



Somali Red Crescent Society



2019 ANNUAL REPORT





Somali Red Crescent Society

2019

**ANNUAL
REPORT**

Contents

Abbreviations	4
Somali Red Crescent Society Branches	6
Statement from the President of the Somali Red Crescent Society	7
Integrated Health Care Programme	8
Primary Health Care Programme	9
Safe Motherhood	10
Immunization	11
Nutrition	13
Health Promotion Activities	14
World Aids Day	14
Community Based Surveillance and Epidemic Preparedness and Response Project	15
Mother Baby initiative	16
First Aid Programme	16
Capacity Building	17
Keysaney Hospital	18
Obstetric Fistula Department	19
SRCS Rehabilitation Centres	20
Mogadishu Rehabilitation Centre	20
Hargeisa Rehabilitation Centre	22
Galkayo Rehabilitation Centre	24
Disaster Risk Management	26
Relief and Livelihood Activities	26
Water, Sanitation and Hygiene Activities	27
Disaster Risk Reduction/ Climate Change Adaptation	28
Hunger Resilience Programme	29
Meetings and Training	30
Restoring Family Links (Rfl)	31
Communication	32
World Red Cross and Red Crescent Day	33
Organizational Development	34
Finance Department	37
Human Resource Development	37
Volunteer Activities	38
SRCS Movement Partners Meeting	39
International Events/ Conferences	40

Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ANC	Antenatal Care
ART	Antiretroviral Therapy
AWD	Acute Watery Diarrheal
BBC	British Broadcasting Corporation
Berked	Water reservoir
BMZ	Federal Ministry for Economic Cooperation and Development
CBHFA	Community Based Health and First Aid
CRP	Community Resilience Project
DM	Disaster Management
DRR	Disaster Risk Reduction
EMAST	Essential Management System Assessment Tool
EPI	Expanded Programmes on Immunization
EU	European Union
EWPA	Explosive Weapons in Populated Areas
FGM/C	Female Genital Mutilation or Cutting
GSW	Gun Shot Wound
HCiD	Health Care in Danger
HIV	Human Immuno Deficiency Virus
ICRC	International Committee of the Red Cross
IDP	Internally Displaced People
IEC	Information, Education and Communication
IFRC	International Federation of Red Cross and Crescent Societies
IHCP	Integrated Health Care Programmes
IHL	International Humanitarian Law
IMAM	Integrated Management of Acute Malnutrition
ITNs	Insecticide Treated Nets
IYCF	Infant and Young Child Feeding
MCH	Mother and Child Health
NFIs	Non-Food Items
ORS	Oral Rehydration Salt
PHC	Primary Health Care
PMTCT	Prevention of Mother to Child Transmission
PNC	Postnatal Care
PNS	Participating National Society
RCMs	Red Cross Messages
RCRC	Red Cross Red Crescent
RFL	Restoring Family Links
RTI	Respiratory Tract Infections
TBAs	Traditional Birth Attendants
TOR	Training of Trainers
UNICEF	United Nations Children's Fund
VCT	Voluntary Counselling and Testing
WHO	World Health Organisation
WW	Weapon Wounded

VISION

Strong communities enabled to deal with the causes of suffering and respond to the needs of vulnerable people

MISSION

To prevent and alleviate human suffering by working with communities, local authorities and other partners to provide basic and quality services to vulnerable people in accordance with Fundamental Principles of the Red Cross and Red Crescent Movement.

CORE VALUES

Integrity
Commitment
Transparency
Accountability
Value for People
Teamwork

FUNDAMENTAL PRINCIPLES OF THE RCRC MOVEMENT

The Principles of the International Red Cross and Red Crescent Movement which guides the National Society include the following:

Humanity
Impartiality
Neutrality
Independence
Voluntary Service
Unity
Universality

Somali Red Crescent Branches

NAME	REGION
Baidoa	Bay
Bardera	Gedo
Beletweyn	Hiran
Berbera	Sahel
Borama	Awdal
Bosaso	Bari
Burao	Togdheer
Buale	Middle Jubba
Dusamareb	Dusamareb
Erigavo	Sanaag
Galkayo	Mudug
Garowe	Nugal
Hargeisa	Galbeed
Huddur	Bakool
Jowhar	Middle Shabelle
Kismayo	Lower Jubba
Las-Anod	Sool
Merka	Lower Shabelle
Mogadishu	Banadir



My heart goes out to our staff and volunteers, the heroes and heroines, who sacrificed everything to ensure humanitarian assistance reached the needy. I also salute the Society's governance and local authorities for their support.

Statement from the President of the Somali Red Crescent Society

The year 2019 was a busy year for the SRCS as the National Society was engaged in building its capacity. The SRCS engaged itself with the Organisational Capacity Assessment and Certification (OCAC) self-assessment exercise (phase 1) which was held in Hargeisa in February 2019. The assessment brought out nine priorities.

The SRCS All-Inclusive Meeting (General Assembly) was held in Borama from 8 to 9 September 2019 and took key decisions including adoption of strategic documents. The meeting extended the office term for the President and Executive Committee and unanimously endorsed the National Society Development priorities.

SRCS directly assisted nearly two million people who were affected by conflict, drought, floods, cyclone and outbreaks through its various programmes including health, nutrition, disaster risk management, relief, water and sanitation as well as recovery activities.

My heart goes out to our staff and volunteers, the heroes and heroines, who sacrificed everything to ensure humanitarian assistance reached the needy. I also salute the Society's governance and local authorities for their support.

On behalf of the Somali Red Crescent Society, I would like to thank the International Committee of the Red Cross (ICRC), International Federation of Red Cross and Red Crescent Societies (IFRC), Norwegian Red Cross, German Red Cross, Swedish Red Cross, British Red Cross, Canadian Red Cross, Finnish Red Cross, Icelandic Red Cross, Qatar Red Crescent, Kuwait Red Crescent, Italian Red Cross, Arab Red Cross and Red Crescent Organisation (ARCO), Iraq Red Crescent, EU, UNICEF, WFP, WHO and Hormuud Telecommunications.

SRCS is committed to build a strong, respectable and sustainable National Society. It adheres to its vision, mission and core values to deliver quality and timely humanitarian services.

Yusuf Hassan Mohamed
President



Integrated Health Care Programmes

The SRCS provides quality health care services to the Somali people. It provides health programmes which include 57 fixed clinics, 15 mobile clinics, 3 Rehabilitation Centres for Physically Disabled People, a hospital, first aid programme and Epidemic Prevention and Response. The SRCS Health Programmes which has been the flagship of the National Society since 1993, consists of the following components:

- **Primary Health Care Programmes:** This is a network of maternal and child health (MCH), out-patient department (OPD) and clinics (fixed and mobile). These clinics offer, among others, expanded programmes of immunization (EPI), therapeutic and preventive nutrition services, treating and management of the sick which includes Integrated Management of Childhood Illnesses (IMCI), safe motherhood with Basic Emergency Obstetric and New Born Care (BEmONC) and the referral of complicated cases to regional hospitals.
- **Epidemic Prevention and Response:** SRCS trained volunteers work with a range of prevention and promotion activities in their communities as well as creating awareness on HIV/AIDS and other stigmatised and harmful traditional practices such as female genital mutilation and cutting (FGM/C). Community-Based Health promotion activities through CBHFA approach and Epidemic Control for Volunteers and Community Based Surveillance are implemented.
- **First Aid programme and pre-hospital care:** This covers the FA trainings to communities, employees, health workers, establishment of FA action teams ready to respond to emergencies in the conflict regions and internal capacity FA training of SRCS staff and volunteers.
- **Secondary Health Care:** SRCS runs Keysaney Hospital in Mogadishu which provides healthcare to the weapon-wounded, medical emergencies and fistula programme as well as Comprehensive Emergency Obstetric and New-born Care (CEmONC).
- **Tertiary Health Care:** The Rehabilitation Centres in Hargeisa, Mogadishu and Galkayo provide Orthopaedic rehabilitation services for the physically disabled/challenged persons. The services include prosthetic, orthotic appliances and physiotherapy.

1. PRIMARY HEALTH CARE PROGRAMMES

During the year, a total of 57 fixed clinics and 15 mobile clinics continued to provide comprehensive primary health care and nutrition services to more than two million people, the majority of whom were women and children.

No. of health facilities (fixed clinics)	57
No. of mobile clinics	15
Total No. of Clinics	72
Estimated target population	1,584,812
<1-year children	63,393
<5 years children	316,963
Pregnant women	79,240
Women Childbearing age (15-49 years)	364,507

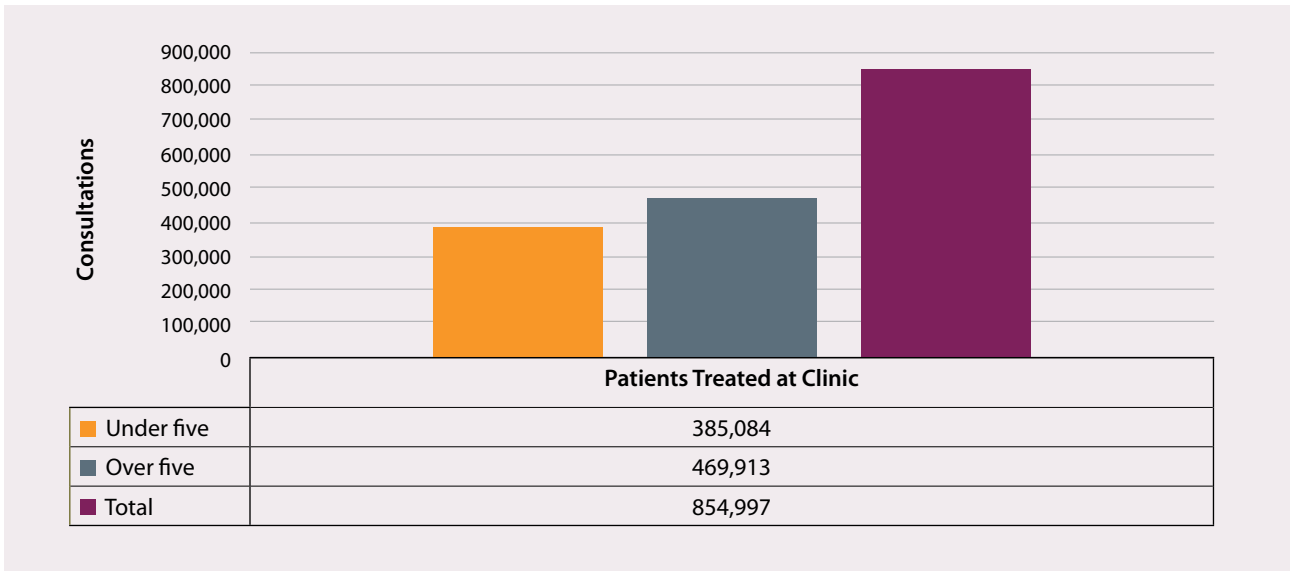


A total of 854,997 patients were treated in the clinics from various diseases. The number of health facilities reduced from 129 to 72 clinics due to lack of funds. The affected clinics were those supported through the Expanded Primary Health Care (EPHC) Programme.

