

# The modernisation of the Health Workforce



## Running order

- Chairs: VJ and PB
- Presentation: Elizabeth Fradd
- Whole group discussion
  
- 6 x5 minute presentations (!!!!!!!!!!!!!!!)  
6 countries, 6 disciplines, 7 people:
  - Shortages, professional movement, flexibility of professional roles, workforce planning, health policy impact, PG education
  
- Discussion
- Summary: Elizabeth Fradd



# The modernisation of the Health Workforce

Special Professor Liz Fradd



## Key Issues

- Shortages
- Migration
- Flexibility of workforce
- Workforce planning



## Education Institutions

6,000	Nursing Schools
1,600	Medical Schools
914	Schools of Pharmacy
773	Schools of Dentistry
275	Schools of Public Health



## Shortages



# Migration

- Brain drain
- Push / pull
- Geographical imbalances
- Recruitment / retention



# Global Health Workforce by Density

WHO Region	Total Health Workforce	
	Number	Density (per 1000 population)
Africa	1 640 000	2.3
Eastern Mediterranean	2 100 000	4.0
South-East Asia	7 040 000	4.3
Western Pacific	10 070 000	5.8
Europe	16 630 000	18.9
Americas	21 740 000	24.8
World	59 220 000	9.3

World Health Report, WHO 2006

## Global Health Workforce by Density

WHO Region	Total Health Workforce		Health Service Providers	
	Number	Density (per 1000 population)	Number	Percentage of total health workforce
Africa	1 640 000	2.3	1 360 000	83
Eastern Mediterranean	2 100 000	4.0	1 580 000	75
South-East Asia	7 040 000	4.3	4 730 000	67
Western Pacific	10 070 000	5.8	7 810 000	78
Europe	16 630 000	18.9	11 540 000	69
Americas	21 740 000	24.8	12 460 000	57
World	59 220 000	9.3	39 470 000	67

World Health Report, WHO 2006

## Global Health Workforce by Density

WHO Region	Total Health Workforce		Health Service Providers		Health management and support workers	
	Number	Density (per 1000 population)	Number	Percentage of total health workforce	Number	Percentage of total health workforce
Africa	1 640 000	2.3	1 360 000	83	280 000	17
Eastern Mediterranean	2 100 000	4.0	1 580 000	75	520 000	25
South-East Asia	7 040 000	4.3	4 730 000	67	2 300 000	33
Western Pacific	10 070 000	5.8	7 810 000	78	2 260 000	23
Europe	16 630 000	18.9	11 540 000	69	5 090 000	31
Americas	21 740 000	24.8	12 460 000	57	9 280 000	43
World	59 220 000	9.3	39 470 000	67	19 750 000	33

World Health Report, WHO 2006

## Flexibility of the Workforce

- Substitution
- Role redesign / boundaries
- Support workers



## Workforce Planning

- Information systems
- Changing demographics / epidemiology
- Strategic / Long term view



# Summary



## Ten Year Plan of Action

		<b>2006 Immediate</b>
<b>Country leadership</b>	<b>Management</b>	Cut waste, improve incentives
	<b>Education</b>	Revitalise education strategies
	<b>Planning</b>	Design national workforce strategies
<b>Global Solidarity</b>	<b>Knowledge &amp; Learning</b>	Develop common technical frameworks
		Pool expertise
	<b>Enabling Policies</b>	Advocate ethical recruitment and migrant workers' rights
		Pursue fiscal space exceptionality
	<b>Crisis Response</b>	Finance national plans for 25% of crisis countries
Agree on best donor practices for human resources for health		

World Health Report, WHO 2006

## Ten Year Plan of Action

		<b>2006 Immediate</b>	<b>2010 Mid-point</b>
<b>Country Leadership</b>	<b>Management</b>	Cut waste, improve incentives	Use effective managerial practices
	<b>Education</b>	Revitalise education strategies	Strengthen accreditation and licensing
	<b>Planning</b>	Design national workforce strategies	Overcome barriers to implementation
<b>Global Solidarity</b>	<b>Knowledge &amp; Learning</b>	Develop common technical frameworks	Assess performance with comparable metrics
		Pool expertise	Fund priority research
	<b>Enabling Policies</b>	Advocate ethical recruitment and migrant workers' rights	Adhere to responsible recruitment guidelines
		Pursue fiscal space exceptionality	Expand fiscal space for health
	<b>Crisis Response</b>	Finance national plans for 25% of crisis countries	Expand financing to half of crisis countries
		Agree on best donor practices for human resources for health	Adopt 50:50 investment guideline for priority programmes

World Health Report, WHO 2006

## Ten Year Plan of Action

		<b>2006 Immediate</b>	<b>2010 Mid-point</b>	<b>2015 Decade</b>
<b>Country leadership</b>	<b>Management</b>	Cut waste, improve incentives	Use effective managerial practices	Sustain high performing workforce
	<b>Education</b>	Revitalise education strategies	Strengthen accreditation and licensing	Prepare workforce for the future
	<b>Planning</b>	Design national workforce strategies	Overcome barriers to implementation	Evaluate and redesign strategies based on robust national capacity
<b>Global Solidarity</b>	<b>Knowledge &amp; Learning</b>	Develop common technical frameworks	Assess performance with comparable metrics	Share evidence-based good practices
		Pool expertise	Fund priority research	
	<b>Enabling Policies</b>	Advocate ethical recruitment and migrant workers' rights	Adhere to responsible recruitment guidelines	Manage increased migratory flows for equity & fairness
		Pursue fiscal space exceptionality	Expand fiscal space for health	Support fiscal sustainability
	<b>Crisis Response</b>	Finance national plans for 25% of crisis countries	Expand financing to half of crisis countries	Sustain financing of national plans for all countries in crisis
		Agree on best donor practices for human resources for health	Adopt 50:50 investment guideline for priority programmes	

World Health Report, WHO 2006

# Questions for the Group



## Presentations: my experience of ....

- Sophia Chan: HK -nursing – shortages
- Phil Lumley and Mike Morgan – UK/Oz dentistry – professional movement
- Peter Brookes – Oz – medicine – flexibility of professional role
- Eva Homstrom – Swedent - physiotherapy – workforce planning
- Jeff Harrison – NZ - pharmacy – health policy impact on my profesion
- James Angus – applying the Bologna agreement to PG Courses at Melbourne



# The modernisation of the Health Workforce

