Plan of action for the coming months

1st Expert meeting on
Increasing access to health workers in remote and rural areas through improved retention
Geneva, 2-4 February 2009
Context

- Strategic areas of the programme:
  - Building the evidence base
  - Supporting countries
  - Developing recommendations

- Short-term and long-term activities

- Diversity – geographical, linguistic, categories of health workers etc.

- Partnerships
# Main areas of work

<table>
<thead>
<tr>
<th>Area of work</th>
<th>Expected product</th>
<th>By when</th>
<th>Area leader and partners</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Documenting progress of the expert meeting</strong></td>
<td>Meeting report</td>
<td>20 February 2009</td>
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<tr>
<td><strong>Case studies</strong></td>
<td>•Common template for case studies</td>
<td>Mid-March 2009</td>
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<td></td>
<td>•Criteria for developing future case studies</td>
<td>March 2009</td>
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<td></td>
<td>•Inventory of current and planned case studies</td>
<td>April 2009</td>
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<tr>
<td><strong>Expanded and structured database of studies in different languages and for different cadres</strong></td>
<td>Database Template for assessing the evidence Synthesis of existing evidence</td>
<td>June 2009 March 2009 September 2009</td>
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<tr>
<td><strong>Quality and strengths of the existing evidence</strong></td>
<td>Review the current evidence using the realist inquiry approach</td>
<td>June 2009</td>
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| Reinforcing studies in progress and refining some of the research methods | Africa Medical Schools study  
Trinity College studies  
Toolkit for conducting DCEs  
Opportunistic to other on-going work  
AHSPR proposals | June 2009                  |                          |
| Fill some evidence gaps                         | • detailed review of compulsory service (bonding interventions)  
• Impact of competency based training on practice in rural areas  
• Impact of teamwork and supervision on job satisfaction  
• Impact of management on HW performance and retention  
• Competences needed by health managers to improve retention | June 2009  
September 2009 |                          |
| Drafting the guidelines                         | First draft outline  
1st Draft recommendations  
1st Draft implementation | March-April 2009  
September 2009  
September 2009 |                          |
Means – ways of working

- On-line discussion group for all experts
- Teleconferences with core group
- Core group expert meetings
- Full expert group meetings
- Workshops
- Use opportunities of other important meetings to gather insights (including WHO Regional committees)
## Calendar for the recommendations

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<tbody>
<tr>
<td><strong>1st Core group expert meeting</strong></td>
<td><strong>2nd full expert group meeting</strong></td>
<td><strong>2nd Core group expert meeting</strong></td>
<td><strong>Thematic Workshop</strong></td>
<td><strong>3rd Core group expert meeting</strong></td>
<td><strong>3rd Full expert group meeting</strong></td>
<td><strong>Launching of recommendations</strong></td>
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<tr>
<td>Review plan of action Draft first outline of recommendations</td>
<td>Assess progress on activities by area of work Review the draft outline of recommendations</td>
<td>Assess progress on areas of work Begin drafting the recommendations</td>
<td>Exchange country experiences Pre-test draft outline of recommendations/ draft recommendations?</td>
<td>Review the draft of recommendations</td>
<td>Second draft of recommendations Start peer review process</td>
<td>More than just launching? Advocacy event?</td>
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