LESOTHO HR. ACTION PLAN

OBJECTIVE	ACTIVITY	INDICATOR	TIMEFRAME				ASSUMPTIONS	BUDGET	
			2006	2007	2008	2009		GOL	OTHERS
1. To improve efficiency of the prevailing labour force	1.1Train HR staff in data base management	% of staff trained by	X						USAID
	1.2 Integrate HR database to the Health Management Information System	Availability of an integrated system		X					USAID
	1.3 Integrate the HMIS to the UNIQUE and GOLFIS/IFMIS	Availability of an integrated system			X				USAID/ DCI/ DFID
2. Implement loss abatement strategies	2.1 Review career structures for all health professional cadres	% cadres with reviwed career structures	X					X	
	2.2 Draft job profiles	% of positions with revised job profiles	X	X	X			X	
	2.3 Review incentive packages for priority cadres	% of cadres with reviwed incentive package	X					X	
	2.4 Upgrade infrastructure; bio-medical equipment, communication technology, transport etc	% of facilities meeting std. equipment list	X	X	X	X		X	DCI/ UNICEF/ WHO/ ADB/ GFTAM/ WB
3. Improve equity of coverage of the prevailing labour supply									
4. Strengthen substantive training capacity									