

Ministry of Health Launches Human Resources for Health Policy and Strategic Plan



The Minister Madam Miatta Kargbo Launching the Documents



Dr Alemu – WR/SLE (right) delivering a statement



HR Director/MoHS giving an overview of the documents



Cross section of the participants at the launching event

The Ministry of Health and Sanitation (MoHS) launched the National Human Resources for Health (HRH) Policy, Human Resources for Health Strategic Plan (2012-2016) and the Human Resources for Health Information System (HRIS) on 13 March 2013. The policy documents were launched by the Minister of Health and Sanitation Madame Miatta Kargbo, in Freetown. The event was attended by officials of the MoHS and other line ministries, senior civil servants, UN agencies, the European Union, World Bank, implementing partners, civil society and Non-Governmental Organizations.

The Hon Minister in her key note address expressed her gratitude on behalf of the Government, particularly to the EU and WHO for their support in developing the documents. She re-emphasized the need for evidence based interventions to address HRH challenges in the sector recognizing the daunting challenges of skilled staff inadequacy and mal-distribution amongst others that compromise the quality and access to health services. The Minister also noted that the documents would lay the foundation and framework for HRH plans that should be developed at all levels, noting also that the HRIS will ensure informed decision making, proper planning and administrative control.

Partners described the participatory development and launch of the documents as a laudable venture to improve the availability and performance of the health workforce for improves service delivery. Delivering his statement, Dr Wondimagegnehu Alemu, WHO Representative stated that WHO has a strategic interest in HRH because it is a priority in the regional and global health development agenda critical for progress towards universal health coverage. He assured the Organization's continued commitment in supporting the country to improve its human resources needs. The HRH Policy and Strategic Plan were developed under the leadership of MoHS in collaboration with a team of health sector partners (HRH working group) under the guidance of the Health Sector Steering Group.

The documents are aimed at providing a framework and guidance for ensuring adequate and appropriate human resource capacity to support effective and efficient service delivery through development and improved management of the HR workforce. It is expected that effective implementation of the new policy and strategic plan as well as the HRIS would help to address challenges of the health workforce and strengthen the HRH directorate of the Ministry. The Strategic Plan clearly outlines a framework to attain objectives of the HRH Policy which are organized under 6 thematic pillars including Leadership & Governance, training & continuing education, management, information & research, partnerships, and advocacy & resource mobilization. The process was funded by the European Union through the EU-WHO Policy Dialogue Programme.