FY24 Human Resources for Health (HRH) Inventory Summary - Tanzania

GH/OHA/SPS/HWF

15 January, 2025

## Background

This HRH Inventory Briefer provides a detailed summary of the FY24 HRH Inventory for Tanzania. This report summarizes data gathered through the HRH inventory templates submitted by prime implementation partners. This report is meant to help Mission teams better monitor and understand their PEPFAR-supported staffing footprint. Missions should use these briefers to review their staffing investments and trends at the OU level to inform programming and facilitate HRH planning in line with COP guidance, including for the long-term sustainability of the HIV response. If there are questions on the summary info provided here, please reach out to the HRH Reporting Helpdesk ([hrh-reporting-helpdesk@usaid.gov](mailto:hrh-reporting-helpdesk@usaid.gov)). Additional data and visualizations can be provided upon request.

## FY24 HRH Inventory Completeness and Data Quality

Table 1 shows the number of mechanisms and their associated staffing expenditure in Tanzania that submitted both the Expenditure Reporting (ER) and HRH Inventory templates for FY24. This information provides for better understanding of the overall completeness of the HRH inventory in terms of the number of mechanisms that were submitted, and the total dollar value that was reported to HRH compared to ER.

The total staffing expenditure reported in HRH and ER by USAID, CDC, and other agencies should closely match each other. However, the reported HRH and ER staffing expenditures will not always exactly match each other because ER staffing expenditures reported under ‘Other Contracts’ or ‘Contracted Interventions’ cost categories cannot be fully disaggregated. HRH and ER reporting from each implementing partner should have worked together to ensure alignment of reported staffing expenditures.

Table I: Submission Rate by Agency

| Funding Agency | No. of HRH Submissions | No. of ER Submissions | HRH Expenditure Amount (USD) | ER Expenditure Amount (USD) | HRH Expenditure as % of ER Expenditure |
| --- | --- | --- | --- | --- | --- |
| PEPFAR | 35 | 38 | $149,005,002 | $146,482,419 | 102% |
| CDC | 14 | 15 | $82,629,507 | $81,151,171 | 102% |
| USAID | 18 | 18 | $53,225,567 | $52,281,290 | 102% |
| Other | 3 | 5 | $13,149,928 | $13,049,959 | 101% |

## FY24 PEPFAR Staffing Footprint

Table 2 provides a summary of USAID’s staffing size relative to the overall PEPFAR program in Tanzania. This includes the total HRH staffing expenditure, individual count, full-time equivalence (FTE), and the percentage of total expenditure going towards HRH. This information serves as an indicator for USAID’s level of staffing investment in the country relative to other implementing agencies’ HRH investments.

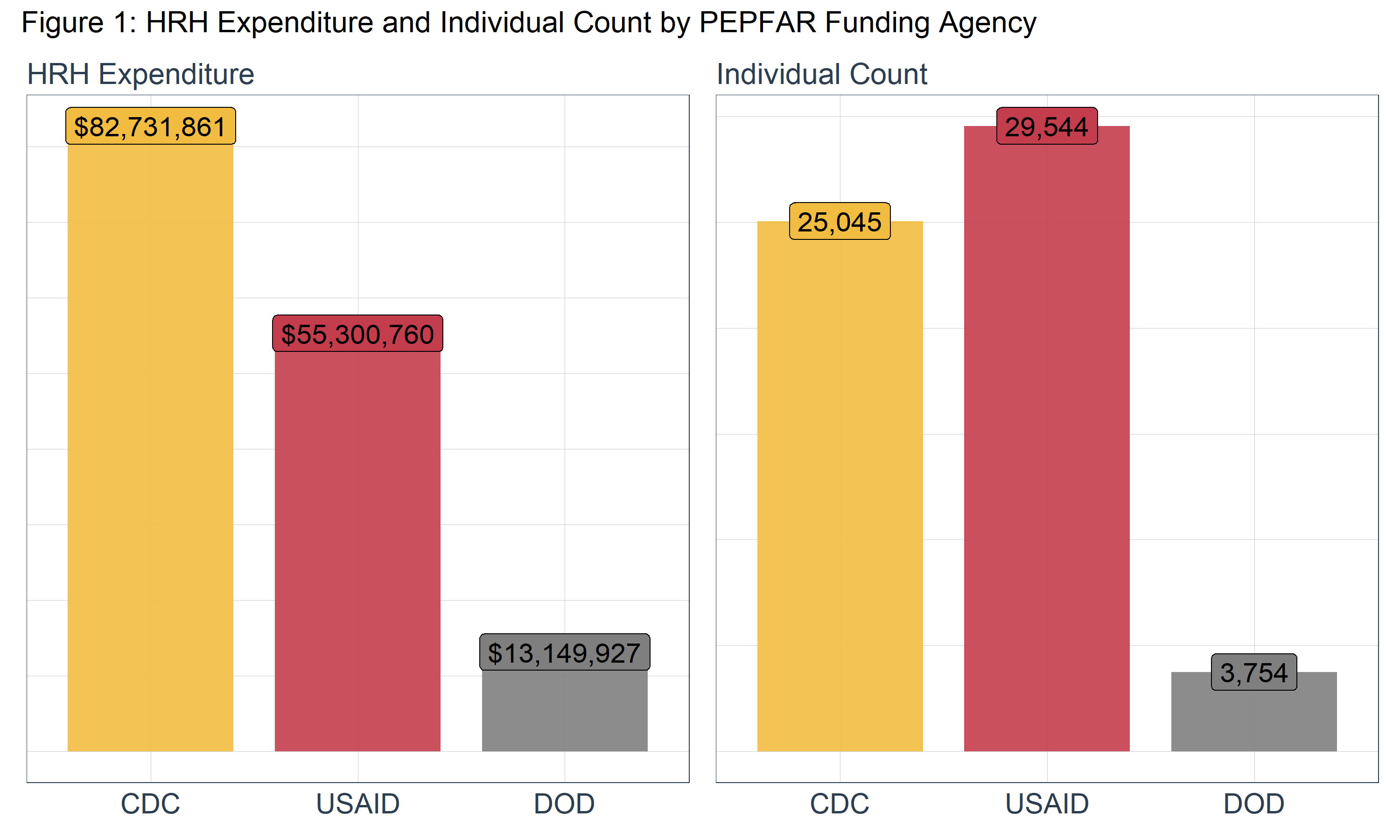
Table 2: USAID’s HRH Investments as a Proportion of PEPFAR’s HRH Investments

