

HUMAN RESOURCES POLICY, PLANNING, AND MANAGEMENT

Effective human resources policy, planning, and management are crucial for guiding and sustaining country-led action and progress on human resources for health (HRH), by ensuring that realistic and evidence-based HRH strategies are developed, resourced, and implemented—and that they are anchored by a policy framework that integrates HRH within the national development agenda, health strategy and related policy, legislation, and regulation. HRH interventions and systems require careful design and integration across a broad range of key areas, encompassing strategic and workforce planning, financing, production, recruitment, deployment, service utilization, retention, productivity and performance, and personnel administration.

Additionally, there is a need for skilled leadership, partnerships, and key staff to oversee, develop, coordinate, implement, and sustain these functions. *CapacityPlus* works with partners to strengthen human resources policy, planning, and management capabilities and promote the use of health workforce information. The project advocates and applies a range of approaches, tools, and systems that can support and strengthen health workforce policy, planning, and management. Primary objectives are to integrate context-relevant best practices in health workforce policy and planning, improve national capacity for effective human resources management, and develop and apply comprehensive supporting workforce surveillance and HRH monitoring and evaluation systems that can move forward and sustain progress on HRH.

Types of Technical Assistance

- Assessing existing HRH policy, management, and systems capacity and needs
- Facilitating health workforce policy and strategy development processes
- Assessing and developing HRH financing plans
- Costing HRH strategic plans
- Promoting and sustaining multisector and interagency collaboration, partnership, advocacy, and stakeholder participation on HRH—including faith-based organizations
- Strengthening systems and in-country capacity for planning, managing, developing, sustaining, and supporting the health workforce
- Fostering skills-building through the design and delivery of HRH professional development programs
- Improving capacity for data-driven planning, policy, and decision-making, including human resources information systems (HRIS)
- Assessing and developing HRH legal frameworks and specific laws
- Assessing and advising health system HRH units
- Assessing and developing regulation frameworks for health professions, health professional associations, and health professional schools

Tools and Resources

- HR Management Assessment Approach
- HR Management Systems Strengthening Framework
- HRH Professional Development Program
- [iHRIS Health Workforce Information Software and Tools](#)
- [HRH Action Framework](#)

Current Partners in this Area

Global Health Workforce Alliance, World Health Organization, African Christian Health Associations Platform, West African Health Organization

For More Information

- Contact Paul Marsden, HR policy, planning, and management lead, pmarsden@capacityplus.org.
- Visit www.capacityplus.org.

CapacityPlus Partnership

IntraHealth International (lead partner), Abt Associates, IMA World Health, Liverpool Associates in Tropical Health (LATH), Training Resources Group, Inc. (TRG)

Associate Partners

African Population & Health Research Center (APHRC), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), West African Institute of Post-Graduate Management Studies (CESAG), Partners in Population and Development (PPD)

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