HRH POLICY AND PLANNING

CapacityPlus strengthens human resources for health (HRH) policy, planning, and management so that effective implementation of HRH initiatives at the country level can be sustained. To facilitate action, countries need evidence-based, costed, implementable HRH strategic plans, anchored by a policy framework that supports HRH plans with necessary legislation and regulation.

CapacityPlus is working with a broad range of partners to strengthen human resources capacity and promote the use of high quality, routinely available health workforce information. The project is currently using such data to pilot workforce planning approaches incorporating task-shifting and community health workers. CapacityPlus is also field-testing and scaling up various elements of the overall approach to human resources management (HRM) system strengthening, including an HRH rapid assessment tool and HRH professional development program. Primary objectives of the project in HRH policy and planning include scaling up a multiprofessional service delivery team model that integrates best practices for community health workers, building national capacity for strong HRM, and developing a comprehensive workforce surveillance system that countries can apply and sustain.

Types of Technical Assistance
- Assessing and strengthening HRM and related systems
- Fostering the effective contribution of community health workers to service delivery
- Designing and promoting a human resources professional development program
- Strengthening systems for planning, managing, and developing the faith-based organization health workforce
- Strengthening human resources information systems for planning, managing, and tracking qualifications of the health workforce.

Tools and Resources
- iHRIS Open Source Software and Implementation Toolkit
- HRH Action Framework

In development:
- HRM Rapid Assessment Tool
- Community Health Worker Effectiveness Framework
- HRM Systems Strengthening Framework
- HRM Professional Development Program

Current Partners in This Area
Global Health Workforce Alliance, WHO, African Christian Health Association Platform, West African Health Organization.

Experts

James McCaffery, Training Resources Group (TRG), Deputy Director for HRH/Health Systems Strengthening

James McCaffery is a founding member of TRG and has over 30 years' experience helping to build the capacity of ministry planners, HRM units, USAID missions, private sector groups, nongovernmental organizations, and community groups in developing countries. For Capacity*Plus*, he oversees all health systems strengthening activities, with particular responsibility for partnership, policy, planning, and HRM system strengthening initiatives. His international work spans 18 countries in North and sub-Saharan Africa, Asia/Near East, and Central America, and includes strategic planning and system strengthening work with 10 USAID missions and four USAID bureaus. He has a PhD in education from the University of Wisconsin.

Paul Marsden, Liverpool Associates in Tropical Health (LATH), HR Management Systems Team Lead

Paul Marsden is a senior HRH specialist with LATH. He has over 15 years' international experience in human resources, advising ministries, government agencies, development partners, nongovernmental organizations, and large private-sector consulting firms on a wide range of human resources policy, planning, management, and development initiatives. Marsden has extensive field experience throughout Southern, East, and West Africa, and in South Asia. He has provided long-term technical assistance to the Malawi health sector and to ministries of health and education in Uganda, working toward strengthening existing human resources systems and capacity. He has an MSc in training and HRM from Leicester University (UK).

Dykki Settle, IntraHealth International, HR Information Systems Team Lead

Dykki Settle brings a health worker-centered approach to the availability and use of high-quality information for better health. Settle's areas of leadership include developing and implementing Open Source HRH information solutions, helping countries build absorptive capacity for new health technologies, and supporting regional and national organizations to realize the power of Open Source for global health. Settle began his career as the first webmaster for the SunSITE project—now www.ibiblio.org, one of the earliest and largest online libraries of open resources.

Other key collaborators in HRH policy and planning include Margaret Caffrey (LATH), Gijs Elzinga, Tim Martineau (LATH), Margaret Morehouse (TRG), and Doris Mwarey (IMA World Health).

For More Information

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