



TWG 2

Human Resource for Health

**Presentation in the JAHSR Meeting
October 2011**



Outline

1. Background
2. HRH Strategic Objectives as per HSSP III
3. HRH milestone updates
4. HRH priority issues



1. Background

- Multisectoral
Govt. Line Ministries, TIs.and Research Inst., FBO,
Private Sector, Civil Society Groups .
- Guided by approved TOR which defines roles and responsibilities.
- Divided into four thematic groups (SO teams)



SO1: Develop HRH and SW Policies and Regulations .

Key achievements;

- a) Revision of the existing staffing guidelines (ongoing)
- b) Implementation of the revised Health sector scheme of service.

Way Forward;

- a) To develop HRH policy guidelines to enhance coordination and harmonization of interventions
- b) Development of HRH implementation program to improve coordination

SO2: Strengthen HRH Planning

Key achievements;

- a) MOHSW- HRHIS rolled out to all regions,
- b) All the districts have CCHP with HRH components.

Way forward;

- a) Advocate for budget allocation for HRHIS,
- b) All Authorities to ensure HRH data are captured in the HRHIS System.



SO: 3 Effective HRH utilization

a) Key achievements

b) Increased funded posts : **6247** (2010) to **7471** in (2011),

b) Posting increased : **4090** (2010) to **5687** (2011),

c) Improved posting procedures through vacancy advertisement,

c) Additional HRM priority areas incorporated in the CCHP during the review process.



SO 3. Cont...

Way Forward:

- a) Explore practical options to address the gaps,
- b) For FY 2011/12- Government and partners have planed to accelerate employment up to 9621 staff,
- c) HRH TWG to improve engagement with recruiting Authorities.



SO 4: Increase production and quality of training

- a) Increased enrolment 5,365 in 2009/10 to 6,713 in 2010/11,
- b) Addition funds for expansion have been secured,
- b) 15 TIs fully Accredited of which 6 are private institutions. 4 others have provision accreditation,
- c) 16 Curriculum reviewed,
- d) All ZRCs produces annual plans and reports ,

Way Forward:

- a) The MOHSW fast track the dev. of comprehensive HR production and training plan.
- b) Activate the functions of ZRCs Business Plan Concept.



SO5: Improve use of HRH Research

Achievement

- a) HRH Tracking study completed,
- b) HRH PER in review,
- c) HRH research synthesis in process,
- d) Task shifting study in progress,
- e) HRH Newsletter published quarterly.

Way Forward:

- a) Utilize the HRH Research Synthesis results to establish research agenda and inform policy decisions

3.HRH Milestone updates

a) An increased No. of HWs with the right skills ensured in the right locations by Sept.2011.

- Staffing guidelines produced validation is ongoing,
- Pre-service enrolled students increased in both Public and Private (5365 in 2009/10 to 6713 in 2010/11).

HRH Milestone updates Cont...

- b) Number of posted HWs increased (from 4,090 to 5687) in 2009/10 to 2010/11),
- c) The findings of the tracking study (2007/08 to 2009/10). indicate increased rate of reporting up to 63% and retention of 83% of the reported HWs,
- d) Based on HRHIS reports in 4 regions out of 7628 HWs maximum of 24% are unskilled.

HRH Milestone updates Cont...

- e) Budget allocation (2011/12) for HRH at District levels shows :
- Decrease OC allocation
 - Overall increase in PE
 - The analysis of Dev. Funds is ongoing



4. HRH Priorities for 2011/12

1 .Production

- a) Develop Comprehensive national production and training plan for the health sector.
- b) Promote facility based training as advocated by the MoHSW

2. HRH Policy and Planning

- a) Update the HRH Profile and the focused HRH requirements by cadre and level,
- b) Development of HRH-SP implementation plan including all partners (national, regional and districts).

HRH Priorities Cont...

3. Recruitment and Deployment

- a) MOHSW with POPSM, PMO-RALG and LGAs identify and promote preferential deployment to underserved areas,

4. Retention

- a) Finalization and dissemination of the PMORALG study on incentive schemes at LGA level.



HRH Priorities Cont..

5. HRH Management

- a) Analyze the existing performance management implementation framework to improve its utilization.
- b) Strengthen the management of supportive supervision at all levels including allocation budgets for supervision.

6. Information and Research

- a) Enhance Inter-operability of the different existing HR information systems to improve alignment with the HMIS.
- b) Utilize the HRH Research Synthesis results to influence policy and establish prioritized research agenda.