



HRH Situation (The Republic of The Union of Myanmar)



Dr. Thida Kyu

Deputy Director General, Department of Medical Services



Outlines

- Demography
- Health Status
- Health Share in GGE
- Overall HWF density
- Doctor: Population, HWF: Population
- HWF production
- Challenges
- Way forward



Demography

- Total population 51.48 millions (census in 2014)
 - Male 24824586 (24.82 millions) 48.22%
 - Female 26661667 (26.61 millions) 51.78%
 - Urban-Rural Ratio 30:70

- GDP per capita 1200 USD

- Population Density(/km2) 76.1



- Number of states and regions 14
- Number of Union territory 1
- Number of Special Administrative Regions 5
- Number of Districts 73
- Number of townships 330
- Number of Wards 3063
- Number of Village Tracts 13618
- Number of Villages 64134



Ministry of Health and Sports (2016)

- 7 Departments
 - Dpt of Public Health
 - Dpt of Medical Services
 - Dpt of HRH Development
 - Dpt of Medical Research
 - Dpt of Traditional Medicine
 - Dpt of Food and Drug Administration
 - Dpt of Sports



Health Status according to Census Data in 2014

- Life expectancy
 - 63.9 yrs(male)
 - 69.9 yrs (female)

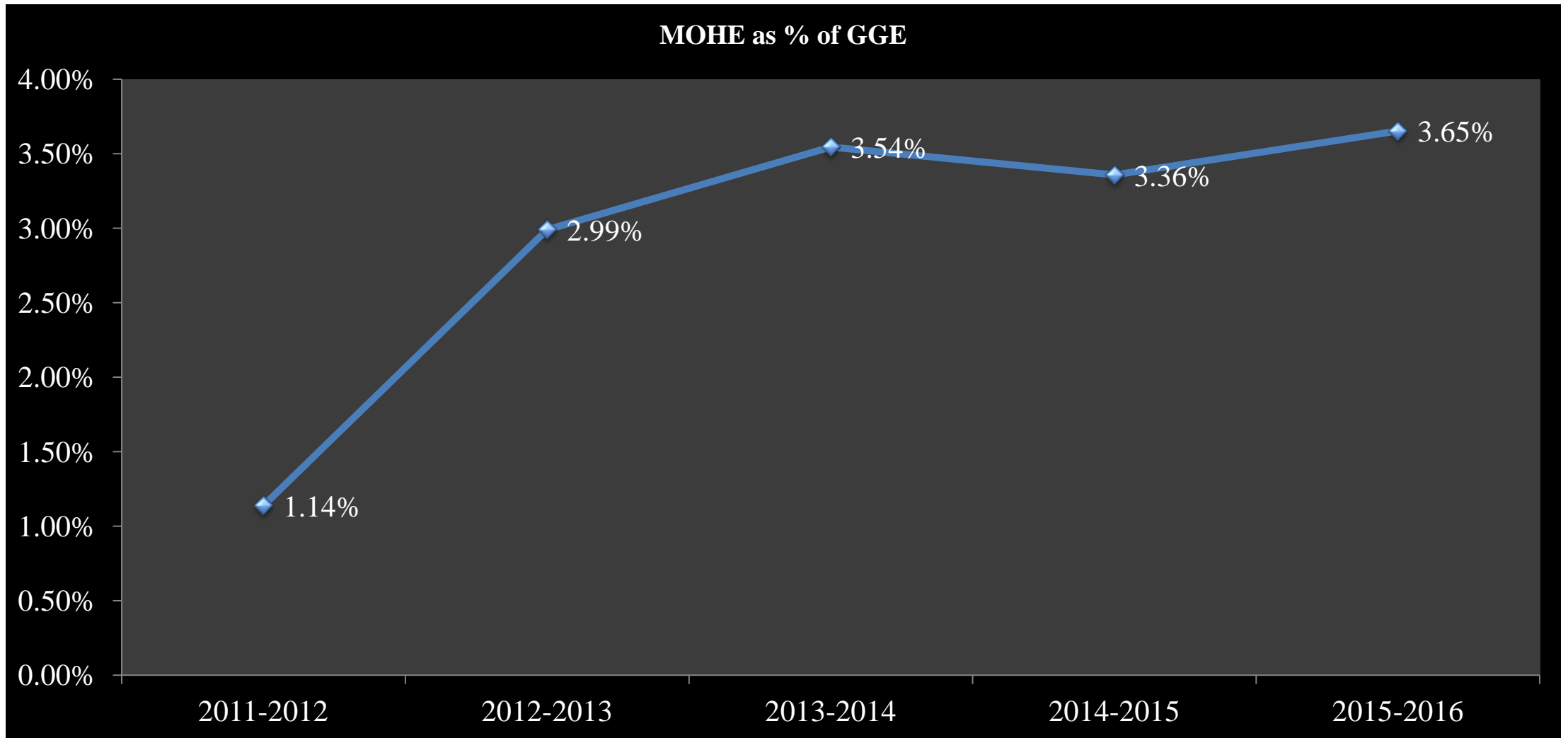
- IMR
 - 62 /1000LB

- U5MR
 - 72/1000LB

- MMR
 - 200/100,000 LB

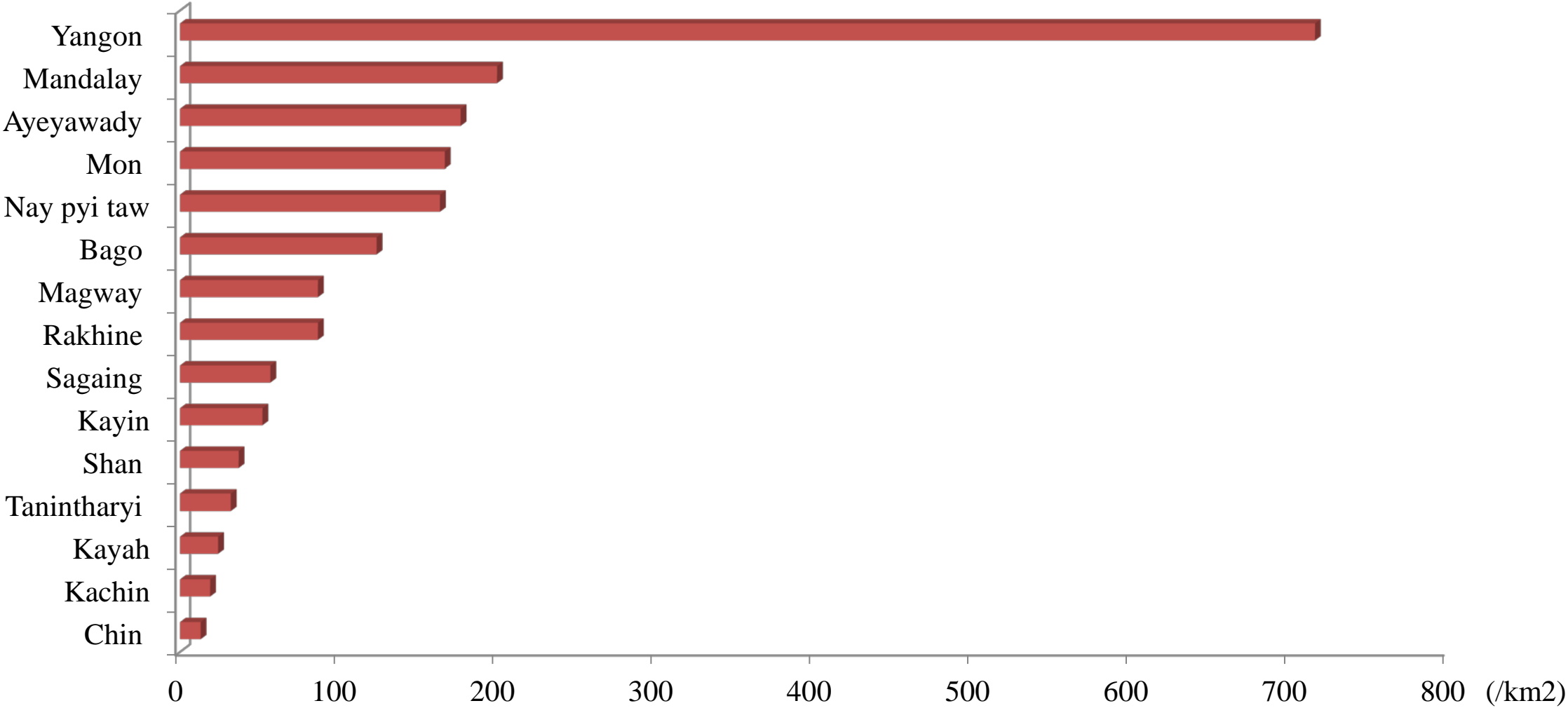


Health Share in GGE (MOHS Budget)





