## **REVISED PC-I**

### **COMPREHENSIVE TB CONTROL PROGRAMME**

## PUNJAB

2015/16 - 2017/18



Department of Health Government of the Punjab

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### ACRONYMS

BHU	Basic Health Unit
CAT	Category
DC	Diagnostic Center
DGHS	Director General Health Services
DM	Drug Management
DHQ	District Headquarter Hospital
DOH	District Officer Health
DOTS	Directly Observed Treatment Short Course
DTC	District TB Coordinator
DR-TB	Drug Resistant TB
DST	Drug Susceptibility Testing
DTO	District TB Program Officer
EDO	Executive District Officer
EDO (H)	Executive District Officer (Health)
EML	Essential Medicines List
EPTB	Extra-pulmonary Tuberculosis
FDC	Fixed Dose Combination Drug
FMT	Female Medical Technician
FEFO	First Expiry First Out
FIFO	First In First Out
GDF	Global Drug Facility
GFATM	Global Fund to Fight AIDS, Tuberculosis & Malaria
GLC	Green Light Committee
GMP	Good Manufacturing Practices
HIV	Human Immunodeficiency Virus
HR	Human Resource
Н	Isoniazid
LHW	Lady Health Worker
MDR	Multidrug-resistant TB
МО	Medical Officer
MS	Medical Superintendent
МОН	Ministry of Health
MSD	Medical Store Depot
NGO	Non-Government Organization
NTP	National TB Control Program
OPD	Out Patient Department
OJT	On the job Training
P&D	Planning and Development Department
PC-1	Planning Commission – Performa 1
PPC	Provincial Procurement Committee
PSC	Provincial Steering Committee
PSDP	Public Sector Development Program
PTB	Pulmonary Tuberculosis
РТР	Provincial TB Control Program
QA	Quality Assurance
QC	Quality Control
RHC	Rural Health Center
RCL	Rate Contract List

SOPs	Standard Operational Procedures
SS+	Sputum Smear-Positive
SS-	Sputum Smear-Negative
THQ	Tehsil Headquarter Hospital
TB	Tuberculosis
TC	Treatment Center
UC	Union Council
WHO	World Health Organization
WMO	Women Medical Officer

## **PC-1 PROFORMA**

#### Code Number for Project\_\_\_\_\_ (To be filled in by Planning Commission)

### PART 'A'

1.1	Name of Project	Comprehensive TB Control Program in Punjab (2015/16 to 2017/18)				
1.2	Location	Provincial TB Control Program and 36 District of The Punjab Directorate General Health Services Punjab, 24 Cooper Road, Lahore.				
1.3	Authorities Responsible for:					
	(i) Sponsoring	Government of the Punjab				
	(ii) Execution	Provincial TB Control Program, Directorate General Health Services Punjab, 24 Cooper Road, Lahore.				
	(iii) Operation and Maintenance	Program Manager, Provincial TB Control Program, Directorate General Health Services Punjab,				
	(iv) Concerned Ministry	Planning & Development Department, Government of Punjab.				

#### **PROJECT DIGEST**

<ul> <li>I.4 Plan Provision:         <ol> <li>i. If the project is included in the Medium Term/five- year plan, please specify actual allocation.</li> </ol> </li> </ul>		Project is ba (MTDF). 200 health sector Papers-I and I Millennium I health related mortality, mo resistant TB.	used on Me 5-10. The Pr interventio II. The Gove Declaration a goals. This F rbidity, tran	dium Term ogram has a n in the Po ernment of P and this effo Programme v smission of	Developm lso been ide overty Red akistan is a ort is aimed vill also con TB and pre	ent Framewo entified as ma luction Strate signatory to to achieve stribute to reduce evention of da	ork jor ègy the the uce rug
<ul><li>ii. If the project</li><li>is proposed to</li><li>be financed</li><li>out of block</li><li>provision for</li><li>a Programme</li></ul>		After 18th c committed to program till Federal Gove staff (18) is en	onstitutional continue fu 2014-15. A ernment is d prolled and a	amendmen unding for t s per NFC ue to expire ibsorbed to F	t, the fede he vertical awards the on 30-Jun Provincial Pa	eral governm national hea e Funding fra ne-2015. Cert rogramme.	ent ılth om ain
indicate	Prop	osed Punjab Al	<b>DP:</b> Rs. 139	8.933 Millio	n for FY 20	15-18	
(b) Provision in the FY 2015- 2018 ADP Comparative		The total cost for <b>1398.933 Mil</b> Government an Total Project Government co	or this project <b>lions</b> which ad Punjab Gov cost includir omponents alo	for three year include emp vernment com ng PSDP de ong with phas	i.e. 2015-16 ployees devo ponents. volved prog ing is as und	o to 2017-18 is plved by Fede gram and Pun er:	<b>Rs.</b> eral
Statement		PSI	DP ( Federal S	Share) (2012-1	5)		
		Approved Cost	Rs. 191.58 million				
		Left Over Balance		Rs. 51.088	Rs. 51.088 Million		
	Tota	Year 1 Requirement	<b>FY 15-16</b> 437.295	<b>FY 16-17</b> 473.406	<b>FY 17-18</b> 488.233	( In Millio <b>Total</b> <b>2015-2018</b> 1398.933	ons)

