

Conference Program

for

The 2008 Berkeley Conference on the Global Health Workforce: From Evidence and Research to Public and Health Care Industry Policy

April 4-5, 2008
Berkeley City Club
2315 Durant Avenue Berkeley, CA 94704
Berkeley, California, United States

Chaired by:

Richard M. Scheffler, PhD
Director, The Global Center for Health Economics and Policy Research
Distinguished Professor of Health Economics & Public Policy
University of California, Berkeley

Jointly sponsored by:

World Health Organization's Department of Human Resources for Health
The World Bank's Health, Nutrition and Population (HNP) Africa Region
Kaiser Permanente's Institute for Health Policy
University of California, Berkeley's Global Center for Health Economics and Policy Research
University of California, Berkeley's Center for Global Public Health
University of California, Berkeley's Institute for Research on Labor and Employment
Global Health Workforce Alliance
University of California, San Francisco's Global Health Sciences

Please contact Amy Nuttbrock at amynuttbrock@berkeley.edu or call +1-510-643-4100 with any questions about the conference program or logistics



Final Conference Program

Thurs., April 3	
6:00-10:00 pm	Welcome Reception , Berkeley City Club
Friday, April 4	
8:00-8:45 am	Registration and breakfast
8:45-9:00 am	<p>Opening Session <u>Welcome and Conference Overview</u>: Richard M. Scheffler, PhD, Director, The Global Center for Health Economics and Policy Research; Distinguished Professor of Health Economics & Public Policy, University of California, Berkeley</p>
9:00-11:00 am	<p>Panel Session #1: Global Health Workforce Supply-Demand Balance <u>Chair</u>: Haile T. Debas, MD, Director, Global Health Sciences and Maurice Galante Distinguished Professor of Surgery, University of California, San Francisco <u>Discussant</u>: Neeru Gupta, PhD, Demographer-Statistician, Department of Human Resources for Health, World Health Organization, Geneva, Switzerland</p> <ul style="list-style-type: none"> • “Forecasting the Global Shortages of Health Workers: An Economic- and Needs-based Approach,” Richard M. Scheffler, PhD, Director, The Global Center for Health Economics and Policy Research; Distinguished Professor of Health Economics & Public Policy, University of California, Berkeley • “Scaling-Up Interventions to Meet Shortages of Health Workers,” Gilles Dussault, PhD, Professor and Director, Health Systems Unit, Instituto de Higiene e Medicina Tropical, Universidade Nova de Lisboa, Portugal • "Scaling Up Health Education Opportunities and Challenges for Africa," Alexander S. Preker, MD, PhD, Lead Economist, Health, Nutrition, and Population AFTH2 Africa Region, The World Bank, Washington DC • “Spatial Distribution of Health Workforce and Health Care Services An Inter and Intra Country Analysis,” Sailabala Debi, PhD, MPhil, MA, Economist, Professor and Director, Centre for Multidisciplinary Development Research (CMDR), Karnataka, India
11:00-11:15 am	Coffee break
11:15-11:45 am	Poster Session #1
11:45-1:00 pm	Lunch

<p>Friday, April 4 (cont.) 1:00-3:15 pm</p>	<p>Panel Session #2: Tools for Monitoring and Projecting Health Workforce Supply and Dynamics <u>Chair:</u> Mario Dal Poz, MD, PhD, Coordinator, Human Resources for Health, World Health Organization, Geneva, Switzerland <u>Discussant:</u> Marko Vujicic, PhD, Economist, Human Development Network, The World Bank, Washington DC</p> <ul style="list-style-type: none"> • “Measuring and Monitoring the Health Workforce Using Open Source Tools,” Pamela McQuide, PhD, RN, Workforce Planning and Policy Advisor, The Capacity Project, IntraHealth International, Chapel Hill, North Carolina • “The State of Human Resources for Health in Zambia: Results of the Public Expenditure Tracking and Quality of Service Delivery Survey (PET/QSDS), 2005/2006,” Oscar F. Picazo, MA, Senior Economist, South Africa Country Office, The World Bank, Pretoria, South Africa • “Ensuring Workforce Capacity to Meet Healthcare Demands Equitably in a Public System,” Basu Ghosh, PhD, Professor, Advisor—Human Resources, Ministry of Health, Sultanate of Oman, Muscat, Oman • “Understanding the Dynamics of the Medical Workforce: The MABEL Longitudinal Survey of Doctors,” Anthony Scott, PhD, Professor, Melbourne Institute of Applied Economic and Social Research, The University of Melbourne, Victoria, Australia • “Explaining Health Worker Career Paths,” Pieter Serneels, The World Bank, Washington DC
<p>3:15-3:45 pm</p>	<p>Coffee break</p>

