

Additional file 3. Other policies and strategic plans considering human resources for health

Country	Title of policy/strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
Benin	National Health Development Plan 2009-2018 (Plan National de Development Sanitaire) (1)	Ensuring qualified and motivated HRH. Strengthening HRH planning.	Equitable distribution of HRH.		Strengthen HRH training and continued professional development.	Reduction in maternal and newborn mortality.
Benin	Operational plan to reduce maternal and neonatal mortality in Benin 2018-2022 (Plan operationnel de reduction de la mortalite maternelle et neonatale au Benin) (2)	Recruitment of HRH (focus on obstetricians and gynaecologists, paediatricians, surgeons, intensive care anaesthetists and midwives). Improve HRH retention.	Equitable distribution of HRH (focus on obstetricians and gynaecologists, paediatricians, surgeons, intensive care anaesthetists and midwives). Hospitals approved for free caesarean sections must offer 24/7 Emergency Obstetric and Newborn Care (EmONC).		Improving the practice of midwives in order to acquire the necessary skills.	Reduction in maternal and newborn mortality. Qualified human resources involved in MNH are insufficient.
Benin	National Health Policy 2018-2030	Ensuring qualified HRH are available.	Equitable distribution of HRH.		Ensuring motivated HRH.	Reduction in maternal and

Country	Title of policy/strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
	(Politique Nationale de Santé) (3)					newborn mortality.
Malawi	Health Sector Strategic Plan 2011 - 2016. Moving Towards Equity and Quality (4)	Improve HRH capacity. Strengthen recruitment. Improve HRH retention.	Improve access to emergency transport.		Improve both pre- and in-service training programmes. Revise curricula.	Reduction in maternal and newborn mortality.
Malawi	Health Sector Strategic Plan II 2017-2022. Towards Universal Health Coverage (5)	Improve HRH capacity, planning and motivation. Improve HRH retention.	Equitable distribution of HRH. Improve transport systems. Design options for pooling health financial resources and implement sustainable and risk-based financing schemes.		Improve quality and coordination of training. Enforce public service policies, regulations and procedures.	Reduction in maternal and newborn mortality.
Malawi	National Health Policy - Towards Universal Health	Improve availability of competent and motivated HRH.	Develop and implement		Improve coordination of pre-and in-	Reduction in maternal and

Country	Title of policy/strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
	Coverage 2018-2030 (6)	Improve HRH retention.	appropriate referral systems. Ensure that every sub-population has access to a health facility offering quality EHP (Essential Health Package) within a radius of 5 km.		service training programmes to ensure competent HRH. Improve HRH satisfaction and performance.	newborn mortality.
Malawi	Health Sector Strategic Plan III 2023-2030. Reforming for Universal Health Coverage (7)	Enhance recruitment, selection and deployment of HRH Improve HRH retention.	Equitable distribution of HRH. Improve transport and referral systems.	Client centeredness: Service provision will be considerate of the people's personal circumstances, preferences, values, family situations and lifestyles.	Improve coordination of pre-and in-service training programmes to ensure competent HRH. Enforce accreditation standards at training institutions and throughout the health sector.	Reduction in maternal and newborn mortality ("despite a high institutional delivery rate, the neonatal mortality rate has not declined, with most deaths occurring intrapartum or immediately postpartum").

Country	Title of policy/strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
Tanzania	The Tanzania Quality Improvement Framework in Health Care 2011-2016 (8)	Improve availability of competent HRH and productivity.	Improve referral systems. Equitable distribution of HRH.	Address community health problems.	Strengthening supportive supervision, monitoring and surveillance of HRH.	Reduction in maternal and infant mortality.
Tanzania	Health Sector Strategic Plan July 2015 - June 2020 (HSSP IV) (9)	Increase HRH capacity.	Equitable distribution of HRH (focus on geographical areas with highest disease burden and focusing on vulnerable groups with higher risks).	Meet the expectations of the population in health care service. Employ a human rights-based approach in health programmes - revitalising the Client's Charter.	Performance management of staff.	Reduction in maternal and newborn mortality. Increase access to skilled care during childbirth.
Tanzania	Health Sector Strategic Plan July 2021 - June 2026 (HSSP V) Leaving No One Behind (10)	Improve availability and capacity of competent HRH. Improve HRH retention.	Equitable distribution of HRH (focus on geographical areas with highest disease burden,	Provide people-centred care. Improving the practice of nursing and	Improving pre-service training, continuing professional development (CPD), and a mentorship	Reduction in maternal and infant mortality and ensure well-being.

Country	Title of policy/strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
			gender and disability). Remove financial barriers in accessing care. Improve referral systems.	midwifery ensuring respectful care.	system in clinical settings.	
Uganda	Second National Health Policy (NHP II) 2010 (11)	Strengthen HRH planning. Produce, recruit and retain motivated HRH with appropriate professional skill mix in partnership with the private sector.		Strengthen enforcement of professional standards and develop effective ways of increasing health workers accountability towards client communities and ethical behaviour.	Review curricula and training strategies enhancing HRH competence. Strengthen supportive supervision and performance management for both public and private health workers.	The minimum health care package including for maternal and child health.
Uganda	Health Sector Quality Improvement			Promote transparency and	Develop HRH skills to deliver quality care and	Reduction in maternal mortality.

