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

#hrhforum2017
# hrhforum 2017

**WELCOME!**

**Dil Wickremasinghe**

...but first, a little house-keeping!

**Health workers are there for our loved ones when we can't be!**

**Irish dancing with Afterlife Group!**

**Simon Harris, Minister for Health, Ireland**

The passing of the flag from Uganda to Thailand to Brazil and now to Ireland

The issues around human resources for health transcend borders!

Healthcare demand will increase in the years to come!

We are taking steps in planning for H.R.H.

**Commitments were made at the previous forums**

Plan was adopted earlier this year

We're involving all stakeholders

And there's an important game tonight

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Old Irish Proverb: We live in each other's shadow.
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**Dr. Tedros**

**Hajir Mohamed**
Dental Student, Trinity College

**Dr. Zsuzsanna Jakab**
Director, WHO Regional Office for Europe

Ireland is taking the baton from Brazil

**Dean Professor Mary McCarron**
Trinity College Dublin

We need to act now!

We are proud to be part of this movement!

How do we develop the workforce in developing countries?

Trinity graduates have brought many developments to global healthcare

We have made great progress...

But there is still much to be done!

Investment in the healthcare workforce will have huge benefits

Launching a new toolkit this week
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**HIGH LEVEL PLENARY 1**
**HEALTH SYSTEMS FOR THE FUTURE: 2030 & BEYOND**

- **IS THIS ALL JUST RHETORIC?**
- **THE HEALTH OF THE PEOPLE IS PARAMOUNT**
- **WHAT IS THE MOST URGENT THING TO ACT ON?**
- **I HAVE A STRONG FEELING FOR THE DANES!**
- **WHERE ARE THE MAJOR CHANGES?**
- **IRELAND USED TO BE EUROPE'S POOREST COUNTRY**
- **NORWAY'S COMMITMENT IS TO OFFER HELP!**
- **AND NOT JUST TO THE NORTH, BUT TO THEIR NEIGHBOURING COUNTRIES.**
- **THE POLITICAL WILL EXISTS!**
- **YOU NEED TO GET THE MINISTERS OF FINANCE ON BOARD!**
- **WE NEED TO BRING BACK THE MESSAGES & INFORMATION TO OUR PMS & PRESIDENT THAT SPENDING ON HEALTH IS INVESTMENT!**

- **HOW MANY IRISH DO WE HAVE IN THE ROOM?**
- **MOLLY MALONE?**
- **AMBASSADOR ELSE BERT ENELAND, NORWAY**
- **DR KEVIN McMAHON, IRELAND**
- **DR SARAH ACHIENG OPENDI, UGANDA**
- **DR SUIZSANNA JAKAB, WHO**
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...so, are you optimistic?

We’re hungry...

Youth has a voice!

...and we’re ready to bite!

...and youth has to be involved

Who are the health workers of 2030...?

They’re us!

How can we hold the ministers & signatories accountable?

Accountability is key!

What’s happening since Brazil...

Has already been published

The time is now!

How do we set the targets?

But have we set the assessments?
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**HIGH LEVEL PLENARY 2**

**ALIGNING EDUCATION & UTILIZATION OF SKILLS TO OPTIMIZE WORKFORCE PERFORMANCE**

**Moderator:** Godelieve Van Heteren

**Congratulations to the Danes...**

**...and condolences to the Irish!**

**Welcome!**

**Health is an investment, not a burden!**

**We hope our donors and sponsors will rise to the challenge!**

So, who is in the audience...**

...and is passionate about education?

I attended the very first healthcare training course in Cambodia

And I went on to study for a Masters in Healthcare Management!

We need this triangle means Community

We need workers skills

If we don’t have enough providers, we can’t supply the service

If we pay the loans of students that work & study in underserved areas... they tend to stay!

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**DAY 2 - WEDNESDAY 15 NOVEMBER 2017**

- George Sigounas, USA
- Or Vandine, Cambodia
- Martinho Dge Dge, Mozambique
- Krisada Sawaengdee, Thailand
- Ryan Tan, Switzerland

We helped launch an_All 194 countries in WHO endorsed the plan!

