



Action Plan

For the Development of the HRH Master Plan for Papua New Guinea

Steps	Activities	Time Frame	Person Responsible	Remarks
1	<ul style="list-style-type: none"> • Scan situations and identify appropriate and relevant members of the Technical and working groups. • Structure the TF with TORs for each technical group (entry, workforce & exit) • capacity building of the group members • Do situational analysis 	July 2008	Team of major stakeholders (Task Force) lead by the Department of Health – Human Resource Management	This will be finalized after the National Health Human Resource Forum in July 2008
2	Goals of the HRH Master Plan: To have competent, reliable and motivated workforce that is equitably distributed	July 2008	Nominated Chair person of TF and Technical Working groups	Brief Senior Executive management Group to get commitment and support
3	Planning Framework	August 2008	TF & TWG	Adopt WHO Planning Framework and Philosophy by Hornby & Ozcan, 2003.
4	Key issues to be addressed by Master Plan <ol style="list-style-type: none"> a. Fragmented HR Information Systems (Payroll, regulatory, HRIS, NHIS, etc.) b. Lack of integrated human resource systems c. Lack of workforce plan and projections d. Lack of adequate funding for 	August 2008	DOH-HRM & TWG	Continuous feed back to the stakeholders

	investment in training and positions for service delivery e. Inadequate training programs responding to service needs to address re-emergence of diseases and new diseases			
5	Key result areas of the plan <ul style="list-style-type: none"> • NDOH will have a functional HRIS managed collaboratively with academia, NGOs and private sector • NDOH will secure funding for the development of HRH systems and infrastructure 	September 2008	TF & TWG	Solicit funding support from AAAH for the development of the HRHIS
6	Craft effective and appropriate strategies: <ul style="list-style-type: none"> • Integrate/link different HRIS database systems (HRIS, Payroll, Regulatory, NHIS, etc.) • Improve HR management systems within core areas • Establish linkages for utilization of data by provinces and districts. 	October 2008	TF & TWG	
7	Accomplish operational plan <ul style="list-style-type: none"> - conduct awareness programs - complete logical framework forms 	May 2009	TF & TWG	Also to solicit support and commitment
8	Key Policies and program support <ul style="list-style-type: none"> - review existing key policies - develop new policies and programs (prioritizes) - 	June 2009	TF & TWG	Finalise the current draft HR Policy which have been endorsed by the NHC in 2007
9	Monitoring and Evaluation Schedule	June 2009	TF & TWG	

	<ul style="list-style-type: none"> • Develop tools for monitoring and evaluating the implementation of the HRH Master Plan. • Identify and craft indicators (input, output, outcome and impact) • Quarterly reviews to monitor progress 			
10	<p>Annual Plan review</p> <ul style="list-style-type: none"> • Evaluate outcomes as per established performance indicators • Make amendments to the Plan to address discrepancies 	July/August 2009	TF & TWG	<p>This will coincide with the National Health Sector Review and to have the National HRH Plan endorsed and approved by the National Health Board.</p> <p>The initial National HRH Plan is costed and included in the 2010 Budget submission to the Parliament.</p>