Country	Title of policy/ strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
	Framework and Strategic Plan 2015/16-2019/20 (12)			accountability of health providers through the client charters. Improve client centred care.	increase uptake and use of guidelines and clinical standards. Strengthen regulatory bodies – ethics and code of conduct (including for private health providers).	

Country	Title of policy/ strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
Uganda	Health Sector Development Plan 2015/2016 - 2019/20 (13)	Produce, recruit and retain motivated HRH with appropriate professional skill mix (especially super specialized cadres). Reducing absenteeism.	To improve access to quality hospital services at all levels in both the public and private sectors. Improve referral systems.		Harmonize education standards and monitoring tools for both public and private health training institutions. Expanding access to CPD programmes. Strengthen strategies for rewards and sanctions of HRH performance.	Reduction in maternal and infant mortality.
Uganda	Strategy for Improving Health Service Delivery 2016-2021 (14)	Reducing absenteeism.			Develop a standard criterion of entry for all cadres of health professionals	

Country	Title of policy/ strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
					<p>for pre-service training.</p> <p>Regulate intake into the pre-service Health Training Schools to match existing training capacity.</p>	
Uganda	Ministry of Health Strategic Plan 2020/21 - 2024/25 (15)	<p>Produce, recruit and retain motivated HRH with appropriate professional skill mix (especially super specialized cadres).</p> <p>Strengthen HRH management and development.</p> <p>Reducing absenteeism.</p>		<p>Enhance client-centeredness.</p>	<p>Due to weaknesses in performance and productivity, and the need for sustainable improvements in health services, the HRH needs to be transformed to enhance professionalism, accountability, mindset-change.</p>	

Country	Title of policy/ strategic plan/year	Availability	Accessibility	Acceptability	Quality	Specific reference to MNH
Uganda	National Quality Improvement Framework and Strategic Plan 2021-2025 (16)			Improve client-centred care at all levels. Improved community engagement.	Develop relevant structures, tools, and a mechanism for accreditation of both public and private health facilities. Improve HRH capacity related to quality improvement including use of guidelines and protocols.	Reduction in maternal mortality.

References

1. Ministry of Health Benin. National Health Development Plan 2009-2018 (Plan National de Development Sanitaire). Cotonou, Benin; 2009.
2. Ministry of Health Benin. Operational plan to reduce maternal and neonatal mortality in Benin 2018-2022 (Plan operationnel de reduction de la mortalite maternelle et neonatale au Benin). Cotonou, Benin; 2018.
3. Ministry of Health Benin. National Health Policy 2018-2030 (Politique Nationale de Santé). Cotonou, Benin; 2018.
4. Ministry of Health Malawi. Health Sector Strategic Plan 2011 - 2016. Moving Towards Equity and Quality. Lilongwe, Malawi; 2011.
5. Ministry of Health Malawi. Health Sector Strategic Plan II 2017-2022. Towards Universal Health Coverage. Lilongwe, Malawi; 2017.
6. Ministry of Health Malawi. National Health Policy - Towards Universal Health Coverage 2018-2030. Lilongwe, Malawi; 2018.

7. Ministry of Health Malawi. Health Sector Strategic Plan III 2023-2030. Reforming for Universal Health Coverage. Lilongwe, Malawi; 2022.
8. Ministry of Health and Social Welfare United Republic of Tanzania. The Tanzania Quality Improvement Framework in Health Care 2011-2016. Dar es Salaam; Tanzania; 2011.
9. Ministry of Health and Social Welfare United Republic of Tanzania. Health Sector Strategic Plan July 2015 - June 2020 (HSSP IV). Dar es Salaam; Tanzania; 2015.
10. Ministry of Health and Social Welfare United Republic of Tanzania. Health Sector Strategic Plan July 2021 - June 2026 (HSSP V) Leaving No One Behind. Dar es Salaam; Tanzania; 2021.
11. Ministry of Health Uganda. Second National Health Policy (NHP II) 2010. Kampala, Uganda; 2010.
12. Ministry of Health Uganda. Health Sector Quality Improvement Framework and Strategic Plan 2015/16-2019/20. Kampala, Uganda; 2015.
13. Ministry of Health Uganda. Health Sector Development Plan 2015/2016 -2019/20. Kampala, Uganda; 2015.
14. Ministry of Health Uganda. Strategy for Improving Health Service Delivery 2016-2021. Kampala, Uganda; 2016.
15. Ministry of Health Uganda. Ministry of Health Strategic Plan 2020/21-2024/25. Kampala, Uganda; 2020.
16. Ministry of Health Uganda. National Quality Improvement Framework and Strategic Plan 2021-2025. Kampala, Uganda; 2021.