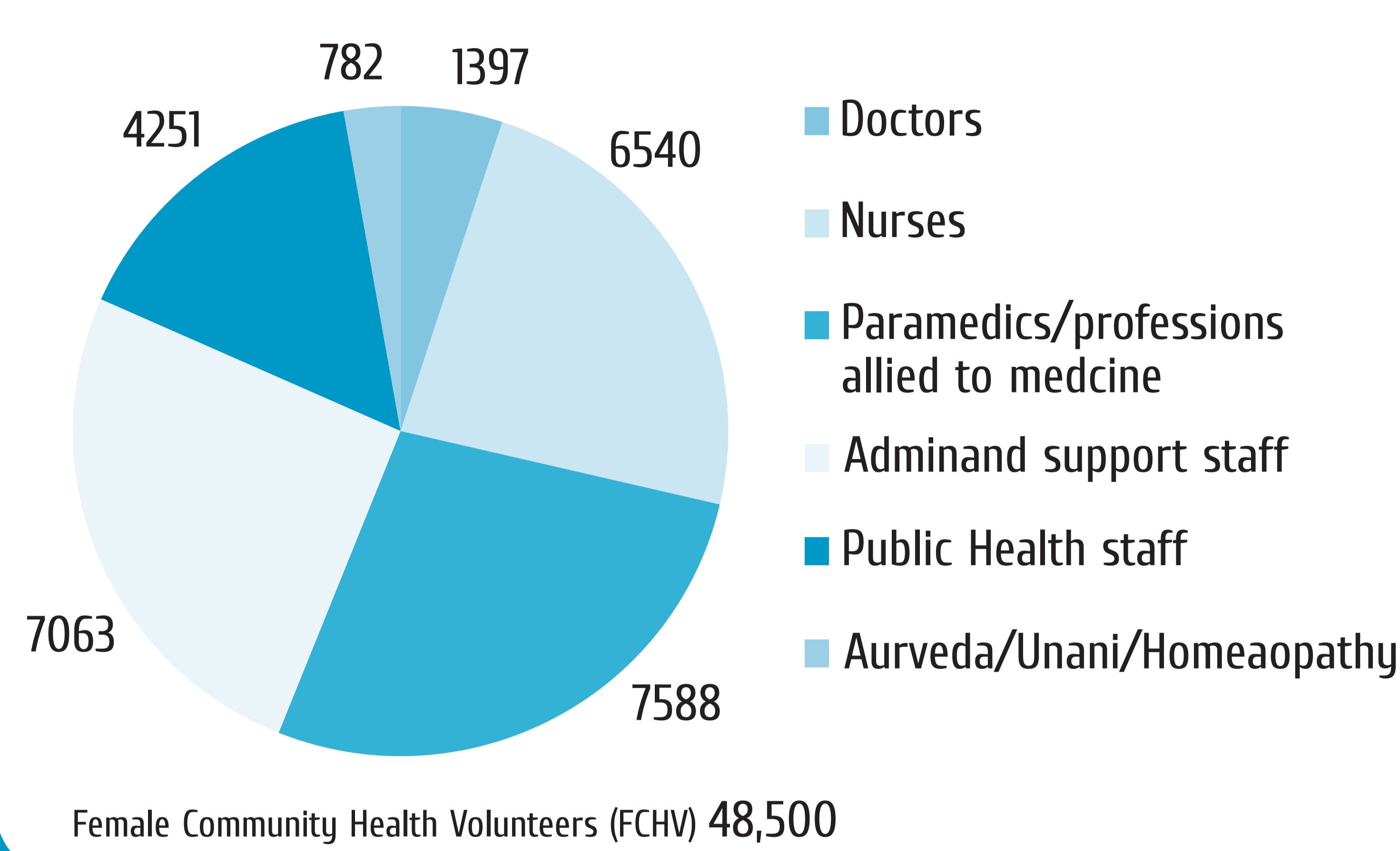


NEPAL

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

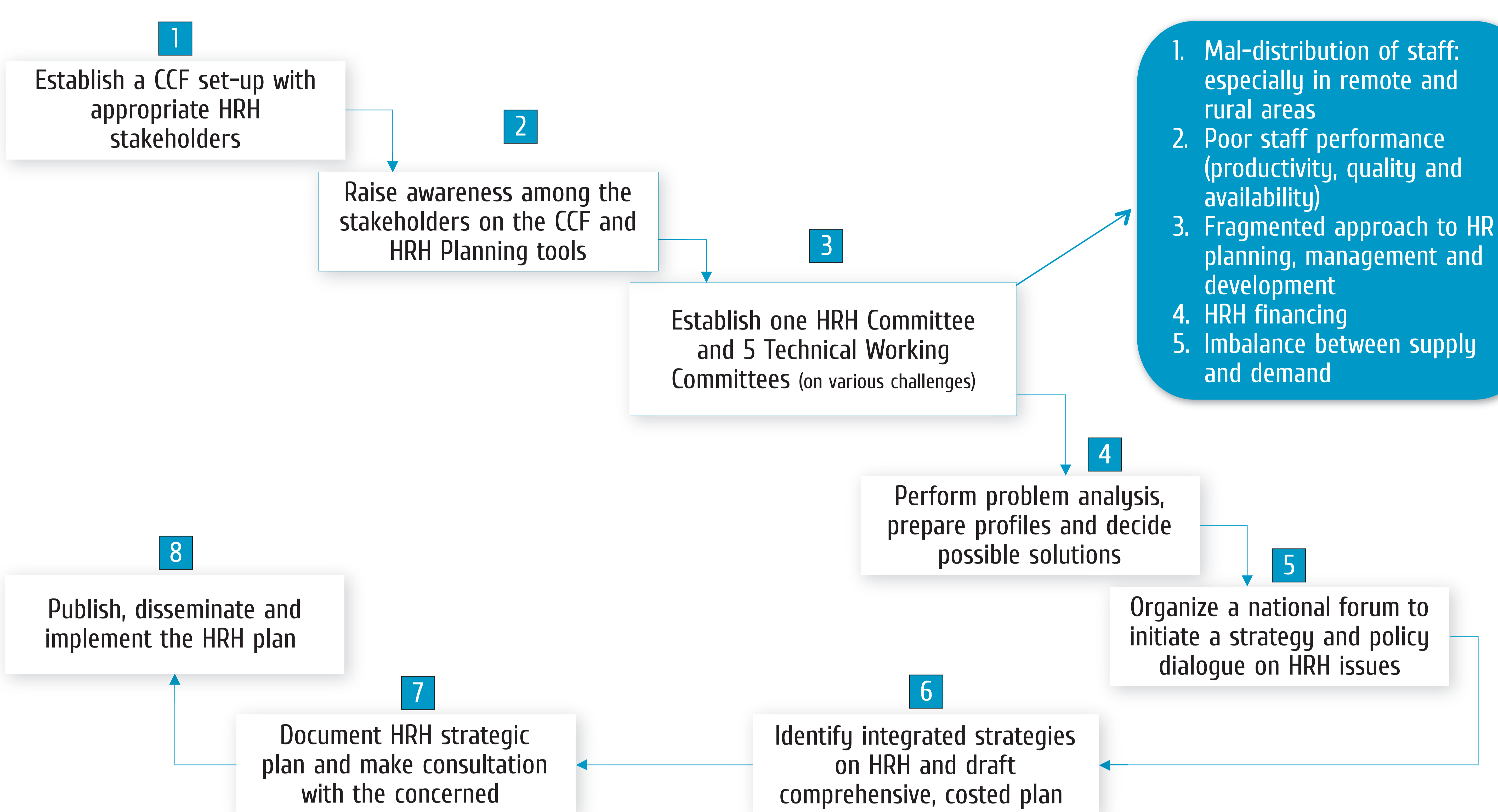
Human Resources for Health in Nepal



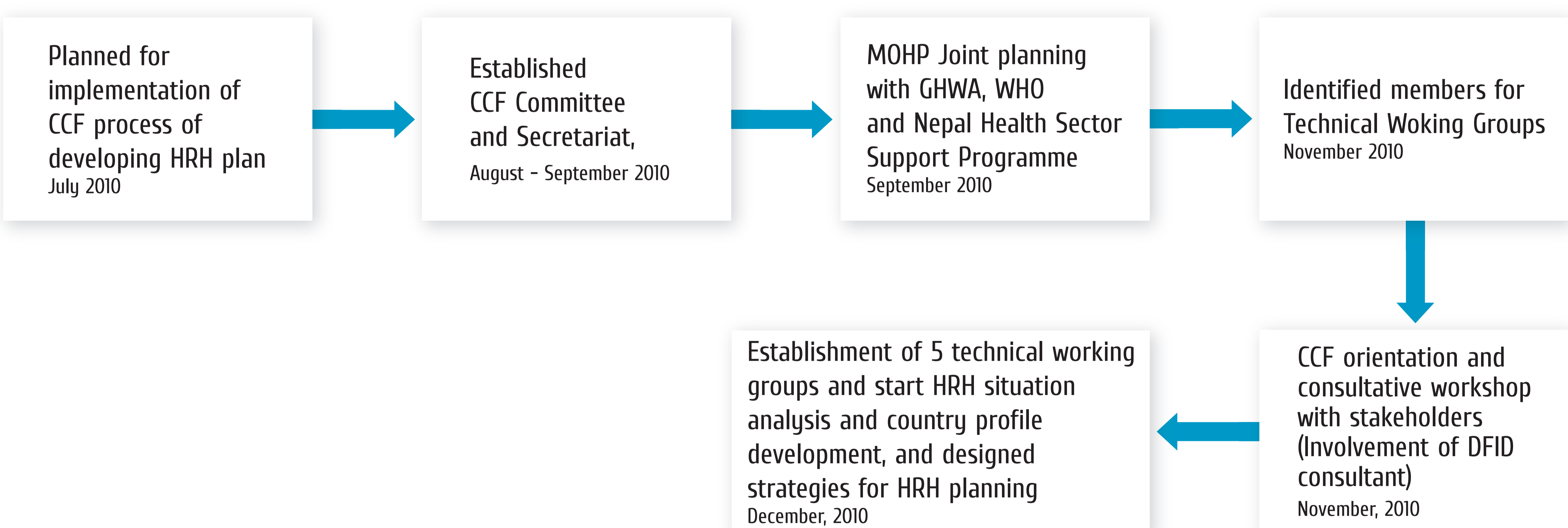
Main HRH Challenges

- Mal-distribution of staff, especially in rural areas;
- Poor staff performance in terms of productivity, quality, availability and competency;
- Fragmented approach to HR planning, management and development;
- Imbalance between supply and demand, and narrow skill mix;
- Limited HRH financing;
- Low attraction / retention in public service, and brain drain;
- Unstable political situation;
- Possible transition in government structure.

