Using NHWA to generate evidence for HRH Policies

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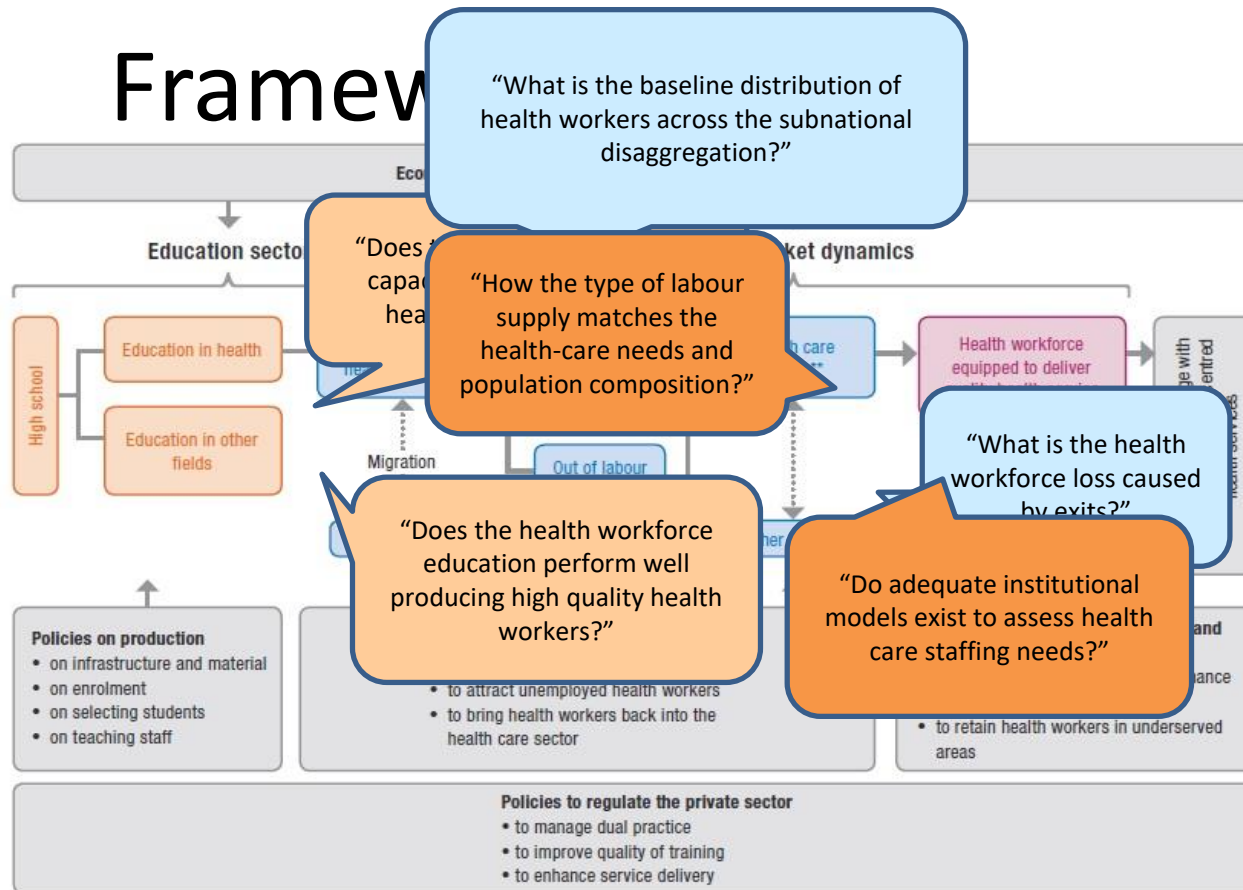WHO Geneva

PAHO Regional Meeting Brasilia August 2019

Outline

- Policy issues

- Policy questions

- Revisiting indicators

- Group work

Health Labour Market Framework

National Health Workforce Accounts – Indicators and sources of HRH data

- Sousa et al. 2013

Approach for selecting indicators

Priority areas/main challenges	Key policy options	Relevant question	Relevant Indicator	Methodology
Unequal distribution of health workers across districts	Financial incentives for rural deployment	Can **financial incentives** for health workers stimulate them to settle in underserved areas and lead to a **more balanced geographical distribution** of the health workforce across the country or region?	Density disaggregated by sub-national areas Financial Incentives	Trends analysis Comparison before/after
	Two year compulsory rural service for new graduates	Would the compulsory rural service be enough to address shortages in under-served areas	Density disaggregated by sub-national areas Graduates Recruitment	Trends analysis Comparison before/after
	Rural pipeline scheme for health workers training	Is the rural pipeline scheme the best retention strategy to address staffing imbalances.	Density disaggregated by sub-national areas Graduates by origin Recruitment by origin	Trends analysis Comparison before/after

National level: Data for decision making what?

Domains	Examples of indicators and methodologies
Stocktaking	Density and distribution, descriptive analyses
Planning	Projections, scenarios, applications, enrolments and graduates tracking, exits
Advocacy	Gap analyses, shortages, gender analyses, scenarios
Resource mobilization and allocation	Density and distribution, incentives, comparisons
Accreditation/Regulation	Education stats – licensing and relicensing indicators
UHC index	Density, distribution, Access, coverage link with outcomes
Labour market dynamics	Production, entries and exits, performance, productivity, compensations
Gender	Distribution (sex, working conditions, wages/salaries, full and part time work

Policy issues

- Education/Production
- Lifelong learning
- Accreditation
- Equity and Gender
- Skill mix
- Job satisfaction
- Imbalance distribution
- Retention
- Migration
- Attrition
- Regulation
- Investment in HRH
- Management and organization

Example of policy questions

Is the current **health workforce available, accessible, acceptable** and of the appropriate competencies to provide good quality health services?

How can the current gaps and/or shortage be partially addressed by
- increasing **investments in education** and production
- improving **performance** through better allocation of resources
- through increasing **productivity**
- through effective **retention policies**
- through effective **public-private partnerships**?

Example of policy questions

How can the production of health workers replace the health worker **loss caused by exits**?

Can **financial incentives** for health workers stimulate them to settle in underserved areas lead to a **more balanced geographical distribution** of the health workforce across the country or region?

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Group work

- You are requested to do the following:
  - Select 2 **policy issues** (e.g. production, migration)
  - Formulate clear **policy questions**
  - Show how you would use **NHWA indicators** to address them (indicator review as example from Handbook)
    - Baselines to assess the magnitude of the issues
    - Trends to propose a roadmap and strategic approach for fixing the issue
- Convince a high level panel in 3 minutes on your options

Identifying challenges and indicators

Priority areas/main HRH challenges	Key policy options	Relevant policy question	Relevant Indicator	Methodology