| Funding Agency | HRH Staffing Expenditure | Individual Count | Total FTE (Full-Time Equivalence) | % of Total Expenditures Spent Towards HRH |
| --- | --- | --- | --- | --- |
| PEPFAR | $151,182,548 | 58,343 | 38,657 | 39% |
| CDC | $82,731,861 | 25,045 | 18,323 | 54% |
| USAID | $55,300,760 | 29,544 | 16,773 | 29% |
| Other | $13,149,927 | 3,754 | 3,561 | 30% |

Overall, about 37% of PEPFAR’s HRH expenditures are channeled through USAID while 55% of PEPFAR’s HRH expenditures are channeled through CDC.

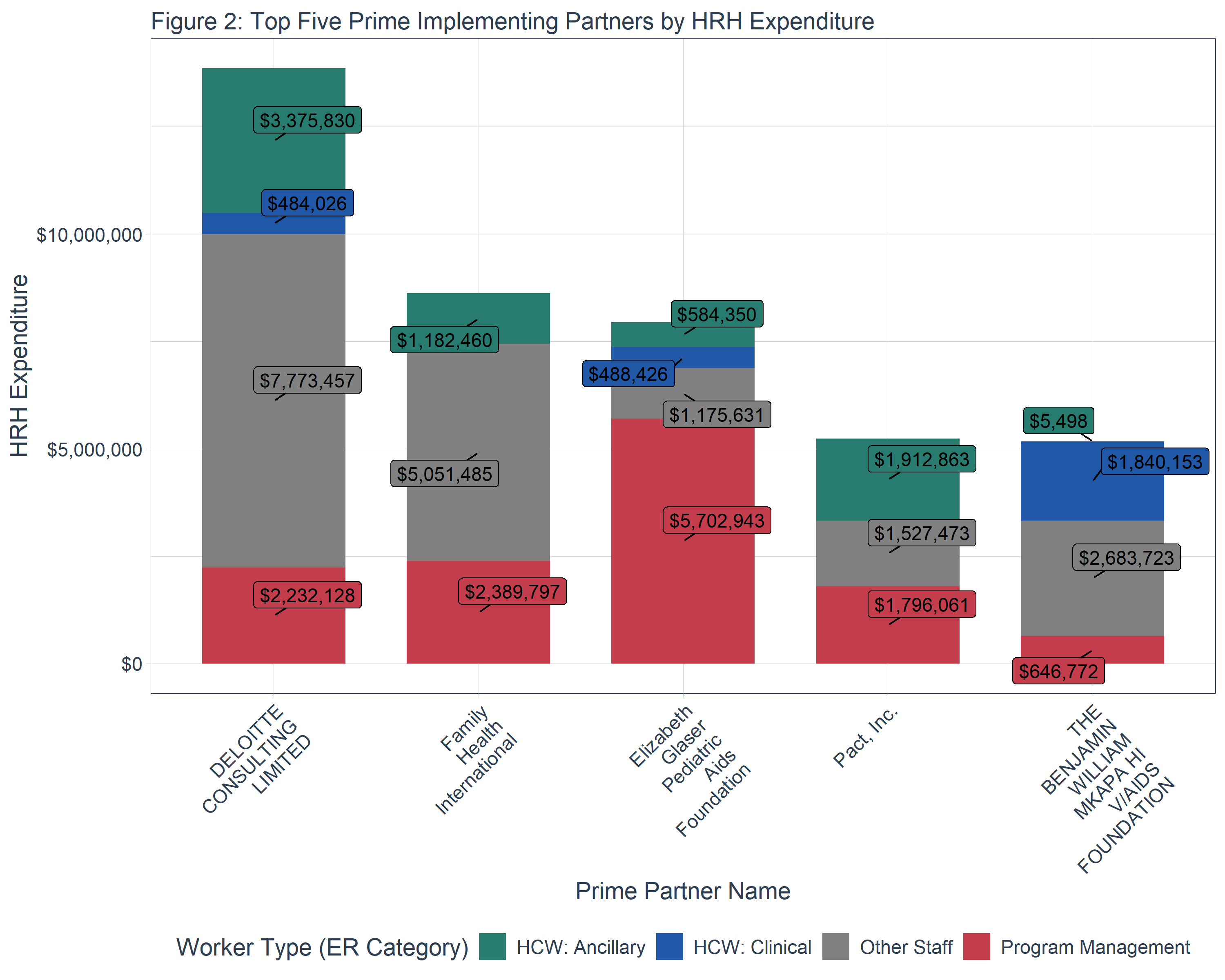
## FY24 Staffing by Funding Agency

Figure 1 provides a summary of the total staffing expenditure and total headcount supported by each PEPFAR implementing agency (USAID, CDC, and Other agencies) for implementation of FY24 program activities.