More than two-third of the patients treated in the clinics were children (45%) and women (40%). The common diseases treated in the clinics included Acute Respiratory Infections (26%), Diarrheal (9.2%), Anaemia (13%), Skin infection (5.2%), Urinary Tract Infections (11.6%) and Eye infections (4.4%). Sahil mobile clinic reported cases of high fever in Bilooeye village which is a catchment area for Sahil mobile staff. 31 cases (21 female and 10 males) of fever were treated one positive case of malaria was also treated according to the malaria protocol and guideline at the mobile clinic level.



Patients treated in clinics



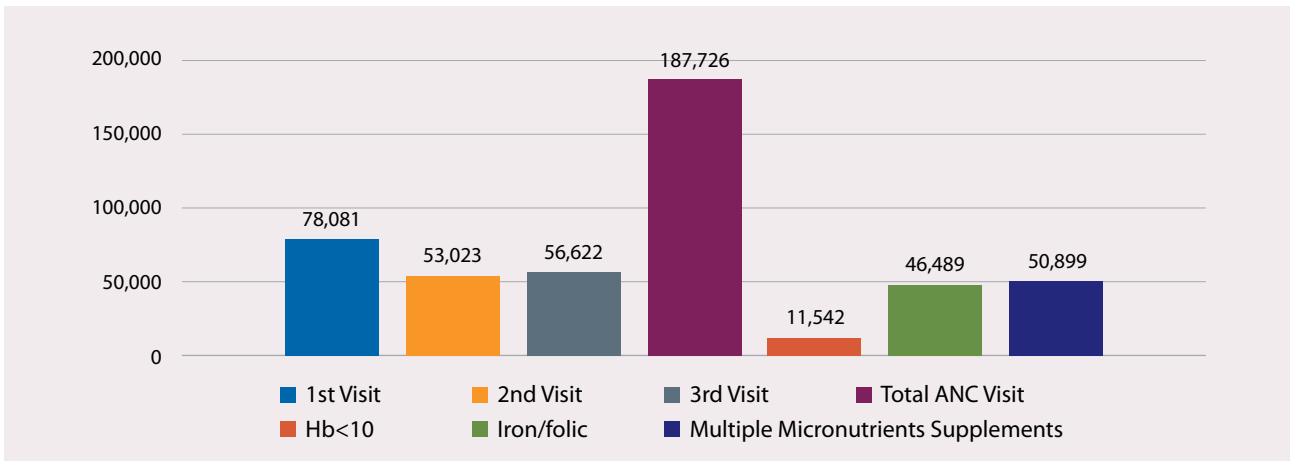
SAFE MOTHERHOOD

SRCS clinics provide Antenatal services to ensure early detection of abnormalities and risks associated with pregnancy and child birth. A total of 187,726 pregnant mothers received antenatal services from the midwives. Out of that, 109,645 mothers were given antenatal services more than twice (58% of total

ANC visits). Moreover, a total of 50,899 pregnant women were provided with multiple micronutrients while 46,489 received ferrous sulphate (iron) supplements for the prevention of anaemia during pregnancy and treatment.



Antenatal Care Services and Micronutrient Services for Pregnant Women



The midwives at the clinics assisted 17,987 mothers deliver in health facilities while 4,105 mothers delivered at home with the assistance of midwives and traditional birth attendants (TBAs). 500 mothers got complications and were referred to the regional hospitals. To enhance exclusive breastfeeding and Infant and Young Feeding Practices (IYCF), early breastfeeding was initiated in which 33,656 mothers were convinced to breastfeed their children within the first hour after giving birth. Mothers in the postnatal care were provided with vitamin A supplements increasing the vitamin A content of breast milk and improving the health of mother and infant. During this period, 44,092 mothers were given postnatal care at the clinics; 32,231 postnatal mothers were given Vitamin A supplements and 15,544 postnatal women were treated from anaemia with iron and folic acid.



Women Deliveries Assisted by Midwives at Health Facilities and Traditional Birth Attendants

	NORMAL DELIVERIES			Referral	POSTNATAL CARE (PNC)				
	MCH	Home	Total		PNC	Initiation B/F	Hb<10	Iron/Folic	Vitamin A PNC
Total	17,987	4,105	22,092	500	44,092	33,656	12,331	15,544	32,231

IMMUNIZATION

The Expanded Programmes for Immunization is one of the primary health services provided by the SRCS fixed and mobile clinics. Children under five years, pregnant and non-pregnant women within the child bearing age (15-49 years) are immunized against childhood diseases and neonatal tetanus during routine and outreach services. A total of 93,765 children under one year and 11,796 children over one-year were fully immunized against Measles, Diphtheria, Pertussis, Tetanus, Haemophilus influenzae type B (Hib), Hepatitis B, Tuberculosis (TB) and Poliomyelitis. Based on the target population above, the vaccine coverages of children under one year are: BCG 70%, Polio3 73%, Penta3 69% and Measles 75%. This is relatively high compared to the national immunization coverage. The coverage is lower than the targets and achievements made in 2018. This is associated with the reduction of mobile teams.

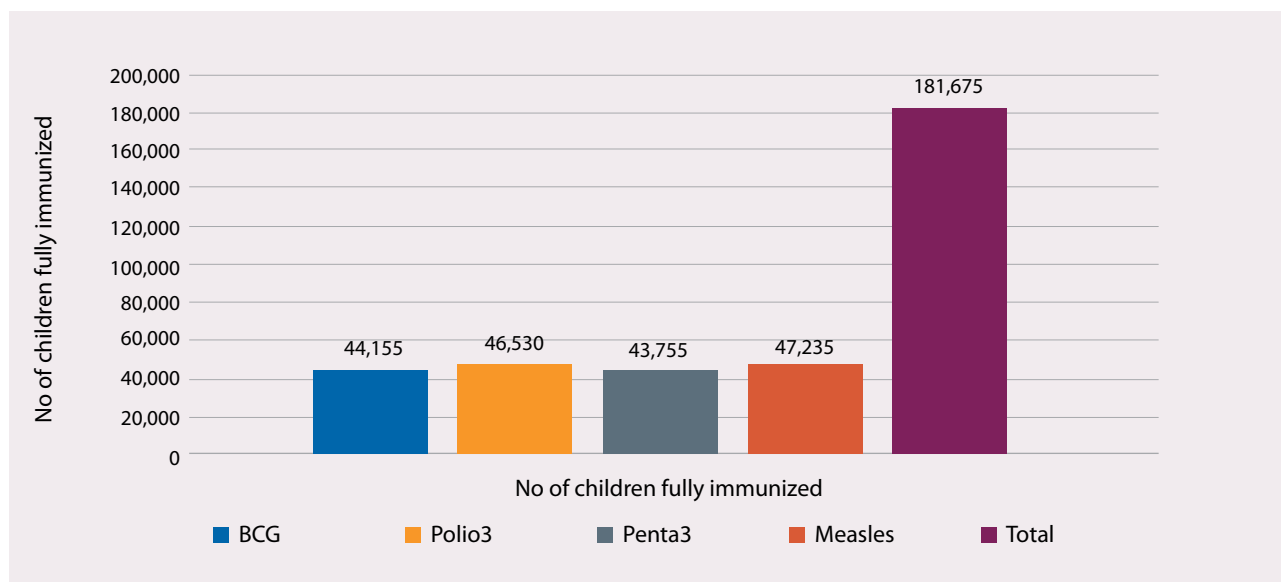


Children vaccinated against childhood preventable diseases

TYPE OF VACCINE	TOTAL	
	<1 Year	>1 Year
BCG	44155	0
Polio 0	22716	0
Polio 1	52526	5768
Polio 2	47170	2714
Polio 3	46530	3083
IPV	40031	0
Penta 1	52036	2484
Penta 2	45505	3120
Penta 3	43755	2649
Measles	47235	8713



Children Under One Year Fully Immunized



During the year, 70,226 pregnant women and 27,155 non-pregnant women were given Tetanus Toxoid vaccines for the prevention of neonatal tetanus. The fixed and mobile clinics provided at least two doses of TT vaccines to 45,890 pregnant women.

Pregnant and Non- Pregnant Women Vaccinated Against Tetanus

TT Vaccines	Total	
	PW	WCBA
TT1	24,336	8,578
TT2	17,807	6,846
TT3	13,339	5,324
TT4	8,370	4,046
TT5	6,374	2,361
Total	70226	27155

NUTRITION

SRCS continued to implement mother and child nutrition programme as part of health and nutrition interventions to promote growth and development of children and prevent acute malnutrition among infants, young children and pregnant and lactating mothers.

The nutritional status of 374,804 children was assessed during the year and 75,837 (24.7%) of them were moderately malnourished (<-2>-3 Z score), 28,111 (7.8%) were severely malnourished (<-3 Z score or MUAC <11cm) while 164 (0.13%) children had oedema. The severely malnourished and children with oedema with no medical complications were admitted in the Outpatient Therapeutic Feeding Programme (OTPs) for treatment. The severely malnourished were admitted at OTP services at the fixed and mobile clinics. 25,848 children exited from the OTP of whom 22,366 children (88%) were cured and 2,840 (8%) defaulted while 82 (0.2%) died. In addition, 11,816 malnourished pregnant and lactating mothers were supported with nutrient foods of whom 11,675 (93%) discharged as cured and 665 (5%) defaulted, and no deaths occurred. Furthermore, 15,087 under aged 6-24 months and 9075 pregnant and lactating mothers were given assorted nutrient foods of 845 metric tons to prevent malnutrition and promote the well-being of children for their 1,000 days of life.

The children were also provided with vitamin A to prevent night blindness and vitamin A deficiencies and related complications. A total of 47,675 children between ages of 6-59



months received Vitamin A supplementation while 37,773 children were de-wormed to improve their overall health and nutritional status.

Nutritional education sessions were conducted by the clinics and mobiles staff providing nutrition information to the mothers and caregivers of the children particularly on breastfeeding, complementary feeding and food hygiene including proper hand washing in critical times. A total of 55,787 pregnant and lactating mothers directly benefited from nutrition education sessions.



Nutrition Services to Children Under Five Years

	Total
Total children Screened	374,804
Normal	270,758
Moderate	75,837
Severe	28,111
Oedema	164
Vitamin A supplementation	47,675
Zinc tablets to 6-59 months	19,881
De-worming tablets to 6-59 months	37,773

Children admitted in the Outpatient Therapeutic Programme

	Total beginning of year	New admission	Cured	Death	Defaulter	Non-cured / failure	Referred to SFF/SC
Total	4,979	25,984	22,366	62	2,840	219	361

HEALTH PROMOTION ACTIVITIES

Health education is one of approaches that community-based volunteers, mobilizers and health workers use during transmission of health messages to the targeted communities to reduce the morbidity and mortality of common diseases by changing community attitude and behavior through community awareness raising.

