

Category (MOU Area of Cooperation)	Sub-Category	What is included	What is excluded	What you are buying	HRH Inventory Cadre/Employment Title Mapping	v1.2 Revision
2.1: Surveillance and Outbreak Response	Surveys and Assessments	Includes the costs of planning, coordinating, or executing assessments, surveys, disease surveillance activities, drug/insecticide resistance monitoring, multisectoral coordination, and research or program or epidemic/outbreak investigations/evaluations and assessments of EOCs capabilities. Includes the costs for assessment of a country's surveillance system and facility IPC needs.	Excludes costs for laboratory commodities (i.e. reagents, consumables, and durables).			
	Outbreak Response Capacities	Point of entry/control management, case management, IPC implementation, EOC operations, response operations and coordination, contact tracing, evidence-based public health messaging and community engagement, logistics, wrap around vaccination support.	Excludes costs for laboratory workers. Excludes any investments-in-costs of data systems or technical assistance related to surveillance and outbreak response activities.			Updated sub-category definition
	Multisectoral Coordination for Animal and Human Outbreak Surveillance and Response	Includes establishing or supporting a multisectoral surveillance system (capable of monitoring outbreak threats at the community and health facility levels, covering both zoonotic and human health sectors) and analysis coordination.	Excludes global health security resources appropriated to the U.S. Centers for Disease Control and Prevention (CDC), other Agencies, or State Department Bureaus.			
	Outbreak Readiness	Includes outbreak response preparedness costs such as simulations and 7-1-7 assessments, establishing EOCs, establishing Infection Prevention and Control (IPC) processes (including AMR) and conducting facility level IPC assessments, developing protocols establishing flow of data between community, district/regional, and national levels, and "steady state" monitoring and coordination.				
2.2: Laboratory Systems	Lab Consumables Procurement	The cost of the actual lab commodities, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the commodities; cost of quality assurance activities for the commodities being procured . This category includes general lab commodities such as sample collection supplies, DBS bundles, PPE, lab cleaning materials etc.	Laboratory Reagents, Laboratory equipment, and all-inclusive pricing procurements. The fee to procure the commodities; cost of quality assurance activities for the commodities being procured			Updated sub-category definition
	Lab Reagents and Diagnostic Test Kit Procurement	The cost of the actual lab reagents, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the reagents; cost of quality assurance activities for the commodities being procured . This would include CD4 reagents, or any diagnostic test kits purchased outside of an all-inclusive agreement.	Laboratory commodities, RTKs and RTDs, all-inclusive pricing procurements, lab equipment and service contracts. The fee to procure the commodities; cost of quality assurance activities for the commodities being procured			Updated sub-category definition
	Lab Equipment Procurement	The cost of the actual laboratory equipment, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the equipment; cost of quality assurance activities for the commodities being procured . Any equipment being purchased for the laboratory including analyzers, biosafety cabinets, centrifuges, freezers, etc.	Service and maintenance contracts, costs related to training, data systems, or technical assistance for lab workers. The fee to procure the commodities; cost of quality assurance activities for the commodities being procured			Updated sub-category definition
	Molecular All-Inclusive Pricing Laboratory Procurements	All procurements made under all-inclusive agreements, such as VL/EID. This model includes instrument lease, reagents/consumables, service/maintenance, and data connectivity on a price per test basis.	Procurements of individual commodities, reagents, equipment, or stand alone service contracts			Updated sub-category title
	Frontline Lab Workers	Includes the salary and benefits for frontline animal and human health lab workers.	Any training or technical assistance for laboratory workers and staff		Includes all employment titles under the Laboratory Staff Cadre (e.g. Technologist/Technicians, Laboratory Assistants/Phlebotomists)	Added HRH inventory cadre/employment title mapping
	Lab System Commodity Procurement Management	The fee (%) or actual costs (LOE) to procure the commodities; cost of quality assurance activities for the commodities being procured	The cost of the commodities; global freight costs to the purchase order defined delivery destination (incoterm)			New sub-category
	2.3 Commodities	Prevention Commodity Procurement	The cost of the commodities, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the commodities; cost of quality assurance activities for the commodities being procured	The fee to procure the commodities; cost of quality assurance activities for the commodities being procured		
