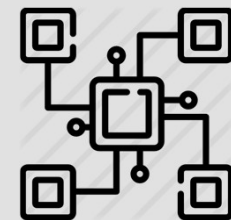


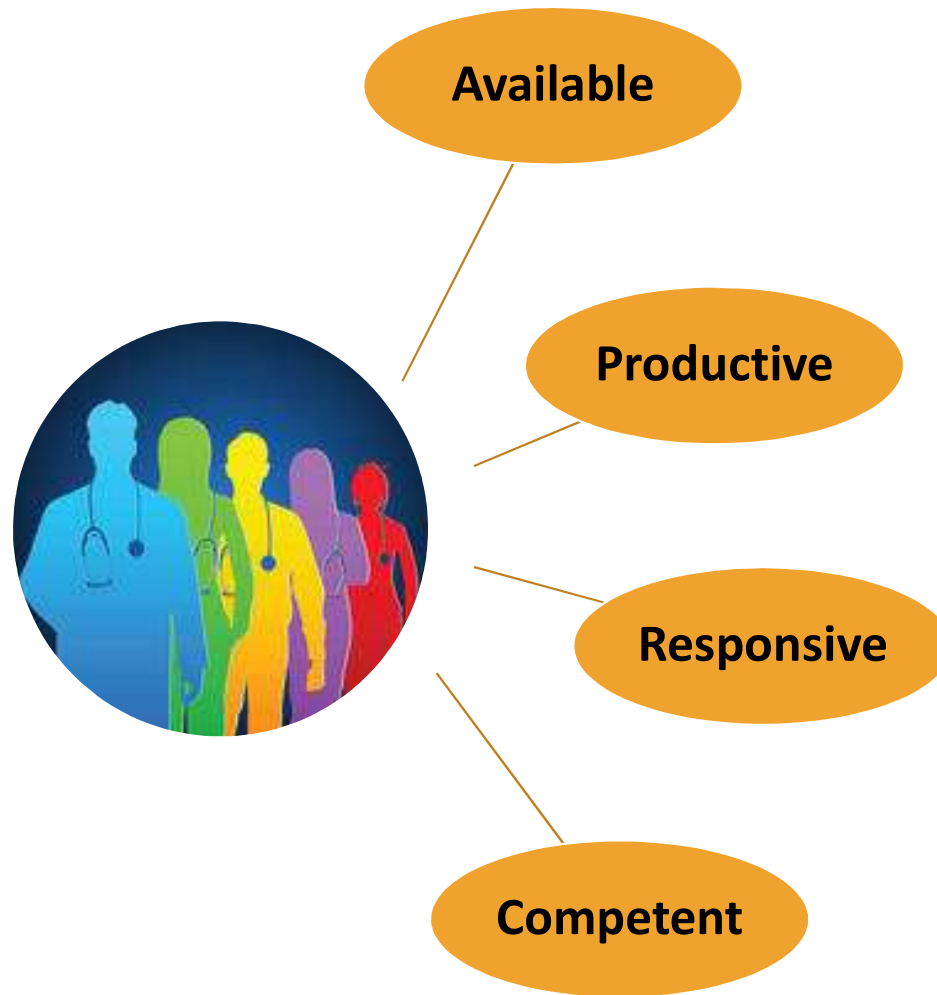
Improving health worker performance and HRH data

Philippine Experience

April V Delos Santos
Department of Health
10th AAAH Workshop (Side Session)
18 November 2019, The Sheraton Hanoi



Concept of Performance



Challenges



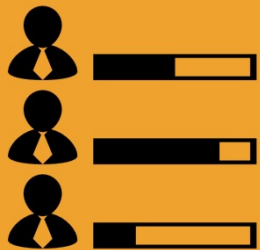
HRH Performance

- Determining right skill mix of HRH to deliver required health services
- Retaining HRH especially in rural and GIDA areas
- Strengthening capacity of existing workforce
- Limited capacity to standardize HRH compensation and benefits across the sector (public & private sector; national & local)

HRH Data

- Limited HRH information to guide projection, planning and policy
- Weak and uncoordinated health information systems
- Limited or no mandate on data and information of HRH (production, regulation, compensation, and migration)

Initiatives for improving health workers performance



Level	Intervention
System and Facility	<ul style="list-style-type: none"> • Scholarships (in-service) • Succession planning and Career Mapping • Job standards development • Strategic Performance Management and Performance Based Incentives • Salary standardization and additional incentives • Development of L&D standards modules
Individual	<ul style="list-style-type: none"> • E-Learning • Practice-based Family and Community Medicine • Residency Training and Rotation Programs • Nurse Certification Program • Continuing Professional Development

Initiatives for improving HRH data



Joint Missions on the following:

- National Health Workforce Accounts
- Workload Indicators Staffing Needs
- Health Labor Market Analysis



HRH Information Systems

- Data Sharing Agreement with other gov't agencies for Integrated Database for HRH Information System
- Information systems for HR mgt (organizational and sectoral)

Researches

- Determining financial and non-financial incentives for frontline health workers
- Determining the implementation Status of Benefits under Magna Carta of Public Health Workers in PH



Maraming salamat!
(Thank you)

#ThereIsNoHealthCareWithoutHealthWorkers
#InvestingInTheHealthWorkforceSavesLives!