

Determining an Appropriate Skill Mix for Country Health Systems.

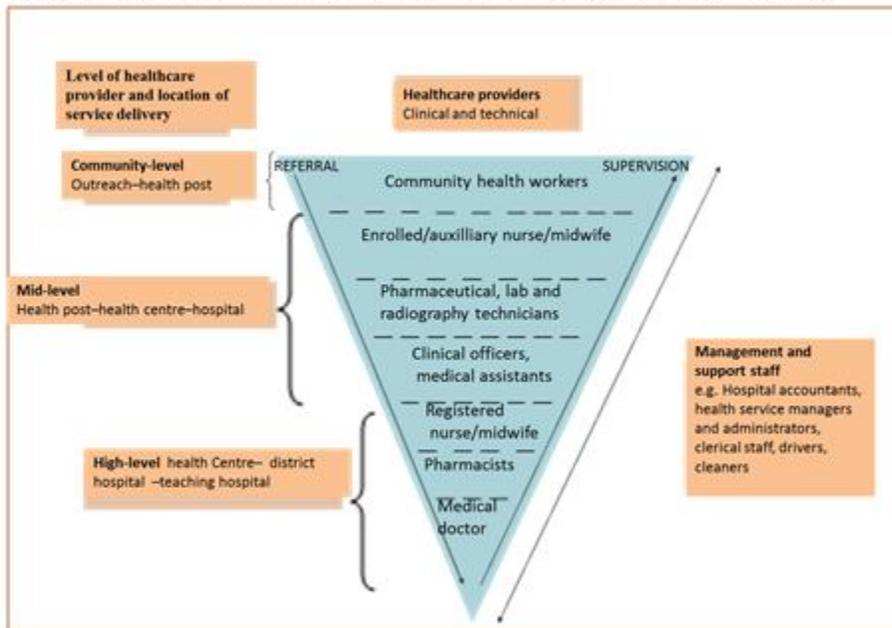
Proposed Symposium Workshop Facilitators: Miriam Were and Francis Omaswa.

Issue:

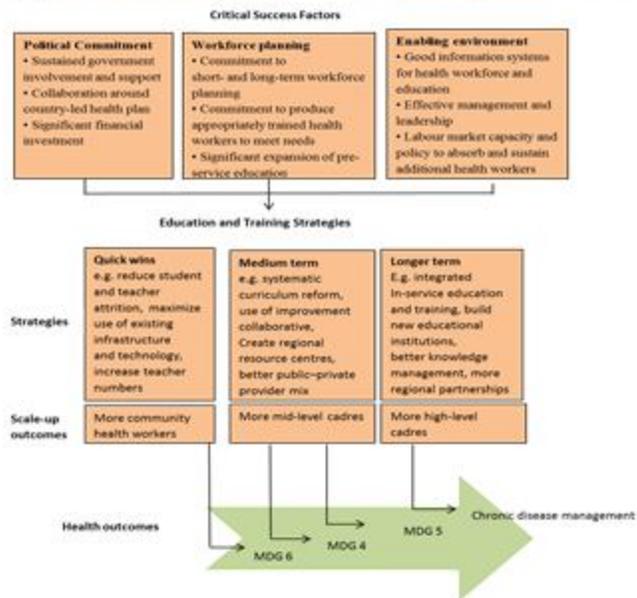
MEPI is a project that is focusing on strengthening health systems by training more and better doctors who will be prepared to serve in their countries. However, delivering health services is carried out by teams of health workers of which doctors are members among others. How does a country health system determine the respective numbers of each of the many cadres that constitute health teams at different levels of the health system? A well planned country health workforce scale up program therefore calls for informed and evidence based decisions on a number of issues including the disease burden, the basic package of services derived from the disease burden, health workforce information, the resources envelop that are available.

The health sector is a key component of national Comprehensive National Development Plans from which National Health sector Development and Investment Plans are derived and from which National HRH Plans are in turn made. How does health workforce planning fit into national plans?

How different health workers fit in a health system (source: WHO and GHWA.2008)



How Scaling up Education and Training can Impact on Health Outcomes (Source: WHO and GHWA, 2008)



Expected outcomes of the Workshop:

By the end of the session, participants will be able to:

1. Appreciate the role of doctors and other different health cadres in the health system
2. Understand the various elements in the process of health workforce planning
3. Advocate for the correct place of doctors and other cadres in the health system
4. Advocate for MEPI