HEALTH WORKFORCE DEVELOPMENT CHALLENGES IN PHILIPPINE PRIMARY CARE: NO PRIMARY CARE WITHOUT HRH

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PRESENTATION OUTLINE

- Rationale of Health Workforce Development
- Primary Care Workforce Needs
- Primary Care Workforce Challenges
- Some HRH thoughts

RATIONALE FOR HRH DEVELOPMENT

Philippine Health Services should have:

- The right number of people
- In the right place
- At the right time
- With the right skills
- With the right motivation and attitudes
- At the right cost
- Doing the right work
- Under the right work conditions

PRIMARY CARE WORKFORCE NEEDS

- Adequate number –Enough to focus on specific programs or tasks; equitably distributed
- Appropriate skills relevant and effective pre-service education and continuous education and lifelong learning
- Adequate support so workforce is highly motivated to ensure patient safety, quality of care and delightful patient experience

*Policies * Work Environment * Financing

- Responsive and Engaged Health Workforce
 - Positive Patient Experience
 - Health Outcomes Improved

PRIMARY CARE WORKFORCE CHALLENGES

- I. Inadequate numbers; inadequately distributed
 - HRH to population ratio breached and needs reanalysis
 - Distribution is heavily influenced by the health labor market; incentives and disincentives
 - Ineffective multi-tasking
 - Devolved system make to difficult to standardize workforce- PS CAP
 - Health professional silos
 - Deployment and Retention

PRIMARY CARE WORKFORCE CHALLENGES

- 2. Problematic skill-mix, weak team work, demotivated workforce
 - Uncoordinated professional practice acts
 - Lack of inter-professional training and socialization
 - Lack of skills updating training vs development
 - Severe multi-tasking leads to burnout
 - Some cadres not part of team –affects essential services
 - Unappreciated, unrecognized uncompensated primary care work

PRIMARY CARE WORKFORCE CHALLENGES

- 3. Problematic Work and work environment
 - Job descriptions not updated
 - Work environment not healthy nor safe
 - Ergonomic considerations
 - Inadequate meds, equipment, supplies

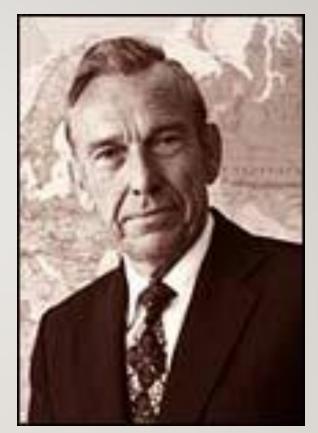
CHINESE PROVERB

If you want to prepare for I year, Grow Wheat

If you want to prepare for 10 years, Grow Trees but

If you want to prepare for 100 years, Grow People!

"PHC starts with people, their health problems, and their active involvement in solving those problems..."



Dr Halfdan Mahler WHO Director-General 1977-1988



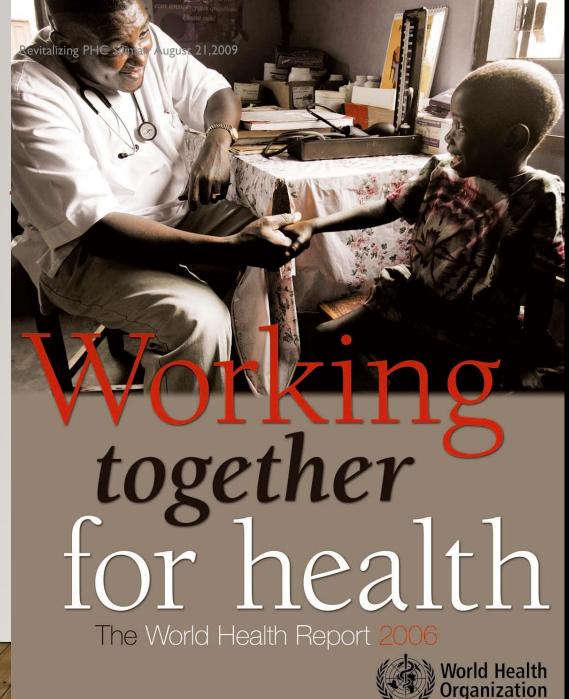
Dr LEE Jong-wook, 1945-2006 WHO Director-General

"To ensure access to a motivated, skilled & supported health worker by every person, in every village, everywhere."

"You cannot deliver health care if the staff you trained at home are working abroad."



World Health Organization



Health workers save lives.

Support them.

Educate them.

Love them.

Don't leave them.

Or they'll leave you...

That's not a threat.

That's not a promise.

It's already a fact of life.