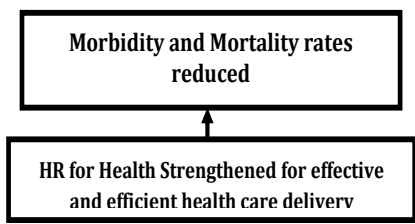# UPDATE ON HUMAN RESOURCE FOR HEALTH
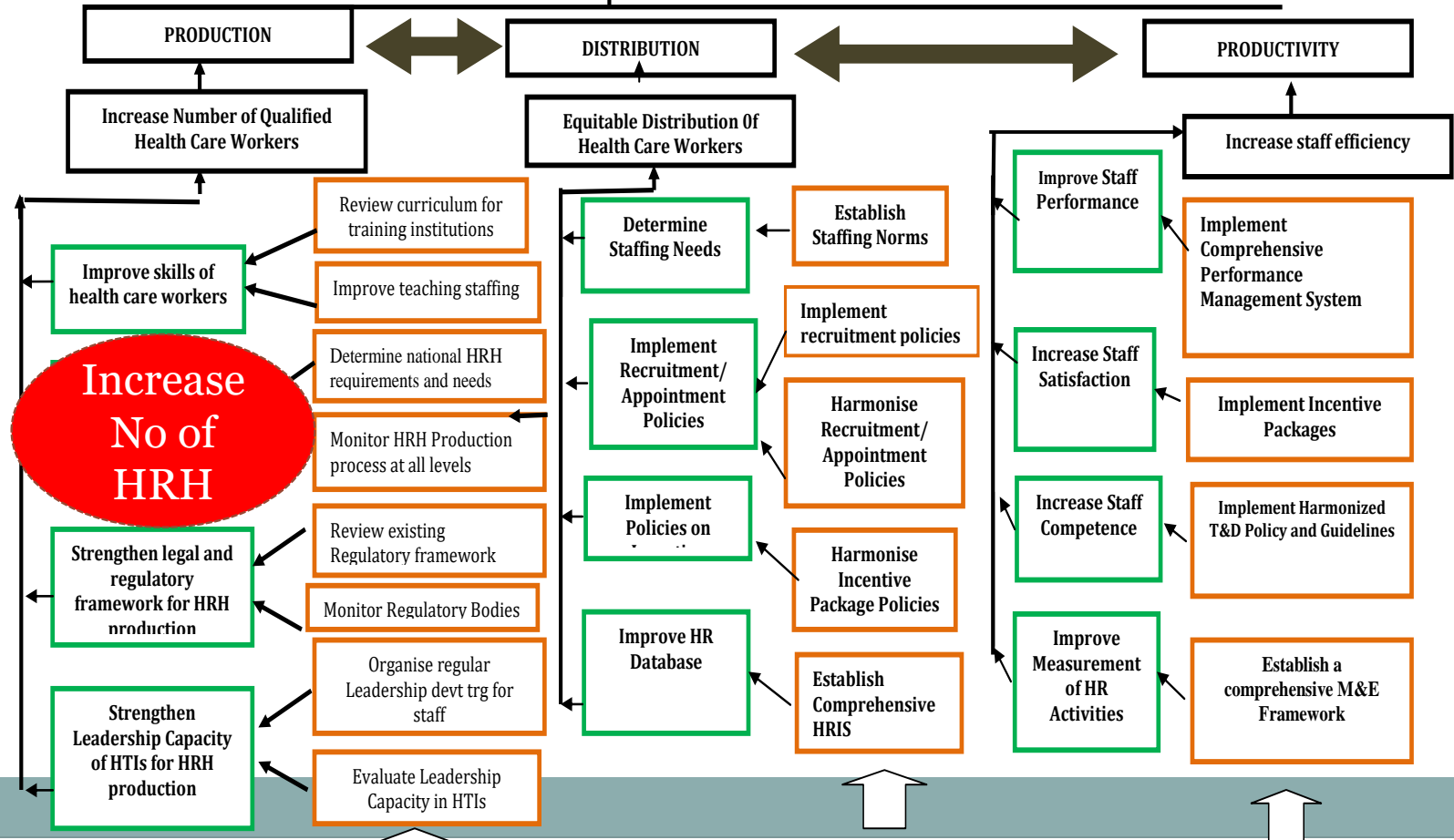
KWESI ASABIR *MSC;PHD*

