Human Resources for Health: Establishing the Country Coordination and Facilitation process in Pakistan with a decentralized system

Major HRH Challenges
- Rural urban maldistribution;
- Weak HR management system;
- Absence of health staff mostly in rural areas;
- Limited coverage of PMT in urban areas;
- Brain drain of skilled workforce to developed countries;
- Non-regulated private sector, mostly operate in cities;
- Frugal quality control and standardization of services and care;
- Health information system not inclusive of HRH;
- No coordination mechanism for HRH stakeholders.

Lessons Learnt
- Consultation meetings with stakeholders proved very useful;
- Capacity building of stakeholders on the CCF process is central;
- Ownership of the CCF process by all levels is critical;
- HRH information system is required for better policy making;
- The CCF process can be instrumental for deriving HRH strategy from the national health policy and linking it with MDGs.

Proposed decentralised structure of the CCF process in Pakistan

Way Forward
- Establish multistakeholder HRH committees at Provincial levels;
- Improve HRH information system for informed decision making;
- Develop an evidence-based, comprehensive and costed HRH plan;
- Mobilise potential support for HRH implementation from public and private sectors and partners.

Evolution of the CCF process in Pakistan

- CCF orientation meeting, Islamabad - 21 Aug 2010
- CCF Capacity building workshop, Lahore (27 Aug - 9 Sep 2010)
- Provincial CCF consultation meeting – Karachi (5-6 Nov 2010)
- Provincial CCF consultation meeting – Lahore (29-30 Nov 2010)
- 18th amendment in the Constitution of Pakistan (Decentralization of Health Sector to Provinces) – April 2010
- Notification of CCF committee – 11 Dec 2010
- Provincial CCF consultation meeting - Islamabad (for KPK, GBN and AJK) – 22-23 Nov 2010
- Provincial CCF consultation meeting - Lahore (Punjab province) – 8-9 Nov 2010
- Provincial CCF consultation meeting - Karachi (Sind and Baluchistan provinces) – 1-2 Nov 2010
- CCF capacity building workshop, Cairo – 12-15 July 2010
- Eighteenth amendment in the Constitution of Pakistan (Decentralization of Health sector to provinces) – April 2010
- Federal level CCF Committee – Islamabad
- Azad Kashmir CCF Committee – Muzaffarabad
- Gilgit Baltistan CCF Committee – Gilgit
- Capital territory CCF Committee – Islamabad
- CCF Committee Khyber Pakhtunkhwa Province – Peshawar
- CCF Committee Punjab Province – Lahore
- CCF Committee Sindh Province – Karachi
- CCF Committee Balochistan Province – Quetta
- FATA CCF Committee – Peshawar