

Year 6

Issue 6



AAAHH Newsletter

Asia Pacific Action Alliance on Human Resources for Health

7th AAAHH Annual Conference Edition

AAAHH Human Resources for Health Awards

This year, the winners of the AAAHH Human Resources for Health Awards were:

Ms Khima Kumari Poudel—

Senior Auxillary Nurse Midwife— Rupandehi, Nepal

Miss Poudel has wholeheartedly devoted her life to promoting health in the community in one of the most remote and difficult to access areas. Her contribution is well recognized by many patients. She works not just out of professionalism but also a sense of public duty that she has embraced throughout her life.



Dr Myint Thein Tun
Township Medical Officer

Dr Myint Thein Tun has devoted his knowledge and creativity to building up capacity in his organization to promote health through innovative measures in Paukkaung Township, Bago Division, Myanmar

Happy New Year 2013

The Award Winning Poster Presentation of the 7th AAAH Annual Conference

Selected by a panel of independent judges, this poster won the award for
'The Outstanding Poster of the 7th AAAH Conference'.

No

7th AAAH Annual Conference
Bangkok, Thailand
December 5-7, 2012

Retention of health workers to serve population in rural area is extremely important strategy in Lao PDR, but what and how to do?

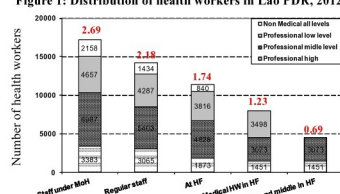
Outavong Phathamavong¹, Changsavang Vongkhamsao², Chanthakhath Paphassarang²,
Phouthone Vangkonevilay³

1. Project Lao/017, Luxembourg Agency for Development Cooperation, Vientiane, Lao PDR
2. Department of Training and Research, Ministry of Health, Vientiane, Lao PDR
3. The University of Health Science, Ministry of Health, Vientiane, Lao PDR

Introduction: Lao PDR is among 57 countries suffering with crucial shortage of qualified health personnel (HP) to serve its rural population (WHO, 2005). Proportion of qualified HP per 1,000 populations in 2005 was 0.53 and was invisibly increased to 0.69 in 2012 (Figure 1) despite number of interventions and attempts have been input into Lao health system e.g. Prime-minister decree on financial incentive for civil servant to work in remote and difficult area, Health Personnel Development Strategy by 2020, Health Minister Regulation No.103 on rural compulsory service of newly graduated medical student, etc. This study is another attempt to provide scientific evidence on retention of HP for Lao health policy-makers using work satisfaction as an indicator of intention to leave or retention of HP.

Objectives: This study is to describe work satisfaction of rural HP in selected districts and determine factors to improve their satisfaction aiming at retain qualified HP to serve the Lao rural populations.

Figure 1: Distribution of health workers in Lao PDR, 2012



Source: Department of Organization and Personnel, Lao MoH 2012

Methods: A facility-based, cross-sectional study has been conducted in December 2012 in five selected rural districts of Savannakhet province named Nong, Sepone, Phin, Vilabouly and Thapangthong district. The entire permanent HP identified during data collection period are eligibly recruited in this study. Two hundred seventeen permanent HP (85.4%) of 254 in these five districts are identified, recruited and interviewed. Five participants are excluded – three are uncompleted interviews and two are not health professions – remaining 212 (97.7%) participants for data analysis.

Self-administrative interview is performed using lickert scale questionnaire to measure work satisfaction of HP. Scale is consisted of 21 items which are developed based on Warr-Cook-Wall Scale & McClosky/Mueller Scale. Pre-test of questionnaire is performed - conbach's alpha of 0.89.

Results: Of total 212 HP, 57.5% are female; majority are Lao ethnic group (84.9%) and married (77.4%); more than 80% are low and middle health professional level HP.

Figure2 shows work satisfaction score. Overall average score of work satisfaction is 5.06 (SD=0.74). High professional HP and health center HP seem to have higher work satisfaction than others but difference is not statistically significant.

