

SD1 Specific Objectives

Table 11 SD1 Strengthen Leadership, Governance and Administration: Specific Objectives

SD 1: Strengthen Leadership, Governance and Administration				
Specific Objectives	Key Interventions	Milestones	Lead Entity	Contributing Entity
1.1 Build strong governance and leadership structure	Conduct a review of the objectives and implementation of 2013 health reforms (Fit for purpose, need for new governance architecture etc.)	Report of review of 2013 reforms with recommendations	MoH	PHA; HCA; NIHSS; NAC
	Develop a framework for governance defining clear roles and responsibilities and reporting lines of MoH, entities and entity boards	Governance framework developed and disseminated	MoH	
	Develop key indicators/milestones to monitor governance and leadership functions	Indicators developed and monitoring conducted	MoH	
	Conduct annual assessments and develop reports on health governance and leadership	Annual governance report developed and disseminated	MoH	
	Develop a governance structure for health emergencies with clear roles and responsibilities	Health Emergency governance structure developed and validated	PHA	MoH
1.2 Renew stewardship function of MoH	Conduct a review of existing health policies and policy gaps	Policy review report and recommendations	MoH	
	Formulate strategic policy directions as required (Priorities: quality of care, donation)	Required policies developed and disseminated	MoH	
	Review implementation of key health policies and make recommendations	Report of review of policy implementation	MoH	
	Develop a shared policy platform with key sectors and monitor health coherence	Policy platform developed and functional	MoH	
	Collect and use health intelligence to develop policy briefs	Policy briefs developed and disseminated	MoH	
	Continue to strengthen professional councils.	Councils strengthened and independent.	MoH	
	Build confidence of HCWs in leadership by ensuring clear direction, commitment.	All HCWs understand organisational culture and leadership actions are consistent with sector vision, values and strategy.	MoH	

1.3 Ensure accountability at all levels	Develop accountability framework to define accountability requirements at all levels (who is accountable, for what and to whom) – leaders, managers, HCWs, councils, entity boards.	Health Sector accountability framework developed, and accountability monitored.	MoH	HCA PHA
	Monitor and report on the implementation of all pillars of RBM	Entity and sector RBM committees set up Annual RBM reports	MoH	HCA PHA
	Develop and disseminate annual health sector performance reports and follow up on the implementation of remedial actions as necessary	Annual health sector performance report developed and disseminated within and beyond MoH Remedial measures identified, discussed and implemented by relevant entities	MoH	
	Develop entity annual performance report	Annual entity performance reports developed and disseminated, achievements and failures discussed and plans for remedial actions developed (HCA, PHA, NAC, NIHSS)	HCA PHA NIHSS MoH	
	Use progress report as a management tool ◆ Review format/frequency of progress report ◆ Review format for feedback and monitor	◆ New format for progress report developed and used. ◆ Feedback is given for all reports submitted.	PHA HCA	
	Develop and disseminate annual Drug Observatory Report	◆ Annual Drug Observatory report developed and disseminated. ◆ Follow-up action plan developed and implemented.	MoH	
	Revise scope of work of CIC and nurse managers to include clear roles and responsibilities	Revised scope of work of CIC and nurse managers	HCA	
1.4 Implement effective coordination and communication system	Develop formal coordination mechanisms within and across entities and for actors beyond MoH (circulars, information bulletins, leadership blogs, forums, committees, platforms).	Formal coordination mechanisms developed by MoH and entities.	MoH PHA HCA NIHSS	
	Ensure weekly decisions of senior executive committee reach all health care workers in MoH (and the private sector when needed)	Decisions of the senior executive committee are shared every week and as needed.	MoH	HCA PHA
	Conduct annual coordination meetings with the private health sector and civil society and bi-annual PHC/Hospital coordination meetings	◆ Annual coordination meetings conducted with private health care providers and NGOs. ◆ Annual coordination meetings conducted PHC and hospital services.	HCA PHA MoH	
	Develop and implement effective communication strategies	Communication strategies implemented	MoH	PHA HCA
1.5 Engage the community	Include community consultation in the development process of all health policies/strategies and understand their values and preferences	Meeting reports of community consultations.	MoH	PHA HCA

