

GOAL

Human resources within the health sector developed to respond to the health needs of the people

REGIONAL PROGRAMME AREA

HUMAN RESOURCE DEVELOPMENT

Priorities	Objectives	Expected Results	Indicators	Opportunities for Joint Action	Institutions	Budget
Movement of health professionals	<p>To develop a regional policy for the movement of health professionals incorporated within the CARICOM Single Market and Economy</p> <p>To develop regional information systems mechanisms to facilitate and support the movement of health professionals incorporated within the CARICOM Single Market and Economy</p>	<p>Credentialed/registered health professionals move freely across the Region</p> <p>Credentialed/registered health professionals available for CARICOM member states.</p>	<p>Domestic regulations for training, recruiting and retaining health professionals implemented in Member States by 2010.</p> <p>Models of managed migration for the recruitment and retention of healthcare professionals developed in 3 member states by the end of 2009.</p> <p>R registration of health professionals, specifically nurses and physicians by the end of 2008.</p> <p>Developed protocols and policies for the regional registration of the allied health professionals by the end of 2009.</p>	<p>Development of Regional Health Professions Registration database.</p>		
Regional Health Human Resource Policy and Action	<p>To develop the regional strategic plan for health</p>	<p>Regional strategic plan for health human resources developed</p>	<p>Regional Strategic Plan for Health Human Resources developed by 2009</p>	<p>Models and frameworks of transectoral</p>		

<p>Plans</p>	<p>human resources</p> <p>Regional transectoral health human resource policies developed and incorporated within the CARICOM Single Market and Economy to support and to facilitate national-level health human resource policies.</p> <p>To review legislation and policy frameworks to support primary health care and public health workforce development in CARICOM countries incorporating</p>	<p>and finalized</p> <p>Harmonized public sector policies including the sectors of labour, health education, finance and health to ensure planning for an adequate, qualified pool of health professionals within the health sector</p> <p>Health human resources legislative and policy frameworks developed for primary health care and public health workforce incorporating ongoing health and social sector reforms.</p>	<p>Harmonized public sector policies developed to facilitate sustained and effective health human resources planning and implementation in five CARICOM member states by 2010</p> <p>Core regional indicators for health workforce supply, demand and projections compiled and disseminated to member states by 2009.</p> <p>Transectoral regional team assembled by 2010 to identify existing policies and legislative frameworks for primary health care and public health workforce development.</p> <p>Core indicators for regional primary health care and public health workforce projections including supply and demand compiled and disseminated to member states by 2009.</p> <p>At least 70% of member states will be monitoring their primary health care</p>	<p>policies and protocols for health workforce planning.</p>		
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	<p>ongoing health and social sector reform efforts.</p> <p>To support the development and</p>	<p>Monitoring and</p>	<p>and public health workforce by 2011 using agreed-upon common regional core indicators.</p> <p>Health human resources legislative and policy frameworks for the primary health care and public health workforce development (with a focus on health and social sector reform efforts) developed in at least seven member states by the end of 2009</p> <p>Regional electronic information system of health care provider distribution developed and implemented using five pilot countries by the end of 2009.</p> <p>By the end of 2010, at least 7 countries will use information from the regional information system provider distribution database for health workforce planning and monitoring.</p>			
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	<p>implementation of a regional information system on health workforce distribution in both the public and private sectors.</p>	<p>evaluation systems developed (specially using key data and indicators for health workforce distribution) to support health workforce planning relevant to the health service needs of countries and communities.</p> <p>Adequate, qualified pool of health professionals available within the health sector</p> <p>What is "adequate"</p>				
<p>Strengthening the regional primary care workforce</p>	<p>To develop and improve the skills and competencies in the health work force in primary care strategies with an emphasis on primary and secondary prevention, quality health and health</p>	<p>Regionally accepted competencies in the health work force for primary and secondary prevention, quality health and health care</p>	<p>Regional mechanisms established to incorporate training in chronic disease prevention and management for health service workforce in at least 8 member states by 2009.</p> <p>Training in chronic disease</p>			