## FY24 Top USAID Prime Implementation Partners

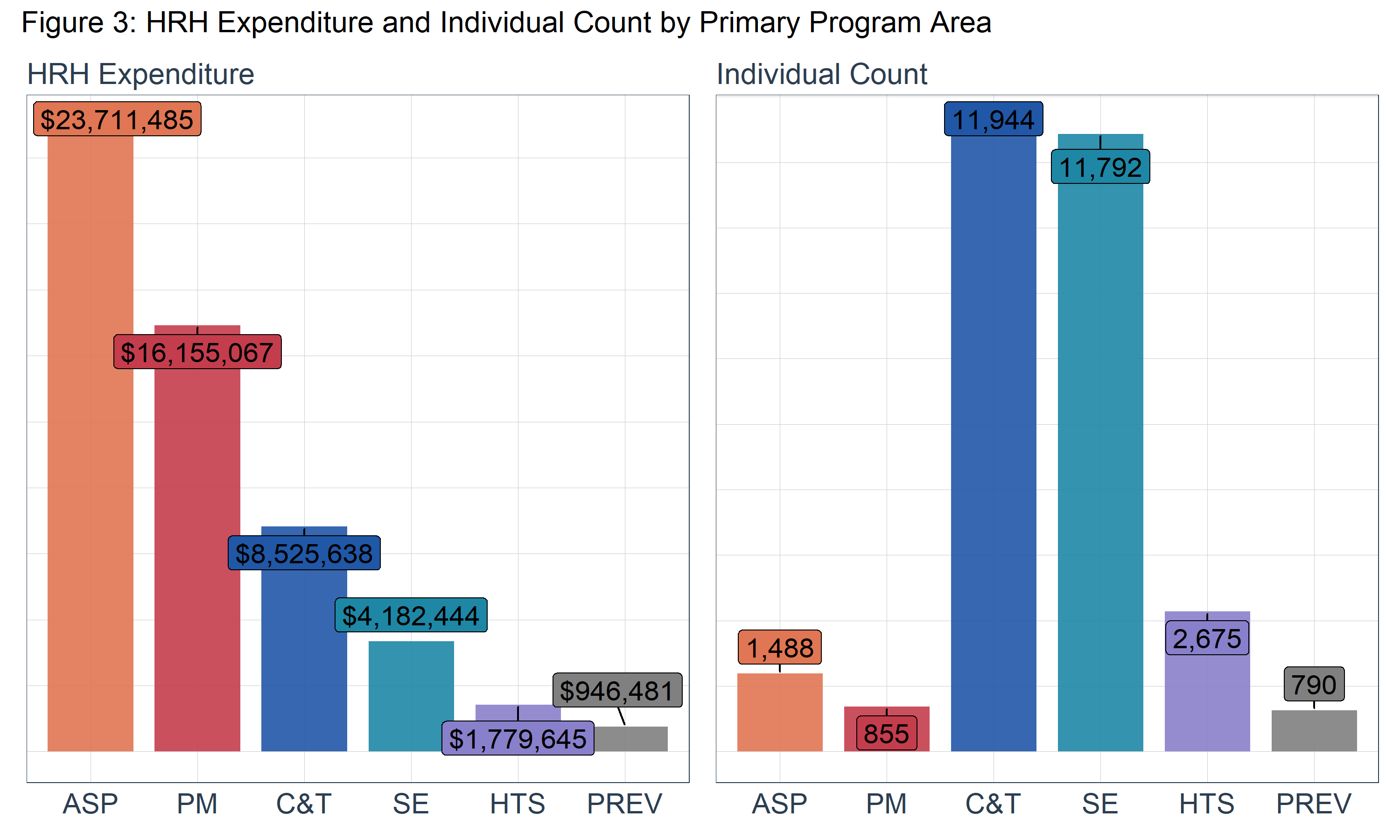
Figure 2 shows the top five prime partners with the highest HRH expenditure for USAID in Tanzania. Each prime partner is disaggregated by primary program area to indicate the program activities that each partner is engaged in. Additional partner-level or mechanism-level deep dives can be provided upon request.



