

## Improved Learning and Working Environment at Public Institutions in Uganda

### Facility Maintenance Concept for public Institutions in Uganda a Systematic Approach

#### Background

The Uganda Hausmeister concept has the overall goal of ensuring improved maintenance of infrastructure especially WASH; in schools, health centers and religious institutions in Uganda. According the Sustainable Development Goals 6.2 (SDG 6.2), access to safe water and sanitation is a basic human right and a critical sustainable development challenge. Globally, over 620 million children worldwide lack basic sanitation services at their school and almost 50 percent of the schools including in Uganda lack basic handwashing with water and soap on a daily basis. In the case of other Ugandan institutions access to basic sanitation remains low due to limited infrastructure exacerbated by poor functionality due to little attention to maintenance. The project consists of the following components:

- Identification of institutions and Hausmeisters for training,
- Development of a Training Manual
- Training of Hausmeisters and Assessment for certification – Worker's PAS
- Identification of Tool kits for use by the Hausmeisters.

Sanitation for Millions is a global programme (currently in Uganda, Pakistan & Jordan) with the main objective to improve access to safe sanitation and hygiene conditions especially for disadvantaged and vulnerable groups such as women, children (especially girls), people with disabilities, internally displaced persons, migrants and ethnic minorities. In Uganda, the Sanitation for Millions programme in collaboration with the Kampala Capital City Authority and with support of the Ministry of Education and Sports and in consultation with Ministry of Health has started interventions around water, sanitation and hygiene (WASH) in schools and health care facilities which is now extended to households and communities and religious institutions. Sanitation for Millions combines construction measures and capacity building to address all gaps along the entire sanitation chain to achieve access to safe and equitable sanitation.

#### Concept Focus

The aim of this concept is to introduce a **Facility Maintenance** approach for public schools, health centers and religious institutions in Uganda at their respective operational levels.

Based on the pilot Hausmeister concept conducted in the Apac Cluster and Kampala the following key challenges have been identified:

## Primary Causes:



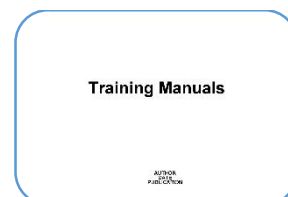
Lack of easily accessible technicians to do routine repairs to the infrastructure at the institutions



Limited or lack of skills amongst staff within the institutions to do repairs



Low access to tools and equipment to do the repairs



Absence of a guide - contextualised training manual to guide in training of Hausmeisters

## Secondary Causes

Lack of self - initiative to follow up on preventive maintenance by the institutions

Unreliable water supplies; dysfunctional infrastructure over long periods

Overstressed facilities due to high populations especially at schools and health centers

Limited Budget to do repairs; dependency on receiving new infrastructure

To address these challenges, Sanitation for Millions in collaboration with other stakeholders; KCCA, MoH, MoES and its implementing CSOs is establishing an efficient maintenance system at institution level – Hausmeister concept. Once preventive maintenance as well as regular maintenance is efficiently introduced, the life span of all infrastructure including that for WASH at the institutions will be prolonged thus reducing the costs of repair in the long run.

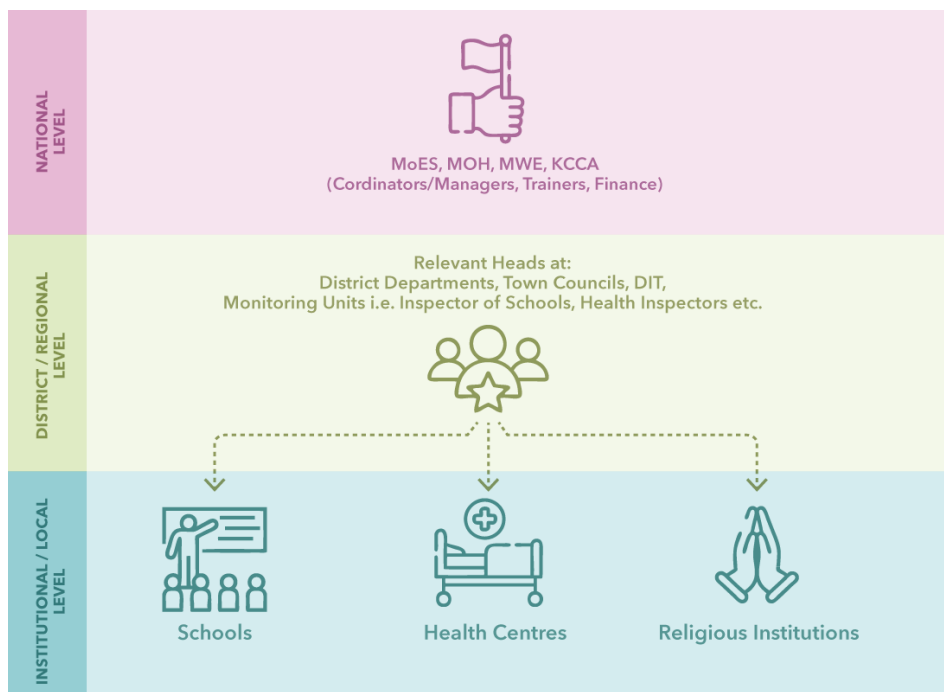
The maintenance concept includes:

