Towards building a comprehensive and costed HRH plan through the CCF process in Nepal

**Main HRH Challenges**
- Variable distribution of staff especially in rural areas.
- Poor staff performance in terms of productivity, quality, availability and competency.
- Fragmented approach to HRH planning, management, and development.
- Insufficient between supply and demand, and narrow skill mix.
- Limited HRH financing.
- Law attraction / retention in public service, and brain drain.
- Uncertain political situation.
- Possible transitions in government structure.

**Steps and process for preparing HRH plan in Nepal**

1. Establish a CCF oversight and Technical Working Committee on HRH.
2. Publish, disseminate and implement the HRH plan.
3. Organise a national forum to initiate a strategy and policy dialogue on HRH issues.
4. Core functions of HRH stakeholders.
5. Stakeholder constituencies.
6. Stakeholders identified as members of HRH committee.

**The CCF Activities - 2010**

- November 2010: CCF orientation and consultation workshop with stakeholders.
- November 2010: Consultant.
- September 2010: MOHP Joint planning with GHDAG, WHO and Nepal Health Sector Support Programme.
- August - September 2010: Establishment of 5 technical working groups and a HRH situation analysis and country profile.
- August - September 2010: Establishment of 5 technical working groups and start HRH planning.

**Core Functions of HRH Stakeholders**

**Public sector organizations**
- Ministry of Health
- Ministry of Finance
- Ministry of Education
- Ministry of General Administration
- Ministry of Local Development
- Nepal Health Training Centre

**Private sector organizations**
- Doctors
- Nurses
- Health institutions
- Health workers associations
- Professional / Research Councils
- Providers
- Facilities
- Government sectors
- NGOs and Faith-based Organizations
- International organizations
- Civil society representatives
- Professional / Research Councils
- Health workers associations
- Training institutions / centers

**Lessons Learnt**
- Scattered information on HRH should be consolidated and circulated.
- Fragmented initiatives do not work well.
- Active involvement of the relevant stakeholders is essential.
- Bringing stakeholders to one table generates strong support.
- Fragmented approach to HRH planning, management, and development.

**Advisory Committee**
- Nepal Medical Council, Nepal Nursing Council, Nepal Ayurveda Council, Nepal Health Research Council
- Nepal Medical Association, Nepal Nursing Association, Nepal Public Health Association
- Nepal Medical Council, Nepal Nursing Council, Nepal Ayurveda Council
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**Infrastructure**
- Nepal Medical Council, Nepal Nursing Council, Nepal Ayurveda Council
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**Public sector**
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**Private sector**
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