



ANNUAL REPORT

Quantifying positive change in
Public Health

2024

CONTENTS

1

CEO'S NOTE

2

ABOUT US

3

THEMATIC AREAS

4

PROJECTS

5

OUR CLIENTS

CEO'S NOTE

"2024 has been a transformative and impactful year for SPHERE Consulting. Guided by our mission to drive innovation and deliver evidence-based solutions, we have continued to advocate for the pressing challenges in public health, education, and environmental sustainability across Pakistan.

At SPHERE, our people are our greatest strength. This year, our teams excelled in designing and implementing projects that not only meet immediate objectives but also set benchmarks for quality and innovation in the development sector. By working closely with provincial health departments, district health offices, and international organizations, we have ensured that our solutions are grounded in evidence.

This year, SPHERE grew stronger, supported by the dedication of our expert multidisciplinary teams. We successfully executed, and continue to deliver, multiple high-impact projects in collaboration with our valued partners including JICA, UNFPA, WHO, UNICEF, Aga Khan University and Primary & Secondary Healthcare Department of Punjab (HISDU, IRMNCH&NP, EPI, CDC, and Hepatitis Control Program). From conducting comprehensive assessments of primary healthcare services to advancing digital health innovations, we've made strides in strengthening Pakistan's health systems. Our projects in maternal and child health, immunization, and family planning have laid the groundwork for long-term, sustainable change.

As we step into 2025, our focus remains on improving technology and data-driven insights to address emerging public health challenges. We aim to deepen our impact by fostering community-driven health programs and expanding our geographical footprint to underserved areas. By continuing to integrate education and environmental considerations into our initiatives, we envision a future where every individual in Pakistan has access to equitable, efficient, and quality healthcare. Thank you for your continued support and trust in SPHERE Consulting. Together, we are creating a healthier, more sustainable future for our communities".



Dr. Naeem Majeed

Chief Executive Officer

ABOUT US

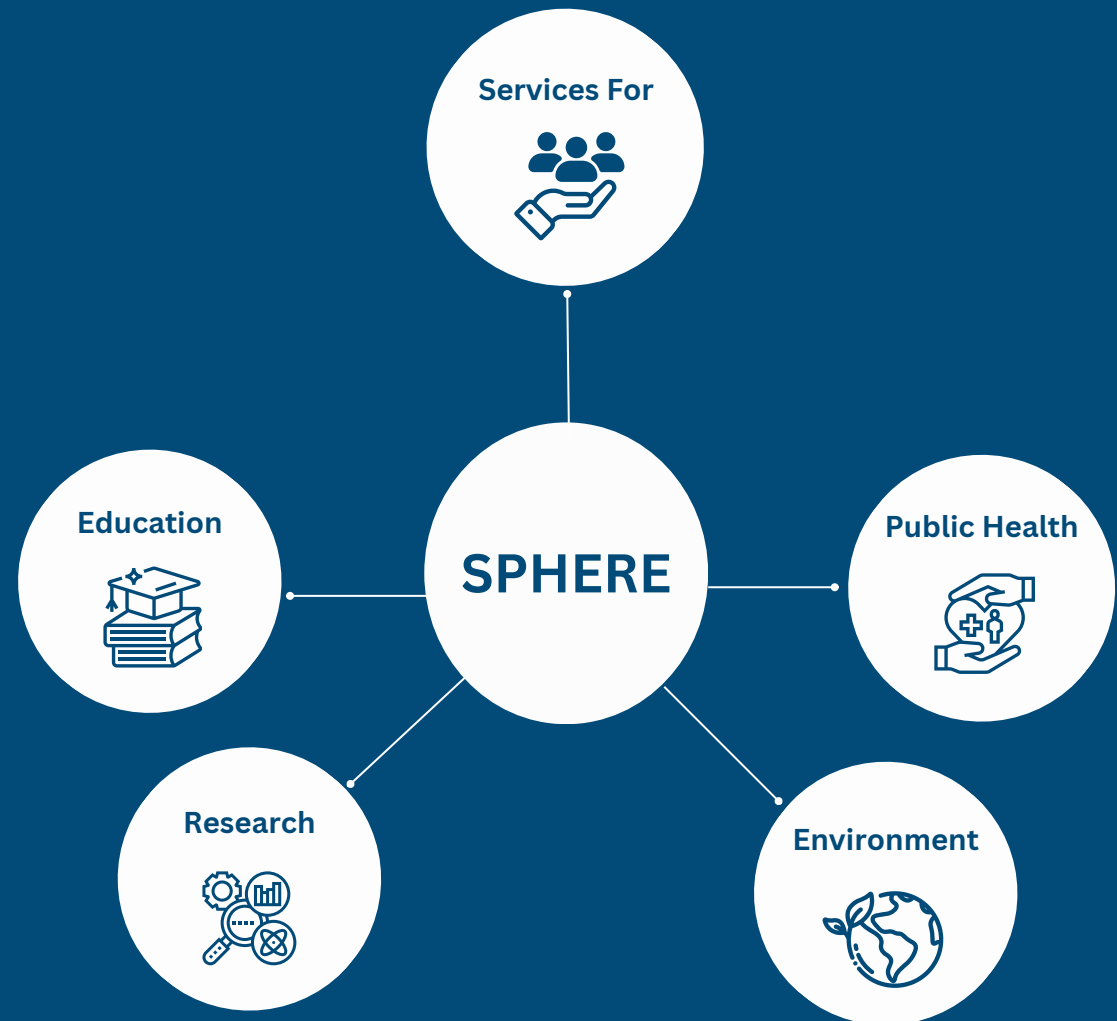
SPHERE Consulting, formerly Services for Public Health and Research, was founded in 2012 with a mission to drive innovation in Pakistan's health sector. As a public health consulting firm, we use data to produce valuable insights and drive implementation and on-the-ground service delivery. While addressing local health needs, we also contribute to the global health agenda. With a collaborative approach across multiple sectors in health and development, SPHERE has evolved into a versatile organization. Since 2022, SPHERE has broadened its vision to include education and environment into its core work, as these areas are directly and indirectly related to human health and well-being.

