

Events Around

Issue No.5 | Volume 1 | October 2023



The VMMC EQA Team led by Dr. Gladys Tugume, Ms. Laura Martindale USAID-Washington, Ms. Emily Rowlinson-CDC Atlanta after a courtesy call to the office of DHO Luuka District.

IN THIS ISSUE



MJAP SMT together with the USAID's agreements officers at a clients home in Mayuge district



Ms. Nangobi Florence- Theater Nurse taking the EQA VMMC assessment team through the SOPs at Bugembe HCIV

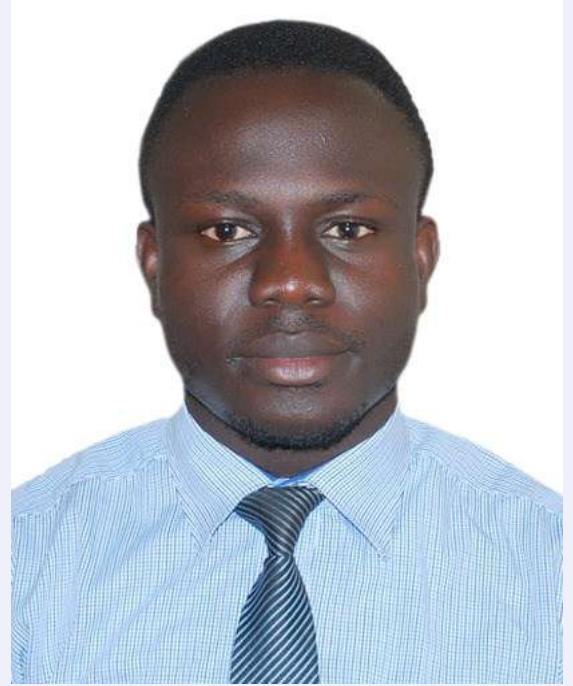


Improving Viral Load Suppression and Coverage at ISS Clinic

MJAP JOINERS



Mr. Nelson Mugume Richard. Director Monitoring Evaluation and Learning (DMEAL)



Mr. Peter Mungufeni, Audit & Compliance Officer

We warmly welcome you to the MJAP family.

PROMOTION



Dr. Kawuma Samuel, Deputy Chief of Party. (DCOP) USAID's LPHS-EC/MJAP

We warmly Congratulate Dr. Kawuma upon confirmation as project DCOP.

What makes a high-performing team different from other teams?

“Teamwork makes the dream work.”

You’ve likely heard this quotation quite a few times, but it isn’t the whole story. In his 2002 book *Teamwork Makes the Dream Work*, John C. Maxwell actually wrote, “Teamwork makes the dream work, but a vision becomes a nightmare when the leader has a big dream and a bad team.”

Organizations are managed and led through and with teams. If our teams are dysfunctional, so are our organizations. A high-performing team is key to operational success. Highly productive people consistently achieve their goals and produce valuable outcomes while managing their time, resources, and energy. Productivity doesn’t mean busyness; it means efficiently using one’s skills to accomplish meaningful goals and tasks.

Teamwork is all about working together towards a shared goal. But Maxwell writes that a team is only as successful as the leadership behind it, and encouraging a team to collaborate is difficult under weak leadership that doesn’t support the shared vision.

When you work as a team, you and your team members are like pieces of a big puzzle, which only make sense when they’re together. However, although it seems simple, working in a team is not easy. It takes time, patience, understanding, and, above all, excellent communication skills. *Below are some of the defining characteristics that separate highly productive team members from good team members:*

- Clear and well-defined goals:** Productive team members have well-defined goals. They know what they want to achieve in the short and long term, and their actions align with those objectives.
- Prioritize what they do:** Productive teams readily identify tasks and activities most impacting their goals. They prioritize what they do based on importance and urgency, focusing on high-value activities.
- Set and utilize strong systems and processes:** Productive team members allocate their time wisely, utilizing techniques, systems, and processes to effectively manage their daily responsibilities and allocate sufficient time to accomplish their goals. They are also good at minimizing distractions.
- Minimize interruptions:** The highly productive are adept at focusing and concentrating on a singular task. They minimize interruptions and avoid multitasking and time-wasting activities, allowing them to work with deep concentration and produce results at a higher-quality level.
- Communicate effectively with all stakeholders:** Productive team members communicate their expectations, progress, and potential barriers they may encounter with others on the team. They don’t hold back from speaking openly.
- Manage work-life balance:** They believe in work-life integration, managing their workload in ways that allow them to fulfill both their

professional and personal responsibilities. **Steps to build a high-performing team**

Align a purpose: Aligning a clear vision, purpose and goal can give team members a collective bond and something to work towards, together.

