



Photo credit: Ayenew Haileselassie, Abt Associates
Health care financing reforms help improve the quality of health care services

Oromia Approves Staffing Structure for HCF Reform Institutionalization

In mid-May 2020, Oromia Region enhanced its capacity to spearhead and implement health care financing (HCF) reforms by putting in place a regional organizational structure and related staffing positions. The structure also links to HCF structures and personnel at zonal and woreda health offices to further facilitate reform implementation. HCF structures and personnel are fundamental steps to institutionalize reforms within the government system.

Though government owned and led, USAID has supported HCF reform implementation, including via the USAID Health Financing Improvement Program. The Program delivered technical assistance to federal and regional governments to develop the organizational structures recently approved in Oromia.

In 2018, the Oromia Health Bureau created the Resource Mobilization and Community Participation Directorate, but corresponding structures were not created at the zone and woreda level. The zones and woredas addressed that gap by assigning one person each to handle HCF issues as focal persons on top of their other primary duties.

The Program worked with the RHB to have dedicated staff at zone and woreda levels to handle issues under the regional directorate. With Program support, the RHB held a series of discussions in May 2020 with the regional Public Service and Human Resource Development Bureau about a structure for a dedicated HCF

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team. However, a permanent team can only be put in place after the regional government undertakes a job evaluation and grading exercise, which reviews existing jobs and determines needs for new ones.

As a stopgap measure, the RHB and the Public Service & Human Resource Development Bureau approved one officer each at zone, and woreda level for HCF reform, as well as one officer at zone level for NGOs, who will engage in resource mobilization. The zone officer will stay under the existing CBHI team, and the woreda officer will be with the CBHI scheme until the next job evaluation and grading exercise, to take place at a future date, works out their separation.

At the regional level, the RHB approved hiring an additional HCF officer and CBHI officer at the Resource Mobilization and Community Participation Directorate, which will boost their combined staff from eight to 10, in addition to the director.

Article from **Health Financing**, a newsletter produced by the **USAID Health Financing Improvement Program**. The Program collaborates with the Ethiopian government to further strengthen health financing functions and systems to support universal health coverage of quality primary health care services for Ethiopian citizens with reduced financial barriers. Abt Associates implements the Program in collaboration with core partners Breakthrough International Consultancy, the Institute for Healthcare Improvement, and Results for Development, and resource partner Harvard School of Public Health. Cooperative Agreement No.: 72066319CA00001. [USAID Health Financing Improvement Program \(hfip-newsletter.com\)](http://hfip-newsletter.com)

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