Regional HRH Observatory

Group 1
Learning objectives

- Feasibility of observatory
- Areas of Improvement of observatory proposal
- Next Steps
“Observatory” was not the first term....”Regional Planning Organization/unit” for effective governance

- Presence of some coordinating body provides better support from funders, or donor agent
- Profile of attractiveness...collaboration, sustainability of programmes, networking, capacity building at the country level, research.
Background on Observatory Levels (no conflict of interest)

- National
- Sub-regional
  - Perform some functions delegated from national level
  - PAHO assist with technical cooperation
- Regional
  - May or may-not feedback for national policy
  - Ex: Brazil (incorporated various stakeholders such as research organizations)
- Local
  - No policy/standards for HRH exist then the discussion with or at sub-regional level can be entertained
  - Ex: Jamaica, Center of Excellence
Opening Remarks

- Do we want an observatory?
- Buy-in
  - Build the leadership capacity
  - Political directorate/senior managers in MoH
  - Legal framework/ establishment of Observatory
- Clarity of concept
  - Observatory
  - Observatory Process
    (pool to enhance/improve the HR in health)
Type of Observatory

- **Regional/Sub-Regional Observatory**
  - Final decision maker
  - What is the mandate to submit information/establish it (where the discussion should be)

- **Country**
  - Political decision
  - Data base
  - Skilled Staff

- **National**
  - MoH (Ministries Input)
  - Already Supported by information from countries (Belize to PAHO)
Other options/Partnerships

- Critical Issues
  - Legitimacy of the Observatory
  - Organ of CARICOM/CARPHA
  - CHIL (Caribbean Health Institute for Leadership) Program of Jamaica
    (provides practical challenges of the work environment-HRH)
Gaps of Proposal for HRH

- Need to be amended to consider the input
- Strategic statements are required
- Dedicated and motivated staff (people need to be comfortable)
Feasibility

Strengths/Opportunities

- Openness of space for regionalism
- Regional Observatory (country level to regional level)

Weakness

- Political level support
- Political Agenda
Areas of Improvement

- Data base management/ training and education
- Identify skilled and knowledgeable persons on observatory to represent it (Advisory group of high level decision makers: P.S, CMO’s, Health Planners)
Areas of Improvement

- Clarification of terms / concepts
- Capacity building of persons to be involved and data management
- Timeline of draft of observatory
Next Steps

- Buy-In messages (stronger/advocacy)
- Incentive strategies
- What will we be losing/benefits in adopting the proposal...costs, risks and benefits.
- Where is the observatory to be housed (local, national, sub-regional), compilation of information
Next Steps

- With or without legal and regulatory framework which influences the time line of introduction and can be a barrier
  - Guidelines or Term of reference
  - Binding Agreements of HRH as seen in Belize (MOU)
  - PAHO Model
Next Steps

- Building on what others have done (Trinidad, Belize and Jamaica)
- Virtual Observatory with support from critical players (member states, technocrats, collaborating centers)
- Monitoring and Evaluation framework
- Recognizing the market place of other structures being developed: CARPHA and Caribbean Sub-regional Health Insurance and CARICOM
- Thank you