



INS workforce Planning

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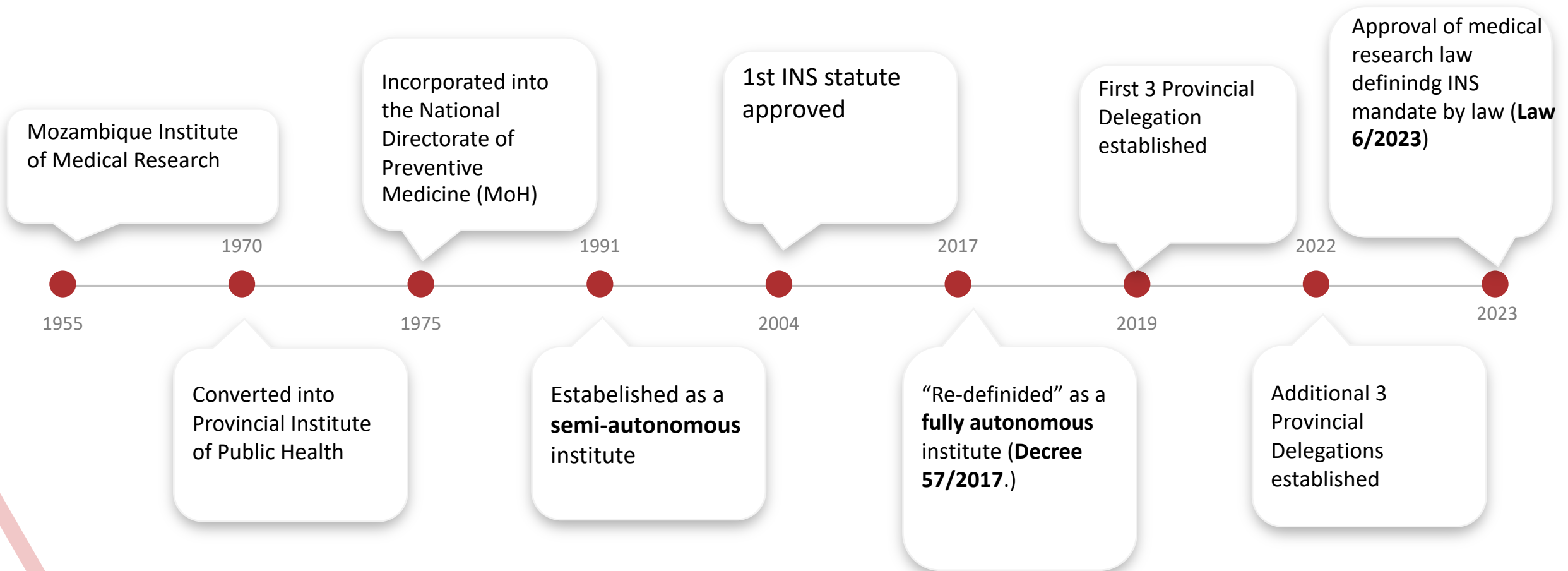
INS General Director

