

CRITICAL CHALLENGES FOR A DECADE OF HUMAN RESOURCES IN HEALTH IN THE AMERICAS

Regional Meeting of the Observatories of Human Resources in Health

4-7 October 2005
 Sheraton Centre Toronto
 123 Queen Street West
 Toronto, Ontario
 Canada

ROADMAP FOR NAVIGATING THE MEETING

Objective: To define the essential elements of the Plan for the Decade of Development of Human Resources in Health

Pivotal themes: Steps in Developing the Plan - Critical Challenges

AGENDA

Time	Activities
TUESDAY, OCTOBER 4	
10:00am – 5:00pm	Meeting Registration
1:30pm	Vans leave hotel lobby for Optional Site Visits
2:00pm – 5:00pm	<ul style="list-style-type: none"> ◆ Site visits to health programs and facilities of the Ministry of Health and Long Term Care of Ontario <i>(Organized by the University of Toronto)</i> ◆ Optional visits (Participants choose one) ◆ Academic visits: <ol style="list-style-type: none"> 1. Centre for Global eHealth Innovation: www.ehealthinnovation.org 2. International Programs of the Department of Family and Community Medicine: http://dfcm.med.utoronto.ca/ 3. The Wilson Centre for Research in Education www.cre.utoronto.ca ◆ Clinical visits: <ol style="list-style-type: none"> 1. Hospital for Sick Children: http://www.sickkids.on.ca/ 2. Community Health Centers: http://www.health.gov.on.ca/english/public/contact/chc/chc_mn.html <ul style="list-style-type: none"> - York Community Center - Parkdale Community Health Center

Time	Activities
6:00pm	Participants leave hotel lobby for Old Mill Restaurant
6:30pm	Welcome Reception at the Old Mill (Sponsored by Health Canada - Organized by the University of Toronto)
WEDNESDAY, OCTOBER 5	
7:00am-8:30am	Registration and Continental Breakfast
8:30am-9:00am	<p>Opening Remarks</p> <p>Welcome to the Participants</p> <p><i>Minister of Health of Canada (or delegate), Minister of Ontario Ministry of Health and Long Term and WHO/PAHO Representative</i></p>
9:00am-9:40am	<p>A Decade Of Human Resources In Health: Global Challenges And Perspectives</p> <p>9:00 – 9:20 Global Challenges</p> <p><i>Timothy G. Evans, Assistant Director General, Evidence and Information for Policy, World Health Organization</i></p> <p>9:20 – 9:40 Challenges in the Americas</p> <p><i>Daniel López Acuña, Director, Program Management, Pan American Health Organization / World Health Organization</i></p>
9:40am-10:00am	Coffee Break
10:00am-12:30pm	<p>Challenge 1: The Role of Policies and Planning</p> <p>Health Objectives and Human Resources Policies</p> <p>Panel Discussion with National Health Authorities of the Americas</p> <p>Moderator:</p> <p><i>Hon. Bev-Ann Murray, Deputy Minister of Health, Manitoba</i></p> <p>Panelists:</p> <p><i>José Agenor Alvares da Silva, Secretário Executivo do Ministério da Saúde, Brasil</i></p> <p><i>Claudia Madies, Suseceteraria de Políticas, regulación y Fiscalización, Ministerio de Salud y Medio Ambiente, Argentina</i></p> <p><i>Salvador López Mendoza, Viceministro, Ministerio de salud Publica y Asistencia Social, Guatemala</i></p>