In the US, the school I taught at was in a primarily rural area!

We need to keep people in the education system!
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Teaching in Health Community Centres

Focus on Getting Healthcare Professionals in Place

...and concentrate on quality and quantity of the coverage

This is the way to go!

But much more difficult in practice!

This is nice on paper.

...are we training the right people with the right skills in the right places for the right jobs?

In Cambodia, before 2010...

Before graduation, students say where they are going.

Now they have to make an application.

In Thailand, all our stakeholders are engaged in the process.

We try to educate people according to the demand.

Transforming community health training centres...

Time is always moving ahead!

Graduates are leaving fully trained...

...but there's no jobs for them.

We need to be much more flexible!
WE NEED TO CHANGE THE IDEA THAT A SPECIALIST KNOWS EVERYTHING IN HIS FIELD!

WE NEED TO REALLY THINK ABOUT THE HEALTHCARE SERVICES MARKET

TIME FOR COMMENTS FROM THE FLOOR!

WE NEED TO TRIANGULATE THE HRH DATA

WE NEED A PLAN... WITHIN THE PLAN!

WE NEED TO EMPHASISE QUALITY!
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HIGH LEVEL PLenary 3
POLICIES & PLANNING FOR
MARKET TRANSFORMATION
& EMPLOYMENT FOR HEALTH

• Tjitte Alkema, HOSPEEM, Belgium
• Oliver Liang, ILO, Switzerland
• Matta Gbany, Liberia
• Prof. Debra Thomas, Ageing & Aged Care Services Division

The health labour market is complex!

Why should we talk about the labour market?

...the discussion itself...

...might be able to change things!

We have to consider the health labour market as a global issue!

We need to make sure supply matches demand!

Hospitals were created as we needed the institutions...

...but much treatment happens in the home now.

...but, what’s happening in the private sector?

The Netherlands didn’t have enough specialists to do regular tests for cancer!

Our education system needs to be more modular!

We need to take bold steps!

We need more multi-skilled medical professionals.
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There are numerous pathways into the health labour market.

- Not to mention cleaners, technicians, etc...

When I was training, midwives were 'old peoples' jobs...

...Now there's a shortage of midwives!

In the public sector we can't take in all the trained healthcare workers!

...The private sector will take some!

How do health labour markets work in rural areas?

Healthcare workers need a civil servant-like status!

We need a workforce with a wide range of skills!

We were told we'd be asked easy questions...

We need a different approach for health workers of the future!

In the future, we will be increasingly reliant on migration for health care workers!

The silver economy is coming!

We need a global conversation about this!
In 1998, young people were asked...

"In 20 years time, would you watch movies on your mobile phone?"

...are we asking the right questions now?...

"If things are so complicated that you're losing the game..."

...change the game!"

(Bobby Fischer)

Patients don't buy healthcare like other commodities!

What about other factors...

...like the austerity crisis?

Ha ha ha!

Apparantly, laughing & clapping can help prevent Alzheimer's!

We have an ageing population

Hello! Is there anyone there?

You can't have a health care system without health care workers!

Someone born today is likely to live to over 100 years old!
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**Day 3: Thursday 16 November 2017**

- Prof. Dainius Puras, UOHCR
- Christophe Perrin, ILO, Switzerland
- Roopa Dhatt, Women in Global Health
- Herbert Beck, Verdi Public Services International

**Plenary 4:** Decent Work, Rights & Responsibilities

Please share your #hrhforum2017 pledge in the photo booth!

...Are there trade unionists in the room?

What's your first thoughts when you hear 'decent work'?

75% of the workforce are female.

...the rights of women workers.

...the right to a decent job.

...the right to strike!

We need the rights of the workers.

We need to talk about these...

Social dialogue and investment.

Zero hour contracts.

New contracts.

New ways of working.

Digital working.

