Health workforce regulation and UHC
Improving access, assuring quality and transforming governance
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Setting the scene - health workforce regulation

• Involves relationships between the public, the health workers and government. These relationships are in constant tension.

• The backdrop for regulation is the regulation of health care more generally and health worker education systems

• Involves a series of processes including: standard setting, continuing education, registration and licensing, and disciplinary procedures.

• Is very complex and fragmented where historically one regulatory body could undertake everything there are now many players in the regulatory landscape.
Drivers of change

Healthcare drivers
- Increasing patient expectations and knowledge
- Shifts from publicly funded health systems to mixed models
- Increasing role of the private sector
- System failures – patient harm
- Health worker shortages

Governance drivers
- Greater focus on patients and the public interest
- Pressure to change from self-regulation to more inclusive approaches
- Broader governance related trends

Geo-political drivers
- Health worker migration
- Increasing regulatory convergence and coordination
# SDG targets and key objectives of health workforce regulation and governance

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<tr>
<th>Access</th>
<th>Quality</th>
<th>Governance</th>
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| Non discrimination (SDG 16.6)  
Physical accessibility (SDG 3.8)  
Economic accessibility (affordability – SDG 3.8)  
Information accessibility (SDG 3.8 and 16.10) | Safe  
Effective  
Efficient  
Patient centred (SDG 3.8) | Fair and just (SDG 16.3)  
Transparent (SDG 16.6)  
Accountable (SDG 16.6)  
Inclusive and participatory (SDG 16.7) |
The SDGs and health workforce regulation

The challenge:

- Creating a regulatory system that is focused on patient and public safety, that hears their voices and speaks for them; where the quality of health workers is assured and continually improves; and where strong institutions, networks and relationships are established to implement these goals.

Philip Pigou, Former CE Medical Council of NZ
The how - regulatory systems

Well-designed rules and regulations that are *fair, efficient and effective*

Appropriate institutional frameworks and related governance arrangements

Building blocks of a regulatory system for health workers

Effective, consistent and fair operational processes and practices

High quality and empowered institutional capacity and resources, especially in leadership
New WHO guide on health workforce regulation and UHC under development

- HRH and UHC - objectives
- Policy Environment and drivers of change
- Regulatory Environment
- Stakeholder positions and engagement
- Governance reforms
- Smart regulatory practice
- Building regulatory capacity