

Module 6: Identify Key Result Areas of the Plan

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Key Result Areas

- Critical outputs or contributions of the organization's function
- Likely unique to the organization's function since these are particular reasons why your organization exists
- Results your organizations are accountable for, in which a high level of performance is necessary for the success of your undertaking
- The cumulative KRAs satisfies the organization's mission, goals, and strategies

Value of KRAs

- Avoid the ABC pitfalls
 - A : Activity trap
 - B : Keep busy trap
 - C : Confusing unimportant for important
- Selects out of the total those with high payback or critically important parts
- Distinguishes between priority and routine
- Basis of allocating resources (i.e. time, budget, authority, information, training process and supervisory support)

KRA Formulation

- Outcomes... not activities
- Output... not input
- Ends... not means
- Results... not process/procedures
- What... not how

Writing KRAs

- 2 – 4 words/ short phrases
- Not measurable but its elements are
- Does not necessarily cover the entire organization, but a few areas where you are expected to invest, on priority basis, resources
- Covers normal work output expectations and innovations or improvement efforts
- Do not represent activities, but areas in which activities and results occur

KRA Cascade

HRD Director

- HRD policies, processes & strategies
- HR organization development needs diagnosis
- Annual HR org plans formulations & delivery
- Corporate HR org program design & delivery
- Internal communication strategy formulation & program delivery



HRD Unit Head

- Customized curricula development
- Competency needs diagnosis
- Integrated learning system development
- Learning program delivery
- Impact evaluation



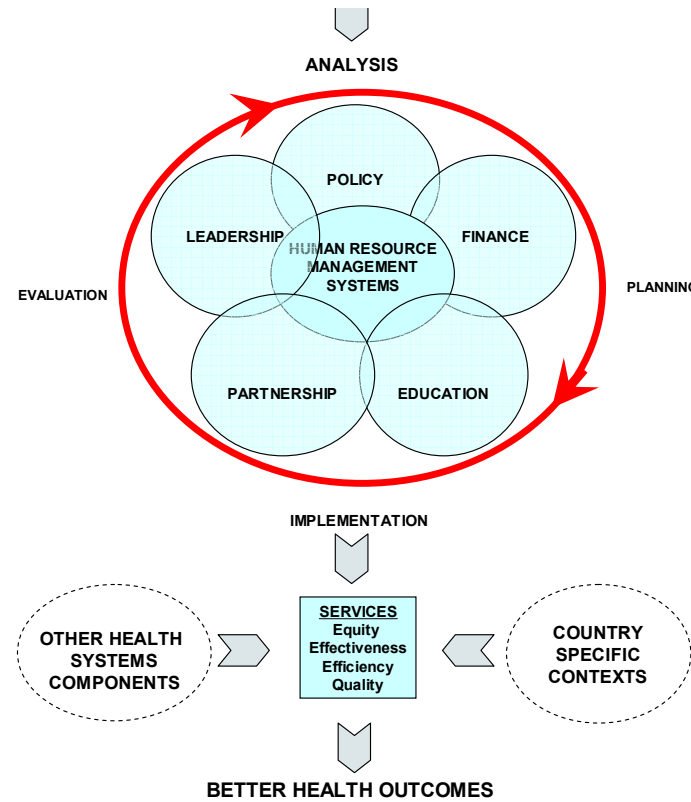
HRD Officer

- Training needs analysis
- Training design and development
- Training coordination, logistics & administration
- Training impact appraisal
- HRHIS maintenance

KRA 1... more examples

- Strengthen HRH Network for policy discussion and direction
- HRH Policy Development and Management
- HRH Information Systems Development
- HRHMD Capability Building
- Efficient Management of DOH based HRH Systems
- Institutionalization of HRHMD Systems
- Enhancement and Implementation of HRH Programs

Sustainable Human Resources for Health Framework



Components of the HRH Framework

- **Policy: rules, regulations & legislation for conditions of employment, work standards, and development of the human resources for health.**
- **Workforce Management: integrated use of data, policy and practice to plan for necessary staff, recruit, hire, deploy and develop workers.**
- **Finance: obtaining, allocating and disbursing adequate funding for human resources for health.**

Components of the HRH Framework

- **Education and Training: production and continuous development of an appropriately skilled workforce.**
- **Partnerships: formal and informal linkages aligning key stakeholders (e.g. service providers, sectors, donors, programs) to maximize use of workers.**
- **Leadership: capacity to provide direction, to align stakeholders, to mobilize resources and to reach goals.**

Thank You !