

Human Resources for Health: Strategic Review of Application Feedback

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Introduction

- The Global Fund (GF) is a health financing institute aimed at ending diseases and improving health systems.
- Human Resources for Health (HRH) is a sub-team of the Resilient and Sustainable Systems for Health (RSSH) team focused on strengthening health worker cadres.

Objectives of the Study

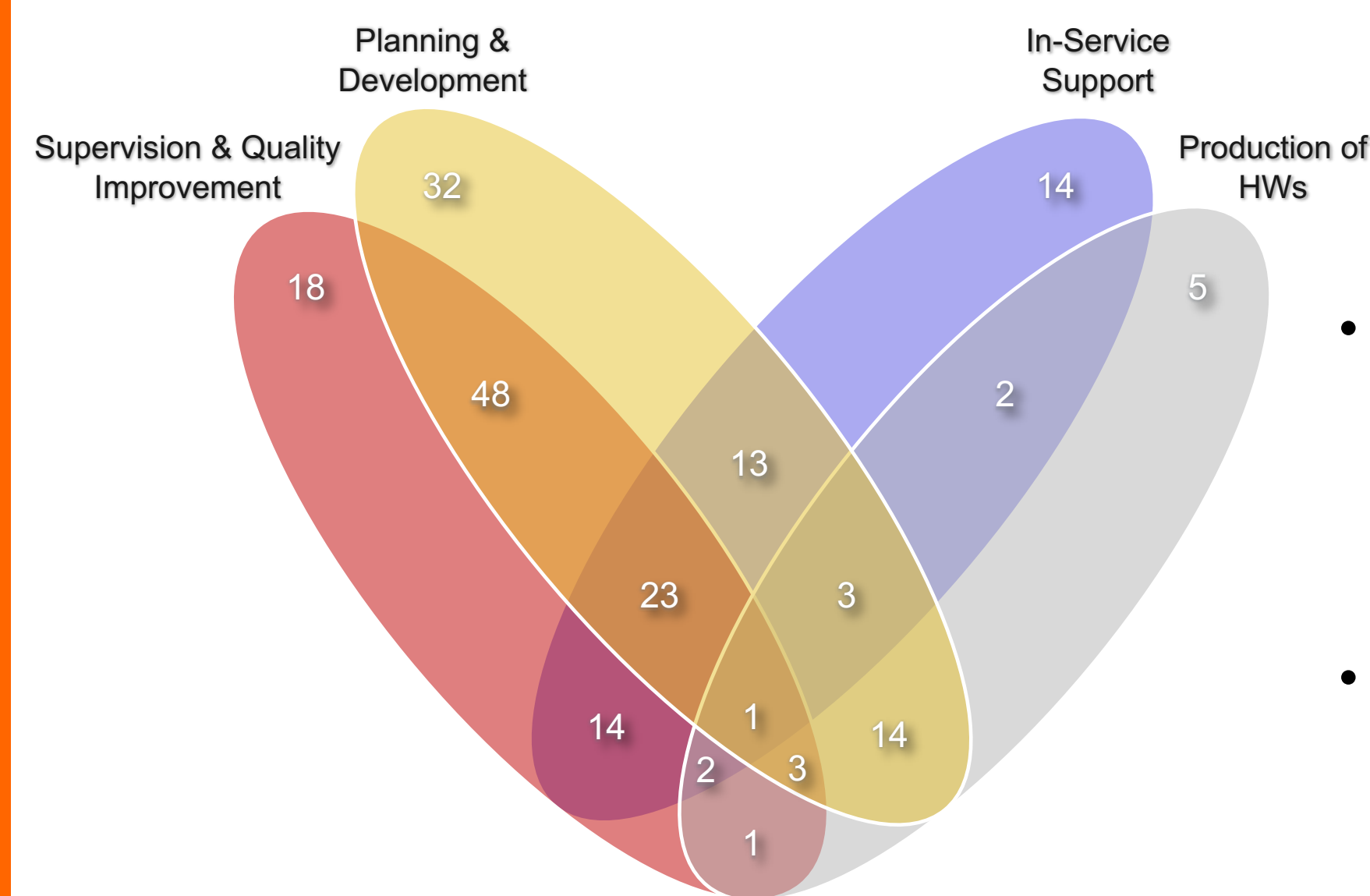
- Create a dashboard of all HRH relevant feedback given by the Technical Review Panel (TRP) in the current grant cycle (GC7).
- Analyze feedback themes and formulate strategic recommendations to improve HRH related support and guidance for applicants.

