



HUMANE RESOURCES IN HEALTH: STRATEGIC DIRECTIONS OF DEVELOPMENT IN THE REPUBLIC OF MOLDOVA

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Objectives:

- The general context in which health systems operate at the current stage
- The challenges for the Human Resource in Health
- 4 dimensions of HRH
- The purpose and objectives of the Human Resources in Health Development Strategy 2016-2025
- Joint Feasibility Study (JFS) Romania - Moldova



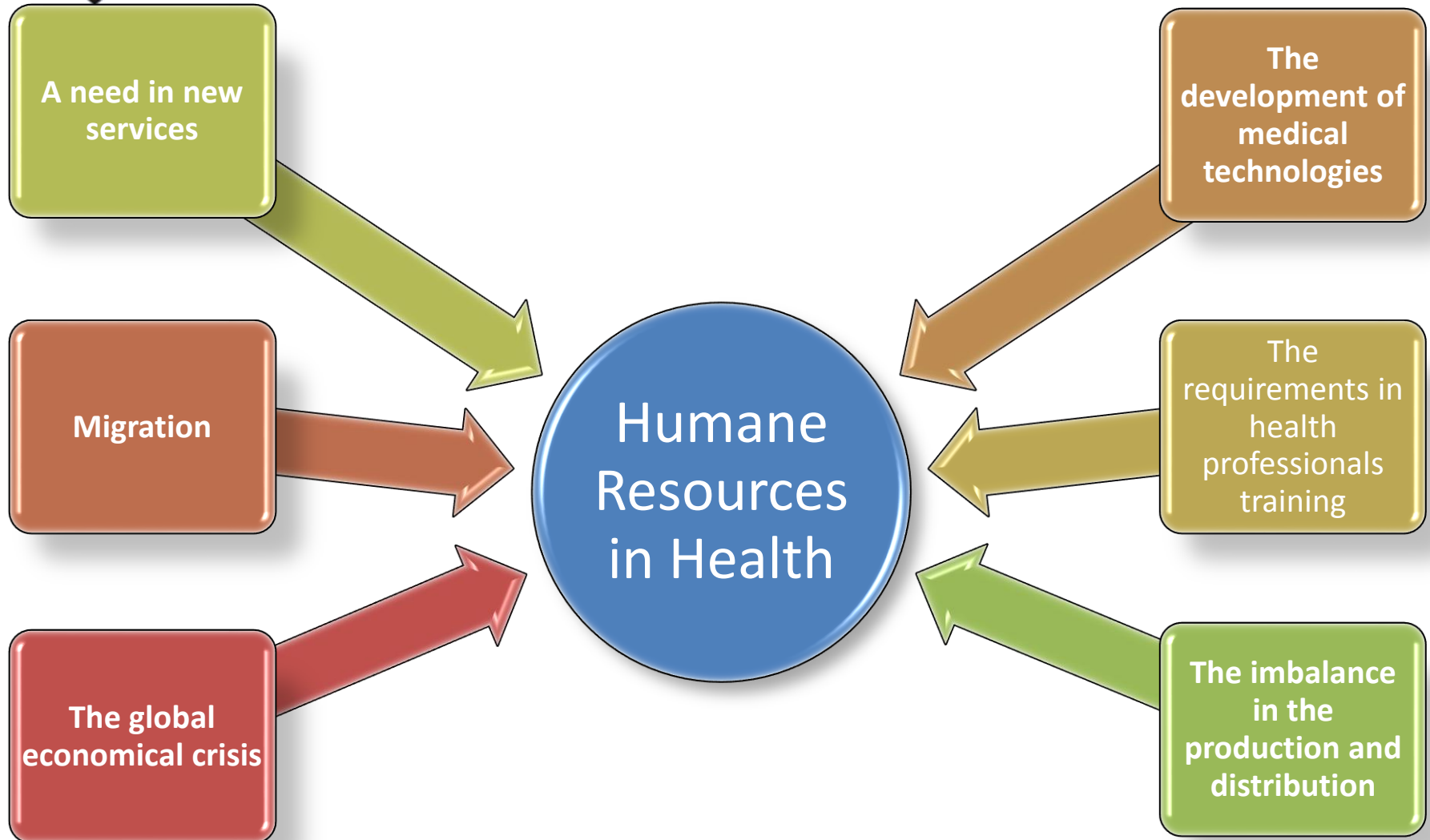
THE STRATEGIC/POLITICAL CONTEXT

- MDG (Millennium Development Goals 2000-2015)
- Post-2015 Development Agenda (Sustainable Development Goals 2015-2030)
- Universal Health Coverage (UHC) (2011)
- European Policy Framework and 21st Century Strategy (Health 2020)
- Global Code of International Recruitment (WHO)



