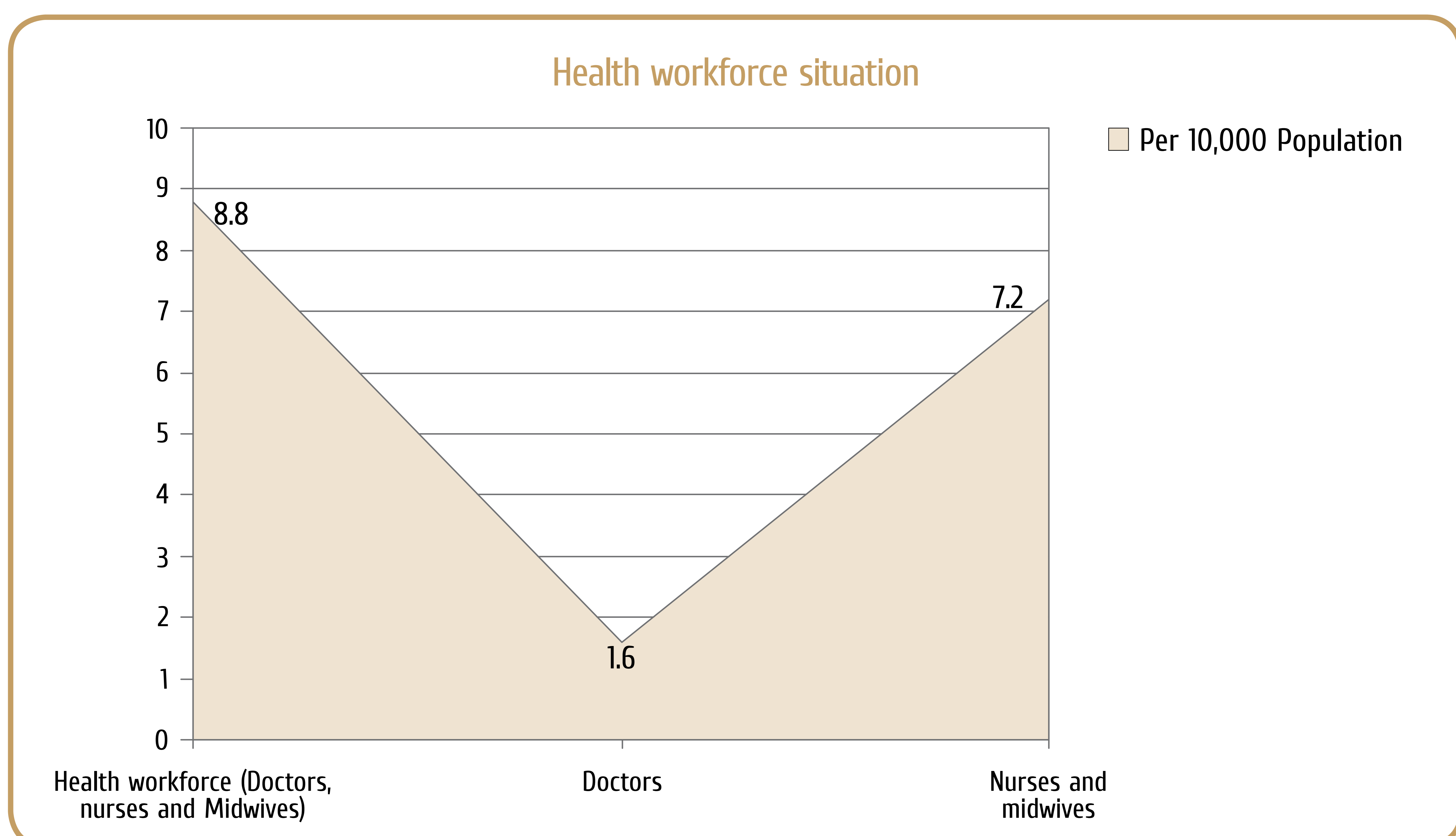


ZIMBABWE

Lessons learnt by involvement of key stakeholders in HRH Planning and Development



HRH Task Force

MANDATE:

To oversee the development and implementation of the HRH policy and Strategic Plan

TASK FORCE COMPOSITION:

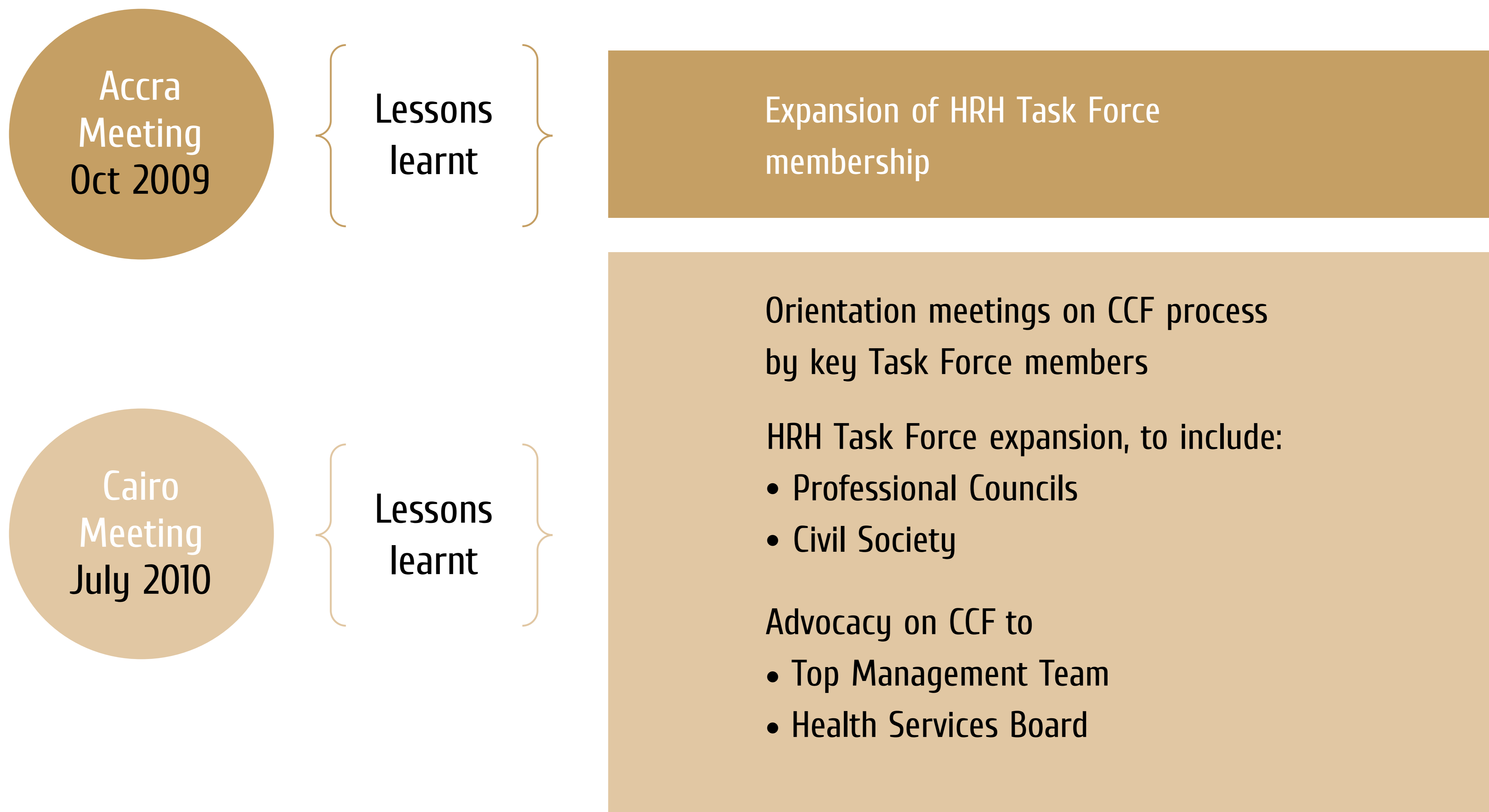
- Government
 - Ministry of Health & Child Welfare;
 - Health Service Board;
 - Ministry of Education;
 - Ministry of Finance;
- Local authorities;
- Zimbabwe Association of Church related Hospitals;
- UN agencies (WHO, UNFPA, UNICEF);
- Development Partners and Donors (DFID, Expanded Support Programme, CDC, CIDA);
- Private sector.

