



Somaliland Scoping Assessment

Summary Report

May 2024

Purpose and objectives of the scoping assessment in Somaliland

The Global Health Partnerships (GHP - formerly THET) team conducted the scoping assessment in Somaliland in May 2024 to identify the national Health Workforce (HWF) priorities that a Health Partnership (HP) model could contribute to. A range of stakeholders was engaged to explore HWF issues, challenges, and priorities, and identify and validate the HWF priorities that the Global Health Workforce Programme (GHWP) and HPs could potentially address and/or that could contribute to the program outcomes. Consultations and discussions with stakeholders also focused on how HPs could address the identified HWF priorities in the Somaliland health system while contributing to health systems strengthening and Universal Health Coverage (UHC), and considering gender, access, and equity.

During the scoping assessment in Somaliland, the Global Health Partnerships (Formerly THET) team met and consulted with a range of stakeholders to:

- Share information on the GHWP and the partnership approach.
- Seek stakeholders' inputs and views on national HWF and health system priorities.
- Assess the potential and feasibility of the health partnership approach to address identified HWF priorities, as well as to support the country's progress towards UHC.
- Identify and understand the work of key actors supporting HWF strengthening in Somaliland to build complementarity and synergies across country HWF programmes and initiatives.
- Identify opportunities for cross border partnership and collaboration between Somaliland and the other countries involved in the GHWP.
- Agree national level mechanisms for ongoing programme oversight and monitoring.

Stakeholder consultations,

The aim was to adopt a multidisciplinary, multi-sectoral stakeholder engagement approach to enable a rich and comprehensive examination and analysis of HWF priorities, and the identification of potential HP interventions with key stakeholders. The Global Health Partnerships (Formerly THET) team conducted in-depth and key informant interviews and facilitated group discussions with available and relevant national and sub-national stakeholders, identified in consultation with the GHP Country Director and the MoHD.

Stakeholders were provided with information on Global Health Partnerships (GHP), the HP model and the purpose of the scoping assessment. A semi-structured topic guide was used to explore national HWF issues and challenges, to elicit stakeholders' views and perspective on HWF priorities, and to gather information on other HWF programmes and initiatives in the country. When

asked to identify key HWF priorities stakeholders were encouraged to consider the appropriateness and feasibility of the HP model to address the priorities identified, as well as the funding available and timeframes.

Stakeholders met in Somaliland included the Director General and other senior officials from the MoHD, representatives from the National Health Professions Commission (NHPC), WHO, the University of Hargeisa, Amoud University, Burao University and Edna Adan University, Hargeisa College of Health Sciences, Hargeisa Group Hospital and the Somaliland Nursing and Midwifery Association (SLNMA). GHP reached out to other non-health sectors, UN agencies, international and local NGOs and civil society actors, including UNICEF, Save the Children, Health Poverty Action (HPA) and the NAGAAD Network, to broaden the scope of the stakeholder engagement, but were unsuccessful in engaging most of these stakeholders.

HWF priorities to be addressed under the GHWP

The key HWF priorities identified through the document review and stakeholder consultations were distilled and consolidated by the Global Health Partnerships (GHP) scoping assessment team. This refined and broad set of HWF priorities were presented to the MoH for their review and validation at the end of the in-country visit. Identified priorities were reviewed WHO Somalia and FCDO, who considered them **valid, technically sound and relevant in the context of Somalia**.

The following are the potential HWF priorities that will inform the call for applications and the GHWP in Somaliland.

1. Regulation and quality improvement of under- and post-graduate health worker education and practice

- **Strengthen regulation capacity and processes:** Continued capacity strengthening of Somaliland National Health Professional Council to improve the regulation of health education programmes and practice, including e.g. accreditation and assessment processes, standards setting, licensing and revalidation, disciplinary procedures and capacity of assessors and examiners.

2. Under and postgraduate and specialist education and training

- **Strengthen the governance, provision and scope of priority under and post graduate health worker education and training:** including e.g. the management of undergraduate (UG) and post graduate education (PGE) programmes; design and delivery of standardized UG and post graduate medical education (PGME) curricula; capacity development of teaching faculty and clinical supervisors; improvement of teaching hospitals/clinical practice sites.
- **Strengthen specialist nursing and midwifery education and training to enhance access to these services and provide career progression pathways to retain nursing and midwifery cadres within the profession and the Somaliland health sector:** including e.g. support to curriculum review and development; training materials/skills labs; capacity strengthening for tutors and clinical mentors; development and provision of specialist courses in areas including mental health, ICU and intensive care, and emergency care/A&E.
- **Develop and maintain a Continuing Professional Development (CPD) system** to maintain and improve health worker knowledge, skills and competencies, to provide career and professional development opportunities, through the design and provision of short courses and

teaching/learning events/opportunities, in priority areas, including e.g. mental health, orthopedics, theatre, infection control, physical rehabilitation, ultrasound, advanced life support, emergency and ICU, medical records, etc. for all cadres; linking CPD to relicensing and revalidation and exploring innovative methods for the delivery of CPD to promote multidisciplinary approaches and build multidisciplinary healthcare teams.