Community engagement is very important in SRCS health programmes. Health promotion activities were organized for targeted communities of the health programmes by SRCS staff and volunteers. During the year, more than 279,000 people were reached with the following awareness raising topics:

- Personal Hygiene and Handwashing
- Diarrheal disease Prevention among the under five
- Proper disposal of solid materials including use of latrines
- Complimentary Breast feeding and importance of Breastfeeding

- Eradication of Female Genital Mutilation and cutting
- Importance of antenatal and postnatal services and family planning
- Pneumonia among the under -five and malaria.
- Expanded Programme on Immunization (EPI) for under five children WCBA
- Use of balanced diet for under five children and pregnant women to increase child growth and reduce malnutrition

Beneficiaries of the health education sessions

Gender	No of Beneficiaries
Male	102,264
Female	279,762
Total	382,026

COMMEMORATION OF THE WORLD AIDS DAY

All SRCS Branches marked the World AIDS Day. Branches and clinics organized different activities to mark the World AIDS Day on 1st December 2019. The SRCS staff and volunteers mobilized the communities and speeches were delivered. SRCS staff and volunteers as well as the AIDS Commissions and Regional Governors attended the ceremony and spoke about the risks of HIV/AIDS emphasizing the theme of the year "Ending the HIV/AIDS Epidemic: Community by Community". A total of 5,680 persons were reached.

Awareness Materials Distributed

Item	Quantity
Polo T-shirt	1,000
Shawl	600
Pens	520

SRCS continued to run four ART sites in the regional hospitals of Galkayo, Garowe and Bosaso with the support of the Global Fund.

COMMUNITY BASED SURVEILLANCE AND EPIDEMIC PREPAREDNESS AND RESPONSE PROJECT

Community Based Surveillance and Epidemic Preparedness and Response project continued to operate in Togdheer covering 55 communities. A total of 131 community volunteers (67 in Burao, 32 volunteers for each Odweine and Ainabo districts) actively reported the health risks (Acute diarrheal disease, measles, unusual event and malnutrition) within their communities.

During the year, the following activities were carried out:

- 5,634 reports were sent by the community volunteers to the SRCS Platform. In respect to the total reports submitted by community volunteers in Togdheer region,
 - 1,065 cases were suspected to suffer from Acute Diarrheal Disease
 - 1,813 (794 normal weight, 789 MAM and 230 SAM) were reported by the community volunteers
 - 416 reports of unusual event which was a disease of high fever, joint pain with rashes. After investigations, the Ministry unofficially announced it as dengue fever caused by Mosquitoes bites during the day.
 - 5 reports of suspected measles
- 53 EPI weekly reports from Somaliland CBS platform were analysed, interpreted and shared to MOHD, SRCS and other concerned stakeholders.
- In February, the findings of Effectiveness and Functionality Assessment was presented to the Ministry of Health, WHO, UNICEF, MSF, SCI, NRC, IFRC and SRCS Staff at national and regional level.
- In March, 75 volunteers were trained on Community Based Health care and First Aid (CBHFA) in Burao, Togdheer region.
- In April 2019, 75 community volunteers were provided with a refresher training on health risk codes, community case definitions, interacting with community to get information and challenges they face when approaching the community.
- In May, volunteers reported a high number of Acute Diarrheal in Burao which was above the threshold in one day and on the following day, the same issue was reported in different villages and sites. SRCS acted in early response to distribute ORS, Zinc and Aqua tabs to all community volunteers in Burao and health facilities and managed referred cases.



- SRCS supported setting up of a Cholera Treatment Centre in Burao hospital on June 3 and managed the ADD cases. Training was given to 56 community volunteers in 17 new locations in Burao in June. Volunteers reported cases of Acute Diarrheal Disease on daily basis and responded to mild and moderate cases. They also provided ORS, Zinc aqua tabs and conducted hygiene promotion activities in their respective locations.
- 56 community volunteers were given a two-day training on Epidemic Control for Volunteers which was held in Burao. Volunteers were selected by the Community Health Committees and local elders.
- 14 SRCS staff members from the six branches in Somaliland were given ToT training on ECV. The training enabled 35 staff members to provide better training to the community volunteers.
- In September, a seven-day training on PHAST and CHAST was given to 75 volunteers from Ainabo, Odweine and Burao districts. Community volunteers prepared their action plans for community hygiene and health promotion activities in their respective villages.
- In June, volunteers carried out a house-to-house awareness raising activities. The message was centred on preventing the spread of Acute Diarrheal Disease in the community, hygiene promotion and ways of finding health support to the individuals suffering from the disease. 90 community volunteers participated in this event and loud speakers were mounted on 2 vehicles.
- 4000 posters and stickers were produced and distributed to the communities in June and July.
- 18,876 households benefitted from the First Aid visit. A total of 50,291 households received health promotion. 607 group sessions were held targeting 1,061 Persons. FA Services were provided to 236 persons and each community carried out biweekly clean-up campaigns targeting 1350 persons. 51 school sessions were also held.



MOTHER BABY AREA INITIATIVE

The Mother Baby Area (MBA) was a pilot initiative implemented in 10 sites; five IDP camps in Galkayo and five IDP camps in Galdogob. The main objective was to educate mothers with baby IYCF, nutrition and immunization.

Mother Support Group was created and training was given to mothers to assess the nutritional status of the children by taking the Mid-Upper Arm Circumference (MUAC) at homes and mothers can take early actions to improve the nutritional status of their children. Renovation of the MBA centre in Galkayo was completed during the year.

FIRST AID PROGRAMME

First Aid Programme empowers people to respond effectively and efficiently to emergencies occasioned by sudden illnesses or accidents. This is achieved through First Aid training services.

SRCS First Aid activity aims to empower the people to respond effectively to disasters and other situations of emergency. This is achieved through trainings given to the communities targeting SRCS volunteers, youth, school children, drivers and the general population.

Both routine and community First Aid activities run throughout SRCS branches. Refresher training were given to all the first aid instructors in the branches. A total of 10,160 persons were trained in First Aid at all levels.

Gender	Total
Male	4,682
Female	5,478
Total	10,160



Capacity Building

A number of different types of trainings were offered to the health workers and volunteers involved in the integrated health care programmes to strengthen their knowledge and skills and subsequently improve the quality of the services. The following are the types of the training and number of participants in each training:

Type of trainings and number of participants

Type of Training	No of Beneficiaries	Male	Female
Case Management	96	65	31
LMIS	32	20	12
CSR	2	1	1
Malaria	6	4	2
Nutrition Screener	10	0	10
IYCF	25	0	25
Safe Motherhood	57	1	56
Child Spacing	3	0	3
Rape Management	3	1	2
PMER	3	3	0
EPI	9	2	7
CHC	1	0	1
UHC	1	0	1
e-CBHFA	1	1	0
CBHFA/ECV	20	12	8
IMCI	28	26	2
GBV	1	0	1
PHAST & CHAST	20	13	7
Total	318	149	169

Keysaney Hospital

The SRCS Keysaney hospital is one of the largest surgical hospitals in the country focusing on trauma surgery including electives and referrals. The hospital teaches on surgery and trauma for medical and nursing students in the country.

A total of 11,295 patients benefitted from the hospital services. The outpatient Department attended to 8,818 patients while 2,477 were inpatients.

The hospital continued to provide educational opportunities to university students to gain experience and expertise in practical medical treatments. A total of 818 students from the local medical universities and Institutes were trained in the hospital.

Different levels of trainings and workshops on Health Management Information System, War-wounded, Trauma Life Support and Lab Techniques were offered to the staff and management of the hospital. The training and workshops were sponsored by the Ministry of Health, ICRC and Somalisk Sundhed Forbund Foundation.

The hospital community committee continued to support the hospital in different aspects. The hospital received a donation



of laboratory medicines from the World Health Organisation (WHO) on January 15, 2019. Similarly, the Hormuud Foundation built four toilets in the OPD section.

Weapon Wounded	Total
a) Gunshot Wounds	424
b) Mine	0
c) Shell	65
d) Other Weapon (Stab wounds etc.)	0
Total	489

Year 2019	Weapon Wounded by Age and Gender				Total	Mine Injuries		
	Adults		Children <15years			Mine Injuries	% of mine injuries	% of Other WW
	Male	Female	Male	Female				
	385	75	14	15	489	-	-	-



OBSTETRIC FISTULA SERVICES

In 2019, a total of 162 patients received consultations were clinically assessed. 120 patients were admitted for treatment and 93 patients were discharged after assessment.

No	Diagnosis	No of Patients Treated
1	Vesico Vaginal Fistula (VVF)	39
2	Recto Vaginal Fistula (RVF)	13
3	Perineal Tear	41
Total		93

Most of the cases received ranged between 15 and 45 years. The majority of patients came from Lower Shabelle, Bay, Bakool, Banadir and Gedo regions. 93% of the women had still born babies while 81% of the fistula patients were cases delivered by Traditional birth attendance (TBAs).

The Fistula team facilitated trainings on obstetric fistula case identification which was given to 65 Female Community Health Workers (FCHW) and the Traditional Birth Attendants (BTAs) from nine regions. The trainings were respectively held in the SRCS Branches in Mogadishu, Dusamareb, Baidoa, Bardera and Beletwein. Similarly, more than 50 medical students from different universities were trained. A Fistula Surgeon attended a 10-day training on Advance Obstetric Fistula Surgeries which was held in Borama and organized by the International Federation of Gynecology and Obstetrics (FIGO).

15 patients received Physiotherapy treatment with a foot drop as a complication of obstructed and prolonged labor. The referral system also ran smoothly. There was a good collaboration between Keysaney hospital and the SRCS branches.



As for the community awareness, one day workshop on fistula prevention and available services was facilitated for the women Organisations and local community leaders who played a key role in disseminating the fistula information with other health institutions.

Reintegration services were provided to the fistula patients to reduce the stigma/discrimination and orientation sessions on how to reintegrate with the community were conducted.

A new premise was hired for use as a guest house for the incoming fistula cases and for providing marketable skills to the recovered patients to start income generating activities.

SRCS Rehabilitation Centres

SRCS manages three Rehabilitation Centres strategically located in Mogadishu, Hargeisa and Galkayo. The Centres provided the much needed Orthopedic and physiotherapy services to the physically disabled persons in the country.

The Centres implemented the EMP-EMAST comprising of Programmes Management System, Human Resource Management, Procurement System, Financial Management System, General Services System and Information Management System.

A Patient feedback mechanism was put in place in all the Centres to gather and respond to the views of the patients. This was aimed at improving the service provision of the Centres. The Audit meeting was held in Hargeisa in December 2019. The ICRC/MoveAbility Foundation in Dar es Salaam provided training, supervision, procurement of the yearly order of materials and technical support to SRCS Rehabilitation Centres.