		In order to ensure the proper utilization of drugs for complete treatment					
	GESTATION	patients and sustainability, the gestation period is proposed to be three years instead					
	PERRIOD	two years on the following justifications					
		1-Any TB Patient has to go for complete treatment without interruption					
		break, according to the disease diagnosed as follows.					
		• TB Patients Category-1 Treatment Period is 6 Months.					
		TR Patients Category II Treatment Period is 8 Months					
		Drug Desistant TP Defients Treatment Deviad is 24 Months					
		• Drug Resistant 15 Patients Treatment Period is 24 Months.					
		2-Furthermore, as per agreement the Global Fund shall provide assistance for the patients till 2017. Therefore the 3 <sup>rd</sup> year of PC-1 support will be helpful in absence of donor funding for uninterrupted supply of medicine and treatment of ongoing patients					
		Reason of Revision					
		It is to be clarified that Fresh PC-1 needs to be approved as the scope of work					
		enhanced in accordance to the policy and directions of Federal					
		Provincial Governments, particularly Federal Government commitment ar					
		share with donors shall be 50/50 from 2015-17 in comparison with previously 20/80.					
		Furthermore, staff of devolved program are also need to be absorbed as per direction of Government of Punjab					
1 5	Dereis et all'a dimensione						
1.5	and its	Goal					
	relationship with	The goal of the provincial TB control program Punjab is to <i>"reduce by</i>					
	Sector's	50% the prevalence of TB in the general population by 2025 in					
	objective	Comparison to 2012 <sup>-</sup> Objectives					
		The key objectives include:					
		<ol> <li>To increase the number of annual notified TB cases from 194,628 in 2014 to at least 217,570 annual notified TB cases by 2018 while maintaining the treatment success rate at 95%.</li> </ol>					
		2. To reduce, by at least 5% per year by 2018, the prevalence of DR- TB among TB patients					
		<ol> <li>Strengthen programmatic and operational management capacity of the TB Control Program while enhancing public sector support for TB control by 2018.</li> </ol>					
		Objective 1: To increase the number of notified TP eases from 104.639					
		(67%) in 2014 to at least 217,570 (71%) by 2018 while maintaining the					
		treatment success rate at 95%.					
		There are three key interventions under this objective:					
		i) Better identification of patients presumptive of TB (increase					
		the number of TB presumptive who are assessed for TB from					
		628,267 in 2014 to 980,000 in 2018) by improving					

<sup>&</sup>lt;sup>1</sup>Punjab TB Strategic plan Vision 2020

<ul> <li>ii) Improving quality of diagnosis by increasing proportion of bacteriologically confirmed TB cases among all notified TB patients from 41% in 2014 to 45% in 2018.</li> <li>iii) Ensuring uninterrupted availability of quality-assured drugs for all diagnosed patients.</li> <li>iv) Maintaining critical mass of trained staff.</li> <li>v) Implementing effective monitoring and surveillance systems.</li> <li>2. Expand partnerships with the private sector to engage all healthcare providers in delivering quality diagnostic and treatment services for TB control in Punjab; increasing the contribution of private sector providers to the total provincial TB case notification from annual 53,327 in 2014 to 73,064 in 2018.</li> <li>3. Improve TB care in vulnerable and key affected populations using both active and passive case finding strategies and WHO endorsed new diagnostic tools. These populations include children, TB contacts, people residing in urban slums, refugees and internally displaced populations (IDPs), coal miners and people living with HIV/AIDS (PLHIV).</li> </ul>
"A significant proportion of the objective 1 will be addressed through PC-1 support whereas the remaining will be donor supported."
Objective 2: To reduce, by at least 5% per year by 2018, the prevalence of DR-TB among TB patients.         There are four main strategic interventions under this objective.         1. Scale-up of programmatic management of drug-resistant TB (PMDT) by expanding screening of patients at risk of drug-resistant TB (DR-TB) through use of Gene X-pert MTB/Rif assay while increasing the sites from 10 to 12 by 2018, and         2. Improving laboratory diagnosis and treatment monitoring through a network of         i. Gene-Xpert sites 9 in 2014 to 17 in 2018         ii. Culture laboratories from 2 in 2014 to 9 in 2018, iii. DST from 0 in 2014 to 2 in 2018         3. Increase enrollment of DR-TB patients from annual 1,011 in 2014 to annual 1,150 in 2018, while         i. Improving DR-TB care through establishment of 12 PMDT sites (of these 10 are already established), ii. Implementation of social support, iii. Provision of sound infection control measures.         4. Establish infection control arrangements in all PMDT sites         "A small proportion of the objective 2 will be addressed through PC-1 support whereas a significant proportion will be donor supported."

		Objective 3: Strengthen programmatic and operational management					
		capacity of the TB Control Program while enhancing public sector support					
		tor TB control by 2018					
		Key strategic Interventions include:					
		1 Strengthen and sustain the program management and operational					
		capacity of the provincial TB control program including					
		i. Provision of appropriate human resources to improve technical					
		and management capacity,					
		ii. Efficient monitoring, supervision and surveillance,					
		iii. Improved supply chain management.					
		2. Increase policy advocacy activities to					
		i. Build consensus on appropriate policies, practices and legislation, bring about the required legislation changes and their					
		implementation,					
		ii. Enhance government's support for TB control activities including increases in financial allocation for TB Programme.					
		"The objective 3 will be addressed through PC-1 support."					
1.6	Description ,	Global TB Strategy					
	Justification and	The recently introduced The End TB Strategy (post 2015) by World					
	Technical	Health Organization embarks on: a) Government stewardship and					
	Parameters	accountability, with monitoring and evaluation, b) Strong coalition with					
		civil society organizations and communities, c) Protection and promotion					
		of numan rights, etimes and equily, and d) Adaptation of the strategy and targets at country level, with global collaboration					
		targets at country level, with global conaboration.					
		National TB Control Strategy					
		In response to the End TB strategy the National and Provincial TB					
		control programs in Pakistan in 2014 developed costed National and					
		Provincial Strategic Plans "Vision 2020". The strategic plan includes					
		innovative interventions to find missed cases through systematic					
		screening, maximizing public sector investments and accountability,					
		universal access to susceptible and drug resistance TB by reducing					
		diagnostic delay, addressing TB-HIV co-infection, preventing disease					
		and prioritizing research that has the potential to change policy and					
		practice in TB care in Fakistan.					
		Punjab Health Sector Strategy					
		The Government of Punjab (GoP) has developed a five years costed					
		health sector strategy in-line with its renewed responsibilities under the					
		18 <sup>th</sup> Amendment to address the sector wide needs including the					
		identification of gaps that need to be filled. The Strategy is based on the					
		tindings of situation analysis of health sector in Punjab. The Strategy					
		statement is to reduce morbidity and mortality rates, especially the					
		to contribute in improving the quality of services and meeting the tergets					
		set under the Millennium Development Goals. Strategy spelled out 07					
		clear objectives that focused on improved health outcomes, improved					
		governance & stewardship by the health department, public private					
		partnership; regulate private sector, monitoring and evaluation					
		framework. The TB DOTS program has taken as a priority issue in health					
		sector strategy document along with other preventive programs. The					

