**Figure 3** Iran’s HRH strategies

**Availability**
- Developing the required new disciplines, and balancing the entries to the majors with shortage or moderate the entries of excess majors.
- Providing the necessary mechanisms to enhance the role and status of the Central Headquarter of MOHME.
- Estimating HR requirements in different geographic regions for a period of 10 years.
- Providing mechanisms for reviewing elites and specialist’s outflows from public to private sector.

**Accessibility**
- To supply 9630 admissions to medical fields through absorbing local students, especially from underserved areas.
- Providing all necessary resources for the affiliated universities and units.
- To ensure the continuity of training and recruiting frontline health workers 100% locally and upgrade of the knowledge and skills of current employees.
- Calculating and financing the cost per capita for training the demanded HR in annual operating budget.

**Acceptability**
- To supply staffing needs with the priority of recruiting qualified local HR.
- To supply the salaries and other benefits of full-time service of medical specialists passing their obligations in underserved areas in form of a fixed payment system.
- To plan and implement continuous training at the staff & managerial level.
- Task shifting and continually revising the professional boundaries and the skill mix.
- To introduce surplus workforces to the applicant countries for their recruitment, in compliance with the WHO code of practice.

**Quality**
- To review and update educational curriculums of courses tailored to the needs of health system.
- To review and revise the accreditation framework of education system.
- Promoting the position pyramid of full-time faculty members.
- Formulating necessary protocols to provide qualitative and quantitative HR coverage for all vertical projects and newly established units in health sector.
- Reviewing job classification schemes according to the needs of the health system.

**Cross-cutting strategies:**
- Establishing a “National Committee for Coordination, Policy Making and HR Planning” in order to centralize and integrate HRH policies in public & private sectors.
- Establishing and deploying “Health sector HR Observatory” (including health public & private sector) and provides its implementation mechanisms.
- Allocating a suitable proportion of resources earned from “The Iranian Targeted Subsidy Plan” to HRH.
- Designing and deploying the comprehensive information system for HRH.
- Delegating executive and outsourcing affairs to the private sector.