During the year, the staff of the three SRCS Rehabilitation Centres received the following trainings:



Type of Training	Date	Location
Clubfoot training	23-30 March 2019	Kampala
Essential Management package	1- 5 April 2019	Kigali
Trans-Radial Prosthetic training	14-27 September 2019	Hargeisa

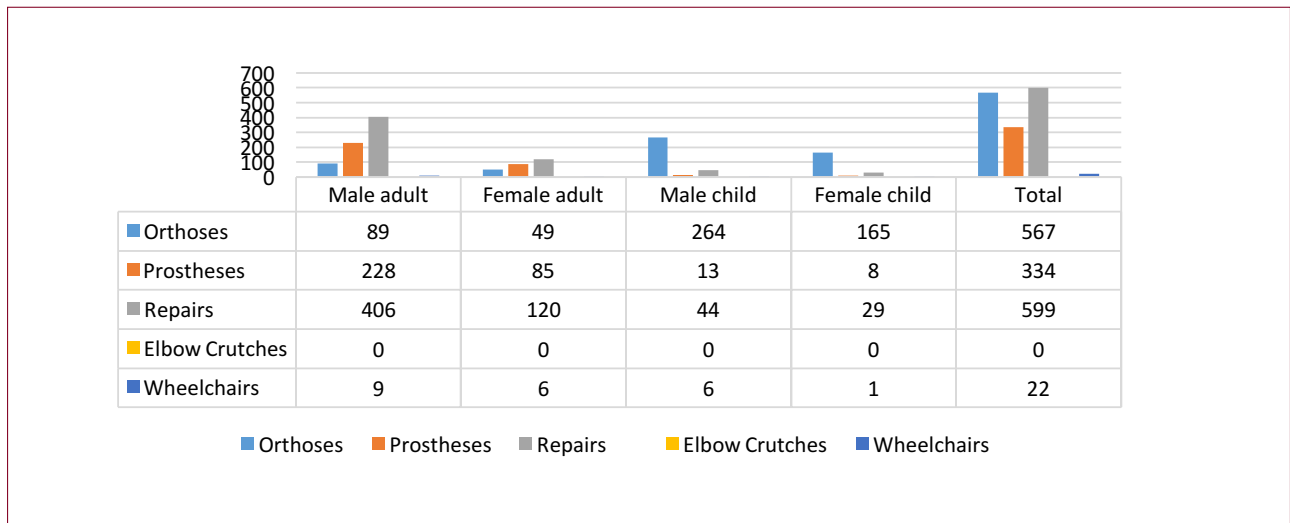
SRCS MOGADISHU REHABILITATION CENTRE

The centre carried out its planned activities smoothly. There was no shortage of material and the centre had some contingency in place. The Centre provided orthopaedic services and physiotherapy treatments to the disabled. The referral system with major hospitals in Mogadishu was well maintained.

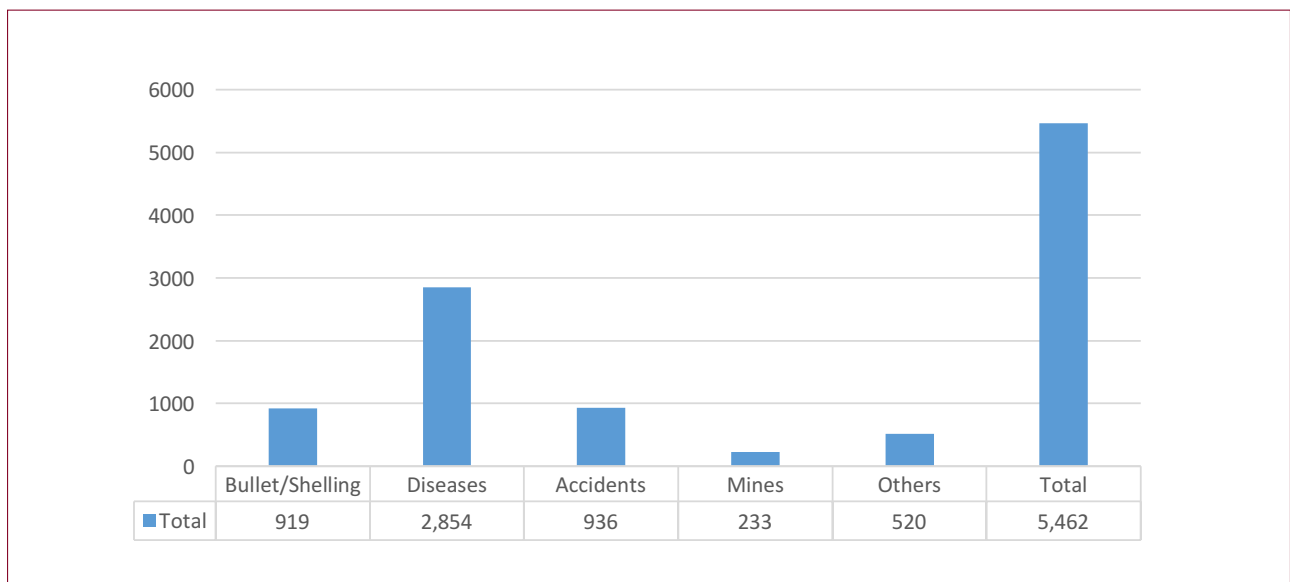
Monthly staff meetings were regularly held in the centre. The Management and staff of the centre had the opportunity to attend key SRCS meetings.



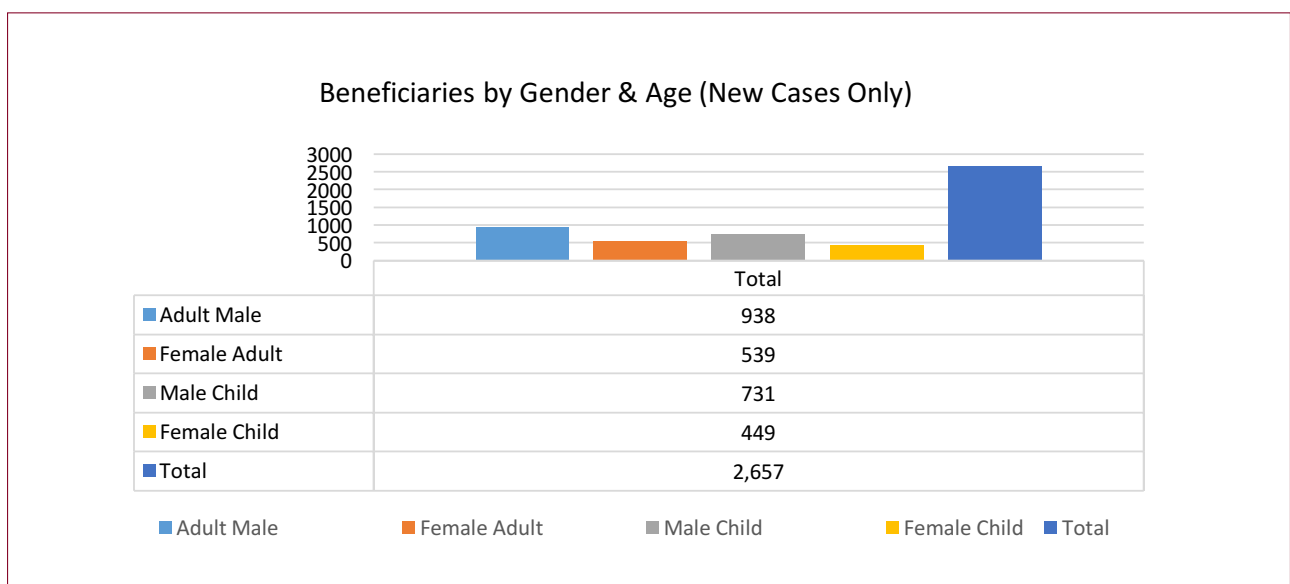
Appliance Produced



Causes of Disability



Physiotherapy Beneficiaries



SRCS HARGEISA REHABILITATION CENTRE

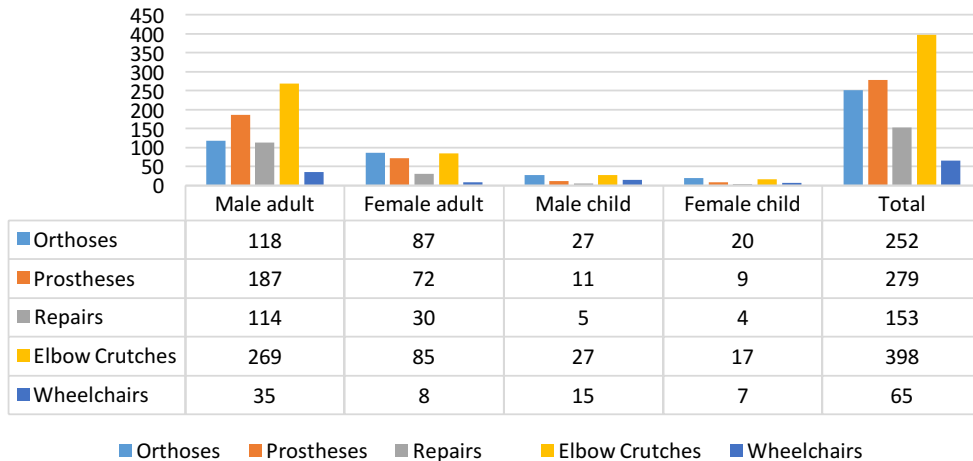
The SRCS Hargeisa Rehabilitation Centre continued to provide Orthopedic and physiotherapy services to the physically disabled persons in Somaliland regions. A team consisting of technicians and Physiotherapy Assistants (PTA) carried out outreach activities in Maroodi Jeex, Hargeisa, Togdheer, Sahil and Awdal regions respectively. The team screened 673 patients.

The cooperation between the Centre and all stakeholders including the ICRC/MoveAbility and the Somaliland National Disability Forum was well maintained. The Centre facilitated the establishment and training of 15 volunteers as an action team to enhance the involvement of SRCS volunteers in the Rehabilitation activity in the areas of Community Based Rehabilitation (CBR) and community mobilization.

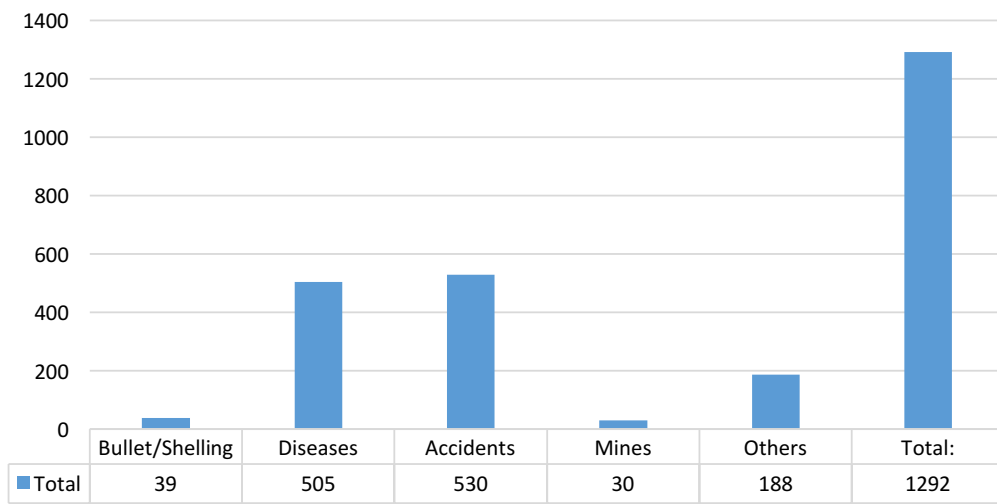
The activities of the Centre were promoted using Information, Education and Communication materials including Billboards and Radio and TVs spots and programmes.



