GLOBAL HRH PLANNING MECHANISMS

HRH Planning Mechanisms

D E F I N I T I O N

"GOVERNANCE is about the *rules* that distribute *roles and responsibilities* among government, providers and beneficiaries and that shape the interactions among them.

It encompasses authority*, power, and decision-making* in the institutional arenas of civil society, politics, policy, and public administration."

Global HRH Planning Mechanisms

Forums

Hubs

Associations

Roundtables

Networks

Observatories

PARTNERS
Government (Health, Higher Education, Finance, Public Service, Labour, Immigration)
Universities
Community Colleges
Hospital Associations
Non-Governmental Associations
Health Professional Associations
Health Boards
Regional Health Agencies
   Stakeholder Groups, n.i.e.

Task Forces

Councils

Advisory Committees

Associations

Collaborating Centres

LOCAL   DISTRICT   NATIONAL   REGIONAL   SUB-REGIONAL   INTERNATIONAL

International Governance:
Lessons Learned

Challenges	**Directions**

Challenges

- Role undervalued
- Lack of joint visions
- Roles & responsibilities
- Management transparency
- Empowerment & support
- Regulation, process & participation
- Low institutional capacity
- Plans not equal to action

Directions

- Leadership
- Political will
- Accountability
- Evidence-based decision-making
- Change management

Performance, Participation Equity & Oversight

HRH Strategic Directions Roadmap 2025:
Lessons from Africa

World Health Organization

Key to successful implementation:

- Involve all government and public stakeholders
- Maintain leadership, formalized support & commitment
- Include all development partners & inter-country agencies
- Ensure resource mobilization and funding shift
- Identify implementation roles across all levels
- Identify targets, enablers and milestones by 2015
- Conduct interim evaluation of outcomes
- Strengthen evidence indicators & regulatory capacity
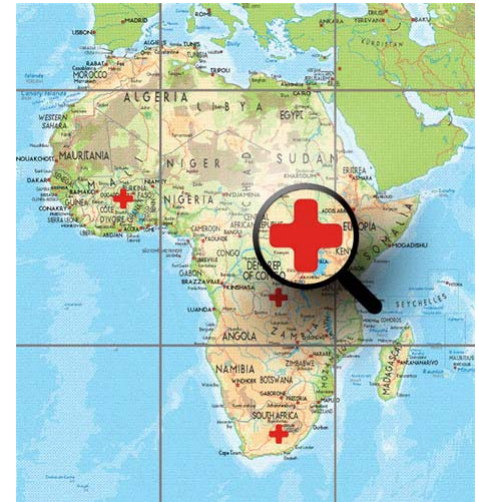
Continuity & Change in HRH Policies:
Lessons from Brazil

- Focused , Consistent Vision

- Adaptable

- Inter-Agency Alliances

- Funding for Health

- Staffing Targets & Levels

- Relevance HRH Dimension

- Coordinated Policy Change

- No 'magic bullet'

- Evaluation

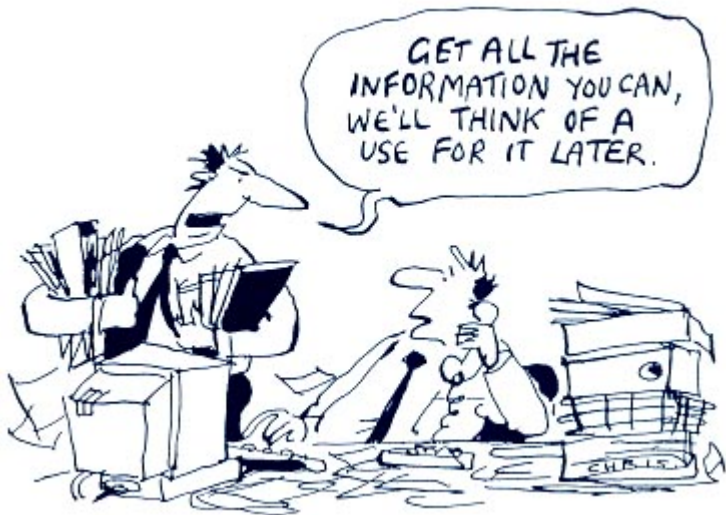- Organizational, regulatory & educational change

Key Implementation Elements : *Staffing Growth, Policy-Making and Management*

Scaling Up
Development of Observatories
Associations

Re-Orientation of Work
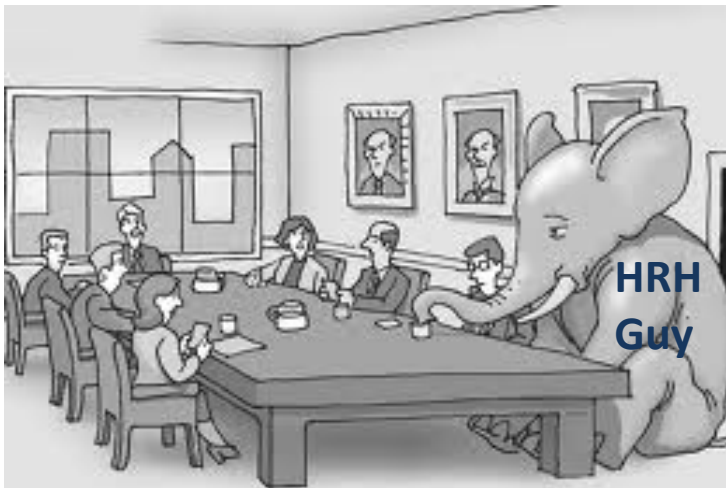**Cooperation with Professional**

Global HRH Information Systems
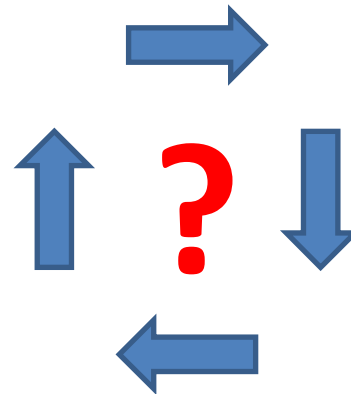

Data Collection

Data Management

Data Utilization

HRH Guy

Data Access

Global HRH Information Systems

Strengthening HRIS Systems

Deployment

Worker Lifespan

Public/Private Sectors

Migration

Professional Credentials

- **Expand baseline capacity**
- **Use data for policy and practice**
- **Link data to other health system components**
- **Improve data reliability, standardization and documentation**

Cogitate, Communicate, Coordinate, Collaborate