

VII Regional Meeting of the Observatories of
Human Resources in Health
CRITICAL CHALLENGES FOR A DECADE
OF HUMAN RESOURCES IN HEALTH IN
THE AMERICAS

ELEMENTS FOR A
"CALL TO ACTION"
FOR A DECADE FOR THE
DEVELOPMENT OF HUMAN
RESOURCES IN HEALTH
2006 - 2015

Toronto, 4 - 7 October, 2005

THIS PRESENTATION...

- Is based on the working group reports..
 - Feedback to improve the discussion document
 - Elements that contribute to the **Call to Action for a Decade for Human Resources in Health**
 - Key result is a Toronto Call to Action to provide a **Frame of Reference** for national, subregional and regional plans during the decade



SUMMARY OF WORKING GROUP RECOMMENDATIONS

All the groups

- Supported the initiative
- Recognized the urgent need to address HRH issues at all levels (national, subregional, and regional)
- Analyzed the discussion document and suggested improvements. Some groups proposed revisions which will be incorporated later.
- Identified the need to include education and training in the strategic orientations because they are critical to human resources policy.

SUMMARY OF WORKING GROUP RECOMMENDATIONS

- English version of document requires revisions to incorporate group proposals
- Agreement on the need to highlight the following topics
 - Strengthen leadership in public health.
 - Increase investment in strengthening human resources.
 - Take coordinated, collaborative and integrated action nationally and regionally.
 - Ensure sustainability of policies and interventions.
 - Improve information to support decision making.
- Propose a [Call to Action](#) and not a 10-year plan, to launch a decade of sustained national and international efforts to develop human resources in health for the Region.

CAME TO TORONTO...

- 118 participants
- 29 countries from the Americas Region
- 11 International Cooperation Agencies
- 8 Professional Associations
- Various Canadian federal and provincial agencies
- Representatives from WHO-HQ and 4 Regional Offices

¿WHY A DECADE OF COLLABORATIVE, SUSTAINED HUMAN RESOURCES DEVELOPMENT IN HEALTH IN THE AMERICAS?

- The need to overcome HRH deficiencies due to the accumulated effect of historical structures and policies, the impact of reforms, and the current global order
- Health challenges that are the result of the unfinished agenda, new problems and the need to maintain health gains
- Social responsibility to build health systems based on primary health care, change models of care, and improve health system performance
- The need to strengthen the state's stewardship role for health and the development of HRH
- Need for
 - URGENCY
 - COUNTRY FOCUS
 - BROAD COLLECTIVE, COLLABORATIVE ACTION, NATIONALLY AND INTERNATIONALLY

BY 2015...EACH AND EVERY COUNTRY WILL HAVE MADE SIGNIFICANT PROGRESS IN ACHIEVING ITS HEALTH AND HRH DEVELOPMENT GOALS

BACK GROUND...

- In the Americas
Progress in information, joint experiences, collaborative actions and a common understanding of the problems and strategic importance of the field of HR
HR Observatories in 22 countries
- Global:
 - JLI
 - MDGs and High Level Forum
 - Other global initiatives
- Pending Mandates from PAHO-WHO Directing Council
- World Health Day: 7 April 2006
- World Health Report 2006
- Health in the Americas Week
- PAHO-WHO Directing Council 2006: specific mandate to initiate a Decade of Human Resources in Health in the Region, for which this meeting will provide important input

PURPOSE



The Call to Action for a Decade of Human Resources in Health hopes to mobilize political will, resources and a range of national and international actors including health, other sectors and civil society; to develop policies and interventions for health human resources to achieve the Millennium Development Goals, national health priorities and universal access to quality health services for all peoples of the Americas by 2015

STRATEGIC OBJECTIVES AND CHALLENGES

- Long term policies and plans to match the health work force to health systems and population health needs
- Institutional capacity to implement and evaluate policies and practices
- The right people in the right place, with an equitable distribution of health workers
- Effective regulation of the movement of health workers to ensure access to health care for all
- Migration of professionals will not be a problem for health systems.