## Primary Program Areas

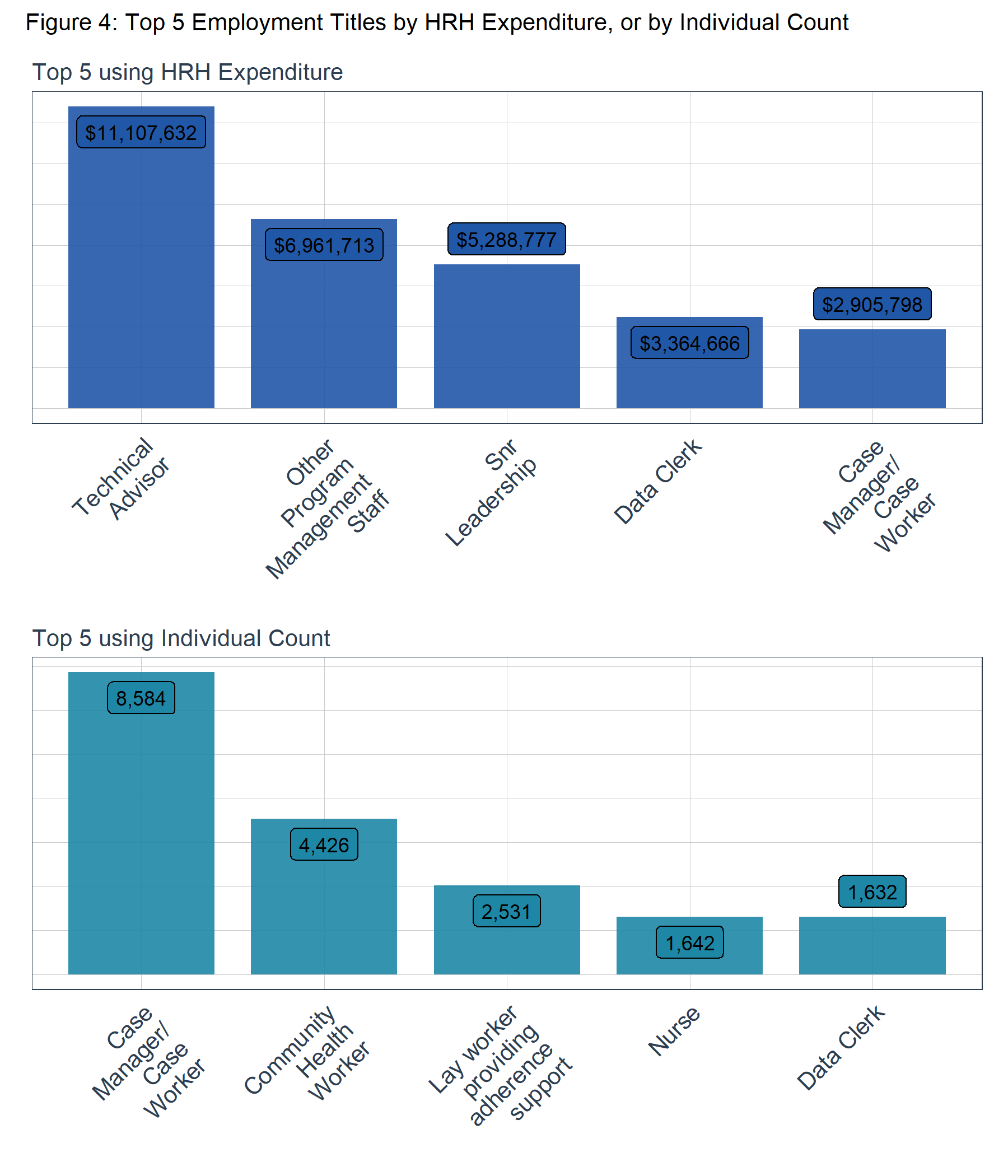
Figure 3 shows total HRH expenditure and the number of individual staff by primary program area for USAID. Note that the HRH inventory collects data on ‘primary’ program area; staff can only be categorized in the one program area that accounts for most of their time. While staff typically work on multiple program areas, only the primary program area is reported at this time.

It is not uncommon to see higher staffing expenditures for Program Management (PM) and Above Service Programming (ASP) and lower expenditures for Prevention (PREV), Socioeconomic (SE), or HIV Testing (HTS) program areas. A number of factors may contribute to the level and ranking of HRH expenditure for program areas. Ranking may be impacted by various factors including higher costs for technical experts, higher volume for specific cadres, or local vs international partner costs.

 Key: PM = Program Management, ASP = Above Site Programming, C&T = Care and Treatment, SE = Socioeconomic, HTS = HIV Testing Services, PREV = Prevention

