

# Meeting of the Working Group on HRH Governance in the Caribbean

*Bridgetown, Barbados  
September 10-12, 2012*



# Overview

- Background & Context
- Roadmap Objectives
- HRH 20 Goals
- Roadmap Journey
- Roadmap Destination & Outcomes
- Current Activities

# Road Map Objectives

**The primary thrust of the Road Map** is to strengthen HRH *planning, management and provider* skills in the region in order to create a more *stable, efficient and effective* health workforce that can meet the needs of an aging population with a growing incidence of chronic diseases by broadening regional access to PHC and public health services.

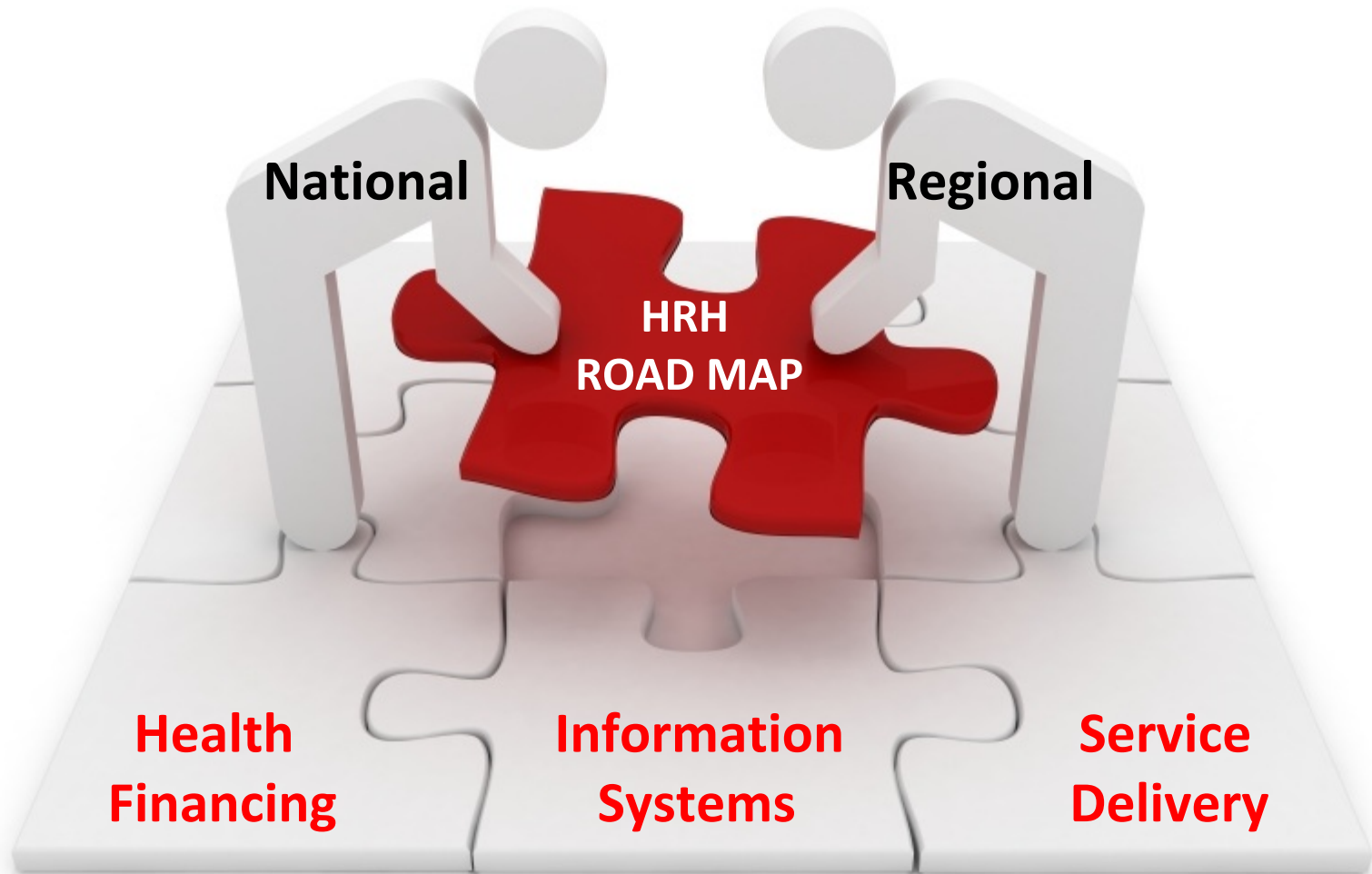
**To this end the Road Map will -**

- Clarify the current *status* of HRH in the Caribbean
- Define regional HRH *objectives* and milestones to be achieved
- Aim to support HRH strengthening at both *country and regional* levels
- Identify *tools and partnerships* to achieve Caribbean HRH objectives

