Parallel Session Part 2: Advancing Health Reforms: Planning for UHC

Session 1: What is Needed to Achieve UHC?

“Aligning Structure of Health System with People Centered Development”

(\textit{HRH} & hospital care services) \textit{(as of 27 July)}

By Dr Myint Htwe*

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Crystallizing the Title Given

- Connotation: too wide
- UHC + aligning structure of health system + people centered development + HRH + hospital care services
- Appears to be hospital oriented
- PH services is equally important as hospital care services to achieve UHC
- HRH is the main predictor for success of UHC
Aim of the Presentation

• To share practical issues, views & challenges in HRH/HWF for UHC in MMR
• To collectively think to overcome these challenges & tackle in phase-wise & step-wise approach
• To support strategic direction # 2/9 of UHC in MMR: “Enhance HRH management through implementation of HWF strategic plan to address current challenges hindering equitable access to quality services” (QS = PH services + Hospital services)

Caveats in improving HWF perspective for UHC (HWF = PH + Hospital)

• Cannot be achieved in one go: ongoing process
• Need continuing political commitment & sound leadership
• Always need to review, align & improve HWF (Dynamic)
• Consider long term perspectives: NO ad hoc measures & NO symptomatic treatment & NO face saving measures (sincerity)
• BIG ISSUE: To what extent do we reference it*
HWF Strategic Plan 2012-2017

4 pillars of HRH Policy

• Strengthening leadership & management of HRH
• Improving availability of HRH
• Improving quality of HRH
• Ensuring equity in HRH

Getting Quality HWF for UHC

• Be sincere, accept ground reality of HWF quality
• Establish “Computerized HWF System”: one click exposes everything ….training needs, etc.
• Good overall HRH planning: By S/R-wise with authority
• M & E + SOP & GL + policy guidance: By central level
• Systematically involve all stakeholders (INGOs + DP + agencies + organizations + allied ministries): By IHD
• Ensure collaboration rather than competition: By IHD
• Revamp & improve health training institutions in MMR (DHPRDM)
• Review, prioritize & implement HWF Strategic Plan (2012-2017) (S/R wise)
Why is HWF Key to Achieve UHC?

• HWF is **driver** of HCDS to achieve UHC
• What will happen if diver is driving without **sense of direction** or aimlessly or without control or guidance?
• Analogy: Driving **license** versus HWF **training & control**
• Quality HWF = Quality Health Services = Quality UHC
• Consider & improve all factors to make HWF perform jobs efficiently & effectively

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Quality Health Services (QHS) for PH Domain & Clinical domain = Quality UHC

• QHS depend not merely on technical but also on attitudinal / commitment, ethical & dealings of HWF

• QHS by all, i.e., clinicians + PH professionals + paramedics + BHS workers + CBHWF

• Implementation research in support of QHS is essential
How could we get motivated & all rounded HWF?

- Aim: Ethically minded, fully committed, motivated, technically sound & cordial = all rounded HWF
- Responsibility: Training institutions to Universities (long process)

- How? Manage HWF strategically (easier said than done)
- Approach: Systems approach/Systems thinking/ Epidemiological thinking

What do we Need to do? (1)

Composite Review on Findings of Studies in MMR on....

- Deployment of staff in remote areas & retention
- Functional analysis of performance of HWF
- All relevant research studies done on HWF
- Review & revamp: selection method + appointment system + transfer system + promotion system + supervision system + monitoring & assessment system + reward & punishment system
What do we Need to do? (2)

- Determine types of HWF need S/R-wise in light of UHC *(S/R Health Director team with technical support from central)*
- Get optimum mix & performance of HWF *(Implementation Research: DMR + DPH + DMCS + DHPRDM)*
- Continuously monitor HWF performance & make adjustments *(S/R team)* *(changing epidemiological situations)*
- Ensure available HWF are trained appropriately *(Need-based)* *(Training Institutions)*
- Inculcate basic epidemiological thinking skill *(Training Institutions)*
- UHC coverage day (12 December) *(S/R wise)* *(Local Bodies)*

What Strategies do we Need to formulate? (3)

- $S$ to ensure HWF respond better to wants, needs & demands of population
- $S$ to accelerate health gains by investing in & managing HWF strategically
- $S$ to enhance support to Community-based HWF *(CBHWF)* and CBOs
- $S$ for equitable distribution of adequate, committed, competent & ethically minded HWF
- $S$ to produce quality clinicians, PH professionals, paramedics & BHS workers
Take Home Message

“All of us should work together in a team-spirited manner to become one dynamic and cohesive entity under the insightful leadership, bounded by our sound National HRH Policy + HWF Strategic Plan (2012-2017) to move ahead the 9 Strategic Directions for UHC”

Further Readings

- 1. Health Workforce Strategic Plan 2012-2017
- 2. Strategic Directions for UHC, MoH document
- 4. Dhaka Declaration on “Strengthening Health Workforce in the Countries of SEA Region” by Health Ministers of SEA Region. 2006
- 7. Presented by Dr Myint Htwe, MBBS, DP&TM, MPH (Philippines), DrPH (Johns Hopkins)
- 8. Retired Director Programme Management, WHO/SEARO
- 9. Chair of Ethics Review Committee, DMR, MoH
- 10. Chair of Preventive & Social Medicine Society, Myanmar Medical Association
- 11. EC Member of Myanmar Academy of Medical Science