

Year 6

Issue 3



AAAHAH Newsletter

Asia Pacific Action Alliance on Human Resources for Health

AAAHAH 7th Annual Conference – Call for Abstracts

The 7th Annual AAAHAH conference will be held in the beautiful Cox's Bazar, Bangladesh, from the 5th to the 7th of December 2012.

The deadline for abstract submission is the 31st of July 2012 – hurry to submit your abstract in time.



CONFERENCE THEME

This year's theme is 'Leadership Development for Health System Strengthening: A focus on Human Resources for Health'.

SUB-THEMES

- 1) HRH Policy Strengthening through Leadership Development
- 2) Improving Information Systems and Evidence on HRH
- 3) Community Involvement in HRH Development
- 4) Monitoring and Evaluation of In-Country HRH Planning and Implementation
- 5) The Roles of the Public and Private Sectors in HRH Education and Regional Labour Markets
- 6) HRH Rural Retention Policy Analysis
- 7) Ensuring the Quality and Effectiveness of HRH Financing

Visit the **AAAHAH Conference Website** to learn more and submit your abstract:

<http://www.aaah-conference.org/>

Health Worker Migration: Thailand and the WHO

With thanks to Dr. Rapeepong Suphanchaimat and Mrs. Saowapa Jongkitipong for their information on this topic.

Health Worker Shortage

The global shortage of health workers is a key problem which has inhibited the development of health systems at all levels. Many wealthy countries have utilised inward migration to solve this problem but many lower and middle income countries have seen their health workforces decimated by outward migration. Meanwhile, other lower and middle income countries have actively produced health workers to export to generate employment and remittances. In 2010 the WHO launched the Global Code of Practice on the International Recruitment of Health Personnel, to ensure the best balance between countries importing and exporting staff: this provides guiding principles to enable the development and regulation of policy on health workforce migration.

Health Worker Migration Policy Award

WHO partner, Aspen Global Health and Development have introduced the 'Health Worker Migration Policy Award', an initiative aiming to reward countries with outstanding performance in developing and strengthening HRH migration policy. At the World Health Assembly (WHA) this year, Norway and Ghana received awards for their work in this regard. Ghana has implemented various policies including:

- Establishing post-graduate institutions for medical officers
- Promoting supportive environments for health personnel (housing and vehicle loan support)
- Increasing salaries for health workers

While Ghana has sought to prevent excessive outward migration, for Norway the concern has been to prevent drawing health staff to migrate away from countries in crisis. Norway has worked hard to implement the Global Code of Practice on International Recruitment of Health Personnel; this has involved supporting low income countries in strengthening the capacity of their health personnel, in particular those in South Africa.

Thailand's Response to Migration

Thailand does not experience high outward migration of health personnel, but suffers from the problem of internal brain drain as highly qualified staff are drawn off to work in private hospitals: a problem exacerbated by Thailand's determination to become a medical hub. Having learnt at the WHA about the successes of other countries in facing up to the problem of brain drain, staff from Thailand's Ministry of Public Health have developed policies to improve the data available on this topic to facilitate evidence based decision making.

The first of these is the introduction of a requirement for new private hospitals to report the number of health professionals they intend to employ across all categories. The second is that existing private hospitals will be required to submit regular reports providing information regarding the number of health professionals they are employing, as well as further information regarding their qualifications and training.

It is hoped that knowing the numbers and types of workers employed in the private hospitals that primarily serve non-Thai citizens, will help with workforce planning and the design of incentives for those staff employed in hospitals that serve Thai citizens.

Understanding these issues will become ever more crucial with the opening of the ASEAN Economic Community, in 2015, with the freedom of migration that this will bring.

Human Resources for Health News – Migration and Brain Drain

India Counting the Cost of Doctor Migration

The Indian Health Minister has reported that as many as 1,333 doctors migrated to work overseas in the past year. This is up from the 2010-2011 figure but lower than in 2009-2010. The Ministry is investigating the possibility of preventing students who study in the US from being able to work there, unless they return to serve a period of compulsory work in India first.

Read more: http://articles.timesofindia.indiatimes.com/2012-05-14/india/31700279_1_indian-doctors-medical-colleges-medical-council

Right to Migrate is Fundamental

This article argues that restricting the right to emigrate is a contravention of an individual's human rights, and suggests that governments must understand the potential value of circular migration.

Read more: http://articles.economictimes.indiatimes.com/2012-05-06/news/31597588_1_brain-drain-indian-doctors-ghulam-nabi-azad

Research

Brain Drain in Mozambique

This paper examines the important phenomenon of internal brain drain in Mozambique, and suggests that donor agencies and NGOs need to consider the impact of their in-country recruitment.

Read the full paper here: http://www.healthallianceinternational.org/media/publications/scientific_papers/Brain_Drain_Mozambique.pdf

Emigration Preferences and Plans Among Medical Students in Poland

This article examines the trend towards increasing external migration among Polish medical students.

Read the full paper here: <http://www.human-resources-health.com/content/pdf/1478-4491-10-8.pdf>

New Global Health Workforce Alliance (GHWA) Strategy 2013-2016

GHWA announced their new draft strategy at a preview reception at the World Health Assembly in Geneva, on the 22nd of May 2012.

