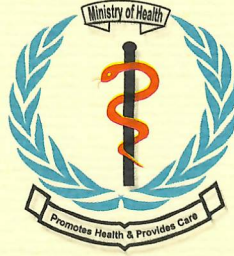


The Republic of South Sudan



Ministry of Health *Office of the Undersecretary*

RSS/MOH/22/7/65

Date: 22nd July, 2024.

To: State Ministries of Health,
County Health Departments.

Ref: **HSTP Health Facilities and Payment of Incentives to Government Health Workers**

Dear Director Generals,

The Ministry of Health is committed to improving the delivery of health services to the people of South Sudan, ensuring that services are available, of high quality, and accessible free at the point of use. Over the past few years, the Ministry of Health has worked with its partners to implement a wide range of reforms to improve the management, funding reporting, and sustainability of the sector. These have manifested clear improvement in health services, especially at the Primary and Secondary health services delivery level.

The Ministry of Health started the implementation of the Health Sector Transformation Project (HSTP) on the 1st of July across the country. The health facilities to be supported from 1 July are the ones that were previously supported by HPF and UNICEF/WB including 11 hospitals and other humanitarian-supported facilities in all states. Additional facilities will come on board once all verification is done by the Ministry of Health based on the health facility assessment. Please see the attached annex I list of facilities to be supported in your state/county from 1 July. The Ministry will communicate to you about additional facilities and when they will get on board.

HSTP Support will include the Provision of Health supplies, some capacity building, operational costs, and payment of incentives for health service providers at various levels of health service delivery in line with MoH staffing norms (refer to annex II). The 2019 incentive rates will be applied as per the attached Annex III. The Ministry hereby instructs NGOs working on HSTP to adopt the attached, updated, **'Health Workers Harmonization Incentive Scale 14/02/2019'**.

I would like to further inform you that payment of incentives will be done using biometric verification for eligible health workers.

I would also like to take this opportunity to remind SMOH, CHD, and partners those previous official communications from the Government of the Republic of South Sudan, including the Ministry of Health, are still in force and should be respected by all partners working to support the people of South Sudan. Specifically, about Primary health care, these include:

MP

- Adherence to the schedule of standard cadres to deliver quality services.
- Human resource for health: Human Resources Information System (HRIS) and attendance monitoring system.
- The use of the SSEPS reporting tool for payroll management.
- Support, updating, and reporting through the HMIS/IDSR.

The support and hard work of SMOH, CHDs, and partners in sustaining services and improving the lives of the people of South Sudan are highly appreciated. The Ministry of Health expects this close collaboration to continue throughout this difficult period.

We look forward to your continued support and collaboration with the implementing partners to ensure a smooth transition and implementation of HSTP in South Sudan.

Kind Regards



Dr. Harriet Akello Pasquale
Undersecretary,
Ministry of Health,
Republic of South Sudan.



Cc: Hon. Minister of Health
Cc: Director General for International Health & Coordination
Cc: Director General of Admin and Finance
Cc: Director General for Primary Health Care
Cc: Director for Human Resource
Cc: Director General of Policy, Planning, Budget, Monitoring and Evaluation & Research
Cc: UNICEF South Sudan Country Office and Field Offices
Cc: World Bank
Cc: WHO Country office
Cc: HSTP IPs

Annex 1.

Boma Health Initiative (BHI)	
Title	#per Boma
BHW Supervisors	1
Boma Health Workers	8
Total	9

PHCUs Staffing	
Title	#per PHCU
Community Health Worker	1
Community Midwife	1
EPI Vaccinators	1
Nutrition Assistance	1
Drug dispenser	1
Statistical clerk	1
Cleaners	1
Guards	1
Total	8

PHCCs Staffing	
Title	#per PHCC
Clinical Officers	2
Registered Midwives	1
Registered Nurse	1
Enrolled nurses	3
Enrolled Midwives	2
laboratory technician	2
Pharmaceutical Assistance	2
Nutrition assistants	2
Statistical Clerk	2
EPI Vaccinators	2
Cleaners	2
Guards	2
Total	23

