

NOTES

M.E.R Newsletter

HERE'S HOW WE HAVE BEEN DOING!

The Monitoring, Evaluation and Research (MER) team (commonly referred to as the Magnificent, Efficient and Resilient Researchers) of the National Family Planning Board, continues to demonstrate significant progress and achievements in meeting its targets (some of which have been surpassed), under the remit of the Government of Jamaica (GoJ), the Global Fund and United States Agency for International Development (USAID), consonant with the principles, targets and strategic outcomes of the GoJ's Strategic Business Plan (2016-2019) and the National Integrated Strategic Plan (2014-2019). By making such strides under these ambits, the Unit has contributed a great deal to the overall satisfactory results-based performance of the NFPB. Hurray!

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Here's How We have Been Doing! Cont.

Some of our achievements are reflective of the following:

Leadership

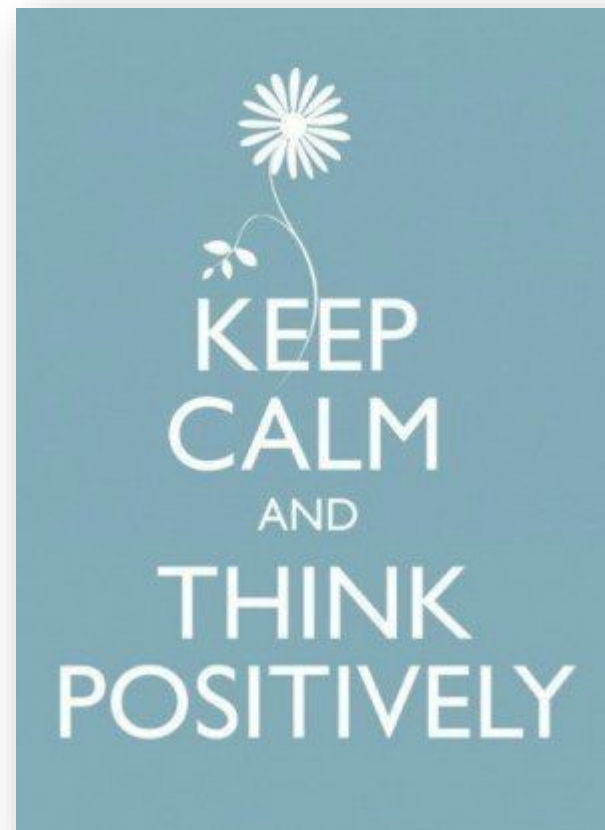
The MER team of nine individuals, continues to lead in providing technical guidance and assistance to the wider NFPB team in the writing of the following national and international reports for submission to the relevant bodies or partners:

- Parliament's Public Administration and Appropriations Committee
- Medium-Term Socio-Economic Policy Framework
- Quarterly Performance
- Economic Social Survey of Jamaica
- Jamaica Survey of Living Condition
- National Health Indicators
- Essential National Health Research
- Sustainable Development Goals

- Montevideo Consensus (for submission to Cabinet), reflecting (i) rights, needs, responsibilities and requirements of girls, boys, adolescents and youths; (ii) universal access to SRH services; and (iii) gender equality.
- Population Development
- World Health Assembly
- Directing Council
- United Nations General Assembly
- Jamaica's Country Cooperation Strategy
- United Nations Multi-Country Sustainable Development Framework Annual Country Implementation Plan for Jamaica, 2017.
- Health Agenda in the Americas +2017 – Jamaica Chapter

The Jamaica Monitoring and Evaluation Reference Group (J-MERG)

Under the Chairmanship by the Director of the MER Unit, Tazhmoye Crawford, the J-MERG continues to provide technical guidance to the national HIV response in the generation, dissemination and use of HIV strategic information, fostering functional M & E performance in Jamaica and strengthening the national M & E system. The establishment of the J-MERG's four Technical Working Groups has been instrumental in making the progress robust. These are Research Agenda, Evaluation, Data Sharing and Data Use, Guidelines to Key Population. Outstanding work of the Data Sharing and Data Use TWG continues to be impactful— led by Mr. Marvin Joseph, the Biostatistician of NFPB, in collaboration with UNAIDS (Ms. Erva-Jean Stevens).



Conclusion

In a 'nutshell', the learned MER team has been instrumental in assisting the NFPB in taking a multi-sectoral dynamic approach to the national integration response through continued co-ordination with International, Government, private and civil society partners.

WELCOME!



During the period under review, July 2016 to September, 2017, the MER team welcomed two new members of staff, (left) Mr. Jovani Campbell, Data Entry personnel and (right) Mr. Colin Dosunmu, Database Officer, who works with both the MER and Information Technology teams.

