GLOBAL HRH PLANNING MECHANISMS
"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

**PARTNERS**

- Universities
- Community Colleges
- Hospital Associations
- Non-Governmental Associations
- Health Professional Associations
- Health Boards
- Regional Health Agencies
- Stakeholder Groups, n.i.e.

**LOCATIONS**

- Local
- District
- National
- Regional
- Sub-Regional
- International
## International Governance: Lessons Learned

### 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

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*Performance, Participation, Equity & Oversight*
HRH Strategic Directions Roadmap 2025: Lessons from Africa

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-Oriented Work Cooperation with Professional
Global HRH Information Systems

Data Collection

Data Utilization

Data Management

Data Access

GET ALL THE INFORMATION YOU CAN, WE'LL THINK OF A USE FOR IT LATER.

If I'd known they wanted me to use all this info - I would never have asked for it!

“Yes, I said you can access your cloud data from any device... but I didn’t mean your toaster.”

HRH Guy
Global HRH Information Systems

Strengthening HRIS Systems

- 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