- Components
- Development of a **Training Manual**
  - Partnering with DIT **Training Institutions to support certification** of the caretakers upon completion of Trainings
  - Continuous **training of caretakers** ‘new’ and ‘old’ through GIZ implementing partners and peer to peer learning
  - Certified on-the-job training of at least **20 institutional staff** to become **caretakers/Hausmeisters** a German term generally being used for staff in charge of the overall maintenance of the school building.
  - Utilizing the **existing strategies** at the partner organisations e.g. MWE, KCCA to roll out countrywide.
  - Identification and provision of **startup Tool kits** shared between institutions

This multi-level approach (see concept below) will be the basis to carry out the necessary maintenance and rehabilitation measures at public schools, health centers and religious institutions in Uganda thus improving the institutional infrastructure and the overall environment for the pupils/students, worshippers and patients with special focus on water and sanitation issues such as the rehabilitation

and/or provision of water storage tanks, the replacement of pumps, the reduction of water leakages and the rehabilitation of toilets among others.

### WASH Facility Maintenance Concept for Public Institutions in Uganda



MoES = Ministry of Education, MoH = Ministry of Health, MWE = Ministry of Water and Environment, KCCA – Kampala Capital City Authority

### Target Groups and Key Stakeholders

The main target group includes; for schools – pupils and students, teachers, support staffs and visitors. For health centers –out and in patients, caregivers, staffs and visitors. For religious institutions – worshippers, clergy/Imam and visitors.

### General approach

OPERATIONAL LEVEL	STRUCTURE	RESPONSIBILITIES	REQUIREMENT
National Level	Institutional Departments	<ul style="list-style-type: none"> <li>○ Oversee and coordinate the works and activities by respective institutions.</li> <li>○ Conduct procurements of supplies for maintenance.</li> <li>○ Support in installation and maintenance of facilities. Oversee and coordinate the work and activities related to training.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Chaired by Department Heads e.g. for KCCA Schools - Director of Education and Social Services</li> <li>▪ Procurement and Supplies Managing Directorates / big procurement through public tenders</li> </ul>

OPERATIONAL LEVEL	STRUCTURE	RESPONSIBILITIES	REQUIREMENT
		<ul style="list-style-type: none"> <li>○ Follow up on operational and ensure feeding in all relevant maintenance related data into their respective department database.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support the institutional departments in development/update of their databases.</li> <li>▪ Strengthen the M&amp;E at the institutions.</li> </ul>
	Sustainability of the Concept	<ul style="list-style-type: none"> <li>○ Continue with training new caretakers and upgrading the old ones for sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identify and work with localized training institutions and NGOs to train caretakers and include it in their work plans.</li> </ul>
<b>District/Regional Level</b>	All public institutions have functional WASH facilities	<ul style="list-style-type: none"> <li>○ Carry out preventive and corrective maintenance at public institutions.</li> <li>○ Conduct a needs assessment at the institutions and prepare work plans and cost estimates in conjunction with the institutional Hausmeisters/caretakers.</li> <li>○ Ensure customised training for new Hausmeisters/Caretakers.</li> <li>○ Ensure certification of the trained Hausmeisters/Caretakers.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Training guides e.g. manuals provided by GIZ.</li> <li>▪ Devise mechanism for tooling and re-tooling.</li> <li>▪ Develop mechanism for identifying skills gaps and equipping them with new skills.</li> </ul>
<b>Institutional Level</b>	Head of Institutions	<ul style="list-style-type: none"> <li>○ Outline the institution preventive and smaller corrective maintenance needs</li> <li>○ Outline the more complex corrective maintenance and rehabilitation works to their respective districts and TCs.</li> <li>○ Support the caretakers in implementing their work plans.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Human Capacity Development</li> <li>▪ Develop Institution Improvement Plans (SIP) with support from GIZ.</li> </ul>
	Hausmeisters/Caretakers	<ul style="list-style-type: none"> <li>○ Carry out light preventive maintenance works.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Clear guidelines on the roles and responsibilities.</li> <li>▪ Tools and equipment for use in maintenance work.</li> <li>▪ Support from the institution heads.</li> </ul>

## Strengths, Weaknesses, Opportunities and Threats of the proposed Concept

