

# 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 smaller not-for-profit public health organisation based in Australia, founded in 2002 by eminent eye surgeon Professor Fred Hollows. The Foundation focuses on strengthening eye health systems and the recruitment and provision of essential 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. The 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, Liberia 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 NGOs 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 (ECA/S) 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 (ECOSCA). Through these partnerships, significant progress was made in:

- **Advocacy focusing 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 accessibility of data for eye health workforce planning. Under this initiative three of the Foundation's programming countries (Ethiopia, Kenya, and Ethiopia) were successful in having their requirements integrated within the broader HR plans.
- **Standardisation of eye health workforce training**. In recognition of the need to standardise 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 harmonisation 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, recruiting, and developing curricula for eye health professionals, as well as management, and regulation.
- **Funding and verification** 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