STRATEGIC OBJECTIVES AND CHALLENGES

- Shared vision between workers and health organizations to guarantee quality health services for all
- Mechanisms for interaction between training institutions and health services to adapt training to support universal access and equitable, quality care
- Human Resources for Primary Health Care
- HR Development that incorporates traditional health workers
- Labor policy that supports decent working conditions
- Relevant, productive and quality work
- Stable and effective regulatory mechanisms
- Democratic labor relations in the health sector

2006 SHOULD BE A YEAR TO REMEMBER ..

- Launch the Decade
 - Region
 - Subregions
 - Countries
- Promote and defend the role and importance of HR
- Participate actively in World Health Day and Week
- Define national priorities, objectives and strategies in HR development
- Approve regional mandate of the PAHO Directing Council
- Begin to mobilize and align international cooperation resources to support countries in implementing their action plans

LINES OF ACTION



COUNTRY LINES OF ACTION

- Strengthen institutions for the development of HR
- Defend and promote the importance of HRH
- Technical cooperation in HR Development
- Financing for HR Development
- Improve policy implementation and integration
- Improve technical capacity in the field of HRH
- Develop HR information and knowledge

STRENGTHEN INSTITUTIONS FOR HR DEVELOPMENT

- National Directorates for HR
- National HR Commissions
- HR Observatories and network
- Regulatory framework and tools
- Consistent opportunities for participation in agreements and negotiations
- HR Management Capacity at the decentralized level

DEFEND AND PROMOTE IMPORTANCE OF HRH

- Political awareness and commitment
- World Health Day Activities
- Develop information base to promote HR on political levels
- Publications
- Meetings and encounters on HRH

TECHNICAL COOPERATION

- Technical support to ensure the viability and sustainability of HR development processes
 - Between countries
 - Multilateral agencies (PAHO-WHO)
 - Bilateral agencies
 - Sharing best practices

FINANCING HR DEVELOPMENT

- HR development is a necessary social investment
- Discussion and negotiation with economic and finance ministers (expand fiscal space)
- Alignment, harmonization and coordination of international cooperation to increase financing based on national priorities

IMPROVE POLICY IMPLEMENTATION AND INTEGRATION

- Consolidate technical teams specializing in HR development
- Promote national agreements (with participation of the population) on the need for urgent intervention to improve HRH
- Strengthen coordination and collaboration on HR
- Improve HR management capacity at decentralized level

IMPROVE HRH TECHNICAL CAPACITY

- Train HR managers
- Strengthen capacity to forecast HR needs
- Identify, promote and exchange best practices
- Develop jointly with Schools of Public Health curricula on HR policy and management
- Train health service directors and managers in performance management

DEVELOP HR INFORMATION AND KNOWLEDGE

- Develop / Strengthen information systems to monitor HR development. Support Observatories
- Define HR indicators associated with health and health services -
- Evaluate HR development practices
- Promote HR research policies
- Disseminate knowledge on HR to support decision making
- Disseminate information produced by the observatories

SUBREGIONAL LINES OF ACTION

- Agreements / advocacy with political technical integration bodies (RESSCAD, CARICOM, MERCOSUR, CAN)
- Exchange of best practices experiences and information at subregional level, generation of networks and horizontal cooperation
- Educational and training processes to develop leadership at the subregional level
- Strengthen national directorates of human resources through creation of subregional coordination bodies

SUBREGIONAL LINES OF ACTION

- Subregional activities to promote and defend World Health Day and Week.
- Integrate schools of public health at subregional level to strengthen public health practice (research / training)
- Identify emerging HR issues to develop and negotiate joint projects with different modes of financing

OTHER STRATEGIES

- A resounding political and social Call to Action
- Develop a broad platform for action that allows for wide participation and consensus on activities for the decade
- National and international alliances to mobilize resources for sustainable development of health systems and the health workforce
- Develop proposal to evaluate and monitor national and regional plans

THE INTERNATIONAL COOPERATION PERSPECTIVE

- HRH issues are directly linked to the strengthening of health systems
- How to maintain the enthusiasm of the international community with the topic of human resources? Concern about a short and fluctuating cycle
- Support for the idea of a Decade for Human Resources in Health
- Acknowledgement of the value of a regional initiative based on a broad, inclusive platform

THE INTERNATIONAL COOPERATION PERSPECTIVE

- Country-centered focus
- Strategies for plan of action: advocacy, leadership, technical cooperation, creation of evidence, alliances
- Ask for specific commitments
- Broaden the concept of “human resources for health” to include other care models (non-western), Role of women

THE INTERNATIONAL COOPERATION PERSPECTIVE

- Variable role of agencies, with or without HRH mandates; lack of evidence
- Fragmentation – agencies working “in silos”
- “All a question of funding”
- No intention to create HRH fund
- Concern about use and impact of financing for HRH and health systems development coming from vertical programs

