

Health Workforce Data Management

Country Overview

BELIZE

Andrei R. Chell, MSc. GHD

Health Planner- HRH Focal Point

Ministry of Health



Key Points



- WHO estimates that there will be a shortage of 18 million HCWs worldwide by 2030
- New levels established in 2015 by WHO (44.5 physicians, nurses and midwives per 10,000 population)
- Nurses and Midwives make up 86% of the total HRH in Belize
- The public sector has approximately 15 registered nurses per 10,000 population, which compares favorably with the Caribbean median of 17 per 10,000, but is below the median in developed countries (105 per 10,000).
- Being at the core of service delivery, they constantly face many challenges, making it difficult for Belize to maintain a steady flow of nurses.
- There is a perception that HRH constitute an ever-increasing cost as opposed to an investment to improve health and development
- The recently launched Belize Human Resources for Universal Health Strategic Plan 2019-2024- a document first of its kind, aims to set a blueprint for a very dynamic journey towards the re-engineering process of the health sector

Timeline

Completion of Belize's HRH Situational Analysis 2015-2017



Re-activation of the National HRH Steering Committee, June 2017



Technical Support- International Consultant in HRH Planning, Sept 2017



HRH Road Map for Belize Finalized, Sept 2017



Self-Assessment in HRH Planning (CTDRHUS & Country-based), Oct 2017



HRH Regional Advisor for Central America visit to Belize, Nov 2017



HRH Core Group formed- (9 working sessions)



- Strengthening HRH Planning Workshop- PAHO/WHO
 - HRH Steering Committee
- ToR for HRH Core Group for the implementation of the plan
 - Plan of Action on HRH 2018-2023
 - Implementation Phase

