

TERMS OF REFERENCE

Project title: Eye health workforce development in Africa: A Scoping Study

Date: December 2021

Background

The Fred Hollows Foundation

The Fred Hollows Foundation (The Foundation) is a secular non-profit public health organization based in Australia, founded in 1992 by eminent eye surgeon Professor Fred Hollows. The Foundation focuses on strengthening eye health systems and the treatment and prevention of avoidable blindness caused by Cataract, Trachoma, Diabetic Retinopathy, and Refractive Error. The Foundation operates in more than 20 countries across Australia, The Pacific, South and Southeast Asia, and Africa.

The Fred Hollows Foundation's work in Africa

The Foundation has worked in Africa to develop comprehensive eye health service delivery in collaboration with local governments. Our work focuses on training of health care cadres, screening for visual impairment and eye diseases, provision of treatment and provision of equipment and infrastructure in countries such as Ethiopia, Kenya, Uganda, Tanzania, Burundi, Rwanda, Eritrea and Cameroon. The Foundation has worked in a variety of health care settings across Africa and in partnerships with local governments, local colleges of ophthalmology, other INGOs and at regional level with The International Agency for the Prevention of Blindness (IAPB).

Human Resources for Eye Health in Africa

The Foundation has invested significant efforts and resources into addressing the chronic eye care human resource gaps evident in the African countries where we work.

Our previous engagement focused on the Eastern Central and Southern Africa (ECSA) region working in partnership with The International Agency for the Prevention of Blindness (IAPB) and the College of Ophthalmology of Eastern Central and Southern Africa (COECSA). Through these partnerships significant progress was made in:

- **Advocacy focussing on integration of human resources for eye health in the broader human resources for health plans** at country level. This was in response to the need for greater investment in eye health workforce planning structures and availability of data for eye health workforce planning. Under this initiative three of The Foundation's programming countries (Eritrea, Kenya, and Ethiopia) were successful in having HReH requirements integrated within the broader HRH plans.
- **Standardisation of eye health workforce training:** In recognition of the need to standardize eye health workforce training across the region, The Foundation contributed to the development of core competencies for the eye health workforce in the WHO African Region. The core competencies are a step towards the harmonization of tasks and roles of human resources for eye health within a global framework and in line with global standards. The core competencies were launched and approved by WHO as a reference document for workforce planning, reviewing, and developing curricula for eye health professionals, as well as management, and regulation.
- **Funding and curriculum development support to training institutions:** including **pre-service Training** for ophthalmologists, ophthalmic nurses and sub-specialisations, as well as **in-service training** including, continuous medical education, continuous