

# 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
<b>TUESDAY, OCTOBER 4</b>	
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"> <li>◆ 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></li> <li>◆ Optional visits (Participants choose one)</li> <li>◆ Academic visits:               <ol style="list-style-type: none"> <li>1. Centre for Global eHealth Innovation: <a href="http://www.ehealthinnovation.org">www.ehealthinnovation.org</a></li> <li>2. International Programs of the Department of Family and Community Medicine: <a href="http://dfcm.med.utoronto.ca/">http://dfcm.med.utoronto.ca/</a></li> <li>3. The Wilson Centre for Research in Education <a href="http://www.cre.utoronto.ca">www.cre.utoronto.ca</a></li> </ol> </li> <li>◆ Clinical visits:               <ol style="list-style-type: none"> <li>1. Hospital for Sick Children: <a href="http://www.sickkids.on.ca/">http://www.sickkids.on.ca/</a></li> <li>2. Community Health Centers: <a href="http://www.health.gov.on.ca/english/public/contact/chc/chc_mn.html">http://www.health.gov.on.ca/english/public/contact/chc/chc_mn.html</a> <ul style="list-style-type: none"> <li>- York Community Center</li> <li>- Parkdale Community Health Center</li> </ul> </li> </ol> </li> </ul>

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)
<b>WEDNESDAY, OCTOBER 5</b>	
7:00am-8:30am	Registration and Continental Breakfast
8:30am-9:00am	<p><b>Opening Remarks</b></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><b>A Decade Of Human Resources In Health: Global Challenges And Perspectives</b></p> <p>9:00 – 9:20 Global Challenges</p> <p><b>PRESENTATION</b> <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><b>PRESENTATION</b> <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><b>Challenge 1: The Role of Policies and Planning</b></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><b>PRESENTATION</b> <i>José Agenor Alvares da Silva, Secretário Executivo do Ministério da Saúde, Brasil</i></p> <p><b>PRESENTATION</b> <i>Claudia Madies, Suseceteraria de Políticas, regulación y Fiscalización, Ministerio de Salud y Medio Ambiente, Argentina</i></p> <p><b>PRESENTATION</b> <i>Salvador López Mendoza, Viceministro, Ministerio de salud Publica y Asistencia Social, Guatemala</i></p>

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



Time	Activities
	<i>Ministerio de Trabajo, Argentina</i>
10:00am-10:30am	Coffee Break
<b>Step #2 in Developing the Plan WHAT TO DO: ROADS FOR ACTION</b>	
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>María 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	<b>Challenge 3: Managing the Movement of Workers</b> 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><b>3:00pm-3:30pm</b></p>	<p>Coffee Break</p>



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<p>10:30am-12:30pm</p> <p>PRESENTATION</p> <p>PRESENTATION</p> <p>PRESENTATION</p>	<p><b>Challenge 4: Providing Resources and Inducing Commitment</b></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>
<p>12:30pm-2:00pm</p> <p>PRESENTATION</p> <p>PRESENTATION</p> <p>PRESENTATION</p>	<p><b>Thematic Lunch</b></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>
<p>2:00pm-3:00pm</p> <p>PRESENTATION</p>	<p><b>The Way Forward</b></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>
<p>3:00pm-3:30pm</p>	<p>Proposal for Regional Meeting 2006</p>

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