

A brief questionnaire (in English, Portuguese and French), inquiring about the existence of countries' HRH strategic plans and policies, was sent to WHO country offices in the 47 Member States on 30 November 2015 by the WHO regional office. The questions were: 1. "Does the country have a national policy?", 2. "If yes, please indicate the validity of the period" 3. "Does the country have a national HRH plan?" 4. "If yes, please indicate the validity of the period" 5. The respondents of the questionnaire were the directors of human resources for health or their equivalent in the Ministries of Health. After analyzing the survey to determine which countries had plans, we sampled the available plans for document analysis. Three criteria were used: country population size (large vs small), in HRH shortage crisis (crisis vs no crisis), health system (central vs decentralized). After selecting countries based on these criteria, a random sampling was used to select available HRH plans for document analysis. A random sampling of plans was conducted because 36 out of the 47 countries in the region are facing HRH shortages. Countries were put into 4 groups according to their total health expenditure per GDP (THE). Twelve countries (Table 1) with HRH strategic plans were selected and conducted a qualitative document analysis of the plans to assess the extent to which the HRH plans were aligned with the WHO African Region's Roadmap for HRH. The six strategic areas (Table 2) of the Roadmap were used as the analytical framework. The plans were verified as to whether countries explicitly articulated the strategic area in the roadmap. The scoring criteria were: "Yes" = clear and articulate strategic and how it was executed" No" = the country did not articulate well the strategic area or did not state one. Each author reviewed the documents separately and a consensus was made whether they deviated