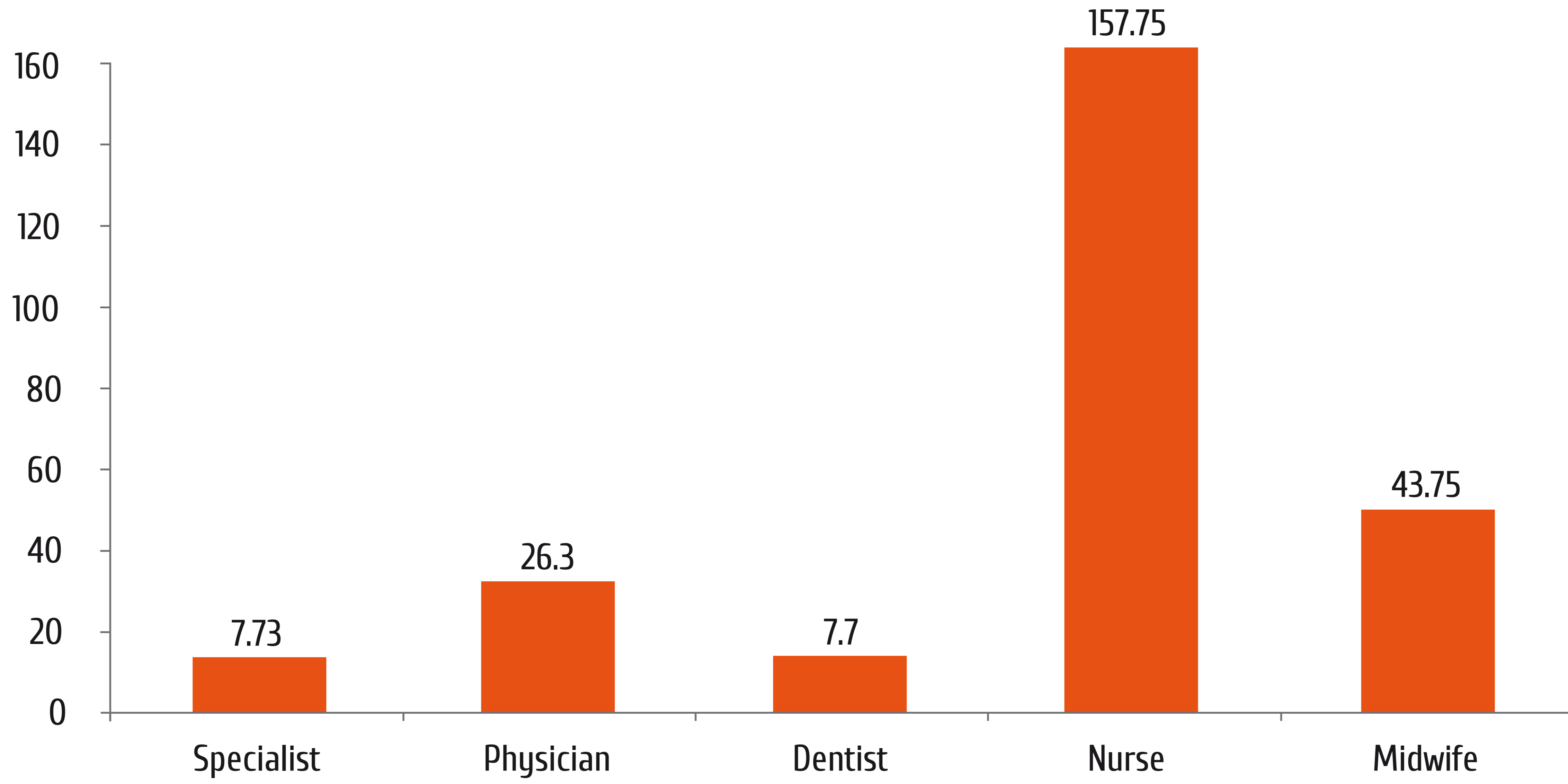


INDONESIA

Indonesian experience on the CCF for HRH

Human Resources for Health