

HR Update for March 2nd DPG Health Meeting

After a flurry of activity over the holidays, things have quieted down on the human resources front since early January, when the MOHSW pulled together key stakeholders to announce their rethinking of roles and responsibilities to help move the human resource agenda forward. While there have been no HRH Technical Working Group meetings, there has been some progress, which follows:

Global Fund Round 9 - Global Fund Round 9 was signed and funds should start to flow in late March. There are a few conditions precedent that the MOHSW must meet, including the development of a training plan and review of contracts for construction prior to execution. That will delay some of the construction work that is planned. The Mkapa Foundation has already advertised a tender for supervision of staff housing renovation in rural areas.

Staffing Norms - Members of the Department of Human Resources are in Bagamoyo working on the new staffing guidelines for all levels to replace the 1999 staffing norms for the health sector, and the guidelines will soon be ready for validation with districts and regions.

Revisions of several curricula are in final stages of completion.

The Human Resource Information System has been rolled out in 8 regions by the MOHSW with JICA assistance, and will continue to expand. It will be important now to link these efforts with the needs of POPSM and PMORALG, so that the data collection happens only once and that there is one data set.

Posts Filled - Out of the 7,471 positions that were approved this year, approximately 65% have been filled as of the end of February. There is not information available about the level of these postings. The Mkapa Foundation has done an analysis of deployment to 20 districts to track actually how many of those posted actually report to the post. Preliminary data available at this time indicate that a large proportion of those posted report.

District Strengthening - District strengthening in the area of human resources, delayed previously because of the election, has begun, initially in Mtwara, Linda, and Iringa. Not only will this effort strengthen HR management and productivity (including focus on the work climate, staff housing, solar power, communications), it will work with districts to actually use the data they collect in the HR Information System for planning and budgeting. For this year, the CMO had asked for a special intervention in those districts who had problems with their staffing requests, but the request came too late to undertake prior to the deadline for staffing requests.

HRH PER – Stage 2 of this activity has been delayed, but will soon be underway.

Submitted by HRH Focal Point-Susan Monaghan