

Empowering Frontline Health Workers to Provide High-Quality Health Services

GFF HRH Operational Plan: 2023–2025



GFF HRH Agenda

Align HRH issues within HSS investments, GFF mechanisms & country platforms

Harness the partnership's multisectoral convening power, expertise & commitment to HRH

Strengthen HRH through more efficient, strategic systemwide approaches

Address root causes of HRH bottlenecks, donor dependence, fragmentation

Deliver a "triple return": health outcomes, global health security & economic growth

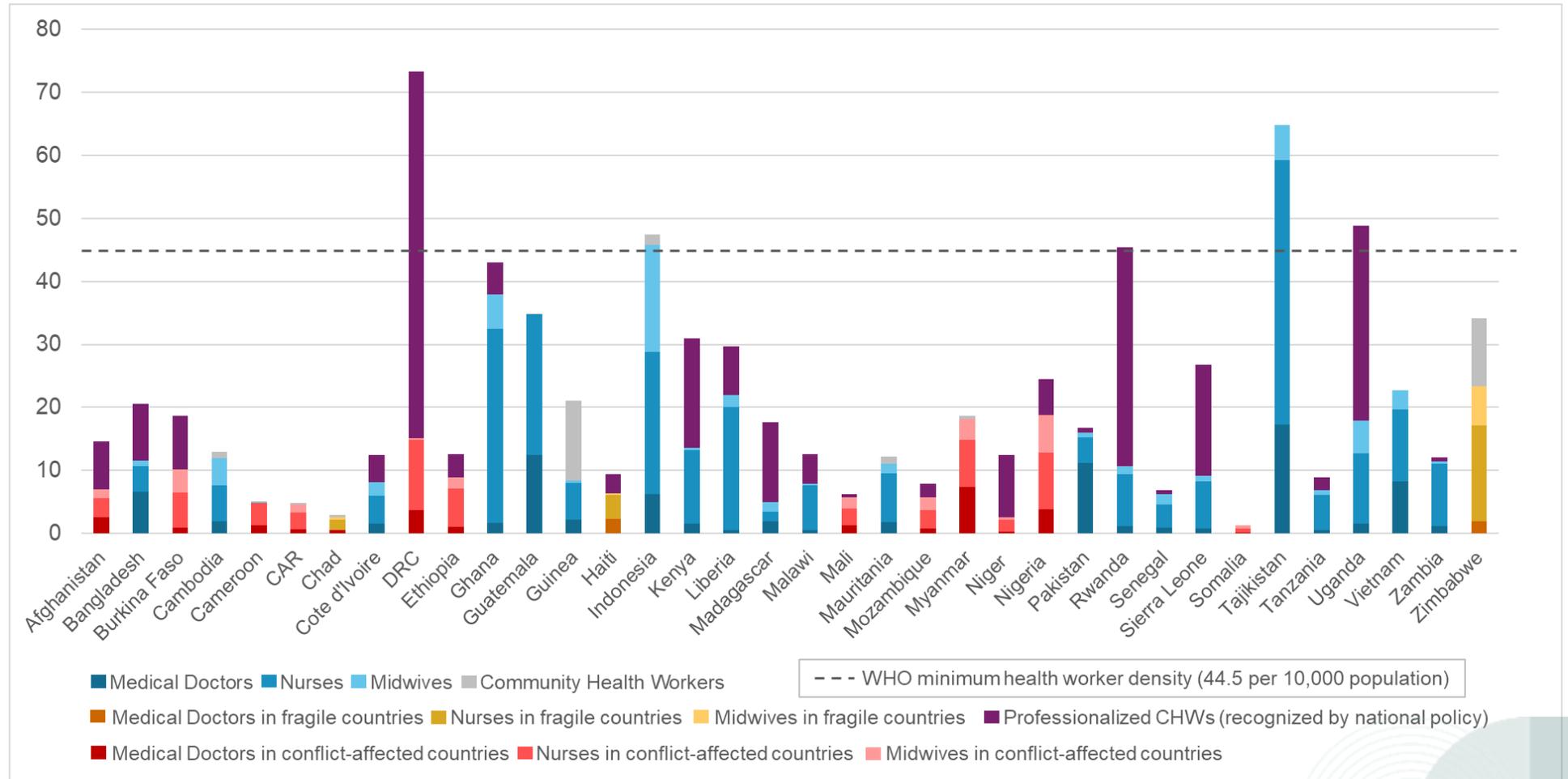
More diverse, equitable, integrated, optimized responsive health & care workforce to deliver PHC & PPR

- Evidence-based, costed national HRH strategies
- Sustainable financing & scalable models
- HRH wellbeing & health equity

