



## **On approval of the regulation on the national coordinator for human resources for health**

### *Unofficial translation*

Order № KR DSM-245/2020 of the Minister of Healthcare of the Republic of Kazakhstan as of December 10, 2020. It is registered with the Ministry of Justice of the Republic of Kazakhstan on December 14, 2020 under № 21779

### *Unofficial translation*

In order to implement subparagraph 40) of Article 7 of the Code of the Republic of Kazakhstan “On Public Health and the Healthcare System” as of July 7, 2020, I hereby

### **ORDER:**

1. To approve the regulation on the national coordinator for human resources for health in accordance with the appendix to this order.

2. In the manner prescribed by the legislation of the Republic of Kazakhstan, the Department of Science and Human Resources of the Ministry of Healthcare of the Republic of Kazakhstan shall ensure:

1) the state registration of this order with the Ministry of Justice of the Republic of Kazakhstan;

2) the posting of this order on the website of the Ministry of Healthcare of the Republic of Kazakhstan after its official publication;

3) the submission of information on the implementation of the measures provided for in subparagraphs 1) and 2) of this paragraph to the Legal Department of the Ministry of Healthcare of the Republic of Kazakhstan within ten working days of the state registration of this order with the Ministry of Justice of the Republic of Kazakhstan.

3. Control over the execution of this order shall be entrusted to the supervising deputy minister of healthcare of the Republic of Kazakhstan.

4. This order comes into effect ten calendar days of its first official publication.

*Minister of Healthcare of  
the Republic of Kazakhstan*

*A. Tsoi*

Approved by Order  
№ KR DSM-245/2020  
of the Minister of Healthcare  
of the Republic of Kazakhstan  
as of December 10, 2020

## **The regulation on the national coordinator for human resources for health**

### **Chapter 1. General provisions**

1. This regulation on the national coordinator for human resources for health has been developed in accordance with subparagraph 40) of Article 7 of the Code of the Republic of

Kazakhstan “On Public Health and the Healthcare System” as of July 7, 2020 (hereinafter - the Code) and determines the status, powers, purpose, objectives and the functions of the National Coordinator for Human Resources for Health (hereinafter - the National Coordinator ).

2. The following terms and definitions are used in this Regulation:

1) the national health workforce recordkeeping system is the basis for registration, recordkeeping, migration, outflow in order to ensure personalized recordkeeping, as well as continuous professional development of health workers;

2) the authorized body for healthcare (hereinafter referred to as the authorized body) - the central executive body that carries out management and inter-sectoral coordination in the field of health protection of citizens of the Republic of Kazakhstan, medical and pharmaceutical science, medical and pharmaceutical education, sanitary and epidemiological welfare of the population, turnover of medicines and medical devices, the quality of medical services ( assistance);

3) maintenance of a professional register - organization and personalized registration of medical workers, potential personnel in the field of healthcare (hereinafter - HRH);

4) the global health observatory - a subdivision of the World Health Organization that provides access to health statistics around the world.

## **Chapter 2. Purpose, tasks, functions of the National Coordinator**

3. The National Coordinator for human resources in the field of healthcare is determined by the authorized body.

4. The National Coordinator keeps record of, monitors, analyzes the state of human resources for health in the Republic in order to make science-based management decisions in the field of healthcare by authorized bodies by planning and forecasting the human resources of the industry.

5. The National Coordinator carries out interdepartmental interaction with all concerned bodies and organizations for the formation and development of HRH in the framework of the implementation of strategic objectives.

6. The main goal of the National Coordinator’s activities is aimed at ensuring effective management of human resources for health based on the improvement of forecasting, monitoring and planning mechanisms for staffing healthcare entities and developing the ideology and methodology of health personnel policy.

7. The tasks of the National Coordinator are as follows:

1) analysis of the main trends in the labor market in healthcare and their impact on the health workforce;

2) monitoring of the state of human resources and implementing measures to introduce an effective human resources policy in the health sector, strengthening the capacity of human resources services;

3) synchronization of the demand for medical workers and training systems, with a decrease in the imbalance of personnel in the context of regions and levels of care;

4) addressing the problem of making medical care available on the basis of the distribution system of trained workers;

5) introduction of national health workforce accounts (NHWA) in accordance with the recommendations of WHO, Eurostat;

6) effective HRH management system;

7) development of academic mobility of students and faculty of medical educational institutions;

8) improving the quality of employment of graduates of medical educational institutions, increasing the proportion of nurses with extended practice (who are trained in applied and academic bachelor's programs);

9) interdepartmental interaction on planning and development of HRH;

10) development of strategic documents for making management decisions in the field of HRH.

8. The main functions of the National Coordinator are as follows:

1) development of proposals for the modernization of the professional register based on the best international practices;

2) development of proposals to increase the share of targeted grants by local executive bodies for residency training;

3) an increase in the proportion of young professionals provided with measures of social support by local executive bodies;

4) the use of statistics in policy development and making management decisions;

5) long-term and medium-term forecasting of the need for human resources for health in the context of regions, medical and pharmaceutical specialties;

6) development of proposals for planning admission to training in a technical and professional, higher and postgraduate educational institution in the field of healthcare in accordance with the needs of practical healthcare;

7) development of proposals for improving the legislative and regulatory framework governing staffing in the field of healthcare, based on minimum standards for the workload of medical personnel in accordance with the main directions of modernization of the healthcare system;

8) development of model regulations, rules, methodological guidelines, recommendations in the field of human resources for health;

9) rating assessment of the activities of local executive health authorities;

10) development of recommendations for the modernization of HR services with the implementation of corporate HRH management policy and applied technologies based on international best practices;

11) development of proposals on mechanisms for the phased implementation of the professional responsibility of medical workers;

12) organizing and conducting educational events for healthcare managers and specialists of personnel management services;

13) implementation of research projects on the problems of human resources for health.

### **Chapter 3. Organization of activities of the National Coordinator**

9. When implementing the purpose and objectives, the National Coordinator interacts with the authorized body and its structural divisions, subordinate organizations, local public health authorities of regions, cities of republican significance and the capital, healthcare entities, medical educational and scientific institutions and medical associations.

10. The National Operator is provided with access to the information systems of the authorized body in the field of health.