Methods

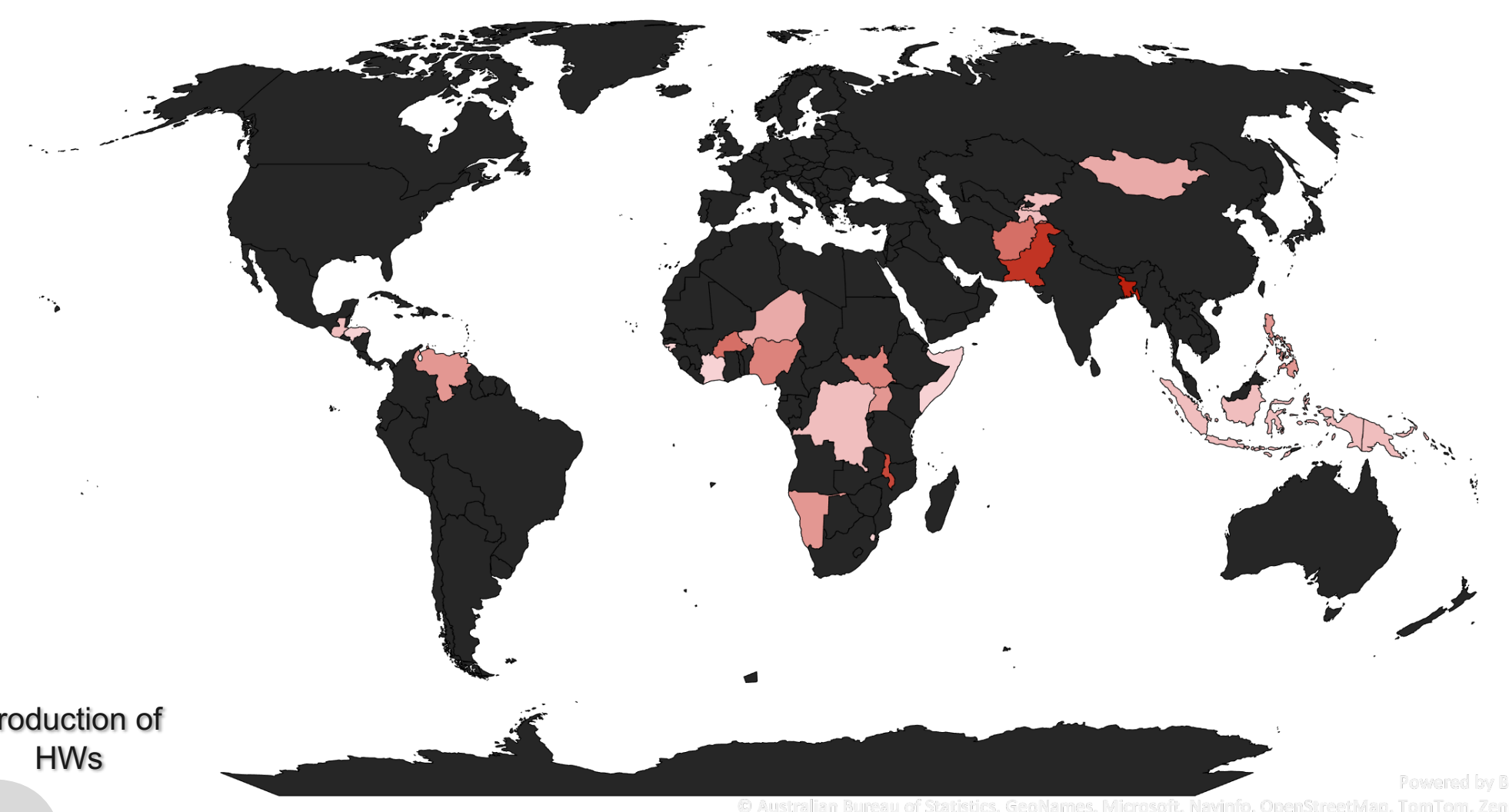
- Reviewed literature of HRH concepts and GF specific strategic priorities.
- Developed a matrix based on TRP database and strategic priorities.
- Analyzed significant themes and trends in the matrix and formulated recommendations to improve HRH application support.

