



UNIVERSITY OF
KWAZULU-NATALTM
INYUVESI
YAKWAZULU-NATALI

HEALTH SYSTEMS BUILDING BLOCKS SESSION 4- HEALTH WORKFORCE

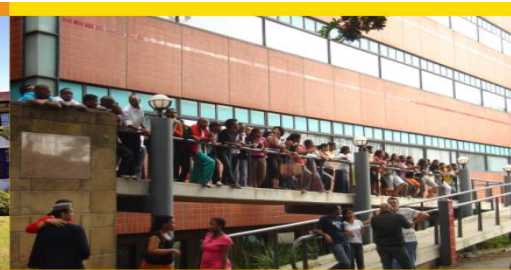
A/PROF OZAYR MAHOMED
PUBLIC HEALTH MEDICINE SPECIALIST



EDGEWOOD CAMPUS



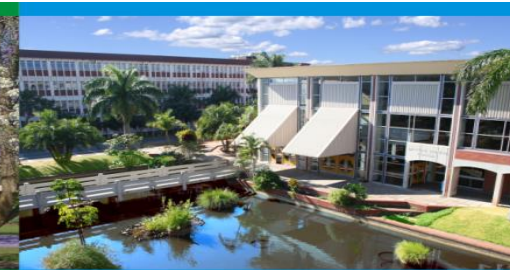
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UKZN INSPIRING GREATNESS

Who are the Health workforce?

- Health workers are all people engaged in actions whose primary intent is to protect and improve health.
- A country's health workforce consists broadly of health service providers and health management and support workers.
- This includes: private as well as public sector health workers; unpaid and paid workers; lay and professional cadres

What is a well performing workforce?

- “well-performing” health workforce is one which is
 - available,
 - competent,
 - responsive
 - and productive.
- To achieve this, actions are needed to manage dynamic labour markets that address entry into and exits from the health workforce, and improve the distribution and performance of existing health workers

Human Resources for Health

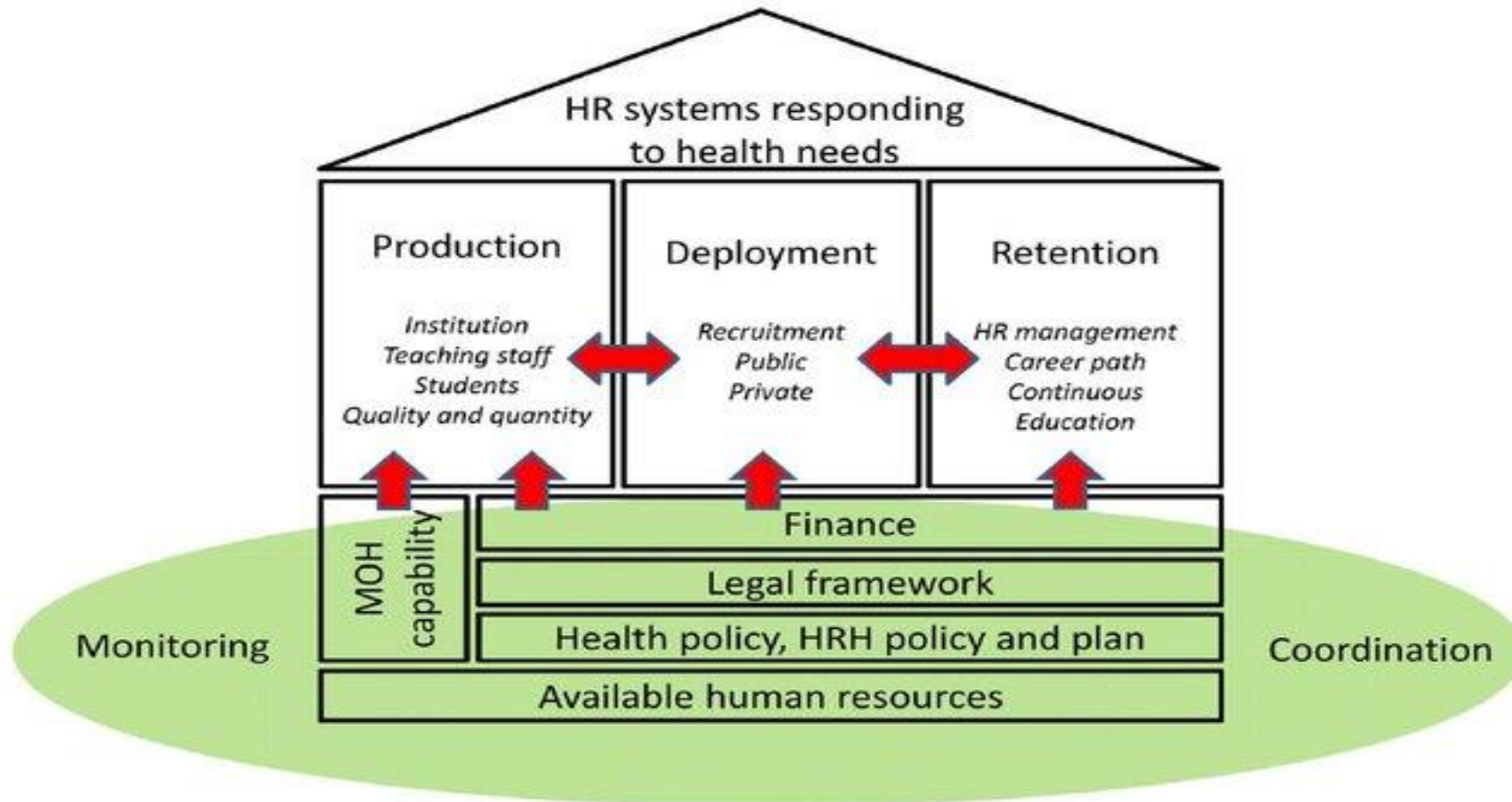
- To achieve the best health outcomes possible:
 - ▣ Sufficient numbers
 - ▣ Right mix of staff
 - ▣ System-wide deployment and distribution (equitable)
 - ▣ Established job-related norms
 - ▣ Enabling work environments
 - ▣ Just compensation/payment systems – right kind of incentives

