

# HEALTH HUMAN RESOURCE

# Definition of Health Human Resource (HHR)

Also known as Human resources for health (HRH) or health workforce — is defined as “all people engaged in actions whose primary intent is to enhance health”, according to the world health organization .

Human resources for health are identified as one of the core building blocks of a health system.

# HHR

The HHR comprises of

physicians,  
nurses,  
midwives,  
dentists

allied health  
professions, community  
health workers, social  
health workers and  
other health care  
providers, as well as  
health management and  
support personnel

# Features of effective health human resource

Features of effective health human resource are-;

## 1. **Workforce training**

- The composition of the health workforce in both skill categories and training levels, training is important for workforce to be aware of and prepared to meet a country's present and future needs. A properly trained competent workforce is essential to any successful health care system.

## 2. **Size, distribution and composition**

- the number of health workers in a country is a key indicator of the effectiveness of the work force (HHR).



### **3. Migration of health care workers**

- Movement of workforce to urban areas is common to all countries and it causes workforce imbalance.
- Countries with higher GDP per capital spend more on health care than countries with lower GDP and tend to have larger workforce.

# Features of effective health human resource

- 4. Research based and theory driven.**
- 5. Foster collaboration**
- 6. Promote continuous learning for patient safety**
- 7. Mobilizing for emergency needs: natural disasters and outbreaks**

# Entry and exit

## WORKING LIFESPAN STRATEGY

Entry  
Preparing the  
workforce  
Planning  
Education and  
Recruitment

Workforce  
Enhancing worker  
performance  
Supervision  
Compensation  
Systems supports  
Lifelong learning

## WORKFORCE PERFORMANCE

Exit  
Managing attrition  
Low income  
Migration  
Career choice  
Health & safety  
Retirement

Availability  
Competence  
Responsiveness  
Productivity

# Entry



EXIT

Retirement due to Old age

DISABILITY

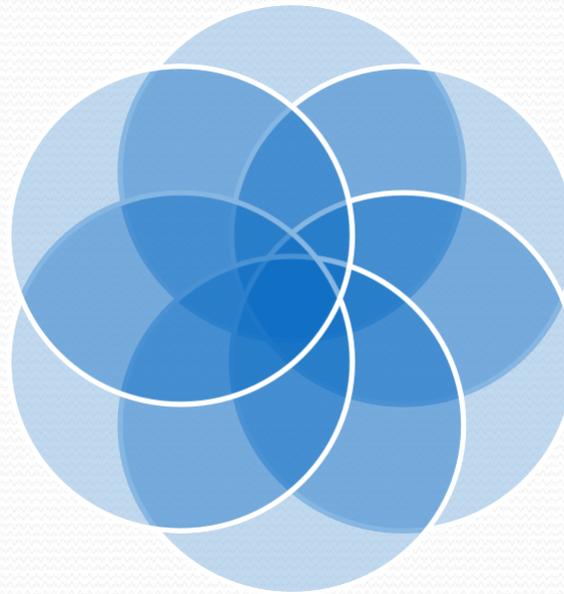


# Retention

## Monetary compensation

- Explore strategies to reduce workload

- Improve personnel management systems, paying attention to supervision



- % of donor funding to be allocated to health workforce for salary supplement consideration

- Introduce special allowance schemes  
Work environment

- Provide non-monetary incentives

A systematic review of task shifting found that it offers "high-quality, cost-effective care to more patients than a physician-centered model". The study warned that the challenges are "adequate and sustainable training", but recommended that the technique should be considered for "careful implementation" where a shortage of healthcare human resources threatens programmes.



Offer more  
attractive career  
structures,  
opportunities

Improve work place  
safety: protection  
from harassment,  
HIV prevention and  
care support  
Strategies to manage  
out-migration

Alternative staffing  
arrangements

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graph LR; A[Obligatory service for graduates] --> B[Bonding schemes, tied to incentive scheme]; B --> C[Creative contracting arrangements  
Reduce Outflows of Human Resources  
Consider Global Forces  
Consider Economic and Political Environment];
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Obligatory service  
for graduates

Bonding schemes,  
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Creative  
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of Human  
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Political  
Environment

# Task shifting

The WHO defines it as "the rational redistribution of tasks among health workforce teams. Specific tasks are moved, where appropriate, from highly qualified health workers to health workers with shorter training and fewer qualifications".