Appliance Produced

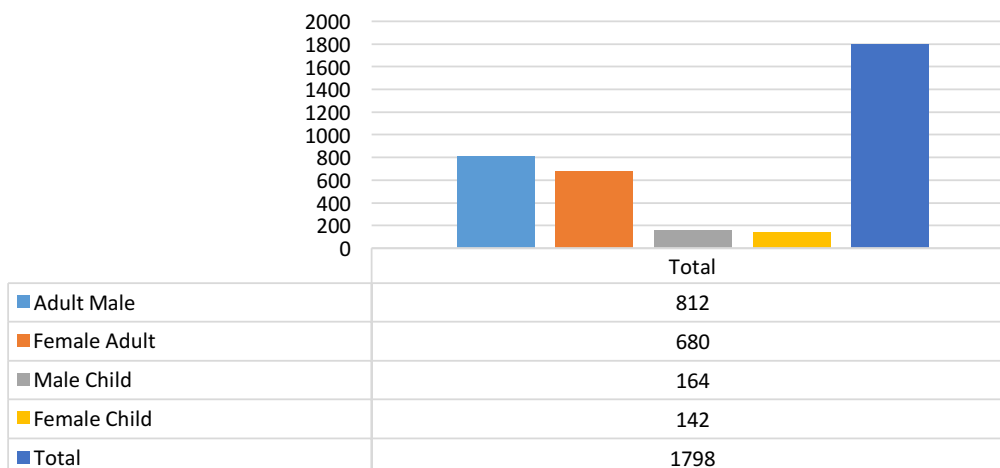


Causes of Disability



Physiotherapy Beneficiaries

Beneficiaries by Gender & Age (New Cases Only)



SRCS GALKAYO REHABILITATION CENTRE

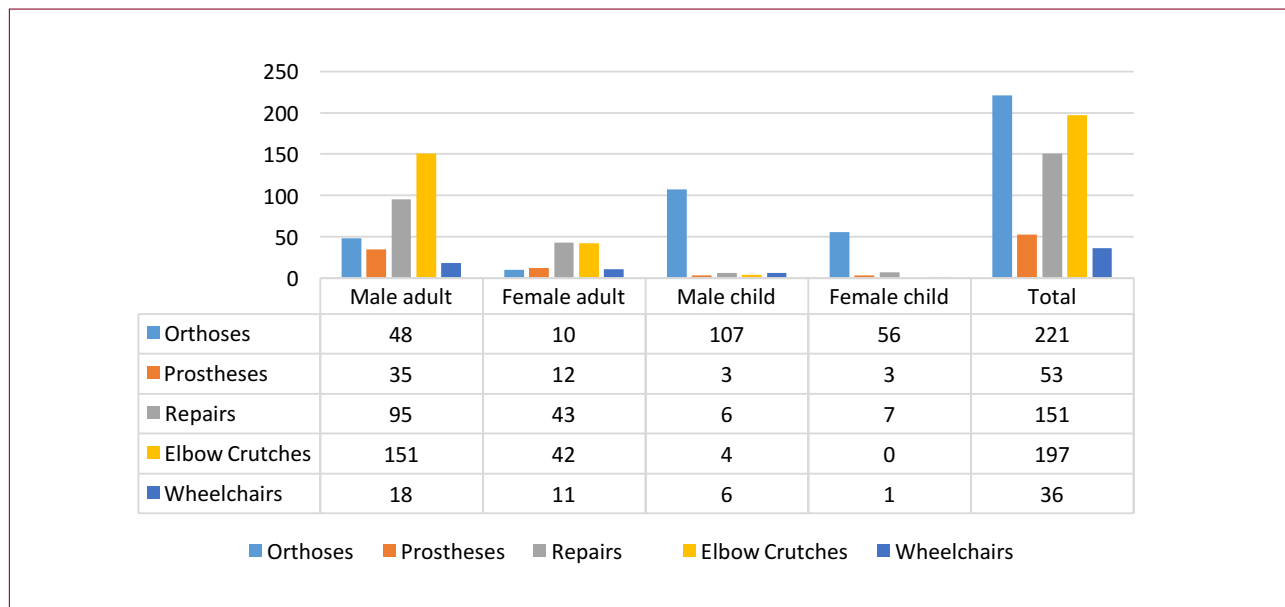
The SRCS Galkayo Rehabilitation Center provided physiotherapy and orthopedic services to service users. The services provided included delivery of assistive devices such as prostheses, orthoses, wheelchairs, walking aids as well as physiotherapy treatment.

Trees and green grass were planted in the compound to create a conducive working environment. A television set was placed in the patients waiting area and general repair was done on the building. As part of the security measures, the perimeter wall was reinforced with 100 meter barbed wire. The borehole and the water system were rehabilitated.

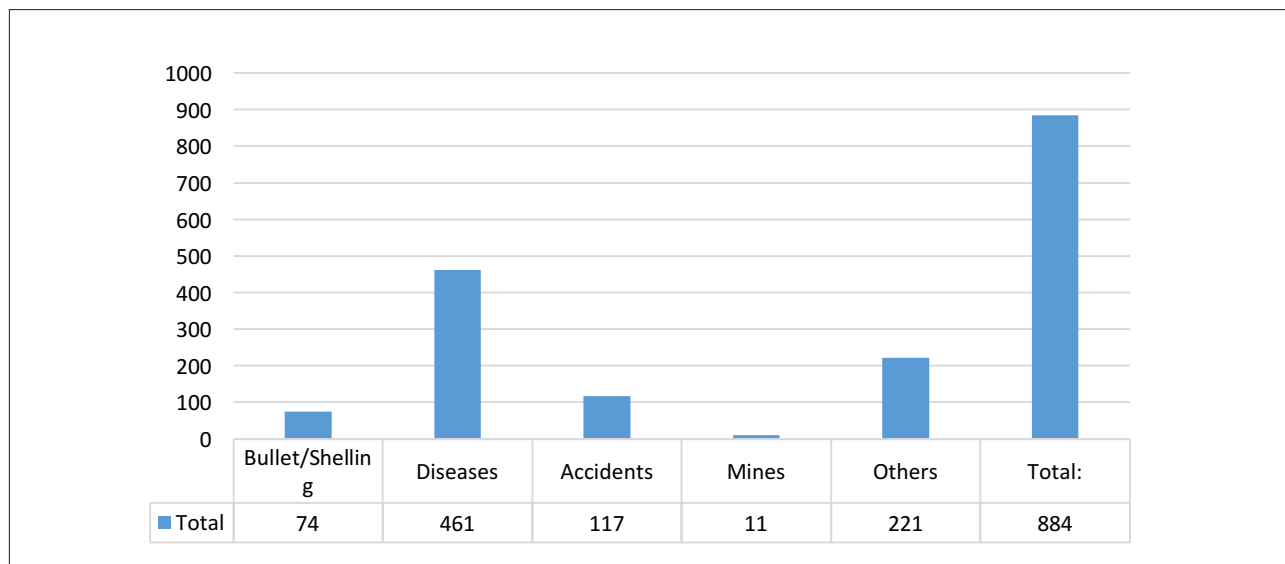
One trainee who was studying in Cambodia completed a one-year course as a bench-worker and resumed work in the centre.



Appliance Produced

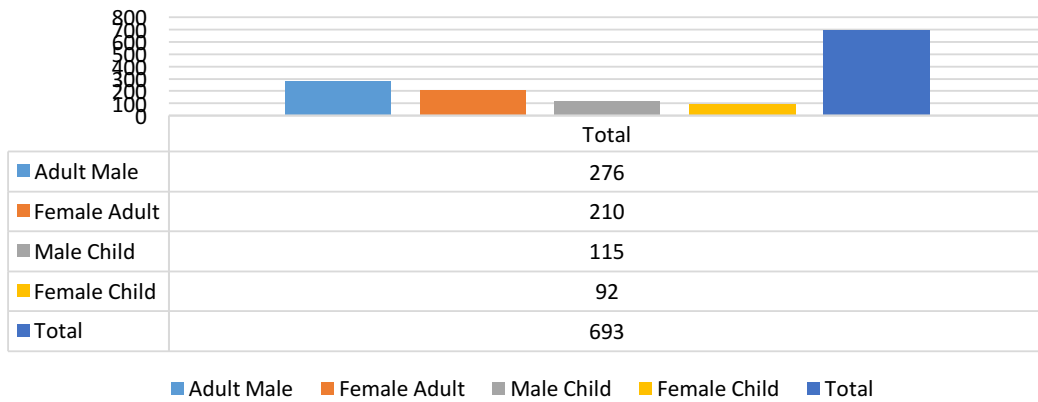


Causes of Disability



Physiotherapy Beneficiaries

Beneficiaries by Gender & Age (New Cases Only)



Disaster Risk Management

1.0. RELIEF AND LIVELIHOOD ACTIVITIES

The SRCS branches responded to drought and flood affected victims in Hiiraan, Middle Shabelle, Lower Shabelle, Bay, Gedo, Lower Jubba, Galgaduud, Nugal, Bari and Banadir regions. These interventions included food and non-food items. A total of 258,396 persons were reached with relief, livelihood and income support projects. 171,000 sand bags for river embankments were distributed in Beletwein, Jowhar, Mahaday, Bardera and Gobweyn. A total of 472 persons (330 male and 142 female) were involved in all the interventions.

1.1. Response to Cyclone

In November, heavy rains with windstorms caused by Cyclone Pawan negatively impacted the population, their livelihoods and environment in parts of Nugal and Bari regions. In response to this, SRCS Garowe and Bosaso branches conducted a rapid needs assessment. IFRC and SRCS launched an appeal for immediate response targeting 3,000 persons in Nugal region and 1,608 people in Bari region. The response activities were carried out in Dangorayo, Eyl, Hafun and Iskushuban areas.



1.2. Response to Floods

SRCS Bosaso branch distributed food items to the flood affected IDPs in Bosaso from 23 to 25 July. A total of 1,200 households benefitted from the food distribution. Each household received 50 kg of rice, 50 kg of flour, 50 kg of sugar and 10 liters of cooking oil. 15 SRCS Bosaso branch volunteers were involved in this exercise. In December, Bosaso branch distributed non-food items to 400 households in four Bosaso IDP camps. Each family received 2 mats, 1 plastic sheet, 2 blankets, 1 jerry can, 1 Menstrual Hygiene Management kit and 1 bar of soap.