June 2024

www.ins.gov.mz



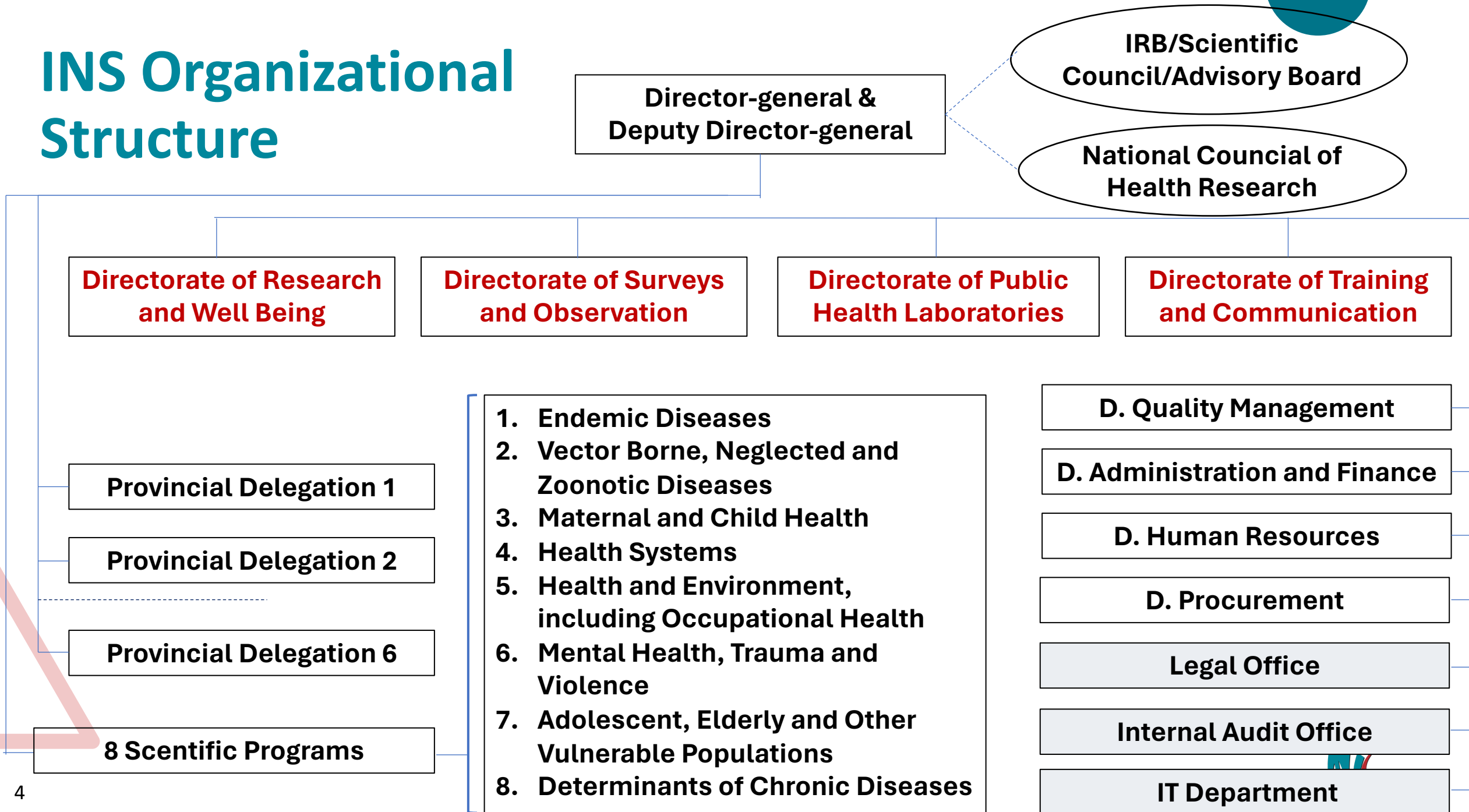
INS Historical perspective



Mandate of INS in the Health System

- **1. Biomedical research**
- **2. Laboratory Reference Services and Systems**
- **3. Surveillance, Emergency Response and Health Observation**
- **4. Communication, Education and Training**