Challenges in the CCF process

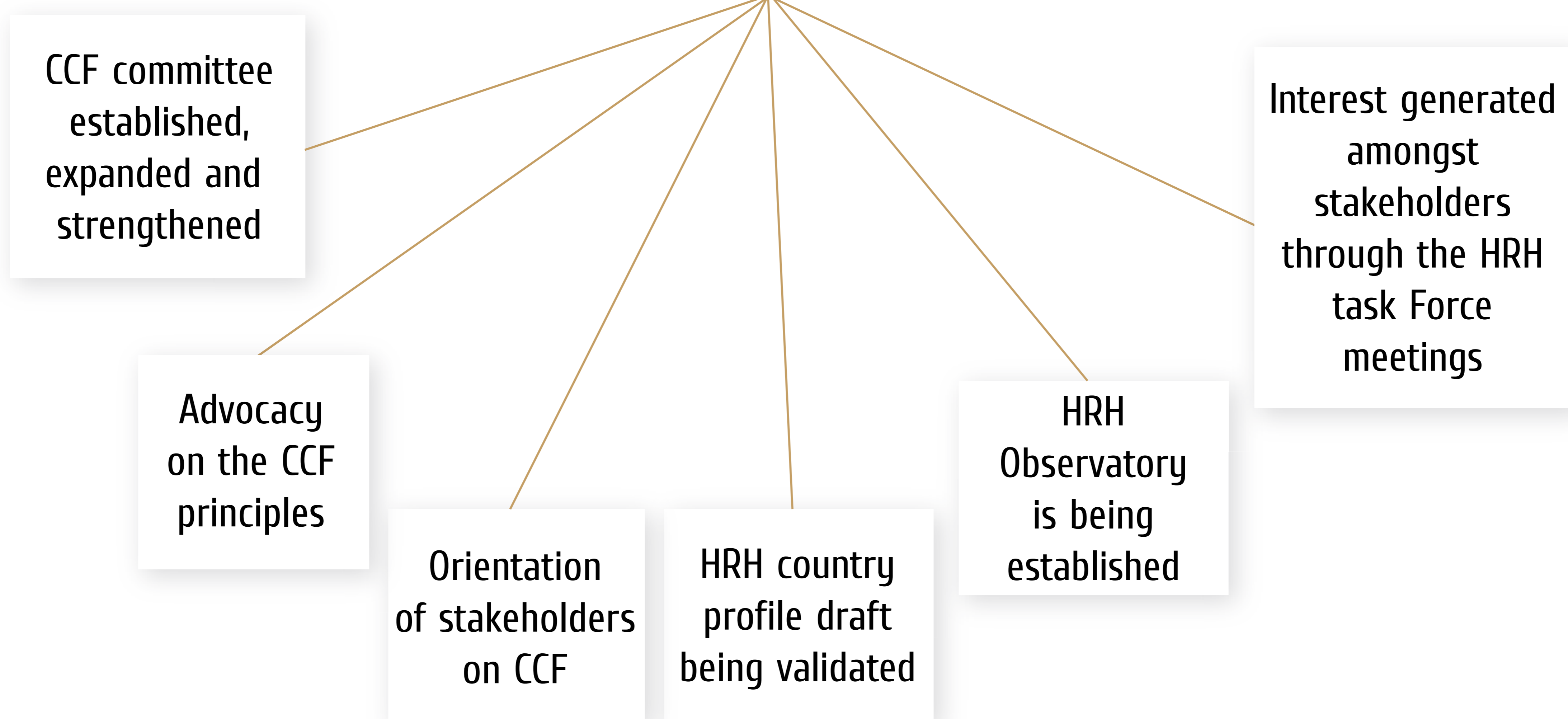
Multiple commitments of various stakeholders with their other day-to-day work:

- Sometimes affect quorum;
- Delay decision making
 - Some decisions are deferred several times;
- Reduce meeting effectiveness;
- Can make coordination difficult;
- Some stakeholders do not put 100% commitment to the HRH Task Force issues
 - They do not see immediate benefits.

Learning from various opportunities to strengthen the CCF process



Major Achievements



Lessons Learnt

- Involvement of key stakeholders is crucial:
 - the successes scored are mainly due to broader identification and involvement of key stakeholders;
- CCF process is adaptable to different views and perspectives:
 - guided by the country's mission and vision for health;
- CCF application enriched the development of:
 - the HRH policy (including health worker retention scheme;
 - the Strategic Plan.

Way Forward

- Advocacy and social mobilisation of stakeholders on the CCF;
- Effective coordination and involvement of stakeholders;
- Improved communication on HRH issues;
- Marketing of the:
 - HRH Policy;
 - HRH Strategic Plan;
 - Country profile.
- Share other countries' experiences to attract more support.



global health workforce alliance