HRH2030: Human Resources for Health in 2030

Effective Policy and Management for HRH in Mali

The government of Mali is committed to increasing access to high-quality health services at all levels of the health system to its people, including women of reproductive age, newborns, and children under five. Despite improvements to the availability and quality of services to these groups in recent years, significant human resources for health (HRH) challenges hinder achievement of the country’s health goals. In addition to a shortage of health workers — 5.2 workers for 10,000 people compared with the World Health Organization’s recommended 23 — the country also lacks sufficient resources to build the skills of current health workers and faces challenges related to health worker distribution and retention, particularly in remote areas. To solve these challenges and improve health outcomes, decision-makers need well defined, data-driven processes, policies, and procedures to effectively manage the country’s health workforce.

HRH2030 in Mali

The USAID HRH2030 program, in partnership with Mali’s Ministry of Health and Public Hygiene, strengthens the regulatory environment for HRH management; builds leadership’s capacity to put HRH policy into action and manage the health workforce; and continues successful work in quality improvement for the delivery of maternal, newborn, and child health services.

Objectives

1. **Improve the effectiveness of maternal, newborn, and child health; family planning; and nutrition services** by improving provider performance at all levels of the health system

2. **Strengthen the regulatory environment to promote transparency in HRH decisions** and improve HRH management capacity at national and subnational levels

3. **Improve the use of HRH data for HRH decision-making** and domestic resource mobilization for training and management of the health workforce

**Activity Partners**
- Chemonics International
- University Research Company (URC)
Select HRH2030 Interventions in Mali

National Level Strategies. HRH2030 is supporting the health sector to revise and improve the national HRH strategy to help decision-makers deploy the right number of health workers with the right mix of skills to meet the population’s health needs. HRH2030 also collaborates with other USAID projects and designated committees to implement the national quality improvement strategy at the central, regional, and district levels. Finally, HRH2030 is supporting the Ministry of Health and Public Hygiene to design a coaching/supervision guide with tools for human resources coaching and monitoring at all levels of the health system.

Capacity Building. HRH2030 is working with the Ministry of Health and Public Hygiene, the Ministry of Social Development, and the Ministry of Women Welfare to strengthen the capacities of human resources management and development staff from the national, regional, and district levels. Through human resources and quality improvement training courses designed by HRH2030 and the USAID ASSIST project, ministry managers and health care providers will gain skills needed to improve systems, policies, standards, procedures, and tools for key human resources and service delivery functions.

Human Resources for Health Data. HRH2030 works with the National Health Management Information System (HMIS) Department, key stakeholders, and USAID partners to ensure the availability of a strong health information system that provides the reliable data needed for decision-making. The country has introduced District Health Information Software (DHIS) throughout the health system, and HRH2030 is supporting its implementation to improve the quality of data on services provision and to inform human resources management. HRH2030 is also assisting the Ministry of Health and Public Hygiene to base deployment and distribution of health workers on actual need and promoting the productivity and motivation of staff by supporting the implementation of the national HRH and quality improvement strategies.

Research. HRH2030 is working with key stakeholders to build the quality improvement and human resources knowledge base through research and broad dissemination of findings, successes, and lessons learned. HRH2030’s learning agenda in Mali focuses on the impact and cost-effectiveness of the activity’s three key interventions — quality improvement, coaching, and the World Health Organization (WHO) integrated people-centered health services approach — and the capacity of Malian institutions to sustain HRH investments. HRH2030 is also undertaking operations research on supervision approaches and women’s leadership to provide Ministry of Health and Public Hygiene decision-makers with recommendations that will inform policies and strategies to strengthen human resources management and leadership in Mali.

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