Strengthening the Health Workforce to Improve Quality and Achieve Universal Health Coverage

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Experts

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Universal Health Coverage (UHC) = everyone can access the good quality health care they need, without suffering financial hardship or impoverishment as a result.

A strong health workforce is crucial to increase coverage of priority services and achieve UHC.
Taking a Systems Approach to Solve Health Workforce Problems

Côte d’Ivoire
- Task sharing to expand access to care

Swaziland
- Policy and information system reforms

Haiti
- Accreditation to improve quality of pre-service training
CÔTE D’IVOIRE: TASK SHARING
Côte d’Ivoire’s Health Workforce

- Only medical schools training for HIV care and treatment
- Shortage of doctors in rural and remote areas
- 50% of HIV+ adults and children not enrolled in treatment
- Working towards national health insurance, UHC
Task Sharing

- Change policy to incorporate HIV care and treatment in nursing and midwifery schools
- Train new graduates *before* posting in public facilities
Next Steps

- Place newly trained staff in high-burden HIV areas with greatest HRH need
- Track number of new HIV patients reached
- Explore expansion of scope of practice in other disease areas
SWAZILAND HRH PLANNING AND MANAGEMENT
## Swaziland Health Workforce: The Numbers

<table>
<thead>
<tr>
<th>Health Worker/1,000 Population</th>
<th>WHO Benchmark</th>
<th>Swaziland Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctors</td>
<td>0.55</td>
<td>0.10</td>
</tr>
<tr>
<td>Nurses</td>
<td>1.73</td>
<td>1.22</td>
</tr>
<tr>
<td>Doctors + Nurses + Midwives</td>
<td>2.5</td>
<td>1.32</td>
</tr>
<tr>
<td>Total Health Workforce (All Categories)</td>
<td>4.1</td>
<td>3.14</td>
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</tbody>
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HRH Management Challenges

- Severely understaffed facilities
- Maldistribution across regions
- Scarce skilled HRH
- Inaccurate HRIS data
- Budget request based on previous year
- Cumbersome process for establishing posts
HFG’s Strategy

1. Clean the HRIS data
2. Produce annual HRH status reports
3. Submit data-based budget requests
Year One: A Running Start

Produced first annual HRH status report using existing HRIS data
- 475 positions not filled
- 18 facilities/units nonfunctional/compromised due to lack of staff

2015 budget request based on data
- Received 112 new positions (approximately 40% of request)
Intensive HRIS Data Cleaning

- Data Verification
  - Facility Manager Surveys
  - Site Visits
Findings:

- Over 444 established positions still vacant
  - 87 posts which appeared filled were actually vacant
  - Great variation in fill rates by cadre, facility level and individual facilities
- At least 60 workers retiring annually
- 27 graduates expected in 2016, including specialty cadres
HRU submitted budget request to MOPS:
- Based on updated data about existing work force
- Used staffing norms to support decisions about what was needed

Political savvy: HRU used advocacy in advance to explain changes

Results will be announced in April
Moving Ahead

Currently, HFG is supporting the MOH to:

- Reallocate positions to address vacancies, ‘ghost’ workers, and over or under-resourced facilities/regions
- Modify the establishment register to include new specialties
- Manage the pipeline to prepare for new graduates and retiring workers

Swaziland’s HRU more confident in their requests to MOPS and able to advocate based on accurate data
Haiti’s Private Nursing Institutions

- More than 400 private nursing education institutions in Haiti of unknown quality
- Existing government accreditation system paper-based, overwhelmed with increasing number of schools
- Politically difficult environment for change
HFG’s Role: School Accreditation

- Updated standards and criteria for nursing education institutions
- Created new forms, manuals, tools
- Trained evaluators to conduct site visits
- Conducted first phase
  - 38 schools met standards
- Built capacity of schools
- Designed website
Sustaining Progress

- Complete evaluation of 60 additional schools
- Media campaign to educate public
- Institutional capacity building to sustain new *reconnaissance* system beyond HFG support
Resources: [www.hfgproject.org](http://www.hfgproject.org)

- **Côte d’Ivoire**
  - Task-Sharing for Better HIV Care and Treatment in Côte d’Ivoire
  - Brief: [Supporting the Scale-Up of HIV Care and Treatment through Human Resources for Health Interventions in Côte d’Ivoire](#)

- **Swaziland**
  - Data Drives Decisions to Increase Number of Health Workers in Swaziland
  - Swaziland: Entry-to-Practice Competencies for Nurses to Improve HIV, TB Services

- **Haiti**
  - Brief: [Improving Nursing Education in Haiti by Strengthening Quality Standards](#)
  - Haiti Takes Steps to Rebuild Its Nursing Workforce

- **Report:** [Impact of Health Systems Strengthening on Health](#)

Questions? Email us at: [hfgproject@abtassoc.com](mailto:hfgproject@abtassoc.com).
Thank You!

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