



Mozambican Association of Obstetricians and Gynaecologists (AMOG)

Strategic Plan: 2011 – 2016
 Operational Plan (November 2011 to October 2012)
 (Draft: August 25, 2011)

Notes:

- This operational plan covers the first year of implementation of AMOG`s strategic plan. It assumes that every year an annual operational plan is developed as per the outcomes and progress achieved of the previous year`s plan.
- Expected outcomes cover the 5-year period of the strategic plan; same with indicators and data source. The operational plan is revised annually.
- Re: M/E – Who is responsible for collecting the data and reporting it to the Executive Committee? How often? How is the data reported? How often? Report to members? When?

Strategic Arm: Programmatic Level

Goal: Contribute to the implementation of the MOH`s plan for improving maternal and newborn health in the country

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
1. Participate on the SRHR national committees implicated in the implementation of the Government`s National Integrated Plan for the Achievements of MDGs 4 and 5.	*greater visibility *greater credibility *greater knowledge of the MOH`s successes/challenges in implementing the national plan related to MDGs 4 and 5	* # of times AMOG was represented on the committees *# of requests for technical expertise	* Minutes of the committees *Letter of requests * Minutes of Executive/Board meetings	* Participate in the monthly meeting of the SWAp sub-committee for SRH * Participate in the monthly meeting of the National Maternal Death Committee *Participate, upon invitation, in the Partnership for MNCH led by the First Lady	Nov.	Oct.	C. Bique / M. Usta E. David S. Fiosse	N/A
2. Advocate on issues related to SRHR, in particular those related to the prevention of PPH,	*changes in the abortion law *increased availability of misoprostol in the	*Passed abortion law *# of districts involved in the scaling up of	*Copy of the law /newspaper articles *MOH report	Re: Abortion law *Continue to participate in the ad hoc committee with civil society (i.e. women`s groups, etc.) re: advocacy for the passing of the law	Nov.	Oct.	S. Fiosse / M. Usta	To be determined.

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
unsafe abortion and family planning.	health centers at national level *increase in the modern contraceptives prevalence rate at national level	PPH		<p>*Seek funding for the proposed activities with potential international stakeholders (i.e. Pathfinder)</p> <p>*Hold a meeting with each parliamentarian's political group for the purpose of informing them about the consequences of unsafe abortion / need for the change of law</p> <p>*Once the law has passed, disseminate the law to members.</p> <p>Re: Prevention of PPH</p> <p>*Continue to provide technical support to MOH re: scale up of PPH prevention efforts, including M/E</p> <p>* Seek participation of NGOs in assisting MOH with the implementation of the PPH scale up initiative.</p>	Nov.	Oct.	C. Bique	To be funded by MOH and other stakeholders.
				<p>Re: Family planning</p> <p>*To develop relationships with MOH/ civil society organizations involved in women's health re: possibility of developing a campaign to educate women about long term family planning methods</p>	Nov.	Oct.	Exe. Board	No costs
3. Assume technical leadership with regard to the implementation of maternal death audits in the country.	*one methodology, applied at national level	*approved tools and methodology for use at national level *# of provinces applying the tool	* copy of the tool/document outlining the methodology *Annual reports of maternal death audit committee at provincial level	<p>*Continue to implement the maternal audit work in the 3 Maputo Hospitals</p> <p>*Continue to participate on the National Audit Committee, share with them the results of the work in the 3 Maputo Hospitals</p> <p>*Disseminate the findings and experience re: 3 Maputo Hospitals initiative to MOH/stakeholders</p> <p>*Reach agreement with MOH re: tool to</p>	Nov Nov Feb. April	Dec Oct March Oct.	C. Bique / E. David / Executive Board	FIGO LOGIC Project

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
				be used and plan to scale up at national level, with focus on implementing in 1 province.				
4. Continue to participate in operational research to bring evidence to improve MNH.	* Best practices informed by country proven evidence	*# of operational research projects that AMOG is involved in	*research reports, scientific articles, abstracts, etc.	*Continue to discuss with potential stakeholders the conduct of operational research; *Develop and submit one proposal related to a specific initiative.	Nov.	Oct.	Executive Board	No cost at this time

*Resources needed: includes human, financial, equipment and space requirements

Strategic Arm: Programmatic Level

Goal: Assume leadership in upgrading the practice of ob/gyn through education and training.