Joint Action Health Workforce
Planning and Forecasting

CHALLENGES





FUNDAMENTAL TRUTH

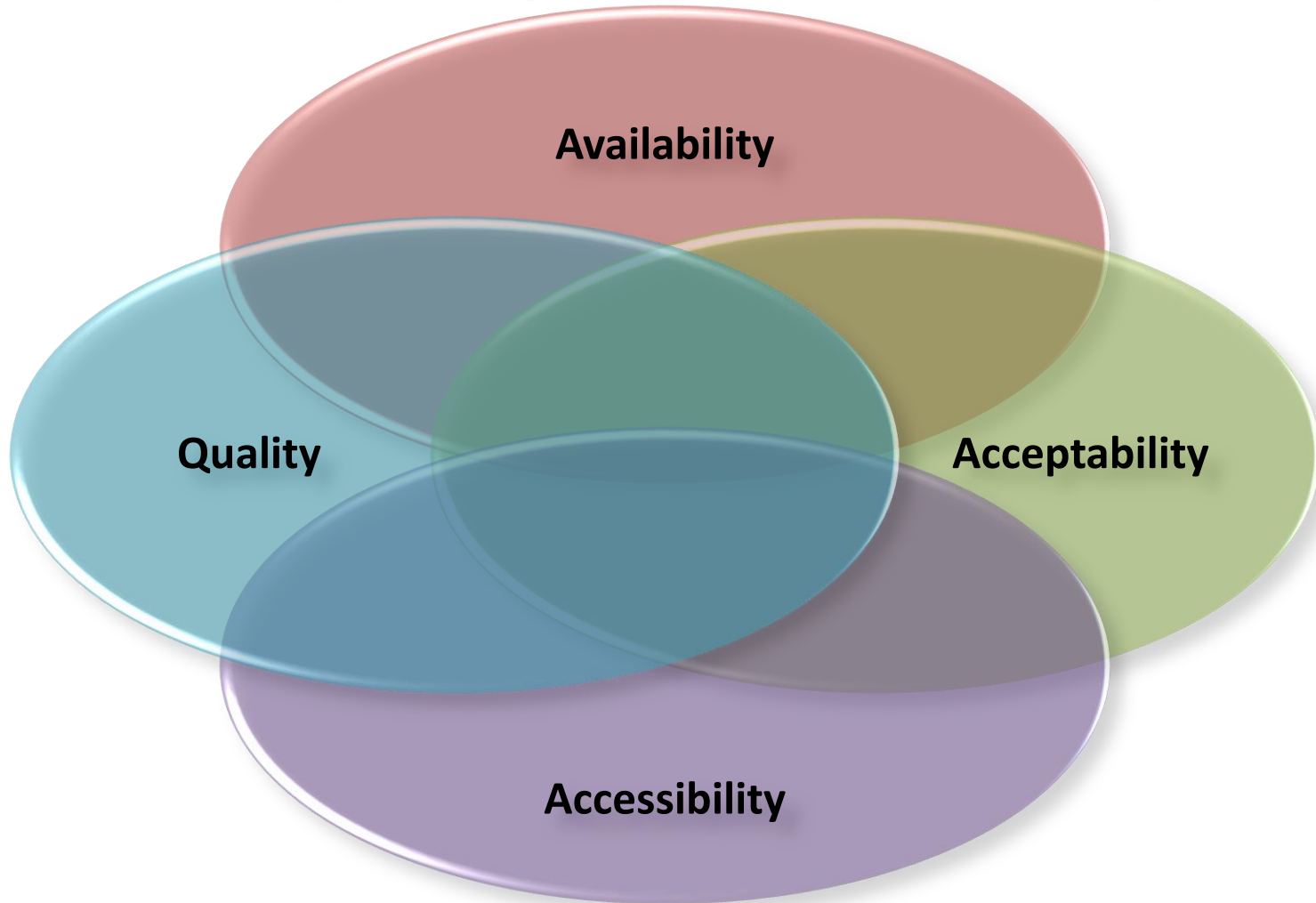


**A UNIVERSAL TRUTH:
NO HEALTH WITHOUT
A WORKFORCE**





4 DIMENSIONS OF HRH (Campbell et al. 2013)





AVAILABILITY (Campbell et al. 2013)

