

# Development of HRH Master Plan

Action Plan: Nepal

# Action plan: situation analysis

Activities	Time frame	Responsible person	Remarks
1. Dissemination meeting for advocacy	May-June 15,2008	AAAH Focal Person	Interest of MoH stakeholders and WHO,
2. Formation of a task force	June 2008	AAAH Focal Person + MoH Officials	AAAH and other EDPs Ministry's interest and commitment crucial
3. Data collection on HRH from govt and private sectors	July-Dec 2008		Creation of HR database to facilitate the process

## *Creation of an effective, usable and up to date HRH information system*

Activities	Time Frame	RP	Remarks
1. Advocacy for the need of a HRIC at MoHP through a consultative meetings	June 2008	AAAH Focal Person+ MoHP officials	
2. Develop a proposal for HRIC	July- Aug 2008	DGHS, MoHP	
3. Establish HRIC at DGHS	August- July 2009	DGHS, MoHP	

# Philosophy/Goals and Objectives

Activities	Time frame	RP	Remarks
Deliberation of the task force with HPAC members to develop the goals according to TYIP objectives	July 2008	Task force chairman	Refer to Three years Interim Health Plan's commitment to Objective no3 item 2

# Planning framework

Activities	Time frame	RP	Remarks
1. Task force to decide on the priority areas of planning framework	July-August	Chair, Task force, assign this task to a group which is doing situation analysis	Involvement of partners from other ministries and EDPs may be helpful

# Key issues MP

Activities	Time frame	RP	Remarks
1. TF to identify priority areas for improved HRM system for the MP	November 2008	Chair, TF	Resources for HRH Development Planning to be shared with the members
2. Conduct focused study to generate info on HRH problems	August to October 2008	Commissioned study	Analysis of secondary data + focused group study

# Key result areas of the plan

Activities	Time frame	Responsible Person	Remarks
<p>1. Consultative meetings with stakeholder for workforce projection</p> <p>2. Costing of the projected WF deployment</p>	<p>November 2008 August 2009</p> <p>do</p>	<p>Chair, Task force + Subcommittees for different categories</p> <p>do</p>	<p>Use WPTT</p> <p>Participation of EDPs and private sector</p>

# HRMD Strategies

- Development of national Human Resources Management (HRM) policy
- Develop relevant training policies in partnership with Ministry of Education and training institutes
- Develop plan for mobilization of financial resources in partnership with external development partners

# System development

Activities	Time frame	RP	Remarks
1. Task to form sub committees, likely SC: Entry, workforce and exit	October 2008	Task force	Participation of different stakeholders
2. Identify the roles of different partners	Nov. 2008	Task force and SCs	Participating agencies interest

# System development

Activities	Time frame	RP	Remarks
1. Develop MoUs between different partners	Dec 2008	TF + SCs	
4. Capacity building of the SC members through training	Jan 2009	MoHP HRD Div	Interest from WHO and EDPs
	Jan-March 2009	MoHP HRD Div	do
5. Establish secretariat and train staff			

# Key policies and programs

Activities	Time frame	RP	Remarks
1. TF to identify the key policies to support HRHMP based on situation analysis: in the areas of entry, workforce and exit	April 2009	Chair, TF	Capacity of sub committees and support received by them

# Monitoring

Activities	Time frame	RP	Remarks
1. Review meetings of TF to monitor the progress	June 2008-2009	TF and DGHS, MoH (HRD Div)	Support from MoHP and EDPs