

Whole-site FP/AY Orientation (WSO)

Whole-site orientation is a cost-effective approach to orient all staff - clinical and non-clinical - on family planning and its benefits. This approach ensures knowledgeable staff who become the primary advocates for FP/AYSRH and are able to direct, counsel and provide services appropriately.

Key Outcomes of WSO

- Knowledgeable clinical and non-clinical staff
- Decreased myths and misconceptions among staff
- Better client engagement and direction on FP/AYSRH services
- Increased intra/inter-facility referrals
- Enhanced provider-initiated FP



An FP whole-site session in a facility.

Steps

1

Identify topics

Plan a schedule of family planning topics that meet staff's learning needs and interests and plan to implement them within a two-month period.

2

Identify facilitator

Select someone who will conduct the sessions. Facilitators should be from the facility and proficient in FP / AYSRH services. Identify 2-3 staff who will share the topics.

3

Review/adapt content

Use or adapt existing content (<https://goo.gl/oSH4xC>) for each session. A session should last 2 hours or less. The ideal orientation session should take place during convenient times (e.g. lunch breaks, afternoon) that minimize disruption of services at the facility.

4

Organize and conduct weekly sessions

- Engage facility staff and identify a class size between 10 - 25 people.
- Organize weekly sessions within the facility on the selected family planning topics. Aim to do about 2 sessions per week.
- Set aside a room at the facility and arrange appropriately. Ensure participants sign-in for every session
- Provide certificates to participants who have successfully completed the whole-site orientation (or at least 80% attendance) – this can be during a graduation where participants are reminded of expected outcomes

Quick Checklist for WSO:

- Daily registration forms
- Whole-site orientation schedule
- Writing materials
- Certificates
- Copies of handouts
- Tea/snacks (optional)
- Flip charts/projector (optional)

List of key WSO Topics

- Overview of FP
- Medical Eligibility Criteria
- Pills - POPs, COCs, ECs
- Barrier methods
- Implants
- IUCD
- Permanent methods
- Natural FP
- Standard Days Method
- Myths and misconceptions
- Provider-initiated FP
- Infection prevention
- AYSRH
- PPF

Useful Tips

- This is a low-dose, high frequency approach, mainly for knowledge (and not skills) – do not compress all sessions into one long one.
- Employ adult learning principles such as demonstrations, and group discussions and questioning.
- Integrate Whole-Site Orientations with the usual Continuous Medical Education processes that happen at health facilities.
- If facility staff are few, consider involving nearby facilities/ pharmacies/ and community health workers.
- When the facility has more than 25 staff, consider doing multiple smaller rounds of WSO.
- Where there is no electricity or projector, plan to use flip charts and marker pens.