Global AIDS Monitoring (GAM) Report

In ensuring the successful completion of the GAM, and the National Commitment and Policy Instrument (NCPI) Report, the MER Director, in collaboration with the Joint United Nations Programme on HIV/AIDS (UNAIDS) and Ministry of Health (MoH), established the GAM Steering Committee, and the NCPI Sub-Committee; advocated for funding for a GAM consultant (this was successful – PAHO/WHO provided full support); advocated for funding for GAM activities, including validation meetings (this was successful – UNAIDS provided full support); ensured validation of the Reports at the J-MERG level before official submission. It is imperative to note that Jamaica is required, as a country, to report national data through the GAM process to inform the Political Declaration, the Prevention Gap Report, and the Get on the Fast-Track Life cycle approach to HIV, in order to inform sound strategic programming.

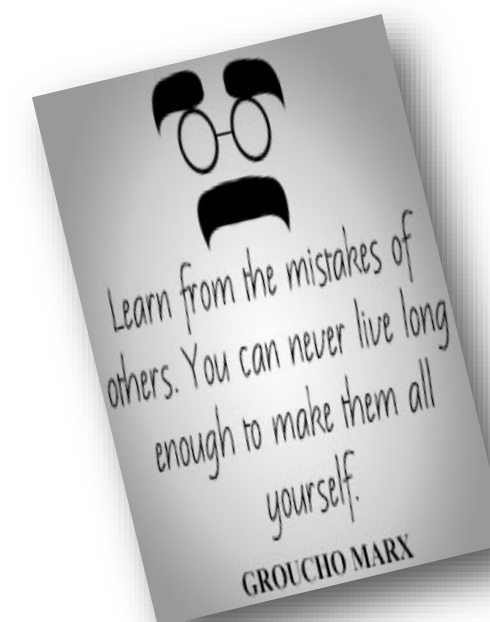


Members of the M.E.R Unit at NCPI Validation Meeting, PIOJ

Contraceptive Logistics Management Information System (CLMIS)

The successful completion and dissemination of the CLMIS Survey, conducted by the NFPB, led by the MER team, has garnered fruition through:

- training of public health nurses and midwives island-wide (all of whom were awarded Continuing Medical Education Credits) and key NFPB personnel in Contraceptive Forecasting Methodologies
- the revision of the family planning register and logbook
- significant improvement in practice re contraceptive storage, book-keeping practices, *inter alia*.



Capacity Building

A total of 268 health care professionals and approximately 15 NFPB personnel were trained in M & E, qualitative and quantitative data, and hands-on Microsoft Excel. All were awarded certificates of participation, but the former, Continuing Medical Education Credits.



Having recognized that there were anomalies in the data collection procedures by the Outreach team, the MER Unit conducted training in data collection, verification, analysis and reporting; and almost one year later, an evaluation was conducted to see whether or not their capacities were built, using the Kirkpatrick Model. This model was used to guide the evaluation process, in the sense that the questions from the two-page, open-ended, 26-item instrument which was developed as semi-structured interview guide for the 2.5 hour session, were tied to Kirkpatrick’s four levels of evaluation; namely: Level 1 – Reaction; Level 2 – Learning; Level 3 – Behaviour; and Level 4 – Results.

The findings, which were presented at the National HIV Retreat in Montego Bay, revealed that capacity was built, resulting in improvement in networking, sex worker reach and test at residential sites, addressing family planning-related questions, and the revision of key family planning and HIV/STI data collection forms. Further details are noted in Table 1.

Table 1: Summary of Findings

Kirkpatrick Model	Findings
Level 1	<p>“To what degree targeted outcome occurred as a result of the learning event (s) and subsequent reinforcement”.</p> <p>Reaction to learning was favourable. Awareness regarding the relationship between data collection, analysis and reporting was increased significantly.</p>
Level 2	<p>“To what degree participants apply what they learned during training when they are back on the job”.</p> <p>There was improvement in data collection and reporting, thus lend itself to improvement in analysis. There was improvement in knowledge-base. How it should all be done was demonstrated. The intended knowledge, skills and attitude were achieved.</p>
Level 3	<p>“To what degree participants acquire the intended knowledge, skills and attitude based on their participation in the learning event”.</p> <p>That which participants had learned during the training was applied to the job.</p>
Level 4	<p>“To what degree participants react favourably to the learning event”.</p> <p>Targeted outcomes occurred because of the training, and reinforcements have been made accordingly.</p>



Conference

The dynamic MER team participated in the Ministry of Health’s Conference 2016, having delivered poster and oral presentations, which were consistent with the conference’s theme and sub-theme – the former being: Health is a Relay: Traditional and Non-Traditional Tracks; and the latter, Women’s Health. The poster featured The Implication of Contraceptive Stock-out on Sexual and Reproductive Health: Can Forecasting Method be a Panacea for Jamaica? The oral presentation was developed and delivered by the MER Director, featuring Life after Three-Scores and Ten in Jamaica: A Phenomenological Analysis of Health Access and Personal Development.



