

Guyana Human Resource for Health Plan of Action for Universal Access to Health and Universal Health Coverage

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OUTLINE

- Three strategic lines of action with objectives and Indicators for Guyana
- How the POA Indicators help in the development of the reform process
- Technical cooperation actions to support the reform process and development of roadmaps to achieve the POA Indicators
- What other entities/actors will be involved

Strategic Line of Action 1: Strengthen and consolidate the governance and guidance of human resources for health

Objectives	Indicators	Baseline 2018	Target 2023
1.1 Consolidate guidelines through the formulation and implementation of a national policy for human resources for health, aimed at transforming systems towards universal health, with intersectional agreement and at the highest level	1.1.1 Number of countries with a formalized national policy for human resources for health and in the process of implementation		X
	1.1.2 Number of countries with a high-level, institutionalized and active intersectional decision-making body in human resources for health		X
1.2 Strengthen the strategic planning capacities of the workforce, including the analysis of professional mobility, in order to project and respond to the needs of health personnel in the medium and long term, with the support of a national human resources information system	1.2.1 Number of countries that have an institutionalized multidisciplinary team with planning capacities for human resources for health or the equivalent role in the Ministry of Health		X
	1.2.2 Number of countries that have projections of human resources for health needs and action strategies, in accordance with the model of care		X
	1.2.3 Number of countries that have a national information system for human resources for health in operation that responds to planning needs, conducts the monitoring of professional mobility and supports decision-making		X
1.3 Expand public investment in human resources for health, improving job supply and working conditions, especially at the first level of care	1.3.1 Number of countries that have increased the proportion of the public budget for human resources for health		X
	1.3.2 Number of countries that have increased the public budget reflected in jobs at the first level of care relative to total number of health staff		X

Strategic Line of Action 2: Develop conditions and capacities for human resources for health to expand access and coverage of equitable and quality health care

Objectives	Indicators	Baseline 2018	Target 2023
2.1 Promote equitable staffing and retention of health personnel through the development of a policy of professional and economic incentives that considers the perspective of gender and that are in line with the specific needs of each community, especially in underserved areas	2.1.1 Number of countries with an institutionalized professional development policy that promotes equitable staffing in line with the model of care and considers the perspective of gender		X
	2.1.2 Number of countries with a policy of economic and non-economic incentives for the entry and retention of staff with an emphasis on underserved areas and that consider the perspective of gender		
	2.1.3 Number of countries that have narrowed the gap in the density of doctors, nurses and midwives, reaching at least 25 per 10,000 inhabitants in underserved areas, as part of the global target of 44.5 by 2030		
2.2 Form inter-professional teams in the first level of care whose combination of competencies allows a comprehensive and resolute approach to health problems, with a focus on interculturality and the social determinants of health	2.2.1 Number of countries that have an interprofessional health team defined for the first level of care as part of the care model	X	
2.3 Formulate and implement a regulation of professional practice that allows the maximum extension of the competencies of health professionals in order to expand coverage and quality of care, according to appropriate models of coordination and supervision	2.3.1 Number of countries with a formal regulatory framework that defines the powers of the health and related sciences professions according to the needs of the model of care	X	
	2.3.2 Number of countries with a regulatory framework that promotes the delegation and redistribution of health team tasks (i.e. task-sharing)	X	
2.4 Improve dialogue and partnerships, including multilateral and bilateral arrangements, to address the challenges of health workforce migration and strengthening health systems	2.4.1 Number of countries that have participated in multilateral or bilateral dialogues or agreements on the migration of health personnel, including the signing of the global code of practice on the international recruitment of health personnel	X	

Strategic Line of Action 3: Coordinate with the education sector to respond to the needs of health systems in transformation towards universal access to health and universal health coverage

Objectives	Indicators	Baseline 2018	Target 2023
3.1 Develop permanent, joint mechanisms and high-level agreements between the education and health sectors to align the training and performance of human resources with the present and future needs of health systems	3.1.1 Number of countries that have permanent formal, joint agreements and mechanisms between the education and health sectors oriented towards the principles of the social mission and interprofessional education		X
	3.1.2 Number of countries that have implemented a continuing education plan for health professionals		X
3.2 Have systems for the assessment and accreditation of health careers with standards that consider the scientific-technical and social competences of graduates	3.2.1 Number of countries with at least 50% of the health careers accredited		
	3.2.2 Number of countries with a health career accreditation system that includes standards of the social mission, teacher training, interprofessional education and competencies of graduates		X
3.3 Develop regulatory mechanisms and a training plan for priority specialties that include the number of specialists required by the health system and an increase in training in family and community health	3.3.1 Number of countries with a training plan for specialists from distinct professions agreed with training institutions	X	
	3.3.2 Number of countries with at least 30% of the supply of health residencies in places of family and community health		X
	3.3.3 Number of countries with at least 30% of the supply of specialist jobs for family and community health specialists		X

