CCH III

REGIONAL PROGRAMME AREA: HUMAN RESOURCE DEVELOPMENT

GOAL: Human resources within the health sector developed to respond to the health needs of the people

PRIORITIES	OBJECTIVES	NATIONAL EXPECTED RESULTS	INDICATORS	OPPORTUNITIES FOR JOINT ACTION
Movement of health professionals	To develop a regional policy for the movement of health professionals incorporated within the CARICOM Single Market and Economy	Credentialed/registered health professionals move freely across the Region	Domestic regulations for recruiting and retaining CSME health professionals implemented in Member States by 2011 Models of managed migration for the recruitment and retention of healthcare professionals developed in 3 member states by the end of 2011	Development of Regional Health Professions Registration database.

	To develop regional information systems and mechanisms to facilitate and support the movement of health professionals incorporated within the CARICOM Single Market and Economy	Credentialed/registered health professionals available for strategic vision of health for CARICOM member states.	Protocols and policies for the regional registration of health professionals, specifically nurses and physicians developed by 2011 Protocols and policies for regional registration of the allied health professionals developed by 2011	
Regional Health Human Resource Policy and Action Plans	To develop the regional strategic plan for health human resources Regional transectoral health human resource policies developed and incorporated within the CARICOM Single Market and Economy to	Regional strategic plan for health human resources developed and finalized Harmonized public sector policies including the sectors of labour, health education, finance and health to ensure planning for an adequate, qualified pool of health professionals within the health sector	Regional Strategic Plan for Health Human Resources developed by 2011 Harmonized public sector policies developed to facilitate sustained and effective health human	Models and frameworks of transectoral policies and protocols for health workforce planning.

	support and to facilitate national-level health human resource policies. To review legislation and policy frameworks to support primary health care and public health workforce development in CARICOM countries incorporating ongoing health and social sector reform efforts.	Health human resources legislative and policy frameworks developed for primary health care and public health workforce incorporating ongoing health and social sector reforms.	resources planning and implementation in five CARICOM member states by 2011 Core regional indicators for health workforce supply, demand and projections compiled and disseminated to member states by 2011 Transectoral regional team assembled by 2011 to identify existing policies and legislative frameworks for primary health care and public health workforce development. Core indicators for regional primary health care and public health workforce projections including supply and demand compiled and	

			disseminated to member states by 2011 At least 70% of member states will be monitoring their primary health care and public health workforce by 2012 using agreed-upon common regional core indicators.	
	To support the development and implementation of a regional information system on health workforce distribution in both the public and private sectors.	Monitoring and evaluation systems developed (specially using key data and indicators for health workforce distribution) to support health workforce planning relevant to the health service needs of countries and communities. Adequate, qualified pool of health professionals available within the health sector	Health human resources legislative and policy frameworks for the primary health care and public health workforce development (with a focus on health and social sector reform efforts) developed in at least seven member states by 2010	

			Regional electronic information system of health care provider distribution developed and implemented using five pilot countries by 2011 By 2011, at least 7 countries will use information from the regional information system provider distribution database for health workforce planning and monitoring.	
Strengthening the regional primary care workforce	To develop and improve the skills and competencies in the health work force in primary care with an emphasis on primary and secondary prevention, quality health and health care.	Regionally accepted competencies in the health work force for primary and secondary prevention, quality health and health care Initiatives and	Regional mechanisms established to incorporate training in chronic disease prevention and management for health service workforce in at least 8 member states by 2011	

	To improve the skills and competencies of the regional health workforce to effectively manage chronic diseases.	strategies developed to support the expansion of residency training programs that focus on primary care and chronic disease prevention and management.	Training in chronic disease management and prevention as a requirement for non-CARICOM trained physician registration in at least 6 countries by 2011	
	To identify and promote existing trans-disciplinary primary health care workforce models in the CARICOM region in support of health and social sector reform initiatives.		Continuing education curriculum on chronic disease prevention and management within the context of CARICOM member states developed in partnership with regional health training institutions by the end of 2010. CARICOM-based trans-disciplinary workforce models (including community heath	

			workers, nurse practitioners, primary care physicians. nurses) identified, documented and disseminated for the CARICOM region by the end of 2011 Accredited expansions of curriculum and other training components of regional family medicine residency training programs for geriatric health care and chronic disease management by 2011.	
Strengthening regional training institutions	To support the development and implementation of distance education initiatives for improvements in skills and competencies of the health	Accredited training programs developed in partnership with regional academic and other training institutions to support health vision of CARICOM member states.	Protocols developed by 2011 to update, create and sustain sub-regional regulation mechanisms for continuing education for health	

	workforce of both public and private sectors. To support the development and dissemination of regional-based training programs in human resource planning. Strengthened capacity of regional academic institutions to contribute to evidence base for health human resource planning, monitoring and evaluation.	Accredited programs developed in partnerships with CARICOM member states' ministries of health and education and CARICOM regional academic institutions to improve regional and national capacity for health workforce planning Regional academic institutions providing evidence to guide health human resources planning, monitoring and evaluation	professions at the CARICOM level. Regional stakeholder team developed by the start of 2012 to develop guidelines and protocols for academic-government partnerships for human resource planning. Accredited curriculum in both distance and classroom formats developed and based within regional academic institutions by 2011 to expand and strengthen	

			regional infrastructure and capacity for training in human resource planning, monitoring and evaluation.	
Building a public health workforce to promote health and development for CARICOM member states	To review current regional capacity and infrastructure for training in public health practice and leadership. To strengthen leadership in regional public health and development initiatives. To promote the development of the health care management workforce in regional public health care institutions.	Regionally accepted competencies in the public health workforce to support primary and secondary prevention. Increased capacity of sub-regional academic institutions to train a public health workforce that meets the vision of health and development for the CARICOM region. Initiatives and strategies developed to achieve accreditation of regional public health and health care management program components (health education, epidemiology, health policy, health services	Regional working team developed by the start of 2012 to assess regional infrastructure and capacity for public health workforce training and development. Report of assessment of regional infrastructure and capacity for public health workforce training and development by 2011 Transectoral policies developed by 2011 to sustain	

		administration) to support prevention and primary care strategies. New initiatives and programs of trans-disciplinary models (veterinary public health, medicine, nursing, pharmacy, community health workers, social workers, emergency preparedness) for training the public health workforce.	sub-regional regulation mechanisms for education for the public health workforce. Harmonization of transectoral polices to link the public health workforce to the regional and national level development agendas developed for at least 5 member states by 2011. Curriculum and training programs developed in at least regional 2 academic public health programs by 2011 to support new trans-disciplinary initiatives for training the public health workforce. Accredited curriculum and	

			training programs developed in at least two regional academic institutions by 2011 to support the training of health care managers and to facilitate ongoing health sector reform efforts. Accredited regional training programs in public health leadership and practice developed and piloted in at least eight member states by 2011	