Three inter-locking objectives which contribute to achieving HRH results were identified:

1. Advancing the HRH agenda through advocacy
2. Catalysing synergistic response and actions
3. Mutual accountability to promote HRH results

Learn more, and read this new strategy online here: http://www.who.int/workforcealliance/media/news/2012/GHWA_strategy_2013-16_draft_consultation_22May2012.pdf

Strengthening National and State Institutes of Health and Family Welfare in India



The National Institute of Health and Family Welfare (NIHF), New Delhi, is an apex autonomous institute. Its mandate is to enhance the capacity of health systems of all states through training and operational research. Within the last two decades, in almost all major states, State Institutes of Health and Family Welfare (SIHF) have also been started with similar mandates focused for the respective states. Thus essential activity of NIHF and SIHF's remain developing human resources for health. The later entails in-service training and operational research to make the mid-course corrections in health sector projects and programs.

Since 2005, the flagship activity of the health sector in India has been the National Rural Health Mission. Popularly addressed as NRHM, the mission is heavily investing in enhancing the quantity and quality of human resources for health ranging from specialists at the tertiary level, to health activists at the primary level. Against this background, NIHF has the onerous responsibility of delivering effective in-service training using relevant training material. It has the responsibility to make the best possible use of technology, so that the latest scientific information reaches the health professionals on the cutting-edge in the shortest time. It is all the more challenging in a country of a billion-plus people with a large number of public facilities in the health sector spread over a large geographical area.

Institutional and Technical Support (ITS) from the European Union is a critical input in strengthening the health sector training institutes in India in this context. This is a two-and-half year project. Its major components include advocating training databases at all levels; transforming relevant courses in distance learning mode by creating electronic platforms; advising on training policy for health at national and state levels; consulting on governance issues; setting up effective linkages between NIHF and SIHF's; and helping in repositioning the NIHF. Each ITS activity is going to have a long term impact on developing human resources for health in India.

Note contributed by Prof Shiv Chandr Mathur, who is Public Health and Education Specialist and Consultant to the EU-ITS Project at NIHF, New Delhi, and AAAH Focal Point for India.

2012 International Medical Leaders Forum & Annual Meeting



Dr. Sarath Samarage, AAAH Focal Point for Sri Lanka, was a keynote speaker at the 2012 International Medical Leaders Forum held recently in San Francisco. The WFMM Medical Leaders Forum and Annual Meeting was held on 26 April 2012 in San Francisco, California, USA.

This was immediately followed by the American College of Physician Executives (ACPE) Annual Meeting and Spring Institute (27 April – 1 May 2012). Dr. Samarage made an interesting presentation on “Medical Leadership in health systems reform: perspectives from Sri Lanka”.

Members of the World Federation of Medical Managers (WFMM) met in San Francisco, California, USA on 26 April 2012. The WFMM invited 50 medical leaders from around the world to attend its Annual Conference.

Presentations and discussions focused on medical leadership in implementing structural and financial reform, and on certification of leadership competency.

For more information visit the WFMM website here: www.wfmm.org

Introducing MD. Mahfuzur Rahman:



We wish to extend a warm welcome to our new AAAH Focal Point for Bangladesh Dr. Mahfuzur Rahman. Dr Rahman is currently Senior Assistant Chief in the Human Resource Management Unit at Bangladesh's Ministry of Health and Family Welfare.

He has a wide range of experience having achieved his degree as a Master of Public Health in Bangladesh, before undertaking further post-graduate study in the UK, Japan, South Korea, Indonesia, and the Philippines.

In his current role he is responsible for the design and implementation of training programmes for the health workforce, conducting training impact evaluation and training related research. He also supports sustained policy development through coordination and consultation with other concerned bodies.

We look forward to a long and fruitful working relationship, and meeting Dr Rahman in person at this year's AAAH Conference in Cox's Bazar, Bangladesh.

WHO/SEARO Regional Meeting

WHO/SEARO hosted a meeting in Bangkok, Thailand, from the 13-15 June 2012, to examine 'The Role of Medical Education to Address the Current Health Challenges'.

The objectives of this meeting were 'To strengthen undergraduate medical education to equip its graduates to effectively address the health challenges in the South-East Asia Region'.

The meeting came up with a number of recommendations for both member countries and WHO/SEARO. These recommendations included issues such as increasing evidence based policy making, strengthening accountability systems, and improving networking between medical schools.

The recommendations are being evaluated and are expected to be published in due course. In the meantime a further report can be read on Healthspaceasia here: http://healthspaceasia.com/profiles/blogs/overcoming-the-health-education-challenges-who-searo-regional?xg_source=activity

Conference Alert.

Topic Nursing and Allied Health Conference 2012

Date 13 - 15 July, 2012

Venue Sibul, Sarawak, Malaysia

Website <http://nahc.snpa.org.my/>

Topic Nursing Staffing Levels and Skillmix

Date Tuesday 23 October 2012

Venue Hallam Conference Centre, London

Website <http://www.healthcareconferencesuk.co.uk/nursing-staff-levels-skills-mix>

A Message from the AAAH Secretariat

It is with great sadness that the AAAH Secretariat must report the sad loss of our colleague, the AAAH Focal point for Bangladesh, Dr. Khaled Shamsul Islam, who passed away in May.

He made a great contribution to the field of Human Resources for Health and will be sadly missed both by those around him in Bangladesh and in the wider HRH community. Our thoughts are with his family at this difficult time.

We thank all those who contributed to the memorial fund which was sent to his family.

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"Strengthened HRH planning and management capacity toward adequate, equitable, efficient and effective HRH and health systems for health equity and quality improvement in the Asia-Pacific region"