	designed structures antions include need assessment by the TD control
	desired strategic actions include need assessment by the TB control
	program and revised and approved costed PC-1.
	Punjah TB Control Strategic Plan Vision 2020
	The Puniab TB Strategic Plan "Vision 2020" entails developing innovative
	strategies that will:
	- Improve the performance and impact of TB control with maximizing
	public sector investment & accountability in TB control activities.
	- Address sensitive and drug resistance TB by: (a) reducing diagnostic
	delay. (b) reducing the duration and improving the efficacy of treatment.
	(c) preventing disease, and (d) increasing access to DOTS and DR-TB
	treatment care, etc.
	- Invest in new diagnostic and TB management tools and approaches that
	are less labor intensive, more cost-effective, and can be delivered close
	to patients to minimize the health workforce burden and help to improve
	patient access, thereby increasing case detection and enhance treatment
	success.
	- Prioritize research that has the potential to change policy and practice in TB care in the country.
	The strategic interventions and activities are organized under the four
	program objectives. Addressing these objectives through specific strategic
	interventions and activities would help to achieve the national goal. These
	four strategic priorities are the main focus of the proposed three- year project.
	The revised PC-1 is to enable the provincial TB control program support/
	implement the expansion and consolidation activities, according to
	provincial strategic plan. The revised PC-1 focuses mainly the
	responsibilities and activities of the provincial TB control program. The
	project activities will enable the province and districts to achieve the
	coverage and outcome targets of the program.
	Justifications:
	Tuberculosis is a major public health hazard, causing a
	significant proportion of preventable adult mortality and morbidity in the
	country and province of Punjab and declared as a national emergency.
	The TB case notification rate varies across the provinces and the regions
	in Pakistan. The incidence of All Types TB cases in Pakistan is
	276/100,000 whereas prevalence for All Type cases is 348/100,000. The
	case notification rate has slightly increased in year 2014 but still below
	National targets. This needs to be increased to revert the incidence of
	disease. This requires strong political commitment, resources and
	implementation arrangements at all levels i.e. provincial and district level, health facility level and community level. Through ravised PC 1
	support the provincial TB control program will contribute towards
	achieving provincial TB control targets
	achieving provincial TD control angets.

	<b>1</b>		is as under.	
	Comprehensive TH	<b>•</b> 2004-05	to 2006-07 extended	d 498.824M
	Control Program in Punjab	n for the year 09	ear 2007-08 and 2008	-
		• 2009-20 year FY	11, Extended for the 2011-2013	e 707.674M
		• Revised	FY 2012-2015	967.776M
		Funds r	released and utilized	d
		240M	Y 2012-15 were Ks	5.
		Propose	ed FY 2015-18	1398.933
				·
	The project descrip	ption is given in th	e section below:	
<b>PROJECT DESCR</b>	IPTION			
The section	below describes the a	activities to be unde	rtaken during 2015-1	8 and is in line v
the Provinci	al Strategic Plan (PS)	P) for TB Control in	n Punjab.	
	<b>C</b>		5	
<b>DBJECTIVE WIS</b>	E DESCRIPTION (	<b>)F PROJECT:</b>		
BIFCTIVE 1. To	increase the numb	er of notified TR (	22205 from 104 678 (	67%) in 2014 t
east 217.570 (71%)	by 2018 while main	ntaining the treat	nent success rate at	<u>95%.</u>
<u></u> , <u></u> , <u>_</u> ,		<u>_</u>		
Table 1: TB notification	tion sensitive cases (a	<u>all forms)</u>		
TB cases	2014/15 (Baseline)	2015/16	2016/2017	2017/2018
TB cases Est. number of incident TB cases	<b>2014/15</b> (Baseline) 290185 (100%)	<b>2015/16</b> 294,741 (100%)	<b>2016/2017</b> 299,369 (100%)	<b>2017/2018</b> 304,069 (100%)
TB cases Est. number of incident TB cases TB cases to be notified (from PSP)	2014/15 (Baseline)           290185 (100%)           194,628(69%)	<b>2015/16</b> 294,741 (100%) 201,909 (69%)	2016/2017           299,369 (100%)           208,073 (70%)	<b>2017/2018</b> 304,069 (100%) 214,380 (71%)
TB cases Est. number of incident TB cases TB cases to be notified (from PSP) PC-1 Share (50%)Cases	2014/15 (Baseline) 290185 (100%) 194,628(69%)	2015/16 294,741 (100%) 201,909 (69%) <i>100,955</i>	2016/2017         299,369 (100%)         208,073 (70%)         104,036	2017/2018 304,069 (100%) 214,380 (71%) <i>107,190</i>

"The activity a.1 is partially supported by donor assistance which includes 195 microscopes for private sector BMUs and 20% of reagents for these labs."

#### Table 2: Establishment of BMUs(2015-18)

	2014/15 (Baseline)	2015/16	2016/2017	2017/2018
Public Sector	517	527	527	527
Other Health Sector	12	32	40	40
Private Hospitals	5	15	30	35
NGOs	25	75	125	150
Total	559	649	722	752

#### a.2: Selection, Procurement and Distribution of First Line Anti TB Drugs

Through PC-1 support the first line Anti TB Drugs for Adult TB Cases (CAT-I & II) i.e. 363,822 will be provided during period 2015-16 to 2017-18. Moreover, ATT for 26,405 childhood TB patient will also be provided through PC-1 support during the Period 2015-16 to 2017-18. This will help ensuring treatment compliance of TB patient who are poor and underserved. (ANNEX-2)

The activity a.2 is partially supported by donor assistance which includes providing free of cost first line quality assured Anti TB Drugs for 312,181 TB patient to be treated during period 2015-16 to 2017-18.

## <u>a.3: Access to TB diagnostic services will be further improved by strengthening/establishing an</u> additional 10 public sector BMUs.

The activity a.3 will require support from PC-1. The sub-activities would include:

- i) Provision of lab supplies (microscopes, consumable and non-consumable lab items),
- ii) Provision of un-interrupted anti-TB drugs for registered patients,
- iii) Print material (R&R and IEC materials),
- iv) Monitoring and evaluation,
- v) Quality assurance services for laboratory activities. (ANNEX-3)

#### "In activity a.3, new 183 BMUs in private sector will be established with the support of donor".

a.4: Referral mechanism and specimen transport will be established with provision of transport boxes and signing contract with a courier service.

Each BMU will be linked to a Gene-X-pert site and culture facility through a district intermediate laboratory in order to facilitate early diagnosis of DR-TB and improve quality of TB diagnosis in high-risk populations (such as PLHIV).

"The activity a.4 is fully supported by donor."

a.5: Improved access to WRDT for diagnosis of tuberculosis in children, other vulnerable population and high risk population:

TB contact and Children able to produce sputum will be tested using MTB/RIF assay. Extrapulmonary specimen will also be tested using X-pert MTB/Rif assay to improve quality of diagnosis.

