

Bangladesh HRH functions with other actors

08 /10/2008

- We deal with the activities that are spelt out in the Operation Plan of the HRM-MOH&FW. Besides many activities, the core issues that we have focused are:
 - a. HR strategy-2003 reviewed & Updated as
Bangladesh Health Workforce Strategy-2008;
 - b. **Comprehensive HR master plan (2010-2040):** Preparatory phase already start January, 2008
 - c. **Health Workforce in Bangladesh** –who constitutes the Healthcare system? The State of Health in Bangladesh 2007 by Bangladesh Health Watch
 - d. Job description: MOH&FW, DGHS, DGFP, Nursing and Nutrition—already disseminated.
 - e. Job description of Drugs, CMMU, CMSD, EDCL and NIPORT are under process.
 - f. Publication of the Source/Fact books, booklets, recruitment rules, gradation list etc.
 - g. Modify and Update the gradation list of the officers of health cadre
 - h. Update the recruitment rules
 - i. Establishment of the HR cell: MOH&FW, DGHS, DGFP, NIPORT, NNP, IPHN, Nursing and Drugs.
 - j. Individual Performance Management ; 53 Upzillas and 6 districts**
 - k. Training / capacity building: local and abroad – HR based (various issues like HRM, health care financial issues and OP management, other skills development that are relevant to the purpose of the OP).
 - l. Ensure Time scale (in right time and to the right persons) and selection grade to all the deserving candidates.
- Among the list provided above, many of the activities have been completed and some of them are under the process of completion. However, still some of the important activities have just started and hopefully, by the end of October 2009, these would be completed. The issue of establishing Wide Area Network (WAN) for effective functioning of the HR Cell is dependent on the approval of the revised OP that has been submitted to the Planning cell of the MOH&FW. Once the OP is approved, it may take maximum three months to establish the WAN including the process of tendering and selection of the firm. we have also received some funds last year from AAAH for establishing HR information system which already utilized for software development and capacity building of technical personnel of HRD unit on MOH&FW.

We have also few activities with the AAAH, WB, WHO and other DPs. These are basically to expedite some of the priority activities of the OP like finalization of the HR strategy, comprehensive HR master plan (2010-2040), support the establishment of HR cell etc. Support of development partners is well recognized and appreciated by this unit.