In October and November, devastating floods affected the population in the Beletwein. The SRCS Beletwein branch took a vital role in the search and rescue activities. 28 missing persons were registered. 21 of them were rescued using boats. 7 persons including a female, were confirmed dead. A total of 137 persons were evacuated. 52 volunteers took part in the search and rescue operation. Water tracking activity was carried out in the IDP camps in the higher grounds at Eljale targeting seven IDP sites.



SRCS volunteers distributed 35,000 sandbags in Beletwein, 50,000 in Bardera, 80,000 in Jowhar and 6,000 in Gobweyn to close the broken river dykes.

The SRCS Baidoa branch distributed 800 mosquito nets, 1600 Jerry cans and 800 mats to 800 households in Berdale town which was severely affected by flash floods.



2.0. WASH ACTIVITIES

2.1. Response to Outbreaks



WASH activities were implemented in Middle Shabelle, Lower Shabelle, Bay, Gedo, Hiran and Lower Jubba regions. A total of 111,026 households benefitted from water, sanitation and hygiene related programmes. Similarly, 2,200 households in Galkayo and Bosaso received hygiene kits. 497 volunteers were involved in this exercise. Hygiene promotion trainings were conducted in all flood affected regions. 200 volunteers were trained.

SRCS Baidoa branch volunteers distributed hygiene promotion kits (soap and aqua tabs) to 800 beneficiaries in Berdale town affected by flash floods. Volunteers carried out public awareness activities on best practices of water, sanitation and hygiene. 1,600 soaps and 48,000 aqua tabs were distributed to beneficiaries in Berdale.

The SRCS branches of Beletwein, Baidoa, Bardera, Merka, Jowhar and Kismayo carried out two hygiene promotion campaigns. The response campaigns targeted IDP camps and main towns while distributing aqua tabs and soaps.

60 volunteers from six branches were given hygiene promotion training which was intended to help volunteers pass the HP messages to the community. A chlorination campaign was conducted in all major districts of Mudug region including Galkayo, Jariban and Harfo. More than 2000 households were reached. 100 volunteers were trained.

In November, SRCS Bosaso branch distributed 200 Menstrual Hygiene Management kit and 1,100 bars of laundry soaps to 4 IDP camps in Bosaso. Similarly, the branch conducted clean-up and chlorination campaigns in Bosaso, Qardho and other sub-branches in July and August. 145 volunteers were mobilized.

A three-day Epidemic Control for Volunteers and Oral Rehydration Point training was held in Mogadishu from 13 to 16 April with a participation of 12 persons including six WASH officers and six volunteers from the branches. The objective of the training was to build the capacity of Wash officers and Community Hygiene Promoters.

Sessions for coordination with stakeholders were conducted in all the six branches. The aim was to inform and familiarize the stakeholders and other community leaders with principles and SRCS role at the branch level. A total of 120 community members participated in the sessions. Each branch had 20 persons.

A four-day hygiene awareness campaigns for communities were held respectively in Baidoa, Bardera, Beletwein, Jowhar, Kismayo, Marka and Afgoye. A total of 10,684 households were reached. 150 volunteers participated in the campaigns.



DISASTER RISK REDUCTION/ CLIMATE CHANGE ADAPTATION

SRCS branches implemented various activities aimed at strengthening the resilience of the vulnerable people. These included resilience activities targeting 14 communities in four regions. The branches supported 320 rain-fed farms with the construction of soil bunds in Beerato, Xaaxi, Baki and Xeeego. A total of 70 farmers benefitted from this support.

For the cash program, 3200 households in Awdal and Sahil regions affected by the Sagar Cyclone were given cash grants for four consecutive months. Each household received an amount of US \$ 320 to cover their basic needs.



HUNGER RESILIENCE PROGRAMME

- Two degraded farmland areas were rehabilitated in Dalyare in Sool region and Waraabaley in Marodijeex region. 350 households benefited. Two dams were also constructed in Higlada and Waraabaley in Marodijeex region. 500 households benefited.
- 50 farmers from Marodijeex and Sool regions were provided with high nutritional seedlings such as live orange trees, papaya, lemon, carrot, pepper, beans, water melon, onions, tomatoes, maize, sesame and chilly. In addition, 35 farmers were supported with irrigation pumps/pipes; irrigation motors, gumboots, metal- hoes, sickles. The farmers also received agricultural tools such as wheelbarrows and shovels.
- 28 participants from Sool and Marodijeex regions were trained on fodder farming techniques while 22 farmers were trained on modern vegetable and fruits and acquired adequate knowledge and skills for proper and modern planting of nutritional fruits and vegetables. Similarly, 22 farmers were trained on improved crop and fodder farming in Bandarwanaag, Higlada and Dalyare.



WASH and Cash Transfer Activities

Water Trucking <ul style="list-style-type: none"> • 3038 households affected by clan conflict at Dumay in Sool region were supplied with water for a period of one month 	Rehabilitated Clinics <ul style="list-style-type: none"> • One clinic affected by Sagar cyclone at Lawya'do was rehabilitated. 	Cash for ploughing <ul style="list-style-type: none"> • 4125 households received ploughing hours 	WASH <ul style="list-style-type: none"> • 8 rain water harvest were improved in the primary/secondary schools in Awdal & Morodijeex regions. • Construction of 2 school improved latrines.
WASH <ul style="list-style-type: none"> • Two Berkeds were rehabilitated in Sool region. 	NFI Distributed <ul style="list-style-type: none"> • 40 farmers received high nutritional seeds/seedlings 	Hygiene promotion <ul style="list-style-type: none"> • One lesson learnt workshop conducted in Hargeisa and Lasanod for project beneficiaries 	Cash transfer <ul style="list-style-type: none"> • 850 households received unconditional cash in Sahil and Awdal regions for a period of 3 months. • 7450 households received Cash in Buuhoodle & Ainabo

Meetings and Training

Volunteers in all the 6 branches received a refresher training. The training was intended for the volunteers who had already received the training and normally conducted pre-season hygiene promotion campaigns to prevent and reduce the incidences as well as impact of diseases in case of outbreaks. The training was done by the branch wash officers at the branches. The training was attended by 16 volunteers in each branch. A total of 96 volunteers were trained.

77 volunteers attended the Hygiene Promotion Training which was conducted in the six target branches. The training mainly focused on the role and responsibilities of hygiene promoters, contamination chain exercise, diarrheal, oral rehydration point and household water treatment and storage.

96 volunteers attended a training on PHAST and CHAST approaches that was held in the SRCS target branches with the intention to upgrade volunteers' skills and knowledge. In April, the SRCS officers attended an Oral Rehydration Point training of trainers which was held in Nairobi. The aim of the training was to familiarize the WASH officers with setting up of Oral Rehydration Point (ORP), preparation of ORP kits and camp management during emergencies.

10 communities were trained on Disaster Risk Reduction (DRR), Climate Change Adaptation (CCA) and Early Warning Early Action. A Community based disaster response plan was developed during the training. 100 Community Based Organisations and 10 disabled persons attended the training.

Under the BMZ-3 project, two trainings were conducted on Disaster Risk Reduction (DRR), Climate Change Adaptation (CCA) and Early Warning Early Action at sub-branch level. 15 participants attended the training from Sahil, Marodi Jeex and Awdal regions.

Similarly, an Early Warning Early Action training was given to 24 target communities. 120 community members from six regions participated. Simulation exercises were held in 24 locations and 480 persons were trained. At village level, 238 persons from 12 villages were trained. 150 participants from 10 target communities were also given a simulation exercise. 40 certificates were distributed to the trainees and 12 outreach activities were carried out. Five DRR/CCA and 24 EW EA Trainings were held during the year.



Restoring Family Links

Restoring Family Links programme is one of the biggest SRCS activities covering all regions in the country with the aim of establishing contact between separated families. The SRCS uses its vast network of branches and offices to provide the different RFL services.



In Somaliland, the programme was expanded to support migrants crossing the border to get to Djibouti or Saudi Arabia. Two Sub-offices were established at Lawya'ado and Hariirad under SRCS Borama branch office to support RFL related services.

“Trace the Face” programme was introduced with the aim to reconnect separated family members. It is an online photo directory helping migrants who reached Europe to restore contact with their loved ones in their country of origin and make it



easier for both migrants and their families to reconnect, often after years of separation.

SRCS and ICRC carried out a joint multi-disciplinary assessment in Afmadow, Kismayo, Bosaso, Bardera, Dhobley and the Lower Jubba coastal areas.

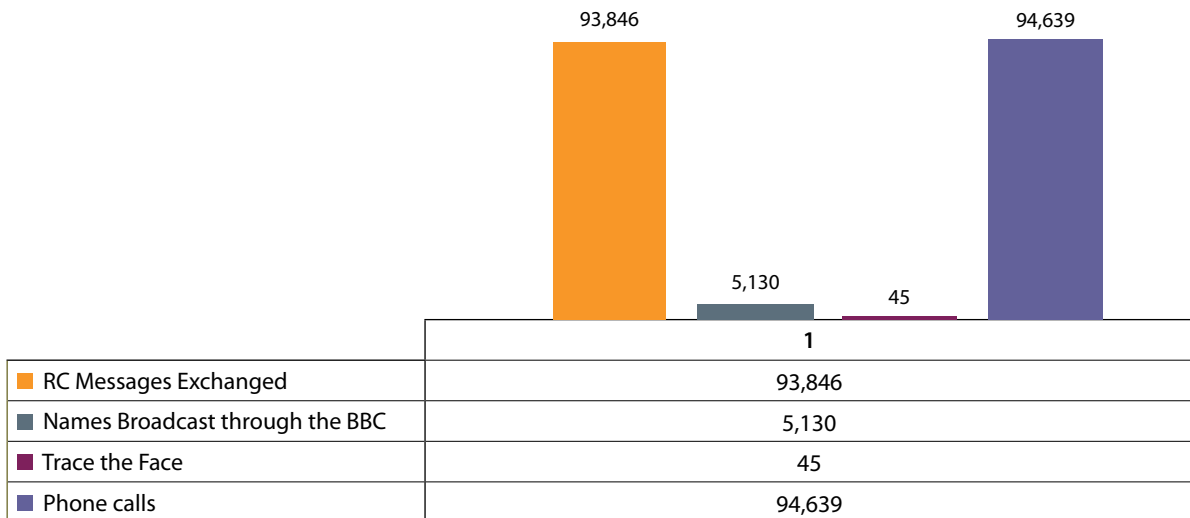
SRCS also conducted E-assessment in different IDP camps in Baidoa, Mogadishu and Kismayo. A total of 7,415 beneficiaries were interviewed.



The RFL meeting was held in Hargeisa in November 2019. The meeting was attended by all the RFL Officers.

As part of the National Society capacity building, six laptops were given to Garowe, Galkayo, Wisil, Abudwak, Afmadow and Huddur offices and three printers provided to Galkayo, Afmadow and Bosaso offices respectively. Similarly, seven new cameras were given to Garowe, Galkayo, Wisil, Abudwak, Afmadow, Qardho and Huddur offices.

