Building a Sustainable Workforce in the Caribbean (2012-2017)

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October 22, 2012

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What if no HRH Road Map Agenda

DEFICIENT HRH RESOURCES STRATEGIES

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NO SUCCESSFUL UNIVERSAL HEALTH CARE

Importance of HRH

- HRH is one of the most critical aspects of the health care system:
  - **Generally more than 50% of system expenditures**
  - **Important impact on health outcomes**
    - right care, delivered in the right place by the right people
  - **Difficult to have a well functioning system without a workforce that is:**
    - well trained
    - well treated
    - well motivated
    - is evolving with system and population needs
    - is in place
  - **At the intersection of the health system and the patient experience**

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Issues with HRH in the Caribbean

- According to the various reports and analysis of the situation in the Caribbean region (20 goals, CCHIII, HRH Road Map as examples), there is:
    - Lack of reliable information on the workforce
    - Weak governance and planning processes
    - High attrition and out-migration rates and little succession planning
    - Gaps in deployment (rural-urban/types of clinicians/vacancies), capacity and productivity
    - Working conditions that are not optimal to counter pull factors
    - Lack of coordination among education and training organizations

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Laying the Foundation

ROAD MAP IMPLEMENTATION, 2012-17

High Level Meeting, Caribbean HRH Road Map (2012)

Kampala Declaration (2008)   CARICOM CCH III (2008)

Twenty Regional Goals for Health (2007)

Global Health Alliance (2007) HRH Data Management Project (2007)

WHO World Health Report (2006)   Health Agenda for Americas (2007)

Joint Learning Initiative (2004) Toronto Call to Action (2005)

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HRH Road Map Milestones (2012-2017)

- 25 Milestones organized in two broad areas:
  - Governance
  - Education and Training

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Intent of Governance Milestones

- Better data and information (including on-line observatory and regional data base)
- Better policy development capacity
- Better HRH planning capacity
- Better coordination in the system

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Intent of Governance Milestones (Continued)

◉ **Better management skills**

◉ **Better hiring guidelines**

◉ **More stable, transparent and supportive work environment**

◉ **Higher morale**

◉ **Improved quality**

◉ **Increased productivity**

◉ **Lower cost**

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Intent of Training and Education Milestones

- Ongoing commitment to staff training & capacity building
- Caribbean Learning Network:
  - courses in planning, evaluation and management
  - online in-service training to work in inter-professional teams
  - course accreditation
- Online management courses for HR managers
- Better skills to meet challenges of NCD's and PHC needs
- Upgraded competencies for clinical staff
- Improved working conditions through better staff preparation

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Next Steps

- ⊚ **Observatory**

- ⊚ **Data project**

- ⊚ **Training and Education working group meeting**

- ⊚ **Detailed plans on the milestones**

- ⊚ **Resource mobilization strategy**

Why the Road Map Development Process Matters—Actions

- ⦿ **Stock taking and honest self reflection**
- ⦿ **Validation of information**
- ⦿ **Expert advice on issues, needs and strategy**
- ⦿ **High Level Meeting**
- ⦿ **Development of guiding document (Road Map) with milestones and deadlines**
- ⦿ **Formation of working groups**
- ⦿ **Meetings of working groups**

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Why the Road Map Development Process Matters—Actors

- ◉ High Level meeting grouped representatives from the sub-region

- ◉ Working groups composed mainly of representatives from the sub-region

- ◉ Experts were from the sub-region

- ◉ PAHO acted as the facilitator

- ◉ Endorsed by Ministers

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Application to UHC Agenda???

