#### "THE BELIZE EXPERIENCE"

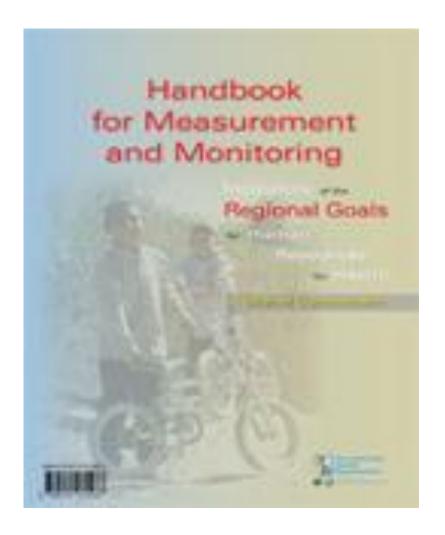
HRH TECHNICAL COMMISION
9th November 2015



# HUMAN RESOURCES IN HEALTH OBSERVATORY

# BELIZE

- National Health Sector Strategic Plan (2014-2024)
- emphasized strengthening the organizational and regulatory capacity of the public sector
- improving coverage and quality of services
- A principal aim of the reform program included a national policy to identify, streamline and better manage HRH.
- □ To that end, policies are being considered to:
- improve the distribution of HRH across the country in Remote and Urban Communities
- Increase training and Education of Health workforce
- manage migration
- define guidelines for a HRH monitoring and evaluation strategy.



#### **CORE RESEARCH TEAM**

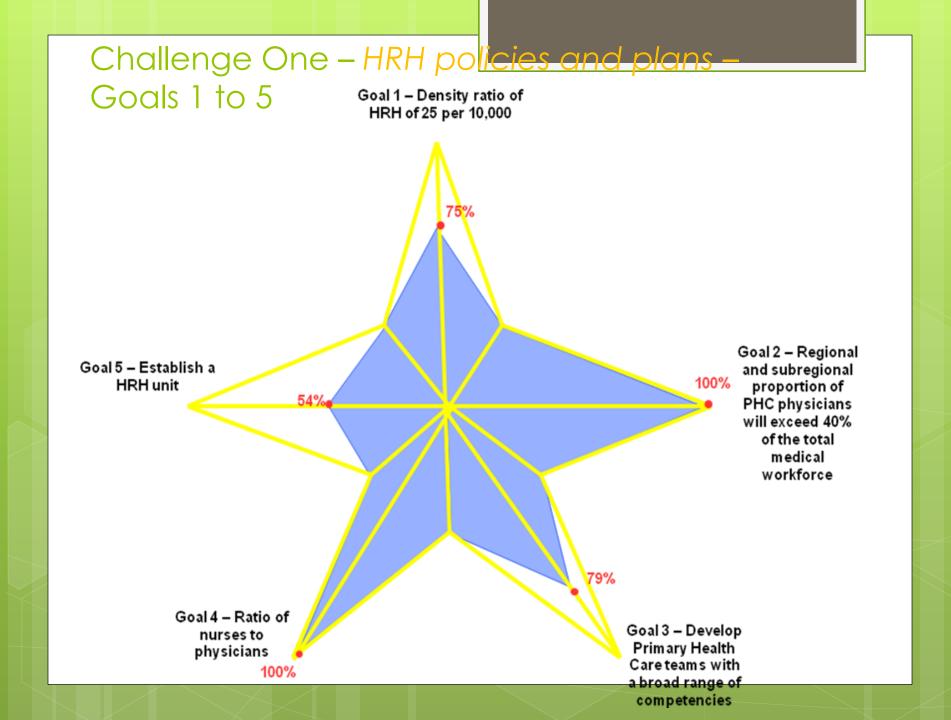
- Ministry of Health
- University of Belize
- □NHI/SSB
- Ministry of Public Service
- (Selected from the HRH Steering Committee)

- Meetings with senior managers of MOH
- o Different areas of the research were assigned to various persons from the group
- Data was to be collected on all employees in both the public sector (by MOH) and private sectors with the assistance, in part, of University of Belize.
- Meetings with staff of the University, KHMH, MOH clinics and health regions, public and private sector
- Surveys of the health personnel on HRH policies and regulations
- Information on the graduates from the University of Belize:
   Next Steps
- Analysis of HRH of Belize in relation to the 20 regional goals and Country Situation Analysis
- Development of a strategy to respond to HRH issues identified