Restoring Family Links (RFL)



Communication

A wide range of activities were undertaken to improve awareness of the SRCS humanitarian work, the Red Cross and Red Crescent Fundamental Principles and International Humanitarian Law (IHL). This included awareness through dissemination, media and meetings.

A total number of 5,866 persons benefitted from these sessions. The target audience included authorities, traditional leaders, religious persons, youth groups, women groups, students, teachers, journalists, university students, SRCS staff and volunteers. Supportive services were provided to programmes and projects in the areas and there was video and photography coverage for various activities in different parts of the country.

Promotion items were also produced to promote the image of the SRCS. The following are the items produced during the year.

The Annual SRCS/ICRC Communication Meeting was held in Hargeisa from 12 to 14 November 2019. The meeting was attended by all the Communication officers. The objective of the meeting was to make follow up on the strategy developed the previous year and to plan for the upcoming. The new SRCS Communication Officers were introduced to the multiple aspects of their role and activities.

Main topics presented and discussed included the SRCS Communication Strategy, ICRC Communication Strategy, Selection of Audience and adaptation of key messages and SRCS visual identity and Production and Reporting and follow up. SRCS Communication Officers presented the plans of action of their respective areas of responsibility which was merged as one National Society plan of action.



Items	Quantity
Brochures	5000 copies
Desk Calendars 2020	500 copies
Pins large size	1000 pcs
Lapel pins	50 pcs
Dissemination Flipcharts	50 pcs
USB Flash	60 pcs
Pens	300 pcs
Key holders	200 pcs
T-shirts for FA Action Team	64 pcs
SRCS Annual Report 2018	500 copies



World Red Cross and Red Crescent Day

The SRCS Branches celebrated the World Red Cross and Red Crescent Day and joined the rest of the world in the celebration of the day which fell on 8th May 2019. All branches organized ceremonies attended by members from civil societies, universities, professional institutions, business entities, SRCS staff and volunteers.

The SRCS President sent a message to the volunteers and staff and thank them for their efforts in helping the people

in need. He stated that SRCS is an independent and neutral organisation that provides humanitarian services to the vulnerable people in the country including women and children.

World Red Cross and Red Crescent Day is held on 8 May - the birthday of the founder of the International Red Cross and Red Crescent Movement, Henry Dunant. Each year, SRCS uses this occasion to highlight its unique role in the country.



Organisational Development

SRCS EXECUTIVE COMMITTEE MEETING

The SRCS Executive Committee Meeting held its meeting in Borama on 8 September 2019 alongside the SRCS All Inclusive Meeting (General Assembly).

The topics discussed in the meeting included strengthening the ongoing National Society Development Initiative (NSDI), fundraising in the country and training of the Executive Committee Members, exchange opportunities with other National Societies and Roles and responsibilities of the SRCS Executive Committee members.

The SRCS President, Mr. Yusuf Hassan Mohamed, welcomed the new members of the SRCS Executive Committee to the

meeting. He also briefed the members about the current country context as well as the activities and achievements of the SRCS since the last Executive Committee meeting which was held in Hargeisa on 7th July 2018. The SRCS Executive Directors also presented the SRCS field activities and achievements of the previous years.

After lengthy discussions and deliberation, the SRCS Executive Committee members approved the decision to start the process of revising the SRCS Statutes, organize Movement Induction Course for the members and contribute to the fundraising efforts of the SRCS.

SRCS ALL INCLUSIVE MEETING (GENERAL ASSEMBLY)

The SRCS All Inclusive Meeting (General Assembly) was held in Borame from 8 to 9 September 2019. The meeting was attended by over 60 members including branch chairmen and branch coordinators of the 19 branches and key management and programme directors.

The All-Inclusive meeting extended the office term for the President and Executive Committee for another 4 years, unanimously endorsed the appointment of the SRCS Vice President and the National Society Development priorities. The meeting also adopted the Health Strategy, Communication Strategy and the Human Resource Policy.

The SRCS expressed its appreciation and thanks to the Movement partners for their financial, logistical and technical support for the SRCS All-Inclusive Meeting.



ORGANISATIONAL CAPACITY ASSESSMENT AND CERTIFICATION (OCAC)

The Organisational Capacity Assessment and Certification (OCAC) self-assessment exercise was conducted in Hargeisa from 18 to 20 February 2019.

SRCS selected 19 participants to form an internal assessment team, comprising of both volunteers and staff. They represented a wealth of knowledge about the National Society, experience, and approaches to topics discussed during the workshop. The workshop was facilitated by two external facilitators, who supported the National Society self-assessment team in understanding the methodology and contextualizing the different attributes and facilitated an open and constructive discussion allowing the team to reach a consensus on where the SRCS stands.

The entire process saw the passion and intensity of the participants in assessing the SRCS. The results of the assessment reflected the consensus obtained after sometimes sustained debates.

Rating of several attributes required voting, when the NS OCAC self-assessment team did not reach a consensus after debates.



MANAGEMENT TRAINING FOR SRCS BRANCH COORDINATORS

A Management Training for the SRCS Branch Coordinators and key officers from the SRCS Coordination Office was held in Mogadishu from 24 to 27 August 2019. The aim of the training was to equip the participants with knowledge, skills and professional qualities appropriate to their work.

The training was attended by 19 staff members from SRCS Branches and the Coordination Office in Mogadishu. During this training, the participants were given the opportunity to discuss any managerial issues in their respective branches.

The training was funded through the IFRC's Seed Grants Programme on Capacity Building for African National Societies. It was also part of the capacity building efforts of the SRCS.

MINI MOVEMENT INDUCTION COURSE

A 'mini' Movement Induction Course (MIC) tailored for country level was held in Hargeisa from 20 to 25 April 2019. The training was attended by 37 SRCS branch leaders from Governance and Management. Two trainings were conducted, and each ran for three days.

This 'Mini MIC' was the first of its kind in the African region and an important milestone in the 'IFRC-ICRC joint approach' on NSD in Somalia. It was jointly facilitated by IFRC, ICRC and SRCS. This was in line with the NSD Initiative (NSDI) in Somalia.

The participants were given sessions on knowledge on

the RCRC movement (history, components, mandates, Fundamental Principles) and the SRCS Activities. In addition, sessions on Leadership, Risk Management /integrity and Community Engagement and Accountability (CEA), Volunteer Development as well as SRCS NSD Initiative were also presented.

The two workshops were jointly facilitated by Surein Peiris, IFRC Head of Somalia Country office, Mr. Fahim Ba Shaaib, ICRC Somalia Cooperation Delegate and Abdulkadir Ibrahim "Afi", SRCS Director of OD and Communication.



NATIONAL SOCIETY DEVELOPMENT INITIATIVE

NSD steering committee held 6 meetings 2019 – two before April mainly discussing the recruitment of NSD Delegate and planning for OCAC; 4 meetings after April discussed mainly covering the HR process that was initiated as well as the development of the NSD plan.



BRANCH CAPACITY MAPPING EXERCISE

A branch capacity mapping exercise was carried out between June and August 2019 and recommended 5 key areas for development of SRCS branches.

NSD CONSULTATION MEETING

Recommendations and report of the OCAC exercise and branch mapping exercise were presented to a larger forum in a Consultation meeting in Borame held from 10 to 12 September 2019. The meeting was attended by representatives of all 19 SRCS branches and senior management. 35 representatives participated in the consultation process.

Besides ICRC and IFRC, the German, Swedish, Canadian, Finnish and Norwegian Red Cross Societies participated in the consultation process. The process contributed towards developing a 3-year strategy covering 9 areas of priority for support which was shared with key stakeholders for feedback.



NSD TASKFORCE MEETING

In October 2019, SRCS leadership constituted a taskforce to review the draft strategy and recommendations. The

taskforce met in Naivasha from 18 to 19 November 2019 and was supported by the movement partners of the steering committee. The two days' meeting reviewed the strategy against the SRCS capacities and challenges and recommended the development of a plan of action that would be realistic and achievable.



REVISION OF SRCS STATUES

Reviewing and updating SRCS statues to adapt to the changed external context while maintaining unity of the SRCS was both a need and a challenge. With the support of ICRC and IFRC, in October 2019, SRCS initiated engagement with the Joint Statues Commission in Geneva for revision of its statues. A meeting between SRCS leadership and JSC in Geneva was subsequently held in December 2019 during the International Conference meeting.

THEMATIC WORKING GROUPS COORDINATION

An NSD Steering Committee represented by leadership of NS and key partners and thematic working groups established for Finance Development Health and Resilience, represented by technical team of the NS and partners were the available mechanisms in place for ensuring coordination. Since the arrival, the role of the NSD Delegate was to facilitate these meetings and to guide the outcomes to be aligned to overall SRCS NSD goals and priorities. Key outcomes from the various meetings were: 1) Finalization of SRCS Health Strategy 2019-2023; 2) Decision on SRCS resilience strategy development; 3) Decision on assisting SRCS with a resource mobilization consultancy; 4) Decision to allocate more time of the NorCross FD Advisor to SRCS.



Finance Development

Financial Development is one of the priority areas of the SRCS, and in the light of that, the Finance Department made efforts in streamlining its work and enforcing the functional policies and procedures.

The SRCS Finance Manual was revised and other procedures were put in place. The quality of financial documents was improved, and a centralized payroll system was established. More focus was put on reducing the backlog of the financial returns and tangible improvement was made in this respect.

The SRCS Finance Team supervised most of the branches and ensured that the key finance target was met and trained the branch finance officers and supervisors on the job.

The FD taskforce meetings were regularly held and discussed several important points including SAGE, finalization of the Finance manual, procurement policy and delays in financial reports.

The Financial management and Fraud and Corruption jointly organized by the Norwegian Red Cross and IFRC were held at Maansoor hotel in Hargeisa from 14 to 17 October 2019. The training covered several subjects including annual financial reporting (balance sheet, statement of cash flow, profit or loss, notes to financial statements) and Excel for financial

reporting, quality of supporting documents, cash request, timelines for submitting financial returns and finalization of FD assessment. The training was attended by 11 persons from Mogadishu, Hargeisa, Rehabilitation Centres and the Branches. Participants acquired knowledge on the importance of finance and how to improve the quality of supporting documents and cash requests. Action points were set to address the gaps identified. In September 2019, SRCS organized a training on financial reporting which was held in Hargeisa. The training was attended by all finance officers from Mogadishu, Galkayo, Six Branches in Somaliland and Hargeisa Coordination Staff.

SRCS Finance staff participated in two different trainings on procurement procedure, financial management and fraud control sponsored by the German Red Cross and the World Food Programme (WFP).

Following the Finance trainings and continuous trainings on Financial Management a great improvement was noted on:

- Quality and Completeness of returns submitted by SRCS to various partners
- Streamlining of SRCS financial systems and processes and putting in place internal controls.
- Liquidating working advances and reporting back to the respective partners on time
- Clearing accumulated unaccounted working advances.

