Milestones in Human Resources for Universal Health

2014 – PAHO Strategy for Universal Access to Health and Universal Health Coverage

2015 – 2030 Agenda for Sustainable Development (SDGs)

2016 - Global Strategy on Human Resources for Health: Workforce 2030

2016 – High-level Commission on Health Employment and Economic Growth-United Nations

2017 – National Health Workforce Accounts Developed

2017 – PAHO Strategy on Human Resources for Universal Access to Health and Universal Health Coverage

2018 – PAHO Plan of Action on Human Resources for Universal Health, 2018-2023

2019 – PAHO M&E Guide for Plan of Action Implementation

Plan of Action on Human Resources for Universal Access to Health and Universal Health Coverage 2018-2023

National Health Workforce Accounts (NHWA) Workshop
Miami, Florida
17-19 July 2019

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Regional Challenges in HRH

- Insufficient qualified human resources for integrated health service delivery
- Maldistribution of health workers
- Retention of health workers
- Lack of coherence between the model of care (PHC with interprofessional teams) and the model for education/training in health (specialization, hospital)
- Inadequate funding; disparities in payments between professions – HRH seen as a cost rather than an investment
- Migration
- Lack of information / data for decision-making
- Weak governance and steering role, lack of intersectoral collaboration

PAHO Resolution – 2018
Strategy on Human Resources for Universal Access to Health and Universal Health Coverage

The strategy is a guide for Member States to develop human resource policies and plans according to the guiding principle that all persons have the right to enjoy the maximum standard of health, equity and solidarity.

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Three strategic lines of action

1. Strengthen and consolidate governance and leadership in human resources for health.

2. Develop conditions and capacities in human resources for health to expand access to health and health coverage, with equity and quality.

3. Partner with the education sector to respond to the needs of health systems in transformation toward universal access to health and universal health coverage.

Objectives: Line of Action 1

1. Strengthen leadership through the development and implementation of a national policy on human resources for health that has high-level, intersectoral agreement and is aimed at transforming systems toward universal health.

2. **Strengthen strategic planning capacity in human resources for health, through the development of national human resources information systems that include the analysis of professional mobility and forecasting of medium- and long-term needs**

3. Increase public investment in human resources for health, increasing employment opportunities and improving working conditions, especially at the first level of care.

Objetives: Line of Action 2

1. Promote equitable distribution and retention of health workers through the development of a professional and economic incentives policy that considers the gender perspective and is consistent with the specific needs of each community, especially in underserved areas.

2. Develop interprofessional teams at the first level of care with combined competencies in comprehensive care and an intercultural and social determinants approach to health

3. Draft and implement regulations for professional practice that allow for optimal utilization of the competencies of health professionals, and include appropriate coordination and supervision mechanisms, in order to improve coverage and quality of care

4. Enhance dialogue and partnerships, including multilateral and bilateral agreements, in order to address the challenges of health worker migration and health systems strengthening

Objetives: Line of Action 3

1. Establish permanent coordination mechanisms and high-level agreements between the education and health sectors to align the education and practice of human resources for health with the current and future needs of the health systems

2. Have systems for evaluating and accrediting health professions programs that include standards that consider the scientific, technical, and social competencies of graduates

3. Develop regulatory mechanisms and a training plan for priority specialties that stipulates the number of specialists required by the health system and increases training in family and community health

Line of Action 1:
Strengthen and consolidate governance & leadership in HRH

- Direct intersectoral processes (education, labor, health and finance) at the highest level to implement policies

- Strengthen strategic planning capacity in management teams at ministries of health and other entities

- Establish intersectoral regulatory frameworks that guide training, professional practice and employment

- Increase public investment in human resources for health to improve access to qualified personnel

- Foster political leadership and social dialogue to identify and finance HRH gaps

- **Prioritize the development of HRH information systems geared to support the development and monitoring of policies, plans and programs for human resources for health**

THANK YOU!

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Survey results

Strategic line 1: Strengthen and consolidate governance and leadership in human resources for health

Objective	Ind	Baseline	Target	Not Attain	N/A	Other
1.1 Strengthen leadership through the development and implementation of a national policy on HRH that has high-level, intersectoral agreement and is aimed at transforming systems toward universal health	1.1.1. # countries that have formalized and initiated implementation of a national policy on HRH	9	16	1		1
	1.1.2 # countries with an active high-level institutional decision-making body in HRH	8	18			1
1.2 Strengthen strategic planning capacity in human resources for health, through the development of national human resources information systems that include the analysis of professional mobility and forecasting of medium- and long-term needs	1.2.1. # countries that have multi-disciplinary institutional team with planning capacity in HRH or equivalent function in MOH	10	15	1		1
	1.2.2 # countries that have needs projections in HRH, & action strategies based on their model of care	8	15	1		3
	1.2.3 # countries that have a functioning HRH national information system that responds to planning needs, monitors professional mobility, & supports decision-making	7	16	1		3
1.3 Increase public investment in HRH, increasing employment opportunities and improving working conditions, especially at the first level of care	1.3.1 # countries that have increased proportion of public budget allocated to HRH	8	14	3	2	
	1.3.2 # countries that have increased public budget, reflected in jobs at the first level of care in relation to total health workers	8	13	5	1	

Plan of Action Steps

Strategy on Human Resources for Universal Access to Health and Universal Health Coverage (2017)

Subregional meetings held to define and prioritize objectives for the Plan of Action (2017-2018)

Proposed objectives for the Plan of Action (PoA)

Technical staff at PAHO/HSS reviewed proposal and determined the indicators

Technical meeting with PAHO Executive Committee countries to validate the PoA (Apil 2018)

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