Integration of HRH observatory with the CCF process: The Sudan Case

**Achievements**

- Joint work on developing one national HRH strategic plan for the country;
- Collaboration for implementing the second national HRH survey base for HRH projections for Sudan;
- Collaboration for a major research project in HRH priority areas (retention, migration and gender) with Global Fund Support;
- Active policy dialogue on HRH issues (presentation to the Cabinet).

**Challenges**

- Extending CCF to the decentralized sub-national levels;
- Fully involving the private sector;
- Mobilizing and harmonizing finance for HRH including donor contributions;
- Capacity development of the stakeholders;
- Unified, effective monitoring mechanism.

**Lessons Learnt**

- Structures alone are not sufficient, functionality is vital;
- Political sensibility and analysis are essential for the CCF;
- HRH is a strategic issue, therefore, highest level political commitment is vital;
- National cause is not enough, stakeholders need to address their specific concerns;
- Championship on HRH;
- Observatory model works well as a sustainable structural and functional mechanism for the CCF.

**Way Forward**

- Working towards mobilization of resources to implement the national revised HRH strategic plans;
- Extending CCF process to states and localities;
- Engaging the newly emerging private sector representative bodies;
- Developing capacity of stakeholders;
- Improving HRH information capacity and linkages;
- Producing annual HRH status report;
- Developing web-based system for linking evidence to policy development and decision making processes;
- Sustaining stakeholder interest and participation on HRH;
- Improving HRH plan to be comprehensive and inclusive.

**Evolution from HRH observatory to CCF process in Sudan**

- Strengthened coordination around HRH agenda by extending engagement of all stakeholders’ constituencies through CCF process.
- Establishment of the National Human Resources for Health Observatory (NHRHO) 2006.
- Stakeholder analysis conducted by NHRHO focusing on institutions and bodies related to HR in the country.
- Stakeholders sensitization on HRH issues with advocacy messages from NHRHO.
- Inception of stakeholders forum with NHRHO secretariat providing technical support and playing convening role (10 meetings conducted).
- Incorporation and consolidation of the CCF in Sudan integrated with HRH Observatory 2010.
- Demonstration of the CCF through joint work of stakeholders to develop one national HRH strategic plan for Sudan.
- Introduction of the CCF process on HRH with capacity development targeted at some stakeholders.

**HRH situation in Sudan**

- Physicians: 3.1 per 10,000 population
- Dentists: 0.1 per 10,000 population
- Pharmacists: 0.4 per 10,000 population
- Nurses and Midwives: 3.4 per 10,000 population

**CCF in Sudan**

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