Time	Activities
	<p><i>Lourdes Ortiz, Viceministra de Salud, Ministerio de Salud y Deportes, Bolivia</i> <i>José Del Carmen Sara, Viceministro, Ministerio de Salud, Peru</i></p>
<p>12:30pm-2:00pm</p>	<p>Thematic Lunch Global Challenges: Perspectives from the WHO Regional Offices Moderator: <i>Mario Dal Poz, Coordinator for Tools, Evidence, and Policy; Human Resources for Health, WHO, HQ</i> Panelists: <i>WHO Regional Office for Africa (AFRO)</i> <i>WHO Regional Office for the Eastern Mediterranean (EMRO)</i> <i>WHO Regional Office for the Southeast Asia (SEARO)</i></p>
<p>2:00pm-3:50pm</p>	<p>Health Human Resources Planning in Canada: Between Crisis and Long Term Perspective Panel Discussion: <i>Robert Shearer, Director, Health Human Resource Strategies Division, Health Canada</i> <i>Andrée Robichaud, Co-Chair of the Advisory Committee on Health Delivery and Human Resources and Assistant Deputy Minister, New Brunswick Department of Health and Wellness</i> <i>Lyne StPierre-Ellis, co-chair of Health Human Resources Planning Subcommittee and Physician Resource Advisor, New Brunswick Department of Health and Wellness</i> <i>Francine Anne Roy, Manager, Canadian Institute for Health Information</i> <i>Gail Tomblin Murphy, Canadian Institutes for Health Research</i> <i>Sandra MacDonald-Rencz, A/Executive Director, Office of Nursing Policy, Health Canada</i> <i>Rodney Crutcher, co-chair, International Medical Graduate Implementation Steering Committee</i> <i>Janet Davies, co-chair, Internationally Educated Nurses Taskforce</i> <i>Kurt Davis, Executive Director, Canadian Society for Medical Laboratory Science, Delegate for the Health Action Lobby (HEAL)</i> <i>Jamie Hockin, Director, Public Health Agency</i> <i>Simon Brascoupé, Associate Director, First Nations and Inuit Health Branch,</i></p>

Time	Activities
	<i>Health Canada</i>
3:50pm-4:00pm	Orientations for Working Groups Where are we now and how do we envision a desirable future? What are the avenues of action and transformation? What is the role of the network and agencies: can we work together?
4:00pm-4:15pm	Coffee Break
Step #1 in Developing the Plan WHERE ARE WE NOW, AND WHERE ARE WE GOING?	
4:15pm-5:45pm	Working Groups Session #1 Taking stock of the situation and identifying priorities
6:15pm	Participants leave hotel lobby for Reception
6:45pm-8:00pm	Reception in the University of Toronto
THURSDAY, OCTOBER 6	
8:00am	Continental Breakfast
8:30am-10:00am	Challenge 2: Placing The Right People In The Right Places Recruitment, Allocation and Management: Developing a Health Workforce to Meet Health Needs Moderator: <i>Gail Hudson, Director of Human Resource Management and Corporate Services, Ministry of Health, Jamaica</i> Panelists: <i>Luis Fernando Rolim Sampaio, Diretor do Departamento de Assistência Básica, Ministério da Saúde, Brasil</i> <i>Peter Vaughan, Chief Health and Human Resources Officer, Nova Scotia Department of Health, Canada</i> <i>Marta Novick, Subsecretaria de Programación Técnica y Estudios Laborales,</i>

Time	Activities
	<i>Ministerio de Trabajo, Argentina</i>
10:00am-10:30am	Coffee Break
Step #2 in Developing the Plan WHAT TO DO: ROADS FOR ACTION	
10:30am-12:00pm	Working Groups Session #2 An outline of avenues of action
12:00pm-1:30pm	Thematic Lunch The role of professional associations Panelists: <i>Judith Oulton, Executive Director, International Council on Nurses (ICN)</i> <i>Maria Eva Reyes Gómez, Presidenta, Federación Panamericana de Profesionales en Enfermería (FEPPEN)</i> <i>William Tholl, Secretary General and Chief Executive Officer, Canadian Medical Association, Delegate for the Health Action Lobby (HEAL)</i>
1:30pm-3:00pm	Challenge 3: Managing the Movement of Workers Migration of Health Workers: Impacts on Health Services Moderator: <i>Manuel Dayrit, Director, Department of Human Resources for Health, WHO, HQ</i> Panelists: <i>Jean Moore, Director, Center for Health Workforce Studies (CHWS), University of New York in Albany, US</i> <i>Judith Smith-Richards, Director, Human Resource Management and</i>

