



HEALTH SECTOR Human Resources Strategy 2014-2018



HEALTH SECTOR HUMAN RESOURCES STRATEGY 2014-2018

Human Resource for health (HRH) is one of the core building blocks of a health system in any country. Global evidence points to a direct correlation between the size of a country's health workforce and its health outcomes. While life expectancy has gone up and interventions to address specific diseases including HIV/AIDS, Tuberculosis and Malaria have yielded positive results, much remains to be done. This strategy aims to guide and provide a road map for HRH interventions for improved health service delivery. The strategy builds on lessons of the first National HRH Strategic Plan, and is informed by the *Kenya Vision 2030*, Constitution of Kenya 2010, Kenya Health Policy 2014-2030, and Kenya Health Sector Strategic and Investment Plan 2013-2017.

OUTCOMES AND STRATEGIC OBJECTIVES

Outcome 1: Adequate and Equitably Distributed Health workforce

Strategic Objective 1.1: Strengthen recruitment of adequate numbers of health workforce with the right skills mix.
Strategic Objective 1.2: Equitable deployment and redeployment of the health workforce.

Outcome 2: Conducive Environment that Attracts and Retains Health Workforce

Strategic Objective 2.1: Make work conditions more attractive
Strategic Objective 2.2: Make hard to reach and marginalized areas/stations more attractive
Strategic Objective 2.3: Make work place safe
Strategic Objective 2.4: Improve Staff wellness and welfare

Outcome 3: Responsive Institutional Framework that Support Workforce Performance Management

Strategic Objective 3.1: Improved Health Workforce Performance Management

Outcome 4: Responsive HRD Systems and Practices

Strategic Objective 4.1: Strengthened Human Resources Development Systems and Practices
Strategic Objective 4.2: Human Resource Master Plan Developed

Outcome 5: Strengthened Human Resource Planning in HRD

Strategic Objective 5.1: A Strong and decentralized HR planning and management
Strategic Objective 5.2: Strengthen ethics and values in HRH induction and practice
Strategic Objective 5.3: Develop HRH Communication Strategy

Outcome 6: Adequate Financial Resources Mobilized to Support Investment in HRH

Strategic Objective 6.1: Increase investment options for HRH
Strategic Objective 6.2: Reduced costs of HRH systems and processes

STRATEGY GUIDING PRINCIPLES

- Equity;
- Partnership and collaboration;
- People-centred approaches;
- Innovation;
- Strong leadership and accountability;
- Gender responsiveness and Rights-based approach.