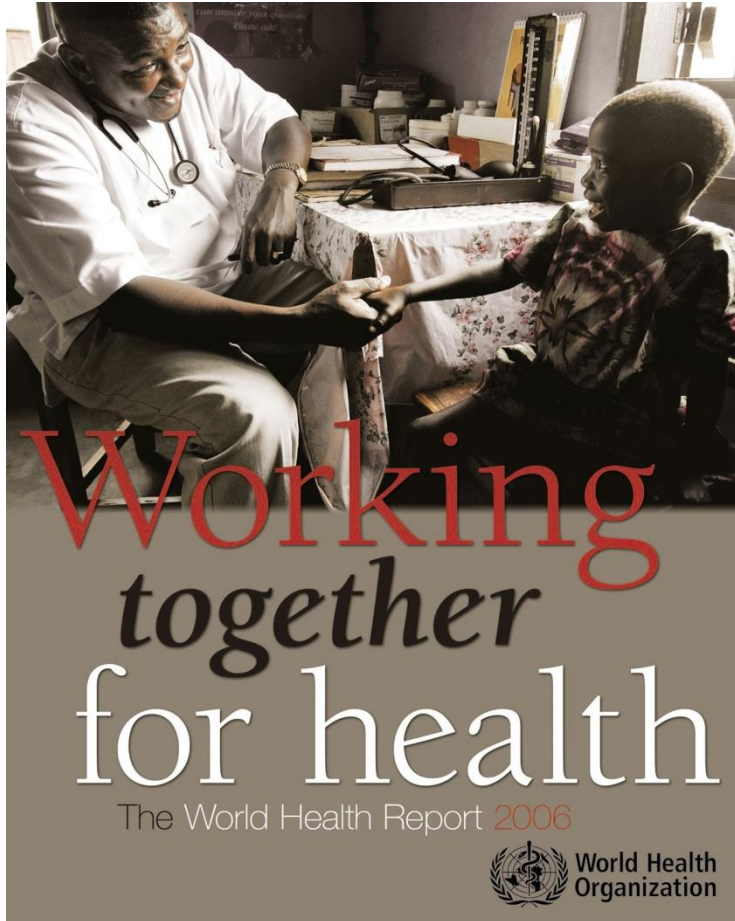


Sufficient number

Needed competencies and skills



AVAILABILITY



It was identified a insufficiency of over than 4.3 million health workers with more than 2.5 million doctors, nurses, midwives

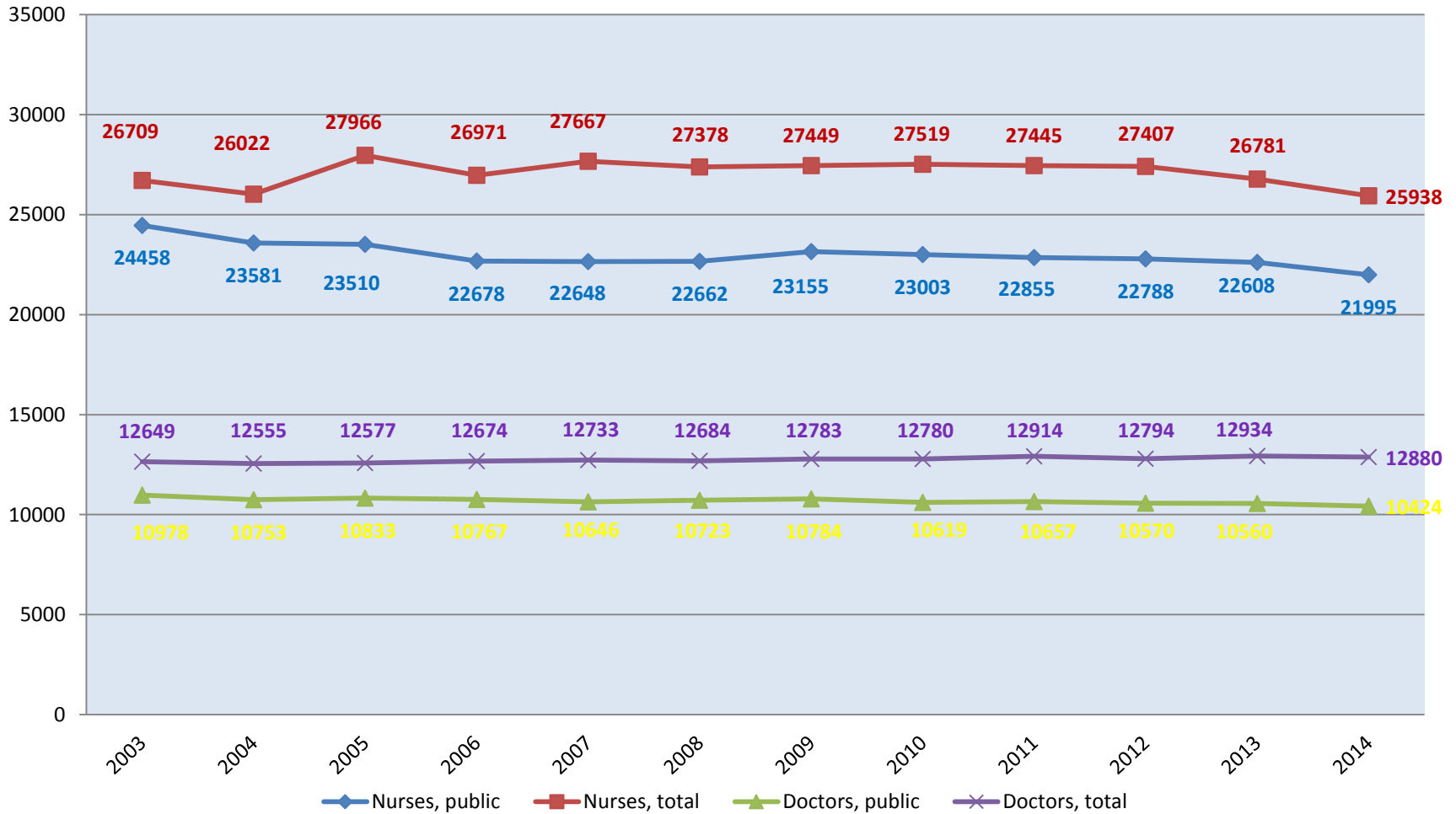
It was identified a minimum acceptable medical staffing - 2.5/1000 (health workers/population)

It was reiterated the need to develop the action plans (strategies) at the national level to solve problems