Encourage open and brave conversations: Leaders should take care to build a working environment that fosters risk-taking. This kind of team culture will motivate employees and encourage innovation. Team members should not be frowned upon for making honest mistakes but have the ability to hold themselves or each other accountable.

Seek stability

Know how many team members you will need utmost in respect to the numbers, competency, and skillset for the most effectiveness and efficiency. You do not want too few or too many people as this can affect productivity.

Foster a culture of continuous learning

Technology is always changing and therefore is a need to upskill. There are many online training platforms that provide industry-recognized and certified courses on the current and relevant leadership development topics, these should be exploited.

12 HABITS OF HIGHLY PRODUCTIVE PEOPLE



THEY REVIEW WHAT WORKED



THEY RECOGNIZE WHAT DIDN'T WORK



THEY PLAN



THEY ANTICIPATE OBSTACLES AND COME UP WITH SOLUTIONS



THEY WRITE THINGS DOWN



THEY PRIORITIZE



THEY DO ONE THING AT A TIME



THEY SET BOUNDARIES



THEY AUTOMATE AND DELEGATE



THEY ASK IMP T QUESTIONS



THEY DEVELOP KEYSTONE HABITS



THEY COMMIT TO CONTINUOUS IMPROVEMENT

MORE ACTIONABLE TIPS OVER AT [PRODUCTIVEANDFREE.COM](https://productiveandfree.com)

Conclusion

Working in a team is not for big egos. It takes a lot of understanding, communication, and the ability to cooperate. However, everyone stands to gain. In today’s job market, being a team player is a trait in high demand. One of the big reasons is the proven results of successful teamwork.

By David Mutesasira, Human Resource Manager

Improving Viral Load Suppression and Coverage at ISS Clinic



Viral load suppression is a marker of successful HIV treatment and prevention. This indicator monitors the second of the UNAIDS targets that 95% of the people receiving antiretroviral therapy will have suppressed viral loads by 2025.

Nurses at Mulago ISS Clinic have continually played an important role in ensuring that this target is achieved; by providing continuous comprehensive nursing care, adherence counseling to ART, health talks on different topics like family planning, health eating and the importance of exercise, Nurses also review and prescribe ARVs, encouraging clients to always attend clinics on schedule.

Despite all the efforts put in place, nurses realized that the clinic was failing to achieve the UNAIDS second 95% target with the viral load coverage at only 70%. This was partially due to the waiting time in the queue at the lab, so clients would pocket the viral load request form and instead they would go for drugs at the Pharmacy.

Strategies To address these challenges, nurses implemented the following strategies:

- Requested viral loads at the table before clients went to see the doctors.
- Called back clients who are due for viral load especially CCLAD.
- Participated in requesting for viral loads, especially for walk-in patients from the CRPDDP.
- Identified files with detectable viral load and ensured that clients saw counselors for psychosocial counseling.
- Identified flagged files for IAC and sent clients to counselors as soon as possible.

The following outcomes have been achieved as a result of these strategies:

- Most clients at ISS Clinic viral suppression rate is at 98% in the July to September quarter while viral load coverage has improved from 70%-83% in the same quarter.
- Clients can enjoy the different DSD models due to improved quality of life.
- HIV transmission rates have reduced due to improved adherence to ART and viral suppression.
- Clients are able to work, earn a living, and look after themselves and their families.

The Recommendations

- Continue being vigilant when sorting files to know what needs to be done for each patient and when to do it.
- Encourage clients to honor their clinic or pharmacy appointments.
- Continue teaching our clients the importance of adhering to their ART and why they need to do a viral load.
- Promote teamwork at all times.

The nurses at Mulago ISS Clinic have demonstrated that they are committed to improving viral load suppression among their patients by implementing simple and effective strategies; they have been able to make a significant difference in the lives of their patients.

Compiled by ISS Nurses.

VMMC External Quality Assessment



One bright morning in October, a delegation of dedicated donors from USAID, CDC and regional Safety committee embarked on a journey to visit three of the selected Voluntary Male Medical Circumcision (VMMC) offering sites in the East Central region of Busoga (Kamuli General Hospital, Kiyunga HC IV and Bugembe HCIV).

The primary objective of their visit was to gain an in-depth understanding of MJAP's VMMC program work and assess the quality of VMMC services offered to the recipients of care but also learn some of the best practices that have sustained MJAP's VMMC program at the peak.