VISION

We envision a Pakistan where healthcare is a fundamental right, not a privilege. A Pakistan where innovative solutions, driven by data and technology, have transformed the health system, making it more equitable, efficient, and effective. We see a future where every Pakistani, regardless of their background or socioeconomic status, has access to quality healthcare, and the opportunity to thrive.

MISSION

Our mission is to provide data-driven evidence for informed decision-making in healthcare. We aim to address challenges in the health system by identifying, developing, and scaling up next-generation, low-cost, technology-driven solutions for improved access to healthcare.



THEMATIC AREAS



Knowledge Products and Services

- Research Reports and Policy Briefs
- Evidence Generation for Informed Decision-Making
- Health Facts and Medical Awareness through Social media



Monitoring, Evaluation and Learning through Research

- Third Party Evaluations
- Quality Assurance and Assessment Surveys
- Knowledge, Attitudes, and Practices (KAP) Studies
- Household/Community Surveys
- Health Facility Assessments



Health Systems Strengthening

- Management Information Systems
- Operations Research
- HR for Health Development
- Contributions to Health Policy Formulation and Development
- Policy and Governance Advice



Capacity Development

- Capacity Development for Healthcare Professionals
- Training on RMNCAH, Nutrition, Immunization, Environmental Health, Research, Epidemiology, Information Systems
- Young Public Health Professionals Development Programs



Assessing the Quality of Primary Health Care (PHC) Services in the Public Sector in Pakistan

Duration: September 2024 - Ongoing

Thematic Area: Health Systems Strengthening and Service Delivery Evaluation



The study, “Assessing the Quality of Primary Health Care (PHC) Services in the Public Sector in Pakistan” is being conducted with funding from the Aga Khan University through the Bill & Melinda Gates Foundation (BMGF) under the Primary Care Learning Agenda (PLA). This study evaluates the quality of care provided by public sector primary healthcare services across Pakistan, represented by four high UHC-Index districts: Lahore, Peshawar, Hyderabad, and Quetta. The study focuses on primary care facilities, i.e., the Basic Health Units (BHUs) and Rural Health Centers (RHCs), and involves assessing service delivery through internationally recognized quality of care frameworks.

Key components of the evaluation include direct observations of care processes, exit interviews with patients, and an assessment of facility readiness to provide essential health services. The research aims to provide understanding of the accessibility, effectiveness, and patient satisfaction levels with PHC services. The findings will be synthesized into a quality measurement framework, an in-depth assessment report, and a policy brief to inform future policy and improvements in PHC systems across Pakistan.