#### "The activity a.5 is fully supported by donor."

## a.6: Improve performance of the microscopy services by strengthening the Quality Assurance services.

	2014/15 (Baseline)	2015/16	2016/2017	2017/201 8
# Reporting Microscopy labs	559	649	722	752
# lab with acceptable performance	453	532	614	639
% lab acceptable performance	81%	82%	85%	85%

Table 3: Number of reporting microscopy laboratories and performance

"The activity a.6 is fully supported by donor."

#### **<u>1.2:</u>** Enhance TB Case finding by engaging private-sector healthcare providers to achieve "Universal DOTS Coverage", in province of Punjab

In Pakistan, the majority of the population seeks healthcare outside the NTP network. Evidence suggests that failure to involve all care providers hampers TB case detection, delays diagnosis, leads to inappropriate and incomplete treatment, contributes to increasing drug resistance and places an unnecessary financial burden on patients.

The provincial TB control program Punjab and its partners have successfully implemented several models and strategies to engage all care providers over the last few years in selected districts and will be scaling up these intervention in all 36 districts of province. The implementation will be carried through:

- i. General Practitioners (GP),
- ii. NGO health network,
- iii. Large private hospitals and
- iv. Other public sector hospitals e.g. Military, Police, Social security, Prisons, etc.

"The activity 1.2 is fully supported by donor."

## **1.3:** Ensure appropriate policy and practice changes and improvements in regulatory environment to engage all healthcare providers in the control of TB

The Punjab Strategic Plan Vision 2020 highlights the importance of legislation and policies to ban over-the-counter sale of TB drugs and for making TB a notifiable disease. In case of the private sector, which is largely unregulated, putting in place appropriate policies and legislation at the provincial level is a key asset to create a conducive policy and regulatory environment. The legislative bills will be presented to the provincial assemblies by 2016. Similarly, efforts will be made to regulate over-the-counter-sale of TB drugs through administrative orders of the district health authorities and coordination with professional bodies (Pakistan pharmacist association and Pakistan chemist and druggist association). Trainings and certification of private providers as described above, combined with an improved regulatory framework, will encourage the private providers to follow the national TB guidelines, including reporting to PTP.

The legislative process will be facilitated through the Provincial *Technical Working Groups* (*TWG*) formed under the chairmanship of the Provincial secretary of health, consisting of officials from the provincial department of health including Provincial TB program, elected representatives, technical experts, representatives of WHO, civil society organizations, medical practitioners associations, and representatives of people affected by TB. The TWG will put forward recommendations for development of policies, regulation and legislation to improve TB case notification.

One-on-one lobbying meetings with members of provincial assemblies to advocate for adapting appropriate legislation for regulating private sector for TB control. Further, high-level advocacy seminars and workshops will be conducted with parliamentarians. These activities will be supported through PC-1.

The current draft legislation declaring TB as a notifiable disease puts forward an implementation mechanism as follows:

- i. It makes TB case notification mandatory for all registered healthcare providers.
- ii. It makes the District Office of Health responsible for ensuring that the notification forms are provided to all who are responsible for reporting.
- iii. It makes the healthcare providers responsible for informing the patients that TB drugs are available free of cost.
- iv. It makes the healthcare providers responsible for maintaining records of TB patients.

The bill clearly outlines the responsibilities of the District Health Managers in ensuring and monitoring the implementation of the legislation as well as execute powers and functions delegated by the Provincial TB Control Program and Government of the Punjab.

#### **1.4 Advocacy and Behavior Change Communication:**

The TB Control Program realizes the importance of behavior change communication and community mobilization activities for effective province-wide implementation of DOTS to achieve the case detection and cure rate targets. The TB Control Program has already developed some awareness materials including TV spots, posters, leaflets, IEC materials and video documentaries.

The purpose is:

- i. To engage policy makers and media to advocate for TB control as a national public health emergency
- ii. To promote disease awareness and knowledge among community to enable Behavior Change Communication (BCC)
- iii. To engage TB patients and affected communities in TB care

These activities will be supported through PC-1 (ANNEX-5) will include;

#### a. Involvement of policy makers through seminars

Drawing attention towards TB as a national public health emergency is highly needed. Seminars with policy makers e.g. Ministry, donors, health planners will provide an opportunity to revitalize interest in TB control, improve political commitment and mobilize resources.

- i. Advocacy for Legislative bill for TB as notifiable disease
- ii. Legislative bill for over the counter sale of Anti TB drugs
- iii. Mandatory testing of HIV patients for TB and vice versa.

#### b. Engagement with media through workshops

Media support is essential in highlighting the impact of TB and TB control program. Benefiting from presence of Urdu and Punjabi language media in Punjab is required. Media workshops will be periodically organized to orient and sensitize media professionals on TB

#### c. Advocacy with professional bodies

Involving pharmacists (via the Pakistan Pharmacists Association) into the PTP/DOTS system to the extent that the pharmacists who wish to continue selling anti-Tuberculosis medications will require attending in PTP trainings. These trainings will cover the causes of drug-resistant tuberculosis, the importance of adhering to a strict treatment regimen and the importance of receiving a proper diagnosis and remaining in the care of a qualified medical practitioner.

#### d. Community awareness and mobilization (Mass media campaigns)

TB is known to be a poor man's disease, and its worst victims are the poor and the vulnerable groups of the society. For this reason people falling under these categories will be addressed. Banners, posters and other informational materials will be developed and placed in common areas, such as bus stops, rickshaw stands, local clubs, schools and colleges, local market-places, public toilets, to name a few. Mass Media Campaigns will be organized annually for creating greater impact. Community Awareness sessions will be organized in rural and poor localities in collaboration with National Program, PACP and Dengue Control Program. Cable television is a popular, widely available and cost effective electronic medium. Context specific i.e. local language and culture based TB messages based campaigns will be developed for broadcasting on cable networks through cable operators associations. TV Commercials will be aired throughout the year and specifically on World TB Day. Radio particularly FM is a popular entertainment media. It is also cost effective. Context specific TB message campaigns will be developed and broadcast through radio channels in selected districts.

## <u>Objective 2:</u> To reduce, by at least 5% per year by 2018, the prevalence of MDR-TB among TB patients who have never received any TB treatment

Drug resistance (DR) from first line anti-TB drugs is increasing in Pakistan as shown in the drugs resistance survey conducted in Pakistan in 2013 (3.1% in new cases and 18.3 in retreatment cases). Diagnosing and treating a DR TB case requires a great deal of infrastructure, equipment and medicine arrangements which is a huge cost. Diagnosing and treating a single DR-TB case cost about 1,000,000 Pak.Rs.