in Indonesia Ratio per 100.000 population

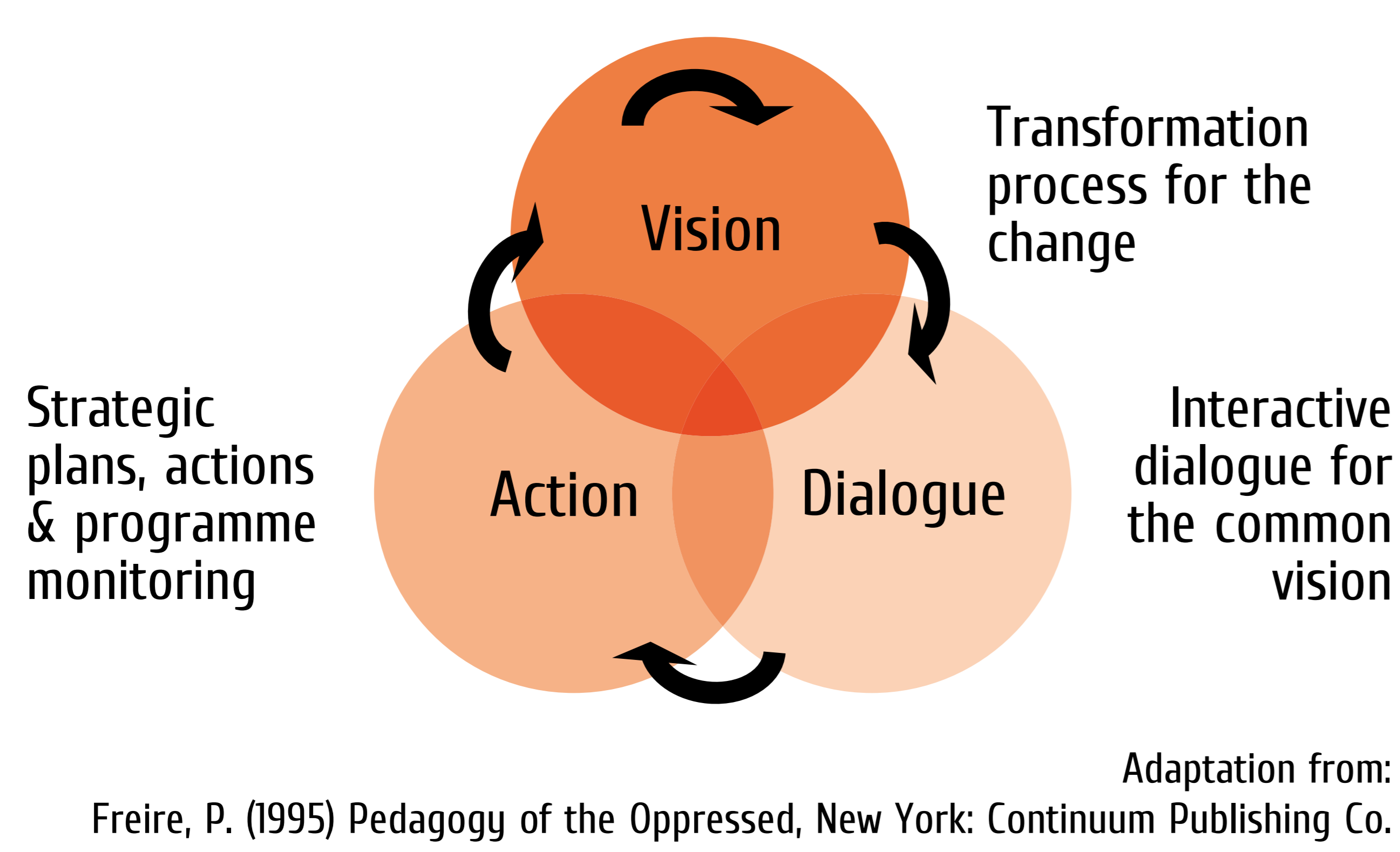
Reference: MOH of Indonesia (2008)



