Expanding the boundaries of HRH research: Introducing the health policy and systems research reader on human resources for health!
THE STORY OF THE READER

Core principles:
Research as embedded with & supportive of people who make up health systems
Research that is inclusive of diverse methodologies, geographies & health workers
Research team that highlights the next generation of researchers
Background: Increasing policy recognition of HRH importance
Need for HPSR Reader on HRH

Purpose

• Need for guidance and examples of good quality HRH research framed by health policy and systems research (HPSR)

Audiences

• HRH community, whether engaged with HPSR or not
• HPSR community, whether engaged with HRH or not
• Teaching postgraduate candidates interested in HRH & HPSR
• Policy makers and funders supporting HRH & HPSR

“I believe that the Reader is an essential and timely resource that will in the forthcoming years be increasingly used for teaching and capacity development on HRH as a key component of health policy and systems for researchers and practitioners alike”. Dr Naoko Yamamoto, ADG, UHC and Health Systems, WHO
Alliance advancing HPSR
Multidisciplinarity a key aspect of HPSR

No hierarchy of research questions

Building on & moving beyond descriptive research
HPSR is also People-centred

Health systems as social & political constructs

Multi-disciplinary research

Social justice

Actor oriented analysis

Human agency shapes health system and interaction with broader structures

Health workers as creative and dynamic agents

Image: www.integrasupport.com
HPSR applied to HRH sees Multiple actors, interests & power

Health system

Patients/communities

Managers/policy makers

Health workers

Professional boards and associations

Community systems

Trade Unions

Other sectors
HPSR pushing the boundaries of HRH research

- From instruments to actors
- From focus on training, recruitment and deployment to retention, migration, dual practice, accountability, informal markets
- Diversity of HRH (e.g. beyond the main five)
- Complexity and fluidity of health systems
- Centrality of culture, politics and governance
Start

• Start of public engagement with the reader through a blog “Starting a Reader on Human Resources for Health Research” (1 August 2016),

• [http://www.healthsystemsglobal.org/blog/149/Starting-a-Reader-on-Human-Resources-for-Health-Research-.html](http://www.healthsystemsglobal.org/blog/149/Starting-a-Reader-on-Human-Resources-for-Health-Research-.html).
Outline & structure

• After this launch, 40 people indicated interest in being involved and 15 provided feedback on the outline.

Reader structure

- Part A. Who are included as health workers, where and why?
  - 1. Health worker profiles: boundaries, metrics and modelling
  - 2. Social contexts and relations shaping health workers

- Part B. How are health workers supported to deliver services?
  - 3. Building health worker capacity through training and supervision
  - 4. Health worker performance, practice and improvement

- Part C. How are human resources for health governed?
  - 5. Health worker motivation: individual, organizational and cultural factors
  - 6. Health workforce leadership, management and organizational cultures
  - 7. Brokering policies and politics for human resources for health

HPSR Reader on HRH
Chapter structure

a) Overview of the field
   – Key frameworks, theories and reviews

b) Showcase exemplary primary research
   – Range of health workers, geographies, disciplines, research methods, research inferences
   – Discussion of how the articles takes an innovative or boundary pushing HPSR approach

c) Research gaps, challenges & future directions
Reference List

- Johns Hopkins School of Public Health Doctoral Seminar
- Crowdsourcing
  - Crowdsourcing started with a blog “Calling for examples of great research on human resources for health” (7 October 2016), link: http://www.healthsystemsglobal.org/blog/173/Calling-for-examples-of-great-research-on-human-resources-for-health.html
  - Fliers given out at Fourth Global Symposium on Health Systems Research in Vancouver (14-18 November 2016) soliciting additional suggestions.
  - Additional 77 articles received by at least 21 people.
- Database and bibliographic searches
- Peer sharing among writing & review collaborative
HRH team members

Core editorial team
• Asha George, Kerry Scott & Veloshnee Govender

Steering committee
• Uta Lehmann, Luis Huicho, Raeda AbuAlRub & Ligia Paina

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HRH team members

Technical reference group (crowdsourcing, webinars, inputs to outline)

HRH team members

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• Colette Holden, Lindia Trout, Natalie Trout & Fingerprint Co operative ltd
Reader’s contributors

Webinar participants
Outline inputs
Article submissions
Peer review

HPSR Reader on HRH
Current profile of research

HRH is global but research is skewed to high income countries
Reader’s primary research articles by country

47 articles
36 countries
Dissemination

• HSG Webinar with 80 participants on November 2, 2017

• Launch

Fourth Global Forum on Human Resources for Health
13-17 November 2017
Dublin, Ireland
Resources available

- Full version of the Reader
- Abbreviated version of the Reader (without the journal articles)
- Individual chapters within the Reader
- Training ppts for each of the chapters

http://www.who.int/alliance-hpsr/resources/publications/9789241513357/en/