

Annex 1 – Submission form for HRH commitment pathways

1. Name of institution or Country:

Belize

2. What constituency do you represent? (highlight or circle the one that applies)

National Government	Professional association	Not-for-profit NGO/ civil society	Private for-profit sector
Development partner	International/ multilateral agency	Academia/ research institution	Other (please specify)

3. Contact person (please indicate the name, e-mail and phone number of the focal point in your institution / country for communications on HRH commitments)

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4. What human resources for health (HRH) -related actions and pathways can your country/ institution commit to? (Please include responsible organization, targets and expected completion dates)

The Ministry of Health Belize is currently developing a health sector strategic plan. The overall objective is to provide broad based multi-stakeholder pathway that will systematical address various health sector challenges with emphasis on, among other strategic areas, Human Resources in Health.

In furtherance to that objective, the Belize Human Resources in Health Steering Committee, an arm of the Belize HRH observatory have been mandated to develop a five year HRH Strategic Plan(2014 to 2019). The committee, which has commenced their planning process, reviewed the document (**Human Resources for Universal Health Coverage: a template for eliciting commitments**) that detailed various pathways that member countries could commit to during the 3rd Global Health Workforce Forum. The Committee while acknowledging the usefulness of the outlined pathways came up with a commitment that will be in tandem with the Belize HRH Strategic Plan and by extension the Health Sector plan, both of them currently under development. In view of that realty, Belize would like to make a commitment at the 3rd Global Health Workforce forum as outlined below.

Overall Objectives for the Belize HRH Plan:

To ensure the availability of a sustainable health workforce that is knowledgeable, skilled and adaptable. Belize will strive to have a workforce that is distributed to achieve an equitable health outcome, suitably trained, competent, and culturally sensitive and that works in a supportive environment. A workforce that could provide a safe, quality, preventative, curative and supportive care that is population and health consumer focused and capable of meeting health care needs of our people within the context of the National Health Insurance of Belize .

The strategic directions and specific goals which underlie the aforementioned objective are:

1. **Policy direction:** Belize commit to appropriate legislation, regulations and guidelines for conditions of employment, work standards, and development of the health workforce.
 - a. Goal: To ensure that legislation, policies and guidelines for conditions of employment positively support the development of the Belize health workforce for the next five years.
2. **HRH Management System strategic direction:** We commit to ensure that appropriately trained HR managers are in place with the systems, capacity, and authority to facilitate processes for adequate staffing, retention, teamwork, and performance.
 - a. Goal: To establish and maintain a comprehensive, up-to-date and accurate HR information system
 - b. Goal: To develop and maintain a motivated workforce, content with working conditions and opportunities for growth.
 - c. Goal: To establish HR unit/functions within the Ministry of Health. The key functions will be to develop HRH policies and plans, define strategic directions and monitor & evaluate implementation of new and existing HRH policies.
 - d. Goal: To improve institutional and health worker performance
3. **EDUCATION:** We will continue to involve our stakeholders to ensure that pre-service and in-service training will result in the production and maintenance of a skilled workforce that will meet the health needs of the Belize population.
4. **FINANCE:** We commit to developing & implementing processes to ensure adequate funding is obtained and that evidence based budgets are adhered to .Also to ensure strong capacity for public financial management at the Ministry of Health Belize.

5. **PARTNERSHIP & LEADERSHIP direction:** To continually improve the capacity to deliver health services through formal and informal linkages among donors, sectors, professional associations, health programs, and the private sector. We also commit to establishing coordination and linkages among community-based organizations and NGOs.
- a. Goal: To increase and maintain the capacity to provide direction, align stakeholders, and mobilize resources

5. How will you monitor progress towards achievement of your commitment pathways (What indicators will you track? What data sources will you use)?

Belize is committed to the SICA sub regional initiatives towards a healthy workforce through the attainment of the 20 HRH regional goals. The strategic directions for the proposed 5 year plan are in line with the five principal challenge areas that the regional goals set to address. Belize will continue to monitor those 20 regional indicators in addition to other country specific indicators that will identified in the new plan.

6. Would you or a representative of your country/ institution be available to announce your HRH commitment pathways at the Third Global Forum on Human Resources for Health in Recife, Brazil, on 10-13 November 2013? (Yes/No)
7. Would you accept being contacted by the GHWA or WHO Secretariat after the Third Global Forum to follow up on the implementation of the HRH actions that you commit to? (Yes/ No)

For any necessary clarifications, further information about HRH commitment pathways, to request the submission form in Word format, and to submit your commitments please write to: globalforum2013@who.int with “*commitments*” in the subject line. **Please submit your commitments before 10 November 2013** (earlier submissions are encouraged to facilitate inclusion in the Forum program)