# Laying the Foundation

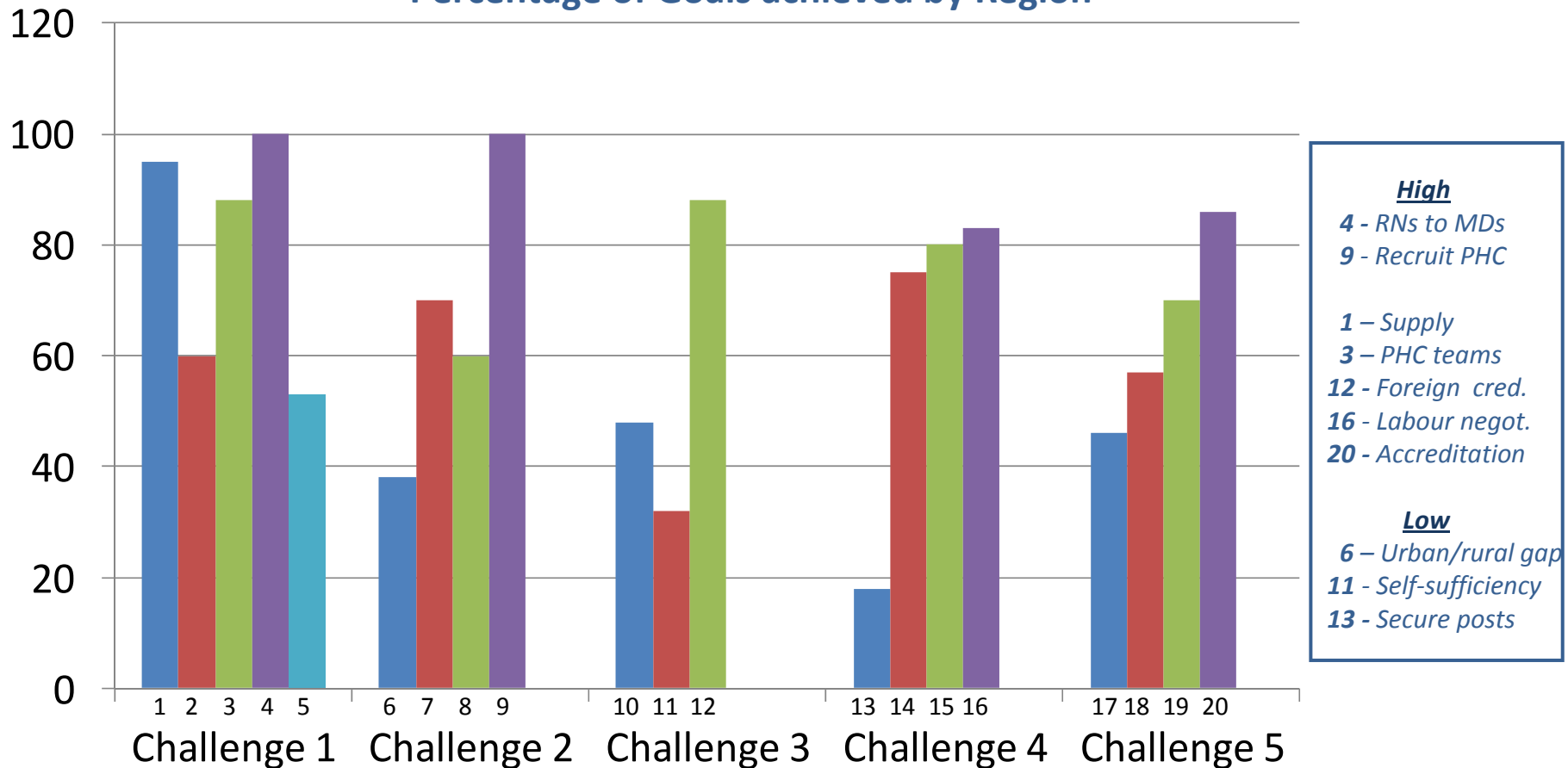


# Caribbean HRH Road Map Context



# Caribbean 20 HRH Goals Summary

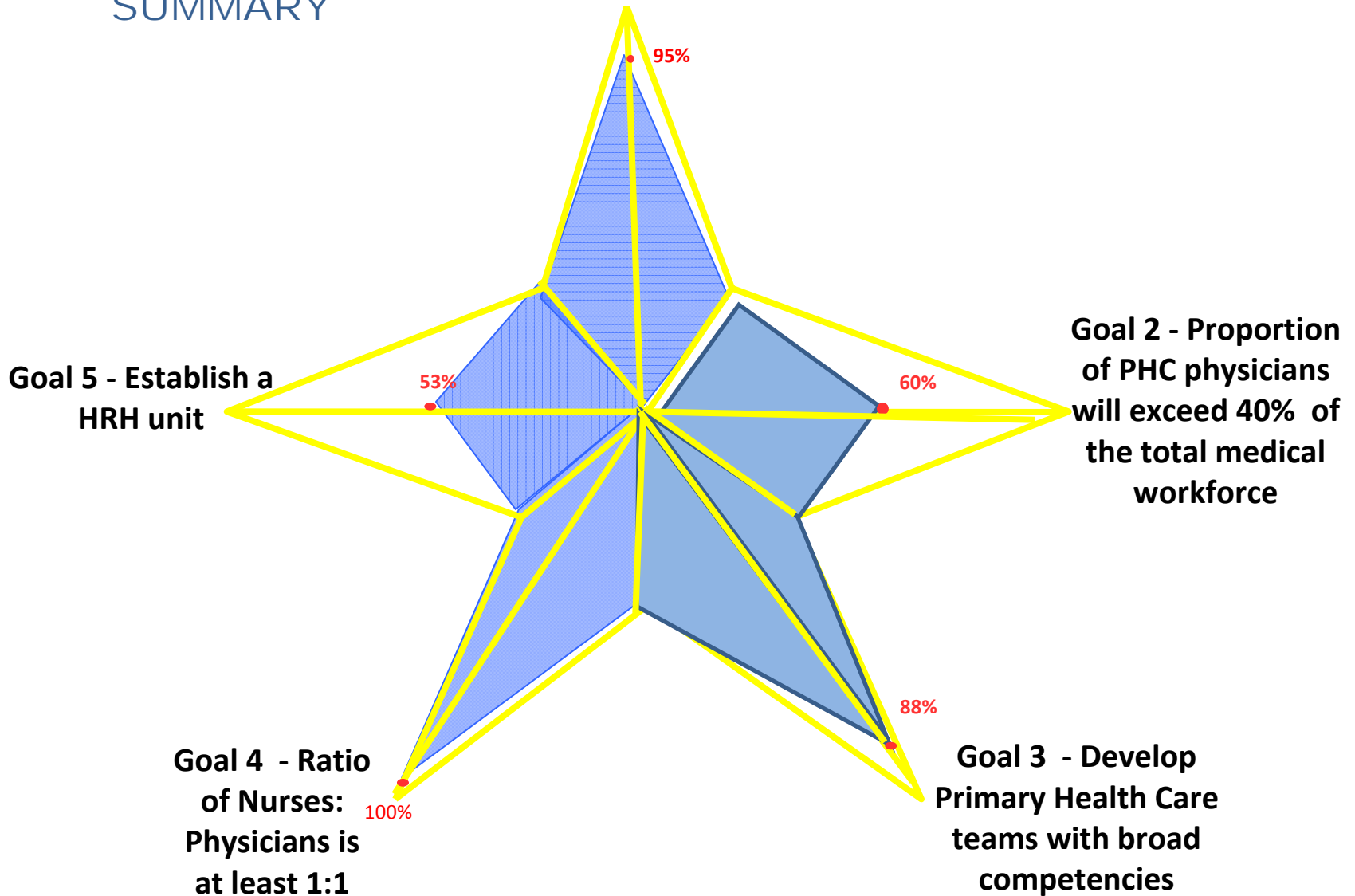
