

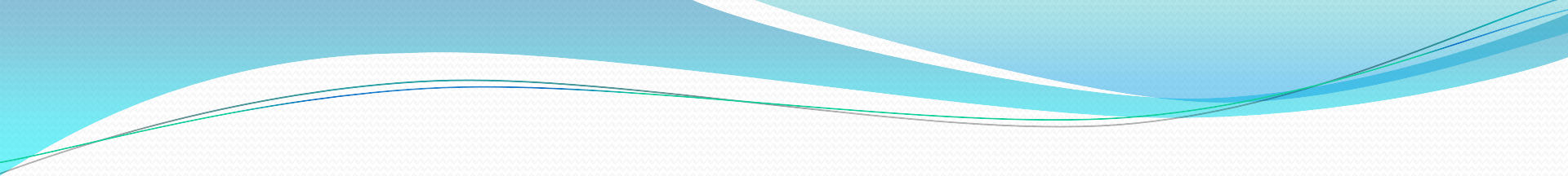


ENCUENTRO CENTROAMERICANO SOBRE MOVILIDAD LABORAL EN MEDICINA Y ENFERMERÍA

DIRECTION FOR BELIZE HRH

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**GUIÓN NORMALIZADO PARA LA
PUESTA EN COMÚN DE POLÍTICAS
NACIONALES PARA GARANTIZAR LA
DISPONIBILIDAD DE RHUS COMO
BASE DE SU SISTEMA DE SALUD EN
LOS PAÍSES DE CENTRO AMÉRICA**

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- 1.- Breve introducción sobre las responsabilidades ministeriales en la regulación de la fuerza de trabajo de salud en el país y sus vínculos con otras estructuras de gobierno intra e intersectoriales

National health system for HRH Monitoring and Planning in BELIZE

- To ensure Universal Access and population based services as a result of health sector reform
- The Administrative authority of health services were decentralized giving Four (4) health regions that cover the entire country and that are Administrated by their respective Regional and Deputy Regional Managers.
 - the Northern Region which encompasses the northern districts of Corozal and Orange Walk,
 - the Southern Region which covers Toledo and Stann Creek,
 - the Western Region which covers the Cayo District and
 - the Central Region, which covers the Belize District.

- A network of clinics, permanently staffed health centres and un-manned health posts is available to address the primary health care needs of the population. These are supplemented by mobile health services, community nursing aides, community health workers and traditional birth attendants working throughout the rural communities of the country.
- The Regional and Deputy Regional Managers in cooperation with the Facility Administrators oversee Facility and Human Resources within the area (identify and make recommendations for positions).

National System

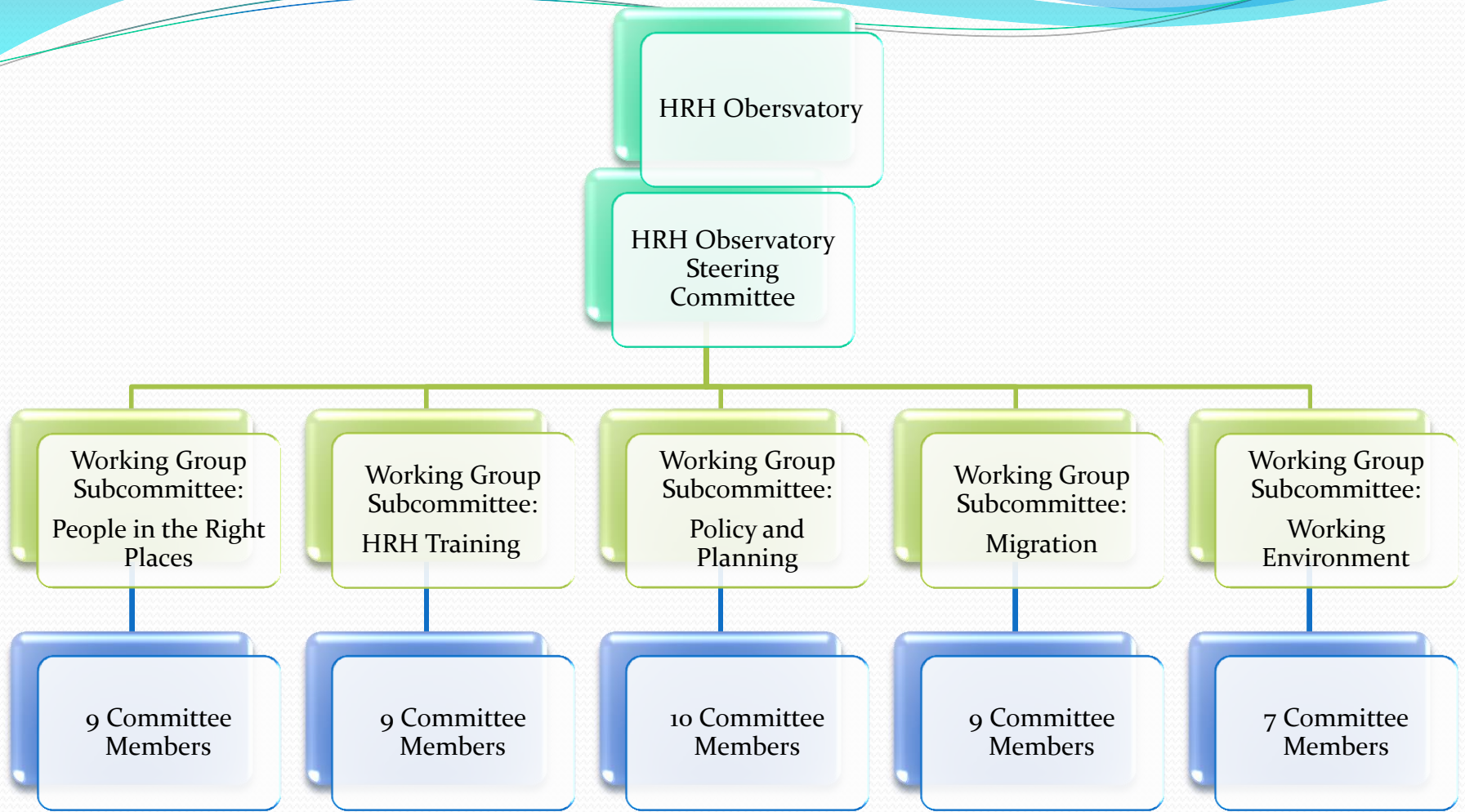
- Minister
- Chief Executive Officer
- Director of Health Services
- Directors: Planning and Policy; Health; Epidemiology
- Administrative officers/ Technical Advisors
- Regional Managers; Deputy Regional Managers
- Health Planners in Policy Analysis and Planning Unit

