

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 1 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."*



Dr Margaret Chan
Director-General



World Health
Organization



Working together for health

The World Health Report 2006



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*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.*