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MODULE 7. HUMAN RESOURCES FOR HEALTH

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Session 1. Mechanism on Sharing Health Human Resources



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Session 1. Mechanism on Sharing Health Human Resources

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Objective:

- Identify HR gaps in their zone and come up with possible/feasible plan on how to address these
- Prepare activities and projects that needs manpower compliment (based on the Benguet Experience)
- Integrate their HR interventions into the ILHZ plan

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Session 1. Mechanism on Sharing Health Human Resources

Methodology:

- Lecture/Discussion
- Workshop



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Introduction:

- Continuing HR concerns on Recruitment and Development of Health Manpower
 - Limited funds
 - Regulations
 - Fast turn over of health personnel

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WORKSHOP 1



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WORKSHOP

1. **HRH inventory** matrix to be filled up by participants from the different ILHZ / Potential ILHZ for establishment
 - Refer to Attached Matrix (Separate for Hospital and RHU)

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WORKSHOP

2. Identify the HR gaps for each facility

RHUs: Annex 1

- Refer WHO recommended Health Personnel to Population Ratio

Hospitals: Annex 2

- Refer Licensing HR requirements

3. Prioritize services requiring manpower

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The Benguet Experience (1)

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HRH sharing through complementation

Steps:

1. Presentation of Need for HR sharing to the ILHZ Board
2. Approval by the ILHZ Board
3. Formulation/Passage of Issuances in support hereof
4. Implementation

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The Benguet Experience (2)

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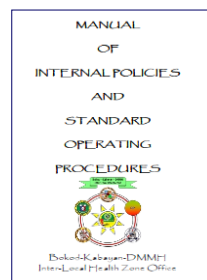
HRH sharing through complementation

Legal Documents:

1. MOA
2. ILHZ Governing Policies and guidelines/Manual of procedures adopted for implementation by the ILHZ Board
3. Authorization from LCEs

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The Benguet Experience (3)

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Article 10. Sharing of other Resources

Section 1. Manpower:

- 1.1 Formal letter of request shall be prepared by requesting agency
- 1.2 TEV shall be paid by requesting agency

Section 2. Ambulance:

- 2.1 TEV of personnel shall be charged to requesting agency
- 2.2 Gas shall be paid by requesting agency

Section 3. Other Supplies and materials:

- 3.1 Medicines: upon request if available

Section 4. Venue

- 4.1 For the conduct of ILHZ activities like trainings, seminars and other related activities

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HRH sharing through complementation:

- Rad. Technologists Services
- Doctors when others on leave
- Other health personnel during Outreach Activities (BTL, Medical-Dental Missions, Referrals)

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The Benguet Experience (5)

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HRH sharing through complementation:

- Hospital pharmacist to monitor BnB in the ILHZ
- Medical Technologist services
- Provincial Dentist (members of the ILHZ TWG)
- Administrative Aide (pooled Procurement)

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WORKSHOP 2....continuation

3. Formulate HR Plans or Strategies to address the identified gaps per facility
4. Participants to consolidate plans into an ILHZ HR Plan.

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Gains:

1. Enhanced coordination with other health workers and LCEs
2. More accomplishment
3. Cost effective
4. Meet Licensing and Accreditation Standards
5. Provision of Quality Health Services

HAVE A NICE DAY !!!