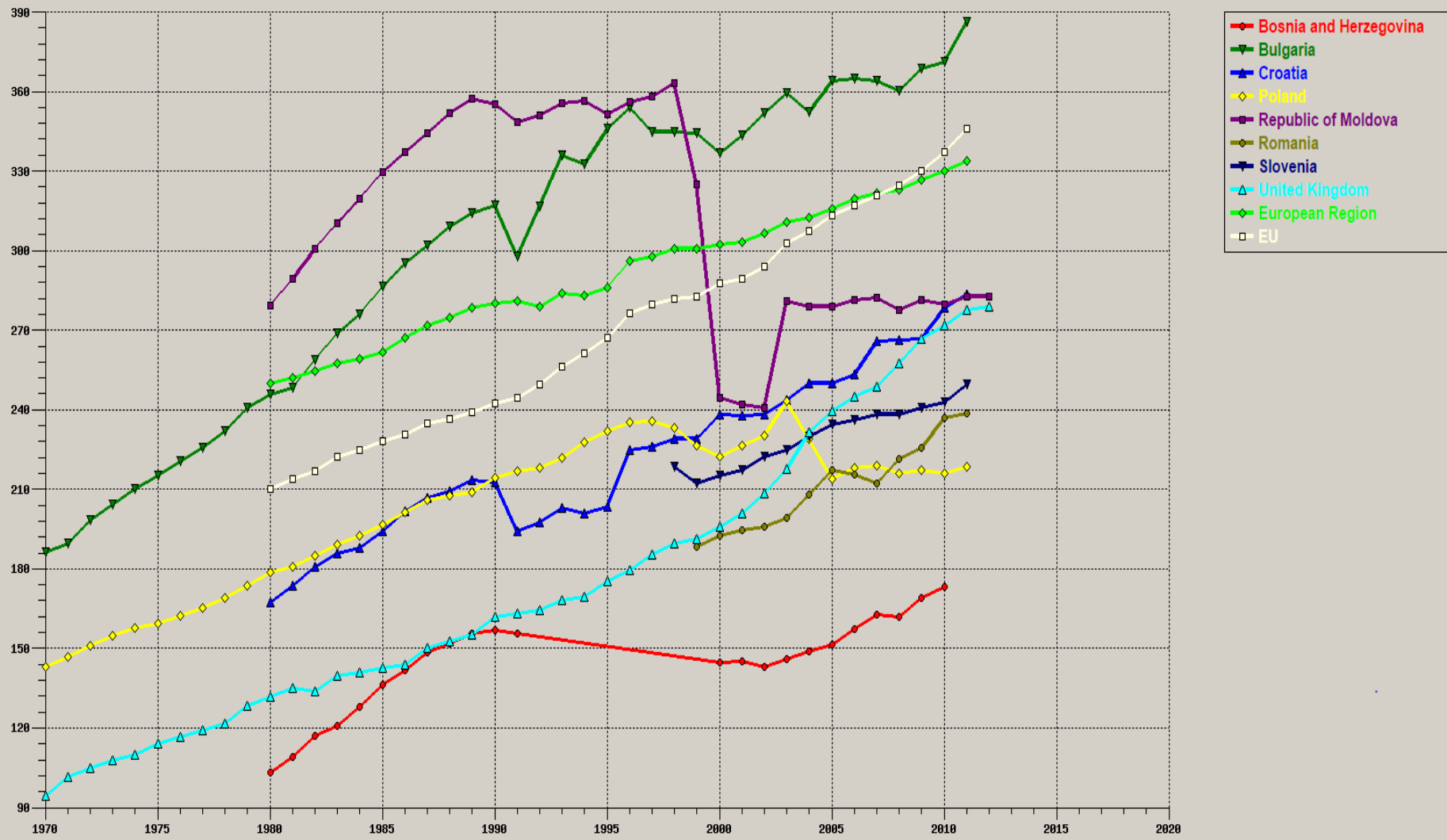


AVAILABILITY IN RM

insurance with doctors and nurses in RM

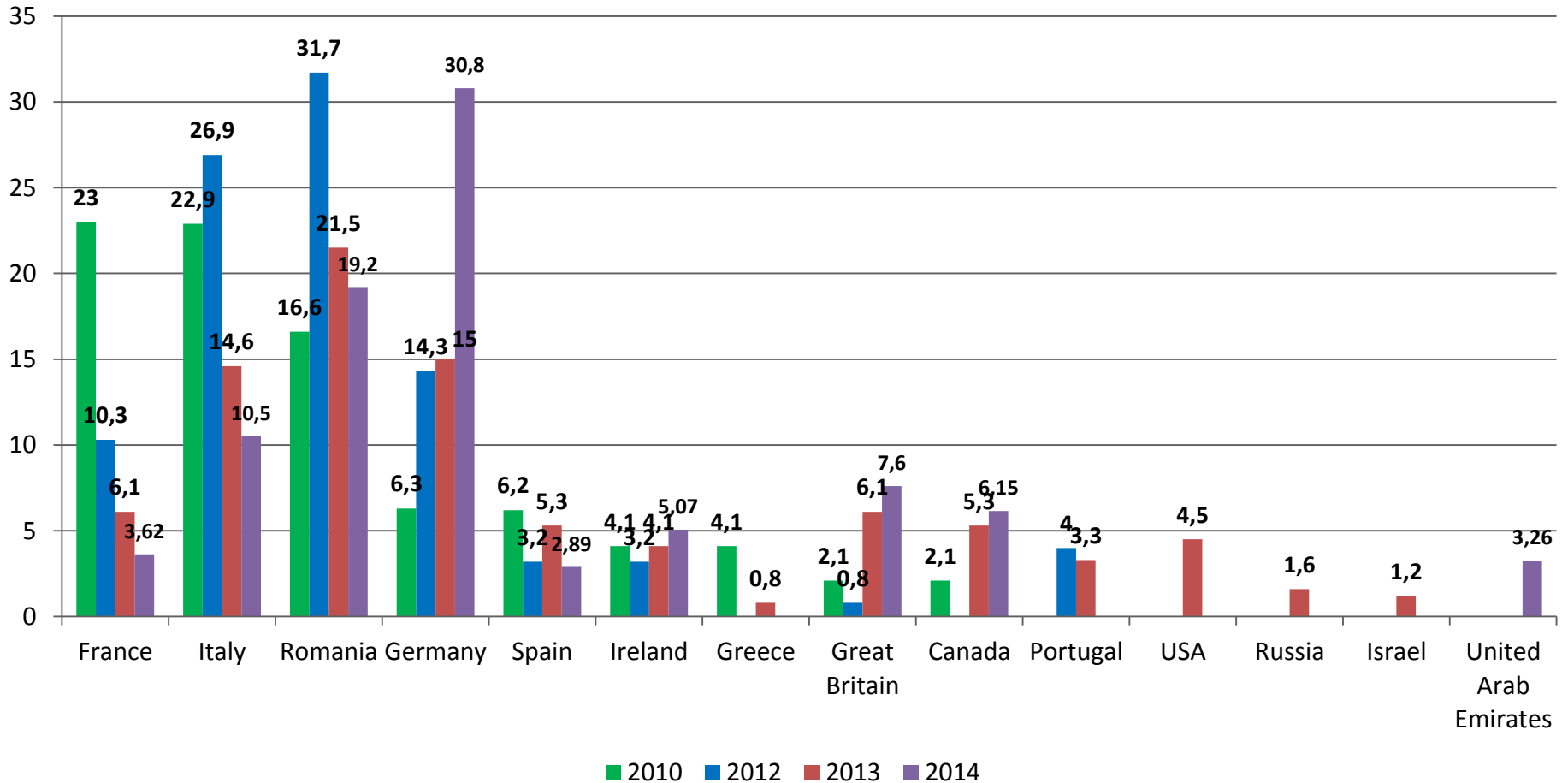