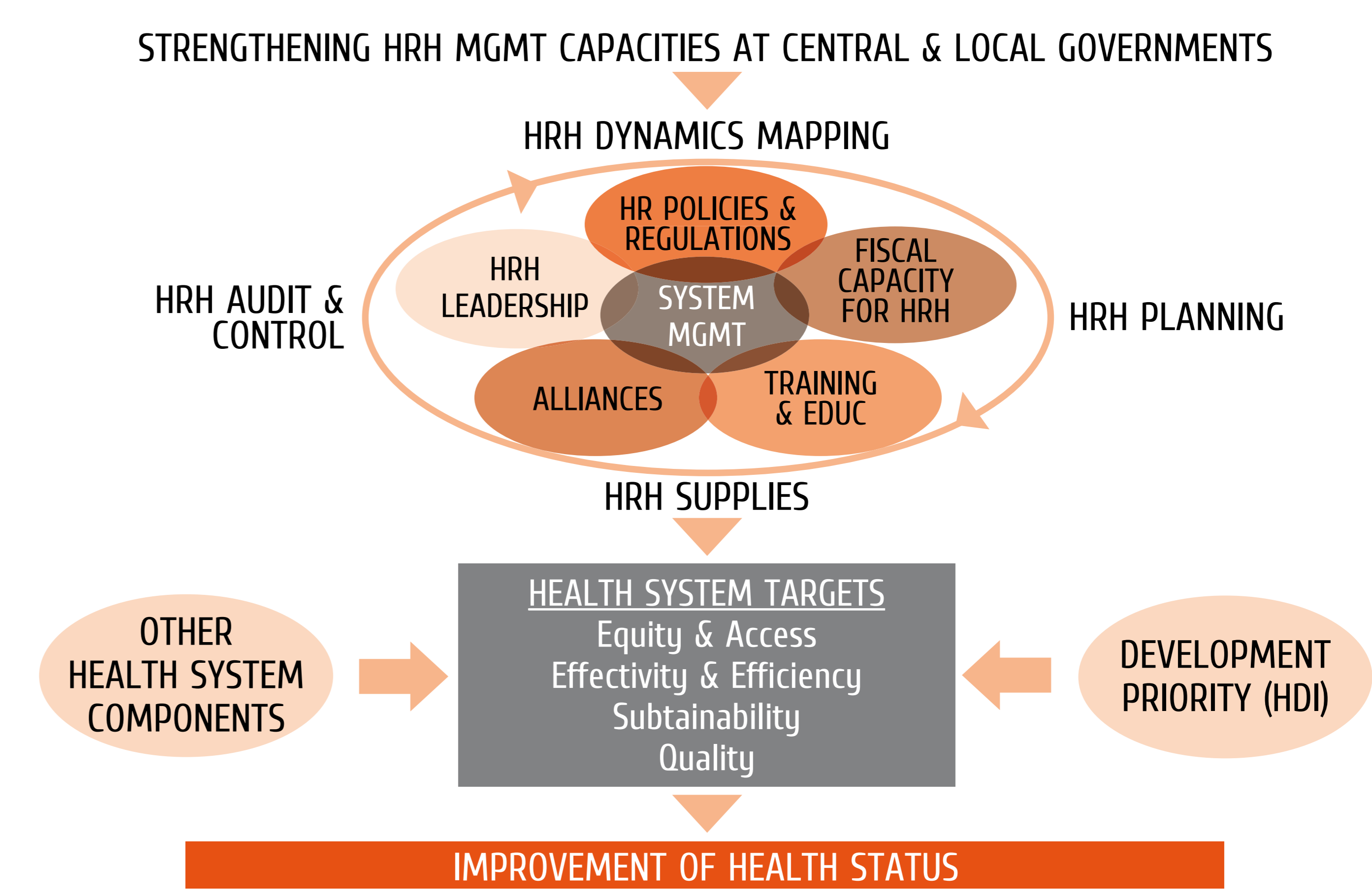
HRH Strategic Issues

- HRH needs for Health Development are massive and required innovative strategies;
- There is an imbalance between demand and production of HRH;
- There is maldistribution and poor quality of HRH, especially in remote areas;
- HRH planning needs improvement, supported by HRH information system;
- Supervision and management of HRH quality requires strengthening along with standardization of services and care;
- Resources are limited including regulations to support the HRH management;
- Intersectoral/stakeholders coordination requires sustained efforts.