Through donor support the provincial TB control program is going to receive an in-kind support during the period July 2015-Dec 2017 in the form of second line anti-TB drugs (SLDs) for about 7,302 DR-TB patients, equipment including X-pert machines and its consumables cartridges, culture and sensitivity testing, strengthening selected hospitals as PMDT sites and training of specialists and paramedics and technicians, infection control arrangements and incentives for patients and treatment supporters.

However, there are still few gaps remaining to address comprehensively the DR-TB care in the province of Punjab which needs to be supported by PC-1.

It is expected that about 20% of the annual registered patients i.e. 1461 in 3 years will suffer from side effects related to SLDs. If these side effects are not treated there is a great chance that either patient will leave the treatment or face health consequences. To ensure that the patients gets a comprehensive DR-TB care, the registered DR-TB patients who will have side effects from SLDs will receive ancillary drugs to manage these side effects which will be supported through PC-1. (ANNEX-2)

## **<u>Objective3:</u>** To strengthen and sustain the programmatic and operational management capacity of the provincial TB control program, while enhancing public sector support for TB control.

#### a. The M&E activities such as provincial and district level surveillance meetings.

This activity will be supported through donor assistance.

#### b. Improving district level TB monitoring and coordination support.

The activities such as intra-district meeting, inter-district meetings, coordination meeting, etc will be supported through donor assistance.

#### c. Procurement and supply chain management (PSCM)

The Procurement and Supply Chain Management (PSCM) system of PTP has successfully supported, and contributed towards, the programmatic achievements. The PTP manages a wide range of functions from:

- i) Quantification
- ii) Selection and placement of order to vendors
- iii) Receiving commodities and drugs at provincial level
- iv) Distribution to the districts.

The system ensures that supplies reach the health facilities (usually BMUs) through effective coordination and without any interruption.

#### "This activity will be partially supported by donor"

#### d. TB control program management at provincial level

After devolution, the administrative, financial and technical responsibilities have been delegated from federal level to province. Therefore the role of Provincial TB control Program is very crucial in implementation of program in 36 districts of Punjab. The availability of skilled and trained human resource is vital to develop and implement operational plans, coordinate activities with partners, manage financial and human resources, organize staff training, supervise and provide technical support to districts, and ensure operationalization of the PTP information system. Moreover, sustainability of the TB control program can only be ensured through persistent availability of required human resource in the program with adequate capacity to implement all interventions.

Through PC-1 support managerial and technical staff will be sustained in the province for effective implementation of TB control activities and achieve the project targets. (ANNEX-1)

The organogram below shows the human resource requirement at the provincial and district level.

#### HUMAN RESOURCE OF PROVINCIAL TB CONTROL PROGRAM PUNJAB

- Organogram Annexed.
- Human Resource at Provincial and District level:

Director General Health Services is overall in-charge and drawing/ disbursing officer for the TB program in the province. Program Manager, Provincial TB Control Program (PTP) coordinates with external agencies such as NTP, NGOs, and International agencies District Health Managers etc. She/he monitors the implementation of the program in the districts, and ensures timely availability of drugs, material and technical support to the districts.

SNO	NAME OF POST		NO OF POSTS
1	Director / Program Manager		1
2	2 Additional Director		1
3	Deputy Program Manager (SMOs)		3
4	Pharmacist/DDC (SNE)	18	1
5	Program Officer (MOs)	17	3
6	Accounts Officer	17	1
7	Database Administrator / Computer Program Officer	17	1

