

Role of Governance in HRH Management

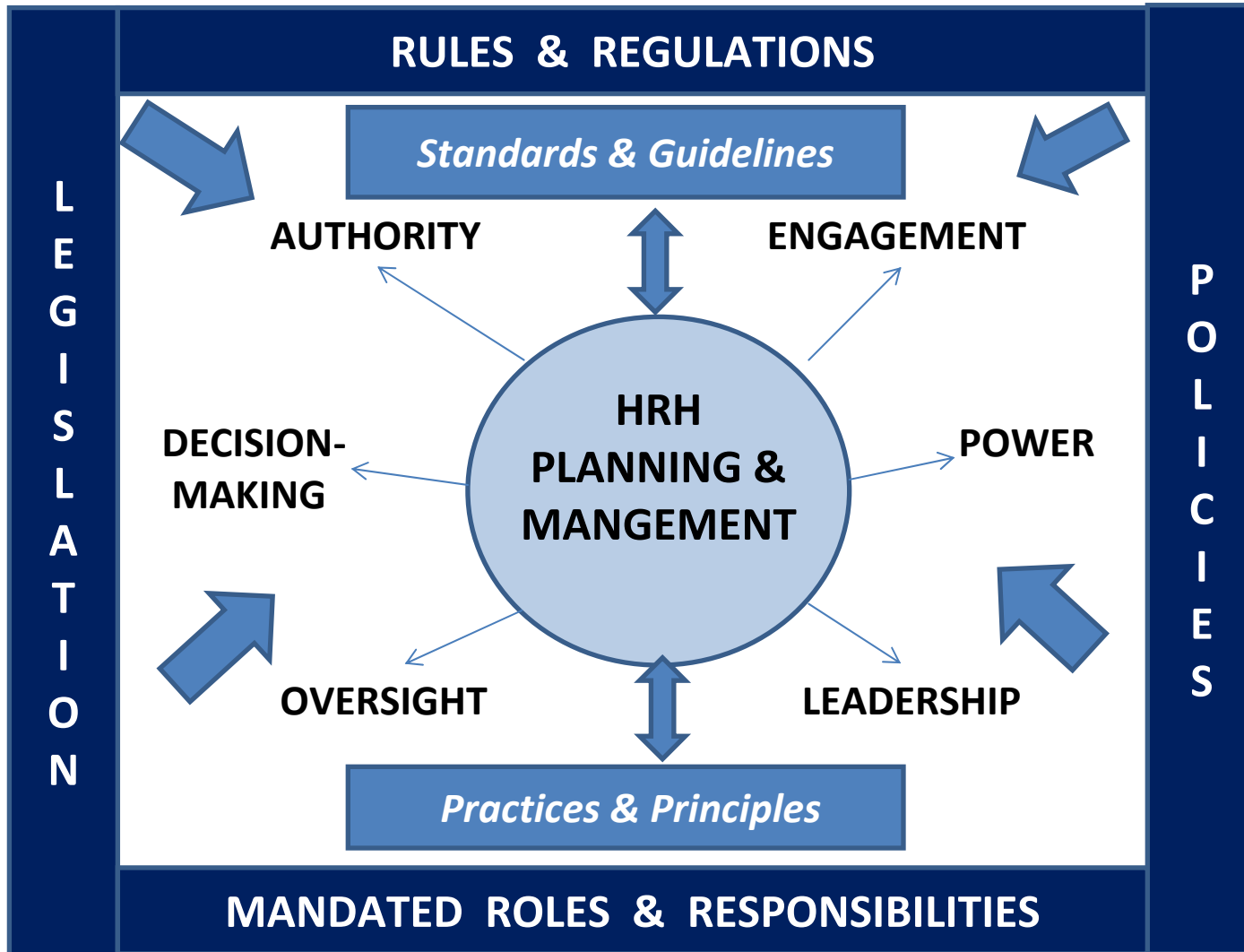
Governance

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

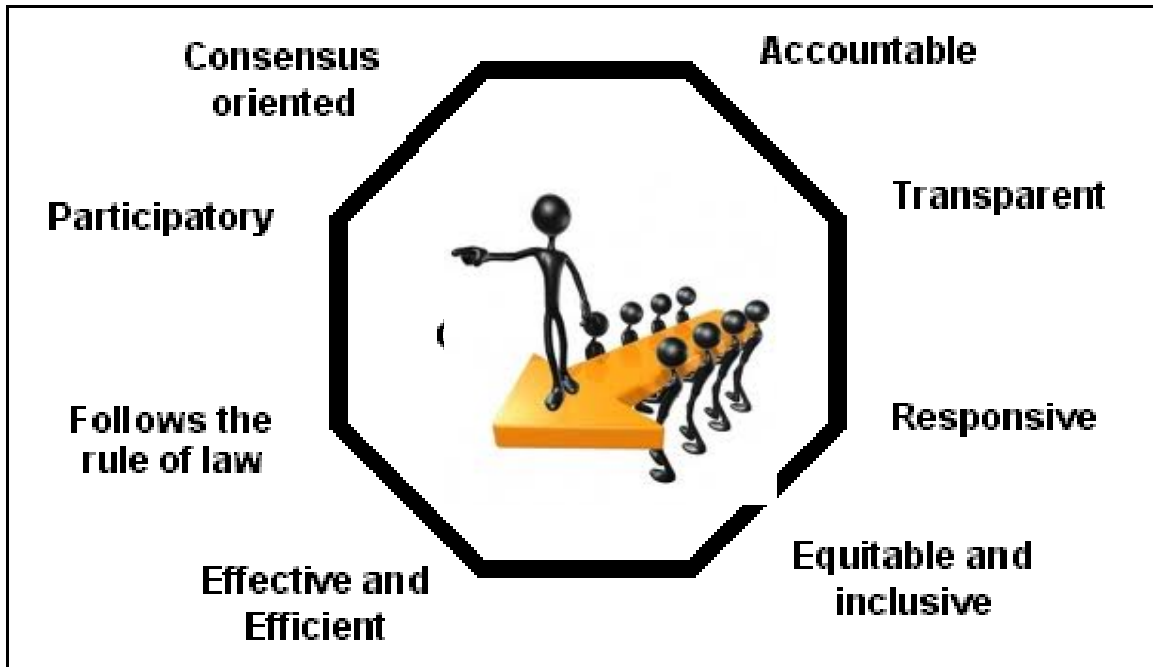
It encompasses *authority, power, and decision-making* in the institutional arenas of civil society, politics, policy, and public administration."

Role of Governance



Art of Good Governance

“If you build it, they will come.”



Clarity

Consistency

Collaboration

Competence

Meaning

Progress

CHANGE MANAGEMENT

HUMAN RESOURCES MANAGEMENT



Enhancing Governance: *A Regional Role?*

COMMON ISSUES

Tier One

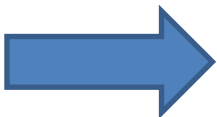
Data Development
Monitoring & Forecasting
Continuing Education
Curricula Development
Enrolment Planning

Tier Two

Strategic Planning
Primary Health Care Models
Research
Recruitment & Retention Schemes
Funding

Tier Three

Professional Regulation
Needs Identification



COMMON RESPONSES

Standard guidelines & measures
Projection models
Upgrading staff skills
Aligning health & education
Setting targets

Goals and guiding principles
Best practices
Research synthesis & KTE
Best practices and incentives
Donor support, resource mobilization, technical cooperation

Models to support health reform
Adaptable models