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

December 10, 2015

Abt Associates Inc.
In collaboration with:
Avenir Health | Broad Branch Associates | Development Alternatives Inc. (DAI) | Johns Hopkins Bloomberg School of Public Health (JHSPH) |
Results for Development Institute (R4D) | RTI International | Training Resources Group, Inc. (TRG)

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UHC and the Health Workforce

- 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.

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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

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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
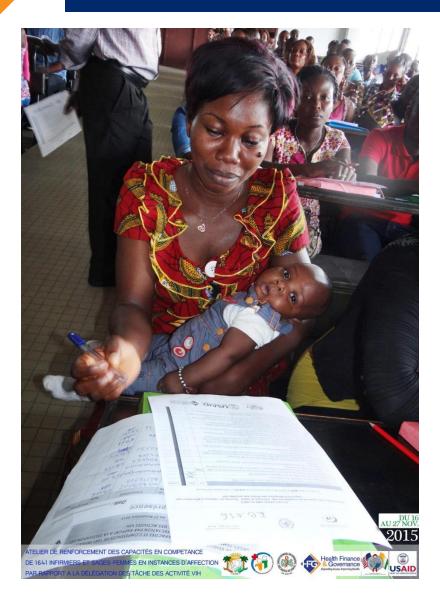
▸▸ Working towards national health insurance, UHC

Task Sharing

▸▸ Change policy to incorporate HIV care and treatment in nursing and midwifery schools

▸▸ Train new graduates *before* posting in public facilities

ATELIER DE RENFORCEMENT DES CAPACITÉS EN COMPETANCE
DE 1641 INFIRMIERS ET SAGES-FEMMES EN INSTANCES D'AFFECTION
PAR RAPPORT A LA DÉLÉGATION DES TÂCHE DES ACTIVITÉ VIH

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

Health Worker/1,000 Population	WHO Benchmark	Swaziland Ratio
Doctors	0.55	0.10
Nurses	1.73	1.22
Doctors + Nurses + Midwives	2.5	1.32
Total Health Workforce (All Categories)	4.1	3.14

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

New Status Report

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

Successful Evidence-based Planning

▸▸ 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: NURSING SCHOOL ACCREDITATION

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

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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

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Resources: 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.

Thank You!

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