The key objectives of the External Quality Assessment were partly to Validate VMMC data reported in the Data for Accountability Transparency Impact Monitoring (DATIM) and Observing compliance of VMMC service providers to Ministry of Health (MOH) circumcision guidelines and observing a practicum session of Shangring circumcision. The delegation appreciated and scored a practicum session of group Health education, Individual HIV Testing Services (HTS), Physical Examination, the actual Minor surgery and post-operative care offered at the three selected health facilities (Kamuli General Hospital, Kiyunga HC IV and Bugembe HCIV). Other areas assessed included review of program data collection tools, availability of key documents (policies and SOPs), competency checks for VMMC service providers, waste management and documentation of Adverse Events following Circumcision procedure. During the assessment, effective pain management and MJAPs dedicated program team jointly working with district structure was found to have a substantial positive impact towards the success of VMMC program.

District teams exhibited strong compliance with MOH VMMC guidelines and most documentation was complete and accurate with minor glitches in Adverse

events reporting.

The team was deeply moved by the dedication of the healthcare workers, who provided VMMC services amidst challenges (long distances to reach men in far communities).

The external quality assessment reaffirms MJAPs success in achieving its mission and delivering high-quality services to the community of East Central region.

The visit left an indelible impression on the donors. They had seen the tangible results of their contributions, but more importantly, they had felt the gratitude and hope of the district leadership of Kamuli, Kaliro district and Jinja City that houses the health facilities that were assessed for Quality of Services. The connection between the donors and the MJAP project had deepened, and the shared sense of purpose was reinforced.



Ms. Jane Kigenyi sharing her experience on PrEP Uptake with Ms. Martindale-USAID- Washington DC together with Ibra Twinomujuni VMMC Officer Bugembe HCIV.

Compiled by: Ibrahim Twinomujuni

Leveraging data analytics to transform the health sector



In 2006, British mathematician Clive Humby famously said ‘data is the new oil’ meaning data, like oil, isn’t useful in its raw form. It needs to be refined, processed and turned into something useful and that its value lies in its potential.

This quote has over the years been used to the extent of becoming a cliché but has above all, come to define and revolutionise how individuals and entities data usage and extent to which it is relied on to inform decisions and policies.

Uganda’s health sector has been no exception. Several techniques, like geospatial information, have been deployed to collect, analyse and interpret data to improve its quality.

Data quality is fundamental to the success of the Makerere University Joint AIDS Programme (MJAP) as a United States Agency for International Development (USAID) implementing partner as it underpins evidence-based decision making and programme effectiveness.

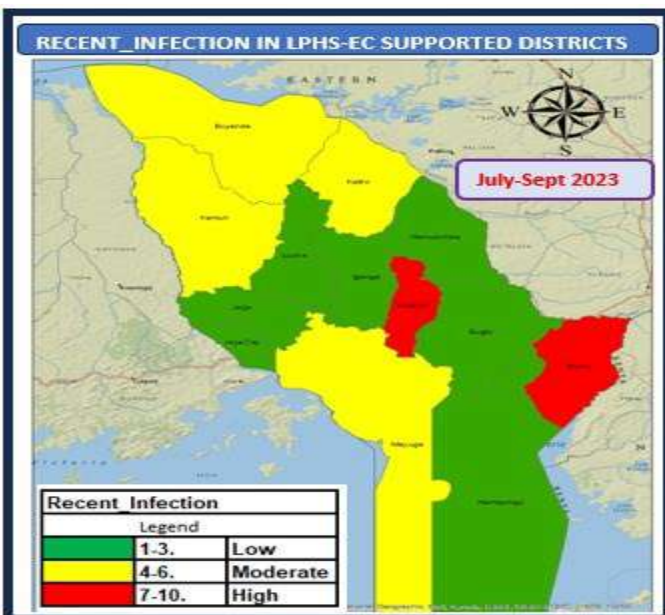
Geospatial information specifically, a technique that identifies the geographic location and characteristics of natural or constructed features and boundaries on or about the earth, has been used during data analysis by players in Uganda’s health sector in the fight against HIV/AIDS.

This technique involves visualisation of data and information derived from, among other things, remote sensing, mapping, & surveying technologies; charting geomatics data, and related products and services.

The technique has been used during case identification, HIV/AIDS recency testing, follow up of lost clients and hotspots mapping.

Caption: A map showing HIV/AIDS recency infection generated geospatial information in supported districts. This map shows that Bugweri and Busia have the highest recent infections. Such analysed data can be relied on to take appropriate action.

As a result, this has informed programming on the appropriate measures and actions that need to be taken to respond to needs in the areas of coverage. This also helps the organisation in the allocation and realignment of resources and save costs.



Government ownership of HIV/AIDS data continues to register an upward trend. Collection, collation, reporting, and utilisation of data for HIV/AIDS management continues to improve significantly at both the facility and district levels. What remains is to focus the attention of service providers and managers on using the data for HIV disease control.