How can the PoA indicators that the country has set as a target for 2023 help in the development of the reform process? (1)

Health Vision 2020 targets the following objectives in HRH:

1. *To strengthen the Ministry of Health's capacity to better plan, develop, monitor, manage, and evaluate health human resources policies and programmes*

- A. Establish, staff and equip an HRH Department with a mandate to plan, coordinate and steward national HRH policies and programmes.
- B. Produce a comprehensive five-year HRH strategy and development plan and establish the collaborative planning mechanisms with key partners and stakeholders including the Public Service Ministry and Ministry of Local Government, to support its development, monitoring, and evaluation
- C. Develop and implement a comprehensive HRH management and information system as the basis for an evidence-based approach to planning, programme development, and evaluation.
- D. Work with the PSM and the MLGRD to develop and adopt improved recruitment and staff management policies and procedures that are flexible, participatory, and supportive of the health workforce.
- E. Develop improved policies and practices to enhance workplace occupational health and safety

How can the PoA indicators that the country has set as a target for 2023 help in the development of the reform process? (2)

Health Vision 2020 targets the following objectives in HRH:

2. To develop and retain a diverse, qualified, healthy, and highly motivated health workforce

- A. Explore options, including through engaging the Diaspora, development partners and the private sector, to improve health funding and incentive programmes and enhance the recruitment and retention of specialist skills.
- B. Ensure that HRH are fully accountable, fairly appraised, and have the tools, systems, and resources to perform at the highest levels.
- C. Assess the skills and resource gaps in implementing the PPGHS and adjust the cadre and distribution of medical and nursing professionals to address gaps in identified services areas particularly at rural and interior health facilities.
- D. Strengthen the preparation of health professionals in terms of education, clinical skills, professional culture, and ongoing professional development, to better align with changing requirements of clinical practice environment.
- E. Expand postgraduate medical and nursing education to build capacity and competencies that support Health Vision 2020
- F. Strengthen the capacity of health education training programmes, at the didactic and clinical levels, to provide quality learning environments that meet the needs of health professionals.
- G. Develop and expand community services components of training
- H. Explore opportunities to expand existing health worker roles and introduce new categories of health workers in providing improved population access to quality services.
- I. Expand the roles and functions of PHC workers through task shifting and task sharing.
- J. Build a cadre of multi-purpose trained staff as the nucleus of health care delivery.
- K. Define and develop new categories of health professionals especially in psychology, counselling, health management, health economics,

etc.



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coverage for all

- L. Improve HRH systems for the provision of supervision and mentoring, including through the development of supervisory manuals and guidelines

How can the PoA indicators that the country has set as a target for 2023 help in the development of the reform process? (3)

Health Vision 2020 targets the following objectives in HRH:

3. To deploy and distribute the health workforce in a manner that is responsive to the populations' needs and the requirements of the PEHS

- A. From 2014, expand adequate supportive structures and benefits for staff in hinterland locations (including staff quarters, hardship allowances, access to transportation and communications).
- B. Explore innovative options for community-based models of health care delivery and develop and implement viable solutions in collaboration with communities from 2016.
- C. Explore opportunities for public-private partnerships to cost-effectively contract select medical specialist services, including for delivery in interior locations from 2016.

What technical cooperation actions can be taken in the country to support the reform process and the development of roadmaps to achieve the PoA indicators?

1. Operationalize the HRH Unit

A. Human Resources Needs

2. Develop the HRH Strategic Plan

3. Develop and implement the costed Implementation Plan

4. Develop the Module for HRH Information System

What other public sectors should be involved, based on the target indicators established by the country, and how can PAHO support the Guyana in defining these actors?

- 1. Ministries of Public Service, Finance, Communities and Education**
- 2. University of Guyana and the private universities**
- 3. Health Sciences Education, 3 Public Nursing Schools and 1 Private Nursing Schools**
- 4. UN and development partners**



THANK YOU



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