

In Malawi, increasing the number of health worker is a major challenge in improving the health system. To address this issue, donors agreed to help the government develop an Emergency Human Resources Program with five main facets: improving incentives for recruiting and retaining staff through salary top-ups, expanding domestic training capacity, using international volunteer doctors and nurse tutors as a stop-gap measure, providing international technical assistance to bolster planning and management capacity and skills, and establishing more robust monitoring and evaluation capacity. Industrial relations were a prominent consideration in determining the shape of the program. The combination of short-term and long-term measures appears to be helpful in maintaining commitment to the program [18].