Special Overseas Meetings

In June 2017, the Directors of MER and Health Promotion and Prevention, and the MoH’s Research Officer participated in a HIV strategic meeting in Barbados, bearing the theme, Monitoring Progress in the Caribbean: Towards Ending the AIDS Epidemic by 2030. Here, the MER Director was unanimously nominated by representatives from the Caribbean States, to be the Chair for the Monitoring and Evaluation Network of the Caribbean.

SPECIAL PROJECTS

Every Caribbean Woman, Every Caribbean Child

The MER Director accompanied the Acting Executive Director (Mr. Joseph Reynolds) to meet with the first lady, the Most Honourable Juliet Holness, and the teams from the United Nations Population Fund and the Planning Institute of Jamaica, to discuss matters under the Clinton Global Initiative: 1) Eliminate violence against women, girls and children including trafficking of women and girls. 2) Reduce adolescent pregnancies. 3) Eliminate Mother-to-Child transmission of HIV and Syphilis. 4) Reduce Cervical Cancer. The NFPB was entrusted to take the national lead on number 2, as part of the Every Caribbean Woman, Every Caribbean Child - Jamaica Pilot arrangement.



**EVERY WOMAN
EVERY CHILD**
FOR HEALTHY AND EMPOWERED WOMEN,
CHILDREN AND ADOLESCENTS
LATIN AMERICA AND THE CARIBBEAN

“Life is like riding a bicycle. To keep your balance you must keep moving.” - Albert Einstein

Global Fund and USAID

The MER team continues to coordinate and provide technical reporting and indicator update under the GF and USAID.

Programme for Reduction of Maternal and Child Mortality (PROMAC)

The MER Unit has been instrumental in the provision of monitoring and evaluation-related guidance and information, including the writing of the Terms of Reference for a M & E Plan, baseline study, and needs assessment to effect the implementation of the health-seeking component of the PROMAC.

International Development Bank

As part of the efforts to reduce adolescent pregnancy in Jamaica, the NFPB engaged the IDB, which supported this project. Part of the requirement was the development of the Results Matrix, Logical Framework, M & E and Risk Management Plans – which the MER Unit had done.

The Unit continues to provide technical guidance to the EEHR and HPP Units on monitoring and evaluation matters; provide reach and test indicator updates; and share strategies on how to effectively report and write the Strategic Business and Operational Plans, Quarterly Performance Report, and the monthly technical narrative report (Global Fund and USAID). The MER Director provided comprehensive training to senior staff regarding the Strategic Business and Operational Plans, and Quarterly Performance Report.

The MER senior team was specially invited by the UNAIDS to a Caribbean-wide Spectrum Training. With Spectrum software, countries are better able to plan, make projections and evidence-informed decisions in



M&E Team of MoH and NFPB

response to the HIV epidemic. This is because the software generates information regarding population prevalence: “number of people living with HIV, the number of new infections, the number of pregnant women infected with HIV, the number of mortality due to AIDS and treatment needs” (UNAIDS, 2016 – see http://www.unaids.org/sites/default/files/media_asset/QuickStartGuide_Spectrum_en.pdf)

The Director of MER was specially invited by the Medical Officer of Health and the Director of Human Resource Management of Princess Margaret Hospital, St. Thomas, to provide specialized training to all its administrative professionals in the Art of Minute and Note-Taking. Subsequent follow-up reported significant improvement.



The M.E.R Unit Director accepting gift from the Administrative Team at Princess Margaret Hospital



PSI Training with RHA Representatives

District Health Information System Version 2 (DHIS2)

The platform was built by a Ugandan Consultant (steered by the HIV/STI/Tb Unit, Ministry of Health), with active input from the MER team. The MER Unit coordinated the training of the key outreach officers/behavior change personnel by the Population Service International, re data entry, verification and reporting under the DHIS2. The Civil Society Organisations were also a part of this process. This has

enabled the National roll-out of the Unique Identification Code (Prevention component). Subsequent to the development of the Data Security Protocol (to enable efficient and effective use of the DHIS2) by the Director of the MER Unit, inputs were obtained from the UIC Committee, Population Service International, the Ministry of Health, Regional Health Authorities, Civil Society Organisations, and International Donor Partners. A completely satisfactory document, led to the approval of the Permanent Secretary.

