

29th PAN AMERICAN SANITARY CONFERENCE

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RESOLUTION

CSP29.R15

STRATEGY ON HUMAN RESOURCES FOR UNIVERSAL ACCESS TO HEALTH AND UNIVERSAL HEALTH COVERAGE

THE 29th PAN AMERICAN SANITARY CONFERENCE,

Having considered the *Strategy on Human Resources for Universal Access to Health and Universal Health Coverage* (Document CSP29/10), presented by the Director;

Taking into account that the United Nations General Assembly adopted the new 2030 Agenda for Sustainable Development, in which Goal 3 seeks “to ensure healthy lives and promote well-being for all at all ages”;

Aware that the implementation of the Strategy for Universal Access to Health and Universal Health Coverage, approved during the 53rd Directing Council of PAHO (2014), calls for human resources that are sufficient in number, distributed equitably and possess the appropriate capacities, in accordance with the needs of communities;

Considering that the 69th World Health Assembly, in May 2016, adopted the Global Strategy on Human Resources for Health: Workforce 2030; that the High-level Commission on Health Employment and Economic Growth convened by the United Nations in November 2016 established that investing in employment in the health sector can generate economic growth and contribute to the development of countries; and that the 70th World Health Assembly, in May 2017, adopted the Five-year Action Plan for Health Employment and Inclusive Economic Growth (2017-2021) (Document A70/18);

Recognizing that, despite progress made, challenges remain, especially in the availability and distribution of personnel, planning, governance, intersectoral

coordination, and training in order to meet the needs of health systems in transformation towards universal access to health and universal health coverage,

RESOLVES:

1. To adopt the *Strategy on Human Resources for Universal Access to Health and Universal Health Coverage* (Document CSP29/10).
2. To urge the Member States, as appropriate to their context and their domestic priorities, to:
 - a) establish formal mechanisms to strengthen stewardship in the development of national policies on human resources for health, including high-level intersectoral collaboration and coordination to promote synergies in regulation, strategic planning, and decision-making, based on the needs of the health system;
 - b) increase public spending and financial efficiency, fostering quality education and employment in the health sector to increase the availability of human resources for health, motivate health teams, promote retention, improve health outcomes, and support economic development;
 - c) strengthen strategic planning, forecasting of present and future needs, and performance monitoring, through the development of information systems on human resources for health;
 - d) promote the development of interprofessional teams within services networks through interprofessional training and the diversification of learning environments, realigning professional profiles and new work management processes (task shifting/task sharing) to foment the integration of these teams within health services networks;
 - e) implement strategies to retain human resources for health, particularly for underserved areas, consonant with the intercultural characteristics of each community, that include economic and professional development incentives, life plans, and work and infrastructure conditions;
 - f) advocate for the transformation of professional health education through strengthened accreditation to include the principles of social mission, the incorporation of a public health perspective, and a social determinants approach, as linchpins in the education of human resources for health;
 - g) promote high-level agreements between education and health sectors in order to align the education of human resources with current and future health system needs, and move forward in the evaluation and accreditation of health sciences training programs which incorporate social relevance among the criteria for educational quality standards;

- h) develop continuous professional development strategies for health professionals, incorporating new information and communications technologies, telehealth, virtual education, and learning networks, in order to improve the problem-solving capacity and quality performance of integrated health services networks;
 - i) strengthen governance in planning and regulating the education of specialists, setting incremental goals for more positions in family and community health and in basic specialties;
 - j) incorporate a gender perspective as well as the needs of female workers in future models for organizing and contracting health services, taking into consideration the growing feminization of human resources in the health sector;
 - k) pursue—using the WHO Global Code of Practice on the International Recruitment of Health Personnel as a guide—enhanced dialogue and partnerships, including bilateral arrangements, where appropriate, to address the challenges of health personnel migration and health systems strengthening; such arrangements could address enhanced training of skilled personnel from source countries and provide frameworks for orderly movement of skilled health personnel, among other measures outlined in the Code, to address the needs of destination countries without undermining health security in source countries.
3. Request the Director to:
- a) promote intersectoral policy dialogue to facilitate implementation of the Strategy on Human Resources for Universal Access to Health and Universal Health Coverage in the Member States and, in particular, to increase investment in human resources for health;
 - b) prepare a regional plan of action for 2018, with specific objectives and indicators in order to advance more quickly on the path established in this strategy;
 - c) support countries in strengthening their capacity for strategic planning, human resources management, and the development of information systems to help inform current and future scenarios for the progressive achievement of universal access to health and universal health coverage;
 - d) promote research, the sharing of experiences, and cooperation among countries in areas such as interprofessional health teams, quality and socially relevant education, and retention strategies for human resources;
 - e) promote coordination among United Nations agencies and other international organizations working on issues related to human resources for health, and establish a high-level technical commission to evaluate trends, capacities, and mobility in human resources for health in the Region of the Americas.

(Eighth meeting, 28 September 2017)