Physicians per 100 000



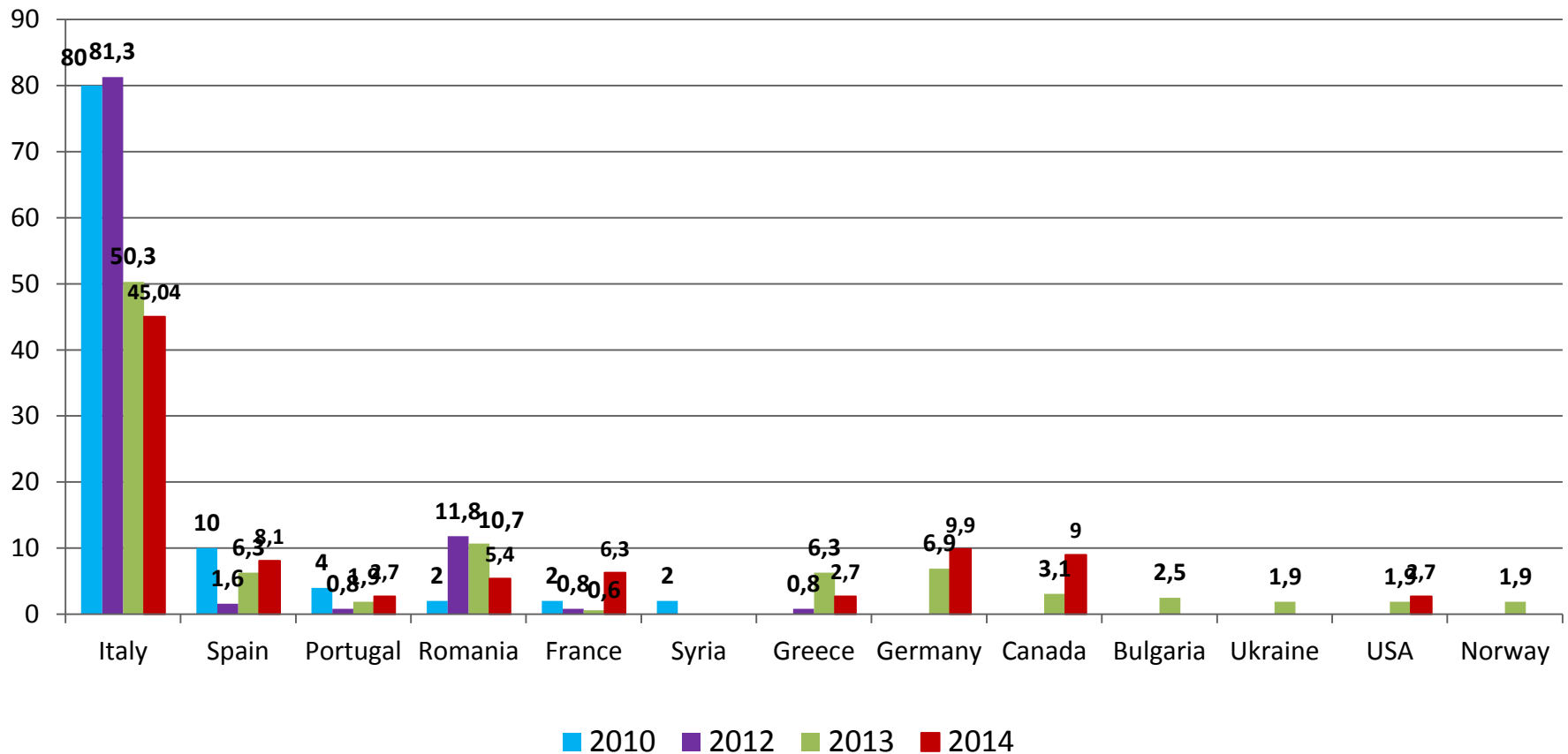
Europe, European HFA Database, April 2014