<p>Friday, April 4 (cont.) 3:45-5:45 pm</p>	<p>Panel Session #3: Linkages Between Health Workforce Mix and Health Outcomes <u>Chair:</u> Murray Ross, PhD, Director, Health Policy Analysis and Research Kaiser Permanente Institute for Health Policy, Oakland, California <u>Discussant:</u> Brent D. Fulton, PhD, Health Services Researcher, The Global Center for Health Economics and Policy Research, University of California, Berkeley</p> <ul style="list-style-type: none"> • “Do More Health Workers Mean Higher Immunization Coverage? Evidence from Turkey,” Andrew D. Mitchell, SM, Doctoral Student, Harvard School of Public Health, Harvard University, Cambridge, Massachusetts • “The Workforce and Cost Implications of Substituting Nurses and Pharmacists for Doctors in the Follow-up of Patients with AIDS on Antiretroviral Therapy in Uganda,” J.B. Babigumira, MBChB, MS, Graduate Student, Pharmaceutical Outcomes Research and Policy Program, University of Washington, Seattle, Washington • “Associations of Health Workforce Skills Mix and Productivity with Health Care Availability: Insights from Survey Data in Five Low and Middle Income Countries,” Neeru Gupta, PhD, Demographer, Human Resources for Health, World Health Organization, Geneva, Switzerland • “Effects of Health Labour Migration on Low- and Mid-Level Health Personnel for Infectious Disease Control at the Periphery in the Volta Region of Ghana,” Caroline Jehu-Appiah, PhD, Deputy Director Policy Planning Monitoring and Evaluation Division Ghana Health Service, Accra, Ghana
<p>7:00-9:00 pm</p>	<p>Dinner for Conference Participants and Guests</p>



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Sat., April 5	
8:00-9:00 am	Breakfast
9:00-11:15 am	<p>Panel Session #4: Health Worker Mobility and Incentives Chair: Gilles Dussault, PhD, Professor and Director, Health Systems Unit, Instituto de Higiene e Medicina Tropical, Universidade Nova de Lisboa, Portugal Discussant: Fitzhugh Mullan, MD, Murdock Head Professor of Medicine and Health Policy, Department of Health Policy, The George Washington University, Washington DC</p> <ul style="list-style-type: none"> • “Human Resources in Health Labor Markets: The Role of Incentives,” Agnes Soucat, MD, PhD, Lead Economist, Health, Nutrition, and Population AFTHD Africa Region, The World Bank, Washington DC • “Health Workers’ Attitudes to Market Incentives and Privatisation in Central and Eastern Europe,” Helena Schweiger, Economist, Office of the Chief Economist, EBRD, London, United Kingdom • “Obligatory Service Requirement and Physician Distribution in Turkey,” Burcay Erus, PhD, MA, Assistant Professor of Economics, Department of Economics, Bogazici University, Istanbul, Turkey • “How Wage Bill Policies Affect the Evolution of the Health Workforce in the Public Sector,” Marko Vujicic, PhD, Economist, Human Development Network, The World Bank, Washington DC • “Immigrant Health Workers in OECD Countries in the Broader Context of Highly Skilled Migration,” Jean-Christophe Dumont, PhD, OECD Principal Administrator, Directorate of Employment, Labour, and Social Affairs, Division of Non-member Economies and International Migration, Paris, France
11:15-11:30 am	Coffee break
11:30-12:15 pm	Poster Session #2
12:15-1:30 pm	Lunch

