



PROJECT BRIEF

Consultancy to support the National Department of Health in the development of a Draft National Human Resources Strategy for the Health Sector (Phase 1) and undertake work aimed at boosting the number of registrars and medical personnel (Phase 2).

SERVICE PROVIDER: Brigid Strachan

DATES: April to September 2011

PURPOSE

To provide the National Department of Health (NDoH) with a draft national HR strategy for the health sector to be presented to the National Health Council and more closely align national health workforce interventions to the objectives of the NDoH annual performance plan and MTEF priorities.

SCOPE OF WORK

Inception Phase: Work plan (5 days)

Develop a detailed work plan for Phases One and Two

Phase One: Audit of existing HR policies and research (40 days)

Audit of existing NDoH HR policies, making observations and recommendations with regards to relevance, implementation practice, challenges and alignment across policies. This includes a meta-analysis of all research studies that have been undertaken on health sector HR; a review of international health sector HR strategy best practice; interviews with key informants approved by the NDoH.

The output for this phase is a meta-analysis of the data and literature gleaned on the health workforce with clear indications of utility of findings in relation to the health system and the development of facility-level and systemic interventions in the short, medium and long term.

Phase Two: Draft national HR strategy for health sector (30 days)

Review work conducted under Phase One and develop a draft HR strategy and facility and systemic interventions for the short, medium and long term. The document will include the following chapters: Preamble, Context, National HR Strategy (Overview), National HR Strategy (Five Year Plan), Implementation Plan for 2011-2012, Description of Critical Actions (2011-2012), Appendix.

This draft strategy will be tabled at the NHC by the end of June 2011 and a final draft HR strategy, including comments and inputs from consulting activities, no later than July 21, 2011.

Phase Three: Boosting the number of registrars and medical personnel (40 days)

Development of:

- A tool and process to capture filled and unfilled registrar places by speciality, as well as differentiation of registrar posts by sponsorship in private and public sector over the next five years;
- A trend analysis of enrollment and graduation rates for specialists in training and exam pass rates for different specializations for the last 5 years;
- A tool for monitoring of specialists after qualification, as well as a costed tracer study; and
- A document that outlines an information portal for assisting provincial departments to gain information on newly graduated, or about-to-graduate registrars in the public sector.

Outputs for this phase are due by September 23, 2011 and include:

- A summary report on the levels and factors affecting the flow-through and efficiency of production of registrars and specialists. This will include a trend analysis for medical personnel broken down by category;
- A tool and process for monitoring registrar and other critical medical positions; and
- A document to assist in monitoring and recruitment of pipeline trainee registrars.

Phase Four: Close out report (5 days)

The close out report, detailing processes followed and key achievements, will be presented to an internal stakeholder groupings after sign-off by the Cluster Manager: Policy and Research Planning in the DG's office by September 30, 2011.

OUTCOMES

The national HRH strategy was launched in October 2011.