Percentage of Goals achieved by Region



# CARIBBEAN HRH REGIONAL GOALS SUMMARY

## CHALLENGE ONE

**Goal 1 – HRH  
density ratio of 25  
per 10,000**



**Goal 2 - Proportion  
of PHC physicians  
will exceed 40% of  
the total medical  
workforce**

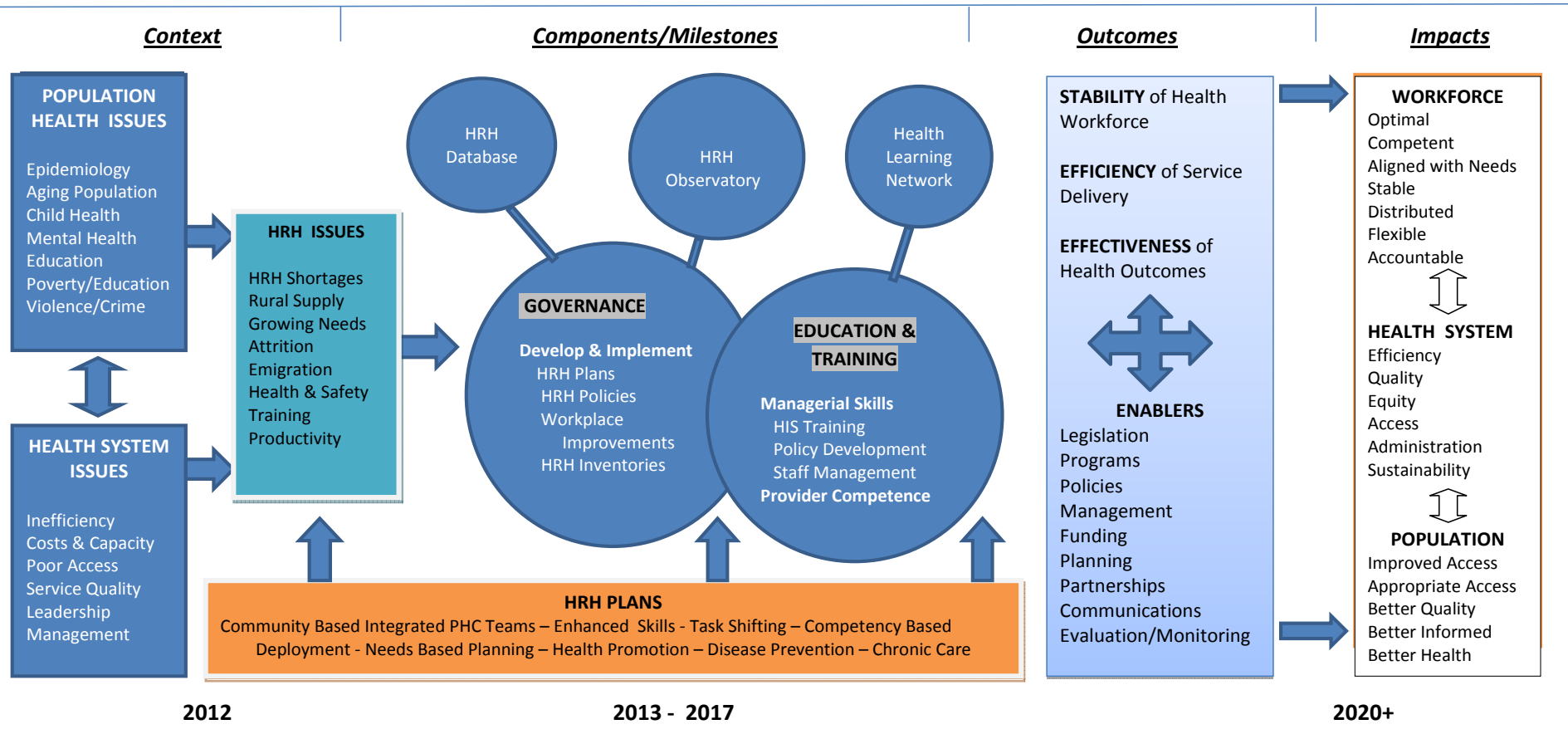
**Goal 3 - Develop  
Primary Health Care  
teams with broad  
competencies**

