

Annex 4: Description of Key Activities

The key activities of the AAAH in the first 2 years (2007 – 2008) could be grouped into 5 lines of activities. They are: (1) communications & advocacy; (2) multi-country studies; (3) meetings; (4) training workshops; and (5) country work. The activities, their contents, and respective timeframes are described in more details below.

1. Communications & Advocacy

1.1 AAAH Newsletter

This bimonthly electronic newsletter aims to promote AAAH activities to AAAH members and relevant partners

Contents:

- review HRH related news and articles from AAAH website
- regional updates on HRH including AAAH regional activities e.g. meetings, workshops
- updates on country movements by focal points or country members

Time frame: every 2 months

Sample contents for the 1st issue:

- summary of the first conference and the questionnaire results, conference photos
- call for contributions to the next newsletter from all members
- introduce the revised AAAH website with more contents, documents from the conference, and potential blogging and discussion board functions
- report on AAAH advocacy work from Peru, Sydney, and Bali ; introduce AAAH advocacy resources to be used by members including the AAAH brochure, slides
- call for application to be a priority country for AAAH intensive work

1.2 AAAH Website

The AAAH website serves as knowledge & information sharing channels as well as an advocacy tool for the AAAH.

Contents:

- about AAAH: what it is, vision & mission, objectives, priority actions, organization and governance
- HRH news from all sources
- recent HRH related articles / reports / knowledge pieces
- AAAH announcements
- country blogs describing movements in country
- discussion board for topic specific discussion

- newsletter subscription
- AAAH documents for download
- links to other resources, focal points contacts

Time frame: the revised web version will be released to the public by the end of December. Blogging & Discussion Board could start as soon as contributors are ready tentatively by April 2007.

1.3 Correspondents & Communications

The AAAH secretariat has an important role to ensure effective communications throughout the AAAH structure, amongst its members, as well as with the public

Contents:

- prompt response to incoming correspondents about AAAH
- monthly communication with AAAH focal points in countries
- daily review of discussion board and blog contents to screen out inappropriate content

2. Multicountry studies

2.1 Study on health workforce financing

In collaboration with the Health Financing Taskforce and the Global Health Workforce Alliance, a joint study within a specific number of volunteer member countries will be carried out to generate new knowledge on HRH policy and management in relation to health workforce financing.

Contents:

- study on macrolevel financing: source of funds, amount, budgeting
- study on microlevel financing: financial incentives, performance payments, etc
- monitoring & evaluation: efficiency, equity implications of various funding / purchasing methods

Timeframe: to be decided with all the partners

2.2 Regional database on HRH and minimum core datasets

To facilitate information sharing and monitoring, a core (minimum) list of HRH datasets to be used in country and for regional monitoring will be formulated with active consultation and collaboration with all global and regional partners. The datasets will be used as the core of the regional database.

Mode: to be developed in coordination with the Health Matrix Network, GHWA, WHO-HQ, and possibly the HRH Center at the University of Technology, Sydney

Contents:

- construct a list of minimum HRH datasets
- develop a set of other data that would be required for better HRH understanding
- support the work on health workforce classification system, groupings, etc.
- commission a work/study to assist countries in information gathering and data compilation and to develop regional HRH database

Timeframe:

- commission work by April 2007
- preliminary data sets available by the 2nd AAAH conference in October 2007
- revised regional database available for public by end 2007

3. Meetings/ Conference

3.1 Regional HRH Consortium

There are various networks and organizations whose work is related to health workforce in the region such as regional education and training networks, professional groups, regional health systems alliance, etc. The Regional HRH Consortium will be a venue where all regional players can meet and learn from each other.

Contents:

- compile and categorize a list of regional players and stakeholders in HRH
- formally introduce AAAH to these organizations
- invite to a jointly-organized Regional RHR Consortium

Timeframe: by mid 2007

3.2 The 2nd AAAH Conference

The AAAH Consortium is an annual event where all AAAH members come to share their progress in health workforce development and to learn from each other and from global and regional experts on various HRH issues from health workforce planning, management, policy implementation, and monitoring and evaluation. Participation is expected from health workforce policy makers, academics, educators, civil societies, and private sector.

