

Saturday, 29 October 2016

Dear HSM practitioner,

**RE: Development of Policy and Ethical documents on HSM**

The field of health systems management is relatively new in Kenya and region. Management in general is complex and constantly changing. As a professional body, HeSMA has a responsibility to help navigate these changes while working to advance members' careers and the profession. Therefore as a service to our esteemed members, HeSMA is in the process of developing Ethical Policy Statements on a variety of critical issues.

HeSMA Ethical Policy Statements represents her position on various ethical issues/challenges in health Leadership, Management and Governance and suggests guidelines of behaviour for healthcare executives facing these challenges. Policy statements will provide HeSMA's positions on professional and public policy issues and offer health systems managers some guidance. These statements must originate from members and issues within the field of expertise based on the health system pillars. These policy documents will be drafted by members and reviewed at the committee's level. The final documents will be approved adopted at the board level. Once adopted the documents will be posted (with your name on it) for members to use and refer to them. They will be made available on [www.hesma.org](http://www.hesma.org) and other media as needed. The policy statements will be reviewed as need be and changes posted regularly.

We ask you to kindly volunteer to develop policy documents based on your interest. All inputs will be considered as draft, reviewed by HeSMA and approved (with changes if need be). It will be published with your name as a developer. For HeSMA members completion of this activity will earn you 1200 professional points towards credentialing program. You participation in the process you will be earn you a certificate of participation which you can use as your reference and also earn professional credit points that you will use for consideration on career advancement (based on guidelines for credentialing and certification).

The documents required are classified by Health Pillars and represents the issues we have to deal with as Health Systems Managers. Please choose the area you would like to tackle. You will be required to use the template attached to prepare the policy document within the time available for you.

**Please choose the area of interest and write/text/email me the area you would like to participate. I will then let you know how you can go about it including sending you the template.**

Sincerely,

**Fredrick Kimemia**  
Chief Executive Officer

<b>Issue/challenge</b>	<b>Pillar</b>	<b>Due</b>
Ethics on health infrastructure procurement	Infrastructure	2016
Ethics on health commodities and supplies	Commodities	2016
Decisions on near end of life	Health Services	2016
Ethics on decision making process health leadership, management and governance	Leadership and Governance	2016
Ethical issues related to staff shortages	Human Resources For Health	2016
Ethics on handling health information and confidentiality	Health Information Management	2016
Access to affordable healthcare	Health Services	2016
Appropriate preparation for health systems managers' new entrants to the field	Human Resources for Health	2016
<b>Board credentialing and certification</b>	<b>Leadership and Governance</b>	<b>2015 Done</b>
Evaluating performance of hospital health systems	Health Services	2016
Health systems managers roles in ensuring quality and patients safety	Health Services	2016
Universal coverage	Health financing	2016
Lifelong learning/continuous development for all cadres under health systems managers	Human Resource For health	2016
Lifelong learning/continuous development health systems managers	Human Resource For Health	2016
Prevention/addressing workplace abuse and disruptive inappropriate behavior	Human Resource For Health	2016
The role of HSM in strengthening the health systems	Cross Cutting	2015
Use of research in making LMG decisions (planning, implementing and forecasting)	Cross Cutting	2015
Corruption and misuse of resources	Leadership and Governance	2016
Gender mainstreaming and empowerment	Human Resource For Health	2017
Lesbian, Gays and Bisexual	Health Services	2017
Devolution/deconcentration	Cross Cutting	2017