Using NHWA to generate evidence for HRH Policies

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Outline

• Policy issues
• Policy questions
• Revisiting indicators
• Group work
Health Labour Market Framework

“What is the baseline distribution of health workers across the subnational disaggregation?”

“How the type of labour supply matches the health-care needs and population composition?”

“What is the health workforce loss caused by exits?”

“How does the health workforce education perform well producing high quality health workers?”

“Do adequate institutional models exist to assess health care staffing needs?”

Policies on production:
- on infrastructure and material
- on enrolment
- on selecting students
- on teaching staff

Policies to regulate the private sector:
- to manage dual practice
- to improve quality of training
- to enhance service delivery

National Health Workforce Accounts – Indicators and sources of HRH data

Sousa et al. 2013
## Approach for selecting indicators

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

<table>
<thead>
<tr>
<th>Domains</th>
<th>Examples of indicators and methodologies</th>
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</thead>
<tbody>
<tr>
<td>Stocktaking</td>
<td>Density and distribution, descriptive analyses</td>
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<tr>
<td>Planning</td>
<td>Projections, scenarios, applications, enrolments and graduates tracking, exits</td>
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<tr>
<td>Advocacy</td>
<td>Gap analyses, shortages, gender analyses, scenarios</td>
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<tr>
<td>Resource mobilization and allocation</td>
<td>Density and distribution, incentives, comparisons</td>
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<td>Accreditation/Regulation</td>
<td>Education stats – licensing and relicensing indicators</td>
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<tr>
<td>UHC index</td>
<td>Density, distribution, Access, coverage link with outcomes</td>
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<tr>
<td>Labour market dynamics</td>
<td>Production, entries and exits, performance, productivity, compensations</td>
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<tr>
<td>Gender</td>
<td>Distribution (sex, working conditions, wages/salaries, full and part time work)</td>
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</tbody>
</table>
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?
Group exercise 2:
HRH challenges and key policy questions

Health Workforce Department, WHO, Geneva
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 5 minutes on your options
## Identifying challenges and indicators

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