**Goal 4 - Ratio  
of Nurses:  
Physicians is  
at least 1:1**

**Goal 5 - Establish a  
HRH unit**

# Road Map – The Journey

## ROAD MAP FOR STRENGTHENING THE CARIBBEAN HEALTH WORKFORCE, 2012-2017





# Caribbean Health Workforce: Renewal Process

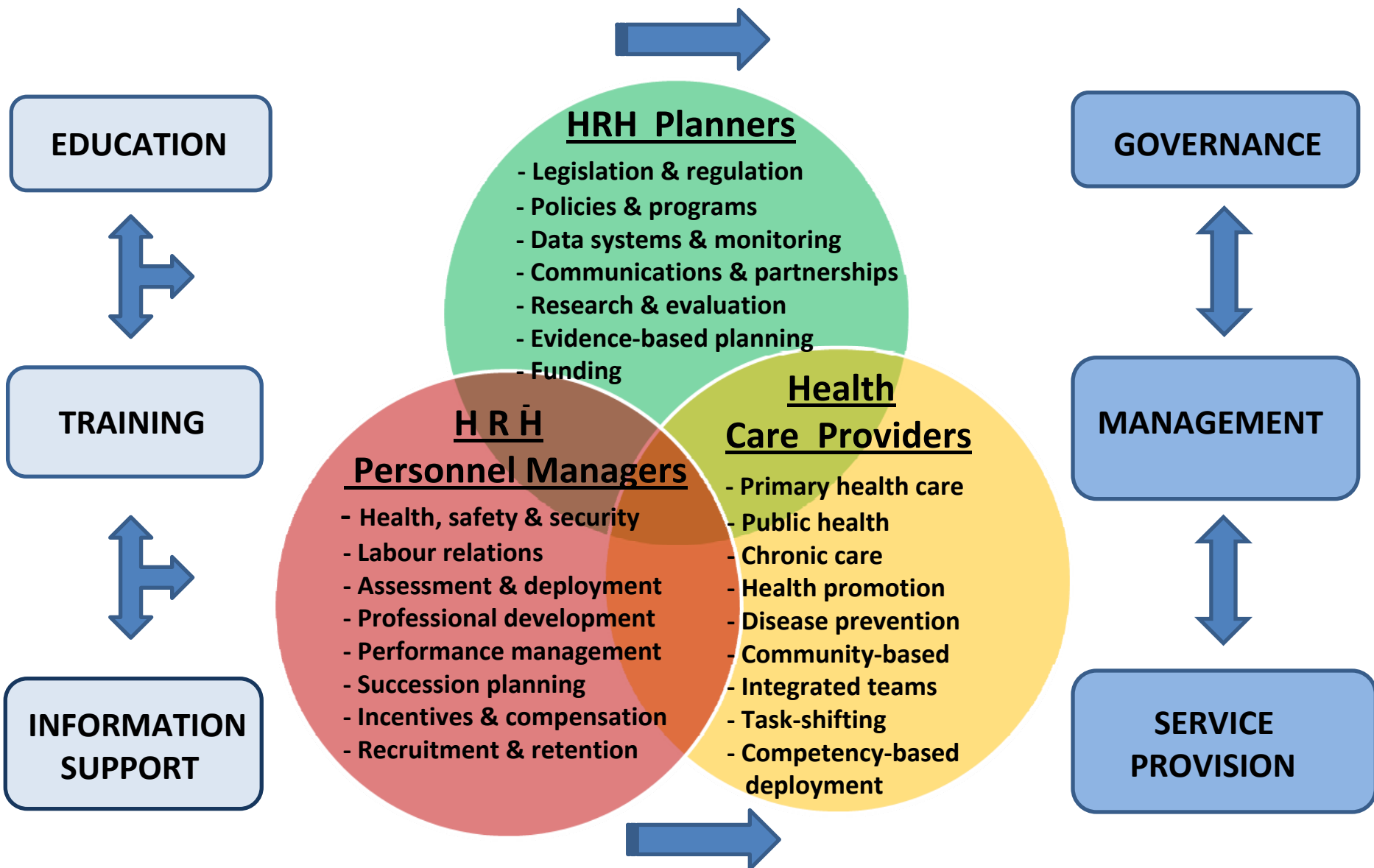


*Strengthening the Foundation*

# *First Steps:* Enhancing Workforce Capacity



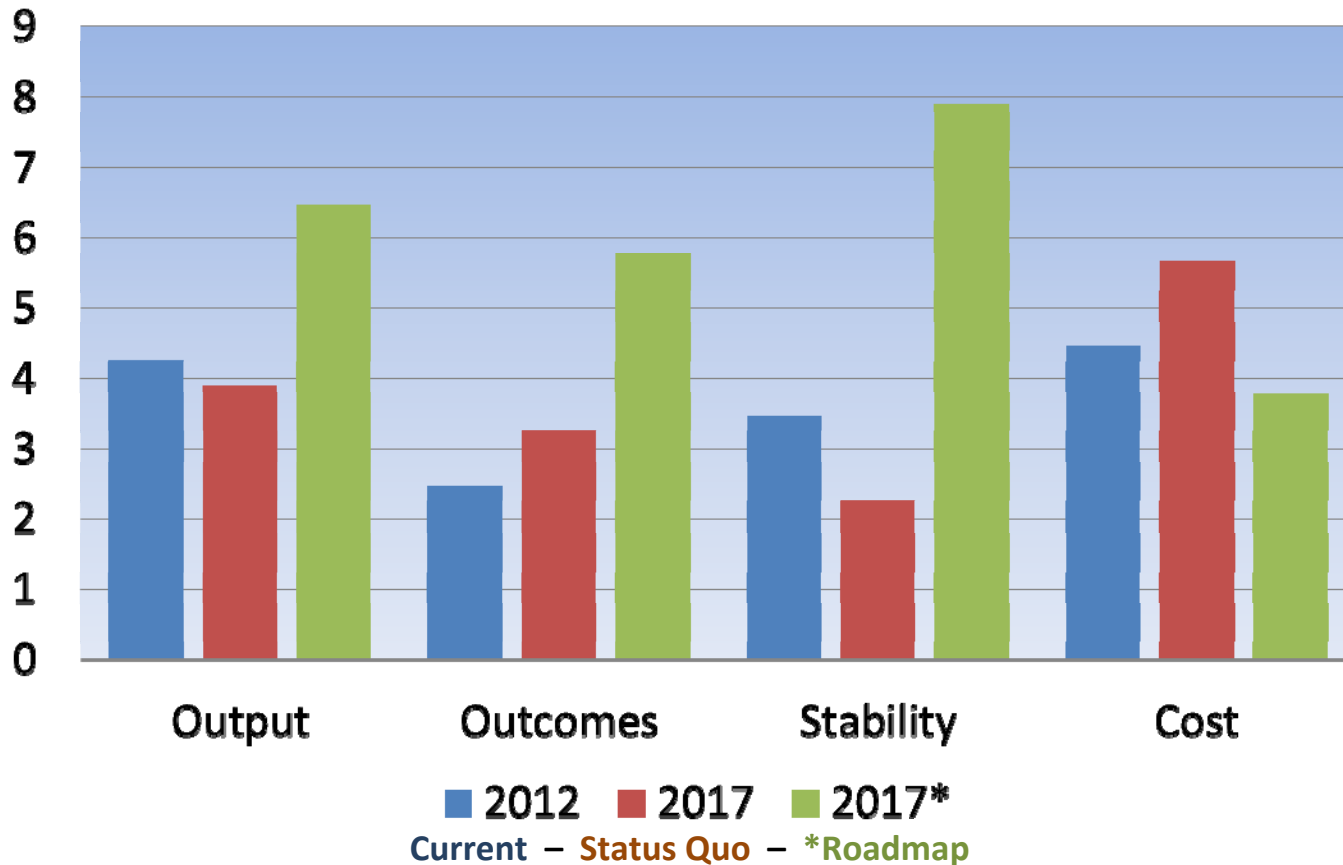
# HRH Capacity & Skills Development





# Impact of Roadmap Implementation

Percentage Change,  
2012 to 2017



# HRH Road Map Final Destination

To achieve and maintain a stable and optimally trained, deployed and distributed health workforce with the capacity to provide responsive, timely, efficient and effective health care services to meet the identified health needs of the population in a way that is flexible and innovative as well as affordable and sustainable.

# HRH Road Map Activities

## **Ongoing**

- Road Map revisions (Evergreen Document)
- Beginning discussions with Donors
- Updating Partners and Stakeholders