- **Strengthen research capacity:** supporting facility-based multidisciplinary research teams, university faculty and students to lead and conduct implementation, qualitative and clinical research, and publish and disseminate findings to inform/improve policy and practice at national, regional and international levels.

3. HWF governance and leadership

- Strengthen capacity of health system and HWF leadership, planning and management e.g. national, regional and district level teams and hospital/facility leaders/managers to address local HWF challenges, including equitable deployment and retention.

Existing collaboration between Somaliland, and Kenya, Ethiopia and the UK

- King Global Health Partnership has worked with the University of Hargeisa, Amoud University, Edna Adan University, and six regional hospitals on various projects and programmes.
- University of Hargeisa, Aga Khan University and the University of Nairobi in Kenya on provision of post graduate education opportunities for nurses and midwives and development of Midwifery Masters programme.
- Amoud University and Ethiopia partner around Post graduate medical education (PGME)
- Links between Edna Adan University/hospital with Kenya and Ethiopia on specialised training for nurses.
- Burao University and Wolverhampton University developed a roadmap for non-communicable diseases (NCDs) in Somaliland.
- Royal College of Obstetrics and Gynecology and Somaliland Medical Association developed safe obstetric and anesthesia strategic plan.
- Hargeisa School of Health Science has a collaboration with Ethiopia.
- MoU between MoH Somaliland and Ethiopia for the provision of scholarships for Somaliland medical specialists to undergo specialist training in Ethiopia across 10 different specialties, including public health.
- MOU between the University of Hargeisa and Peshawar University in Pakistan for the ophthalmology training programme.

Cross cutting and emerging themes identified with stakeholders.

Complementary and harmonised approaches

- Alignment across HPs, and complementarity and links with HMG investments, including UKAID and other HWF programmes to foster sustainable and scalable HWF strengthening initiatives in Somaliland.
- Standardisation of undergraduate and postgraduate medical education and training.

Evidence generation and learning

- Stimulation of increased generation, access and use of national health and HWF data for national workforce policy and planning, and to support the implementation and enhance the impact of GHWP activities.
- Promotion of innovative methodologies to generate evidence and facilitate bidirectional learning on HWF strengthening
- Dissemination of evidence and learning of what works, how and why at national, regional and international levels through a range of learning products e.g. policy/evidence briefs, case studies, blogs, conference abstracts, publications, etc. and platforms e.g. stakeholder (e.g. NGOs, UN agencies, donors) learning workshops to inform national and global HWF policy and practice and to challenge/incentivise partners to engage with HRH policy.

Stakeholders met

No .	Organisation	Job Title/Department /Institution	Informant/ respondent
1.	Ministry of Health Development	Director General, MoHD	Dr Mohammed Abdi Hergeye
		Director, Planning, Policy and Strategic Plan	Mohamed A. Hussein
		Director, of Human Resources, MoHD	Nimo Mohamed Hassan
4.	National Health Professions Commission	Executive Director	Nimo Ahmed Ali
			Roda Ali Ahmed
6.	Somaliland Nursing and Midwifery Association	Executive Director	Khadra Egal
		Program Manager, Acting Executive Director	Huda A. Elmi
		Finance Manager	Hassan Nuh Abdillahi
9.	Universities/ Colleges	Edna Adan University	Edna Adan Ismail
		Director, Hargeisa Nursing School, Hargeisa College of Health Sciences	Hussein Jama Kosar
		Lecturer, Hargeisa Nursing School, Hargeisa School of Health Sciences	Hassan Jama
		Dean of Nursing, Hargeisa Nursing School, Hargeisa School of Health Sciences	Abdirazak Sh.Mohamed
		Head of Laboratory Department, Hargeisa Nursing School, Hargeisa School of Health Sciences	Mustafa
		Lecturer, Hargeisa Nursing School, Hargeisa School of Health Sciences	Dr. Abdiasis
		Dean, Faculty of Medicine, Nursing and Midwifery University of Hargeisa	Dr Ayaanle Suleiman Ahmed
		Nursing Lead University of Hargeisa	Dr. Jonah Kiruja
		Research lead, University of Hargeisa	Soheir Hassan Ahmed
		Clinical Coordinator, Amoud University,	Dr. Abdirahman Ibrahim Said (Gaws)
		Dean, Faculty of Medicine Burao University	Dr. Yusuf Ahmed Ali
20.	WHO	Health Systems Strengthening Specialist	Nawal Mumin Derie
21.	Hargeisa Group Hospital	Deputy Director, Hargeisa Group Hospital	Dr Adnan
		Head of Emergency Department, Hargeisa Group Hospital	Zainab Ali Warsame,
		Research and Academic Director, Hargeisa Group Hospital	Hodan Mohamud Osman

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