# Task shifting

Task shifting is an innovative solution to the scarcity of trained professional health care providers in low income countries. The fact that a community health worker can treat someone with depression successfully gives hope and reduces brain drain of human resource.

Task shifting is one method of strengthening and expanding the health workforce to rapidly increase access to HIV and other health services.

# MOBILE HEALTHCARE

In a nation where the reach of the public health facilities is dismal and where private health care is prohibitively expensive, the old in their post retirement years face enormous difficulty in accessing any kind of medical attention.

The Mobile Healthcare program in its entirety seeks to provide a sustainable healthcare solution to whole communities.



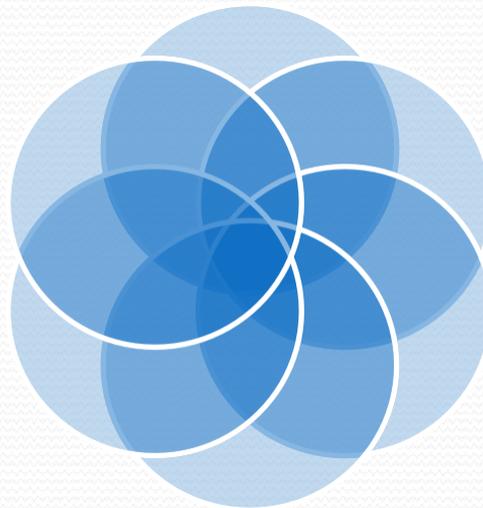
Mobile Medical Unit is an innovative health service facility to provide healthcare for people residing in the remote locations and in habitations of rural areas which are considerably away from the hospitals. These MMUs will cover remote locations based on the pre-defined schedules.

This program mainly provides services to the communities of urban/rural sites that through a well-equipped mobile medical vehicle comprising of medical equipment along with well-trained medical personnel. Each MMU comprises of 6 personnel, which include one driver, three trained nurses / lab technicians, one data entry operator / attendant and one driver.

# The major constituents of MMU are

Back-end Data-  
center-application  
servers, patient  
DB etc.

