

ROLES OF VARIOUS INSTITUTIONS RELATED TO RECRUITMENT AND RETENTION OF HEALTH WORKERS

Local Government Authorities (LGAs)/District Council	President's Office Public Service Management (POPSM)	Public Service Employment Secretariat (PSES)	Ministry of Health and Social Welfare (MOHSW)	Prime Minister's Office Regional Administration and Local Government (PMORALG)	Ministry of Finance and Economic Affairs (MOFEA)
<p>The Councils, which are headed by the District Executive Directors are ultimate employers of health workers in districts. Under the leadership of DEDs are responsible for planning (PE budgeting), recruitment and retention processes.</p> <p>The key actors under the Councils include the Council Health Management Teams (CHMTs) including the District Medical Officer (DMO), Health Secretaries (HSs) and District Human Resources Officers (DHRO).</p>	<p>POPSM is responsible for recruitment and retention in the public service, including the health workers in accordance with the Public Service Amendment Act (2007), Public Service Management & Employment Policy (2008), Public Service Regulations (2003), Public Service Scheme (2003) and others. In summary, some of the activities that directly impact on recruitment and retention:</p> <ul style="list-style-type: none"> • Enactment of employment policies and guidelines in the public service, • Setting PE budget guidelines, • Scrutiny and approval of PE budget (Establishment), • Issuance of approvals for hiring of staff upon receiving requests from respective employers (DES's), • Registration of new hires into the public service payroll upon receipt of advice and necessary documents from employers, • Monitoring the establishments, the wage bill and the payroll. 	<p>Section 29 of the Public Service Amendment Act (2007) established Public Service Employment Secretariat under POPSM which shall have representatives in every region..</p> <p>Specific functions of the secretariat include:</p> <ul style="list-style-type: none"> • Identify graduates in various disciplines such as medical professionals, Engineers, Lawyers etc and maintain a database of the same, • Maintain a register of professionals within the public services for easy of locating, them whenever vacancies emerges, • Prepare and make advertisement of vacant position where necessary • Identify interview and selection panels • Advice employers of the public service on various recruitment and employment matters. 	<p>The MoHSW plays a critical role as the parent ministry for health services in the Country and also a body responsible for health policies and strategies as well as setting up professional ethics and guidelines which directly affect the recruitment and retention.</p> <p>Under the current mandate MoHSW is responsible for advertising vacant positions country-wide</p>	<p>PMORALG plays a facilitative role to the LGAs during the entire process. However it has not been playing a significant role in the recruitment process for health workers since most of the roles i.e PE budget planning, defending of establishments, writing of employment permits and the actual hiring activities are performed by the office of DEDs.</p> <p>PMORALG is supposed to track the posted health workers by MOHSW</p>	<p>MOFEA is mainly involved in 2 critical stages of planning and recruitment of health workers.</p> <ol style="list-style-type: none"> i. During the PE planning and budgeting process where it sets PE ceilings for various votes with the government expenditure framework. ii. Involved in activation of new employed staff into the payroll through the treasury.

