

INTERNATIONAL CAPACITY BUILDING AND SUSTAINABILITY POLICY

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REVISION HISTORY

Latest update 30 June 2026

POLICY STATEMENT

Family Planning Australia (FPA) is a leader in building the capacity of the sexual and reproductive health workforce. We believe that it is an essential strategy for strengthening health systems and developing stable and effective services. This results in improved reproductive and sexual health outcomes for all people.

SCOPE

FPA International Programme

DEFINITIONS

Term	Meaning
Capacity building	In health it is the development of sustainable skills, organisational structures and commitment to health improvement to prolong and multiply gains over time (EuroHealthnet). It is essential for creating sustainability of programs and achievements and strengthening health systems.
Sustainable development	Meeting the needs of the present without compromising the ability of future generations to meet their own needs (World Commission on Environment and Development, 1987).
Sustainability	In donor funded development programs, it is the continuation of benefits after major assistance from a donor has ended (DFAT 2000).

POLICY DETAILS

Capacity building is an essential element in creating sustainability of a program beyond the life of a project.

Our international capacity building work draws from our work in Australia and is customised to meet the unique needs of the partners we work with in the Indo Pacific region.

FPA shares the nine priority areas of action outlined in the capacity building model developed by IUHPE and Eurohealthnet and upholds ethical values and a health promotion knowledge base that underpins these nine domains as outlined in the table below.

Domain	We do this by:
1. Enable change	Developing and delivering training packages that increase the skills, knowledge and attitudes of people working at a local and national level.
2. Advocate for health	- Working with government to review existing policies and supporting the development of new policies, plans and strategies on sexual and reproductive health issues. - Using evidence and information to create communication and educational resources and key messages to support the work of partners
3. Mediate through partnership	- Creating links between staff of partner organisations and FPA to share knowledge and skills - Facilitating collaboration between organisations both government and non-government, across sectors
4. Communication	- Sharing information about strategies successfully implemented in other contexts - Providing advice on communication strategies and tools
5. Leadership	Providing technical advice on data system development, data collection and reporting. Training and coaching people to plan, conduct and report on evaluations.
6. Assessment	- Conducting needs assessments, situational analyses, baseline and endline surveys, evaluation methods, research and using other sources of data to inform activities and project development - Conducting collaborative partner capacity assessments to identify strengths and areas for development
7. Planning	- Using methods such as in-class and workplace training and assessment, as well as individual mentoring and coaching and online learning. - Sharing tools and assisting partners to develop strategies appropriate to their operational context
8. Implementation	- Working with educational institutions to integrate training in sexual and reproductive health into undergraduate and post graduate courses. - Providing technical advice to partners to develop policies and procedures on governance, staffing, service provision - Providing on-site support for project management and related activities
9. Evaluation and research	Monitoring and evaluation plans include collecting data on capacity building activities to build knowledge and evidence on the impact of capacity building in contributing to project goals and sustainability.

FPA strives to build the capacity of partners in relation to safeguarding of children and the prevention of sexual assault, exploitation and harassment (PSEAH). Partners are required to develop relevant policies and safeguarding strategies to ensure the safety of children, staff and the

communities they serve. As required, access to appropriate child protection and PSEAH training is provided to in-country partners.

FPA works closely with partners in ensuring the control of funds, from providing capacity building in budget development, performing regular audits of receipts, ensuring external audits are performed and issues addressed and where necessary, performing additional financial audits where concerns are raised. KPIs are included in project memorandum of understanding with partners and monitored during in-country visits.

All projects will be designed to have a capacity building approach or activity as a strategy to promote sustainability. This will be developed in collaboration with in-country partners and other stakeholders.

Staff will have skills in, or be supported to develop skills, in professional and community education – including design of programs, session planning, facilitation and evaluation

Educational materials designed by FPA will draw on best practice and be evidence based, reflecting national and international competencies and standards. Materials will be customised for the local context and will be tested, reviewed and documented.

Materials developed for capacity building activities such as advocacy and community awareness will be part of the initial project design and will be accurate, based on evidence and tested as appropriate. These materials will aim to address barriers that impact on individuals based on their identities including gender, age, sexual orientation, ethnicity, income, education and migration status.

RELATED DOCUMENTS

- [Capacity Building and Awareness Raising Actions to address the social determinants of health and to improve health equity](#), International Union for Health Promotion and Education and EuroHealthNet, September 2009
- [Promoting Practical Sustainability DFAT 2000](#)
- [IUHPE Core Competencies For Health Promotion](#)

COMPLIANCE STRATEGY

Item	Audit frequency /evidence	Person responsible
Monitoring and evaluation to enable evaluation of effectiveness of capacity building	Project reports	Senior Project Officer, Research and Evaluation