

**“Action Plans for a Decade of Human Resources:  
Toward a Common Vision”**

**VIII Regional Meeting of the  
Observatories of Human Resources for Health in the  
Americas**

**Lima, Peru**

**Monday, November 20 – Wednesday, November 22, 2006**

**Hosted By:**

***Ministry of Health of Peru  
Pan American Health Organization/ World Health Organization***

**Sponsored By:**

***The Bill and Melinda Gates Foundation  
AMARES Project / European Commission in Peru***

## **ABOUT THE LIMA MEETING**

The 2006 VIII Regional Meeting of the Observatories of Human Resources for Health in the Americas holds particular importance as it falls during the World Health Organization's year of human resources for health. With the launching of the 2006 World Health Organization Annual Report, "Working Together for Health," the world is focused on the critical importance of a well-distributed, effective, trained, and compensated workforce in achieving effective health systems and meeting the national and international needs of all populations.

One year after the ***Toronto Call to Action*** of last year's landmark meeting of the Observatories, the stakeholders and decision makers from the countries of the Region will reconvene to exchange their experiences over the last year to share lessons learned, successes gained, and best practices recommended.

The purpose of this year's Lima Meeting is for the countries of the Americas to "answer the call" by beginning to develop their national plans of action to achieve significant improvements in their human resources in health (HRH) over the next ten years. With the momentum and encouragement provided through the successes of key country experiences, the participants will work in small groups to devise their own country plans.

The hope is that the participants of this meeting will attain knowledge, support, and understanding of the planning process so that they will be able to identify a detailed 10-year vision for developing an effective health workforce, define the specific activities needed to reach that vision, and establish benchmarks and indicators for measuring progress and success.

The results that are expected from this meeting are for each country to:

- Formulate a statement of the changes it wants to achieve in the next years;
- Define key indicators of desired changes and a monitoring process to track progress;
- Identify needs for technical assistance and financial support;
- Agree on strategies for cooperation between countries within the Region of the Americas and explore possible cooperation with countries of Americas;
- Exchange information and evidence generated by the Observatories and exchange experiences from countries who have already initiated activities and programs to address the five primary HRH challenges;
- Recruit support from experts, technical agencies and funding institutions to mobilize political, financial, and technical resources.

# A G E N D A

SUNDAY, 19 NOVEMBER

Arrival of international participants

Documents of the meeting will be delivered in the rooms of the hotel

DAY 1

MONDAY, 20 NOVEMBER

**7:30 – 8:30                      REGISTRATION**

**9:00 – 9:30                      PLENARY**

## **“Opening Ceremony”**

Conference hosts from the Ministry of Health of Peru and from the Pan American Health Organization / World Health Organization will welcome guests and make opening remarks.

- o *Carlos Vallejos Sologuren, Minister of Health, Peru*
- o *Diego Fernández Espinosa, Vice-Minister of Health, Peru*
- o *Luis Alberto Huarachi Quintanilla, Institutional Chief, Institute for Human Resources Development (IDREH)*
- o *Manuel Peña, Pan American Health Organization Representative in Peru*
- o **Moderator: Master of Ceremonies**

**\*\*\* Master of Ceremonies will introduce the next panel, make announcements and explain the logistics of the meeting. \*\*\*\***

**9:35 – 10:30                      INTRODUCTION AND ORIENTATION**

## **“A Decade of Human Resources for Health for the America: Vision of Pan American Health Organization (PAHO) / World Health Organization (WHO)”**

Speakers will set the stage of the meeting in the context of the decade of human resources in health and define the expected results of the discussions. The discussion will include an overview of the current global crisis in human resources, the unique concerns of the Americas Region and the countries of Africa, and the current commitment of the World Health Organization to overcome the challenges to human resources development.

- o *Charles Godue, Unit Chief, Human Resources for Health, PAHO: Introduction to Objectives of Meeting and the role of the Observatories*
- o *Pedro Brito, Area Manager, Health Systems Strengthening, PAHO: Orientation to the Year of Human Resources in Health and the crucial role of health human resources in the performance of health systems.*
- o *Manuel Dayrit, Director, Department of Human Resources for Health, World Health Organization, Geneva Headquarters: Key messages for action from the World Health Report of 2006.*

- *Moderator: Paulina Giusti, Advisor to the Office of the Vice Minister, Ministry of Health, Peru*

**10:30 – 10:35                      ADVERTISEMENT FOR HRH OFFERINGS**

**10:35 – 11:00                      BREAK**

**11:00 – 12:30                      PANEL DISCUSSION**

**“Policies and Plans for Human Resources for Health: The Peruvian Road”**

Observatory Representatives from Peru will describe the health human resources situation in Peru and will share the experience of addressing the current challenges and planning for human resources development over the next ten years. Discussion will include the cooperative activities of the various government sectors and private and public organizations, financial implications, and inter-country cooperation.