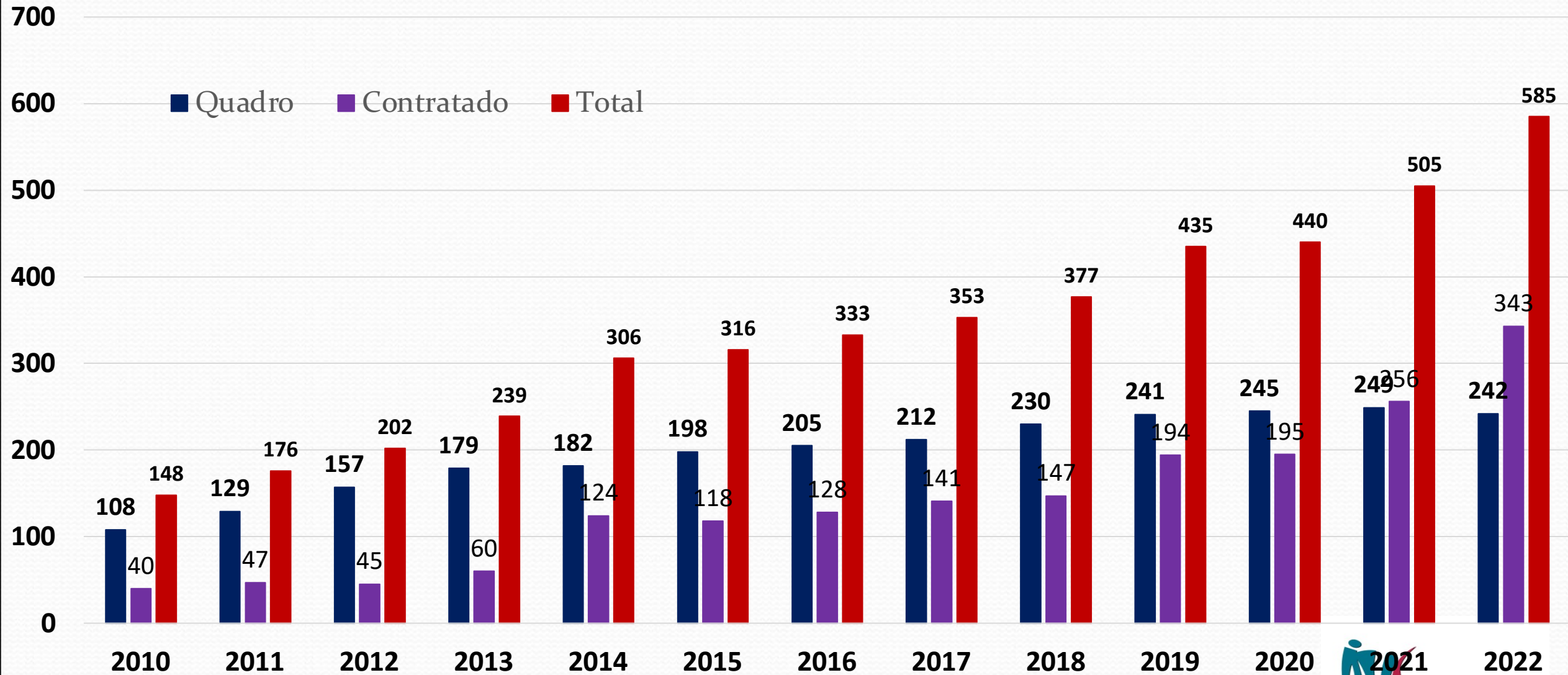
INS Organizational Structure



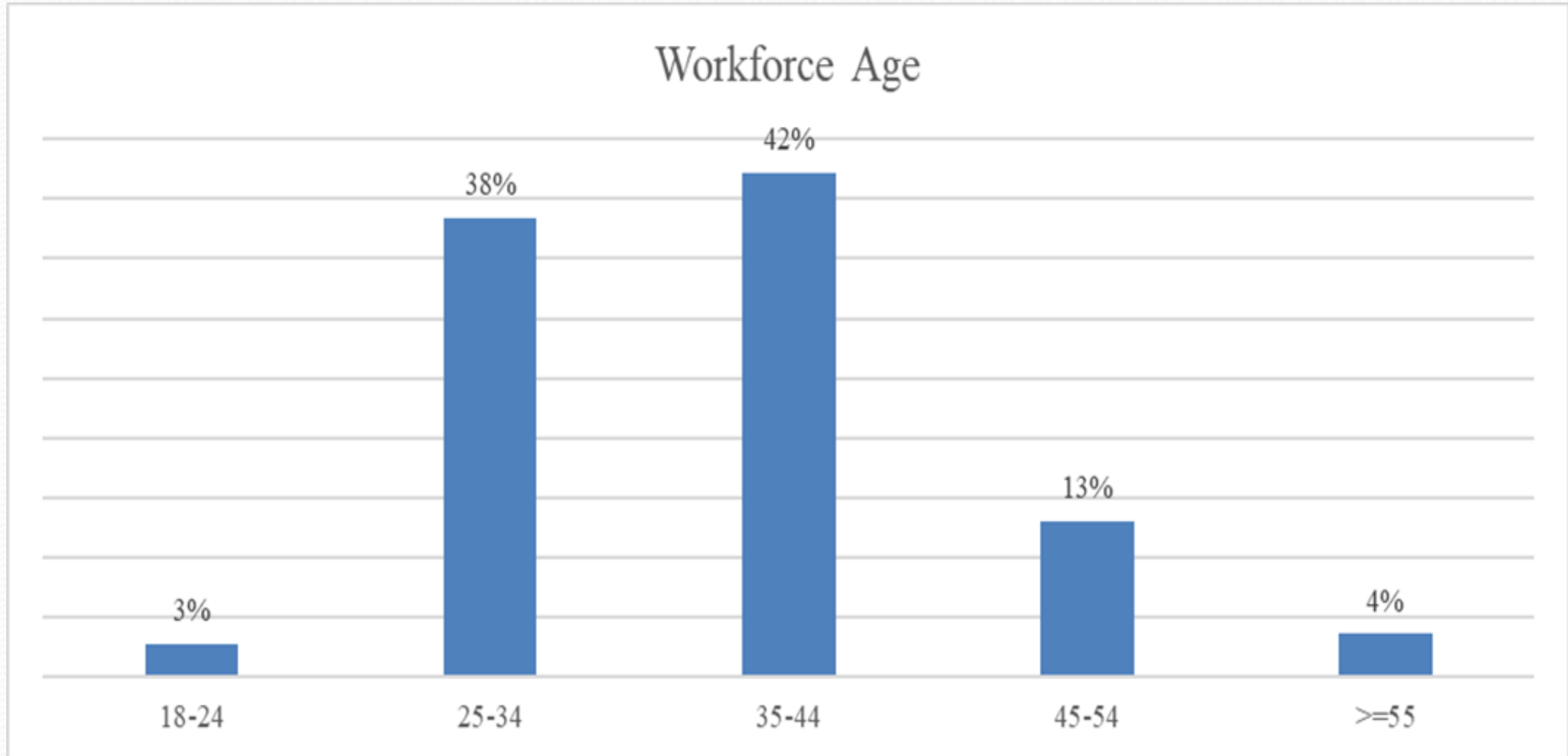
INS Currently has 6 Provincial Delegations and Facilities in 11 Provinces

Ord	Província	Provincial Delegation (n=6)	Provincial Public Health Lan (n=7)	Centro/Unidade de Investigação em Saúde (n=5)
1	Prov. Maputo	HQ		TB Research Unit (1)
2	C. de Maputo	Prov Delegation (1)	To be renovated	Polana C. Research Center (2)
3	Gaza		Operational in June	Chókwè Research Center (3)
4	Inhambane		Operational (1)	
5	Sofala	Prov Delegation (2)	Operational (2)	Beira Research Center (4)
6	Zambézia	Prov Delegation (3)	Operational (3)	Quelimane Research Center (5)
7	Tete	Prov Delegation (4)	Operational (4)	
8	Manica		Operational (5)	
9	Nampula	Prov Delegation (5)	Operational (6)	
10	C. Delgado	Prov Delegation (6)	Operational (7)	
11	Niassa		Operational (8)	