RESULTS FRAMEWORK
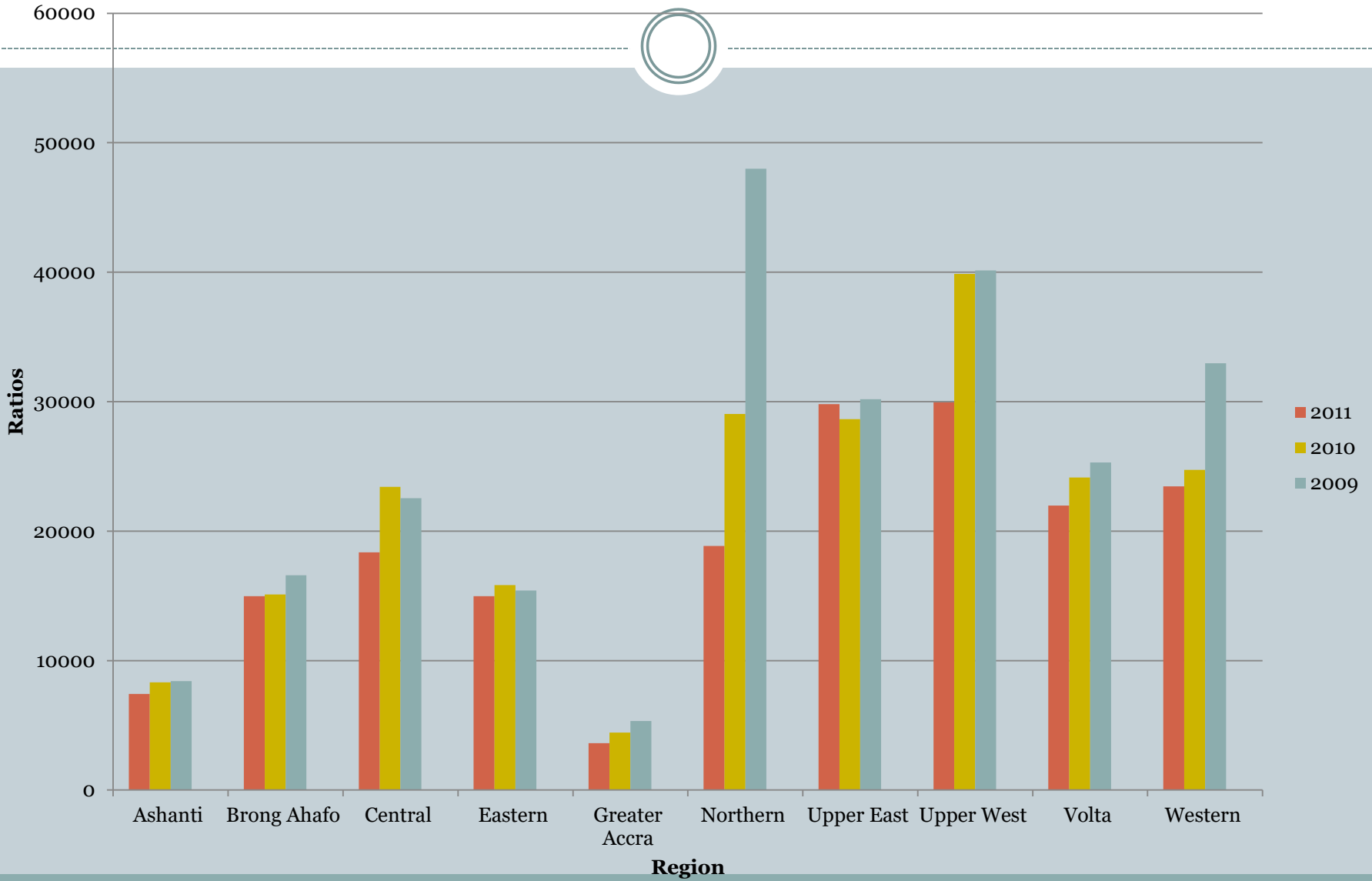
RESULT FRAMEWORK

HUMAN RESOURCE POLICY AND STRATEGY 2012 – 2016

MINISTRY OF HEALTH - GHANA

