

Appendix 1: Policy mapping example

EXISTING POLICIES AND KPI RELATING TO SURGERY, ANAESTHESIA AND OBSTETRIC HEALTH SYSTEMS WORKFORCE					
Document name	Year	objective	Strategy/ output	Verifiable indicators	Means of verification
STAFF PROVISION					
BIG RESULTS NOW KPIS	2018	Number of clinicians and nurses per 10 000 population in the BRN Regions	Increase Density of clinicians and nurses (Medical Officers / Assistant Medical Officers and Clinical Officers / Assistant Clinical Officers and Nurses / Midwives) in the BRN Regions per 10 000 population	Target 7.4% (inc NGO)	HRHIS
HUMAN RESOURCE FOR HEALTH AND SOCIAL WELFARE STRATEGIC PLAN2014 - 2019	2014-2019	To increase the number of Health and Social Welfare workers from the current 66,348 to 98,226 and improve the skills mix from the current composition of high level 11.9%, mid level 53.6% and support level 34.4% to 12.6%, 56.5% and 30.9% respectively by 2019 and deploy them at all levels and areas of the country based on needs by 2019	Prepare and submit to the Treasury prior to commencement of the recruitment process a detailed 5-Year Recruitment Plan to obtain 'authority to recruit' 34,098 health and social welfare workers and achieve a skills mix of high level 12.6%, mid level 56.5% and support level of 30.9% by 2019	Detailed 5-Year recruitment plan of health workers in place	Submission letter to treasury
HUMAN RESOURCE FOR HEALTH AND SOCIAL WELFARE STRATEGIC PLAN2014 - 2019	2014-2019	To enhance utilization of Medical Attendants (Community Health Workers, Social Welfare assistants and Medical Attendants) by 2019	4.5.1 Formalization of CHW cadres into the national health system 4.5.2 Promote the recruitment of CHWs 4.5.3 Promote standardization of motivation package for community health workers	Updated inventory list of CHWs in place	Report on the update process of inventory list of CHWs
HEALTH SECTOR STRATEGIC PLAN JULY 2015 – JUNE 2020		Increase Medical Officers and AMO per 10 000 population	Increase Number of Medical Officers / Assistant Medical Officers per 10,000 population in the whole country	Target not specified	HRHIS
PRIMARY HEALTH SERVICES DEVELOPMENT PROGRAMME- MMAM 2007 – 2017	2007	To deploy at least 4 staff to each of the 652 TASAF constructed dispensaries amounting to a total of 2,608 staff. by the end of 2007	651 Clinical Officers, 1304 Nurses and 652 Lab. Assistants deployed in TASAF constructed dispensaries		
PRIMARY HEALTH SERVICES DEVELOPMENT PROGRAMME- MMAM 2007 – 2017	2017	Increase pre- service trainees from the present 1,013 to 6,450.	190 lab assistants within the regional hospitals learning environment trained		
HEALTH SECTOR STRATEGIC PLAN JULY 2015 – JUNE 2020	2015-2020	Clinicians per 10 000 people in the 9 BRN Region	Number of Medical Officers / Assistant Medical Officers and COs / ACOs per 10,000 population in the 9 BRN Regions	Increase from baseline of 2.21- target not spec	HRHIS
HEALTH SECTOR STRATEGIC PLAN JULY 2015 – JUNE 2020	2015-2020	Nurses and midwives per 10 000 people at the primary care level in the 9 BRN Regions	Increase number of Nurses and Midwives per 10,000 population at the primary care level in the 9 BRN Regions	Increase from 4.21 to 7.50	HRHIS

