



The Role of Policies and Planning: Health Objectives and Human Resources Policies

The Case of Brazil

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SUS Principles:

- ✓ Health is a citizen's right and a state's duty (Federal Constitution, 1988).
- ✓ Pillars of SUS: Universality (not linked to previous contributions), Equity (not basic basket for the poor) and Integral Approach.
- ✓ Shared management and planning responsibilities: National level (MoH), states(27) and municipalities(5.563).



Unified Health System (SUS) coverage:

- ✓ Brazilian estimated population in 2005, over 184.000.000
- ✓ 90% of population use somehow SUS services';
- ✓ 29% use exclusively SUS services;
- ✓ 62% uses SUS and private services;
- ✓ 9% of population do not use SUS services.



Healthcare Facilities:

Over 63.000 ambulatory care unities

✓ 1 billion primary health care procedures/year

Over 5.800 Hospital unities (441.000 beds)

✓ 11,7 million hospital admissions/year

✓ 132,5 million have high complexity procedures/year



Healthcare Facts:

- ✓ Good coverage of Primary Health Care: Vaccines, Basic Care, Infant Mortality Rate decreasing from 49‰ to 29‰ over 10 years.
- ✓ Brazil is the 1st country in public transplantations in the world; 2nd in total transplantations.



Health Human Resources – Brasil

Doctors	Dentists	Nurses	Nurse Auxiliaries	Nurse Technicians	Community Health Workers
298.676	199.164	109.088	486.588	195.228	193.046

MoH – Brasil, 2005



Family Health Program - Brasil

Family Health Teams	Covered Population	Dentists in Oral Health Teams	Covered Population
21.391	75 million	9.217	40 million

MoH - Brasil, 2005



In 2003, Brazil's new government created the Secretariat for Managing Labour and Education for Health in MoH.

These areas of interest have major policies aimed to tackle crucial problems in HHRR area.



Health Labor Managing:

- ✓ Promote information systems in health workforce;
- ✓ Articulate States and Municipalities to solve personnel problems in each level;
- ✓ Articulate SUS national career;
- ✓ Promote regulation of health professions;
- ✓ Create and follow professional certification systems in national level;
- ✓ Promote a National System of Collective Bargaining in Health;
- ✓ Promote decent job policie.



Health Education Managing:

- ✓ Promote Integration with the Educational System;
- ✓ Support government schools in articulation with MoH;
- ✓ Promote permanent education for Health;
- ✓ Support technical schools for health workers;
- ✓ Promote information systems in health education area.



Main Challenges to be tackled in HR:

✓ Management

- ✓ Precarious work due to state reforms (downsizing, etc)
- ✓ Re-composition of staff of Health Services and Units

✓ Education

- ✓ Making Universities socially accountable
- ✓ Re-training the workforce already hired in PHC
- ✓ Developing and training in managerial skills for a complex system.



HR Observatories Network in Brazil

- ✓ 18 Working Stations
- ✓ Established officially by Ministerial Directive
- ✓ Co-chaired by MOH and PAHO
- ✓ Directive Plans - Medium Term planning: US\$2 million over 2 years
- ✓ Horizontal Cooperation among WS:
Shared projects and Specific Home-page
http://www.opas.org.br/rh/redes.cfm?id_rede=11



Role of Observatories:

- ✓ Educational flows and trends – Quantitative and Qualitative
- ✓ Stocks of Health Professionals
- ✓ Structure of Salaries, Wages and Hiring Practices
- ✓ Technical Level Personnel Specificities