Morbidity and Mortality rates reduced

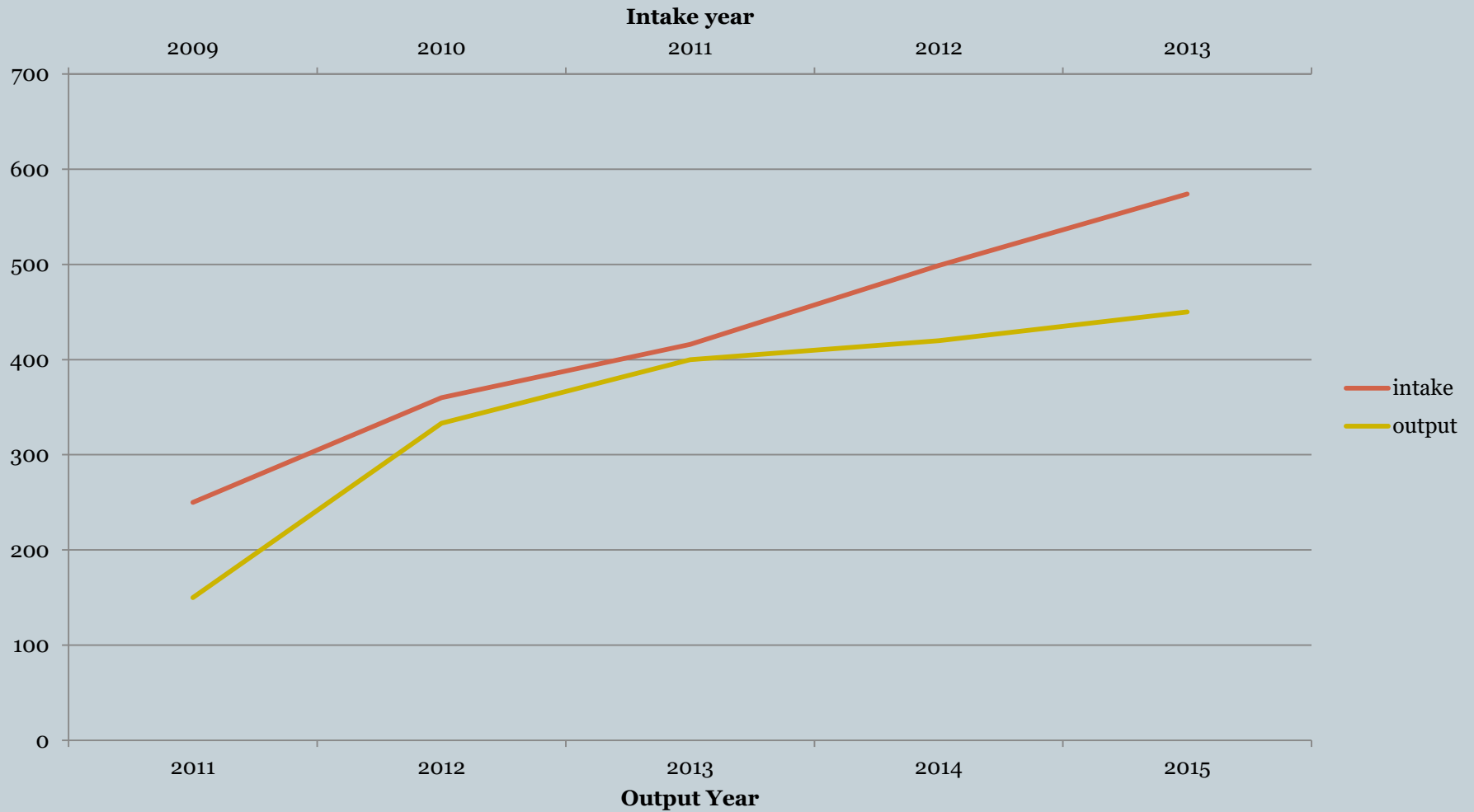HR for Health Strengthened for effective and efficient health care delivery

