

## **HRH Action Workshop Presentation Notes**

### **Namibia: Private Sector Recruitment of Health Care Providers**

1. Information sharing has been a key to success.
2. CDC is there and is a major player in the PEPFAR program – they have an office in the MOH.
3. The Namibia MOH has an annual plan and decided to recruit additional staff for the ART program. The MOH sat down with members of the CDC and decided together on the qualifications of those who they wanted to recruit. Nurses, doctors, pharmacists and lecturers are among those who are being hired.
4. They then decided to bypass the Public Service Commission, which often takes a very long time to appoint new staff members. CDC instead contracted a private firm (based in Namibia) to hire the additional staff. Advertisements were sent out. The CDC and the MOH then sat together and put together a short list and have begun interviewing candidates.
5. A key issue the MOH is trying to address and enforce is that the key staff that has been recruited should not have a much larger salary base than those hired regularly through the MOH and Public Service Commission. The new hires' salaries should be kept within the normal MOH frame.
6. Timeframe: a timeframe for employment of additional staff has been designated as two years, with the option to renew contract.
7. There has been no backlash from PSC for bypassing them.

### **Q&A:**

1. **Where are these people being hired from?** There is an understanding that no staff should be drained from public sector. They are coming from the private sector and from other countries.
2. **How is payroll handled?** The payroll is handled by the recruiting agency.
3. **Has there been any bureaucracy?** Public Service Commission will not change its position for a long time about speeding up the hiring process. And until that happens, the Namibian MOH is content to continue with this process.
4. **What is the funding source?** Donor funded by PEPFAR via CDC.
5. **Who supervises the new hires?** They are supervised by the managers of those places they will be placed.
6. **Have there been any biases?** No biases, no problems with donor input as the donors involved in this program play much less of a role than the government does.