

## PERFORMANCE CONTRACTING GUIDELINES FOR 2019/20

### *(Prevention of HIV infections)*

The activities under this indicator support attainment of Universal Health Coverage (UHC) commitment through the incorporation of UHC expectations in the MAISHA certification process with regard to prevention of HIV and UHC promotion. Implementation of HIV prevention and UHC promotion interventions will be based on coverage of at least 80% of all staff by the end of the PC cycle except for Condom promotion and sensitizations on Abstinence and Being faithful which will be implemented on a quarterly basis based on targets. Implementation will be done in two (2) levels:

#### **Level 1: MAISHA one (1); MDAs will be expected to:**

1. Develop and implement an HIV and AIDS workplace policy to guide HIV mainstreaming activities within a defined 5 year implementation period **(10%)**
2. Establish/reconstitute and operationalise HIV and AIDS Control Unit (ACU) based on NACCs recommended threshold **(5%)**
3. Develop annual work plan and allocate resources for HIV programmes to be implemented **(20%)**
4. Promote attainment of UHC at the workplace through offering services for disease prevention and wellness promotion for at least 80% of staff and family members with the following:
  - a. Screening package for HIV, Cancer, Blood pressure, Blood sugar and BMI. **(20%)**
  - b. Prescribed Sensitization package for Non-communicable diseases (NCDs) including Cancer (*Breast, Cervical and prostate*); Diabetes, Hypertension, Stress management and mental health **(10%)**
  - c. Prescribed sensitization package on HIV Prevention
5. Distribute condoms or carry out stand-alone sensitization sessions on Chastity, Abstinence and Being faithful (AB) every quarter **(15%)**
6. Submit MAISHA 1 quarterly reports to NACC using the prescribed template available on the NACC website ([www.nacc.or.ke](http://www.nacc.or.ke)) by 15th of the month following end of a quarter. **(5%)**

**Note 1:** MDAs in their 1st year of implementation or did not meet the expectations of the 1st level of implementation after certification/re-certification (i.e. score 80% and above) fall in the category above.

**Level 2: MAISHA two (2) MDAs will be expected to:**

1. Develop an annual work plan and allocate resources for HIV programmes to be implemented **(20%)**
2. Continue implementing MAISHA one (1) interventions that is:
  - a) Promote attainment of UHC at the workplace through offering services for disease prevention and wellness promotion for at least 80% of staff and family members with:
    - i. A screening package for HIV, Cancer, Blood pressure, Blood sugar and BMI. **(15%)**
    - ii. Sensitization package: Non communicable diseases (NCDs), Cancer (Breast Cervical and prostate); Diabetes, Hypertension, Stress management and mental health **(10%)**
    - iii. Prescribed sensitization package on HIV Prevention that includes: **(10%)**
    - iv. Distribution of Condoms or stand-alone sensitization sessions on Chastity, Abstinence and Being faithful (AB) every quarter **(15%)**
3. Choose for implementation one (1) interventions from public sector HIV plans based on core mandate and competencies **(25%)**
4. Submit MAISHA 2 quarterly reports to NACC using the prescribed template available on the NACC website ([www.nacc.or.ke](http://www.nacc.or.ke)) by 15th of the month following end of a quarter. **(5%)**

**Note 2:** MDAs in their 2nd year of certification and have attained expectations of level one or were in the 2nd year of implementation and after re-certification met or did not meet the expectations of 2nd level of implementation (i.e. score 80% and above) fall in this category.