CRITICAL ASSUMPTIONS

1. Good political will by national and regional institutions to actively support & implement HR programs.
2. Improve advocacy for resource mobilisation to allow for additional recruitments and infrastructure
3. Responsibilities of other agencies are fulfilled
   a. Availability of adequate health care facilities in under-served areas
   b. Information about health care facilities disseminated to communities
   c. Residential accommodations for students provided and maintained
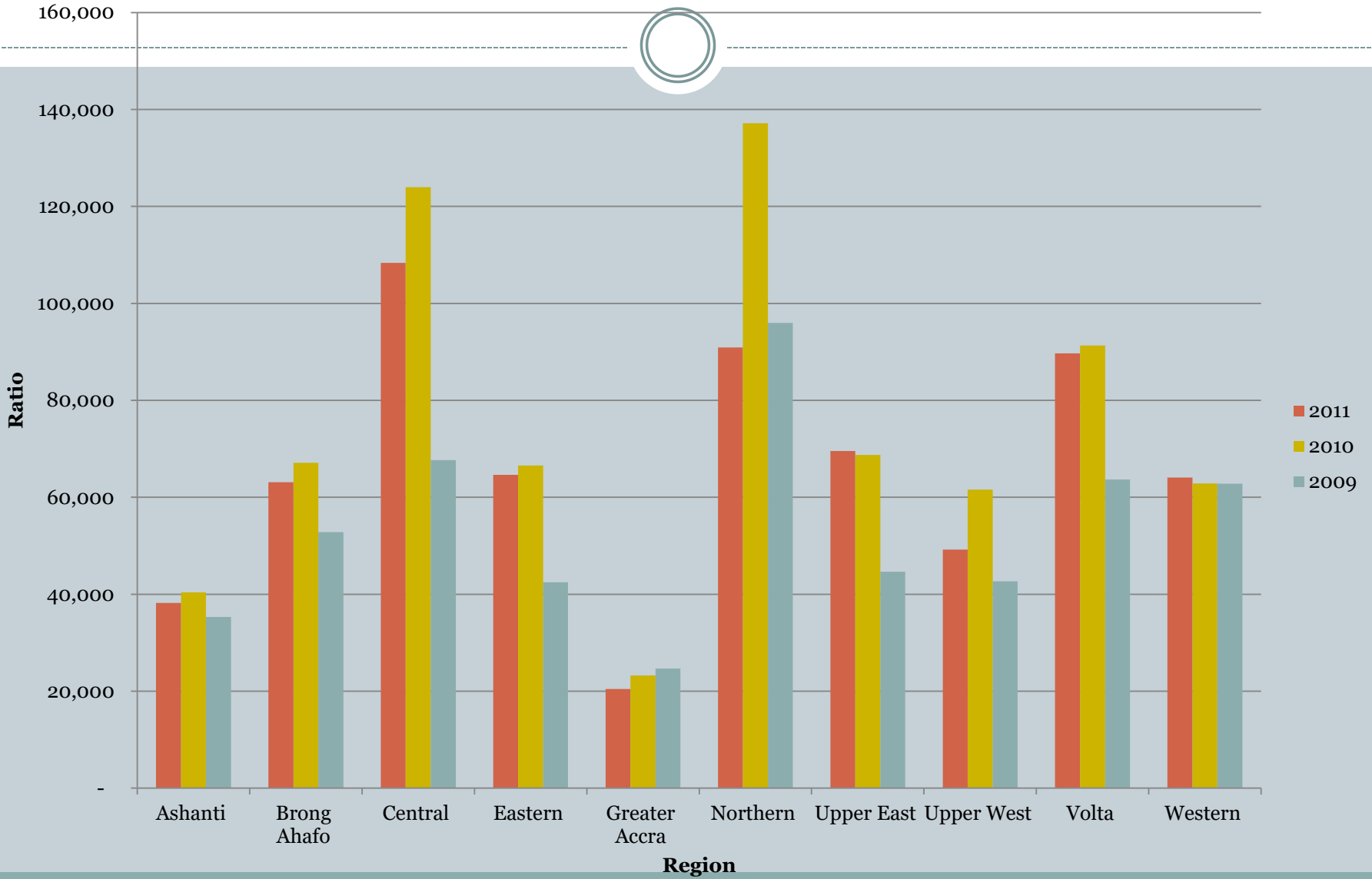   d. Improved intersectoral collaboration and public private partnership