Rapid Diagnostic Commodity Procurement		The cost of the commodities, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the commodities; cost of quality assurance activities for the commodities being procured	Lab commodities in 2.2. The fee to procure the commodities; cost of quality assurance activities for the commodities being procured			Updated sub-category definition
Therapeutic Commodity Procurement		The cost of the commodities, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the commodities; cost of quality assurance activities for the commodities being procured	The fee to procure the commodities; cost of quality assurance activities for the commodities being procured			Updated sub-category definition

	Response Commodity Procurement	The cost of the commodities, including global freight costs to the purchase order defined delivery destination (incoterm); the fee to procure the commodities; cost of quality assurance activities for the commodities being procured	The fee to procure the commodities; cost of quality assurance activities for the commodities being procured	PPE		Updated sub-category definition
	In-Country Warehousing and Distribution	Costs of managing warehousing and distribution activities (4PL/3PL), costs of warehouses and distribution activities (3PL)	Distribution of malaria campaign commodities			
	Procurement Management	The fee (%) or actual costs (LOE) to procure the commodities; cost of quality assurance activities for the commodities being procured	The cost of the commodities; global freight costs to the purchase order defined delivery destination (incoterm)			New sub-category
2.4 Frontline Health Workers	Campaign Workers	Temporary staff recruited specifically to deliver services during a time-limited campaign (for malaria (ITN, SMC, IRS), immunization (polio, measles, cholera), and/or other outbreak response)	Salaries for CHW/Community-based Staff (see next line)	Extra per diems/stipends, travel, supplies for orientation and delivery of interventions		
	Community Health Workers/Community-Based Staff	Includes formally defined CHW cadres, as well as other community-based staff and volunteers	Costs related to temporary staff recruited for specific campaigns; Training, technical assistance, supervision and mentoring	Salary/stipends and non-monetary compensation, travel benefits	Includes all employment titles under the Community Staff Cadre in the PEPFAR HRH Inventory (e.g. peer educator, peer navigator, expert client, community mobilizer/facilitator, lay counselor, CHW, etc.)	Added HRH inventory cadre/employment title mapping
	Doctors/Clinical Officers	Includes doctors and health professionals who prescribe and administer treatments autonomously or with limited supervision	Training, technical assistance, supervision and mentoring	Salary/stipends and non-monetary compensation, travel benefits	Includes the following employment titles under medical cadre : doctors, clinical officers	Added HRH inventory cadre/employment title mapping
	Nurses/Midwives	Includes nurses who provide treatment, support, and care in many settings and midwives who provide services before, during and after pregnancy and childbirth.	Training, technical assistance, supervision and mentoring	Salary/stipends and non-monetary compensation, travel benefits	Includes all employment titles in nursing/midwifery cadre , including nursing assistants and auxiliary nurses/midwives	Added HRH inventory cadre/employment title mapping
	Epidemiologists & Surveillance Officers	Public health staff who collect and/or analyze epidemiologic data at any level. This may include modeling, routine surveillance, household surveys, and outbreak response.	Training, technical assistance, supervision and mentoring	Salary/stipends and non-monetary compensation, travel benefits	Excludes other data-related staff who do not collect and/or analyze epidemiologic data (excludes M&E officers, biostatisticians, data officers/clerks, data managers, information system workers)	Added HRH inventory cadre/employment title mapping
	Other Health Workers	Including pharmacists, phlebotomists, x-ray technicians, anesthetists, veterinarians etc	Training, technical assistance, supervision and mentoring	Salary/stipends and non-monetary compensation, travel benefits	Includes the following employment titles under medical cadre : medical assistants. Includes all staff under: Pharmacy cadre (i.e., pharmacists, pharmacy technicians, pharmacy assistants), other clinical provider cadre (i.e., testing and counseling provider, clinical case manager, clinical social worker, other clinical provider), mental health staff cadre (i.e., psychologist, psychiatrist, psychology assistant) and social work and case management cadre (i.e., social worker, social welfare assistant, case manager/case worker, child/youth development worker)	Added HRH inventory cadre/employment title mapping