Time	Activities
	<p><i>Development, Ministry of Health, Jamaica</i></p> <p><i>Daniel Klass, Co-Chair, International Medical Graduate Implementation Steering Committee, Canada</i></p>
<p>3:00pm-3:30pm</p>	<p>Coffee Break</p>

Time	Activities
Step #3 in Developing the Plan HOW DO WE MOVE FORWARD: POLITICAL WILL, INSTITUTIONAL NETWORKS, RESOURCES, AND INSTRUMENTS	
3:30pm-5:00pm	Working Groups Session #3 The role of a network of countries and agencies: regional actions and national impacts
6:00pm	Participants depart hotel lobby for Dinner
6:45pm	Boat leaves harbor
7:00pm-10:00pm	Dinner on Lake Ontario - Boat Cruise and Seated Dinner <i>(Organized by the University of Toronto - Sponsored by Ontario Ministry of Health and Long Term Care)</i>
FRIDAY, OCTOBER 7	
8:00am	Continental Breakfast
8:30am-10:00am	Challenge 5: Developing Cooperation between Academia and Services Coordination of Academia and Health Services Organizations in Developing Better Health Human Resources Moderator: <i>Giorgio Solimano, Presidente, Asociación Latinoamericana y del Caribe de Educación en Salud Pública (ALAESp)</i> Panelists: <i>Alicia Reyes, Presidente, Asociación Latinoamericana de Escuelas y Facultades de Enfermería (ALADEFE)</i> <i>Guadalupe Alarcón Fuentes, Directora de Políticas y Desarrollos Educativos en Salud, México</i> <i>Louise Nasmith, Faculty of Medicine, University of Toronto, Canada</i> <i>Francisco Eduardo de Campos, Secretário de Gestão do Trabalho e da Educação, Ministério da Saúde, Brasil</i>
10:00am-10:30am	Coffee Break

Time	Activities
10:30am-12:30pm	<p>Challenge 4: Providing Resources and Inducing Commitment</p> <p>Investing in Human Resources: Perspectives and experiences</p> <p>Moderator:</p> <p><i>Gilles Dussault, Senior Health Specialist, World Bank Institute</i></p> <p>Panelists:</p> <p><i>Peter Heller, Deputy Director, Department of Fiscal Affairs , International Monetary Fund (IMF)</i></p> <p><i>Marko Vujicic, Consultant, Human Development Network, World Bank</i></p> <p><i>Rodrigo Lavanderos, Jefe División de Gestión y Desarrollo de las Personas, Ministerio de Salud, Chile</i></p>
12:30pm-2:00pm	<p>Thematic Lunch</p> <p>Global Challenges and International Initiatives: Agencies and Foundations</p> <p>Moderator:</p> <p><i>Sonya Roopnauth, Permanent Secretary, Ministry of Health, Guyana</i></p> <p>Panelists:</p> <p><i>George Brown, Director, Health Equity, Rockefeller Foundation</i></p> <p><i>Marilyn Lauglo, Consultant, Center for Health and Social Development (HeSO), Norwegian Agency for Development Cooperation (NORAD)</i></p> <p><i>Lois Schaefer, Senior Technical Advisor for the CAPACITY project, United States Agency for International Development (USAID)</i></p>
2:00pm-3:00pm	<p>The Way Forward</p> <p>Strategic Orientations for a Decade of Human Resources in Health: Emerging Consensus in the Americas</p> <p>Introduction</p> <p><i>Charles Godue, Chief, Human Resources Development Unit, Pan American Health Organization/World Health Organization</i></p> <p>Presentation of the Toronto Action Plan</p> <p><i>Pedro Brito, Area Manager, Strategic Health Development, Pan American Health Organization/World Health Organization</i></p>
3:00pm-3:30pm	<p>Proposal for Regional Meeting 2006</p>

Time	Activities
3:30pm	Closing Remarks <i>Joxel García, Deputy Director, Pan American Health Organization/World Health Organization</i>