

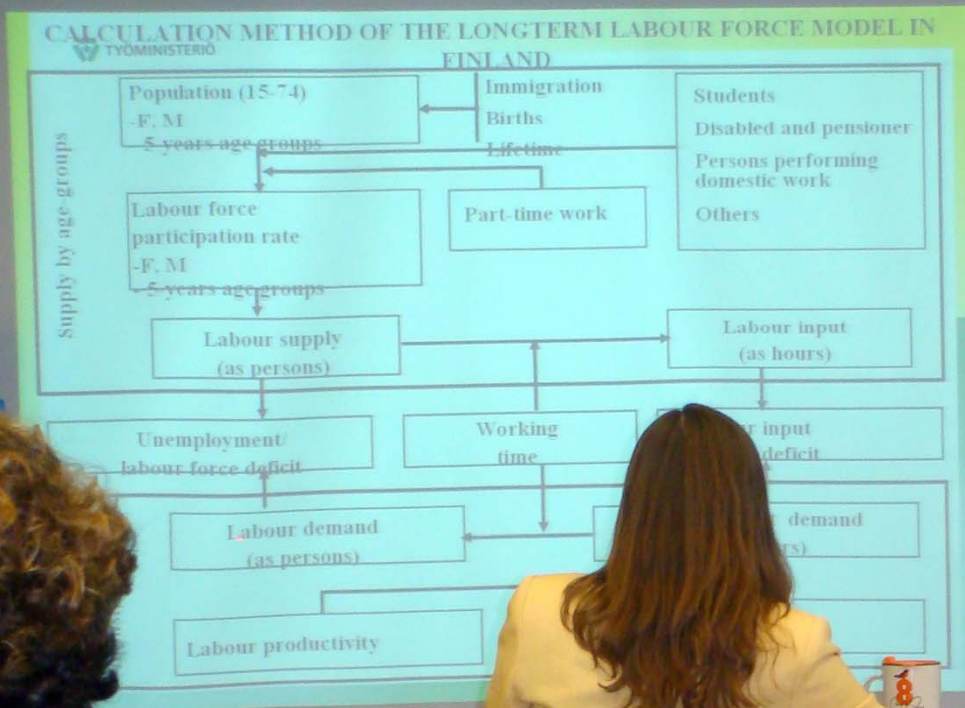
# HRH Workforce Planning Model Workshop Photos

13-14 December 2007

World Bank, Washington, DC











To Achieve and Sustain :

## Purpose of Manpower-Human Resource – Work Force Planning

- Right number of people
- In the right place
- with the right skills
- at the right time

1960's Concept

- Right number of people
- In the right place
- with the right skills
- at the right time
- with the right attitudes and motivation

1970's Concept

- Right number of people
- In the right place
- with the right skills

1980's Concept

Lisää otsikko napsauttamalla

- Right number of people
- Right place
- Right skills
- Right time
- Right attitudes and motivation







The ideal for the workforce  
(2000s concept),  
in human resource terms, is to  
have:

The right number of people,  
With the right skills,  
In the right place,  
At the right time,  
With right attitudes/  
commitment,  
Doing the right work,  
At the right cost,  
With the right productivity.

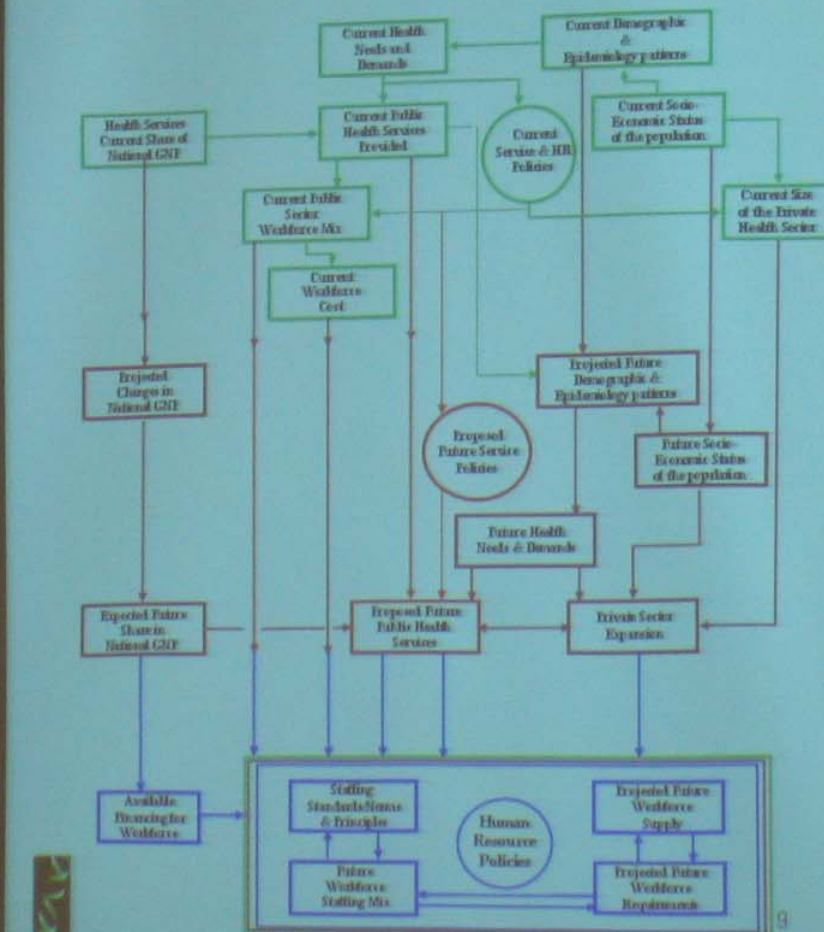
This ideal is never achieved or at best minimally,  
because  
the workforce and the workforce environment is an  
extremely complex and dynamic system.