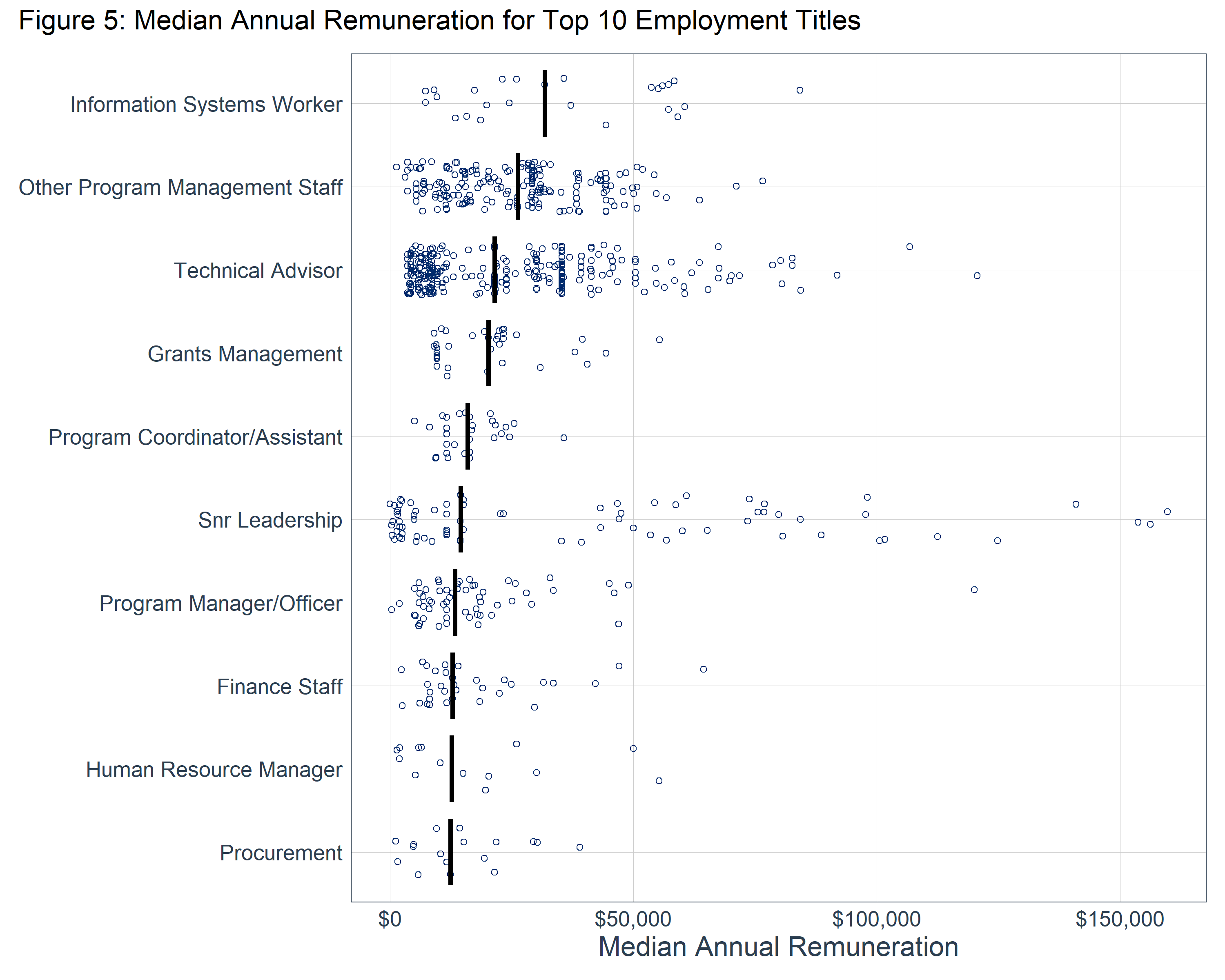
## Top Employment Titles Based on HRH Expenditure or Individual Count

Figure 4 shows the top five employment titles supported by PEPFAR USAID based on HRH expenditure or Individual Count. Across PEPFAR-supported countries, employment titles with the highest HRH expenditure are typically above site, non-service delivery staff. Additionally, the employment titles with the highest staff count are typically community-based staff providing direct service delivery.