<p>Sat., April 5 (cont.) 1:30-4:00 pm</p>	<p>Session #5: Global Health Workforce Policy Roundtable Chair: Sir Richard Feachem, KBE, FREng, DSc(Med), PhD, Professor of Global Health, University of California, San Francisco and University of California, Berkeley; Director of the Global Health Group at the University of California, San Francisco’s Global Health Sciences Co-Chair: Mario Dal Poz, MD, PhD, Coordinator, Human Resources for Health, World Health Organization, Geneva, Switzerland</p> <p>“Scaling Up the Education and Training of Health Workers in Developing Countries,” Lord Nigel Crisp, PhD, Co-Chair, Scaling up Education & Training Task Force, Global Health Workforce Alliance</p> <p>Invitees: Google Health Advisory Council Bill & Melinda Gates Foundation (Ms Kathy Cahill, Deputy Director, Global Health Advocacy, confirmed) Fogarty International Center (Karen J. Hofman MD, Director of the Division of International Science Policy, Planning and Evaluation (DISPPE), confirmed) The Rockefeller Foundation California HealthCare Foundation British Department for International Development (DFID) The Global Fund to Fight AIDS, Tuberculosis and Malaria The Wellcome Trust United States Agency for International Development (USAID) Health Metrics Network (Dr. Sally Stansfield, Executive Secretary, confirmed)</p>
<p>4:00-4:15</p>	<p>Closing Session Richard M. Scheffler, PhD, Director, The Global Center for Health Economics and Policy Research; Distinguished Professor of Health Economics & Public Policy, University of California, Berkeley</p>

Posters

All posters will be displayed at the poster session occurring each day.

Global Health Workforce Supply-Demand Balance

1. “Forecasting Health Workforce Supply and Demand: From Surveys to Models,” Joanne Spetz, PhD, Associate Adjunct Professor of Community Health Systems, School of Nursing, University of California, San Francisco
2. “Comparing the Influence of the Global Context on How Internationally Educated Health Workers Fit into HHR Planning: Lessons from Canada, the U.S., the U.K., and Australia,” Ivy Lynn Bourgeault, PhD, MSc, Canada Research Chair in Comparative Health Labour Policy, McMaster University, Ontario, Canada
3. “Health Care Professionals in Latin America: Supply and Regional Distribution since 1960,” William D. Savedoff, PhD, MA, Senior Partner, Social Insight, Portland, Maine

Health Worker Mobility and Incentives

4. “Primary Care Workers: Mobility, Retention and Turn Over in Rural Thailand,” Nonglak Pagaiya, Sirindhorn College of Public Health, Muang, Khon Kaen, Thailand
5. “Health Spending, Human Resources and Development: A Multivariate Time Series Analysis for Pakistan,” Faisal Abbas, MSc, PhD Candidate, Junior Researcher, Centre for Development Research (ZEF), University of Bonn, Bonn, Germany

(posters cont.)

Health Workforce Characteristics, Development and Training

6. “Preventing Child Deaths in Resource Poor Settings: Options When there are No Doctors and Nurses,” Julia A. Walsh, MD, MSc, School of Public Health, University of California, Berkeley
7. “A Systematic Approach to Workforce Development: Primary Health Care and Human Resources Lessons from the Balkans,” Vern Hicks, M.A., Principal Health Workforce Planning Advisor, Balkans Primary Health Care Policy Project, Bosnia and Herzegovina
8. “From Surgeons to Shamans! The Characteristics of Private Health Sector Providers in One of India’s Largest Provinces – Madhya Pradesh,” Ayesha De Costa, Division of International Health, Stockholm, Sweden
9. “How Many Health Workers, Who Are They and Where Are They? – Using Multiple Sources of Information to Estimate the Health Workforce in India,” Krishna D. Rao, The World Bank, New Delhi
10. “Educational Level of Nurse Anesthetists: Impact on Competence and Labor Supply Choices in The Netherlands,” Vera Meeusen MA (PhD candidate); Department of Anaesthesiology, Catharina Hospital - Brabant Medical School, Eindhoven, The Netherlands. Chris Brown Mahoney, PhD; Human Resources/Industrial Relations; Carlson School of Management, NIMH Scholar, Petris Center, University of California, Berkeley

Note: Many papers and posters include more than one author; however, to conserve space, only the first author was listed here.