KEELE  
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CENTER FOR GLOBAL PLANNING AND MANAGEMENT

# Conceptual Model - Linking Health Needs, Care Provision & the Health Workforce.

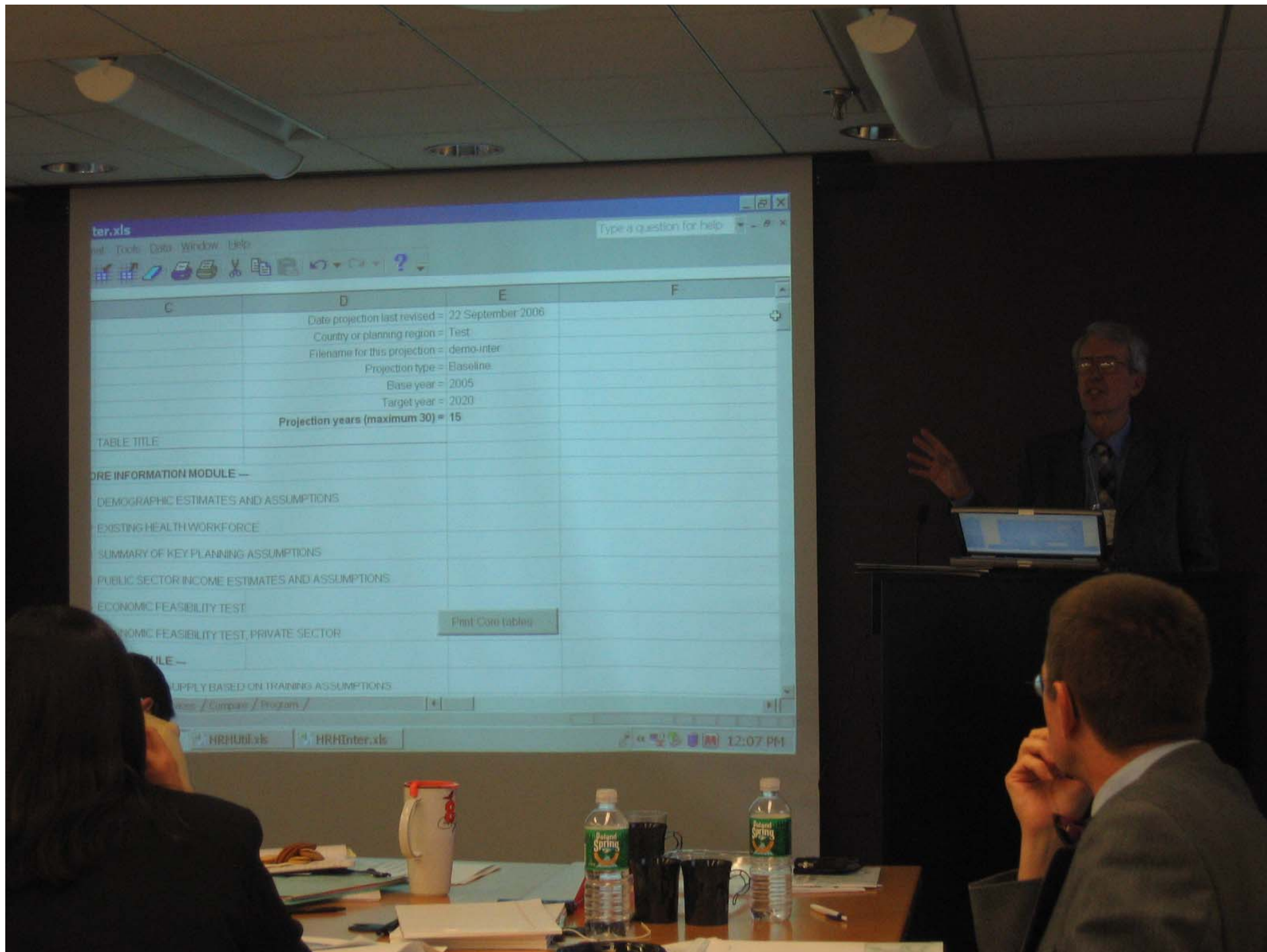


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# Table Reports

- Advantages
- Disadvantages
- Should we use WHO model  
Workforce Planning Software
- Look for agreement

## Wish list

- training capacity {pre- & in-s
- impact of demographic/changes
- labour market dynamics  
(eg. unemployment, to non-health sector withdrawal for
- need for services
- different scenarios  
staffing norms, change  
(leading to change in services), change in  
(eg. promotion of deliveries vs. at skilled birth attend in health care

the  
**Capacity  
Project**

**USAID**  
FROM THE AMERICAN PEOPLE



## Suggestions

1. Should be easier to use.

- USER INTERFACE
- DATA REQUIREMENTS
- PROMOTE + STRUCTURE DEBATES ON ASSUMPTION





### Suggestions

1. Should be easy to use  
- clear  
- consistent  
- easy to understand  
- better link to characteristics of  
- services  
- (Lived experience, experience)  
- (knowledge, information)  
- and resources
2. Step by step approach with options  
- reflects to availability  
- (resources time)
3. Increase flexibility
4. Focus on data time e.g.  
- (Lived experience)  
- (knowledge information)  
- (resources building)







# A Simple Model - example

John Dewdney

Capacity  
Project

































