You are cordially invited to attend the following Side Session taking place at the 3rd Global Forum on HRH in Recife; Brazil:

SE24: Making the most of your HRH investments: Using the WISN tool for determining evidence-based staffing requirements to support HRH planners and policy makers

**Sunday, November 10, 09:00 a.m. - 10:30 a.m.**

**Venue:** Room Lula Ayre at the Atlante Plaza Hotel, Recife, Brazil

In order to achieve Universal Health Coverage, it is imperative to have access to good quality and affordable health services. Health workforce constitutes a major component of national health systems and plays a vital role in the delivery of health services. For health workers to carry out their functions efficiently, it is important to have adequate staffing at the health facilities that takes into account the workload of health personnel. The Workload Indicators of Staffing Need (WISN) is a human resource planning and management tool which provides health managers a systematic way of making staffing decisions and better management of human resources, based on actual workload of health workers.

Through this session, we aim to:

- Discuss why it important to have evidence-based staffing
- Explore how the WISN tool addresses the needs for evidence-based staffing
- Introduce the multilingual version of the WISN tool (English, French, Portuguese, Spanish)
- Share country experiences in the WISN implementation process
  - Namibia: Establishing national staffing norms, decisions
  - Cameroon: Development of staffing norms
  - Kenya: Development of staffing norms and standards
  - South Africa: Development of national level staffing norms
- Provide the opportunity to exchange ideas and share experiences

**Looking forward to your participation and contribution.**

[World Health Organization](https://www.who.int) [IntraHealth](https://www.intrahealth.org)