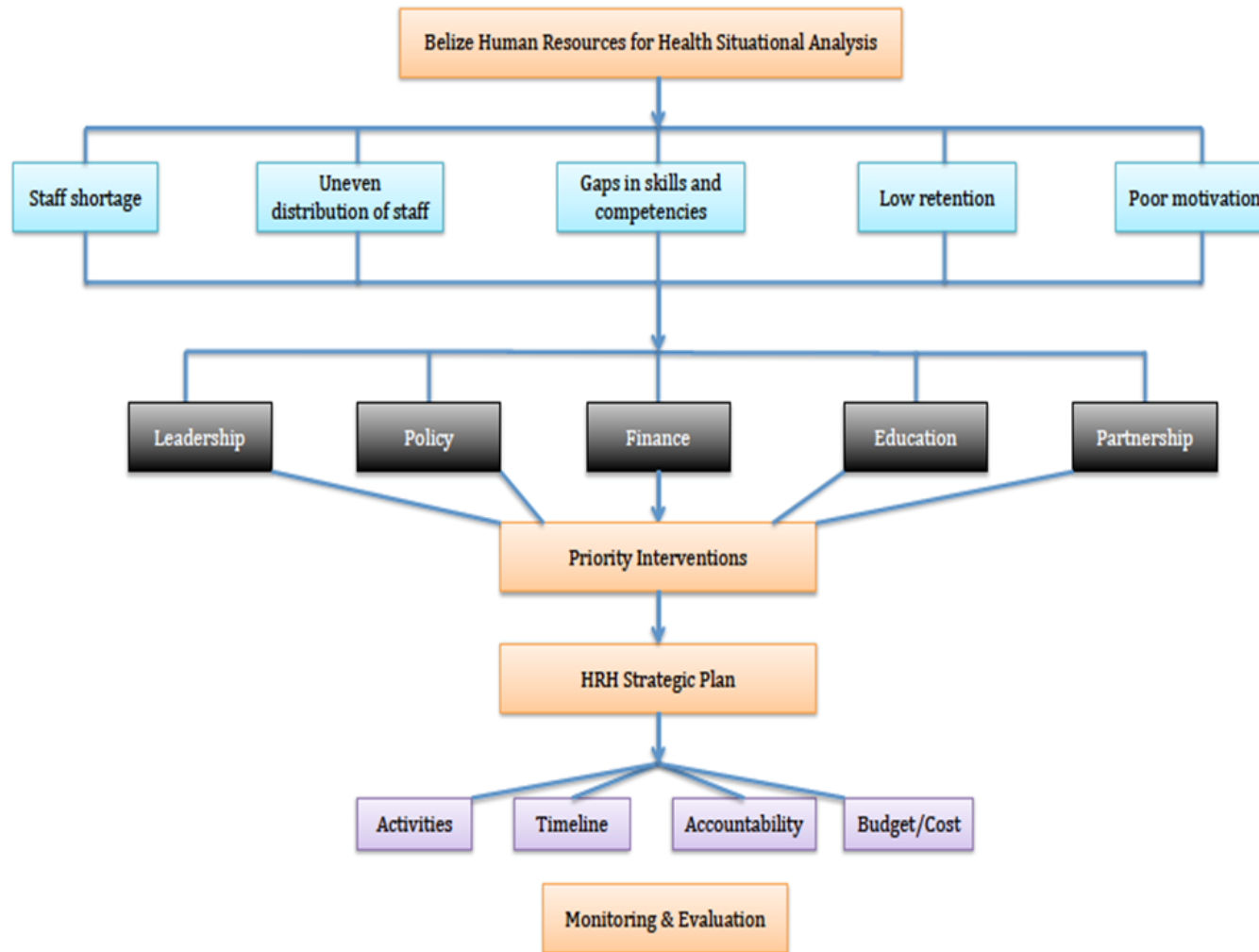


Belize Human Resources for Universal Health Strategic Plan 2019-2024

Annual HRH Implementation Plan 2019-2020

Belize HRH Roadmap

Belize's Human Resources for Health Roadmap



MINISTRY OF HEALTH



BELIZE HUMAN RESOURCES FOR UNIVERSAL HEALTH STRATEGIC PLAN 2019-2024

*A more efficient and robust
health workforce by 2024*



HRH: A foundation for Universal Health and the 2030 Agenda for Sustainable Development

- 5 Strategic Objectives
- 34 Priority Interventions
- Indicators for measuring performance
- Set of activities for accomplishment
- Focusing on timeline, roles and responsibilities, and a means of verification for the proper execution of the plan

STRATEGIC
OBJECTIVE
01

Strengthen leadership and consolidate governance in human resources for health.

STRATEGIC
OBJECTIVE
02

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

STRATEGIC
OBJECTIVE
03

Increase investment in human resources for health in order to increase the pool of qualified personnel, improve the health of the population, and contribute to national development.

STRATEGIC
OBJECTIVE
04

Strengthen multi-sectoral collaboration to improve education systems for human resources for health.

STRATEGIC
OBJECTIVE
05

Strengthen health workforce partnership to respond to the needs of the health system in transformation towards universal access to health and universal health coverage.

Overview of current HRH information system (HRHIS)



Brief description of HRHIS:

- Currently there is no HRH Unit and HRHIS within the MoH. These are key priority interventions in the HRH Strategic Plan for the first year 2019-2020:

Create a HRH Unit within the MoH to constantly monitor, analyze and evaluate the HRH situation in the country

Update and improve data systems for HRH Management to support evidence of staff shortages in each area.

- This hinders the overall collection, analysis and use of data.
- Staff records are kept manually. Each person has a “file”. Basic HR data of all staff in the public sector is kept in the Human Resources Management Information System (HRMIS), a software managed by the Ministry of Public Service, but it does not represent the dynamics and complexity of the Health Workforce.
- No **regular** HRH reports and statistical information are produced- due to the lack of data. The HRH Situational Analysis 2015-2017 and the Belize Nursing Midwifery Profile 2017 were the last reports showing HRH data for proper planning.
- Resources allocated- HRHFP, AOs, FOs. Currently, around 80% of the MoH budget is spent on salaries. Therefore, we need to first increase investment in Health.