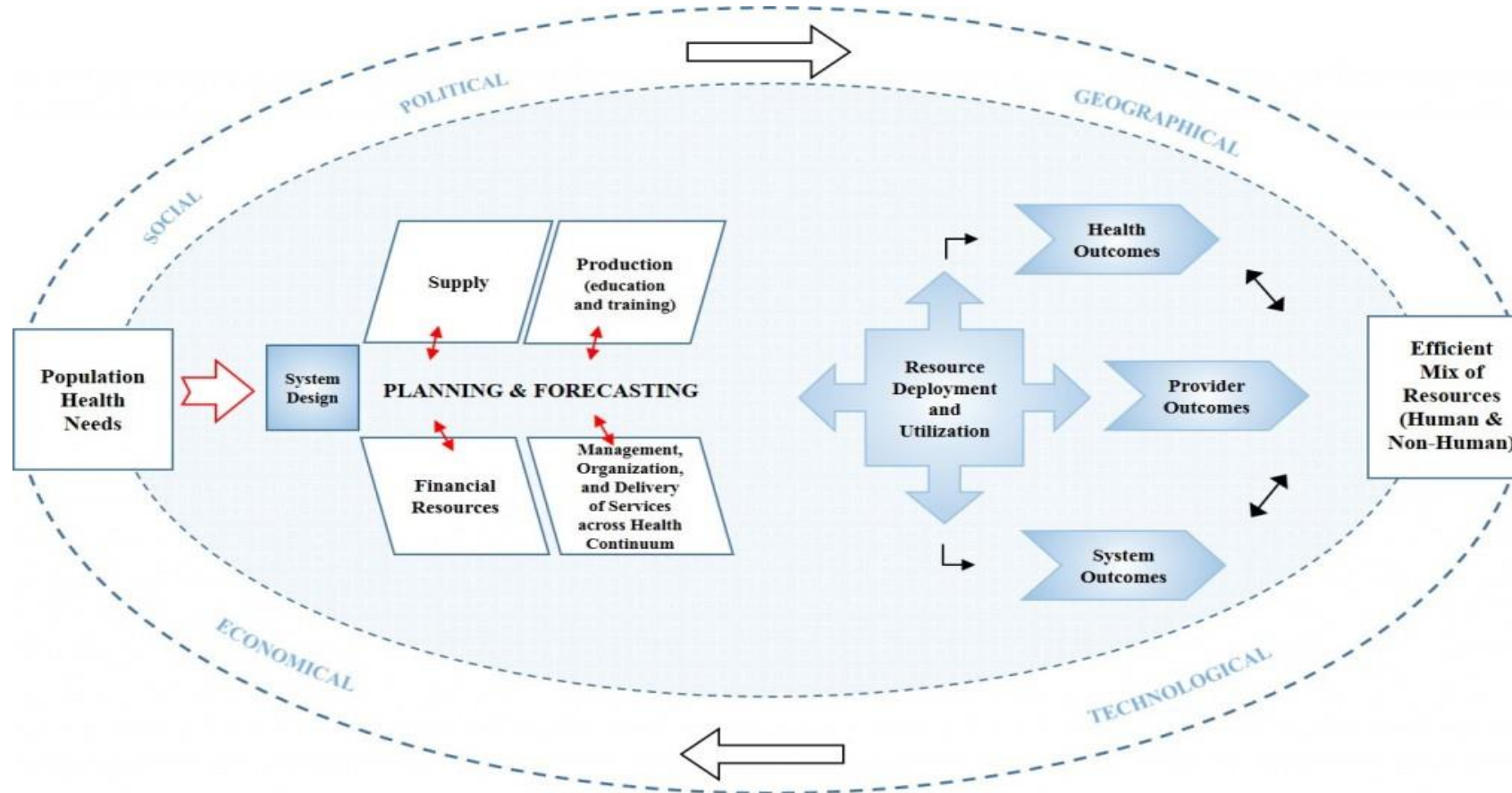
Population needs determine the development and sustaining of health workforce