Results

- HRH relevant comments made up a considerable amount of TRP feedback, with 194 unique comments across 91 applications.
- The number of comments varied by country, region, and GF ascribed priority status.

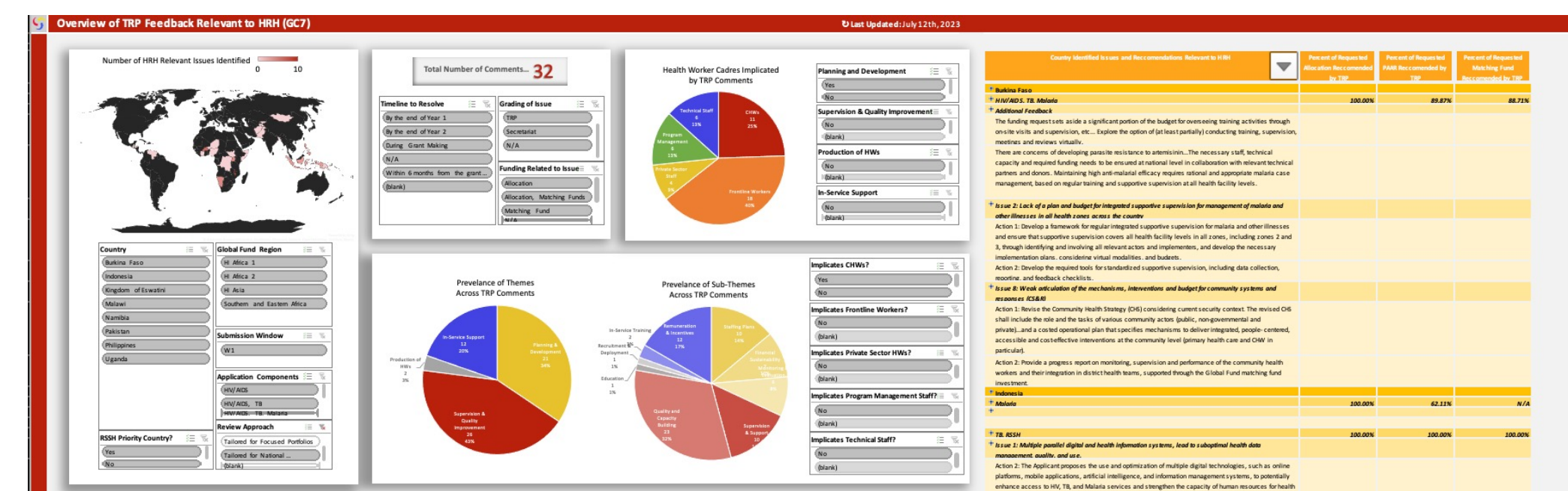


Number of HRH Relevant Issues Identified 1 10



- Comments varied by topic. The majority were related to planning and development and/or supervision and quality improvement. The correlation between these themes signals a need for cross-cutting HRH application guidance.
- Other recommendations to improve application guidance included: developing clear guidance for a variety of country contexts and working with other teams to incorporate HRH guidance into non-RSSH guidance materials.

- In order to improve support for individual countries, I created a dashboard that all members of the RSSH team can use to quickly assess at-a-glance information about HRH feedback across a variety of criteria.



Discussion

- My dashboard will be used going forward to inform new HRH application guidance created for future grant cycles and improve current HRH support for grant recipients.

Questions

- What is the ideal balance between making guidance succinct vs. ensuring it is applicable to a variety of contexts?
- How can the GF encourage more cross-team collaboration and better integrate HRH goals into daily operation?

Conclusion

There is still much to be done in terms of supporting health workers across the globe, but the guidance put forth by the GF has a major influence on global HRH context.

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