Prioritize HRH issues central to GFF's mandate

GFF countries face health workforce challenges

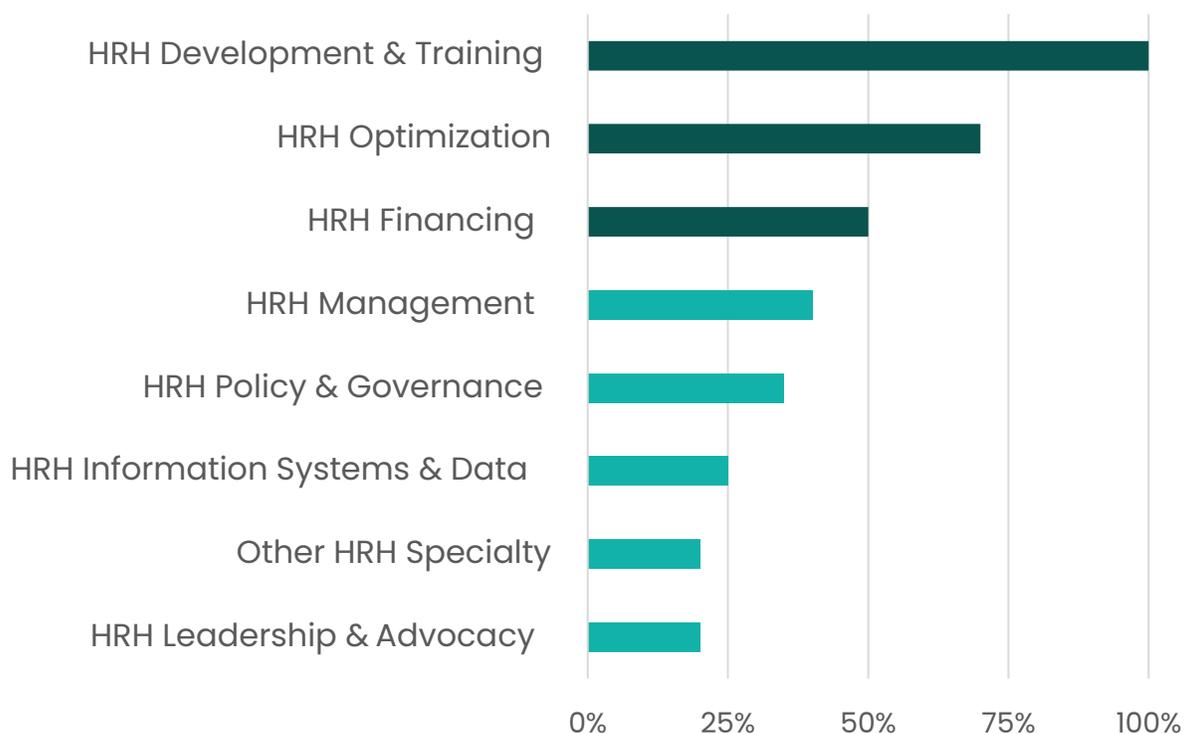
- In nearly all GFF countries, HRH density does not meet global thresholds.
- Most rely heavily on nurses, midwives & CHWs
- HRH challenges are greater in fragile & conflict-affected countries



Source: WHO, NHWA. Latest data available.

HRH Portfolio Analysis

Current GFF TF/IDA co-financed investments in HRH are heavily stop-gap & substitutional. The GFF has not yet adequately brokered its value-add to address systemic, multisectoral, longer-term HRH challenges.



- HRH Development & Training: Pre-service training for community-based services; in-service upskilling (including for new COVID-19 protocols). Systems-level support for HRH education in only 5 countries.
- HRH Optimization: Substituting or supported public sector functions for supervision, mentoring, coaching, and performance support to improve HRH motivation and the quality of care.
- HRH Financing: Direct, short-term contribution to health and care worker salaries, including CHWs; programmatic costs/project staff; PBF incentives.
- Current GFF/IDA technical investments in HRH are limited.

Analysis is based on review of 20 GFF countries' project appraisal documents (n=27) and restructuring papers (n=13): Afghanistan, Bangladesh, Burkina Faso, Central African Republic, Democratic Republic of Congo, Guinea, Haiti, Kenya, Liberia, Malawi, Mali, Mozambique, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Uganda, and Zambia.

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Goal: Improved strategic investments for **HRH availability, quality, and sustainability** in GFF countries to achieve RMNCAH-N outcomes

Objectives:

- 1) Improve the GFF partnership's **alignment and coordination of HRH investments** with country leadership and ownership by leveraging partner strengths, contextualizing global guidance and tools, and addressing HRH priorities and gaps within HSS and UHC
- 2) Increase the GFF Secretariat's **strategic support for understanding HRH fiscal space and financing gaps**
- 3) Increase the GFF Secretariat's **multisectoral support to HRH** policy implementation, governance strengthening and strategic support to reforms

ACTION REQUESTED:
Endorse the HRH TWG recommendations, described in the operational plan

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Strategic Actions – *Global Level (Secretariat)*

1.1. Guide the GFF’s global HRH engagement and support country-level actions (for TF/IDA & TAA)

1.2. Facilitate regular IG sessions to monitor & discuss global alignment in HRH policy implementation

1.3. Develop HRH advocacy brief on financing, policy & service delivery (with PMNCH, WHO & professional bodies)

1.4. Engage at global fora & contribute to global HRH goals (primary focus on HRH cadres for RMNCAH-N outcomes)

1.5. Develop & pilot a customizable checklist, tools & guidance to integrate HRH into ICs

1.6. Develop & pilot HRH financing assessment for GFF-supported PERs (with WB team support)

1.7. Support in-country platforms to better align partner/government HRH investments

1.8. Develop recommendations & checklist for integrating person-centered, gender-sensitive, youth-friendly approach to HRH development & strengthening

1.9. Integrate & monitor key HRH indicators within the overall GFF M&E framework

- Annual report: IC implementation progress
- IG: Regular updates on portfolio

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Strategic Actions – *Country Level*

2.1 Integrate HRH into new & revised ICs (primary mechanism for GFF partner alignment)

2.2 Leverage IDA & WB convening power for multisectoral implementation of HRH agenda

2.3 Conduct GFF partner mapping

2.4 Deliver technical assistance & support improved analytics to facilitate evidence-based decision making for HRH

2.5 Adapt the RMET and DRUM process for HRH for country-level implementation.

2.6 Use tools & operationalize global HRH guidance, especially in decentralized health systems

2.7 Engage in relevant country platforms & coordinate with other GFF partners to leverage their comparative advantage

2.8 Share standardized, disaggregated HRH data within the national HRIS and NHWA processes

2.9 Support development & implementation of country-led, harmonized, costed HRH strategies that leverage the GFF's areas of comparative advantage for HRH.

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