

Accessing all MSF Field Workforce (Staff Survey)

Project Summary

Problem

MSF recognizes surveys as an important monitoring and engagement tool, yet to date, surveys are limited to selected groups and collecting input from locally hired program staff have been unsuccessful.

Proposed Solution

Enable MSF to **make decisions, policies, investments** and monitor their impact, based on **insights that reflect both internationally mobile and locally hired staff's voices**.

Design a technical platform to survey field staff, identify/overcoming barriers to all staff participation, engage decision-makers/functional primes, and co-design with two pilot surveys: employment and security.



Potential Impact

- Unlocks the **voices of all our staff**, including locally hired staff in a robust and privacy compliant way
- **Addresses barriers** such as language, culture, internet access and digital literacy

Viability

- Leverages strong **sponsorship and commitment** from **MSF Japan and MSF Australia**
- Capitalizes on **mutual convergence** (resources and synergies) across the two surveys

Risk Mitigation

- **Develops and tests a survey methodology** adapted to the field's complexity
- Leverages **lessons learned** from TEMBO, POCUS, Telemedicine and other field deployments

Scalability

- Builds a **methodology** that can be replicated and adapted to other thematic surveys
- Integrates **HR and Operational leads** for scalability

Area/Type: HR Learning & Development; Incubator

Sponsor/Support: *MSF Japan, MSF Australia*

Length/Project Status: 12 months; **ONGOING**