#### Methodology

- Total Health professionals in the Min of Health, hospitals, clinics
- Name
- District
- Urban/Rural
- Gender
- Age
- Ethnicity and language
- Profession and position of employment
- Terms of employment
- Employment start date

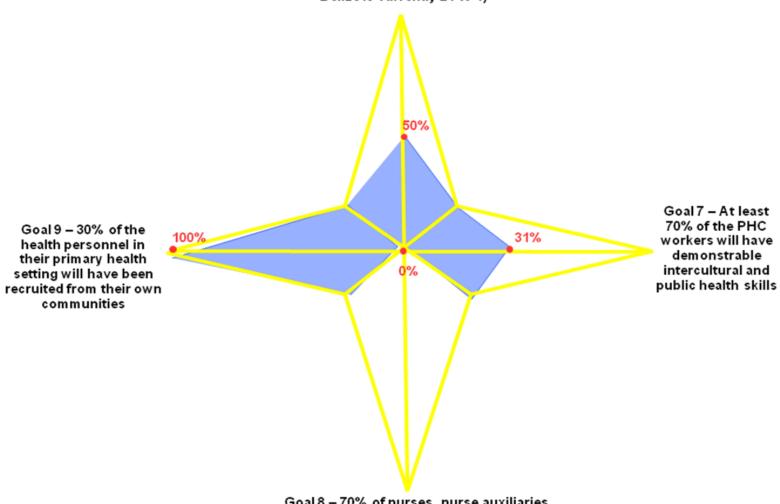
# Information Fields



- Goal 1
  - Ratio of 23.01 per 10,000 population
- Goal 2
  - Data collection is still on going (Not available)
- Goal 3
  - N/A; but most effort of the Planning Unit and NHI has been in the development of Primary Care Service and Facilities- We expect improvement.
- o Goal 4
  - Nurses: Doctors = 2.7 (200:577)
- Goal 5
  - HRH Focal Point
  - NHI
  - HRH Steering Committee
  - Coordination with Regional Managers

### Challenge Two - Equitable distribution of the health workforce - Goals 6 to 9

Goal 6 – Reduce by half the gap between the HRH distribution in rural and urban areas (target is 10.5 to 1, Belize is currently 21 to 1)



Goal 8 – 70% of nurses, nurse auxiliaries, technicians and health agents will have updated their skills and competencies

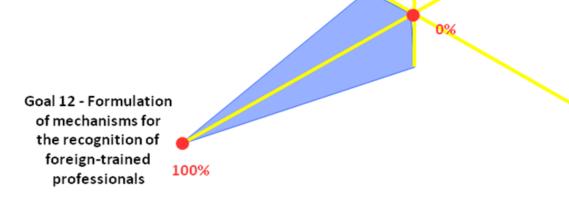
- o Goal 6
  - N/A
- Goal 7
  - More in NHI facilities as a part of Yearly KPI monitoring tool
- Goal 8
  - 100% to maintain license to practice...done yearly.
- Goal 9
  - N/A: Most times professionals are sent to areas in need and can be transferred for service

#### Challenge Three – Ma<del>nage migration -</del> Goals 10 to 12



Goal 11 - Existence of

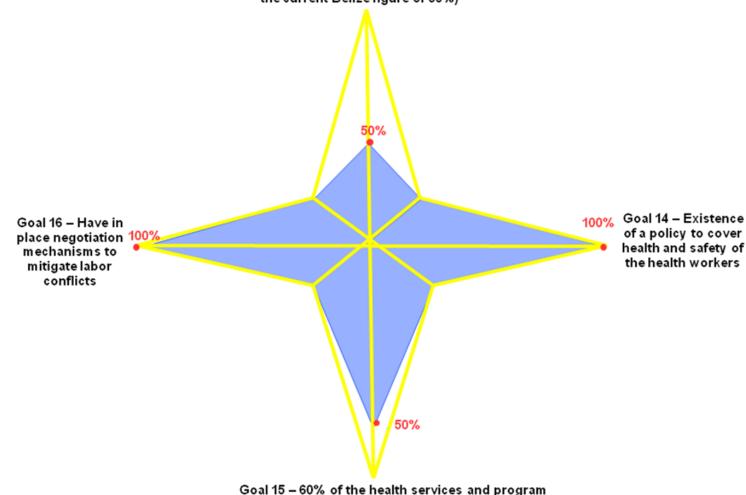
a policy of selfsufficiency of HRH



- Goal 10
  - Not yet developed.
- Goal 11
  - Not developed.
- o Goal 12
  - Yes Through the processing of the Medical Council and Nursing Councils