#### Continuation of HR from Provincial Pc-1: Table 4: Staff Positions

-		14	- 1
9	Assistant/Cum Computer Operator	14	
10	Stenographer	14	2
11	Store Keeper	6	- 1
12	Junior Clerk / Data Entry Clerk	7	1
12	Driver ( 4 already working SNF for 20 )	5	24
13	Naib Oasid	2	<u> </u>
15	Sanitary Worker	2	 1
15	Head of Laboratory (Pathologist)	18	1
10	Deputy Head (MO)	10	1
17	Microscopy Technician (Lab. Technician)	17	1
10	Culture Technician (Lab. Technician)	12	1
20	Technician for identification and Sensitivity (Lab	12	1
20	Technician)	12	1
21	Technician for Preparing Reagents & Media (Lab.	12	1
	Assistant)		
22	Lab. Assistant for House Maintenance (Lab. Attendant)	1	1
23	Lab. Attendant for Cleaning and Washing (SW)	1	1
Continua	ation of HR from Devolved Program.	17	1
1	Health Education Office-ACSM	17	1
2	Office Assistant/cum Computer Operator	14	1
2		10	4
3	Microscopy Technician	12	1
3 4 JUSTIF During th	Microscopy Technician Drivers ICATION: ne year 2013-14 the total Procurement/utilization of drugs from	12 5 TB Control P	1 16 Program Punjab
3 4 JUSTIF During th was Rs. 3	Microscopy Technician         Drivers         ICATION:         ne year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20	12 5 TB Control P 14-15 the amo	1 16 Program Punjab punt stands at Rs.
3 4 JUSTIF During th was Rs. 3 Million fo	Microscopy Technician Drivers ICATION: a year 2013-14 the total Procurement/utilization of drugs from 92 Million and Lab Items worth Rs. 25 Million, similarly for 20 or drugs and Rs. 22 Million for Lab items. For the year 2015-16	125TB Control P14-15 the amothe forecasted	16         Program Punjab         Dunt stands at Rs.         d procurement of
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs	Microscopy Technician         Drivers         ICATION:         ne year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo	125TB Control P14-15 the among the forecasted out from Glo	1         16         Program Punjab         punt stands at Rs.         d procurement of         bal Fund) and
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi	Microscopy Technician         Drivers         ICATION:         ne year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         Upper for lab Items	125TB Control P14-15 the amothe forecastedunt from Glob	1 16 Program Punjab punt stands at Rs. d procurement of bal Fund) and
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi	Microscopy Technician Drivers ICATION: he year 2013-14 the total Procurement/utilization of drugs from 92 Million and Lab Items worth Rs. 25 Million, similarly for 20 or drugs and Rs. 22 Million for Lab items. For the year 2015-16 will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo llion for lab Items.	125TB Control P14-15 the amothe forecastedunt from Glo	1 16 Program Punjab Dunt stands at Rs. d procurement of bal Fund) and
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi	Microscopy Technician         Drivers         ICATION:         ae year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         llion for lab Items.	125TB Control P14-15 the amothe forecastedunt from Glob	1 16 Program Punjab Dunt stands at Rs. d procurement of bal Fund) and
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi In this reg	Microscopy Technician         Drivers         ICATION:         ne year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         llion for lab Items.         gard, it is submitted that TB Control Program intends to procure	125TB Control P14-15 the amothe forecastedunt from Glore medicines a	16         Program Punjab         pount stands at Rs.         d procurement of         bal Fund) and
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi In this rep the fresh	Microscopy Technician         Drivers         ICATION:         ae year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         llion for lab Items.         gard, it is submitted that TB Control Program intends to procure         PC-1 according to the need and requirement in bulk quantity.	125TB Control P14-15 the amothe forecastedunt from Globre medicines aAt present Pha	1         16         Program Punjab         ount stands at Rs.         d procurement of         bal Fund) and         and lab supplies in         armacist provided
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi In this reg the fresh by Global	Microscopy Technician         Drivers         ICATION:         ne year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         llion for lab Items.         gard, it is submitted that TB Control Program intends to procur         PC-1 according to the need and requirement in bulk quantity. A         I Fund is looking after TB DMIS (Drug Management Information)	125TB Control P14-15 the amothe forecastedunt from Glolre medicines aAt present Phaon System) ar	1         16         Program Punjab         punt stands at Rs.         d procurement of         bal Fund) and         and lab supplies in         armacist provided         ad WMIS
3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi In this reg the fresh by Global (Warehou	Microscopy Technician         Drivers         ICATION:         ae year 2013-14 the total Procurement/utilization of drugs from         92 Million and Lab Items worth Rs. 25 Million, similarly for 20         or drugs and Rs. 22 Million for Lab items. For the year 2015-16         will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo         llion for lab Items.         gard, it is submitted that TB Control Program intends to procur         PC-1 according to the need and requirement in bulk quantity. A         I Fund is looking after TB DMIS (Drug Management Information and state and state)	12         5         TB Control P         14-15 the among the forecasted on System (see the forecasted on the forecaste	1         16         Program Punjab         pount stands at Rs.         d procurement of         bal Fund) and         and lab supplies in         armacist provided         ad WMIS         ion from the field
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3 4 JUSTIF During th was Rs. 3 Million fo TB drugs Rs. 41 mi In this reg the fresh by Global (Warehou However Punich a	Microscopy Technician Drivers ICATION: he year 2013-14 the total Procurement/utilization of drugs from 92 Million and Lab Items worth Rs. 25 Million, similarly for 20 for drugs and Rs. 22 Million for Lab items. For the year 2015-16 will be Rs. 690 Million (Rs. 345 Million by PC-1 and same amo llion for lab Items. gard, it is submitted that TB Control Program intends to procur PC-1 according to the need and requirement in bulk quantity. A I Fund is looking after TB DMIS (Drug Management Information use Management Information System) for compilation of data a to ensure the transparency in procurement of drugs, its distribut Pharmaciet needs to be recruited out of PC-1. The Pharmaciet	12         5         TB Control P         14-15 the among the forecasted on System (second context) and the forecast on t	1         16         Program Punjab         punt stands at Rs.         d procurement of         bal Fund) and         and lab supplies in         armacist provided         ad WMIS         ion from the field.         poin in all over         bnical officer will
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	Additional Scope	The Federal Government commitment with Global Fund was 20/80 ratio in previous						
		funding, now it will be 50/50 for 2015-17. The special emphasis in revised PC-1 is also			C-1 is also			
		given on the areas like Childhood TB, TB/HIV, ancillary drugs for Drugs Resistant			Resistant			
		patients and strengthening of lab by providing 100 good quality microscopes.						
		Case Detection from 2015-2018 (Target)						
		TB cases	2014/15 (Baseline)	2015/1	16 2	016/2017	2017/2018	
		Est. number of incident TB cases	290185 (100%)	294,741 (100%)           9         201,909 (69%)           100,955		99,369 100%)	304,069 (100%)	
		TB cases to be notified (from PSP)	194,628(69 %)			08,073 70%)	214,380 (71%)	
		PC-1 Share (50%)Cases				04,036	036 107,190	
		assistance (50%)Cases		100,95	55 1	04,036	107,190	
			2014/15 (Baseline)		2015/16	2016/201 7	2017/201 8	
		Public Sector	517		527	527	527	-
		Other Health Sector	<sup>1</sup> 12		32	40	40	
		Private Hospitals	s 5		15	30	35	
		NGOs Tatal	25		75	125	150	
10		In order to accumu Pharmacist needs to will ensure the qua the staff from the de	alate the trans be recruited lity of drugs, evolved progr	parency out of P its valic ram has	in procur PC-1. The I lation and been addee	ement of dru Pharmacist be other technic d in this PC-	igs and its dis eing the technical aspects, Fu 1.	tributions, cal officer arthermore
1.8	Demand and Supply	IB is a strention	To addres	c healt	n probler	n in Punjai	of Punish T	es urgent
	Suppiy	program l	have been la	s uns, v unched	resulting	in increased	d case detecti	on rate of
		TB in Pt	unjab annua	lly. In	vear 201	1, a total of	of 162534 ca	ases were
		notified, v	whereas in 2	014, ca	se notifica	ation increa	sed to 19462	8.
		As the de services a PTP Punja in the pro health can centers at and referent the provi	etection of T and drug sup ab has evolv wince. It has re to tertiary t BHU level ence labs. He incial level ning.	B patie: ply has ed as a establis health along uman ro is its	nts has in also incre major acto shed a net care with with a ne esource do major co	creased there eased propo or in implen work of the h 559 BMU twork of per- evelopment ontribution	refore, the de ortionately. menting DOT services fror Js and 2899 eripheral, into from the gra in the healt	smand for S strategy n primary treatment ermediate uss root to h system