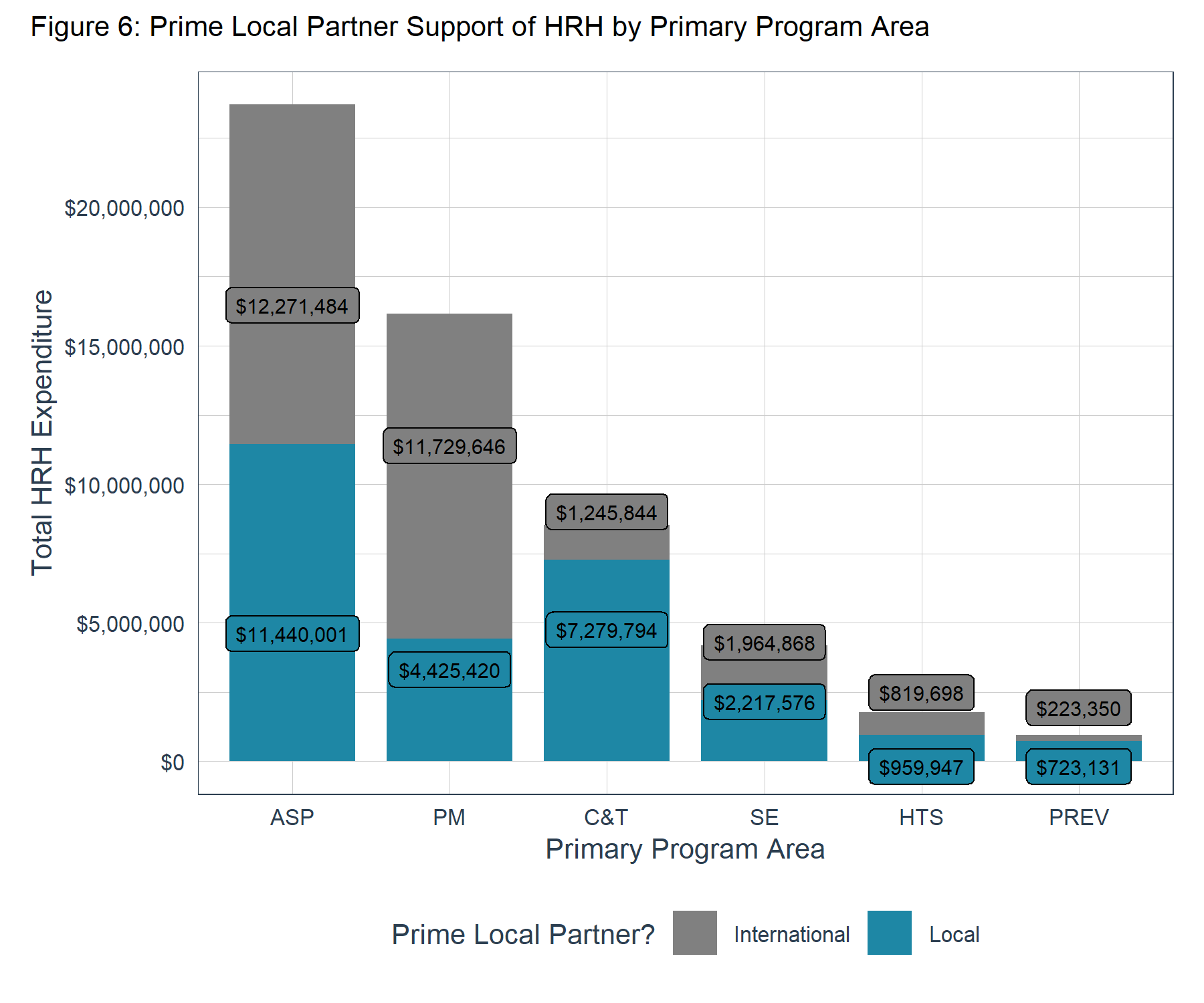
## FY24 Median Annual Remuneration

Figure 5 presents a scatter plot that shows the median annual remuneration (i.e. based on estimated annual salary) of the top 10 employment titles across all USAID Implementing Partners. Each dot represents an individual’s estimated annual remuneration, and the black line represents the median annual remuneration for the employment title. The density of the dots reflects the number of individuals contributing to the median, and the range can be interpreted via the spread of the individual dots.



## Local Partners

In support of USAID’s localization goal, Figure 6 shows how much of USAID’s HRH expenditure is channeled through prime local partners for each primary program area. Note that Local Partners here are defined as local organizations that were awarded as the prime partner, and not as sub-awardees/subrecipients. If a local organization is a subrecipient while the prime partner is an international organization for a given mechanism, then the subrecipient’s staffing expenditures will be considered as non-local. While incomplete in terms of the overall localization goal picture, this figure can provide an indication of the level of prime local partner support for HRH in PEPFAR USAID programming.