Monitoring and Evaluation

The Magnificent, Efficient and Resilient Researchers,

- efficiently conducted site visit monitoring on a regular basis, not only in regards to family planning clinic visits, but also HIV and Syphilis reach and test (Prevention) and Enabling Environment and Human Rights throughout the island. The documented findings were shared with the respective team lead/directors and Executive Director. The relevant recommendations were also made for improvement;
- developed instruments and monitor, evaluate and report on activities pertaining to
 - Regional Testing Day
 - Safer Sex Week
 - World AIDS Day

In an effort to identify new, and assess current strategies to enable an efficient and strong Peer Navigation System, an evaluation of the link to care and case management practices in outreach settings was conducted, coordinated by the MER team.

The Process Evaluation of the NFPB's Hold-on-Hold off Programme has begun. The next newsletter will highlight its findings.

The preparation for the evaluation of capacity building of health care professionals regarding training in monitoring and evaluation, qualitative and quantitative data capture, analysis and reporting, and hands-on Microsoft Excel, has started. Its findings will be featured in the next newsletter.



EMPLOYEE OF THE YEAR

The Employees of the Year 2016-2017 were Messrs. Andre Black (Research Officer) and Ghanesh Graham (Data Entry Personnel).

This was based on them having consistently met these criteria *inter alia*: demonstrating integrity, coupled with accountability and transparency, being exemplary, rising to challenges with maturity, exercising distinctive competencies, being willing to go beyond the call of duty to get the work done, exercising good initiative, exhibiting very good work attitude (professionalism, good mannerism, decorum, etc). The Employee of the Year and Quarter special recognition award was established by the Unit's Director in December 2015.

Sigma Run

The NFPB’s gym instructor volunteer, Mr. Marvin Joseph, who is also the Unit’s effervescent Biostatistician, engaged interested staff members in daily after work and weekend physical exercises, coupled with nutritional advice. He efficiently prepared the wider NFPB team to participate in the Sigma run, thus led to their highly rejuvenated spirit, despite not being awarded a winning place. Ha! Don’t this remind you of the Honourable Minister of Health, Dr. Christopher Tufton’s initiative: JAMAICA MOVES?



NFPB Staff and Family Who Attended Sigma Run 2017

Special Speakers

At most of the M.E.R Unit’s staff meeting, special speakers were invited to give a brief presentation to the team:

Names	Topics
Mrs. Sharon Cawley-Johnson	Investing Wisely: Financial and Insurance Perspectives
Dr. Danielle Nelson	The Art of Maintaining Good Mental Health
Dr. Sonia Davidson	Taking Care of the Whole Self

This often led to the MER team’s way of doing things in a positively unique manner – both professionally and personally, hence total admiration by others.

Library Service

Through the NFPB’s library service, the MER Unit continues to provide research information to mainly external stakeholders on major topics relating to Safe Sex, HIV/AIDS and STIs, Teenage Pregnancy, Sexual Health regarding Minors, Family Planning, Puberty. In addition, the wider NFPB team continues to be furnished with updated SRH and epidemiological information, provided by the Unit’s Librarian, Mrs. Dorrett McLean.

Special Features

Publication

The MER Unit is pleased to show-case the work of the NFPB in an international peer reviewed online journal – the Journal of Healthcare Sciences. The title of the article is The Incidence of Female Sterilization in a Selected Public Hospital in Jamaica. The full article may be accessed at:

http://jnfpb.yourwebhosting.com/assets/The-Incidence-of-Female-Sterilization-4884-NFPB_Grant_Crawford_McLean.pdf

Jamaica Information Service

The Jamaica Information Service featured a synopsis of the results of the outcome of the CLMIS in the health clinics, noting the improvements in contraceptive record keeping, storage, inventory control, and the overall contraceptive security measure. The full article may be accessed at <http://jis.gov.jm/health-professionals-trained-contraceptive-forecasting/>

Value Statement

Having recognized the importance of a value statement to effect proper planning, priority, action and attitude, the MER team brainstormed and established its value statement (refer to Box 1), which is aligned with the NFPB’s mission and vision statements.

Box 1: The M.E.R. Unit’s VALUE Statement

Commitment to integrity, respect and the provision of quality sexual and reproductive health information and results-based monitoring, evaluation and research strategies in an environment that promotes sustainable development.

