

“ The only route to reaching the health MDGs (now SDGs) is through the worker; there are no short-cuts...health worker is the glue of the health system”

The 3 Strategic objectives

- 1. Rationalize the development, deployment, retention and management of HRH;**
- 2. Support pre-service(basic) and continuing education in clinical, public health and service management competencies;**
- 3. Strengthen the regulatory framework to ensure quality of performance of health staff.**

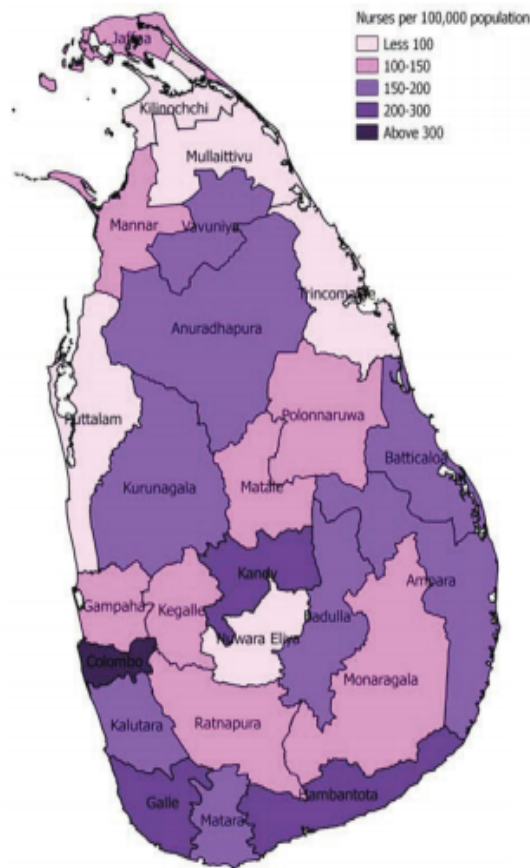
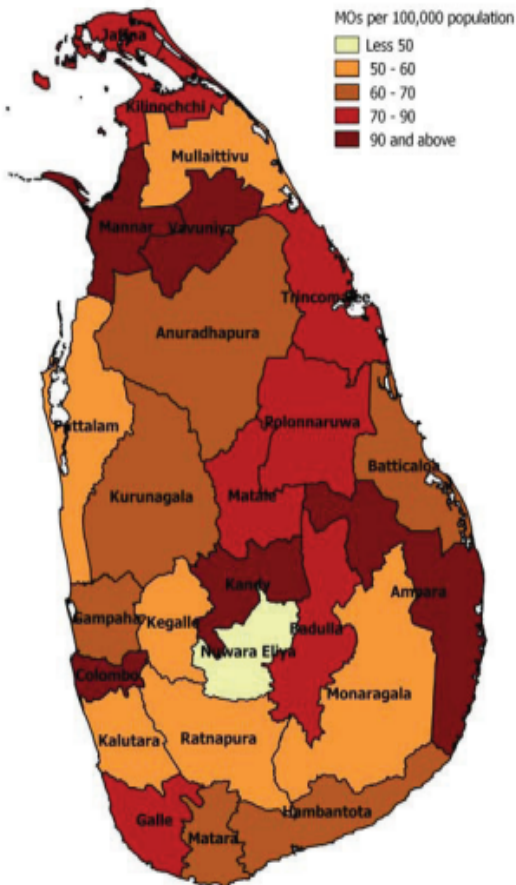


ANNUAL HEALTH BULLETIN 2014



Fig 2.5 : Distribution of Medical Officers (MO),
December 2014

Fig 2.6 : Distribution of Nursing Staff,
December 2014



Summary of main questions?

- **Do we know how many doctors nurses, allied health scientists we need for Sri Lanka? Specific categories?**
- Handling the issues of short supply of Specialists and AHPs?
- Government policy on private medical colleges?
- HRH planning and implementation – closer service-target oriented or needs oriented approach? e.g. there are no specified projected targets for AHPs and doctors.
- **What policy directions will improve the distribution and retention?**

Summary of main questions? Contd....

- How do we strengthen coordination and policy coherence between the Ministries of Higher Education and Ministry of Health - **the need for clearer career paths...**
- How do we ensure policy changes that will provide the backbone of HRH for UHC? What HRH mix is needed?
- CPD linked to career development, in the case of nurses and AHP no CPD to speak of....?
- How can we provide state of the art Nursing and AHP training?
- How do we create in HRH a confidence that the system is fair to all?

two urgent requirements...

To find answers to most of them:

One urgent requirement is to set up a comprehensive, functional knowledge and information system to provide the evidence base to decision making.....

Second, is to improve data quality, demand and use in policy and program development, strategic planning, advocacy, and HR decision making....