Development of roadmap for uplifting midwifery services in Punjab through introduction of BS Midwifery and development of career pathways for midwives

Duration: July 2024 to December 2024

Thematic Area: Health Workforce Development and Maternal Health

Pakistan's midwifery education is not at-par with global standards. UNFPA has been supporting the Government to uplift the standard of midwifery in the country. As a part of this initiative, SPHERE Consulting is providing technical assistance in development of a roadmap to uplift midwifery services in Punjab, through the introduction of the Bachelor of Science in Midwifery (BS Midwifery) and career pathways for midwives, in consultation with stakeholders like IRMNCH&NP, Directorate General of Nursing (DGN), PSHD, SHMED, and academic institutions like FJMU and UHS.

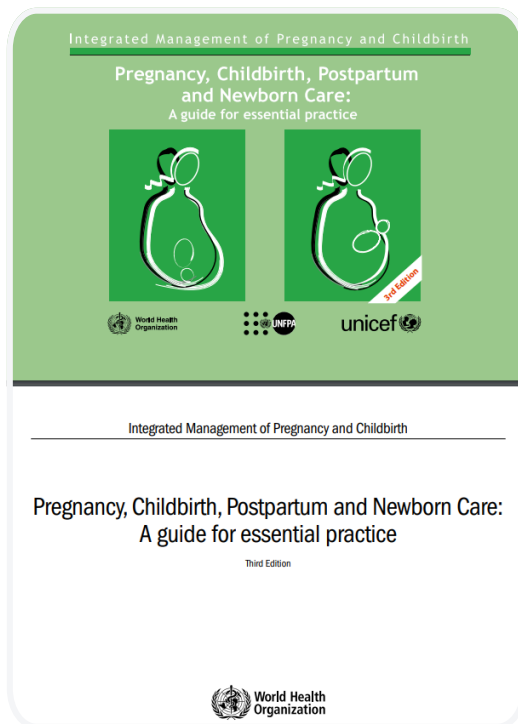
A needs assessment was conducted with key objectives to evaluate the current number of midwives and Lady Health Visitors (LHVs) in the system, assess the capacity of teaching institutions for bridging courses, and determine the intake capacity for BS Midwifery students. The assessment also projected the required number of posts to accommodate the growing number of midwives and identified the distribution of sanctioned and vacant positions. This initiative aims to enhance the professional development of midwives, ensuring adequate staffing in the healthcare system, and improving maternal and newborn health services across Punjab.



Localization of PCPNC Guidelines for Maternal and Newborn Care

Duration: June 2024 to December 2024

Thematic Area: Capacity Building and Health System Strengthening



The Pregnancy, Childbirth, Postpartum and Newborn Care: A Guide for Essential Practice has been updated to incorporate evidence-based recommendations from recent WHO guidelines on maternal and perinatal health. These include management of pre-eclampsia, postpartum hemorrhage, newborn resuscitation, HIV prevention, malaria in pregnancy, and interventions for preterm birth outcomes, among others. The guide serves as a clinical decision-making tool for skilled health professionals at the primary care level.

SPHERE Consulting provided technical assistance in translating this essential tool to make it accessible for local healthcare providers. Field visits were conducted to collect valuable feedback from Lady Health Visitors (LHVs), midwives, and nurses, ensuring the guide meets the practical needs of frontline healthcare workers.

Assessment of Digital and Manual Immunization Data Records in Punjab

Duration: July 2024 to October 2024

Thematic Area: Monitoring, Evaluation, Research & Learning (MERL)

In order to improve the quality of vaccination, data collected through the HMIS/EMR for primary care, an assessment was carried out with support from UNICEF and the Provincial Expanded Program on Immunization (EPI). The accuracy and quality of vaccination data was evaluated in five districts across Punjab. Field visits were conducted to collect data directly from vaccinators and Lady Health Visitors (LHVs). The assessment involved a detailed comparison of vaccination records from Electronic Medical Records (EMR) systems with daily registers maintained by field staff to identify discrepancies.

Trends in vaccination coverage reports were analyzed alongside EMR records to pinpoint gaps and inconsistencies. Stakeholders were interviewed to understand the reasons for data variations, and evidence-based recommendations were provided to improve data accuracy, streamline reporting systems, and enhance the overall functionality of the immunization information system. The findings are expected to result in a revamp and upgradation of the vaccination module of HMIS, and for refinement of the provincial and district level dashboards.



