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# time to make a difference

Human Resources for Health:  
Supporting the workforce



*A wholly owned subsidiary of the Liverpool School of Tropical Medicine*

## For more information

Please contact us directly to discuss your requirements with a member of our human resources for health team

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### Liverpool Associates in Tropical Health (LATH)

is a subsidiary company of the world renowned Liverpool School of Tropical Medicine (LSTM) and was established more than 20 years ago to provide international technical assistance. We have wide ranging expertise in health systems and disease control and have been involved in supporting human resources for health (HRH) internationally for over 10 years. LATH is an ethical company and our financial surplus is donated annually to LSTM.



### Progress & Challenges

Human resources are an essential element of a health system and an important organisational asset. Healthcare is labour intensive and the health sector is a major employer in many countries, with the cost of human resources accounting for a high proportion of national budgets assigned to health. It is critical that appropriate systems and practices are in place to manage and develop health workers and to ensure that they contribute to sector performance and health outcomes.

### Global Policy Making on HRH

We have contributed to the Joint Learning Initiative on Human Resources for Health and the World Health Report 2006 which have both ensured that HRH is now high on the development agenda. We are now helping to develop an interactive web-based framework for understanding HRH for the Global Health Workforce Alliance.

Unfortunately, many countries are experiencing severe challenges with the recruitment, deployment, retention and motivation of HRH. This is affecting the achievement of essential health goals and is impacting on the overall performance of the sector. It is now recognised that many developing countries will not achieve the Millennium Development Goals unless they focus more on human resources in the health sector.

### Developing HRH Strategic Plans

We are supporting teams in several African countries to adopt a strategic approach to managing and developing their health workforce to implement essential health packages and/or scale-up priority disease programmes.

Many governments have accepted that the HRH situation is now at crisis point and that to improve the situation radical and innovative measures will be required.



### What can we offer?

LATH has been involved in supporting human resources for health internationally for over 10 years in partnership with agencies such as DFID, USAID, WHO and the World Bank. We have experience of advising Ministries of Health and other non-government employers in numerous countries, including Malawi, Zambia, Tanzania, South Africa, Eritrea, Uganda, Kenya, Swaziland, Lesotho, Peru, Bangladesh, the Philippines, the Gambia, Rwanda, Namibia, Mozambique, China and Russia. In addition to our experience in providing technical assistance in HRH, LATH has experience in providing HR support to public sector reform programmes, education and other sectors.



### Improving HR Practice

We are supporting government and non governmental employers to improve HR practices, such as workforce planning in Eritrea, Tanzania and the Gambia, doctor and health tutor retention in Zambia and Malawi, deployment of health workers in Malawi, and HRH financing in Zambia and Kenya.

### Monitoring, Evaluation and Research

We provide HRH experts for health sector reviews and SWAp evaluations and the review of specific HR interventions. We have been involved in HR research on health worker retention in rural areas in South Africa and Malawi and on the impact of decentralisation on HRM in China and South Africa.

We can provide support and services in all aspects of HRH, including:

- Contribution to global policy making on HRH
- National policy development
- Strategic and operational planning
- Workforce planning
- HRM&D systems & processes (recruitment, deployment and retention)
- Performance management systems
- Human resource financing
- HRH research
- HRH teaching & academic linkages
- Training and development systems and practices such as pre-service training, in-service training and continuing professional development
- HRH metrics and information systems
- Monitoring & evaluation
- Health worker migration
- Task shifting
- Executive and leadership training
- Organisational change & institutional development

