

Table 2 The Guiding Principles for the use of the HRH Framework

Principle	Process Related	Principle	Content Related
Country led	<i>Initiatives to improve HRH are carried forward by the country rather than external partners.</i>	Results focused	<i>HRH strategies and actions are aimed at achieving measurable improvements</i>
Government supported	<i>Commitment by the government to support actions which contribute to a sustainable health workforce.</i>	System linked	<i>HRH strategies are harmonized with relevant components of the health system (e.g. M&E, supply chain, finance).</i>
Multisectoral	<i>Engagement by all sectors relevant to building the health workforce (e.g. finance, education, public-private providers, etc).</i>	Knowledge based	<i>Decisions are based on best available documented HRH experience.</i>
Multistakeholder	<i>Inclusion of interest groups relevant to particular actions (e.g. NGO's, patient groups, professional associations, donor coordinating committees, etc)</i>	Learning oriented	<i>Uses M&E to identify lessons learned and best practices to share in-country and globally.</i>
Donor alignment	<i>Donor support coordinated and aligned with country HRH plans</i>	Innovation prone	<i>Openness to exploring new solutions to overcome chronic HRH issues.</i>
Gender sensitive	<i>Gender differences accounted for in analysis and development of HRH strategies.</i>		