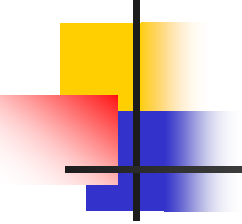




# Caribbean Human Resources for Health (HRH) Road Map

## The Research Journey





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*“Research is to see what everybody else has seen and to think what nobody else has thought” (Albert Szent-Gyorgyi)*



## Goal: Effective Governance of HRH

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1. The ability to enforce the rules and regulations that govern the health workforce.
2. To engage managers, providers and stakeholders towards improving the health of the population.
3. The provision of policy leadership and oversight.
4. Competently direct resources and manage performance.

# Countries

Antigua		Guyana	
Anguilla		Jamaica	
Bahamas		Montserrat	
Barbados		St. Kitts & Nevis	
Belize		St. Lucia	
Dominica		St. Vincent	
Grenada		Trinidad & Tobago	



## Locate the Rules and Regulations

Ministry of Health Strategic Plan for Health Sector	Health in Americas
Medium Term Socio-Economic Policy Framework	Country Assessments
Health Systems Profiles	Essential Public Health Function –PAHO/WHO
Labour Laws	Other



# Engaging Managers

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Target population in countries

- Ministry of Health Personnel Managers.
- Persons/focal points responsible for HRH Planning.



# Purpose of Expert Interviews

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- To identify HRH policies, management practices, guidelines, plans and processes that are currently administered within the region



# Achieving the Purpose

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- Formulation two (2) questionnaires
  1. Human resources for Health Personnel Management Survey
  2. Human Resource Planning and Management Survey





# Data Collection

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- Electronic
- Telephone



# Conducting the Interviews

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- Purposive & Snowball Sampling
- Interview Dr. Selvi Jayaseelan
- Country Program Specialists
- Recommendations from CPS of HRH managers and focal points of HRH



# Caribbean HRH Road Map Planning & Management Survey

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- 3 Pages
- 25 Questions (open and closed)
- 5 Sections



# Planning (The beginning)

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- Does the government have a National Health Plan or an equivalent strategic document?
- Does the Ministry of Health have a Strategic Plan for human resources for Health?
- Are these plans aligned?



# Human Resources Policies (The End)

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- Legislation and Professional Regulation
- Recruitment and Retention
- Education
- Forecasting
- Partnerships
- Programme Evaluation
- Data Management



## Question 24

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- From your perspective what is the single biggest challenge facing HRH planning in the future?



# Human resources for Health Personnel Management Survey

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- 2 Pages
- 30 Questions( open and closed)
- 8 Sections

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- Conflicts in organizations are inevitable and it is healthy to acknowledge them.





# Industrial Relations

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- What are the greatest labour relation issues faced by the Ministry of Health?
- How are these labour relations issues generally resolved?



# Reflections

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“If we don’t have health, we can’t have education, if we don’t have health or education, we cannot have a descent workforce and if we don’t have a descent workforce we cannot have a proper economy and we cannot have a proper economy without effective governance of HRH”



Thank YOU