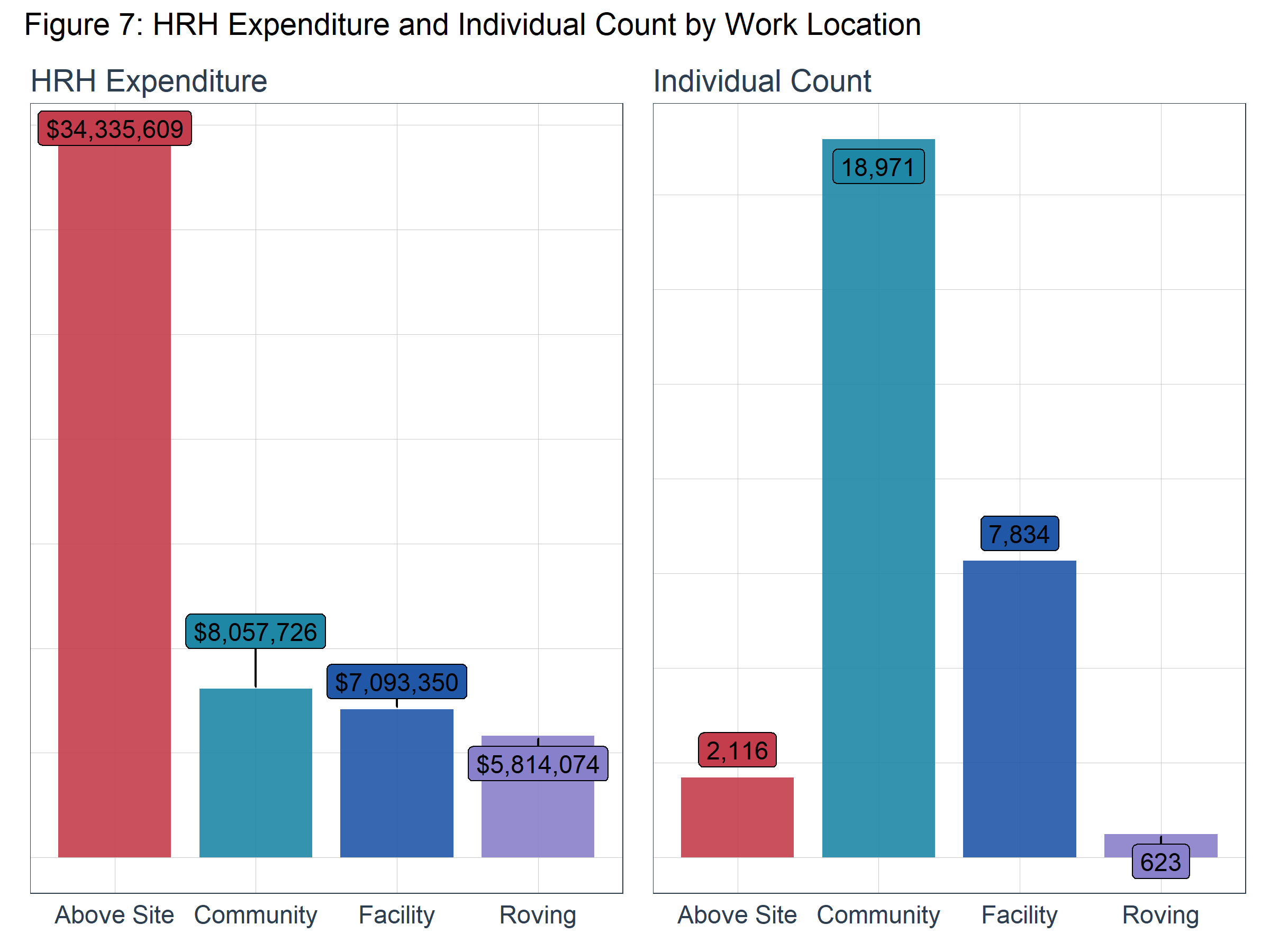


Overall, 49% of HRH Expenditure is channeled through Prime Local Partners, while 51% is channeled through Prime International Partners.

## Work Location

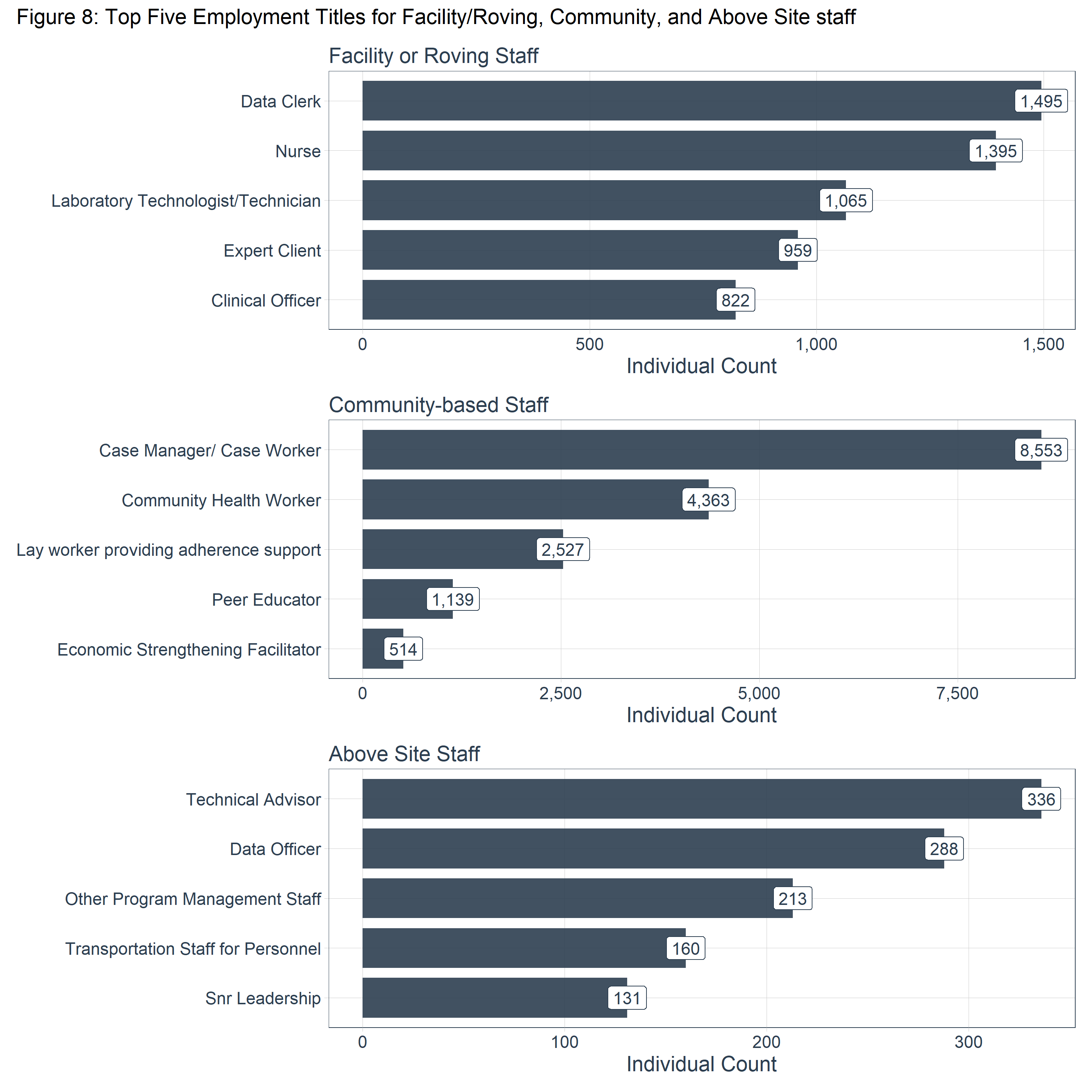
Figure 7 shows the work location of USAID staff by HRH expenditure and individual count. Categories include above site, facility-based, community-based, or roving. Above site staff are defined as personnel that are not directly interacting or providing services to beneficiaries (e.g. technical assistance personnel or support staff based mostly in offices). Roving staff provide direct service delivery in multiple facilities.