Population Density



Total HWEF among States and Regions (Sanction 2016 May)



Region/ State	Total Population	Doctors	Dentist	Nurse	Dental Nurse	Pharmacists
Kachin State	1,689,654	631	34	1470	27	7
Kayah State	286,738	332	14	653	11	3
Kayin State	1,572,657	362	20	841	12	4
Chin State	478,690	390	20	951	10	2
Sagaing Region	5,320,299	1317	69	3219	49	22
Tanintharyi Region	1,406,434	396	20	983	13	3
Bago Region	4,863,455	1033	49	2439	37	16
Magway Region	3,912,711	928	48	2174	38	15
Mandalay Region	6,145,588	2071	94	5157	57	28
Mon State	2,050,282	492	21	1081	15	7
Rakhine State	3,188,963	660	34	1468	23	6
Yangon Region	7,355,075	3900	105	6818	99	22
Shan State	5,815,384	1622	94	3566	63	18
Ayeyawady Region	6,175,123	1168	62	2967	38	14
Nay Pyi Taw	1,158,367	990	31	2377	11	17
Total	51,419,420	16292	715	36164	503	184

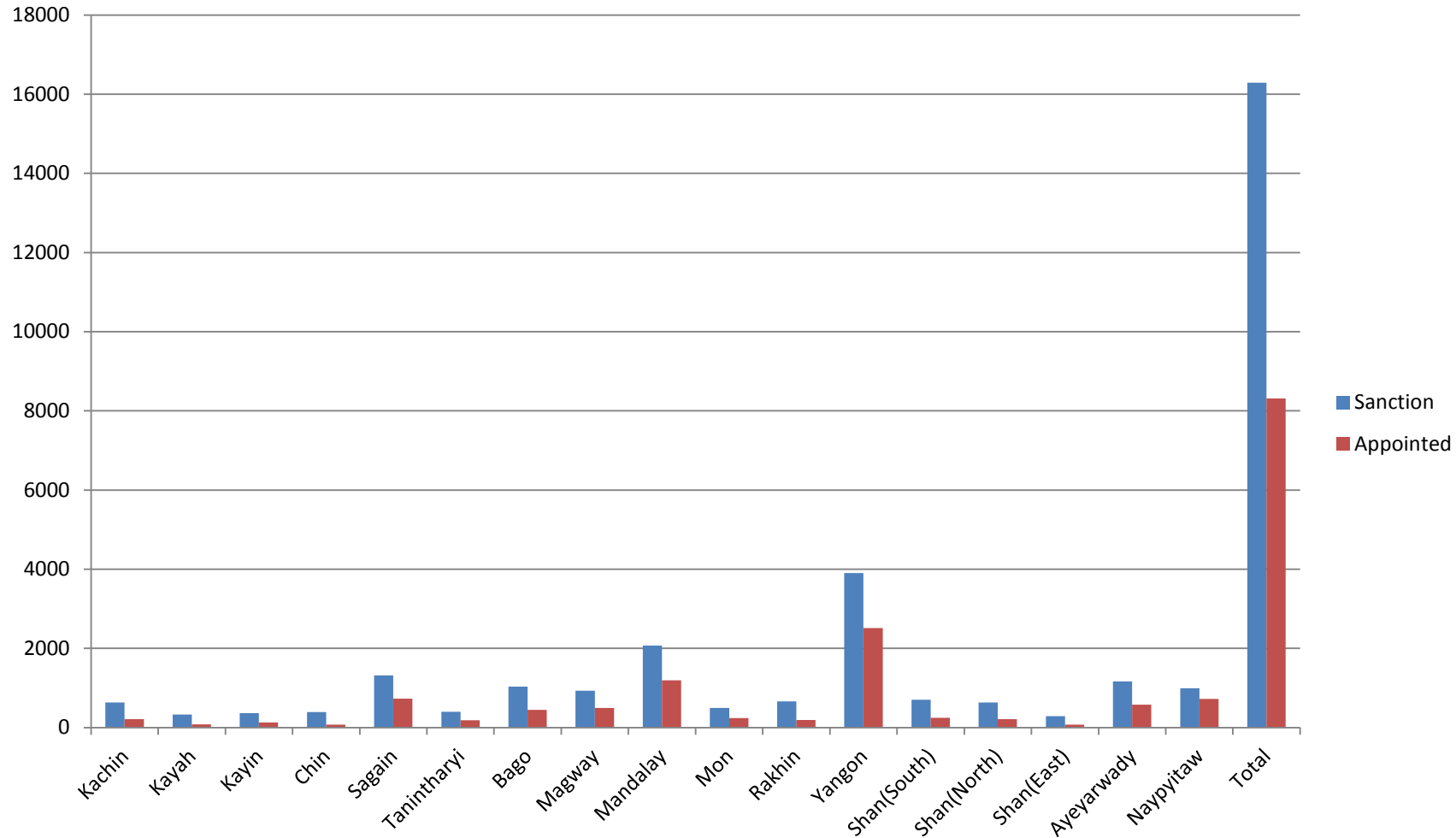
Total HWE (Basic Health) among States and Regions (Sanction 2016 May)



