

GROUP: BHUTAN

Milestone/Activities	Criteria and Scoring		Total Score	Remarks
	Impact	Feasibility		
M1.1	0	0	0	Established but need to maintain
M1.2	0	0	0	Will be achieved
M1.3	0	0	0	Most complete the course
M2.1	4	3	12	3 rd Priority
M2.2	2	2	4	
M2.3	2	3	6	
M2.4	3	3	9	
M3.1	4	4	16	2 nd Priority
M3.2	0	0	0	HRH unit exists
M3.3	1	1	1	
M4.1	5	5	25	1 st Priority
M4.2	3	2	6	
M4.3	3	3	9	

Priority 1 (M.4.1): By 2020, all countries will have made progress to establish registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration

❖ Steps for planning and implementation

- Annual co-ordination meeting with the stakeholders (MoH, RCSC, BMHC, KGUMSB, MoE, MoF, MoHCA)
- Identify responsible agency to keep track of the data
- Develop the HRHIS

❖ Monitoring and evaluating the progress of implementation

- MoH to coordinate with the stakeholders
- Collect the data half yearly

❖ Challenges

- Technical Expert in MoH
- Financial Constraint

❖ Key Success Factors

- Established HRHIS
- Accountability (Stakeholders)

Priority 2 (M.3.1): By 2020, all countries will have inclusive institutional mechanisms in place to coordinate an intersectoral health workforce agenda.

❖ Steps for planning and implementation

- Establish Multisectoral Advisory Board (MoH, RCSC, BMHC, KGUMSB, MoE, MoF, MoHCA, Local Government)
- Working Committee for implementation (depending on the agenda)

❖ Monitoring and evaluating the progress of implementation

- Conduct Multisectoral Advisory Board Meeting half yearly for advise
- Conduct Working Committee Meeting quarterly

❖ Challenges

- Inconsistency in the membership for the board meeting

❖ Key Success Factors

- Strong commitment from all the members (Board and Committee)

Priority 3 (M.2.1): *By 2030, all countries will have made progress towards having their dependency on foreign trained health professionals, implementing the WHO Global Code of Practice on the International Recruitment of Health Personnel.*

❖ **Steps for planning and implementation**

- Enhance the existing academic program (PG, Diploma, Bachelors)
- Initiate the MBBS program
- Enhance the recruitment of full time faculties
- Development of the existing pool of faculties
- Train as per the needs of MoH

❖ **Monitoring and evaluating the progress of implementation**

- MoH to keep track of the number of specialists and health professionals, expatriates (HRHIS)

❖ **Challenges**

- Lack of resources and faculties (specialists)
- Mismatch between the courses offered and preferred course

❖ **Key Success Factors**

- Finance and HR planning

THANK YOU