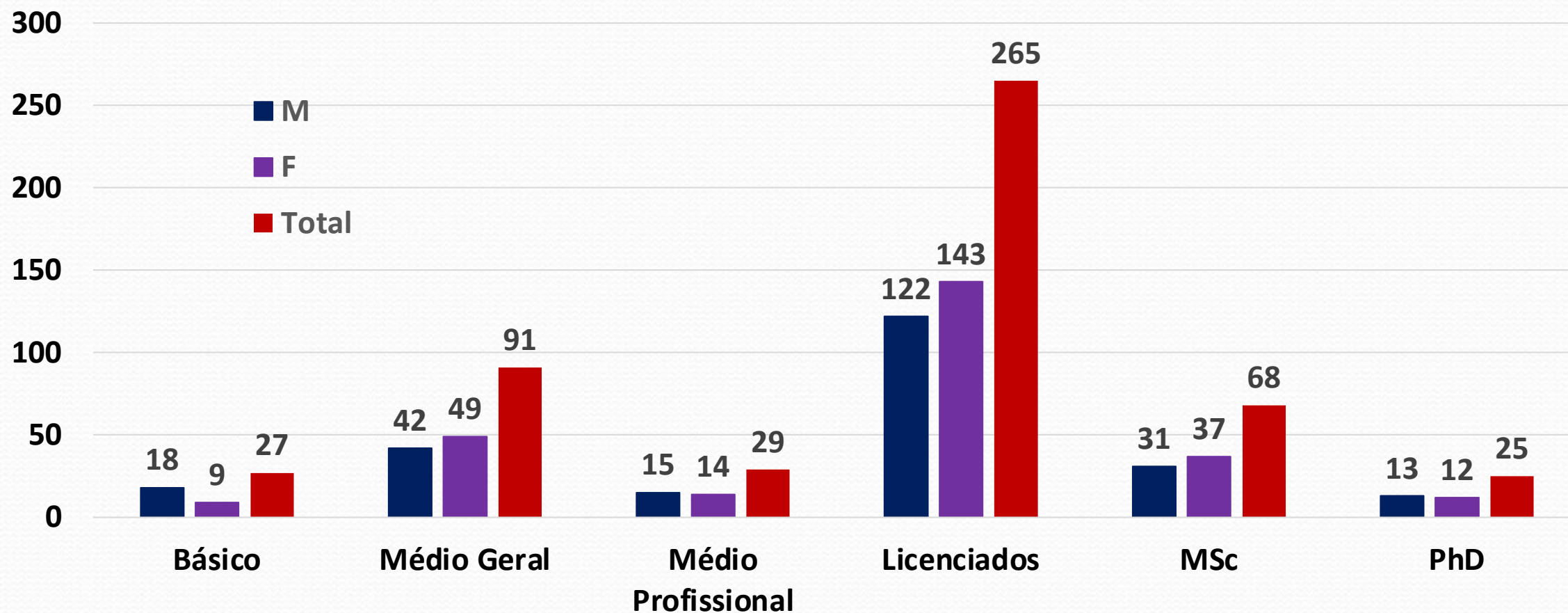
INS Workforce is rapidly growing



INS Workforce is dominated by young staff



INS Workforce is dominated by Young people with Bsc Level



Human Resources Challenges

- ❑ Staff Retention;
- ❑ Staff motivation;
- ❑ Workforce development;
- ❑ Changing the paradigm for data-driven decision-making for HR issues;
- ❑ Lower salaries at the public institutions compared to private sector;
- ❑ Efficient Performance Assessment Tools;
- ❑ Huge demand for Mentoring Program