Development of Training Videos; and Training of Trainers (ToT) on HMIS Manual

Duration: June 2024 to September 2024

Thematic Area: Capacity Building and Information Technology Reforms



Followed by development of comprehensive HMIS user manual, training videos in local language (Urdu) were developed. These videos, along with the HMIS manual in both Urdu and English, are available on the PSHD website for broader utilization. A province-wide training was also conducted on the use of HMIS/EMR for primary care. This training was part of the JICA Technical Cooperation project titled “Strengthening Maternal and Newborn Healthcare in Punjab.”

The training sessions included participants from all 36 districts. The training provided hands-on guidance on downloading, navigating, and effectively using the HMIS application. Practical demonstrations and case scenarios enhanced learning, ensuring participants were equipped to apply the HMIS system in real-world settings. Following the ToT, the trained district supervisors conducted trickle-down training sessions in their respective districts. These sessions ensured that Lady Health Visitors, Lady Health Supervisors, and other field staff became proficient in using the HMIS app, manual, and training videos.



Bottleneck Analysis to Identify Barriers in the Family Planning Situation in Pakistan

Duration: December 2023 to September 2024

Thematic Area: Research & Evidence for Policy Making Geographical Scope

Improving family planning (FP) services is crucial for Pakistan due to its rapidly growing population, which puts immense pressure on limited resources and infrastructure. Despite significant efforts in the domain of family planning, the trend of indicators do not align with those laid out in FP 2030 goals for Pakistan. This study was conducted in collaboration with the WHO-HQ and Ministry of National Health Services Regulations & Coordination (MoNHSRC). It involved conducting a Bottleneck Analysis (BNA) to identify barriers hindering the scaling up and sustaining of gender-responsive Postpartum Family Planning (PPFP) and Post-Abortion Family Planning (PAFP), as well as the implementation of Task Sharing/Shifting and Social and Behavior Change Communication (SBCC) strategies in the family planning landscape of Pakistan.

The BNA exercise shall enable the Government as well as other stakeholders to design their family planning programs according to evidence-based recommendations. The study was conducted in all provinces and areas across Pakistan including Islamabad Capital Territory (ICT), Gilgit Baltistan and Azad Kashmir. District level data collection was done in Lahore, Chakwal, Nankana Sahab, Multan, Muzaffargarh, Bahawalnagar, Sukkur, Badin, Karachi, Peshawar, Kohat, Quetta, Khuzdar, Hunza, Skardu, Muzaffarabad and Islamabad districts.



Development of a User Manual and Job Aid for Hospital Management Information System (HMIS) for Primary Care Staff in Punjab

Duration: October 2023 to March 2024

Thematic Area: Capacity Building and Information Technology Reforms



The Primary & Secondary Healthcare Department has developed and rolled- out a comprehensive Hospital Management Information System (HMIS) for primary care in Punjab. This system is an end-to-end electronic medical records based information system that aims to make primary care facilities paper-free. Service delivery staff usually face challenges due to inadequate sensitization towards the use of electronic medical records, and due to frequent updates in the software. This leads to gaps in data entry of patient records, compromising the quality of data, especially for analyzing disease and demographic trends in the province.



SPHERE Consulting, in collaboration with the Japan International Cooperation Agency (JICA) and IRMNCHNP, actively engaged in designing a comprehensive user manual for the HMIS for all cadres of healthcare providers, including Medical Officers (MO), Women Medical Officers (WMO), Lady Health Visitors (LHV), Dispensers, Lady Health Supervisors (LHS), and Monitoring and Evaluation Officers (Social Organizers and Field Program Officers) and District Coordinators of IRMNCHNP. The manual addresses crucial components of the EMR and HMIS and will be crucial for providing clear guidelines and instructions on use of the software, ensuring consistency, efficiency, and standardization in processes, ultimately enhancing the advancement of healthcare in Punjab

Operational Support for the Integrated Biological and Behavioral Surveillance (IBBS) Round 6

Duration: August 2023 to March 2024

Thematic Area: Monitoring, Evaluation, Research & Learning (MERL)

