

Human Resource for Health and Social Welfare

*Updates, Achievements and
Challenges*

Presentation at JAHSR Sept, 2010

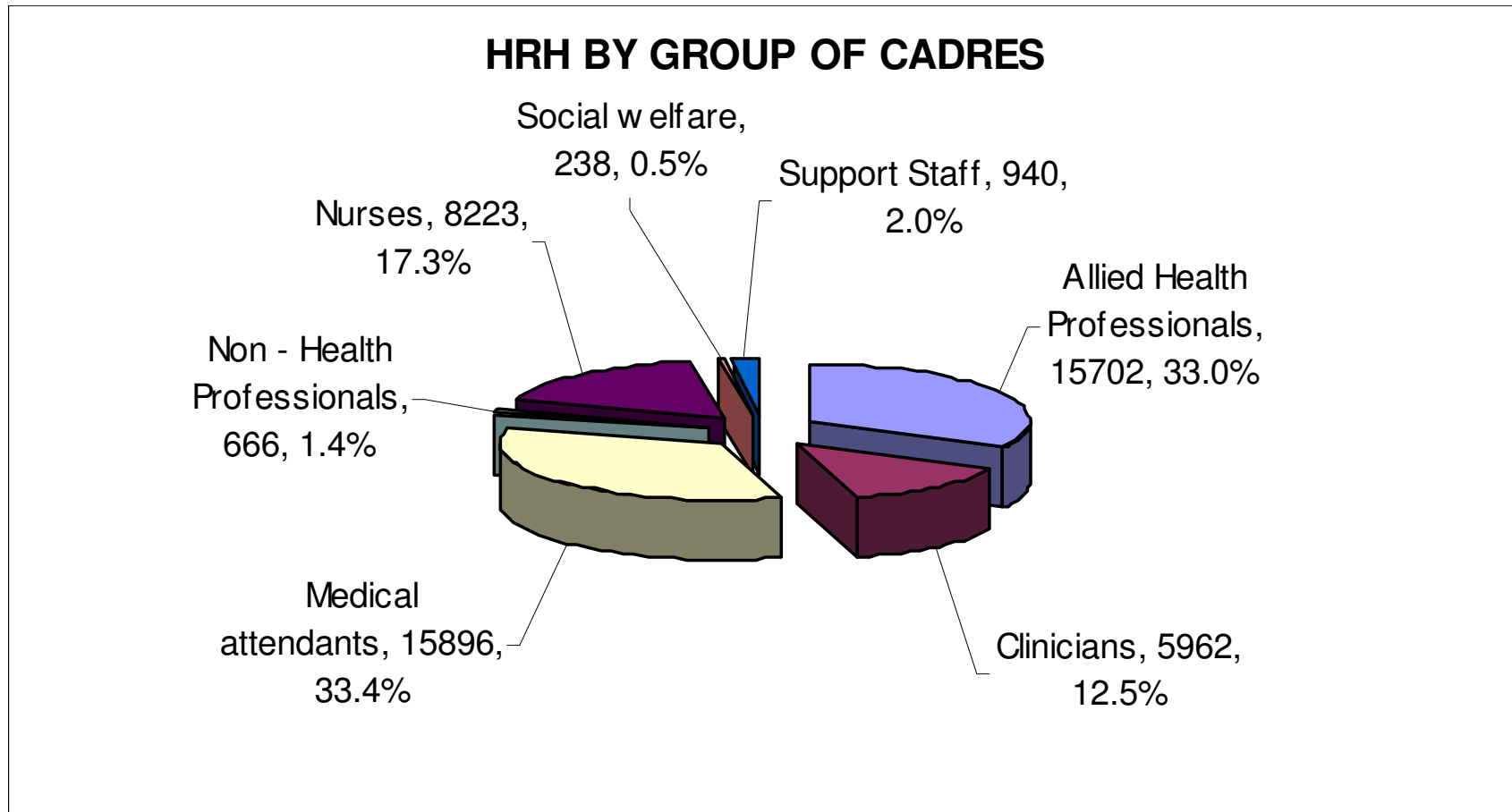
Outline

1. HRH Updates
 - HRH Status
 - Recruitment trends
 - Enrollment status
2. Achievements
3. Challenges
4. Way forward

Health Workers status: Sept.2010

LOCATION	STAFF	LOCATION	STAFF
Singida	861	Ruvuma	1503
Manyara	899	Shinyanga	1788
Lindi	918	Mbeya	1804
Rukwa	994	Iringa	1826
Kigoma	1091	Tanga	1881
Mtwara	1114	Morogoro	1990
Mara	1189	Kilimanjaro	2199
Tabora	1193	Mwanza	2297
Coast	1217	Training. Inst.	1233
DSM	2451	MOHSW	2889
Kagera	1336	Ref. & Spec. Hosp.	4615
Arusha	1406	Other Min. Dept. & Inst.	1504
Dodoma	1492	FBO	5937
		TOTAL	47,627

HRH Updates...



HRH Updates...

Data limitations:

- Data does not include private for profit
- Not all the statistics for new employees are captured
- More statistics from FBO are expected to be received.

Health Workers recruitment trends

Year	Approved Posts	Posted Staff	%
2005/06	1677	983	58.6
2006/07	3890	3669	94.3
2007/08	6437	4812	74.7
2008/09	5241	3010	57.4
2009/10	6247	4090	65.4

HRH Status...

Enrollment trends

Year	2005/06	2006/07	2007/08	2008/09	2009/10
Allied Health	493	497	575	1520	1782
Nursing	520	611	745	2311	2365
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

2. HRH achievements...

- Approval of new HWs scheme of services.
- Design and Installation of HRH information system
- Increased salaries for HWs in the Public Sectors
- Employment of retired HWs by contract

HRH achievement...

- Strengthened partnership PPP (Payment of salaries to private facilities-DDH/CDH)
- Approval of HWI structure to facilitate implementation of HRH Strategic plan.
- Employment of Social Welfare Officers at LGA.

HRH achievements...

- Increased recruitment trends from 3010 in 2008/09 to 4,090 in 2009/10
- Establishment of Training Institutions Information System
- Promotion of eligible 734 health workers in vote 52
- Building houses through councils initiatives

3. HRH Challenges

- Recruitment as per approved post /Limited no. of applicants.
- Attraction and retention of HWs
- Maintain increased enrollment
- Capacity building on application of HRHIS

Challenges...

- Strengthening CE
- Adequate utilization of HRH research/studies

4. Way forward

- Advocate/provision of basic necessities for HWs e.g houses.
- Advertise the list of new employees in the Website, Newspapers, Zonal Centers and RHMTs & CHMTs
- Tracking of new recruited staff.
- Roll out of the HRH information System.
- Public Expenditure Review on HRH

Way forward...

- Improve capacity of Train. Inst.
- Maintain increased enrolment(Complex approach)
- Setting staffing levels for all levels of HFs
- Capacity building on HRH Mgt skills
- Enlighten HWs on procedures for obtaining contract after retirement.
- Carryout inventory and synthesis of existing HRH studies and research

Thank You