Priority directions of "intention to leave the country" for doctors (%)



Source: Ministry of Health

Priority directions of "intention to leave the country" for health workers with secondary education (%)



Source: Ministry of Health



ACCESSIBILITY

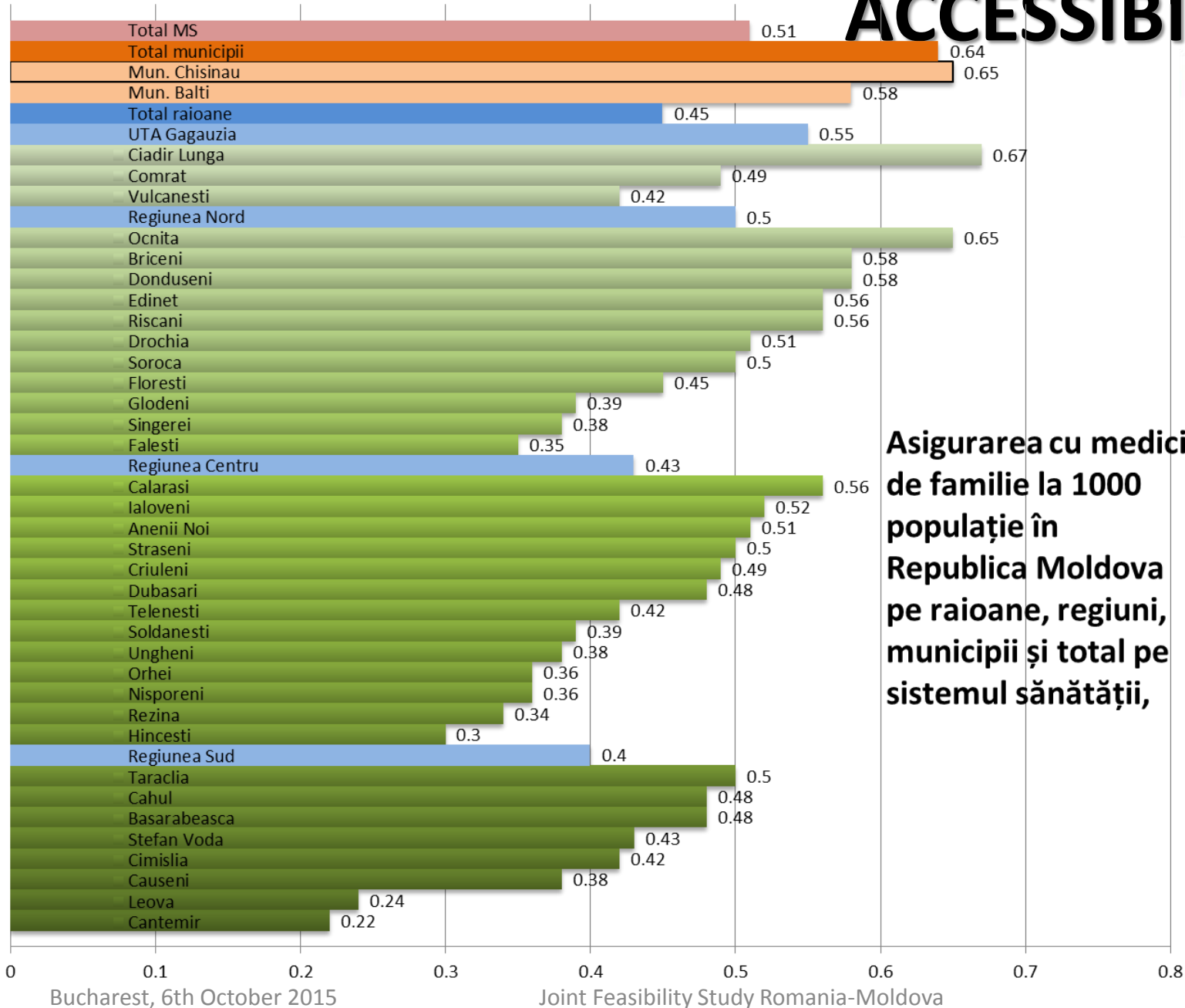
(Campbell et al. 2013)



Fair access to medical staff
(even distribution)

Costs, waiting lists, time
required to access the health
services, etc.

