Human resources for health Observatory: the Brazilian experience

KAMPALA
March, 2008
FACTORS THAT HAVE INFLUENCED HRH IN BRAZIL

- The recognition that the human resources for health issues could not be solved only by the market.
- The recognition that HR issues are the most crucial components of the health sector.
- The reform of the health sector in Brazil – creating a largest and unified health system.
HRH SITUATION IN BRAZIL

The main issues are:

- Maldistribution
- Low productivity
- Legal questions related to the recruitment in the public sector
- Lack of legal support for new contract arrangements.
- Skills imbalances.
THE HUMAN RESOURCES FOR HEALTH OBSERVATORY

- The observatory is a network of academic (universities) institutions, research centers and the Ministry of Health, in dealing with HR questions in the Brazilian health system.
- It includes about 20 "workstations", coordinated by a secretariat made of a staff member of the Ministry of Health and the PAHO´s office in Brasília.
- PAHO launched the Regional Observatory in 1999.
- Soon after, the MoH Brazil, recognized the Observatory as a mechanism to provide information to: develop, regulate and manage HRH and inform policy making in this field.
LEGAL BASE

OBJECTIVES 1/2

- To develop studies and methodologies to support analyses and policy-making in managing, educating and regulating health professions and occupations.
- To follow up the social, demographic and political aspects of supply and demand of health professions and occupations.
- To analyze and establish guidelines for strategic and methodological development on HRH training and education.
OBJECTIVES 2/2

- To follow up and analyze employment and work conditions in the health sector.
- To develop studies and indicators for assessment of effectiveness of the health workforce.
- To develop mechanisms for managing the health workforce, especially related to the recruitment, remuneration and incentives.
HRH Observatory Network

- 20 workstations
MAIN ISSUES

- Health labour market statistics
- Legal aspects.
- Education and training.
- Productivity and quality of services.
- Health labour market history.
- Governance and labour conflict.
- Demographic, social and political trends.
HOW THE OBSERVATORY WORKS?

- The workstation activities are funded from the MoH regular budget.
- The funds are channelled by PAHO’s office in Brazil to the network members.
- The Observatory is not a closed network. Education, research and services institutions can participate.
PERFORMANCE / ACHIEVEMENTS

- The Observatory has been developed along the changes in the Brazilian health system – the institutional arrangements and the legal base are very specific.

- The Observatory network has contributed to build capacity on HRH, with several outputs:
  - publications, seminars, linkages with other networks and, more important, the use of knowledge and information to improve public health policy making.

- The results and outputs are taken to the Ministerial level as well other levels of the national health system.
The network is a way to improve stakeholders participation and sharing knowledge among academia, professional associations, health services and the MoH.

The Observatory has contributed to increase commitment and cooperation between the institutions and health services.
MAIN CHALLENGES

- Availability of good information.
- Maintain and update information: core data set and comparative studies.
- Provide a continuous and reliable support to the network.
- Expand the workstations to all country.
- Transform HRH analysis into policy making.
- Advocacy to bring the HRH evidence and priorities to the national health development agenda.
## Some contributions and achievements

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<tr>
<th>Studies / analysis</th>
<th>Resulting policy decisions</th>
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<tr>
<td>- HRH stock snapshot/profile and cohort studies</td>
<td>- Incentives for working in rural areas</td>
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<td>- Educational trends (expansion, mix)</td>
<td>- MoH-MoE high level WG</td>
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<td>- Managerial skills of district (municipal) health teams</td>
<td>- Large distance training programme(CADRHU / GERUS)</td>
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<td>- Contractual arrangements in the public sector (federal and estate levels) of the National Health System</td>
<td>- Policy dialogue and governmental proposal for regulatory norms (decree / law)</td>
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<td>- Skill-mix (team composition) of some professions (e.g. dentists, dental hygiene technician, auxiliary dentist)</td>
<td>- Nursing scale up training programme Funding for increasing training programmes, including a few medical specialization programmes</td>
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<td>- Professional practice &amp; boundaries conflicts</td>
<td>- Permanent Negotiation Round Table</td>
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<td>- Regulation of new professions</td>
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HRH Brazilian Observatory network: inclusive & diversified!
Obrigado! Thank you! Merci!

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