

## **STAFFING INTEGRATED HIV SERVICES AT PRIMARY CARE – A REVIEW (Poster)**

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### **Background**

Debates on systems factors are increasingly shifting to questions of how HIV services can be staffed in low-income settings. They are informed by a rapidly worsening human resource crisis. In this presentation we review literature discussing the staffing of integrated, comprehensive HIV services.

### **Methods**

We employed a qualitative literature review which synthesises experiences, arrangements, contexts and arguments. We have drawn on two qualitative methods to inform our methodology: a meta-narrative approach (Greenhalgh 2005) and a Meta-interpretation approach (Weed 2005). We reviewed some ten examples at PHC level internationally. Key areas, patterns and themes were reviewed and a synthesis of ideas was able to be tracked including: context, services, governance issues, staffing and impact.

### **Results**

There is an emphasis that staff needs differ dramatically along the continuum of HIV care and that HIV services are more “doctor intensive” than primary care services. Staff-patient ratios featured as well as ‘empowered care’ where the responsibility for adherence is given to the client. There is a trend to simplify not only treatment regimes, but also staffing, to move towards increasing delegation of tasks, and to emphasise the involvement of local communities. The role of nurses, the simplification of clinical protocols, the role that communities and community health workers play and issues of sustainability and gender surfaced. There is evidence of poor management of workers including an absence of examples of strategies to support and supervise health teams, particularly in the context of task delegation.

### **Conclusion**

The literature is scanty at present and often consists of project reports rather than rigorous research. There is a diverse experience but a discernible trend to task shifting to “lower” cadres of workers and an increased use of lay health workers, in particular women and communities. It is important to consider sustainability issues in particular related areas of volunteerism and stewardship.