- *Moderator: Pedro Díaz Urteaga, Deputy Institutional Chief, Institute for Human Resources Development (IDREH)*
- *Paulina Giusti, Advisor to the Office of the Vice Minister, Ministry of Health, Peru: “Situational diagnosis of the Field of Human Resources for Health in Peru: Challenges of the Decade.”*
- *Luis Alberto Huarachi Quintanilla, Institutional Chief, Institute for Human Resources Development (IDREH): “A shared Vision within the framework of the National Policy Guidelines for the Development of the Human Resources for Health and the challenges of the Decade”*
- *Panel discussion: “The process of implementation of the National Plan for a Decade of Development of the Human Resources for Health: Initial Experiences”*
  - *Rafael Delgado Arroyo, Director General of Policies and Regulations, Institute for Human Resources Development (IDREH): “Management and Strategic Planning of Human Resources for Health Through Community Health Services”*
  - *Betsy Moscoso Rojas, Director of the Office of Strategic Information, Institute for Human Resources Development (IDREH): “Methodological Design for the Identification of Priorities for Education of Specialized Physicians*
  - *Ruth Seminario Rivas, Member of the National System for Coordination of Educational Services and Research in Health (SINAPRES Committee): “The System of Education-Service Articulation and Research for Health”*
  - *Luisa Hidalgo, Board of Harmonization of International Cooperation of Human Resource in Health: “The synergies among the International Cooperation Bodies and the Steering Entities of the Sector”*

**12:30 – 14:00                      THEMATIC LUNCH**

**“Global and Regional Alliances for Human Resources Development”**

Speakers will present an overview of the human resources crisis in Africa and Asia and will each describe the national and international groups that have been formed to address these crises.

- *Francis Omaswa, Executive Director, Global Health Workforce Alliance*
- *Dr. Kenneth G. Ronquillo, Director IV, Department of Health, Government of the Philippines: The Asia Pacific Action Alliance for Human Resources (AAAH)*

- *Jennifer Nyoni, Regional Adviser, Human Resources for Health Management (HRM), Division of Health Systems & Services Development (DSD), World Health Organisation (WHO), Regional Office for Africa: Observatories for Health Human Resources in Africa*
- *Moderator: Jim McCaffery, Director for Technical Resources for the USAID Capacity Project, Training Resources Group (TRG)*

**14:00 – 15:30                    PANEL DISCUSSION**

**"Financial Support: Perspective from Funding Agencies"**

Representatives from international funding organizations and private donor agencies will share their vision for capacity building and discuss global strategies for strengthening human resources in health.

- *Christoph Kurowski, Senior Health Specialist, World Bank*
- *Amrita Paul, Health Specialist, Canadian International Development Agency(CIDA)*
- *Kathy Cahill, Deputy Director of Global Health Strategies, Bill and Melinda Gates Foundation*
- *Moderator: Margaret Ventura, Executive Director; Ministry of Health Belize*

**15:30 – 15:35                    ADVERTISEMENT FOR HRH OFFERINGS**

**15:35 – 16:00                    BREAK**

**16:00 – 17:30                    PANEL DISCUSSION**

**"Cooperation among Countries in Human Resources Development: Strategies and Activities to Support Action Plans"**

Representatives from Health Canada and from the Ministry of Health of Brazil will explain how their countries are providing technical and financial commitment to the countries of the Americas to support activities in reaching their ten-year objectives.

- *Robert Shearer, Director, Health Human Resource Strategies Division Health Care Policy Directorate Health Policy Branch (HPB), Health Canada*
- *Francisco Eduardo Campos, Secretary of Labor and Education Management in Health, Ministry of Health, Brazil*
- *Moderator: Mario dal Poz, Coordinator for Tools, Evidence and Policy, Human Resources for Health, WHO, Geneva*

**\*\*\* General Announcements \*\*\***

**18:30 – 22:00                    CULTURAL EVENT**

Welcome Dinner and Traditional Peruvian Music, followed by City Tour (Barranco Area)  
(Busses will leave from the lobby at 18:30)

**DAY 2**  
**TUESDAY, 21 NOVEMBER**

**8:30 – 8:50**                      **INTRODUCTION**

**“Planning for a Decade: Sustainable Human Resources Strategies that Work” *Introduction to Working Groups Sessions***

Working Group Guidelines and expected results will be introduced. Speakers will explain the objectives of the working group sessions and discuss the link between the health human resources plans and effective health services. The role of the Observatories, the contributions of international cooperation, and the importance of indicators will be emphasized.

- o *Carlos Rosales, Regional Advisor, Human Resources for Health, PAHO, Washington, DC*

**8:50 – 9:00**                      *Participants may proceed to working groups*

**9:00 – 10:30**                      **WORKING GROUP SESSION #1**

**“National Action Plans for a Decade: Shared Experiences and Lessons Learned”**

During the morning working sessions, countries will present their individual HRH plans and discuss these plans with their colleagues from other countries. Case studies will highlight specific experiences and lessons learned. From peer review of country plans and analysis of case studies, countries should be able to develop their own vision statement for the desired HRH situation for 2015, and be able to determine mid-term goals and short term specific objectives.