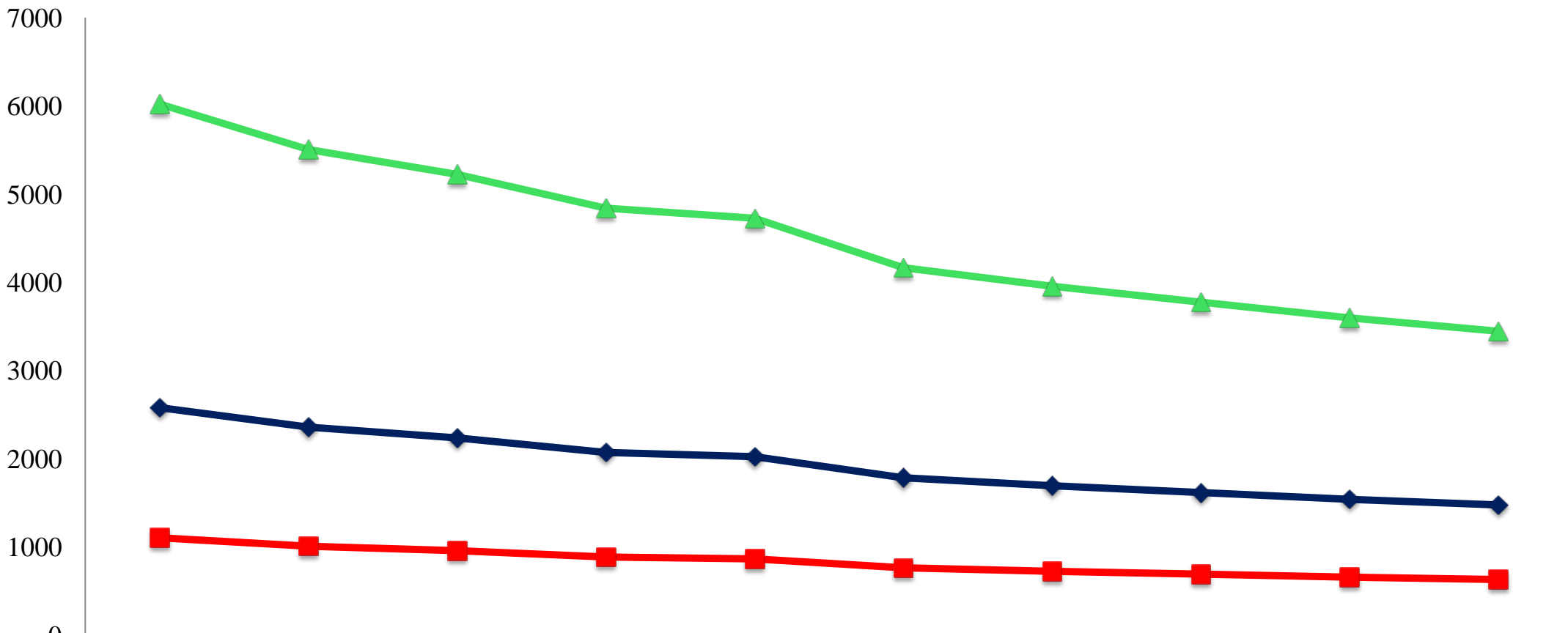
Region/ State	Total Population	HA	LHV	MW	PHS I	PHS II
Kachin State	1,689,654	80	75	438	118	408
Kayah State	286,738	32	35	185	70	167
Kayin State	1,572,657	64	58	368	96	427
Chin State	478,690	81	63	371	68	468
Sagaing Region	5,320,299	256	173	1,477	298	1,544
Tanintharyi Region	1,406,434	62	59	351	96	342
Bago Region	4,863,455	212	197	1,279	251	1,102
Magway Region	3,912,711	196	179	1,270	226	1,267
Mandalay Region	6,145,588	170	195	1,172	249	1,223
Mon State	2,050,282	76	79	507	86	427
Rakhine State	3,188,963	129	106	742	158	750
Yangon Region	7,355,075	253	200	895	144	636
Shan State	5,815,384	253	213	1,343	324	1,268
Ayeyawady Region	6,175,123	250	194	1,626	255	1,387
Nay Pyi Taw	1,158,367	42	41	271	26	68
Total	51,419,420	2,156	1867	12,295	2,465	11,484