Health Workforce Regulation

- Previously: Health workforce Regulation was the responsibility of the Regional Managers and reports were submitted to the Ministry of Health.
- Vacancy positions and Human Resource needs were processed Through Technical Advisors and Administrative Officers.
- National Health Insurance Facilities were monitored more regularly to ensure delivery of services purchased under the scheme.
- As of September, 2014, The Planning Unit has been strengthened. Each member of the Unit has been assigned a Region for Monitoring and Evaluation of Facilities and Human Resources.

2.- Descripción del proceso de planificación y de la información de base en la que se sustenta.

- Guides for Planning:
 - National Strategic Plan 2014-2024
 - Non-communicable disease Strategic Plan
 - Facility Evaluation/ Audit Results done by NHI and IntraHealth Capacity Development Audits
 - HRH Strategic Plans (Development in Progress)



Organogram of HRH Observatory - Belize

- Vías y datos de que se disponen para caracterizar los flujos profesionales internos

o externos

- Globally, the market for health professionals is fluid, unregulated and largely undocumented, and Belize is impacted by its fluidity.
- Belizeans have a long history of emigrating mainly to the USA and while it is believed that health professionals have been among the migrants, there is a paucity of data in this regard.
- Health professionals immigrating into Belize though, a CSME Skills Certificate (Caricom Single market Economy) must be sought if the person is from any CSME country and if not, then a work permit must be sought.
- Cuban Brigade and Nigerian Technical Coop (TAC FORCE)
- Most recent data from the Labour Department indicate that various categories of health professionals from as many as twelve countries spanning four continents are an integral component of Belize's existing health workforce.

(P. Castillo, PAHO HRH- Belize 2013)

- Datos sobre costes que se tienen en cuenta para analizar la viabilidad de las propuestas: gastos en formación, en incentivos, etc.

- Nurses are trained locally at the University of Belize in Belmopan, where after a four year course of study conservatively costing some BZ\$20,000 or USD\$10,000 and sitting a regional examination, a student qualifies to practice as a nurse in Belize. Being a national university in receipt of a government subsidy that forms the single largest component of its budget, UB's student fees are deliberately maintained at below market costs. These costs exclude ancillary costs related to academia, such as boarding and lodging, which are substantially more market determined, and when included, costs are easily doubled the various school fees.
- Doctors are not trained at UB, though Government does provide scholarships for locals to study medicine at the University of the West Indies, a regional institution also supported by GOB due to its membership in CARICOM; and GOB offers scholarship opportunities to Cuba.