Steps and process for preparing HRH plan in Nepal

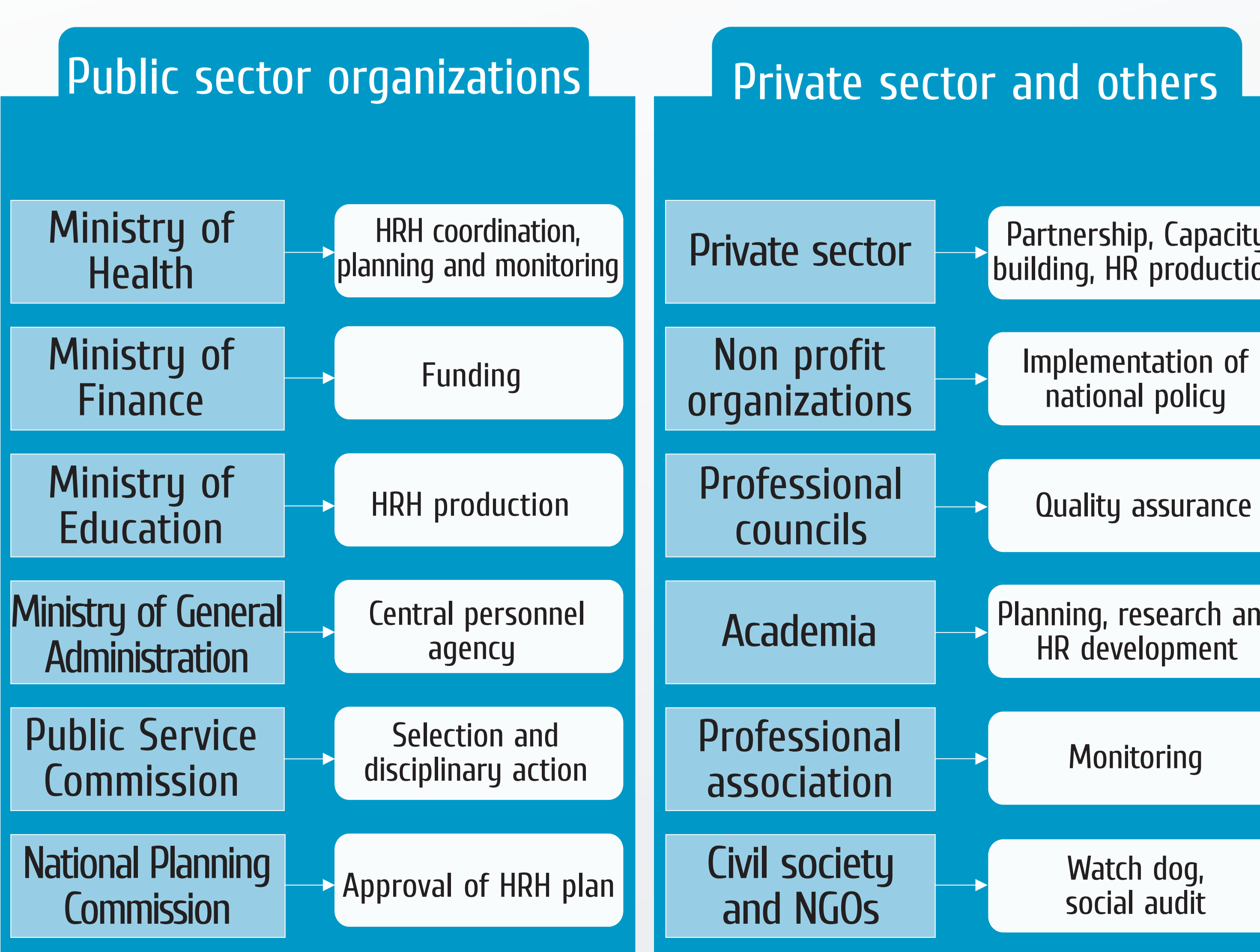


THE CCF ACTIVITIES - 2010



Stakeholder constituencies	Stakeholders identified as members of HRH committee
Health institutions	Ministry of Health and Population, Department of Health Services, Department of Drug Administration, and Department of Ayurveda
Training institutions/ centers	National Health Training Centre, Regional Training Center, Center for Technical Education and Vocational Training (CTEVT)
Health workers associations	Nepal Medical Association, Nepal Nursing Association, Nepal Public Health Association
Professional/ Research Councils	Nepal Medical Council, Nepal Nursing Council, Nepal Ayurveda council, Nepal Health Research Council
Partnerships/Universities / Academia / Centers	BP Koirala Institute of Health Sciences, Patan Academy of Health Sciences (PAHS), National Academy of Medical Sciences (NAMS), Institute of Medicine (IoM), TU, KU, PU
Civil society representatives	On an individual basis
International organizations	GHWA, WHO, EDPs, DFID
Private sector	Nepal Health Service related Trade Unions / representatives from private sector hospitals associations
NGOs and Faith-based Organizations	Nick Symons Institute, Save the Children, Marlin, Britain Nepal Medical Trust, etc.
Government sectors and constitutional bodies	National Planning Commission, Ministry of Education, Labour, Ministry of Finance, Ministry of General Administration, Ministry of Home affairs , Ministry of Defence, Ministry of Local Development, Public Service Commission

Core functions of HRH stakeholders



Lessons Learnt

- Scattered information on HRH should be consolidated and streamlined;
- Fragmented initiatives do not work well;
- Active involvement of the relevant stakeholders is essential;
- Bringing all stakeholders to one table generates strong ownership, maintains transparency, and builds synergistic relationships.



global health workforce alliance