2.5 Data Systems	Data Systems Developer Staff	All staff supporting development, operations, and maintenance of the systems included in the MOU: software developers, IT Project Managers, architects, Business Analysts, Data Engineers, etc.	Exclude any staff not directly related to the software development lifecycle (e.g. data entry clerks or other users) Exclude user training costs Exclude security staff, who are included as security costs	Salary/stipends and non-monetary compensation, travel benefits		
	Data Systems Infrastructure	This should include hardware costs, power, physical servers, cloud computing costs, etc.	Exclude non-cloud licensure, which should be included in licenses and software Staff costs should be included in the developer staffing costs	Equipment & Supplies		
	Licenses & Software	This should include all necessary software licenses and purchases for relevant systems	Exclude security costs and infrastructure costs, which are covered separately Staff should be included in the staff costs	Equipment & Supplies		
	Cybersecurity	Include all staffing (including licensure costs), software, third-party and contracting costs, and compliance expenses	Exclude any generalized costs that are more appropriate in another category	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training		
2.6 Strategic Investment Assistance	TA to Introduce New Innovative Diagnostics, Vaccines, Drugs, and Other Interventions (Including Integrated Services)	Supports policy, guidelines, management to introduce new interventions or approaches (including integrated services)	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under the Technical Assistance Staff Cadre : Technical Advisors, Supply Chain Advisors (as relevant to LOE in this sub-category)	Updated sub-category title; added HRH inventory cadre/employment title mapping
	Training (Pre and In-Service) and Supervision of Front Line Health Care Workers	Training, supervision, and ongoing quality improvement/assurance activities, including work on updating circulars, guidelines and protocol development, job aids and site visits focused on mentorship to frontline health care workers	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under Technical Assistance Staff cadre : Trainers	Added HRH inventory cadre/employment title mapping
	TA to Support Program Transition to Government or Local Partners-Implementers	Support national transition framework, governance strengthening, strengthen professional cadres (ie. Planning for HRH recruitment and retention, HRH management tools, development support for telehealth/telementoring, training of trainers, mainstream e-learning and continuous professional development), support the design and scale of a harmonized CHW model, strengthen other professional areas, such as supply chain management and software development (e.g., IT Project Management, Requirements Development, etc.);	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under the Technical Assistance Staff Cadre : Technical Advisors, Supply Chain Advisors (as relevant to LOE in this sub-category)	Updated sub-category title; updated sub-category definition; added HRH inventory cadre/employment title mapping

TA to Support Public Financial Management	Including strengthening public financial management (payroll, resource tracking, internal controls, etc.); HR systems; management tools; integrated sustainability planning	Excludes costs included in 2.1-2.5	Consultants or Embedded staff, Travel, Other Equipment & Supplies, and Training	Removed sub-category (consolidated within "TA Support to Achieve Co-Financing" sub-category)	
TA Support to Achieve Co-Financing	Support for domestic resource mobilization (advancing health insurance schemes, diversification of financing, etc.); public financial management including strengthening public financial management (payroll, resource tracking, internal controls, etc.); HR systems ; management tools, integrated sustainability planning	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under the Technical Assistance Staff Cadre : Technical Advisors (as relevant to LOE in this sub-category)	Absorbed former sub-category "TA to Support Public Financial Management"; moved HR systems to "HRH Systems Support"
HRH Systems Support	Includes costs for strengthening professional cadres (e.g., HRH planning and management systems, planning for HRH recruitment and retention, development support for telehealth/telementoring, training of trainers, mainstream e-learning and continuous professional development, etc.). Includes supporting the design and scale of a harmonized CHW model. Includes strengthening other professional areas, such as supply chain management and software development (e.g., IT Project Management, Requirements Development, etc.).	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under the Technical Assistance Staff Cadre : Technical Advisors, Supply Chain Advisors (as relevant to LOE in this sub-category)	New sub-category (note that this sub-category will likely include costs currently categorized under, "TA to Support Transition to Government or Local Partners")