How do you get people behind this?

Women in global health to Net through Twitter!

Multi-stakeholders.

In some places horizontal dialogue may not be possible.

We need a social dialogue.
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The balance of power is more complex than it used to be!

There are multiple stakeholders now!

...but, there are other big issues, such as the criminalisation of healthcare.

...from Miss Saigon

How do we get from here to here?

Human rights

Does the right to health protect us?

Women need greater visibility!

Orr, how do we get from this panel...

To Zambia

We need to change the conversation!

What about social accountability?

We have a voice!

Our Hippocratic oath should not be economic or social suicide.
HIGH LEVEL PLENARY 5:
MOVING FORWARD: IMPROVING GOVERNANCE FOR EFFECTIVE IMPLEMENTATION OF THE GLOBAL STRATEGY ON HUMAN RESOURCES FOR HEALTH

- DR. NONHLANHLA MKHANYA,
  CHIEF NURSING OFFICER, SOUTH AFRICA
- DR. MICHAEL RYAN,
  WHO, SWITZERLAND
- GABRIELLE JACOB, IRELAND

A LOT OF PEOPLE THINK THEY HAVE DONE A GOOD THING BY SAYING...
"GOVERNANCE!"

IF THERE'S 13 PEOPLE IN THE ROOM...
...ARE WE JUST WALKING THE TALK?

IF YOU HEAR 'GOVERNANCE,' WHO FEELS IT'S THEIR BUSINESS?
...IT'S EVERYBODY'S BUSINESS!

WE NEED SOMEONE TO SHOW LEADERSHIP OF THE SHARED VISION!

IT'S A HUGE CANVAS...
...BUT IT'S ACHIEVABLE!

WE FIRST NEED POLITICAL APPROVAL!

..EVEN THE FRANCOPHONE COUNTRIES ARE ON BOARD!

WE'RE READY TO FACE THE CHALLENGES

THE INTER-SECTIONAL APPROACH WAS... 
THE ADVISORY CODE WAS FORMAL

--BUT NEEDED TRANSLATION
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HIGH LEVEL PLENARY 6:
THE INVESTOR'S FORUM:
FISCAL POLICY & FINANCING
FOR JOBS, HEALTH AND
INCLUSIVE GROWTH.

WE HOPE YOU
HAD FUN
DANCING AT
THE CASTLE
LAST NIGHT!

WE NEED TO
FIND CREATIVE
WAYS TO MOVE
FORWARD.

UNFORTUNATELY,
RESOURCES &
INNOVATION IS
OFTEN LIMITED
TO THE CAPITALS.

CAN WE
MOBILISE THE
NECESSARY
FINANCES?

THE HRH
PROTECT
SUPPORTS
MANY COUNTRIES.

IN UGANDA
WE TOOK THE CHOICE
OF PRIORITISING
SPENDING ON
HEALTHCARE.

AND WE'LL
NEED HELP
FROM THE
PRIVATE
SECTOR TO PLUG
THE GAPS.

BUT WE'RE GOING
TO NEED HRH
NEW HEALTH
WORKERS TO
MEET THE
2030
GOALS.

UNLUCKILY, AN
INVESTORS
LAND AND ASKED
THEM TO BUILD SPECIALISED
HOUSITALS!

AND HEALTHCARE IS STILL
ACCESSIBLE TO EVERYONE!

DAY 4: FRIDAY 17 NOVEMBER 2017

- DR. ABDOURAHMANE DIALLO, REPUBLIC
  OF GUINEA
- DR. BERNARD NAILEN, DEPUTY COORDINATOR,
  THE PRESIDENT'S MALARIA INITIATIVE, USA
- DR. NAOKI YAMAMOTO, ASSISTANT
  DIRECTOR-GENERAL, UNIVERSAL HEALTH
  COVERAGE & HEALTH SYSTEMS CLUSTER, WHO
- ENG. DR. AJEDRA GABRIEL-ADISON ARIRI, UGANDA
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- Why can't we use this money?

