

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