Human Resource for Health Overview

A Paper presented at Technical Review Meeting

8th Sept.2010

CONTENTS

- Health Workers status
- Recruitment trends
- Enrollment status
- Achievements
- Challenges
- Way forward

	2010
Arusha	1,403
Pwani	1216
Dar es Salaam	2411
Dodoma	1487
Iringa	1824
Kagera	1328
Kigoma	1087
Kilimanjaro	2188
Lindi	915
Manyara	895
Mara	1182
Mbeya	1794
Morogoro	1977
Mtwara	1110
Mwanza	2277
Rukwa	989
Ruvuma	1499
Shinyanga	1785
Singida	852
Tanga	1867
Tabora	1191
MoHSW	3785
Voluntary Agencies	2346
DDH	3396
Total	**40,804**
NB Data analysis is on going	

HRH STATUS 2O10

Distribution status of HWs
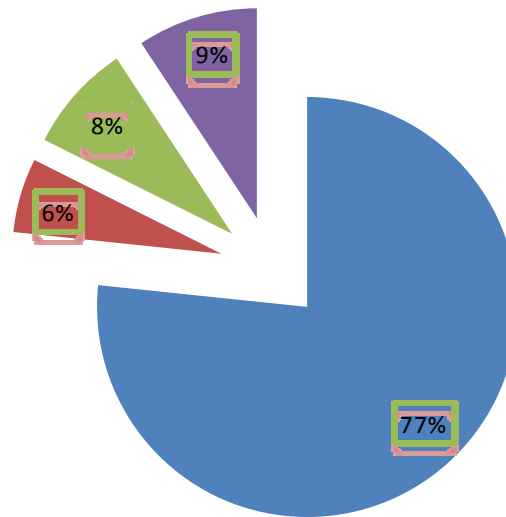
Staff recruitment trends in Public HFs

Year	Approved Posts	Posted Staff
2005/06	1677	983
2006/07	3890	3669
2007/08	6437	4812
2008/09	5241	3010
2009/10	6247	4090
2010/11	Not yet known	Nil

Enrollment trends including Under/post Graduate students

Year	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
Allied Health	493	497	575	1520	1782	
Nursing	520	611	745	2311	2365	
Total Non Degree Prog.	1013	1108	1320	3831	4147	
Undergraduate	440	632	572	571	778	
Total Pre service enrollment	1,453	1,740	1,892	4,402	4,925	
Postgraduate	46	132	146	170	265	
Overall Enrollment	1,496	1,872	2,038	4,572	5,190	

Achievements…

- Approval of new scheme of services that covers all cadres.
- Design and Installation of HRH information system
- Increased salaries for HWs in the Public Sectors
- Employment of retired health workers by contract
- Strengthened partnership btn public and private (payment of salaries to private facilities-DDH/CDH)
- Increased recruitment trends from 3010 in 2008/09 to 4,090 in 2009/10

Achievement cont..

- Establishment of Training Institutions Information System
- Promotion of eligible 734 health workers in vote 52
- Building houses through councils initiatives
- Approval of HWI structure to facilitate implementation of HRH Strategic plan.
- Resource mobilization from various DP,GF etc.

Challenges

- Recruitment as per approved post
- Retention of health workers
- Maintain increased enrollment and output
- Capacity building on HRHIS
- Adequate utilization of HRH research/studies
- Limited resources for HRH

Way forward

- Ensure the implementation of HRHSP with focus on increased:

  - students enrollment

  - Recruitment and retantion

  - Capacity building(supp.superv)

  - Perform. /Productivity enhancement

- Tracking of the recruited staff.

- Roll out of the HRH information System.

- Carryout inventory and synthesis of

Way forward cont..

- Carry out inventory and synthesis of existing HRH studies and research.

- Public expenditure review on HRH

- Complete setting up staffing levels

- Strengthen PPP in HRH

- Complete the analysis of the HRH data.

Thank you for your attention