Table 1 shows result of binary logistic regression analysis. Of 10 predictors included into model, work environment is only a predictor showing statistic significance – HP who answered that their work environment is convenience are satisfied with their work 2.4 times higher than others. HP who expressed that their work partners are supportive are more likely to satisfied with work than others (p=0.052)

Table2: Factors associated with work satisfaction of HP by binary logistic regression analysis(n=212)

		Work satisfaction		
		N	Adjusted OR (95%CI)	p-value
Sex	Female	122	Ref	
	Male	90	0.9(0.5-1.7)	0.848
Age	≤35	82	Ref	
	36-45	76	0.9(0.4-2.0)	0.781
	≥46	54	1.0(0.4-2.7)	0.954
Work in hometown	No	99	Ref	
	Yes	113	1.3(0.7-2.4)	0.410
Professional level	Certificate	99	Ref	
	Diploma	98	0.8(0.4-1.6)	0.574
	≥High diploma	24	0.8(0.3-2.2)	0.676
Housing	Others	54	Ref	
	Own house	158	1.3(0.6-3.0)	0.509
Certificate from district authority	No	97	Ref	
	Yes	115	1.6(0.8-3.3)	0.182
Continuing education	No	174	Ref	
	Yes	38	2.0(0.9-4.5)	0.107
Career promoted ever	No	132	Ref	
	Yes	80	1.2(0.6-2.5)	0.536
Work environment	Inconvenience	113	Ref	
	Convenience	99	2.4(1.3-4.3)	0.004
Work partner	Not really supportive	52	Ref	
	Supportive	160	2.0(1.0-4.1)	0.052

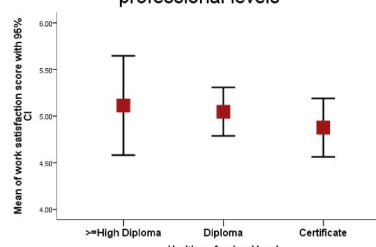
Implications: HRH database should be strengthened to ensure health worker in rural areas receiving proper incentive esp. career promotion and continuing education. Improvement of district health facility quality to meet academic demand of newly graduated student esp. MD. Build up mechanism for professional and social support within health facility. District authority should be well understood about retention strategy and fully engaged esp. to certify highly performant health worker

Table 1: Factors associated with work satisfaction of HP in bivariate analysis

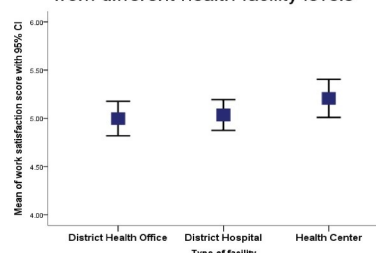
Factors	OR(95%CI)
Continuing education	2.6 (1.2-5.5)
Certificate from district authority	2.0 (1.2-3.5)
Promotion to higher position	1.8 (1.0-3.2)
Convenience work environment	2.7 (1.6-4.8)
Supportive work partner	2.5 (1.3-4.9)

Figure2: Work satisfaction of HP by professional level and type of facility

Work satisfaction among different health professional levels



Work satisfaction among health workers from different health facility levels



Human Resources for Health News

News

Meeting the need for human resources for health: the potential of informal providers and community health workers for achieving universal coverage.

This article examines the potential for different cadres , including traditional medicine professionals, to contribute to improving health outcomes.

Read more: <http://healthmarketinnovations.org/blog/2012/nov/28/meeting-need-human-resources-health-potential-informal-providers-and-community-heal?display=ajnteerblllyoq>

‘Acute shortage of healthcare providers in the country’

This article reports on the progress of the National Council for Human Resource in Health (NCHRH) Bill in India.

Read more: <http://health.india.com/news/acute-shortage-of-healthcare-providers-in-the-country/>

UN urges for policies to turn brain drain into brain gain

The UN argues that Least Developed Countries like Nepal can turn Brain Drain into Brain Gain through remittances and diaspora knowledge.