Compiled by: Emmanuel Barasa



Cybersecurity is a critical aspect of modern life. It touches every facet of our society, from personal privacy and financial security to the operational continuity of businesses. Here's why cybersecurity is of paramount importance:

- ◆ **Data Protection:** Cyberattacks can lead to data breaches, putting sensitive information at risk. This can include personal data, financial records, intellectual property, and more.
- ◆ **Financial Loss Prevention:** Cyberattacks can be financially devastating. Ransomware, for example, can cripple businesses and individuals, demanding substantial sums to regain access to vital data.

- ◆ **Reputation Management:** A data breach or cyber incident can tarnish an individual or organization's reputation, eroding trust and confidence.

Challenges in Cybersecurity

The ever-evolving nature of technology and the increasing sophistication of cyber threats present ongoing challenges to cybersecurity efforts. Key challenges include:

- ◆ **Adaptation:** As cybersecurity measures advance, so do the tactics of cybercriminals. Staying one step ahead is a constant challenge.
- ◆ **Human Error:** Often, the weakest link in the security chain is human error. Cyberattacks frequently exploit unsuspecting individuals through phishing and social engineering.

Cybersecurity Best Practices

- ◆ While no system can be completely immune to cyber threats, implementing the following best practices can significantly bolster your cybersecurity defenses:
- ◆ **Use Strong, Unique Passwords:** Passwords are the first line of defense. Use complex, unique passwords for each account, and consider using a password manager.
- ◆ **Enable Two-Factor Authentication (2FA):** 2FA adds an extra layer of security by requiring additional verification, such as a code sent to your mobile device.
- ◆ **Educate and Train:** Provide cybersecurity training and awareness programs for employees or family members to recognize and mitigate potential threats.

The Evolving Threat Landscape

As technology evolves, so do cyber threats. Emerging concerns include:

- ◆ **AI-Enhanced Attacks:** Cybercriminals are using artificial intelligence and machine learning to automate and enhance their attacks.
- ◆ **Cyber-Physical Threats:** Attacks on critical infrastructure, connected vehicles, and healthcare devices raise concerns about physical safety.

Conclusion

Cybersecurity is an ongoing, ever-evolving battle. To protect our digital lives, we must stay informed, adopt best practices, and adapt to emerging threats. Whether you're an individual or an organization, cybersecurity should be a top priority. The significance of safeguarding our digital frontier cannot be overstated, and our collective security depends on our collective vigilance.

Compiled by: Gerald Balitwawula

GALLERY

MJAP Activity implementation across the Thematic Areas in pictures.



Ms. Laura Martindale(left), Emily Rowlinson together with Scovia Khasaka-VMMC Officer at Bugembe HCIV after the EQA



Ms. Koni Demissie & Ms. Deborah Shabomwe together with SMT, witnessing strengthened health systems to provide quality services at facility and community during a courtesy visit to Mayuge District



MJAP ED Dr. Fred Semitala, Director Community Systems Strengthening. Roses Nalubega on a field visit with the USAID's LPHS-EC Agreements Officer Ms. Doreen. at Mayuge



UgandaEMR POC rollout and mentorship at Lumino HCIII



Takezekibi Paul -Coordinator for PLHA Namutumba district supporting the non suppressors of Ivukula HC III. This happened during the non suppressors meeting with CHWs, Counsellor and ART team.



MJAP staff attending a workshop for the rollout of the Accreditation and E-Mapping System



LPHS-EC/MJAP orientation on the MER & CUSTOM reporting indicators.



A midwife from Buyende HCIII training the VHTs and health workers to carryout House-house vistrations, Community outreaches and Contact tracing for CAST =



MJAP has participated in day-one activities for the ongoing surgical week held by Mulago Specialized National Referral Hospital



The Director Community Systems Strengthening Ms. Rose Nalubega emphasizing the role of SBC in programming and how it can be embraced and incorporated in to project interventions.



MJAP team led by Mr Henry Wasalaine delivered drugs at Maxdeal another Community Pharmacy.

Editorial Team;

Mr. Joel Kasakaire – Quality Improvement Officer
Ms. Priscilla Awori – Executive Assistant to the ED
IT Officers— Gerald Balitwawula, Clement Ssengonzi & Ronnie Chemutai
Ms. Naster Nansumbi – Knowledge Management Specialist
Mr. David Mutesasira – Human Resource Manager

With Special thanks to:

Dr. Micheal Kiyingi - Prevention Care and Treatment Advisor
Dr. Fred Semitala—Executive Director MJAP