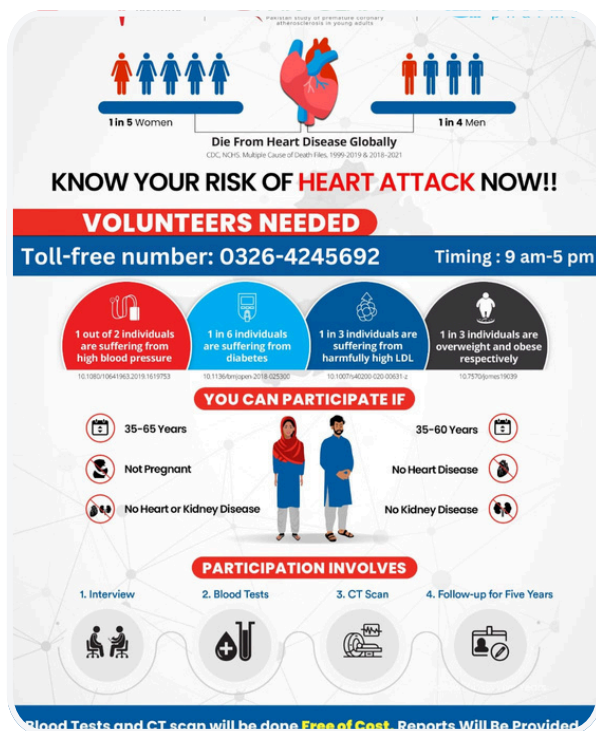
Integrated Biological Behavioral Surveillance (IBBS) is conducted in various countries to estimate the prevalence of HIV/AIDS and Hepatitis. The sixth round of IBBS in Pakistan was conducted by Health Services Academy (HSA), Islamabad and Progressive Development Initiative (PDI) UK. Having a memorandum of understanding (MoU) with HSA, and subsequently a Letter of Understanding (LoU) with the Hepatitis Control Program Punjab, SPHERE Consulting acted as an operational and implementation support partner for the survey in Punjab province. This survey was strategically designed to pinpoint and map key populations vulnerable to HIV in Pakistan. By identifying these populations, the survey aimed to facilitate targeted service delivery, expand outreach efforts, and optimize policy interventions to effectively combat the transmission of HIV and Hepatitis.



Facilitating Participant Recruitment for PAK-SEHAT, a cohort study on heart diseases in Pakistan

Duration: October 2023 to February 2024

Thematic Area: Monitoring, Evaluation, Research and Learning (MERL)



1 in 5 Women and **1 in 4 Men** Die From Heart Disease Globally
CDC, NCHS, Multiple Cause of Death Files, 1999-2019 & 2018-2021

KNOW YOUR RISK OF HEART ATTACK NOW!!

VOLUNTEERS NEEDED
Toll-free number: 0326-4245692 Timing : 9 am-5 pm

1 out of 2 individuals are suffering from high blood pressure
10-138017041963-2019-1019753

1 in 6 individuals are suffering from diabetes
10-113048999-2018-0253007

1 in 3 individuals are suffering from harmfully high LDL
10-100746200-2020-030331-2

1 in 3 individuals are overweight and obese respectively
10-7575968-19038

YOU CAN PARTICIPATE IF

- 35-65 Years
- Not Pregnant
- No Heart or Kidney Disease
- 35-60 Years
- No Heart Disease
- No Kidney Disease

PARTICIPATION INVOLVES

1. Interview
2. Blood Tests
3. CT Scan
4. Follow-up for Five Years

Blood Tests and CT scan will be done **Free of Cost**. Reports Will Be Provided

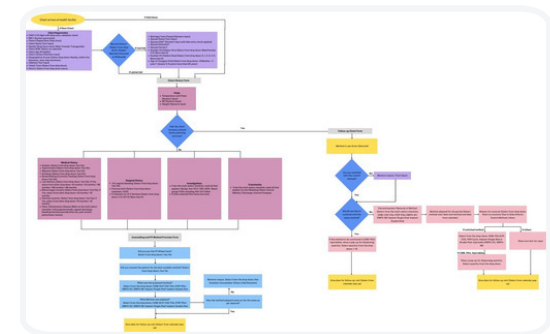
Noncommunicable diseases (NCDs) pose a significant burden in Pakistan, more predominantly in the urban areas. NCDs are often unnoticed, yet they contribute significantly to morbidity and mortality, earning them the title of "silent killers." SPHERE Consulting played a pivotal role in participant recruitment for the PAK-SEHAT initiative, a cohort study focused on NCDs, being implemented across the country by Getz Pharma in collaboration with Tabba Heart Institute. In this regard, SPHERE Consulting was assigned the responsibility of recruiting individuals within the specified age range of 35 to 65 from the city of Lahore. The recruitment process involved meticulous screening procedures designed to identify eligible participants and gather a diverse and representative sample for the cohort study. Adequate representation from all segments of population was ensured during the recruitment process.

