

Country specific global HRH strategies 2030

Nepal



Country specific Global HRH action plan: Vision

▶ Vision

To be able to manage and properly deploy the HRH through an HRMIS, private and public sector or engagement in order to achieve and monitor progress towards UHC

(Use Nepal Health Sector Strategy vision 2015-2020)

Country specific priority milestones

- 3.2 : HRH unit with responsibility to develop and monitor policies and plans
- 3.3: Regulatory mechanism to promote patient safety and oversight to private sector
- 4.1 : Establishment of HRH registries to manage health workforce

Implementation plan

3.2

▶ Issues

- ▶ HR assessment and HR information assessment
- ▶ Needs empowerment HR Unit
 - ▶ Capacity development
 - ▶ Empower through regulatory measures

▶ **Action plan**

- ▶ Carry out HR assessment in accordance to WHO standards
- ▶ Develop HRH plan and M/E mechanism (Coordination committee and Task forces)
- ▶ Use HRMIS data analytics and improve analytical capacity

Implementation plan

3.3

- ▶ Issues
 - ▶ Regulatory/accreditation mechanism is not explicit and unified
 - ▶ Integration with the private sector for essential data; conditional component if annual licencing
- ▶ **Action plan**
 - ▶ **Finalize an unified and explicit regulatory and accreditation mechanism**
 - ▶ **Link monitoring and reporting of private sector data with the accreditation process**

Implementation plan

4.1 ▶ Issues

- ▶ Lack of private sector and incomplete public sector HRIS (Clarity on specific analysis of indicators)
- ▶ Continuity of HRMIS team (Turn-over, knowledge gap)
- ▶ Continued feeding of HR data from all the stakeholders (sustainability)
- ▶ Interoperability between DHIS and HR Registry

▶ Action plan

1. Conduct situation analysis , Update data set: comprehensive, accurate
2. Ensure retention of the trained staff
3. Complete the development of the prototype for HR registry (inclusive review and adoption)
4. Operationalization decision by the Ministry of Health decision
5. Integrate the DHIS with the HR registry aggregated
6. Link continued data feeding to HR registry by with performance evaluation and accreditation of stakeholders (non MoH)
7. Seek Donor-partnership for financial and technical support

Monitoring and evaluation of action plan

- ▶ Monthly review of the implementation plan
- ▶ More comprehensive analysis through DHIS and HRMIS data in coordination with the health academics (R&D)
- ▶ Functional Interoperability between HRMIS and DHIS data

Challenges for action plan

- ▶ Potential delay in getting regulations passed (HPEC bill)
- ▶ High turn over of HR human resource
- ▶ Technical and financing challenges in implementing the HRH action plan
- ▶ Binding the all the stakeholders into the process

Success factors for implementation

- ▶ Implantation plan will be in action with financial and other needs in phased out manner
 - ▶ Phase 1: Plan+Piloting in several districts
 - ▶ Phase 2: Full scale implementation
 - ▶ Phase 3: Linking with the non MoH sector
- ▶ Implantation fully functional HR registry prototype in the process and will be completed within 1 year

Team Nepal

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