ACCESSIBILITY



**Asigurarea cu medici
de familie la 1000
populație în
Republica Moldova
pe raioane, regiuni,
municipii și total pe
sistemul sănătății,**



ACCEPTABILITY (Campbell et al. 2013)



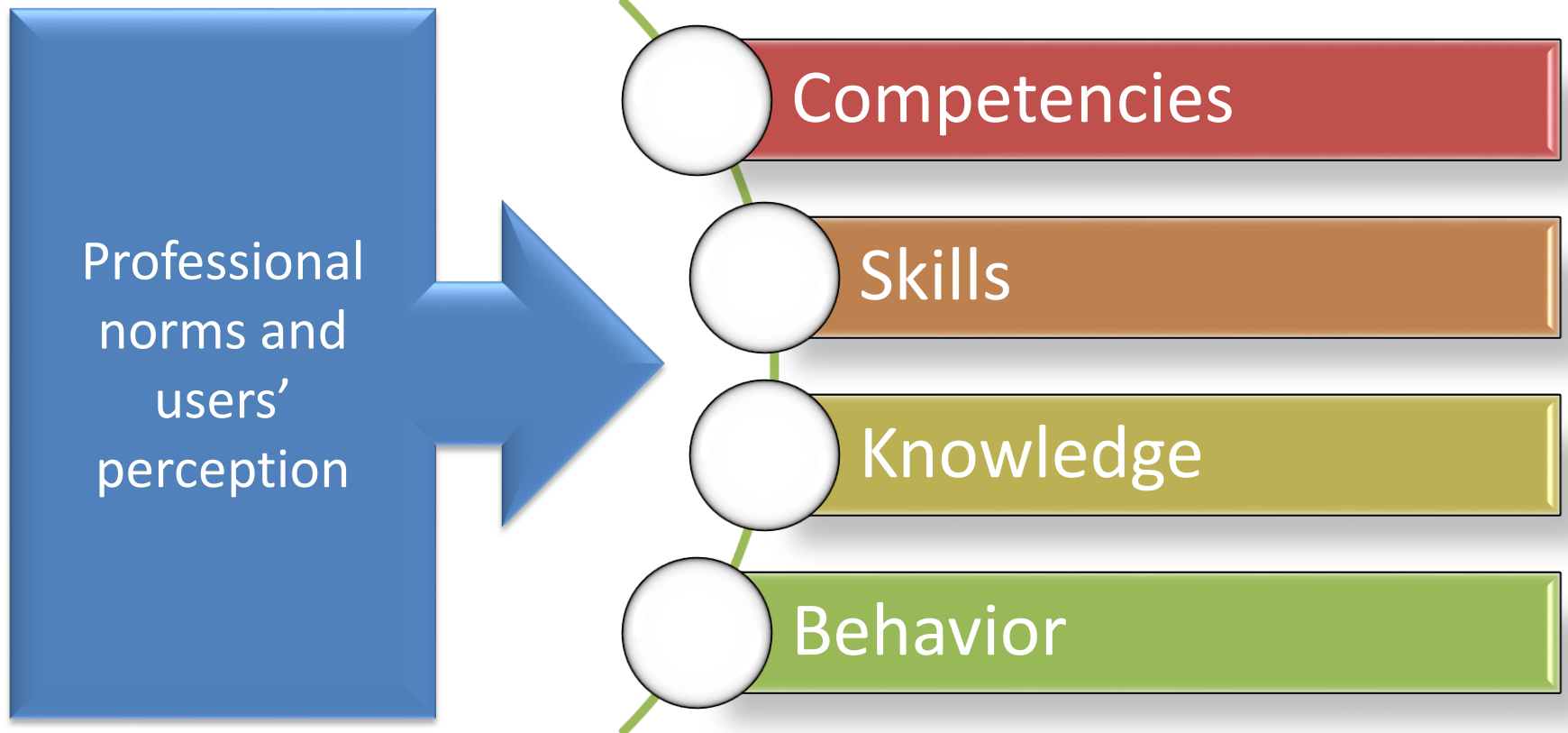
The ability to treat everyone with dignity

Creating the patients' confidence to the health worker

Promoting the interest in the health services



QUALITY (Campbell et al. 2013)





QUALITY OF MEDICAL EDUCATION



Health professionals for a new century: transforming education to strengthen health systems in an interdependent world



HUMAN RESOURCE IN HEALTH DEVELOPMENT STRATEGY 2016-2025

STRATEGY PURPOSE:

Definition of the priority directions for intervention and medium- and long-term objectives for providing training, effective management and development of human resources in health



HRH PROBLEMS DEFINITION

HRH Governance

- The legislative/normative framework
- Data collection and analysis
- HRH Planning
- **Cross-sectoral collaboration in the HRH field**



HRH PROBLEMS DEFINITION

HRH
Generating

- Selection criteria in the medical education
- Modern reforms in the medical education
- Didactic personal training for the institutions of medical educational



HRH PROBLEMS DEFINITION

HRH
management
at the level
of the
medical
institutions

- Leadership competences in HRM
- Methodological Support for activities with staff
- Human resources unit activity