This figure can provide an illustration of the balance of facility and non-facility-based staff. The distribution required in a given PEPFAR-supported country will be determined by program needs.



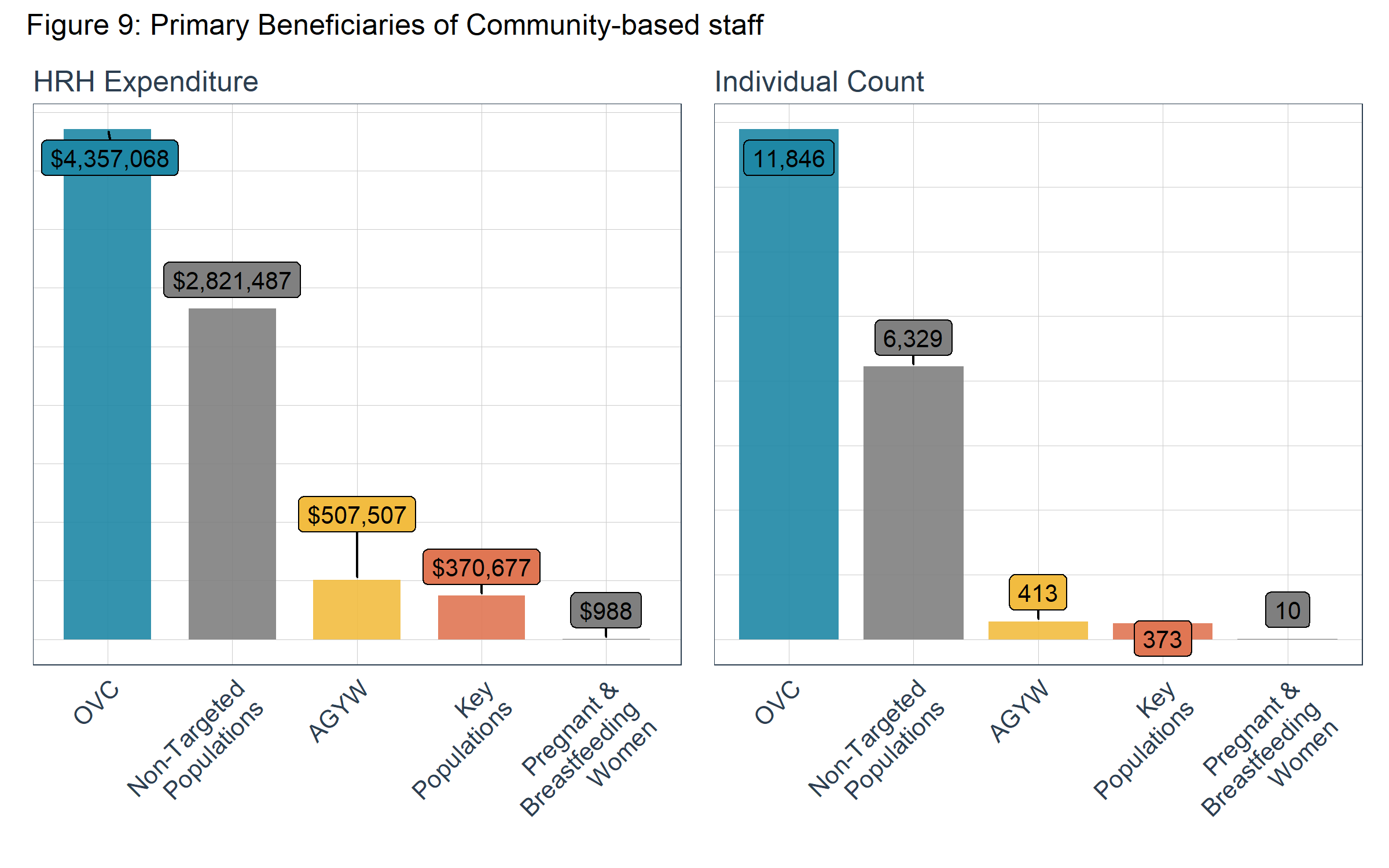
## Top Employment Titles for each Work Location

Figure 8 shows the top five employment titles for Facility/Roving staff, Community-based Staff, and Above Site Staff using Individual Count. Moving towards sustainable programming will require comparing PEPFAR-supported employment titles and job functions with local government and private sector-supported positions/functions, and considering pathways to sustainability for the PEPFAR-supported workforce.



## Primary Beneficiaries for Community-based Staff

Figure 9 shows the breakdown of primary beneficiaries supported by Community-based staff by HRH Expenditure and Individual Count



For more detailed analysis of the FY24 HRH Inventory dataset, please contact the HRH Reporting Help Desk ([hrh-reporting-helpdesk@usaid.gov](mailto:hrh-reporting-helpdesk@usaid.gov)). This may include program-specific deep dives of C&T, DREAMS, OVC, and/or KP mechanisms or reviewing the data using more customized visuals.