- Does UHC need its own Road Map?
- Is the experience with the HRH Road Map instrumental in this regard?
- How is the private sector to be included?
- How do you convert talk to action?
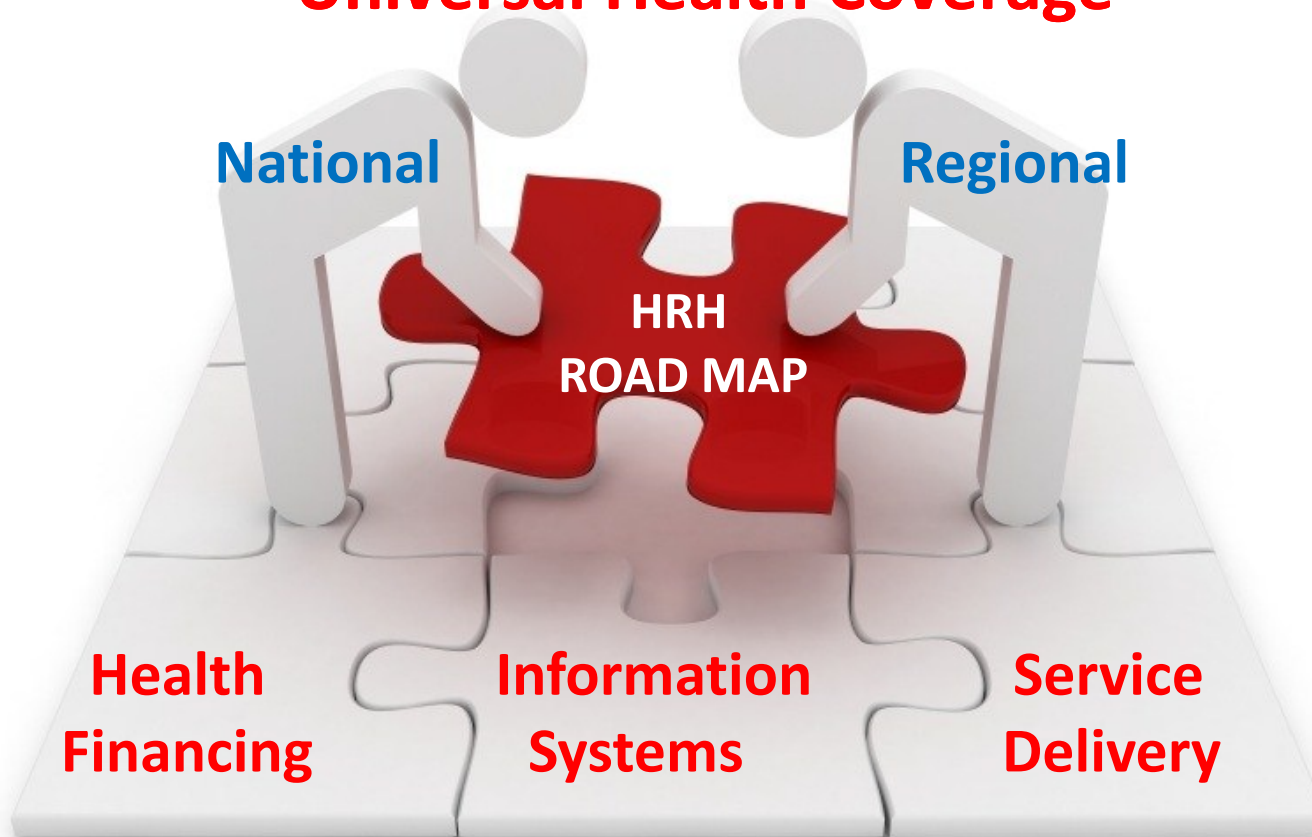- Do all roads lead to the same destination?

Take Away Points

◎ **No UHC possible without a sustainable workforce**

◎ **HRH issues are serious and require concerted action**

◎ **A well organized and well functioning HRH:**

- **Leads to better health outcomes for the population (which leads to better economic productivity)**

- **Results in more financial resources available for technology, pharmaceuticals and services (because of higher productivity, better outcomes, lower demand)**

- **Makes Universal Health Care more achievable (more available financial resources and someone is actually there to deliver the services)**

◎ **It is possible that the HRH development process is exportable to UHC agenda**

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Universal Health Coverage

National

Regional

HRH
ROAD MAP

Health
Financing

Information
Systems

Service
Delivery

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THANK YOU!

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