**10:30 – 11:00**                      **BREAK**

**11:00 – 12:30**                      **WORKING GROUP SESSION #2**

**“National Action Plans for a Decade: Indicators and Benchmarks”**

Countries will refine and expand their own individual HRH plans, begin to define key indicators to measure the changes that result from their HRH intervention plans, as well as a monitoring process to track progress and note benchmarks.

**12:30 – 14:00**                      **THEMATIC LUNCH**

**“Migration and Health Human Resources”**

Speakers will present the recent Regional report that was developed on Migration of Health Human Resources. Presentation will include a discussion of sub-regional agreements that might help manage migrations within countries of sub-regions, and research that has been recently completed on specific migration data of physicians and nurses.

- *Manuel Nuñez Vergara, Research Coordinator, Migration of Physicians, Andean Region*
- *Silvina Malvarez, Regional Advisor on Nursing in the Americas, PAHO*
- *Gillian Barclay, Sub-Regional Advisor, Caribbean Region: Caribbean Single Market Economy and impacts on Health Workforce Movements.*
- *Moderator: Jorge Castellanos, Ministry of Social Protection of Colombia*

**\*\*\* General Announcements \*\*\***

**14:00 – 15:30**

**WORKING GROUP SESSION #3**

**“The Relationship between Human Resources Strategies and Effective Health Services”**

Working session will aim to better align HRH objectives with health policies and health system priorities. The group participants will discuss an holistic approach to health development that promotes coordinated initiatives to strengthen the workforce and build sustainable health systems.

**15:30 – 16:00**

**BREAK**

**16:00 – 17:30**

**WORKING GROUP SESSION #4**

**“Working Together for Health”**

Countries will identify, both individually and collectively, how they can help each other in their efforts, how they can coordinate specific initiatives, and where in their plans they might benefit from technical guidance or financial support. Facilitators will help the groups to begin developing proposals to solicit this assistance so that these proposals will include specific and targeted expected results and tools and evidence for quantifying and qualifying those results. In addition, countries will discuss how they might assist each other in exchanging technical expertise within their sub-region, and they will explore potential technical partnerships with other sub-regions and with the countries of Africa.

**17:30 - 18:00**

**REPORT PREPARATION FOR PLENARY**

Rapporteurs will review key points with their working groups for the development of the reports. OPS/PAHO representatives in each group will review the report orientation so rapporteurs may work with colleagues to prepare reports for the following day's presentations.

**18:30 - 22:00**

**CULTURAL EVENT**

Reception at the San Marcos Cultural Center and Visit to the Historical Center of Lima  
(Busses will leave from the lobby at 18:30)

**DAY 3**

**WEDNESDAY, 22 NOVEMBER**

**\*\*\* General Announcements \*\*\***

**9:30 - 10:30**

**PLENARY**

**"Common Initiatives and Collaborative Work"**

Rapporteurs will deliver the results of the working group, addressing each of the four topics, presenting specific country examples, and sub-regional commonalities.

- o *Facilitator: Luis Canales, Director General, Office of International Cooperation, Ministry of Health of Peru*

**10:30 – 10:35**

**ADVERTISEMENT FOR HRH OFFERINGS**

**10:35 – 11:00**

**BREAK**

**11:00 – 12:30**

**PLENARY**

**"Definition of a Regional Agenda 2007-2008"**

Facilitator will summarize the working group reports and will lead an open discussion of specific country examples and recommendations / comments on the Regional Plan for the Decade.

- o *Facilitator: Félix Héctor Rígoli, Regional Advisor, Human Resources for Health , PAHO Washington, DC*

**\*\*\* General Announcements \*\*\***

**12:30 – 13:15                    THEMATIC LUNCH**

**“State of the Art in Human Resources Planning and Practices”**

Speakers will discuss specific research projects that will be piloted in the Americas and specific planning tools that will be useful in the technical application of human resources development initiatives.

- o *Gail Tomblin Murphy Associate Professor School of Nursing and Community Health and Epidemiology, Dalhousie University*
- o *Norbert Dreesch, Technical Officer, Human Resources for Health, World Health Organization, Geneva*
- o **Moderator: TBD**

**13:15 – 13:20                    ADVERTISEMENT FOR HRH OFFERINGS**

**13:20 – 14:00                    BREAK**

**14:00 – 15:00                    PANEL DISCUSSION**

**“Human Resources Goals: Policy Priorities and Human Resources Challenges of the Andean Region”**

Health Ministers from the countries of the Andean countries, special guests of the government of Peru, will provide insights into their country health situation, their priority human resources challenges, and the specific activities that they are leading to address these challenges. The presentations will address the political will and leadership that is necessary to achieve sustainability of these development efforts.

- o *Mirta Roses, Director, Pan American Health Organization / World Health Organization*
- o *Ministers of Health of the Countries of the Andean Region: Chile, Ecuador, Perú, Vice minister of Bolivia*
- o *Moderator: Meliton Arce, Cabinet Chief, Office of the Minister of Health of Peru*

**15:00 – 15:30                    CLOSING**

- o *Dr. Mirta Roses, Director of PAHO, Washington*
- o *Carlos Vallejo Sologuren, Minister of Health, Peru*

**15:30 – 16:00                    VIDEO OF OBSERVATORIO**