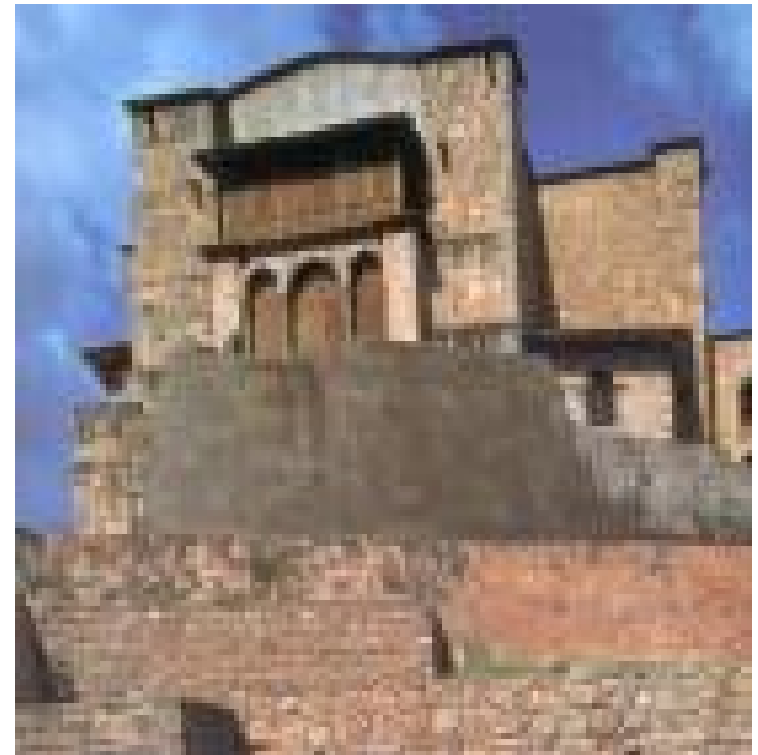
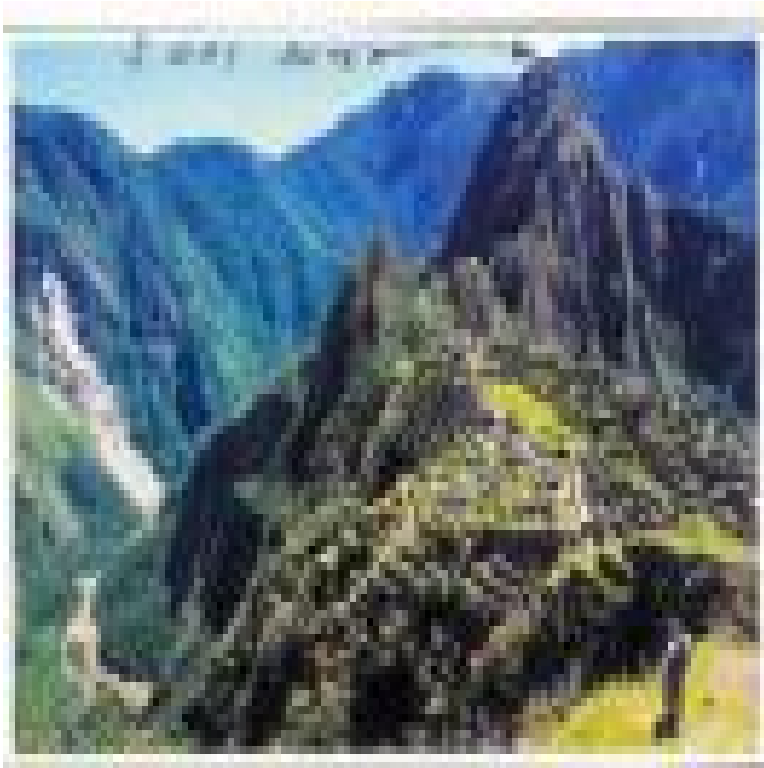
WHAT'S NEXT?

- Publication of meeting report
- Wide dissemination of Call to Action on all levels
- Access to meeting materials (presentations y documents) , CD Rom and

www.observatoriorh.org

- Continued communication
- Coordination of immediate actions:
Continuation of Ad hoc Group: Agenda for 2006
- Begin negotiation to mobilize financial resources

VIII ANNUAL MEETING OF THE HRH OBSERVATORY INITIATIVE 2006



CUSCO, PERU

PAHO-WHO TECHNICAL COOPERATION TO SUPPORT THE CALL FOR ACTION 2006

- Support national Observatories
 - Data, information, knowledge, evidence
 - Social dialogue
 - Strengthen networking
- Support countries in:
 - Setting national priorities and objectives
 - Strengthening national government capacity to perform steering role in HRH
 - Improving sustainability of policies and interventions
 - Mobilizing financial resources and establishing alliances

PAHO-WHO TECHNICAL COOPERATION TO SUPPORT THE CALL FOR ACTION 2006

- Develop HRH activities with subregional bodies
- Actively support the Action Learning Network in the Region
- Implement educational strategies and programs to build a critical mass of leaders and managers in HRH
- Promote technical cooperation activities and programs between countries
- Strengthen HRH research