- ▣ Education, training and continuing competence
- ▣ Utilization, management and retention
- ▣ Strategic response to evolving and unmet health service needs
- ▣ Governance, leadership and partnerships for sustained HRH contributions to improved population outcomes
 - Regulation
 - Deployment
 - Compensation
 - Continuing career enhancement and development

Key functions of an effective system

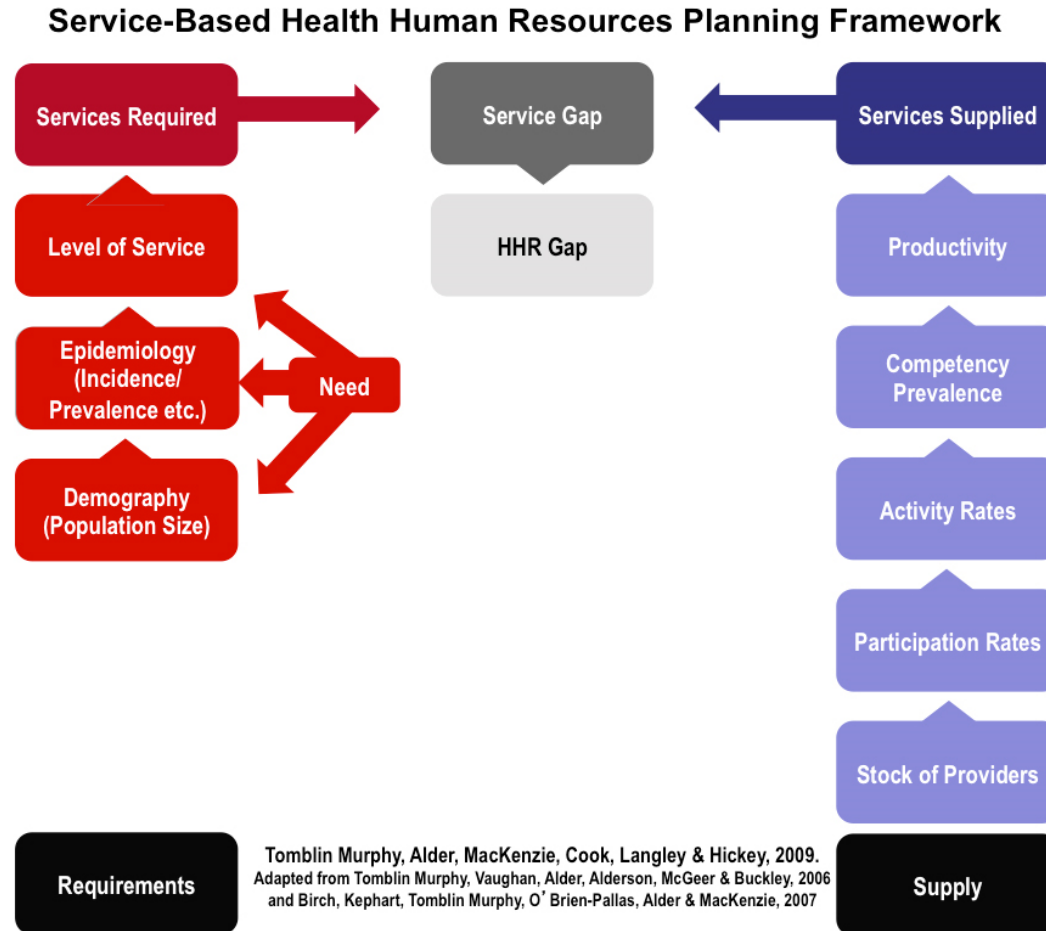
- personnel: workforce development, planning (including staffing norms), recruitment, hiring and deployment;
- work environment and conditions: employee relations, workplace safety, job satisfaction and career development;
- human resource information: data and information for planning and decision-making;
- performance management: performance appraisal, supervision, and productivity.





Tomblin Murphy & O'Brien-Pallas, 2005
 Adapted from O'Brien-Pallas, Tomblin Murphy & Birch (2005), O'Brien-Pallas, Tomblin Murphy, Birch & Baumann (2001), and O'Brien-Pallas & Baumann (1997)

Human Resources Planning



Simulation Model