Human Resource Development

From January to December 2019, SRCS embarked on the Human Resource transformation initiative focused on restructuring HR policies, systems and processes to improve Organisational performance. The overriding objective was to strengthen the HR function to support SRCS to fulfill its strategic mandate of delivering humanitarian assistance to vulnerable communities in a more efficient and effective manner. The HR transformation initiative addressed the following strategic challenges:

Organisational Structure: Reviewed and designed anew the Organisational structure. This involved examining departmental functions, operating systems, workflow processes, reporting relationships, levels of authority, decision-making and accountabilities. In addition, analyzed and determined optimum workforce numbers and a mixture of skills comprising professional, technical, specialist and support staff required to achieve the Organisation's strategic objectives. Thereafter developed a more responsive and flexible Organisational structure aligned to the new strategic direction. The major focus was strengthening the management of SRCS thematic programme areas namely; integrated health care

and disaster risk management. As well, streamlined the critical corporate support services, namely human resources, finance, ICT, procurement and logistics to improve the efficiency and effectiveness of humanitarian operations.

Salary Structure: Conducted job analysis and evaluation by systematically analyzing the duties, responsibilities and competency requirements for each job in the Organisational structure to determine the value and importance of each job within the Organisation. This involved the design of job classification and grading structure consisting of 10 job bands, each band depicting the minimum, midpoint and maximum salary scale. This resulted in the design of a more competitive salary structure based on the principle of equal pay for work of equal value. The new salary structure provided a framework for competency-based salary progression and most importantly for career progression and succession planning.

Staff Benefits: Reviewed quotations and negotiated service contracts with insurance providers for provision staff benefits package consisting of group medical care, group life insurance

and gratuity fund. Identified the most favorable and cost-effective staff benefits package aimed at protecting and supporting the health and wellbeing of employees so as to remain active and productive throughout their working career with SRCS. The staff benefits also ensures that SRCS remain a competitive employer, particularly in recruitment and retention of talented employees.

Human Resource Policy: Reviewed and updated the Human Resource policy manual and handbook incorporating staff rules and regulations. These HR policies serve as an important reference point for decision-making. They provide a framework within which consistent decisions are made to promote equity in the way employees are treated in compliance with employment and labour laws. The HR policy manual and

handbook were dully approved for immediate implementation by the SRCS All Inclusive Meeting of the General Assembly held on 9th September 2019.

Competency-Based Performance Management System: Developed performance management system guidelines and competency framework for managing, assessing, recognizing and improving the performance of employees in a holistic manner. The system provided the context for linking individual employee objectives to strategic objectives thus facilitating the attainment of Organisational goals. The main objective was to strengthen the culture of high-performance and continuous employee development, as well as ensure accountability for employee performance.

Volunteer Activities



SRCS volunteers have been the backbone of Society's activities since its foundation in 1963. They played a big role in all activities by assisting the vulnerable people in the community. Thousands of volunteers were engaged in various activities of the SRCS over the past years.

In 2019, all active volunteers engaged in the different programmes were mapped and 4,185 volunteers got IFRC insurance coverage. Volunteers were offered trainings on first aid, computer and other relevant skills to improve their employability and livelihood opportunities. SRCS also provided non-formal learning focusing on literacy and numeracy for those who could not afford to go to school.

The volunteers were engaged in SRCS activities such as health promotion, first aid, dissemination, Restoring Family Links (RFL), Rehabilitation Services and other emergencies and life-saving activities. The total number of active volunteers was 5194 and they spread across the 19 branches.



Gender	Total
Male	1,716
Female	2,469
Total	4,185



SRCS Movement Partners Meeting

The SRCS Movement Partners Meeting was held in Nairobi on 26 February 2019. The SRCS President, Mr. Yusuf Hassan Mohamed, officially opened the meeting. Mr. Albert Jabre, the ICRC Head of Sub-delegation, Mr. Surein, the IFRC Head of Somalia Country Office and Dr Saleh, the Arab Red Crescent and Red Cross Organisation Secretary General, made their remarks and thanked the Somali Red Crescent for inviting them to the meeting.

An overview of the security and political development in Somalia was presented by the ICRC and SRCS. The SRCS President gave a brief on the SRCS' achievements and challenges. The SRCS Executive Directors also presented activities in their respective areas of operation.

SRCS also presented the ongoing strategic processes including the HR Policy, Health Strategy 2019-2023, Finance Development, Communication Strategy, Safer Access Framework (Improving Access, Security and Acceptance), Risk Management and the National Society Development Initiative (NSDI)

The IFRC and ICRC gave a joint presentation on Strengthening Movement Coordination and Cooperation (SMCC) and said

that each of the components of the Movement brings an added value to the operations for the benefit of those we assist. They pointed out the need to enhance the Movement's operational relevance, efficiency and footprint in a growing complex environment, shared identity, complementarity and non-competition. They underlined the importance for adopting a pragmatic SMCC approach in Somalia and establishing a better Coordination at strategic, operational and thematic levels focusing on Joint Emergency preparedness efforts, NS Development and the capacity building of the SRCS.

The SRCS presented its urgent needs which included construction of the SRCS Coordination office in Mogadishu, support to SRCS clinics and relocation and building of SRCS Somaliland Coordination office in Hargeisa

Finally, the International Federation, International Committee of the Red Cross (ICRC), Arab Red Crescent and Red Cross Organisation (ARCO), Finnish Red Cross, Swedish Red Cross, Canadian Red Cross, Norwegian Red Cross, Iraq Red Crescent, British Red Cross, Kuwait Red Crescent, Italian Red Cross, Turkish Red Crescent and Qatar Red Crescent presented their activities and plans and expressed their willingness to work with the SRCS. The main action points of the meeting included:



- Enhancing further Movement Coordination working through the thematic working groups.
- Building of the Mogadishu Coordination Office which was destroyed by the suicide attack in Mogadishu.
- Funding needed for clinics in Puntland and Somaliland that were on the brink of closure due to poor funding of the Federation's Operational Plan for 2019.
- Relocating and building of Hargeisa Coordination Office.
- Rolling out of HR Policy (salary and benefits)
- RCS was to contact donors and arrange meeting with them.

International Events/ Conferences

STATUTORY MEETINGS IN GENEVA

A delegation led by the SRCS President which consisted of the Vice President, the Two SRCS Executive Directors, Deputy Executive Director and SRCS OD and Communication Director, attended the Statutory Meetings held in Geneva from 3 to 13 December 2019.

Meetings with RCRC Movement Partners in Geneva



1. Somali Red Crescent and Finnish Red Cross Delegations
2. SRCS Delegation Meets Members of the Joint Statutory Commission.
3. SRCS Delegation with the President of the International Federation of Red Cross and Red Crescent Societies (IFRC)
4. SRCS Delegation with the Secretary General of the Arab Red Cross and Red Crescent Organization (ARCO).

5. SRCS President and Vice President with the British Red Cross Delegation.
6. SRCS with Canadian and Icelandic Red Cross Delegations.
7. SRCS with the Swedish Red Cross Delegation
8. SRCS with the President of the Kuwait Red Crescent and his Delegation

On the sidelines of the meeting, the SRCS had the opportunity to hold bilateral meetings with ICRC, IFRC and several National Societies and discussed issues relating to strengthening of the cooperation and contribution to the construction of the coordination Office in Mogadishu which was destroyed during the 2017 bomb blast. The SRCS delegation had a meeting with the Joint Statues Commission for revision of its statutes during the Statutory Meetings in Geneva.

On 10th December, Mr. Abdulkadir Ibrahim Haji 'Afi', SRCS Director of Organisational Development and Communication,

co-moderated a spotlight session on Influencing Behaviour to Enhance Respect for IHL while Mr. Mohamed Ahmed "Adale", SRCS Executive Director, was a panelist on the spotlight on Urban Warfare.

2019 marked the 70th anniversary of the adoption of the 1949 Geneva Conventions. The 33rd International Conference was therefore an opportune moment for the members of the Conference to reaffirm their commitment to IHL and to work towards its full application and implementation, especially at the national level.



SRCS Director of Organisational Development and Communication Co-moderating a Spotlight Session.



The 33rd International Conference of the Red Cross and Red Crescent

ANNUAL NATIONAL SOCIETY SENIOR LEADERSHIP DIALOGUE

The SRCS President and SRCS Director of Organisational Development and Communication attended the Annual ICRC and NS Senior Leadership Dialogue which was held in Geneva from 12 to 13 February 2019. The meeting involved discussions and agreement on issues around compliance and integrity, inclusive response in armed conflict/other situations of violence, National Society development. Moreover, there was an agreement on engaging on IHL, RFL and data protection and visibility with a purpose.

The SRCS OD and Communication Director, Mr. Abdulkadir Ibrahim Haji 'Afi' was also a member of panel discussing the outcome of a Case Study on Complementarity.



ICRC AND NATIONAL SOCIETY OPERATIONAL EXCHANGE

The SRCS President attended the ICRC and National Society (NS) Operational Exchange meeting held in Geneva from 1st to 2nd May 2019, Geneva. ICRC presented the progress of its due diligence process and its implication on ICRC-NS operational partnership. It was part of the bigger sub-theme “Operational partnerships-opportunities and risks in gaining and maintaining the trust from the affected people and donors.” ARCO General Assembly Meeting

The SRCS President, Yusuf Hassan Mohamed and the SRCS Executive Director, Mr.. Ahmed Abdi Bakal attended the 38th Arab Red Crescent and Red Cross General Assembly meeting which was held in Kuwait from 23 to 24 May 2019. The meeting focused on implementing a relief aid plan to help the vulnerable people in the region and addressed measures to reinforce cooperation amongst humanitarian Organisations in the Arab world.

ARCO GENERAL ASSEMBLY MEETING

The SRCS President, Yusuf Hassan Mohamed and the SRCS Executive Director, Mr.. Ahmed Abdi Bakal attended the 38th Arab Red Crescent and Red Cross General Assembly meeting which was held in Kuwait from 23 to 24 May 2019. The meeting focused on implementing a relief aid plan to help the vulnerable people in the region and addressed measures to reinforce cooperation amongst humanitarian Organisations in the Arab world.



ANNUAL REGIONAL DISASTER MANAGEMENT MEETING

The SRCS Disaster Risk Management Directors, Mr. Ali Sheikh Ibrahim and Mr. Abdillahi Elmi Boqore attended the Annual Regional Disaster Management meeting which was held in Kigali, Rwanda from 1st to 3rd October 2019.

19 National Societies, mostly from East Africa and some PNSs from other continents. The meeting focused on the progress made over the past two years to improve and strengthen the coordination in the region through peer to peer and mutual learning.

The meeting which was organized by IFRC Regional Delegation, was attended by DM Coordinators and representatives from





ABOUT SRCS

The Somali Red Crescent Society (SRCS) is an independent, non-political humanitarian organization that was founded in April 1963 and was established with presidential decree No. 187 in 1965.

It was then recognized by the ICRC in 1969 and in the same year became a member of the International Federation of the Red Cross and Red Crescent Societies.

© SRCS, 2020

Email: info@ururka-bishacas.org