



One Million Community
Health Workers Campaign

Ghana CHW Program: Briefing Summary

I. Objectives of the Ghana CHW Program

The (high-level) objectives of the Ghana CHW Program are to:

1. Provide trained CHWs to support the operations of the Community-Based Health Planning and Service (CHPS) Program in the delivery of quality primary health care services in all the electoral areas¹ of the country.
2. Rapidly increase human resources for health service delivery by recruiting and training long-serving volunteers as well as unemployed high-school graduates.
3. Bring basic healthcare services to the doorsteps of rural populations and hard-to-reach areas.
4. Harmonize, strengthen, and scale-up various categories of community-based primary healthcare operations and interventions.
5. Use mobile health information technology to leverage community-based service delivery.

II. Government Commitments

A. Long-term Commitments

1. To strengthen Ghana's community-based health delivery system by recruiting, training, equipping, and deploying 31,707 CHWs over a 10-year period to provide community-based healthcare services in a sustained manner. At full implementation, there will be an average of 1 CHW per 500 people, with variations between urban and rural areas.
2. To achieve the Ghana Health Service's (GHS) vision of a healthy population where all children survive beyond 5 years of age; all pregnant women deliver healthy babies safely; all people live healthy lifestyles free of diseases; and average life expectancy is 75 years and above. The GHS seeks to do this by improving access to quality health services for all.
3. To utilize the Policy Planning Monitoring and Evaluation (PPME) Division of the GHS to manage technical assistance for capacity building and training, develop advocacy activities for the Campaign, and organize monitoring and evaluation of the nationwide implementation of Ghana CHW Program activities.

B. Short-term Commitments

To integrate the Ghana CHW Program with other private CHW cadres in Ghana a four-step integration process will be conducted. The steps are as follows:

1. Assess the capacities of existing organizations to deploy and manage 31,707 CHWs (over a 10 year period) across the country. This will include an assessment of the number of CHWs currently managed, their geographic reach, and the types of services they deliver.
2. Review performance specifications of existing cadres, including their functional standards and impact to date.
3. Conduct a reconciliation process to identify how best to partner and integrate services to reach the maximum number of households and geographic regions.
4. Ensure that the operations of all CHWs activities comply with the ethics, content and intent of the Ghana CHW Program.

¹The electoral areas model was chosen to ensure that every corner of Ghana is covered and to secure a strong buy-in from the people's political representatives at the Local and National Levels. This buy-in is expected to guarantee unimpeded flow of resources to support healthcare delivery.



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III. Implementation

The Ghana CHW Program will be implemented in 3 phases over the next ten years (2014 – 2023):

Phase 1: 2014-2016

- 15,157 CHWs will be recruited and trained. They will be equipped and assigned to existing functional CHPS zones, preferably in or near their own communities, to manage the proposed community health system.
- Phase 1 of the project will carry out orientation for 100% of CHOs who will serve as the frontline supervisors of the program.

Phase 2: 2017-2019

- The remaining of the total number of CHWs needed to achieve 100% rural population coverage (per the 1 CHW per 500 people ratio) will be trained, equipped and assigned to various electoral areas. The number will be adjusted to accommodate attrition and/or changes to the CHW to population ratio as determined by evaluation and quality improvement efforts from Phase 1.
- Ghana will reach full rural coverage in 2019 with 27,845 CHWs.

Phase 3: 2020-2023

- Phase 3 entails maintenance and quality control of the CHW program with new hires each year according to population growth.

IV. Funding Situation

Cost Summary:

- The budget for the Ghana CHW Program is **\$205 million** across 3 years.
- The government will be contributing **\$59 million** towards this budget.
- External contribution will be **\$146 million**.
- The total funding need is **\$146 million**.

Cost summary (in millions)

Category	2014	2015	2016	TOTAL
Total Costs	41	68	97	205
Operating costs	30	52	80	162
Deployment costs	10	16	17	43
Government contribution	13	19	27	59
External contribution	28	49	70	146
Total Funding Need	28M	49M	70M	146M

V. Next Steps

Develop Implementation Plan - Finalizing Scale-up Strategy

- a. Develop protocol and criteria for “vendor” selection for training CHWs
- b. Conduct updated situational analysis and develop priority list of start-up districts/regions based on need, management, CHPS functionality
- c. Develop metrics for success and M&E plan
- d. Develop mHealth implementation strategy for the national CHW program