IT HW on-board  
the vehicle-  
laptops etc



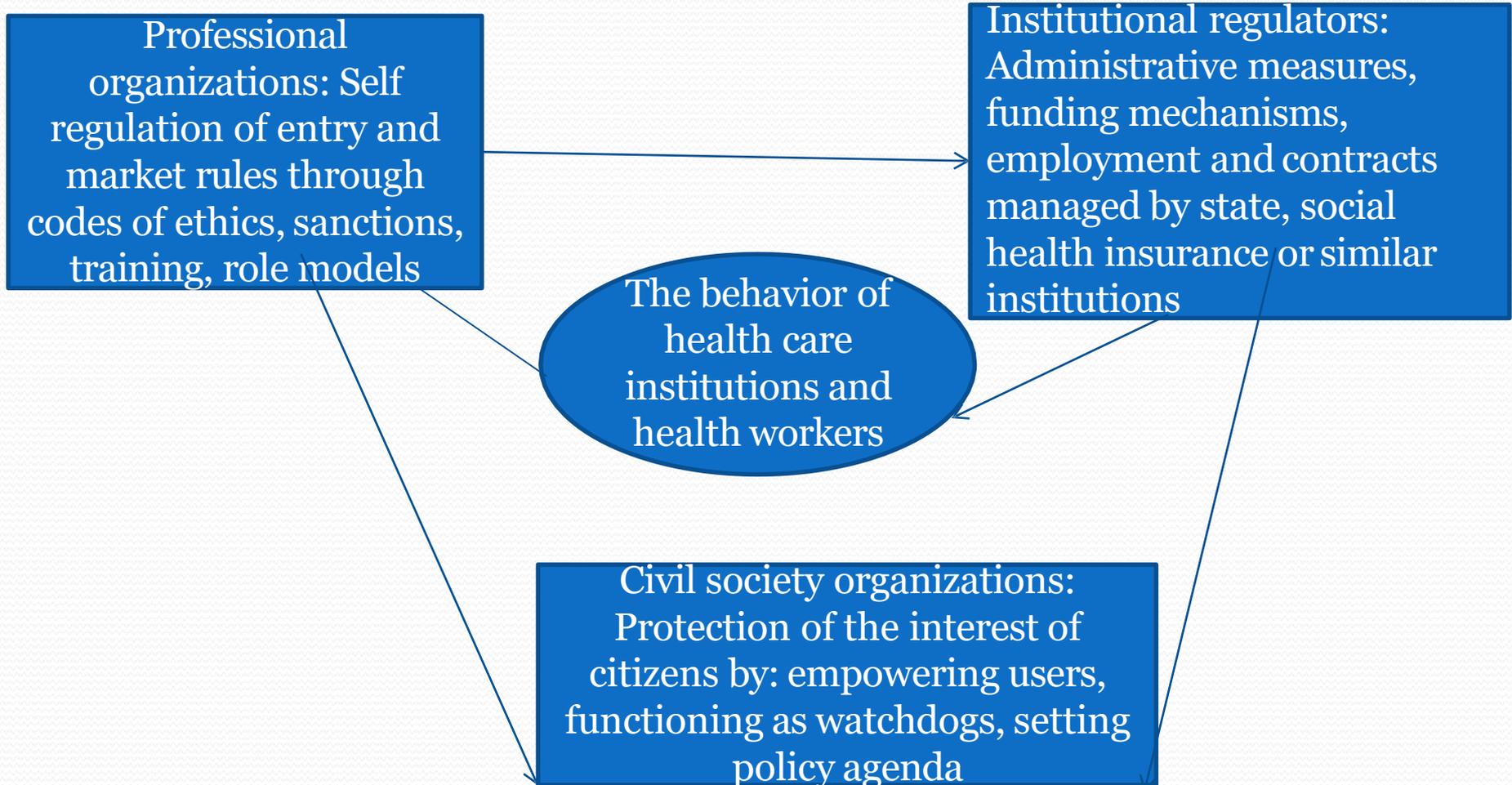
Mobile Vans

Healthcare  
professionals on-  
board the vehicle

Diagnostic  
Equipment on-  
board the vehicle



# Organizations influencing the behavior of health workers and the health institutions



# What are the different ways by which governments sustain health human resource?

Requirements by which governments can sustain the health human Resources are listed below ;

## 1 Compensation strategy

- In addition to salary incentives, government should employ other effective compensation strategies such as housing infrastructure and opportunities of job rotation to recruit and retain health professionals (many health workers in developing countries are underpaid, poorly motivated and very dissatisfied).

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2. Create a work friendly environment.
  3. Design and implement a workforce strategy that fosters trust  
requirement through the following method.
    - Building trust and managing expectations.

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- Set up managerial and organizational practices that give space for responsiveness, caring, interpersonal interaction and dialogue
  - Establish decision-making processes that are seen as fair and inclusive.
4. Fair and cooperative governing
  5. Employee job security
  6. Watchdogs and advocates

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- These are intermediary between the government and workforce, they update the government with feedback from the workforce and they return to the workforce with solutions from the government.
  - They obtain better intelligence on the health workforce in national situations For better understanding of health workforce problems
7. Ensure cooperative governance of national workforce policies
  8. Well outlined requirement/criteria for promotion.
  9. Encourage workforce career progression
  10. Investing in workforce institutions



## conclusion

Adequate fiscal space is an important parameter without which, overcoming the health human resources crisis is not possible.

All the factors discussed above depends on proper financing, employing adequate workforce, develop and maintain an appropriate scheme and conditions of service consistent with contemporary or current industry standards.

Ensure the continuous professional development of the workforce in order to improve quality and efficiency in health human resources service delivery.

THANK YOU