3.- Estrategias que se estén desarrollando orientadas a la fidelización del personal de salud en el sector público – incentivos, carrera profesional, formación continuada, investigación, becas, movilidad, etc.-

- Nurses:

- University of West Indies online Bachelor Degree in Post Registered nurse aimed for the Advancement of degrees for Registered nurses with Certificate (by cohort recommended by Ministries of Regional Governments)
- Community Health Workers are encouraged to enroll into the Nursing Programs offered at University of Belize
- By cohort: certificate Trainings are offered at UB (Rural health and Public Health Nursing)
- Continuing Education

Doctors

- Cuban Scholarships
- Continuing Education for Renewal of Licences

Both:

- Increase in Salary – prompted migration of Nurses into the Public System

4.- Cómo intentan garantizar la disponibilidad de recursos en zonas remotas o de difícil acceso o de especial dificultad para el ejercicio profesional (tanto personal autóctono como personal extranjero)

- Present difficulty in recruiting Nurses and Doctors in Rural areas.
 - Recent Graduates of Cuban Medical Schools will most likely fill vacant posts in Rural areas after internship.

5.- Programas de formación de agentes que hacen parte de comunidades rurales, alejadas o en situaciones difíciles, incentivando su permanencia, y la posibilidad de fortalecer dichas comunidades.

- Community Health Workers are aimed at strengthening the Rural Communities...
 - Recent Graduation and Recruitment of CHW
 - Require more resources and incentives***

6.- Iniciativas orientadas a facilitar el regreso o retorno de personal de salud que haya estado fuera de su país de origen o país de formación una temporada.

- Space for Internship at the Tertiary Level Healthcare Institution is limited.
- Internship would need to be extended to other areas and Institutions
- Initiative are limited. BMDC is the authority to regulate training and internship...

7.- Programas que facilitan y permiten la colaboración del personal sanitario migrado desde el exterior con los sistemas de salud de sus países de origen (a través de la formación, la investigación, el traspaso de conocimiento, etc.)

- Cuban Brigade
- Nigerian Tech Force

8. Estrategias o planes de contratación y reclutamiento internacional de personal sanitario

- si los hubiera, códigos de ética en los que se enmarcan.
- de existir, describa las estrategias de control y seguimiento de los mismos

- None Identified

8.- Estrategias o planes de contratación y reclutamiento internacional de personal sanitario
- si los hubiera, códigos de ética en los que se enmarcan.
- de existir, describa las estrategias de control y seguimiento de los mismos

- None Identified

10.- Descripción, si los hubiera, de los procesos de evaluación que se llevan a cabo para la incorporación de mejoras de estos programas, estrategias, iniciativas, acciones, etc. que se han estado describiendo a lo largo de la presentación.

- The task of the Planning Unit includes the identification of necessary gaps to improve the Health System including Human Resource and Distribution.
- However, challenges include the separation of these programs that make changes very difficult and requires much time.

11.- Conclusiones, lecciones aprendidas, sugerencias, etc. de cara a la gestión de flujos profesionales para garantizar su disponibilidad en su Sistema de Salud Pública.

➤ Themes that are addressed in HRH plans:

- ✓ Strengthen leadership in the public health sector.
- ✓ Increase the investment into the development and improvement of health human resources.
- ✓ Coordination, consensus-building, and integration of actions throughout all levels: national, sub-regional, and regional.
- ✓ Ensuring continuity of policies and interventions
- ✓ Improving the collection and management of relevant information on which to base decisions.

CHALLENGES

1. Limited Budget (PAPU)
2. Technical Difficulties (Long wait time, Contacting the Proper Personnel) in Coordinating with other Ministries for Data and Information
3. Extent of participation of stake holders in planning
4. BHIS HRH Module Information system requires strengthening – coordination between Clinical version and HRH module

NEXT STEPS



National Health Insurance

- Develop a recruitment and retention plan for HR and formulate policies and reforms.
- Improve HRH module of the BHIS to incorporate more evidence for planning in HRH.
- Continue the dialogue with the University of Belize and Ecumenical Junior College to respond to the Shortage of Specialized Nurses in developing Nursing programs to serve the Rural Communities.

Role of HRH planning towards Universal health coverage

- **REACTIVATE Sub-Committees**
- **Revise Operational Plan for Implementation for HRH. 2015-onward**
- **Devise a Reporting mechanism for sub-committees:**
 - Measurement&Evaluation Reporting system to include:**
 - Periodicity
 - Responsibilities
 - Sources of information
- **Expansion of NHI to cover more regions of the country.**

A pixelated illustration of a tropical scene. In the center, a man in a yellow shirt and a woman in a red top stand on a grassy bank. A small boat is on the water in front of them. A large tree with green leaves is behind them. The entire scene is framed by a wreath of green leaves and brown branches. The text "THANK YOU" is overlaid in the center.

THANK YOU