

## ***Best practice: Inter Partner Human Resource Sharing (IPHRS)***

By using the skills, knowledge and experience between partner organization, we give our partners an opportunity to gain confidence and to establish their identity as an organization. Besides the sharing of technical expertise also helps the organisation to develop its professionalism thereby helping them to increase its resources. Therefore Inter Partner Human Resource Sharing (IPHRS) is a part of capacity building and demonstrates maximum use of local knowledges and skills.

### **The aims of IPHRS are:**

- To support members and staff of partner organization in their skill development
- To Increase the organizational identity of UMN partners at local level.
- To strengthen relationships and form an informal network among UMN partner organizations.
- To effectively identify and mobilise existing knowledge and skills between the partner organisations.

### **Possible activities / action for and through IPHRS are:**

- Facilitate training
- Facilitate workshop
- Coaching
- Follow up
- Facilitate co-ordination meeting
- Exposure visit and experience sharing

### **Requirements for conducting these activities:**

- Memorandum of Understanding (MOU) between resource giving and resource receiving organisation.
- Proven facilitation skill is needed to conduct training and workshop. Before which this skill can be developed from UMN staff.
- The Partner organization giving human resource support needs to have a fund raising policy and volunteer mobilization policy to ensure transparency, equal opportunity to all.

### **Finances:**

- In general UMN encourages POs paying some amount of NRs. 590/ per day including tax per facilitator paid to the organisation as an incentive and this money comes from the AoW approved plans and budgets. Travel Allowance provision will be made in Memo of Understanding.
- If possible partner can contribute this amount which is dependent to the partners financial status.

### **Role of UMN in IPHRS:**

- Conduct skill and capacity assessment of individual who will facilitate.
- Mentoring and giving feedback to the facilitator to ensure quality
- Co-ordinate among partner organization.
- Facilitate in the development of fund raising policy / volunteer mobilization policy together with the partner Organization.

### **Role of PO providing technical skills:**

This will be clearly defined in MOU but will always include a report of the activities.

### **Role of PO receiving technical assistance:**

This will be clearly defined in MOU but will always include a report of the activities.

### **Issues / Challenges:**

- Establish a system to ensure that partners will continue to use technical knowledge and skills
- Competition among the partners to provide resources.
- Some partners might not be interested to share their knowledge and skills due to the limited incentive.

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