

**TIMOR LESTE**

# THE GLOBAL HRH STRATEGIES MILESTONES

Milestones	Criteria and Scoring				Total Score
	Impact	Feasibility	Other (if any)	Other (If any)	
Established accreditation mechanisms for health training institutions (1.1)	5	4			20
Made progress towards halving inequalities in access to health workers (1.2)	5	4			20
Made progress to establish registries to track health workforce stock , education, distribution , flows, demand , capacity and remuneration. (4.1)	5	4			20

# PLAN FOR EFFECTIVE IMPLEMENTATION

No	Milstones	Activities	Year Implementation				Implemented by
			2017	2018	2019	2020	
1.	PM ( 1.1)	a. Need to establish a committee and a working group for accreditation process	X	X			Moh,UNTL, INS, WHO
		b. Present to the ANA about the process for accreditation	x	X			MoH, Edu
		c. Complete the recommendation by ANA		x			MoH, Edu
		a. Final submission for accreditation			x		MoH, Edu

No	Milestones	Activities	Year Implementation				Implemen ted by
			2017	2018	2019	2020/ 2025	
2.	PM (1.2)	a. To develop a policy which makes opportunity for the rural students to enrol in the university for the faculty of health sciences , with mandatory period to work in the rural areas	X	X			MoH, Education,
		b. Improve the accommodation for the rural health workers				X	MoH
		c. Implementation of the policy on the special allowances for rural workers			x	X	MoH,
		a. Increase the capacity for the faculty to train more health workers				X	MoH,

# PLAN FOR EFFECTIVE IMPLEMENTATION

No	Milestones	Activities	Year Implementation				Implemented by
			2017	2018	2019	2020	
3.	PM (4.1)	<p>a. Develop a Steering Committee and a working group for the development of Human Resource Information System (HRIS) development</p> <p>b. Develop a Manual and HRIS for the Timor Leste based on NHWA</p> <p>c. Cost the implementation of the HRIS</p> <p>d. Identify and trained required cadres for the implementation of the HRIS</p> <p>e. Launch the implementation of the HRIS</p>	x	X			Moh,UNTL,INS, WHO, Education
				X			
				X			
					x	X	
						x	

# CHALLENGES

- Advocacy for High level commitment (Parliament, Prime Minister , Minister of Health and Education)
- Capacity of Human Resources at MoH
- Availability of financial support at MoH

# Success factors of implementation

## **Success Factors of Implementation :**

- Willingness to support of Development Partners (UN Agencies and bilateral cooperation)
- Willingness of Ministry of health to cooperate with partners in the country
- Willingness of Political leaders to support