- What about training people on-site?

- What about funding mechanisms that don't work?

- Is the decision making too far from where the money is needed?

- We should have started training doctors yesterday!

- Remember the parable of the blind man and the elephant!
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Closing Plenary: Galvanising Commitment, Change & Accountability

First, a Recap!

Godeule Van Heteren

We're at a Crossroads

H.R.H. is Intersectoral

We're all Connected

Legal Health Finance

There's no quick fixes!

The instruments are already out there in the field

We need to take a few steps back...

...and remember that we're all human!
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DAVID WEAKELIAM, IRELAND

IT'S BEEN A BUSY WEEK!

OVER 1,000 PEOPLE INVOLVED

WE'VE HEARD STORY TELLING

THE DUBLIN DECLARATION!

SIMON GUVNEY, IRELAND MINISTER FOR FOREIGN AFFAIRS,

WE'RE HERE TO HELP IMPROVE THE HEALTH OF THE 90 COUNTRIES REPRESENTED HERE TODAY!

...IT MAKES A NICE CHANGE FROM BREXIT!

WE WANT TO CHANGE GLOBAL GOALS INTO REAL ACTIONS!

THERE IS NO HEALTH WITHOUT A HEALTH WORKFORCE!

AFRICA HAS LESS THAN 2% OF GLOBAL HEALTH SPENDING!

AND ALL CONTINENTS HAVE PROBLEMS!

IRELAND HAS THE YOUNGEST, FASTEST GROWING POPULATION IN EUROPE!
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The health sector is a key driver for economic growth!

I'm from Cork... soon to be the second largest English-speaking country in Europe.

Ireland & Kenya are proud to work together on establishing SDGs.

A large proportion of our overseas aid budget is spent on support for HIV & AIDS.

I look forward to our continuing partnership.

I hope you leave Dublin with fond memories and new ideas.

...and that you leave with a smile.

*And next time, come to Cork!*
#hrhfom2017

CLOSING PLENARY PANEL

WHAT INSPIRES YOU THE MOST IN THIS FORUM?

WHAT IS YOUR PLEDGE FROM THIS FORUM?

I’M INSPIRED BY THE POLITICAL COMMITMENT!

WE NEED TO RETAIN & PROTECT OUR HEALTH PROFESSIONALS

SOMETIMES OUR NURSES ARE INVISIBLE, BUT THIS IS CHANGING!

WE CAN’T DO THIS ALONE!

MY MEMORY IS WALKING THROUGH WASTE LEAVES, BUT THEY’RE PART OF THE NATURAL RENEWAL OF PARKS AND TREES.

WE NEED A PIPELINE TO PRODUCE A SUSTAINABLE HEALTHCARE WORKFORCE.

YOUNG HEALTH WORKERS ARE EXPOSED TO INFECTION AND DISEASE IN LOW-INCOME COUNTRIES.

HIS THE FUTURE LEADERS!

WE HAVE A CALL TO ACTION!

WE CAN MAKE A CHANGE!

HAVE I DONE THE RIGHT THING?

WE HAVE A CALL TO ACTION!

WE CAN MAKE A CHANGE!

TRAINED DOCTORS ARE LEAVING THE SYSTEM.

JIM CAMPBELL, W.H.O

ANNETTE KENNEDY, PRESIDENT, INTERNATIONAL COUNCIL OF NURSES

PROF. PHIL WORLEY, AUSTRALIA

ISABEL KAZANGA, MALAWI

FRANCIS OMASWA, UGANDA.
It's good to see so many of you are still here at the end of the forum!

It's good to see people that still care!

We need doctors to come back to Africa to teach!

We need a global workforce with the right skills!

Plain water (not whiskey, honest!)

We will keep this agenda visible in Africa

It's been great to see the passion!

The art of delegation!

It's been a pleasure!

We need to strengthen our accountability!

Thank you to the organisers!

Some reflections!

And we look forward to seeing you at the fifth global forum!