FEEDBACK ON HRH TECHNICAL FRAMEWORK – SOME THEMES

While the discussion around the draft technical framework had many rich aspects, there were four shared themes:

1. Perhaps the strongest theme that emerged related to the place of community within the framework. Participants said that they assumed the community would probably be placed within the partnership "bubble", but wondered whether that downplayed its importance. They suggested that it might be a good idea to have a community bubble or somehow reflect the word community, given how important community input into health care services and community based health care workers have become given the HRH crisis.

2. There was one very specific recommendation – at present, the language says the following: "The framework can be used by policy makers, health managers [and so on]." They recommended this be changed to make it more forceful: "The framework should (or must) be used by policy makers, health managers…".

3. There also was a comment on the graphic itself as someone noted that it seemed to indicate that policy was somehow less important than – or even lost behind – finance.   When we said that that was unintentional, many responded that this was in fact what often happened in reality, and that we ought to be certain that the graphic did not inadvertently reflect this.

4. While discussing the importance of the leadership bubble, there were several comments and general agreement that they faced the following leadership issue: When their leaders (Ministers, assistant Ministers, PermSecs) went to global meetings, they often did not share any knowledge or results from these meetings with them when they returned. This meant that HR leaders at their level often were left out of global fora and the evolving trends in HRH that were occurring. They also stressed that this was why there should be more workshops like the HRH Action Workshop which brought together managers and practitioners at this level for collaboration and knowledge sharing.

5. Participants commented that they were not sure how useful the framework in its present form would be for implementation of HRH plans and activities. As a graphic, it did not provide much guidance. This was acknowledged by project staff, who then described present plans for populating the bubbles with appropriate documents, guidelines and tools.