Comprehensive Assessment and Enhancement of Family Planning Reporting Systems in Punjab

Duration: December 2023 to January 2024

Thematic Area: Information and Reporting Systems

Family planning services have recently been made part of the HMIS for primary care. SPHERE Consulting was tasked with the assignment to optimize family planning reporting systems by conducting thorough reviews of existing Electronic Medical Record/Hospital Management Information System (EMR/HMIS), District Health Information System (DHIS-2), and Lady Health Worker (LHW) tools-based indicators. This comprehensive assessment aimed to enhance the effectiveness and efficiency of data reporting mechanisms of family planning. SPHERE Consulting also provided technical support for the integration of recommended changes into the EMR/HMIS system. This included the development of a list of agreed indicators, workflows, and a well-defined process flow, ensuring a seamless and coherent integration of the updated indicators and data collection methods. A code-book was also prepared to serve as guiding tool for development of revised FP Module in the HMIS.



Balochistan Health Department



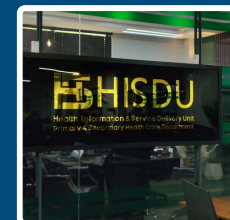
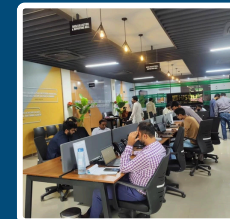
SPHERE Consulting has extended pro-bono technical and advisory support to the Balochistan Health Department. SPHERE Consulting has introduced reforms plan designed to strengthen the Balochistan Health Department's operational capacity. Technical assistance was also given to the Health Department to support the integration and enhancement of the District Health Information System (DHIS) to focus on transitioning the existing system to a fully digitized platform, enabling real-time recording and reporting of health data across the province.

Primary & Secondary Healthcare Department Punjab



Primary & Secondary
Healthcare Department

SPHERE Consulting has provided pro-bono support to the Primary & Secondary Healthcare Department (PSHD) Punjab through targeted technical assistance and advisory services. This includes providing strategic advice to the Health Information and Service Delivery Unit (HISDU) on the adoption and integration of Electronic Medical Records (EMR) and Hospital Management Information Systems (HMIS). SPHERE has supported the development and implementation of a Family Planning (FP) module within the HMIS to improve the tracking and management of FP services across the province. Field visits were conducted to gather feedback from HMIS users, including frontline healthcare workers and facility managers.



OUR CLIENTS



Primary & Secondary
Healthcare Department



unicef 
for every child



**World Health
Organization**



THE WORLD BANK



RAHNUMA



ra//n



THE AGA KHAN UNIVERSITY



Expanded Program on Immunization
Government of Pakistan



NORWEGIAN CHURCH AID



HIGHLIGHTS

Achieving Excellence



100%

We consistently achieve a 100% project completion and success rate, reflecting our unwavering commitment to delivering exceptional outcomes for our clients.

Promoting Sustainability



95%

We prioritize environmental responsibility by conducting 95% of work-related transactions electronically, minimizing paper usage.

80%

Additionally, 80% of our workforce operates remotely, reducing our carbon footprint.

Upholding Human Rights

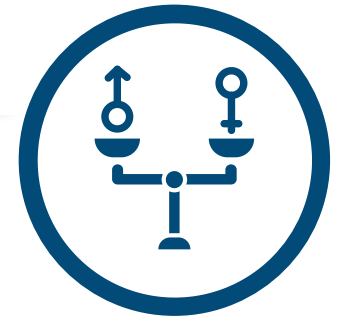


100%

We are committed to fostering a diverse and inclusive workplace. 100% of our employees acknowledge and adhere to essential UN conventions, including the Universal Declaration of Human Rights (UDHR), the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of Persons with Disabilities (CRPD).

COMMITMENT TO GENDER PARITY AND INCLUSIVITY

Gender Parity Index
66.67%



At Sphere, we have a CORE TEAM of 10 females and 5 males, reflecting our commitment to building a balanced and inclusive work environment. With a Gender Parity Index of 66.67%, we are dedicated to ensuring that our workplace offers equal opportunities for all. As an equal opportunity employer, we provide a supportive environment where everyone, regardless of gender, has access to fair opportunities and is treated with respect. We believe that diversity is key to innovation and enables us to deliver the best solutions in the field of public health.

CONTACT US



Locations

Head Office

- Lahore

Regional Offices

- Islamabad
- Peshawar
- Quetta
- Karachi
- Multan



www.sphere.org.pk



(92) 300 940 6410



info@sphere.org.pk



@sphere_pakistan



Sphere-Pakistan



@SPHeRe_Pk



sphere.org.pk