	<p>care.</p> <p>To improve the skills and competencies of the regional health workforce to effectively manage chronic diseases.</p> <p>To identify and promote existing transdisciplinary primary care workforce models in the CARICOM region in support of health and social sector reform initiatives.</p>	<p>Initiatives and strategies developed to support the expansion of residency training programs that focus on primary care and chronic disease prevention and management.</p>	<p>management and prevention as a requirement for non-CARICOM trained physician registration in at least 6 countries by 2009.</p> <p>Continuing education curriculum on chronic disease prevention and management within the context of CARICOM member states developed in partnership with regional health training institutions by the end of 2008.</p> <p>CARICOM-based transdisciplinary workforce models (including community health workers, nurse practitioners, primary care physicians, nurses) identified, documented and disseminated for the CARICOM region by the end of 2008.</p> <p>Accredited expansions of curriculum and other training components of regional family medicine residency training programs for geriatric health care and chronic disease management by the end of 2009.</p>			
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<p>Strengthening regional training institutions</p>	<p>To support the development and implementation of distance education initiatives for improvements in skills and competencies of the health workforce both public and private sectors.</p> <p>To support the dissemination and development of regional-based training programs in human resource planning.</p> <p>Strengthened capacity of regional academic institutions to contribute to evidence base for health human resource planning,</p>	<p>Accredited training programs developed in partnership with regional academic and other training institutions to support health vision of CARICOM member states.</p> <p>Accredited programs developed in partnerships with CARICOM member states' ministries of health and education and CARICOM regional academic institutions to improve regional and national capacity for health workforce planning</p>	<p>Protocols developed by 2010 to update, create and sustain sub-regional regulation mechanisms for continuing education for the health professions at the CARICOM level.</p> <p>Regional stakeholder teams developed by the start of 2010 to develop guidelines and protocols for academic-government partnerships for human resource planning.</p> <p>Accredited curriculum in both distance and classroom formats developed and based within regional academic institutions by the end of 2010 to expand and strengthen regional infrastructure and capacity for training in human resource planning, monitoring and evaluation.</p>			
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	monitoring and evaluation.					
Building a public health workforce to promote health and development for CARICOM member states	<p>To review current regional capacity and infrastructure for training in public health practice and leadership.</p> <p>To strengthen leadership in regional public health and development initiatives.</p> <p>To promote the development of the health care management workforce in regional public health care institutions.</p>	<p>Regionally accepted competencies in the public health workforce to support primary and secondary prevention.</p> <p>Increased capacity of sub-regional academic institutions to train a public health workforce that meets the vision of health and development for the CARICOM region.</p> <p>Initiatives and strategies developed to achieve accreditation of regional public health and health care management program components (health education, epidemiology, health policy, health services administration) to support prevention and primary care strategies.</p> <p>New initiatives and</p>	<p>Regional working team developed by the start of 2008 to assess regional infrastructure and capacity for public health workforce training and development.</p> <p>Document of assessment of regional infrastructure and capacity for public health workforce training and development by the end of 2008.</p> <p>Transectoral policies developed by 2009 to sustain sub-regional regulation mechanisms for education for the public health workforce.</p> <p>Harmonization of transectoral policies to link the public health workforce to the regional and national level development agendas developed for at least 5 member states by 2010.</p>			

		<p>programs of transdisciplinary models (veterinary public health, medicine, nursing, pharmacy, community health workers, social workers, emergency preparedness) for training the public health workforce.</p>	<p>Curriculum and training programs developed in at least regional 2 academic public health programs by the end of 2009.to support new transdisciplinary initiatives for training the public health workforce.</p> <p>Accredited curriculum and training programs developed in at least two regional academic institutions by the end of 2009.to support the training of health care managers and to facilitate ongoing health sector reform efforts.</p> <p>Accredited regional training programs in public health leadership and practice developed and piloted in at least eight member states by the end of 2010.</p>			
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