

INDONESIA HRH ACTION PLAN 2020 AND 2030



**9th AAAH CONFERENCE 2016
COLOMBO, SRI LANKA**



Milestone/ activities		Criteria and scoring		Total score
		Impact	Feasibility	
1.1	Established accreditation mechanism for health training and education institution (2020)	5	4	20
1.2	Halving inequalities in access to a HW (2030)	5	5	25
1.3	Improving the course completion rate (2030)	5	4	20
2.1	Halving dependency on foreign trained health professionals (2030)	2	2	4
2.2	Increase synergies in official development assistance (2030)	3	3	9

Milestone/ activities		Criteria and scoring		Total score
		Impact	Feasibility	
2.3	Reduce barrier in access to health services (2030)	5	4	20
2.4	Increase health financing and the recruitment, development, training and retention (2030)	3	4	12
3.1	Inclusive institutional mechanism to coordinate an intersectoral HWF agenda (2020)	5	5	25

Milestone/ activities		Criteria and scoring		Total score
		Impact	Feasibility	
3.2	HRH Unit with responsibility to develop and monitor policies (2020)	5	5	25
3.3	Mechanism to promote patient safety (2020)	4	3	12
4.1	establish registries HWF (2020)	5	5	25
4.2	sharing HRH data (2020)	5	5	25
4.3	Strengthened HWF assesment and information exchange (2020)	3	3	9

4 Top Priorities

Milestone/ activities		Criteria and scoring		Total score
		Impact	Feasibility	
1	1.2 Halving inequalities in access to a HW (2030)	5	5	25
2	3.1 Inclusive institutional mechanism to coordinate an intersectoral HWF agenda (2020) 3.2 HRH Unit with responsibility to develop and monitor policies (2020)	5	5	25
3	4.1 establish registries HWF and 4.2 sharing HRH data (2020)	5	5	25
4	1.1 Accreditation mechanism (2020) 1.3 Completion rate (2030)	5	4	20

Priority 1

1.2 Halving inequalities in access to a HW (2030)

Milestone/ activities	Time Line						PIC	Key Stake holder
	2017	2018	2019	2020	2021-2025	2026-2030		
a. Identification & gap analysis demand of HWF	✓						MoH MoAR LG	MoH MoAR MoE MoF MoHA MoNP BoPSA LG PO WHO
b. Building commitment multi sectoral & central-local goverment	✓							
c. Strengthening regulation & financing central & local government	✓				✓	✓		USAID WB IDB UNFPA
d. re-distribution		✓	✓	✓	✓	✓		
e. Recruitment & predeployment training & deployment	✓	✓	✓	✓	✓	✓		
f. Monitoring & evolution	✓	✓	✓	✓	✓	✓		

Priority 2

3.1 & 3.2 Inclusive institutional mechanism to coordinate an intersectoral HWF agenda - HRH Unit with responsibility to develop and monitor policies (2020)

Milestone/ activities	Time Line						PIC	Key Stake holder
	2017	2018	2019	2020	2021-2025	2026-2030		
a. Renew multisectoral commitment	✓			✓		✓	MoH MoA R MoE	MoH MoAR MoE MoF MoHA MoNP BoPSA LG PO
b. Review existing multisectoral plan of action	✓			✓		✓		WHO USAID
c. Multisectoral 3-monthly meeting (planning & budgeting regulation central-local goverment)	✓	✓	✓	✓	✓	✓		WB IDB ADB
d. Multisectoral annual meeting	✓	✓	✓	✓	✓	✓		
e. Monitoring of implementation	✓	✓	✓	✓	✓	✓		

Priority 3

4.1 & 4.2 Establish registries HWF and sharing data (2020)

Milestone/ activities	Time Line						PIC	Key Stake holder
	2017	2018	2019	2020	2021-2025	2026-2030		
a. Multisectoral building commitment	✓			✓		✓	MoH MoAR	MoH MoAR
b. Mapping Information System	✓			✓		✓	MoE MoCI BoGI	MoE MoF MoHA MoNP BoPSA
c. Develop integrated multisectoral HRHIS	✓	✓						LG PO WHO USAID WB IDB UNFPA
d. Launching & Implementation Integrated HRHIS		✓	✓	✓	✓	✓		
e. Monitoring & Evaluation	✓	✓	✓	✓	✓	✓		

Priority 4

1.1 Established accreditation mechanism for health training and education institution (2020)

Milestone/ activities	Time Line						PIC	Key Stake holder
	2017	2018	2019	2020	2021-2025	2026 - 2030		
a. Identification & gap analysis in education accreditation	✓			✓		✓	BoA MoE MoH	BoA SAB Univ LG; PO Council Body Colleges, TC, Local training center
b. Mapping of potential assessor & facilitator for accreditation	✓			✓		✓		
c. Socialization of education & training accreditation	✓	✓						
d. Developing & revise of accreditation instrument	✓	✓						
e. ToT & Training for assessor & facilitator	✓	✓						
f. Education & Training Institution Accreditation process	✓	✓	✓	✓	✓	✓		
g. Monitoring & evaluation	✓	✓	✓	✓	✓	✓		

Monitor & Evaluate the progress of implementation

1. Monitoring of completion every activity
2. Monitoring & evaluation of implementation at provincial & district level
3. Monitoring & evaluation of achievement each indicators (3-monthly, 6-monthly & annually)
4. Monitoring budget allocation central & local government

Challenges

1. Lack of coordination among multisectoral
2. Decentralization system
3. Financing capacity especially local government (remuneration for HRH)
4. Infrastructure & Non-financial incentives for HRH recruitment & retention
5. Infrastructure for HRHIS
6. Lack of capacity for HRH program managers

Key Success Factors for Implementation

1. High commitment of multisectoral
2. HRH indicators in health national strategy
3. Special program for deployment HRH at remote, disadvantage, underserved HC and district hospital (Nusantara Sehat, mandatory specialist assignment etc)
4. Existing regulation & accreditation-licensing bodies



SEHAT ADALAH HARTAKU,
YANG HARUS KUJAGA DAN
KUPELIHARA

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