		In order to meet MDGs targets, the project demands for the next ten years, an adequate and uninterrupted availability of resources. Therefore the PC-I has been prepared to ensure sustainability and continuity of TB control services in Punjab.
		As a major chunk of health care services are provided by private sector, therefore besides implementation of DOTS in public sector, PTP Punjab has also introduced its implementation through Public and Private Mix (PPM) initiative. This would help in filling the gaps between demand and supply by allocating resources to private sector for capacity building, adequate drug supply, continuous monitoring and supervision, advocacy, communication social mobilization, recording and reporting through involvement of all health care providers. Since PTP has shown significant achievements, continuity of program is mandatory to control TB in province.
1.09	Financial Plan and Mode of Financing	ADP / MTDF
1.10	Economic Benefit Analysis	More than 200,000 new cases of TB occur annually and out of these cases, 75% TB cases fall in productive age group i.e.15-45. Tuberculosis is one of the major infectious cause of deaths in adult age that puts high economic burden on societies. The loss of working-age adults represents a loss of human capital and has a profound effect on household economic well-being.
		Greater adult mortality implies a lower rate of return to human capital investments, which in turn is a determinant of economic growth. The World Bank analysis finds that the economic benefits between 2006 and 2015 of sustaining DOTS at current levels relative to having no DOTS coverage are significantly greater than the cost. Uncertainty analysis shows that benefit-cost ratios of the Global Plan strategy relative to sustained DOTS were unambiguously greater than one. Economic benefits measured using a value of statistical life (VSL) approach.
		With this project by implementing Global plan, 100000 lives may be saved. Benefit to cost ratio for Sustained DOTS relative to non-DOTS is 50, for Global plan relative non DOTS is 44 and Global Plan relative to Sustained DOTS is 34.
	Social Benefits with Indicators	As a direct benefit of this project, patients suffering from TB in Punjab will be cured making them capable of productive living, reducing poverty and thus achieving MDG Goal. Total of 200,000 patients of TB will get benefit of this project annually. Tuberculosis is one of the major causes of social stigma, particularly females are main sufferer. Project implementation, advocacy, and communication and social mobilization will help to reduce this stigma and empower this group to seek health services.
		The changes in attitudes, behaviors, and practices will result in:
		• Prevention of TB spread in the community as one patient can spread disease to 10- 15 people in a year. By prevention of

		<ul> <li>spread of TB disease, the incidence of TB will also br reduced in Punjab.</li> <li>Foreign exchange on the import of drugs and other equipment required for treatment of TB will reduce due to reduced incidence.</li> </ul>
		<ul> <li>Societal benefits will take place due to human resource development and health promotional interventions in the community.</li> </ul>
		Target Indicators• Case detection rate B+>70%• Treatment Success Rate>85%• Default Rate< 5%
		Employment generation
	Fmnlovment	In order to make the program sustainable, the human resource
	Generation	deployed in the program will remain in job for next 3 years and program will get benefit of skilled and trained manpower for effective
	(Direct and	implementation of program interventions.
	Indirect)	
		Environmental impact
		because untreated TB patients in the community are a great threat to the
	Environmental	community and environment, as one such patient may spread TB to 10-
	Impact	15 persons in a year. The proposed project would have direct effect in
		positive TB cases.
		The Provincial TB Control Program (PTP) is integrated with the general health services and is collaborating with other primary health care programs based in public and private sectors. The program activities will specifically focus on the underserved and under- privileged rural areas and urban slums.
		Impact of delays on project cost and viability
		Project is viable as it has been working for the last Thirteen years
	Impact of Delays	however any delay will increase the cost of project.
	on Project Cost	II is Rs.5000 but if patients are treated haphazardly under poor TB
	and Viability	Control Program, drug resistance is produced and cost of one multi drug
		resistant TB patient is Rs.500000. Moreover, duration of treatment of MDB associates and the second to usual TB patient duration of
		treatment of 6 Months.
		Therefore delay in treatment will increase the cost 70 times more than
		the cost of treatment of usual TB patient.
1.12	Implementation Schedule	Start of Revised project 01/0//2015
	Schedule	Year wise implementation schedule
1.13	Management Strue	cture and manpower requirements including specialized skills during
	execution and oper	rational phases:
1.14	Additional	TB Control Program has proved to be a path finder due to its total integration
	Projects /	from the primary health care system to tertiary health care level. This project
	Decisions Required to	will play a pivotal role in: i Health system strengthening
	Keyun cu tu	initedial system such guiening.

Maximize socio-	ii.Implementation of DOTS in adult as well as childhood TB
economic	iii. Public-Private Mix DOTS in collaboration with NGOs, Private sector
Benefits from the	Clinics & Hospitals
<b>Proposed Project</b>	iv.Involvement of Tertiary Care Hospitals in TB-DOTS through Hospital
	DOTS Linkages
	v.Prevention and management of patients with DR-TB.
	vi.Anchoring Advocacy Communication and Social Mobilization to
	change attitudes and behaviors towards TB disease at all levels
	vii.
	viii.Monitoring of uninterrupted services to community at all levels of
	facilities through implementation of E-Surveillance including Drug
	Management Information System (TB-DMIS), Warehouse
	Management System (WMS) and Management Information System
	of DOTS (MIS-DOTS) in all districts of Punjab

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**APPROVED BY:** 

Mr. Jawad Rafique Malik Secretary Health Government of the Punjab

**Dated:** 

## Stop TB Strategy Annexure – I

Annexure – I

#### Six Components of the Stop TB Strategy:

#### 1. Pursuing high-quality DOTS expansion and enhancement

- a. Political commitment with increased and sustained financing
- b. Case detection through quality-assured bacteriology
- c. Standardized treatment with supervision and patient support
- d. An effective drug supply and management system
- e. Monitoring and evaluation system, and impact measurement

#### 2. Addressing TB/HIV, MDR-TB and the need of poor and vulnerable Populations

- a. Scale of collaborative TB/HIV activities.
- b. Prevent, Control and Management of MDR-TB
- c. Address the need of TB contacts and of poor and vulnerable populations.

#### 3. Contributing to health system strengthening based on primary health care.

- a. Improve health policies, human resource development, financing, supplies, service delivery and information.
- b. Strength infection control in health services, other congregates settings and households.
- d. Upgrade laboratory networks and implement the practical approach to lung health.
- e. Adapt successful approaches from other fields and sectors innovations from other fields and sectors and faster action on the social determinants of health.

#### 4. Engaging all care providers

- a. Involve all Public, Voluntary, Corporate and Private Providers through Public-Private Mix (PPM)
- b. Promote use of the International Standards for Tuberculosis Care.