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
5. Contribute to the integration of new innovative, evidence based best practices in the areas of MNH in the curriculum of formal education	*graduates of health institutions exposed to new innovative, evidence based best practices in the areas of MNH	*# of sessions given and topics addressed *# of residents participating in the annual scientific meeting	*PPT presentations / other educational resources *list of delegates	*Within the group of lecturers (members of AMOG) working in teaching institutions, develop a strategy to make this practice more systematic; *Ensure to invite residents/medical students to all CME events or other forums where innovative, evidence based best practices are discussed.	Nov	Oct	N. Osman	In part, FIGO LOGIC
6. Contribute to the improvement of in-service education in the areas of antenatal care, comprehensive emergency obstetrical care, family planning and other innovative practices.	*Health professionals with enhanced knowledge and skills	*# of trainings provided	*training reports / list of participants	* Respond to the requests for training from MOH and other stakeholders; * Ensure that AMOG trainers integrate into the trainings best practices in MNH.	Nov	Oct	Executive Committee	To be supported by MOH/ other stakeholders
7. Contribute to the improvement of clinical practice through the dissemination of information	* Improved clinical practice in ob/gyn	*# of group emails sent	*copy of the abstracts	*Set up a small group responsible for finding and sharing literature related to the issue; *Develop a strategy to share this information (i.e. via group email or other method);	Nov.	Oct.	Scientific Director	Partly by FIGO LOGIC, and through joint initiatives supported by MOH and other stakeholders

related to best practices.								
8. Contribute to the elaboration, dissemination and implementation of clinical guidelines	* Evidence based guidelines disseminated nationally and applied in selected health center	*# of guidelines developed	*copies of the guidelines	*Discussions with MOH to ensure the ratification of the current guidelines manual; *Assist the MOH with disseminating the current guidelines manual; *Hold special dissemination meeting with members/residents re: PPH *Ensure the ratified guidelines are integrated into trainings; *Discussion with MOH re: changing the approach of guideline development in the country (i.e. instead of manual, doing it individually).				
9. Produce, disseminate and encourage the adherence of members to AMOG's code of ethics.	* Members adhering to AMOG's code of ethics	*code of ethics *# of dissemination activities	*copy of code of ethics *material produced for the dissemination activities	*Ratify the AMOG's code of ethics; *Launch at annual meeting; *Disseminate via web site and other promo material; *Ensure that AMOG representatives promote the Code of Ethics within their activities.	Nov	Oct	Executive Board	Supported by FIGO LOGIC

*Resources needed: includes human, financial, equipment and space requirements

Strategic Arm: Organizational Level

Goal: Continue to strengthen the organizational capacity of the association as to ensure its long term sustainability.

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
10. Mobilize members and potential members to support the association and its activities.	* More members involved in the operationalization of the association's activities	*# of members	*Minutes of the Executive Board's monthly meeting	*Ensuring that in all contracts with MOH and/or other stakeholders honorarium of members participating in the activity is taken into account; *Ensuring that active members are provided with opportunities to participate in national and international forums; *Update and maintain AMOG website as a means to inform members of the association's activities; *Quarterly email summarizing main evidence based studies in ob/gyn.	Nov	Oct	Executive Board	Partly FIGO LOGIC and MOH/other NGOs
11. Expand / open the membership of the association to other health professionals who work in ob/gyn.	*A diversified membership pool	* # of associate members	*annual membership list	*Modify the current bylaws; *Develop a strategy to recruit associate members.	Nov	Oct	Executive Board	No costs
12. Improve the system of Continuing Medical Education within the association.	* AMOG recognized as a valuable provider of CME in SRHR.	* # of CME activities /year * # of participants /professional groups	* Programs of the CME events * List of participants	*Executive Board to review the issue and develop strategy to increase and improve its CMEs for the next years.	Nov	Oct	Executive Board	No costs

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
13. Strengthen the financial management system of the association as to ensure it meets international standards.	* Capacity of AMOG to manage funds as per international standards	* Functional accounting systems * Policies and procedures that are used * Executive Board with capacity to monitor the financial resources of the association	* Charts of accounts * Project reports * Copies of policies and procedures * Summary of these discussions in the Executive Board's minutes	*Purchase and install accounting software *Training of key AMOG Executive Board member on use of the software, its function and how it can be used to facilitate the Executive Board's responsibilities re: overseeing the management of the association's financial resources	Nov	Oct	Treasurer	FIGO LOGIC
14. Ensure the functioning and maintenance of the association's website.	* Functional and updated website permitting members to be informed and also promoting the association to external stakeholders	*# of hits *# of new updates	*Website *copies of the new material updated on the web	*Establishment of a team responsible for the maintenance of the website; *Development and implementation of a strategy re: maintenance of the content of the website.	Nov	Oct	Executive Board	FIGO LOGIC
15. Strengthen partnerships with other stakeholders in the area of sexual and reproductive health and rights.	* Increased number and diversity of partners	*# of partnerships	*signed MOU or agreement for collaborations	*Through current networking / collaboration, nurture current partners and explore opportunities for new partnerships; *Identify, at civil society level, potential partners with which to initiate discussion.	Nov	Oct	Executive Board	No costs

Objectives	Expected Outcomes	Indicators	Data Source	Key tasks/steps to implement	Time frame		Who is responsible	Resources needed*
					Start	End		
16. Following FIGO LOGIC, ensure that the association can maintain its local facilities and resources.	* Functional national secretariat with current level of staff	*# of staff *Facilities	*pay slips of staff *Facilities	*Strengthen financial management system (see Obj. 13) *All new contracts have administrative fees in support of the secretariats expenses; *Explore the possibility of fundraising with other stakeholders.	Nov.	Oct.	Executive Board.	Partly through the FIGO LOGIC.

*Resources needed: includes human, financial, equipment and space requirements