County Hospital	
Title	#per County Hospital
Medical Director	1
Nursing director/Matron	1
Administrator	1
General practitioners/medical officer	4
Dentists/Ophthalmologist	2
pharmacists	1
Clinical Officers	6



HP

Registered Midwives	3
Registered Nurses (Matron)	4
Enrolled Nurses	10
Enrolled Midwives	5
Anaesthesiology tech/Anaesthetic nurses	1
Radiologists-Tech	1
Pharmacy Tech	2
Laboratory Tech	2
Laboratory Assistants	2
Nutritionist	2
IPC/WASH Officer	1
M&E	2
Statistical Clerk	3
Cold Chain Technicians	1
EPI Vaccinators	2
Operating theatre and sterilisation/Theatre Attendance	2
Medical Logistician (Medlog-Pharm Assistant)	1
Driver	2
Cleaners	4
Guards	2
Total	68

State Hospital Staffing	
Title	#per State Hospital
Medical Director	1
Nursing director/Matron	1
Administrator	1
Specialist Doctors	4
Medical Officers	8
Dentists/Ophthalmologist	2
Pharmacists	1
Medical Laboratory Technologist	2
Clinical Officers	5
Registered Midwife	5
Registered Nurses	8
Enrolled nurses	18
Enrolled Midwives	8
Anaesthetic nurses	3
Radiologists-Tech	2
Pharmacy Tech	2
Laboratory Tech	3
Nutritionist	2



IPC/WASH Officer	2
M&E officer	2
Data Clerk	5
Cold Chain Technicians	2
EPI Vaccinators	3
Storekeeper	2
Theatre Attendance	3
Drivers	3
Cleaners	16
Guards	4
Total	131

Teaching Hospital Staffing	
Title	#per Teaching Hospital
Medical Director	1
Nursing director/Matron	1
Administrator	0
Specialist Doctors	8
Medical Officers	16
Dentists/Ophthalmologist	2
Pharmacists	3
Medical Laboratory Technologist	4
Registered Midwives	12
Registered Nurses	20
Enrolled nurses	44
Enrolled Midwives	15
Anaesthetic nurses	4
Radiologists, Physiotherapists, other technician	5
Ultrasound Tech	2
Pharmacy Tech	5
Laboratory Tech	6
Nutritionist	3
IPC/WASH Officer	2
M&E Officer	4
Data Clerk	8
Cold Chain Technicians	2
EPI Vaccinators	5
Storekeeper	2
Operating theatre and sterilisation/Theatre Attendant	4
Drivers	4
Cleaners, Casuals and Cooks	21
Guards	6



HP

Total**210****County Health Department (CHD)**

Title	#per CHD
CHD Medical Director (CMO)	1
PHC Supervisor	1
Planning and M&E Officer	1
County Nursing/Midwife officer	1
HMIS officer	1
Surveillance Officer	1
IPC/WASH Focal person	1
County EPI officer	1
Nutrition officer	1
County storekeeper	1
Driver	2
Cleaners	2
Guards	2
Total	16

State Ministry of Health (SMOH)

Title	#per SMOH
Director General	1
Director for Primary Health care services PHC	1
Director of Curative and Medical Referral services	1
Director for Reproductive Health services	1
Director for Pharmaceutical and Medical Equipment	1
Director for Preventive Health Services	1
Director of Planning, Monitoring & Evaluation and coordination	1
Inspectors/Officers	5
State Cold Chain Officer	1
State Storekeeper/ Assistant	2
TOTAL	15

HSTP Staffing Norm will start with minimum staffing only for all Health Facilities: SMOH,15, CHD 16, PHCU 8, PHCC 23, CH 68, STATE HOSP 131 and Teaching Hosp 210. Please make sure any additional staff must be justifying why that position is needed, caseload per Health Facility.



HSP