Staff Secondment to MOH	Embedding staff in the MoH whose salaries/benefits are not otherwise captured in 2.1-2.4. Includes Transition Management Staff and support. Includes seconded supply chain staff. Includes secondments to subnational government offices.	Excludes costs included in 2.1-2.5. Excludes costs of U.S. government staff seconded to TMU. Excludes secondments to clinic level (classified under 2.4).	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training		Updated sub-category definition
Lab Service and Maintenance Costs	The cost of any stand alone service and maintenance fees and/or service contracts.	Service and maintenance contracts covered under all-inclusive agreements or procurements			Sub-category shifted from Area of Cooperation 2.2 Laboratory Systems
Lab Sample Transport	Includes direct funding for sample transportation operations, including courier fees or outsourced sample transport contracts.	Training and technical assistance related to sample transportation. Staff salaries			Sub-category shifted from Area of Cooperation 2.2 Laboratory Systems
Lab Accreditation	Laboratory accreditation and audit fees.	Technical assistance related to accreditation. Staff salaries			Sub-category shifted from Area of Cooperation 2.2 Laboratory Systems
Lab Systems Support	Includes all funds for trainings and/or technical assistance being provided to laboratories at site level or above site level. This includes trainings and technical assistance related to QA, lab data systems, sample transportation, lab operations.	Laboratory staff salaries and benefits, accreditation or audit fees.			Sub-category shifted from Area of Cooperation 2.2 Laboratory Systems
Other Commodity Procurement		Excludes costs included in 2.2 and 2.3			Sub-category removed (all commodity procurement costs should be classified in Areas of Cooperation 2.2 Laboratory Strengthening and 2.3 Commodities)
Supply Chain System Support	Includes activities to improve the availability of commodities at the last mile (for example, forecasting and supply planning, in-country stock status monitoring, etc)	Commodity related data systems			Sub-category shifted from Area of Cooperation 2.3 Commodities
Campaigns	Includes planning, warehousing, and distributing malaria campaign commodities (ITNs, SMC)	Excludes commodity costs			Sub-category shifted from Area of Cooperation 2.3 Commodities; updated sub-category definition
Other Health Worker Staff Costs		Excludes costs included in 2.2 and 2.4 and Staff Seconded to Ministry of Health		Includes employment titles under: data-related staff cadre (M&E officers, biostatisticians, data officers/clerks, data managers, information system workers), other professional staff cadre (i.e., facility administrator, lab manager, pharmacy manager, provincial/district coordinator, program manager/officer, program coordinator/assistant, other professional staff) and support staff cadre (i.e. cleaner/janitor, maintenance, security, personnel transport, warehouse workers, other support staff)	Updated sub-category title; added HRH inventory cadre/employment title mapping
Other Service Delivery	Includes costs required for direct service delivery not reflected in other categories. May include contracts, non-health equipment, supplies, domestic travel, etc that tie directly to health service delivery	Excludes costs included in 2.1-2.5 for direct service delivery			New sub-category
Other Health Systems Strengthening	Strategic investments that can be directly tied back to specific activities in 2.1-2.5 but for which expenses that include cost categories cannot be included under 2.1-2.5 Costs of any other health systems strengthening activities not already covered under other 2.6 Strategic Assistance sub-categories	Excludes costs included in 2.1-2.5	Staff time (Personnel & Contractual), Travel, Other Equipment & Supplies, and Training	Includes the following employment titles under the Technical Assistance Staff Cadre : Technical Advisors, Supply Chain Advisors (as relevant to LOE in this sub-category)	Updated sub-category definition; added HRH inventory cadre/employment title mapping

IP Implementing Mechanism Program Management	Overhead costs, indirect costs, administration & transaction cost associated with managing funds, salaries & benefits for mechanism management and support staff.	Exclude costs listed in other Strategic TA categories	Staff time (Personnel & Contractual), Travel, Equipment & Supplies, Training, Indirect Costs	Includes all staff under the IM Program Management Staff Cadre (i.e., accounting, administration, finance, legal, procurement, grants management, senior leadership and other program management)	Updated sub-category title; added HRH inventory cadre/employment title mapping
Implementing Mechanism Closeout Costs	Implementing mechanism closeout costs	Exclude all other implementing mechanism program management costs	Administrative costs associated with closeout, including settlement expenses		New sub-category
Risk Management	Costs associated with Auditing, verification of outcome and performance metrics including Local Fund Agent (LFA) services and outcome surveys.		Staff time (personnel and contractual), travel		New sub-category