How Can FBOs Advance HRH and HSS More Effectively Through Engagement with International Donors?

A perspective of the Christian Health Association of Ghana (CHAG)

Samuel B. K. Nugblega
BACKGROUND OF CHAG

- CHAG is a Christian faith-based healthcare provision network organization of 21 Christian church denominations
- Established in 1967
- Membership has gone up from 25 in 1967 to 183
- 59 hospitals
- 114 health centres and clinics
- 12 health-training institutions

CHAG’S CONTRIBUTION

- OPD - About 20%
- In-Patients - About 30%
- CHAG is the Second Largest Service Provider
# HUMAN RESOURCE SUB SYSTEM

<table>
<thead>
<tr>
<th>Staff Coverage</th>
<th>Availability of sufficient number, quality and mix of required professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staff Motivation</strong></td>
<td>Extent to which employees are satisfied with their work and work condition, dedicated and willing to work to the best of their capabilities.</td>
</tr>
<tr>
<td><strong>Staff Competence</strong></td>
<td>The level of professional capability and skills level of performance of personnel with respect to their position and responsibilities.</td>
</tr>
</tbody>
</table>
KEY HR INTERVENTIONS

HR Management
- iHRIS for HR Database Management
- WISN for HR Planning
- HR Planning
- HRM Manual

Health Systems Strengthening (HSS)
- HSS framework for facility management and improvement
- OPAT
  - HRM Score Card
CHALLENGES OF DEVELOPMENT PARTNERS (DPs)

Â Many FBOs do not have clear, precise and focused direction and therefore not able to concentrate on their core business to achieve desired impact

Â Weak documentation and data management by FBOs to provide evidence to support outcomes

Â Monitoring and evaluation framework either do not exist or are weak and so good plans are developed but the desired results are not achieved

Â Do not use system approach in their operation, leading to duplication, waste; DPs therefore do not get optimum value for their investment
CHALLENGES OF FBOs

Â Lack of planning for sustainability from the onset of the project

Â Most DPs are not flexible enough to engage FBOs sufficiently to align their support effectively to the needs of FBOs

Â Most DPs do activity base funding rather than system base funding which has a high potential of ineffective implementation or project/programme failure

Â Many DPs do not trust FBOs and therefore disregard existing operational structures within the FBOs and try to micromanage programmes
OPPORTUNITIES FOR COLLABORATION

- Community mobilization
- Advocacy and holding government accountable
- Quality health care provision
- Ability to foster partnerships and collaboration
- Flexibility and streamlined autonomy
SPECIFIC AREAS FOR COLLABORATION

• HSS framework to manage networks at all levels
• Comprehensive HRM for optimum results
• Electronic platform for managing data and information
• Strengthened planning, monitoring & evaluation
CONCLUSION

• FBOs are very flexible to work with and more effectively delivering results

• FBOs are able to work easily with all categories of people (DPs, Government, Private sector, etc.)

• Effective HRM and HSS are the most effective approaches to delivering the health results we are all looking for; and FBOs have taken that seriously
THANK YOU FOR LISTENING