Contents:

- identify host country for the next AAAH Conference
- set up organizing committee
- identify conference themes and detail contents
- identify potential participants and technical support persons
- coordinate and organize the conference

Time frame: by October 2007

3.3 HRH Leadership Development Summit

The HRH Leadership Development Summit aims to strengthen leadership capacity of high- and mid-level health leaders and managers from all member countries. The Summit will focus on skills building and management techniques for HRH system. Participation is expected from policy makers and health system managers.

Contents:

- identify host country for the Leadership Development Summit
- set up organizing committee
- identify Summit themes and detail contents

- identify resource persons and potential participants
- coordinate and organize the conference

Time frame: by September 2007

3.4 Other meetings

The AAAH secretariat is responsible for organizing a number of steering committee meetings and teleconferences as required. In addition, specific meetings with various partners and stakeholders may be required.

4. Regional Workshop / Training

4.1 Proposal writing workshop for GAVI/GFATM grants

This workshop aims to train responsible country officers to develop effective proposals to the GAVI and/or the GFATM. Each proposal will include HRH & health system strengthening as its main component.

Mode: to be organized by AAAH with technical support from WHO and/or GAVI and GFATM

Contents:

- provide information about the nature of GAVI/GFTAM grants, proposal requirements, and potential for health workforce strengthening activities
- train participants on effective writing styles
- provide support on proposal strengthening including inclusion of adequate technical requirements and other necessary inputs for stronger program justifications
- propose innovative & effective actions for HRH and health systems strengthening to be included in the proposal
- etc.

Timeframe: by end March 2007 (confirmed date of the workshop needed to be decided base on the proposal submission deadline)

4.2 HRH Planning Workshop for Trainers

A workshop will be organized to strengthen local capacity in intelligent & comprehensive HRH planning / policy development. Latest development of Health Workforce Framework, HRH planning and monitoring and evaluation tools will be shared among potential trainers from each member country. It is expected that these trainers will go back to their countries and conduct further training for local staff to strengthen local HRH planning capacity.

Mode: to be jointly organized with WPRO/SEARO and AAAH, GHWA, and possibly APACPH or SEAPHEIN

Contents:

- HRH requirements, supply, skill mixed, competency
- HRH deployment, incentives, motivation, system support
- HRH legislation, civil service system
- Disaster and emergency preparedness

Timeframe: by end December 2007

5. Country Work

5.1 All members

Strengthening country capacity to develop HRH system is the core mandate of the AAAH. The AAAH Secretariat is therefore required to provide active support to the country focal points and in-country activities. This could be done through technical coordination and leverage for funding for in-country activities.

Contents: support focal points and their network (mainly through technical coordination) in

- Networking with HRH stakeholders in country
- Advocacy for HRH on national agenda
- Development of HRH information systems and minimum datasets
- Regular HRH system assessment and situation analysis
- Provision of basic HRH system description for regional HRH database
- Regular update on HRH policy development for the country weblogs
- Participation in discussion groups, training, workshop
- Leverage for funding for HRH development

5.2 Priority countries

A selected group of countries (tentatively 5) will be actively supported in order to achieve HRH strategic plan development and its implementation. The process within in each country will be dependent on the situation in that country.

Mode: extensive country support to be carried out jointly with GHWA, the World Health Organization at HQ/WPRO/SEARO and other partners

Contents:

- select priority countries based on need & willingness to put effort
- identify core collaborators within each country
- engage stakeholders, political players, funders, etc
- conduct HRH assessment, background supporting studies and information system development
- develop a workplan towards national strategic HRH plan development and implementation
- carry out the workplan
- others

Timeframe:

- announcement of AAAH priority country program and call for application by end December 2007
- selection of priority countries by the steering committee in February 2007
- activities to start right after the countries are selected