure Implementation all field level activities as outlined in the project implementation plan;
- Collect reports from Peer educators and peer supervisors and submit monthly/quarterly.
- Organize onsite capacity building activities for peer educators, community volunteers,
- Ensure all programs are implemented by the peers as per the work plan;
- Report to field officer monthly based and updated weekly and sending monthly report.
- Field Supervise the activity of peer educators in all regions to oversee and evaluated of implementation process by the outreach and case management worker in all 4 regions Bosaso,Gardo,Garowe,Galkaio.

Quarterly Supervisory Methods

The modification of supervisory methods can be a reasonable accommodation. Examples include meeting with employees more or less frequently to discuss daily/weekly job tasks, encouraging employee to let supervisor know when something is unclear, providing instructions auditory or in writing, using remote communication options when appropriate, and using a goal-oriented management method. Undertaken to examine achievements and challenges and support the development of the quarterly achievements

Upgrading the staff experience: Peer educators their daily job of individual contacts of HIV/AIDS awareness as they assigned and reach the minimum target of 30 people with different categories of the society both KVP and other risk groups of young generations, as they fulfill the project target requirement easily the outreach workers and they done awareness and prevention for the Key vulnerable people whose whom at risk for the transition of HIV and they provide Psychological support.

Psychological support includes initial and follow-up counseling services to meet the emotional and spiritual needs of people living with HIV/AIDS and their families and to assist in disclosure, including psychosocial support through support groups (post-test clubs) and other peer, volunteer or outreach approaches within communities,

Updating routine work experience: Outreach workers and case management team working in all regions Bossaso, Gardo, Garoe and Galkaio must updated the way they prepared the reports as its daily forms, weekly and monthly in order to get the accurate information and reached the assigned number of every one of the team.

Key findings

- ✓ Promotes HIV prevention through interpersonal communications,
- ✓ Testing approaches, including social network testing, index testing, self-testing, and risk network testing,
- ✓ to improved case identification of HIV-positive key populations as well as improved identification of key population members at significant ongoing risk for HIV,
- ✓ To support HIV treatment and care for key populations
- ✓ built access to multi-month dispensing for both PrEP and antiretroviral treatment (ART) and dispensed these through clinics, drop-in centers, pharmacies, home delivery and other convenient pick up points, while also referring and supporting clients who get their care from ART sites.
- ✓ key population programs have scaled treatment, care, and viral load services through clinical and community sites in order
- ✓ To increase access to these essential and lifesaving services, and have also scaled online and virtual approaches for engaging, linking, and retaining clients (and their social networks) into care. In addition to other differentiated models, In all aspects of programming,
- ✓ Peer educators required to trained how to use and report HIV Rapaid test
Upgrading the staff experience
- ✓ There's hotspot areas of HIV risk in Bossaso, Gardo, Garowe, Galkaio which public know as risk postulation
- ✓ Upgrading referral uptake and guidance of where service provided

- ✓ Monitoring and evaluating the overall work goes to the Mudug region
- ✓ In all scoop cards is pending from WFP side.
- ✓ Daryeel Network is inactive role of advocating of people living with.

Key achievements

- Decreased the high stigma and discrimination in the society of continues HIV/AIDS awareness caused reduction the misconceptions and misunderstanding of HIV/AIDS knowledge.
- Create income generation in order to Improve the quality performance of their life's those vulnerable in the team PLHIV
- This challenge still exists concerned about ARV distributions with different locations we rise this issue so many times allocating ARV transportation cost.
- PLHIV S.G Monthly Meeting should be included Transportations cost and small incentive.
- Improving capacity building training of peer educators of their Performance of work.
- Effective control dealings in the at risk population need to be implemented to improve retention.
- ART centre has shown of reduction of HIV related morbidity and mortality rate

Conclusion

Quarterly supportive supervision a collaborative approach to strengthen performance work of outreach workers and case management in all 4 regions and to oversee and supervise of their community awareness of HIV/AIDS through individual contacts which is an important aspect in field work. In fact, without supervision, field work is not considered complete. The importance of supervision is emphasized by appointing the key area needed to improve or needs and some changes. The main challenges for supervision are improving quality, increasing the time supervisors actually spend with outreach workers and measuring its cost effectiveness.

Annex Pictures Bossaso Peer educators' quarterly field visit meeting



Annex Pictures Gardo Peer educators' field quarterly field visit meeting



Annex Pictures Garowe Peer educators' field quarterly field visit meeting



Annex Pictures Galkaio Peer educators' field work quarterly field visit meeting