Sources of HWF data

Data Collection

- HRMIS- Human Resource Management Information System
- BHIS- Belize Health Information System
- Nursing and Midwives Council
- Belize Medical Council (Gazette)
- Pharmacy Association
- HRHFP manual collection of data
- Limitation is in the Private Sector

Data Sharing

- 1st HRH Situational Analysis
- Belize Nursing Profile
- Annual Health Reports of each Health Region and department
- Close collaboration with the Statistical Institute of Belize (SIB)- General demographic and Epi data.
- MICS Reports- Multiple Indicator Cluster Survey

Data Governance

- HRH Observatory- re-launching expected by end of year
- HRH Steering Committee
- HRH Core Group
- MoH AOs
- Ministry of Public Service
- Professional Councils
- University of Belize
- Embassies

SWOT analysis of HRHIS:

Strengths	Weaknesses
<ul style="list-style-type: none"> <input type="checkbox"/> Ministry of Health’s ongoing commitment in HRH. <input type="checkbox"/> Recently launched HRH Strategic Plan 2019-2024 <input type="checkbox"/> Annual HRH Implementation Plans <input type="checkbox"/> Existing information systems that can incorporate a HRHIS <input type="checkbox"/> HRH is recognized as a key priority area in the health system of the country. <input type="checkbox"/> Belize’s Human Resources for Health Situational Analysis 2015-2017. <input type="checkbox"/> HRH Steering Committee and Core-working group fully established and functional. <input type="checkbox"/> Executive leadership that supports and promotes HRH Strategic Development. 	<ul style="list-style-type: none"> <input type="checkbox"/> Absence of HRH Unit in the Ministry of Health <input type="checkbox"/> No National HRHIS <input type="checkbox"/> Inadequate HRH regulatory capacity. <input type="checkbox"/> The existing systems for collection, collation and analysis of HRH data are weak and do not capture the HRH dynamics <input type="checkbox"/> Weak education and training capacity <input type="checkbox"/> Insufficient evidence-based information <input type="checkbox"/> Financial and HR resources. <input type="checkbox"/> Lack of a National HRH Policy
Opportunities	Threats
<ul style="list-style-type: none"> <input type="checkbox"/> Political commitment <input type="checkbox"/> HRH development is a key priority in the national, regional and international agendas <input type="checkbox"/> Potential sources for financing <input type="checkbox"/> Global focus on HRH brought by the multitude of movements and initiatives during the past years. <input type="checkbox"/> Strong partnership and TC- PAHO, COMISCA, WHO <input type="checkbox"/> There are systems/applications out there; both nationally and internationally: HRMIS, NHTA, HRH Observatory, WISN 	<ul style="list-style-type: none"> <input type="checkbox"/> Weaker HRH functions at the decentralized levels <input type="checkbox"/> Competing priorities. <input type="checkbox"/> Proper implementation of the HRH Strategic Plan <input type="checkbox"/> Lack of documentation and follow-up of policies and systems. <input type="checkbox"/> Proper upkeep of systems <input type="checkbox"/> Complexity of the system, itself

HWF data availability

Occupations	Total	Public	Private	Source	Remarks
	Number	Number	Number		
Physicians	422			Belize Medical Council, Gazette	2018
Nursing professionals	579			Nursing and Midwives Council of Belize (NMCB)	2018
Nursing assistants	153			NMCB	2018
Midwifery professionals	56			NMCB	2018
Midwifery assistants	10			NMCB	2018
Pharmacists	254			Pharmacy Unit, MOH	2018
Pharmaceutical technicians	N/A				
Dentists	58			Belize Medical Council	2018
Dental assistants	N/A				
Community health workers	262			HECOPAB Unit, MOH	2018
Medical assistants	N/A				
Administrative staff	N/A				
Others (specify)					

Any additional data from education, financing, labour market flows etc..

Use of HWF data and evidence



- Undoubtedly HWF data and evidence informs planning and policy making within the Health Sector.
- HRH data plays a vital role in informing the strategic direction for health workforce development and it is the foundation for proper HRH management and succession planning.
- HRHIS can also support evidence of staff shortage, maldistribution, HWF demographics, education among other vital characteristics for proper planning
- The HRH Situational Analysis led to the development of the National HRH Strategic Plan 2019-2024
- It was through the snapshot of the Situational Analysis that the Ministry was able to plan for the next 5 years ahead.
- Having the plan in place, more recent, complex and reliable data is needed to aid the development of a National HRH Training Plan for the expansion of health services and to support succession planning for the Health Sector; currently ongoing in Belize, but difficult to complete due to the lack of data.

THANK YOU!



Feel free to download a copy of the Belize Human Resources for
Universal Health Strategic Plan 2019-2024 on the Ministry of
Health's Website at: www.health.gov.bz

Contact: achell@health.gov.bz