



**Health Sector Multi-
disciplinary Committee
Ministry of Health
Trinidad and Tobago**

Working Group on HRH Governance in the Caribbean
Barbados, September 11, 2012

-The Health Sector Multi Disciplinary Committee

HSMDC

- * Based on the concept of HRH Observatories
- * Consists of representatives from :-
- * MoH, Ministry of Education (including the DPS and CMO), Ministry of Labour, private sector, NGOs, PAHO, tertiary education institutions, Regional Health Authorities and regulatory bodies and associations (e.g. Medical, nursing and allied to health professions)

HSMDC, continued

- * Committee established in September 2011
- * Terms of Reference of the Committee involves:
 - * Providing information on HRH
 - * Advocating for HRH to influence decision making
 - * Making recommendations on HRH matters
 - * Conducting research

- * In preparing the Committee for its role the following was shared with them:
- * Documentation and explanation on HRH Observatories
- * Ministry of Health Strategic Plan
- * The 3 to 5 year Manpower Plan for the Public Health Sector
- * The role of the Health Sector HR Planning and Development Unit
- * Other relevant documents and information, including draft HRH policies for their comments

HSMDC, continued

- * Currently, the Committee is divided into 4 sub committees in order to develop position papers on:
- * HRH employment practices
- * Identifying education programme needs
- * Working conditions for HRH
- * Private sector involvement

- * The sub-committees meet on a monthly basis
- * The HSMDC meets once per quarter
- * The Health Sector HR Planning and Development Unit functions as the secretariat

Benefits

- * Greater understanding of the MoH strategic direction for health in the country
- * Stakeholder willingness to more proactively participate in the research and decision making process in the sector
- * A greater willingness to involve the Ministry in efforts being made by other institutions and ministries
- * Allowed for the Ministry to obtain a stronger incursion in the private sector

Concerns on the Way Forward

- * Need to have the other stakeholders of the Committee become more proactive
- * Leadership of the Committee needs to be finalized
- * There is need to build greater awareness of the Committee
- * There is need to formalize the role of the Committee in the health sector in general
- * Comprehensive HRH database (numbers, skills, deployment)