

Group discussion

Bangladesh

27 October 2016

Selected top priorities of milestones

1. Country will have established accreditation mechanisms for health training institutions. *(MS 1.1.- by 2020)*
2. Country makes progress towards halving inequalities in access to a health worker. *(MS 1.2. by 2030)*
3. Country makes progress on health workforce registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration. *(MS 4.1. – by 2020)*
4. As partners in the UN SDGs to make progress on Goal 3c to increase health financing and the recruitment, development, training and retention of the health workforce. *(MS 2.4. – by 2030)*
5. Country has regulatory mechanisms to promote patient safety and adequate oversight *and support of the state & non-state sectors*. *(MS 3.3. – by 2020)*

Plan for effective implementation

(Steps & key stakeholders to involve)

Milestones	Action steps	Key stakeholders
<p>Milestone 1: Bangladesh will have established accreditation mechanisms for health training institutions. <i>(MS 1.1 by 2020)</i></p>	<ol style="list-style-type: none"> 1) Formation of an Accreditation council; 2) Coordination with key stakeholders; 	<ol style="list-style-type: none"> 1) MOHFW, MOE, MOI, MOP, BMDC & others bodies; 2) Professional Associations etc.
<p>Milestone 2: Bangladesh will make progress towards halving inequalities in access to a health worker. <i>(MS 1.2. by 2030)</i></p>	<ol style="list-style-type: none"> 1) Undertake mapping of state & non-state health workforce; 2) Update and revise strategies to halving inequalities. 	<ol style="list-style-type: none"> 1) MOHFW, MOF 2) Regulatory bodies; 3) Professional Associations
<p>Milestone 3: Bangladesh will make progress on health workforce registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration. <i>(MS 4.1. – by 2020)</i></p>	<ol style="list-style-type: none"> 1) Update and revise the existing HRIS indicators in line with global guidelines based on NHWF Accounts; 2) Establish mechanism to avail minimum data set 	<ol style="list-style-type: none"> 1) MOHFW 2) DGHS, DGFP, DNS, and all other GOB Agencies; 3) Private sector organizations

Plan for effective implementation

(Steps & key stakeholders to involve)

Milestones	Action steps	Key stakeholders
Milestone 4: As partners in the United Nations SDGs, to make progress on Goal 3c to increase health financing and the recruitment, development, training and retention of the health workforce. <i>(MS 2.4. – by 2030)</i>	<ol style="list-style-type: none">1) Update HWF plan for recruitment and creation of new post in line with HR needs;2) Coordinate with the SWAp development process of MOHFW including HRM Strategic Plan.	MOHFW, MOF, Directorates, DPs, Private Sectors
Milestone 5: Bangladesh will have regulatory mechanisms to promote patient safety and adequate oversight and support <i>to the state & non-state actors. (MS 3.3. – by 2020)</i>	<ol style="list-style-type: none">1) Support implementation of Health Care Act for ensuring rights of the provider and beneficiaries.2) Policy advocacy at all levels.	MOHFW, MOI, Directorates, Associations, Private Sectors.

Plan for effective implementation

(monitor and evaluate implementation - 1)

Milestones	Monitoring & Evaluation
<p>Milestone 1: Bangladesh will have established accreditation mechanisms for health training institutions. <i>(MS 1.1 by 2020)</i></p>	<ol style="list-style-type: none">1) HRM Unit, MOHFW will ensure timely implementation of action steps at regular interval;2) HEU, MOHFW will routinely collect data on the progress of implementation of Accreditation Council;
<p>Milestone 2: Bangladesh will make progress towards halving inequalities in access to a health worker. <i>(MS 1.2. by 2030)</i></p>	<ol style="list-style-type: none">1) Collect baseline data;2) HRM Unit, MOHFW will monitor progress of selected indicators on routine basis for sharing with stakeholders;
<p>Milestone 3: Bangladesh will make progress on health workforce registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration. <i>(MS 4.1. – by 2020)</i></p>	<ol style="list-style-type: none">1) HRM Unit, MOHFW will coordinate with DGHS, DGFP and other organizations for timely collection of data, analysis and reports for use in the program;

Plan for effective implementation

(monitor and evaluate implementation- 2)

Milestones	Monitoring & Evaluation
<p>Milestone 4: As partners in the United Nations SDGs, to make progress on Goal 3c to increase health financing and the recruitment, development, training and retention of the health workforce. <i>(MS 2.4. – by 2030)</i></p>	<ol style="list-style-type: none">1) HRM Unit, MOHFW will monitor timely implementation of the Strategic Action Plan for implementation (2016- 2030) with focus on development, recruitment and retention of HWF;2) Develop policy brief at regular interval based on the key HRIS;
<p>Milestone 5: Bangladesh will have regulatory mechanisms to promote patient safety and adequate oversight and <i>support to the state & non-state</i> actors. <i>(MS 3.3. – by 2020)</i></p>	<ol style="list-style-type: none">1) HRM Unit, MOHFW will collect information on the status of implementation of Healthcare Act;2) Coordinate with implementing agencies for timely production and compilation of report for policy use;

Challenges

- 1) Leadership commitment;
- 2) Policy barriers;
- 3) Structural & institutional deficiencies (roles and responsibilities are not well defined);
- 4) Technical deficiencies
- 5) Financial resource constraints

Key success factors for implementation

1. Government of Bangladesh recognizes human resource development as a top priority in its development agenda;
2. Bangladesh Health Workforce Strategy 2015 has been approved;
3. MOHFW leadership, NGOs and all professional are actively involved in the process of implementation of HR development programs;
4. The fourth sector program starting from January 2017 has included components of HRM strategies in its implementation plans.

Thank you from Bangladesh Team