#### 5. Empowering people with TB, and communities

- a. Advocacy, communication and social mobilization
- b. Community participation in TB care
- c. Patients' Charter for Tuberculosis Care

#### 6. Enabling and promoting research

- a. Program-based operational research
- b. Research to develop new diagnostics, drugs and vaccines

Annexure - II

# Infrastructure, Human Resource Requirements and Job Description Annexure III

#### Annexure - III

#### INFRASTRUCTURE AND HUMAN RESOURCE REQUIREMENTS

The mechanism for implementation of community-based TB care (DOTS) in the province of the Punjab is based on the following guiding principles.

- Maximal integration of tuberculosis care delivery and management into general health services, at all levels of program hierarchy.
- Minimal additional/external inputs, to ensure sustainability under routine program conditions.
- ✤ Context-sensitive and realistic mechanisms.
- Evidence-based approach to decision making.

#### JOB DESCRIPTION

#### PROGRAM MANAGER

- The main duty is managing the Provincial TB Control Program Punjab under supervision of Director General Health Services Punjab.
- To launch WHO recommended and NTP adopted DOTS Strategy in the whole Province.
- Supervision of DOTS activities including capacity building, program management, training, evaluation and research on TB DOTS program in Punjab.
- Development of inter sectorial and intra sectorial coordination.
- Involvement of NGOs and private sector in DOTS.
- Any other duty assigned by the Director General Health Services Punjab.

#### ADDITIONAL DIRECTOR

- Main duty is to assist the PTP Manager for managing the program.
- Monitoring and supervision of DOTS activities including capacity building, program management, training, evaluation and research on TB DOTS program in Punjab as per directions from Program Manager.
- Supervise the activities of Deputy Program Manager.
- Any other duty assigned by the Manager PTP Punjab

#### LAB FOCAL PERSON

- To work under the supervision of Program Manager for managing reference lab and monitoring the lab network.
- Planning and implementation of all activities in laboratory.
- Coordination with National Reference Lab, Intermediate Lab and Peripheral Lab.
- Establish and monitor EQA activities in the Province.
- Any other duty assigned by the Program Manager PTP Punjab.

#### DEPUTY PROGRAM MANAGERS

- They shall work under direct supervision of the Program Manager/Additional Director in implementing DOTS Strategy in the assigned districts.
- Monitoring and supervision of DOTS activities including capacity building, program management, training, evaluation and research on TB DOTS program in Punjab.
- Collaboration with NGOs and private sector in DOTS.
- Office work related to the Program.
- Any other duty assigned by the Program Manager/Additional Director.

#### HEAD OF LABORATORY-PATHOLOGIST

- To look after all laboratory activities in the province.
- To supervise and facilitate all activities in the Peripheral laboratory.
- To work in collaboration and maintain close liaison with the Focal Persons of PRLs.
- Any other duty assigned by the Program Manager/Additional Director.

#### PHARMACIST/DDC.

- Ensure principal of goods storage practices and maintain proper storage, stock of drugs and medical supplies and equipment.
- Sort out and classify entire lot of ATT drugs and medical equipment kept at Provincial Warehouse.
- Arranges the delivery of Medical Supplies and equipment's to Districts and Health Facilities.
- Preparing and follow up stock requisitions and approvals.
- Take part in public health related assessments, surveillance, report writing and provide technical advice on Pharmacovigilance activities.
- Any other duty assigned by the Program Manager/Additional Director.

#### PROGRAM OFFICER

- To work under supervision of Program Manager/Addition Director for the assigned districts.
- Monitoring and supervision of DOTS activities including capacity building, Program management, training, evaluation and research on TB DOTS program in Punjab.
- Perform office work related to Program.
- Any other duty assigned by the Program Manager and Additional Director.

#### DEPUTY HEAD REFERENCE LAB.

- To work under supervision of Focal Person.
- To look after all laboratory activities in the absence of Focal Person.
- To supervise and facilitate all activities.
- Any other duty assigned by the Focal Person.

#### ACCOUNTS OFFICER

- To work under supervision of the Program Manager.
- To manage the procurements of the program.
- To manage all other financial/account matters of the Program as per rules and regulations of the Government of Punjab.
- Office work related to Program Management.

#### DATABASE ADMINISTRATOR/COMPUTER PROGRAM OFFICER

- To work under supervision of the Program Manager.
- To manage Database of program.
- To manage all recording and reporting system.
- To assist and help regarding IT information to Program Manager.

#### OFFICE SUPRINTENDENT

- To work under supervision of Program Manager.
- Supervise the activities of, Computer Operator, Stenographer, Clerks, Naib Qasid and Sanitary Worker.
- Responsible for transport management.
- Responsible for office management.
- Any other duty assigned by the Program Manager.

#### STENOGRAPHER / CUM COMPUTER OPERATOR

- To work under supervision of Office Superintendent.
- Responsible for data entry and other computer work / office work.
- Any other duty assigned by Program Manager/Office Superintendent / Database Administrator.

#### ASSISTANT / COMPUTER ASSISTANT

- To work under supervision of Focal Person.
- Responsible for data entry and other computer work / office work.
- Any other duty assigned by Focal Person.

#### LABORATRY TECHNICIAN.

- To work under supervision of Pathologist/Deputy Head / Demonstrator.
- Perform laboratory work : Culture, Microscopy, Reagents preparation.
- Any other duty assigned by Focal Persons.

#### JUNIOR CLERK

- To work under supervision of Office Superintendent.
- Responsible for Office work.
- Any other duty assigned by Office Superintendent.

#### STORE KEEPER

- To work under supervision of Administrative Officer/Store in charge.
- Responsible for maintenance of store stock and record.
- Responsible for distribution of stores to districts.
- Any other duty assigned by store in charge.

#### LABORATERY ASSISTANT.

- Perform laboratory work: Reagents preparation.
- Any other duty assigned by Focal Person/ Deputy Head / Demonstrator.

#### DRIVER

- To work under supervision of Office Superintendent/Officer In charge.
- Responsible for maintenance of vehicle.
- Any other duty assigned by Program Management.

#### NAIB QASID

- To work under supervision of Office Superintendent/ Office in charge.
- Any other duty assigned by Superintendent/Officer in charge.

#### LABORATORY ATTENDANT

- To work under supervision of Focal Person.
- Cleaning and maintenance of laboratory.
- Any other duty assigned by Focal Person.

#### SANITARY WORKER / SWEEPER

- To work under supervision of Office Superintendent.
- Responsible for cleanliness of office.
- Any other duty assigned by Office Superintendent.

# **Components Annexure – IV to IX**