

Issued learnt in Day 2 (6th May 2008)

1. Situation Analysis

- HRH system development needs to be basis of optimal utilization and development of HRH to ensure quality and quantity of HRH
- Poor quality of data on HRH
- Critical system are planning, training, recruitment, performance management, compensation and benefits
- External and Internal Environment Analysis is also important for further improvement in HRH issues

2. Adopting Plan Philosophy, Goal and Objective setting

- Links between planning and philosophy , goals
- Effective and well organized workforce and appropriate management
- 9 Rs

3. Adopting a strategic Plan Framework

- WHO framework for sustainable HRH development (WHR 2006)
- HRH Management wheel is essential for Health sector performance, improvement and better health outcomes

4. Identify Key Issues that need to be addressed by the Main Master Plan

- Problem tree – listing all problems, identify starter problem, causes and effects
- Validity and completeness
- Very useful tools for planning

5. Identify Key Result Areas of the Plan

- What is KRA?
 - Value of KRA
 - KRA formulation
- Component of the HRH formulation including Policy, Workforce Management, Financing, Education and Training, Partnership, Leadership

Issued learnt in Day 3 (7th May 2008)

- Strategic Human Resource Management Framework
- WPRO Workforce Projection Tool – WWPT is very useful tool for making evidence based future planning
- Strategic plan vs operational plan
- Strategic Plans – Strategies
- Operational Plans – Programs, Projects
- Logical Framework Analysis is also applicable for Strategic Planning

Issued learnt in Day 4 (8th May 2008)

- Country presentations on Strategic Plan – sharing the views of the respective countries and learn each other
- Policy and Program Development in support of the Master Plan – is very useful for actual implementation of HRH development program
- Plan for annual strategic plan review, Operational Guidelines – learnt many issues from Philippine Technical Working Groups. It is really impressive.
- We learnt from Thailand experience on Strategic Plan for the Decade of National HRH

- Regional Strategic Plan for Health Workforce Development in the SEAR providing the inputs for WHO's response, SEARO's response, Regional Strategic Plan for HWF Development, Guidelines and future HRH activities