Read more: http://www.myrepublica.com/portal/index.php?action=news_details&news_id=45692

Research— Follow the links for some cutting edge HRH related research

A descriptive study on health workforce performance after decentralisation of health services in Uganda

<http://www.human-resources-health.com/content/10/1/41>

The promise of competency-based education in the health professions for improving global health

<http://www.human-resources-health.com/content/10/1/43/abstract>

Strengthening management and leadership practices to increase health-service delivery in Kenya: an evidence-based approach

<http://www.human-resources-health.com/content/10/1/25>

Some Highlights of the 7th Annual AAAH Conference



Thai Traditional Dancers during the opening ceremony



AAAH Members attending a side meeting for the 5 Country Network



A group photo of all participants in the 7th AAAH Annual Conference.



Dr Suwit Wibulpolprasert
Representative for Thailand's
Permanent Secretary of the MoPH



Dr Junhua Zhang
Chair of the AAAH Steering
Committee



Dr Mongkol Na Songkla
Former Minister for Public
Health, Thailand

UHC NETWORK MEETING

On the 11th and 12th of December, a meeting of all ASEAN countries plus China, Japan and South Korea, was held in Bangkok to discuss the formation of a network of 'ASEAN Plus 3' on Universal Health Coverage to accelerate the progress towards achieving this goal. The meeting was hosted by Thailand's Ministry of Public Health with support from a number of other agencies.

Three main questions were discussed, these were:

1. What should be the goal of a UHC network?
2. What are the potential activities for the UHC network to help achieve these goals?
3. What are the guiding principles and the governance structure of the UHC network?

After a successful two day meeting it was agreed that the network would meet again in Viet Nam in 2014.

The strong commitment to Universal Healthcare within the region will require an increased number of well trained and motivated human resources for health; this reinforces the importance of the AAAH network, and the hard work of all its members.

AAAH Secretariat Meeting with the Tokyo Network Vision 2010

During the 7th Annual AAAH Conference, members of the AAAH Secretariat met with representatives of the Tokyo Network Vision 2010 Development of Human Resources for Health for Francophone Africa.

This was a chance to share the experience of AAAH since its establishment, and give ideas and input on issues of management and secretariat structure, seeking funding for collaborative research, organisation of conferences and other opportunities for group activities.



The meeting was attended by Dr Noriko Fujita and Mr Toyomitsu Tamura from Tokyo Network Vision, Mr Ibrahima Souka Ndella Diouf from Senegal, his interpreter Mr Tchaa Kadjanta, and from the AAAH Secretariat, Dr Weerasak Putthasri, Dr Rapeepong Suphanchaimas, Dr Thunthita Wisaijohn and Mr Alex Dalliston.

The meeting gave many useful opportunities for exchange of ideas and the basis for ongoing cooperation for the future.

Conference Alert.

Topic	A World United Against Infectious Diseases: Cross Sectoral Solutions— Prince Mahidol Award Conference
Date	January 28th 2013 - February 2nd 2013
Venue	Centara Grand and Bangkok Convention Centre, Centralworld, Bangkok, Thailand
Website	http://www.pmaconference.mahidol.ac.th/
Topic	Evaluation of the Medical Education: Present and the Future - Asian Medical Education Association
Date	June 9th 2013 –June 12th 2013
Venue	Health Sciences University of Mongolia—Ulaanbaatar, Mongolia
Website	http://amea2013.hsum-ac.mn/
Topic	2nd Annual Global Healthcare Conference (GHC 2013)
Date	July 8th 2013—July 9th 2013
Venue	Hotel Fort Canning , Singapore
Website	http://www.globalhc-conf.org/index.html

A Message from the AAAH Secretariat

The Secretariat were delighted to see so many people come and enjoy the 7th Annual AAAH Conference in Bangkok.

If you wish to learn more about the conference or read any of the presentations, please visit the AAAH conference website at the address below:

www.aaah-conference.org

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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”