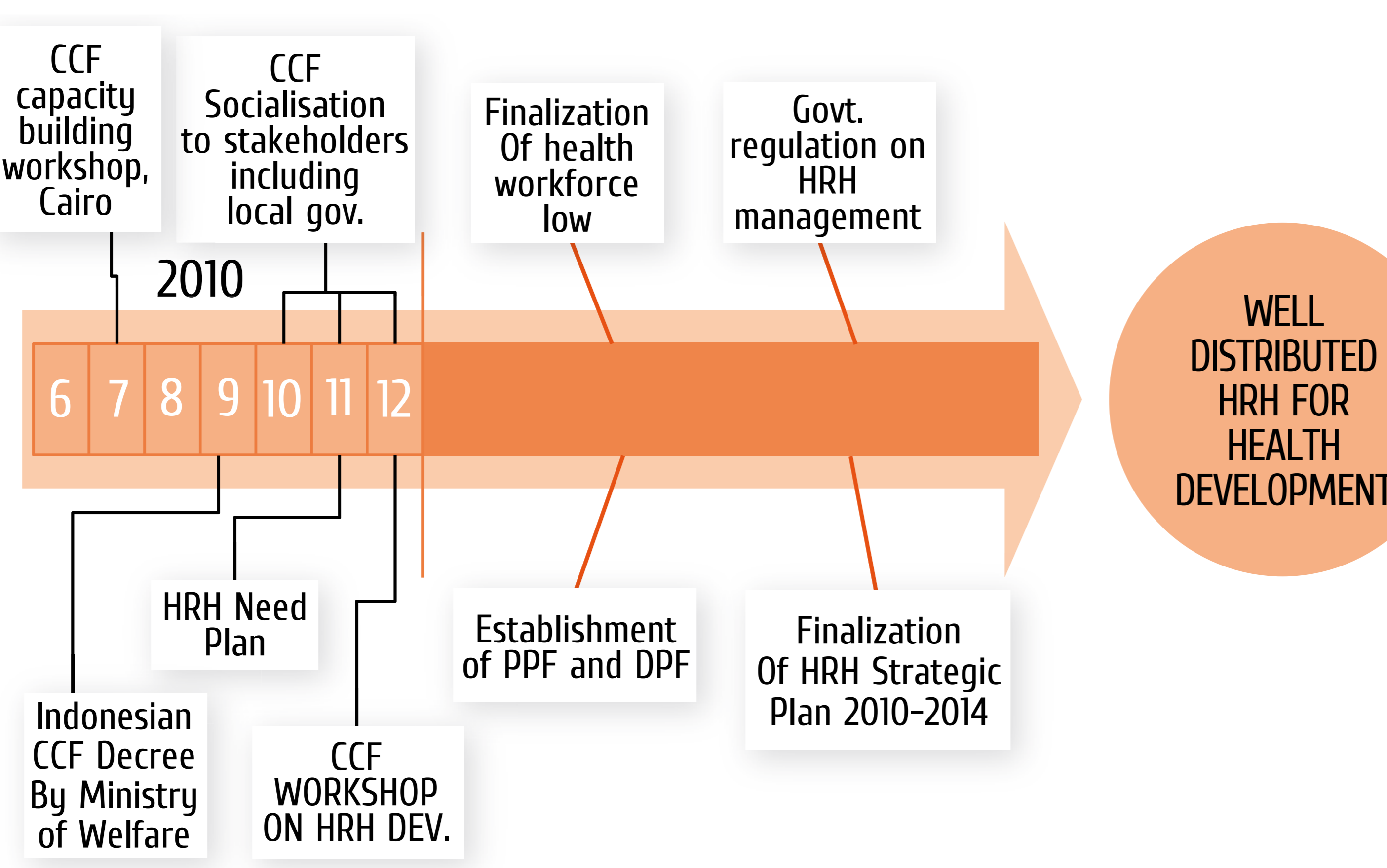
Together We Can



CCF Action Plan



CCF Roadmap



CCF Challenges

- Coping with the needs of decentralized structures as local government has biggest role in the HRH development;
- Bringing all stakeholders on one platform for HRH planning and development;
- Improving quality of HRH production and services;
- Improving HRH planning and distribution;
- Strengthening HRH management and performance audit;
- Addressing the challenges of globalization on HRH retention and recruitment.