Medical Doctors in Dpt of Medical Services (2016 May)



Doctor Population Ratio(Urban, Rural) (2006-2015)



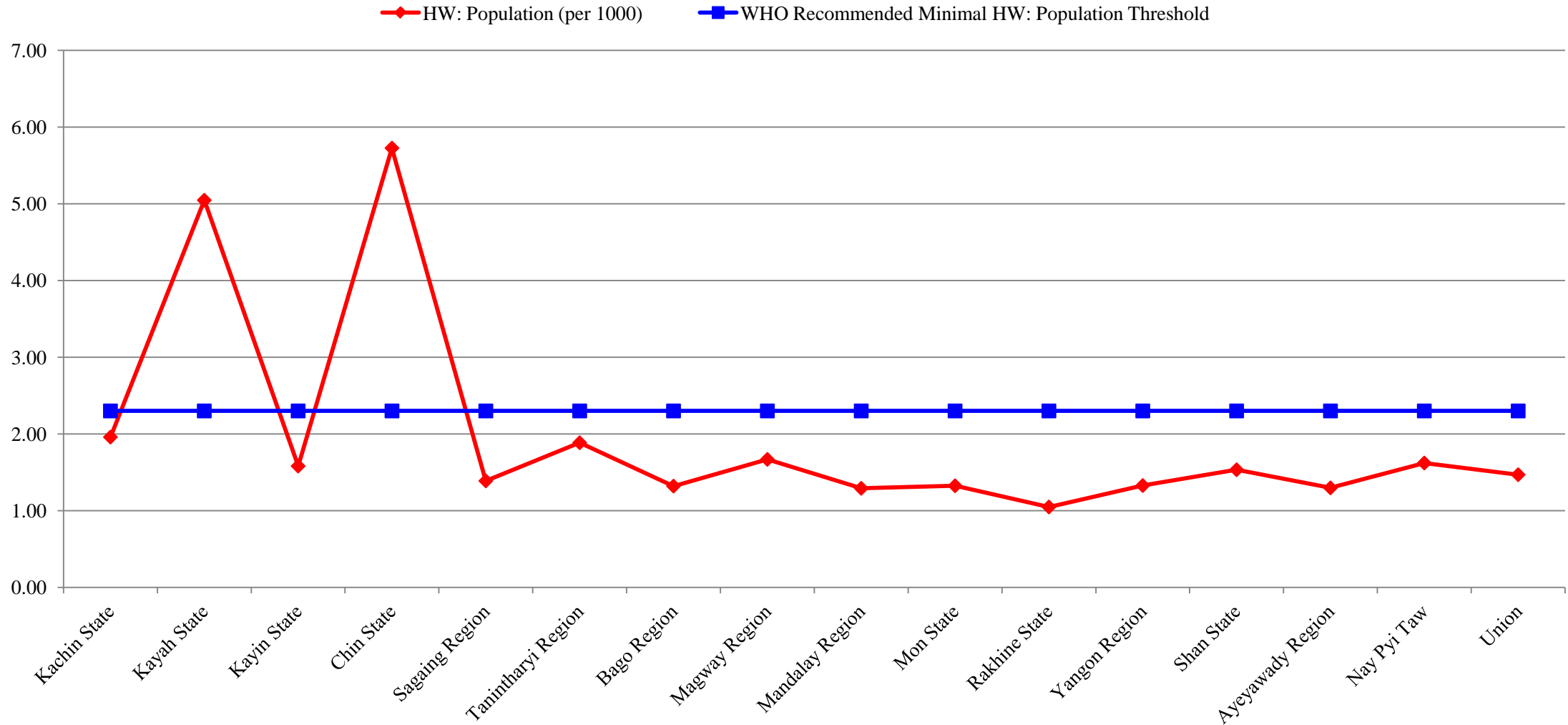
	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
◆ D:P	2581	2360	2240	2075	2026	1786	1696	1618	1543	1477
■ Urban D:P	1106	1012	960	889	868	765	727	694	661	633
▲ Rural D:P	6021	5507	5226	4842	4727	4168	3957	3776	3600	3447