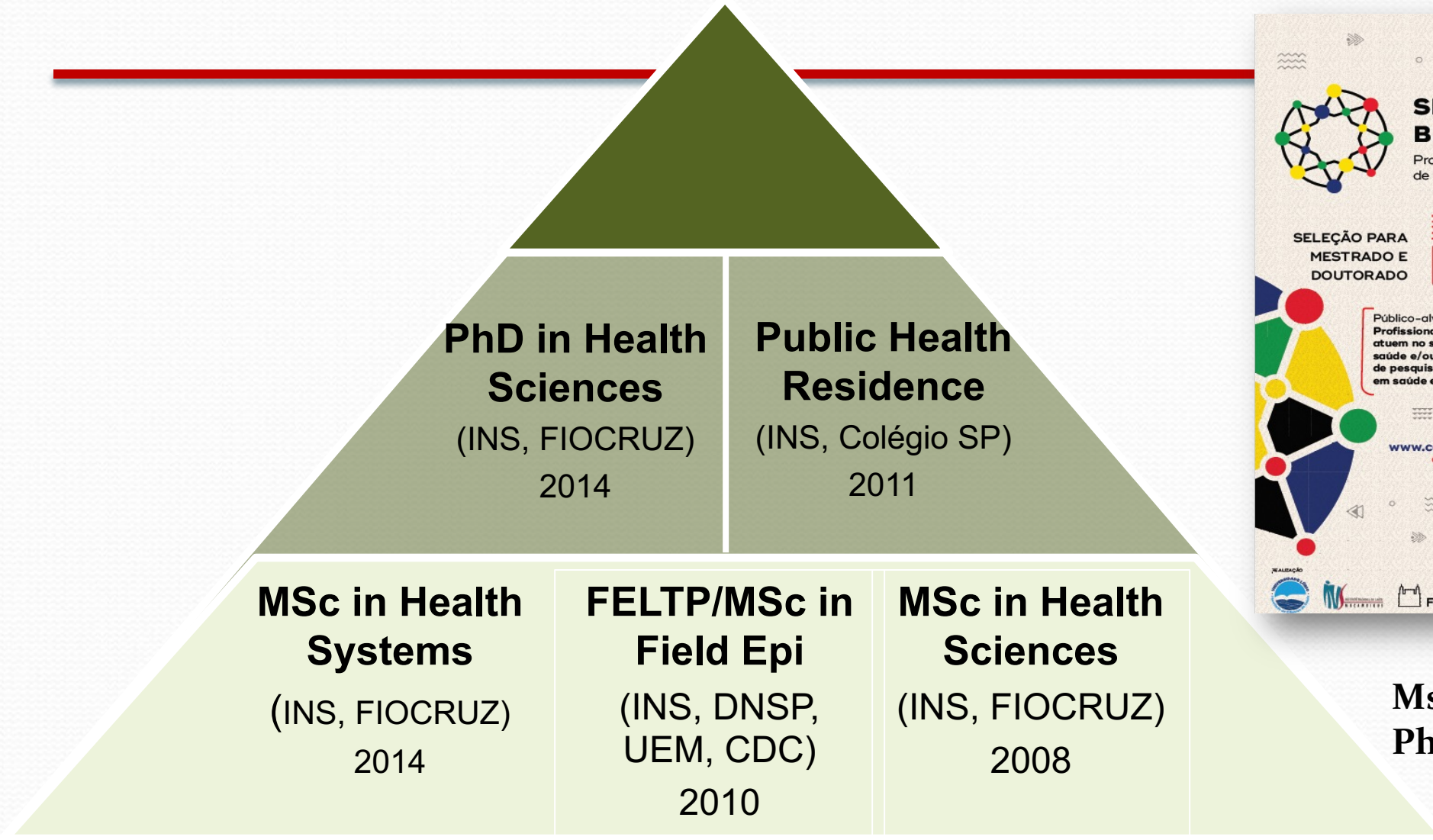


Strategies for strengthening workforce management at INS

- ❑ Commitment of the top leadership of the INS on Workforce Strengthening matters<
- ❑ Strengthen of the HR Department;
- ❑ Regular assessments of Organizational Climate;
- ❑ Development and Implement of an Action Plan to improve the Organizational Climate:
- ❑ Development and implementation of an institutional occupational health program to mitigate occupational risks
- ❑ Hiring HR consultancy services.



Post-Graduate Training at the INS



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Msc – 20
 PhD – 20



Success stories

- ❑ Development and adoption of technical - scientific benefits to stimulate internal competitiveness among researchers;
- ❑ Development and implementation of post graduation cohorts dedicated to INS staff (master's and doctoral programs);
- ❑ Development and implementation a program for psychological support.



Perspectives

- ❑ The regular assessments of organizational climate becomes part of the INS management system;
- ❑ Improvement of performance assessment tools and processes;
- ❑ Development and improvement of M&E tools for HR development;
- ❑ Development and implementation of talent mentorship for young scientists.
- ❑ Strengthening of the institutional occupational health program



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