HRH PROBLEMS DEFINITION

HRH Financing

- The financial autonomy of the medical schools (the expenditure optimizing and the quality of education)
- The medical workers salaries
- The facilities mechanisms



HRH PROBLEMS DEFINITION

Personnel
retention
in the
system

- Mechanisms for retention in the public health system
- Health professionals mobility
- Professional development



GENERAL OBJECTIVES



1. Improving the governance of human resources in health.
2. Generating proper, qualitative and quantitative medical personnel in accordance with the needs of the health system.
3. Implementation of modern human resource management through staff providing, maintenance, evaluation and development.
4. Ensuring sustainable funding for training, maintenance and development of human resources in health.
5. Development and implementation of effective mechanisms of retention and effective management of medical staff mobility

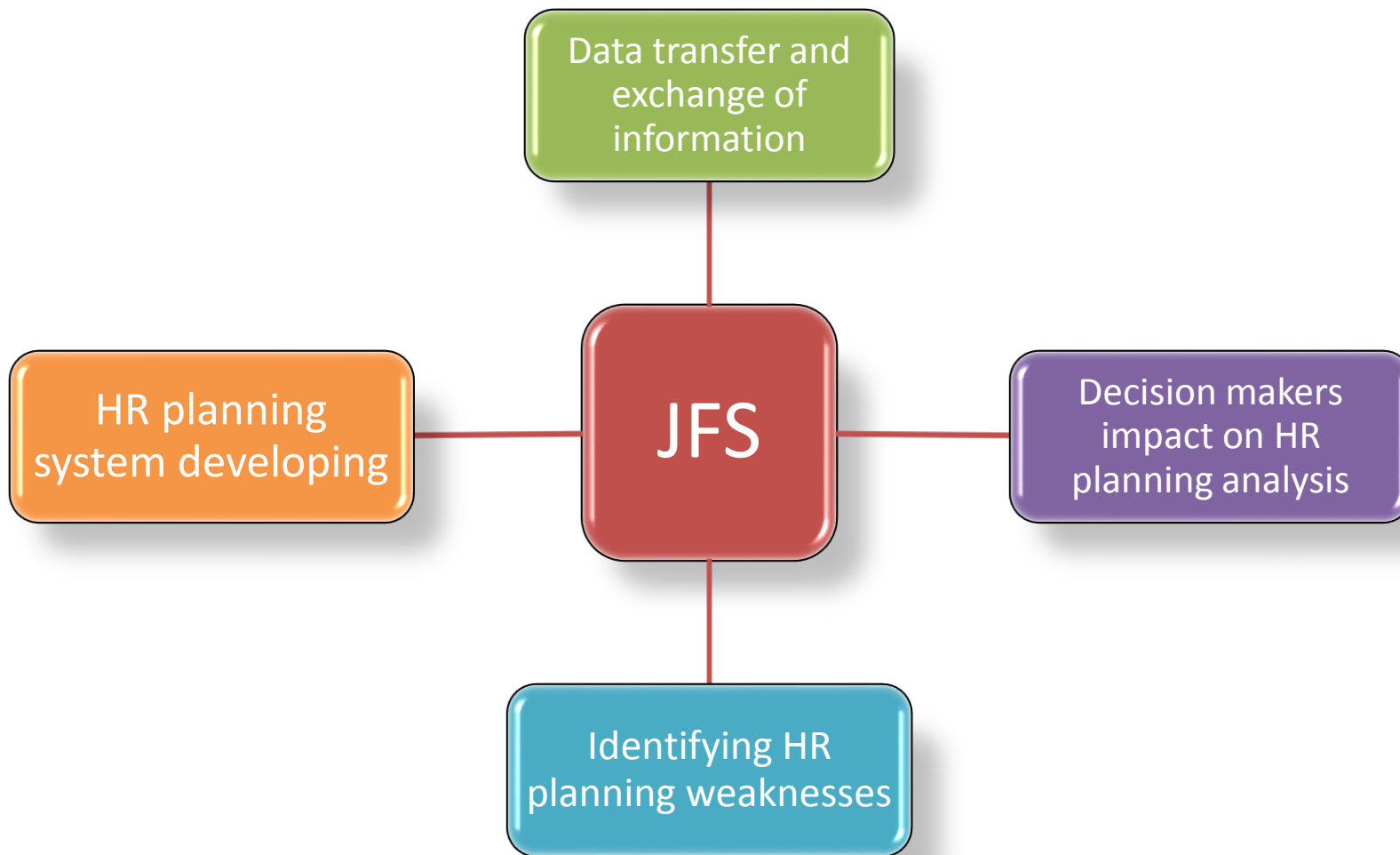


IMPLEMENTATION

- **Stage I (2016-2018)** - to be carried out:
- development/adjustment of the legislative/normative framework;
- development of the regulations and mentioned guidelines;
- supplying with the necessary equipment;
- trainings conducting on the implementation preparing;
- decision makers capacity building.
- **Stage II (2019-2025)** in which will be provided:
using the changed legislative/normative framework and regulations developed for the activities implementation;
- outcomes consolidation and further capacities development;
- connecting completion of the area to modern requirements for providing access to the qualitative healthcare.



JFS BENEFITS





THANK YOU