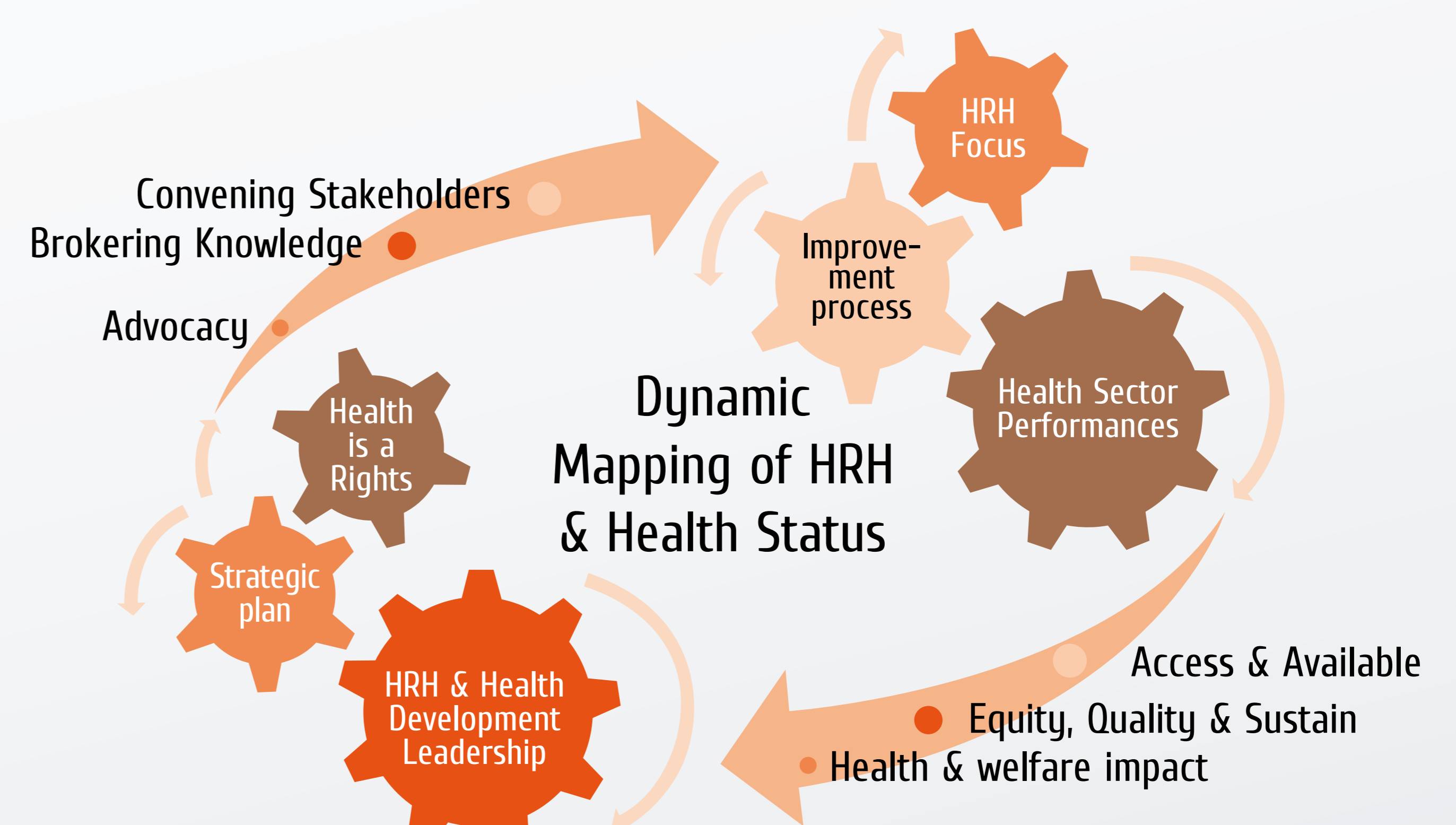
Lessons Learnt

- The CCF process require high level political support and commitment;
- The CCF process is imperative for bringing all stakeholders from all levels on a common HRH agenda;
- The CCF process creates awareness among stakeholders on coordination for HRH development;
- The CCF process can drive all stakeholders to formulate a common HRH strategies and plans to achieve MDG's by 2015.

Way Forward

- Formulate strategic plan for HRH development 2010 - 2014;
- Establish CCF committees at Provincial and District levels;
- Improve HRH planning, including strengthening the information system to support all decision making;
- Increase the recruitment of HRH as a government employee (President Instruction no 3, year 2010);
- Improve the quality as well as supervision and management mechanisms of HRH.

Evaluation Framework



global health
workforce
alliance