

Resource 4: community health worker training manuals and job aids

(from study in Uganda)



www.actconsortium.org/StarterKitResource4

What are the community health worker training manuals and job aids?

The training manual and job aids were developed as a resource to train community health workers (CHWs) on malaria diagnosis using rapid diagnostic tests (RDTs) and management of fever cases.

It guides CHWs on RDTs, prescription of artemisinin-based combination treatment (ACT), treatment with rectal artesunate before referral, and when to refer.

The manual was used during the RDT trial amongst village-based community medicine distributors in Rukungiri District, Uganda. They were provided with a set of laminated job aids and forms to record treatment and refer patients.

Who is the target audience?

Trainers and community health workers working as village volunteers.

What does this resource consist of?

One training manual, four job aids and one reporting form pack.

What languages is this resource available in?

English, French and Portuguese.

What approach has this resource taken?

The training follows adult learning principles and uses small group interactive training, which includes playing roles to simulate communication with the patient/caregiver and reaching treatment decisions.

The training workshops were followed by a period of close supervision with site visits to support CHWs during the first six months of putting the training into practice.

The training of CHWs was also supported by community sensitisation activities to promote awareness that not all fevers are malaria, and the role and value of diagnostic testing prior to malaria treatment.

The development of the manual was also based on existing training materials on RDTs.

Where has this resource been used?

Rukungiri District, Uganda

Was the development of this resource based on formative research?

Yes. You can read more about the development and use of this resource here: www.actconsortium.org/RDThomemanagement

Has this resource been evaluated?

The training intervention was evaluated in a cluster-randomised trial amongst community health workers in two areas of South West Uganda.

We found that the intervention could reduce the number of children visiting health centres with malaria and change the type of cases presenting at health centres. The reduction in cases may also reduce the burden of health workers' workload, allowing them to spend more time with patients and help them with prevention and treatment.

You can read more about the findings from this evaluation at:

- Lal S, Ndyomugenyi R, Alexander ND, Lagarde M, Paintain L, Magnussen P, et al. **Health Facility Utilisation Changes during the Introduction of Community Case Management of Malaria in South Western Uganda: An Interrupted Time Series Approach.** PLoS One. 2015;10(9):e0137448.

Can this resource be used in other contexts?

This resource has the potential to be used in different contexts. The use of its content for all non-commercial education, training and information purposes is encouraged, including translation, quotation and reproduction*.

We suggest that before this resource is used or adapted in any way, formative research is done to understand the local context. This is important because the nature of malaria diagnosis and treatment practices, as well as the knowledge and perceptions of health workers and community members, varies from place to place, and could change over time.

Based on the formative research, the resource may be adapted or changed in order to fit the intended audience and the specific context in which it will be.

We suggest the resource is then piloted with its target audience in order to improve it before it is implemented. This will help to maximize the likelihood that the resources have the desired effects.

Once in place, we suggest this resource is evaluated in order to understand its potential impact and effects. You should also share the results as widely as possible in order to help guide and inform other communicators wishing to use the resource.

How should this resource be acknowledged?

Ndyomugenyi R, Clarke SE, Chandler C, Magnussen P, Hansen KS, Lynch C. Uganda National Malaria Control Programme & ACT Consortium. 2010. Use of artemisinin-based combination therapies and rapid diagnostic tests for home-based management of fever in Uganda: A reference manual for training community medicine distributors.

Who should be contacted to request permission to make adaptations to this resource?

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Community health worker in training in Uganda

*How should this resource be used?

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Where can I find more information?

You can find out more information about this study with community health workers, including training manuals, job aids and publications at:

www.actconsortium.org/RDThomemanagement