## Challenge Four - promote a commitment of the health workforce. Gals, 13, to., 14

unprotected employment (target is 15%, half the current Belize figure of 30%)

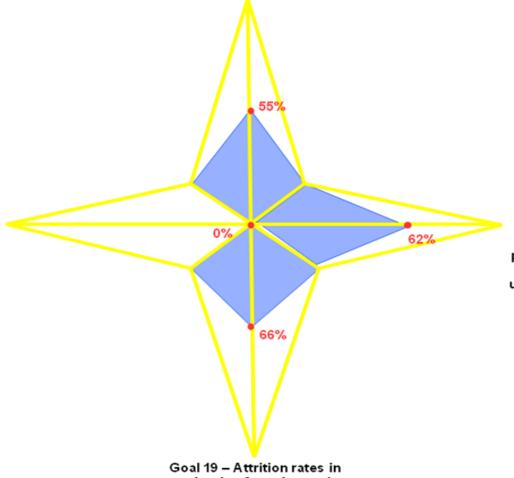


Goal 15 – 60% of the health services and program managers will fulfill specific requirements for public health and management competencies

- o Goal 13
  - Not Available.
- o Goal 14
  - 100% constant
- o Goal 15
  - N/A; Some training are on going....other planning in progress
- o Goal 16
  - 100%

# Challenge Five – Mechanisms of cooperation between training institutions and health services. Goals 17 to 20

Goal 17 – 80% of the clinical health science schools will have reoriented their training towards primary health care



Goal 20 - 70% of

the clinical health

science and public

health schools will

be accredited

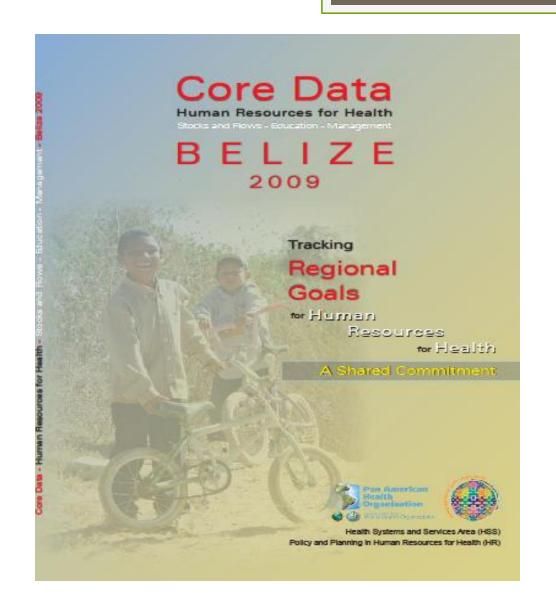
Goal 18 – 80% of the clinical health science schools will have adopted specific programs to recruit and train students in undeserved populations

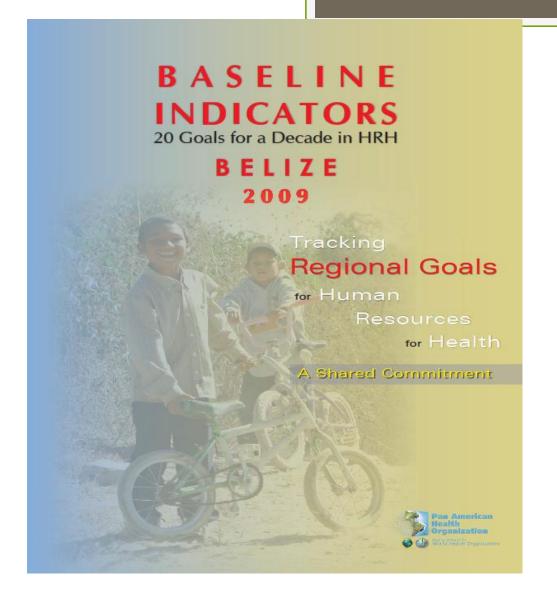
Goal 19 – Attrition rates in schools of nursing and medicine will not exceed 20%

- Goal 17
  - Some lecturers are in training to improve delivery in Nursing School at UB...
- o Goal 18
  - Data collection is still on going (Not available)
- o Goal 19
  - N/A
- o Goal 20
  - 0 0%

#### **Challenges of the Project**

- Time to capture all data
- Time to gather data from Stakeholders involved in research
- National Elections inhibited some data to be collected in a timely manner
- Sections of the research require more planning to properly validate the information.
- Time for participants to gather data and analyze and produce results.







## THANK YOU