Role of Governance in HRH Management
"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

- **HRH PLANNING & MANAGEMENT**
  - Power
  - Leadership
  - Oversight
  - Decision-Making
  - Engagement
  - Authority

**Standards & Guidelines**

**Rules & Regulations**

**Legislation**

**Policies**

**Mandated Roles & Responsibilities**

**Practices & Principles**
Art of Good Governance

“If you build it, they will come.”

Clarity
Consistency
Collaboration

Competence
Meaning
Progress

CHANGE MANAGEMENT
HUMAN RESOURCES MANAGEMENT

- Training & development
- Performance & reward management
- Talent management
- Succession & career planning
- Personnel administration
- Labor relations
- Recruitment, selection & introduction
- HR planning
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