	Disseminate and explain key findings from annual performance report and other important reports to the community and obtain feedback	Annual meetings on Mahé, Praslin and La Digue	MoH	
	Build community leadership for priority health conditions (rf. SD2 p. 47).	Community leaders for NCDs and key communicable diseases identified, trained and supported.	MoH PHA	HCA
	Develop mechanisms to engage vulnerable and key populations and their advocates in relevant policies and programmes	Vulnerable and key populations engaged in the development of programmes and services that target them	MoH	PHA
1.6 Build meaningful partnership	Map key partners and develop a framework to guide the engagement of local and external partners in health.	Mapping report of key partners in health Framework to guide partnership developed and disseminated.	MoH	
	Develop a policy to guide donations to MoH.	Policy on donation developed, disseminated and used.	MoH	HCA PHA
	Develop annual reports on grants, TA and donations (on aid effectiveness).	Annual reports on donations and aid effectiveness in health.	MoH	HCA PHA
	Develop brief outlines of key priority projects that are above budget allocation to inform donation requests.	Project outlines developed.	MoH PHA HCA	
	Define key areas/projects where external technical support (e.g. WHO/UN agencies) is required, at start of each year.	Annual TA needs developed jointly by MoH and entities.	MoH	HCA PHA NIHSS
	Contribute to the development and monitor implementation of WHO biennial work plans.	WHO biennium plans developed jointly and are in line with national health agenda.	MoH	HCA PHA NIHSS
	Review, jointly with UN agencies, the mechanisms for recruitment and engagement of TA.	Recruitment and engagement of TA from UN agencies are structured to add value to partnership	MoH	HCA PHA
1.7 Implement Results-Based Management (RBM)	Sensitise managers on RBM and theory of change.	Sensitisation workshops conducted.	MoH	
	Finalise and disseminate NHSP 2022-2026.	NHSP 2022-2026 developed and disseminated.	MoH	
	Each entity develops a two-year operational plan	Operational plans developed.	MoH PHA	HCA NIHSS
	Set up entity and sector RBM committees with ToRs as specified by MFTIEP and report to government	RBM committees set up and functioning.	MoH	PHA HCA
	Develop sector and entity PM&E frameworks with support from DPA/TA	PM&E frameworks developed.	MoH	PHA HCA
	Develop indicator protocol to monitor core health indicators.	Indicator protocol developed.	MoH	PHA HCA
	Monitor and report on sector and entity core indicators.	Annual reports from MoH and entities on core indicators.	MoH PHA	

			HCA	
	Strengthen M&E capacity with support from government	Recruit M&E officers for entities	MoH	PHA HCA
	Conduct a mid-term review of the NHSP 2022-2026 and Drug-control Master Plan	Drug-control Master Plan and NHSP mid-term review report and recommendations developed and disseminated	MoH	
1.8 Drive changes required to improve quality in health	Define and agree on purpose and quality goals and assign leaders	Quality leads assigned to PHC, in-patient care, specialised services, programmes and in private health sector	MoH PHA HCA	
	Develop a framework to drive quality in health, and support and monitor implementation of QI initiatives	<ul style="list-style-type: none"> ◆ Framework on quality in health developed and disseminated. ◆ Reports QI projects. 	MoH PHA HCA	
	Share local best practices within the health sector	Best practices identified and shared	MoH	HCA PHA
	'Get Boards on board' – to provide insight, monitor performance and hold managers accountable	Entity boards to put quality on the agenda Set up 'quality committees' on boards.	PHA HCA NIHSS	MoH
	Re-engineer health processes so that quality becomes a disciplined and integrated management system.	Quality governance and management system set up.	PHA HCA	
1.9 Mobilise commitment and action for HiAP	Mobilise buy-in for HiAP by sensitising Cabinet and NA, and obtain pledges	HiAP meetings held with Cabinet and NA.	MoH PHA	
	Advocate for extended health impact assessment before the development of key projects	Health impact assessment conducted.	MoH	PHA
	Conduct annual review of HiAP commitments	Annual HiAP Report	MoH	