Doctor-Population Ratio and HWF-Population Ratio

Region/ State	D:P (Per 1000)	HWF: Population (per 1000)
Kachin State	0.41	1.96
Kayah State	1.23	5.05
Kayin State	0.32	1.58
Chin State	1.14	5.73
Sagaing Region	0.18	1.39
Tanintharyi Region	0.40	1.89
Bago Region	0.23	1.32
Magway Region	0.31	1.67
Mandalay Region	0.35	1.29
Mon State	0.26	1.32
Rakhine State	0.25	1.05
Yangon Region	0.74	1.33
Shan State	0.35	1.53
Ayeyawady Region	0.22	1.30
Nay Pyi Taw	0.60	1.62
Total	0.37	1.47



HW: Population Ratio (/1000)





Number of medical, nursing, and other health professional Universities by region/state in 2015

Region/State/Province	Medical Universities	Nursing and midwifery faculties/schools	Dental Universities	Public Health Universities	Pharmacy & other Medical Technology
Nay Pyi Taw	-	2	-		-
Yangon	2	9	1	1	1
Mandalay	1	5	1		1
Magway	1	4		1	
Ayeyarwady		3			
Pago		5			
Sagaing		4			
Taninthayi		2			
Kachin		3			
Kayah		2			
Kayin		2			
Chin		2			
Mon		2			
Rakhine		2			
Shan	1	6			
Total No	5	53	2	2	2



HWF production

Category	2010	2011	2012	2013	2014	2015
Medical Practitioners	2108	2036	1973	1931	2210	1627
Dental Practitioners	243	269	285	239	223	191
Pharmacy Practitioners	284	245	228	228	202	183
Medical Technicians	252	243	247	264	223	197
Nurses	425	420	360	404	453	451
Health Assistants	172	142	122	143	127	131
Health Assistants (Bridge Course)	50	56	60	70	80	75
PHS1	75	71	65	60	59	65
PHS 2	-	-	806	416	-	-



HWF annual enrollment and graduate

Category	Sub-Category	2015	
		Annual enrollment	Annual graduate
Medical practitioners	General medical practitioners	2584	1627
	Medical specialists		492
Dental practitioners	Dentists	334	191
Pharmacy practitioners	Pharmacists	237	183
Nursing and midwifery practitioners	Nursing-Midwifery Professionals	3722	2859



Challenges

- Inappropriate balance, shortage, mix of skills, inequitable distribution of health workforce, gaps between training and staff skills, retention of health workforce
- HR management system in public sector
 - ❖ in variety of database, information incomplete, inaccurate, fragmented
 - ❖ Lack of a focal unit to coordinate all aspects of HRH
- Comprehensive data regarding HWF distribution , public , private , community NGOs, partners



Challenges

- Organization Structures are expanded. More Sanction Posts but less appointment due to HR shortage in all categories in all dpts of MoHS
- Migration - brain-drain of staff (all categories)
- No attractive remuneration
- Relevance of training: pre-service, in-service training directed to country health needs.
- HWF recruitment, management, working environment, financing



Way forward

- National HRH Strategic Plan in National Health Plan (2016-2021)
- Establish HRH unit within MoHS with clear TOR and capacity to coordinate all aspects of HRH
- Establish and maintain an information database system and intra and inter ministerial coordination
- Strengthen mechanisms for HR data collection, reporting and analysis
- Supportive working environment with essential logistics
- quality ,need based in-service training



Way forward

- Intensify efforts to attract back qualified staff
- Review scope of services and job descriptions
- Review deployment policies, recruitment policies, transfer, promotion, incentives including performance-based incentives, and career advancement policies.
- Data from Private Sector
- Private-public partnerships - health workforce training (multi-skilling of HWF) and education to improve coverage
- Faculty Exchange , Student Exchange
- Joint Research



Thank you for your attention