- Regional Meeting of Ministers of Health

## **Current**

- Regional HRH Planning & Management survey
- Regional Meeting on HRH Governance
- Proposal for Regional HRH Information System
- Proposal for a Regional HRH Planning Mechanism

# **HRH Planning & Management Survey**

**Summer 2012**

# HRH Planning Mechanisms

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"GOVERNANCE is about the *rules* that distribute *roles and responsibilities* among government, providers and beneficiaries and that shape the interactions among them.

It encompasses *authority, power, and decision-making* in the institutional arenas of civil society, politics, policy, and public administration."



# HRH Planning & Management Survey & Inventory

## Objectives

*In support of the Caribbean HRH Roadmap implementation process:*

- To determine the *role and scope of - and capacity for -* HRH planning and management of Ministries of Health within the Caribbean region;
- To identify *legislative and regulatory mechanisms* that govern HRH within the countries of the CARICOM;
- To identify current *gaps, challenges* and areas requiring priority attention;
- To help identify HRH areas that would most benefit from *additional skills and training*;
- To help identify areas where the country governance mechanisms might be developed or strengthened through *regional collaboration*; and,
- To support the exploration of *regional planning mechanisms* to best support national HRH planning activities.

# HRH Planning & Management Survey & Regulatory Inventory

## Tasks

- Conduct inventory of legislative and regulatory mechanisms that govern HR in the region;
- Conduct interviews with MoH HRH Planners and Personnel Managers, as well as PAHO country offices, regarding HRH policies, plans, guidelines and practices.

## Update

- Interviews interview process started early summer
- Additional material being gathered & interviews being conducted (today)
- *Preliminary results available*
- Broad themes identified
- Final analysis be conducted in October