PRODUCTION

DISTRIBUTION

PRODUCTIVITY

Increase Number of Qualified Health Care Workers

Equitable Distribution Of Health Care Workers

Increase staff efficiency

Review curriculum for training institutions

Improve skills of health care workers

Improve teaching staffing

Determine national HRH requirements and needs

Increase No of HRH

Monitor HRH Production process at all levels

Review existing Regulatory framework

Strengthen legal and regulatory framework for HRH production

Monitor Regulatory Bodies

Organise regular Leadership devt trg for staff

Strengthen Leadership Capacity of HTIs for HRH production

Evaluate Leadership Capacity in HTIs

Determine Staffing Needs

Establish Staffing Norms

Implement Recruitment/ Appointment Policies

Implement recruitment policies

Harmonise Recruitment/ Appointment Policies

Implement Policies on Incentives

Harmonise Incentive Package Policies

Improve HR Database

Establish Comprehensive HRIS

Improve Staff Performance

Implement Comprehensive Performance Management System

Increase Staff Satisfaction

Implement Incentive Packages

Increase Staff Competence

Implement Harmonized T&D Policy and Guidelines

Improve Measurement of HR Activities

Establish a comprehensive M&E Framework

PLANNING, FINANCING, MONITORING & EVALUATION, HR RESEARCH

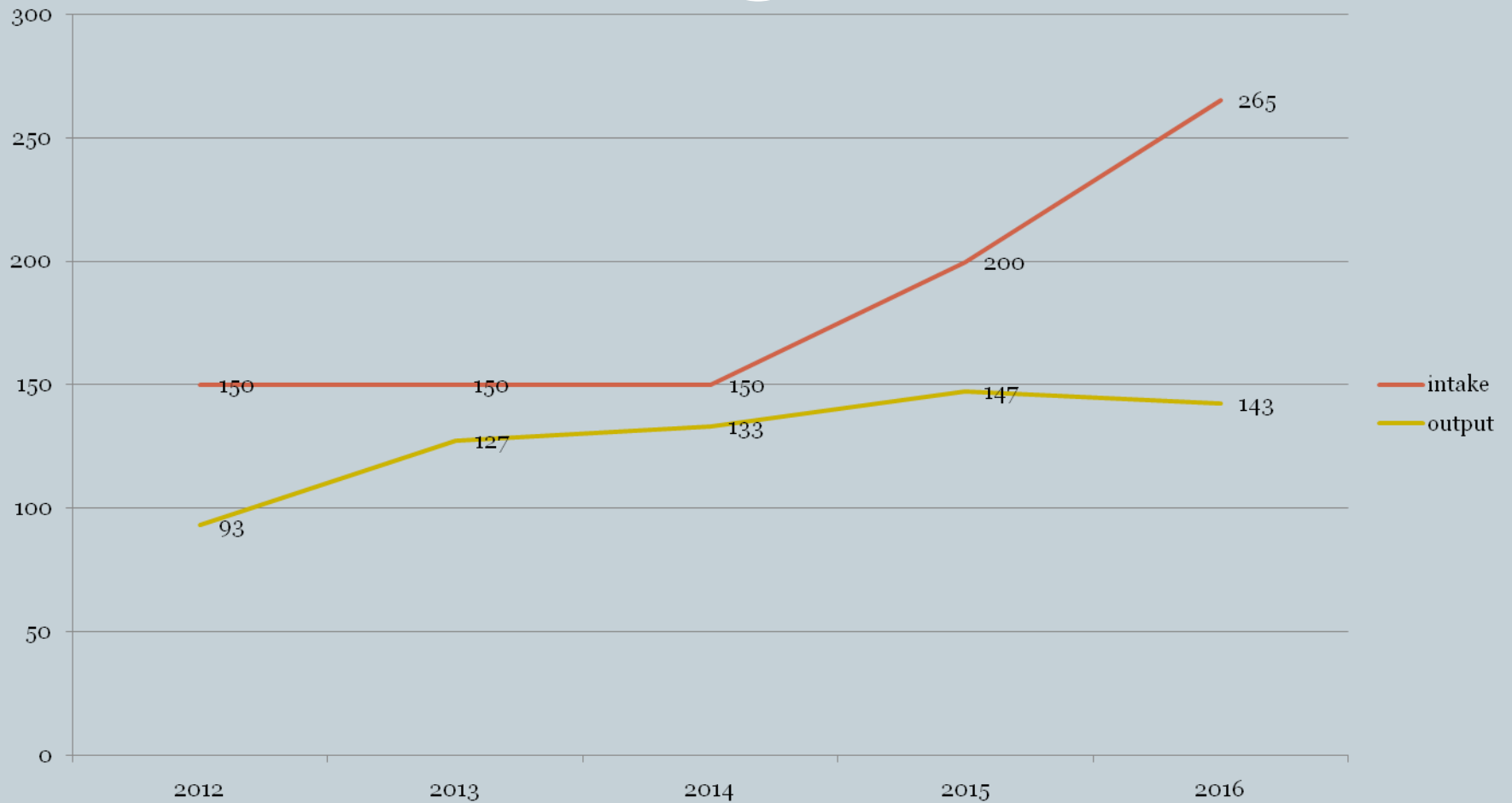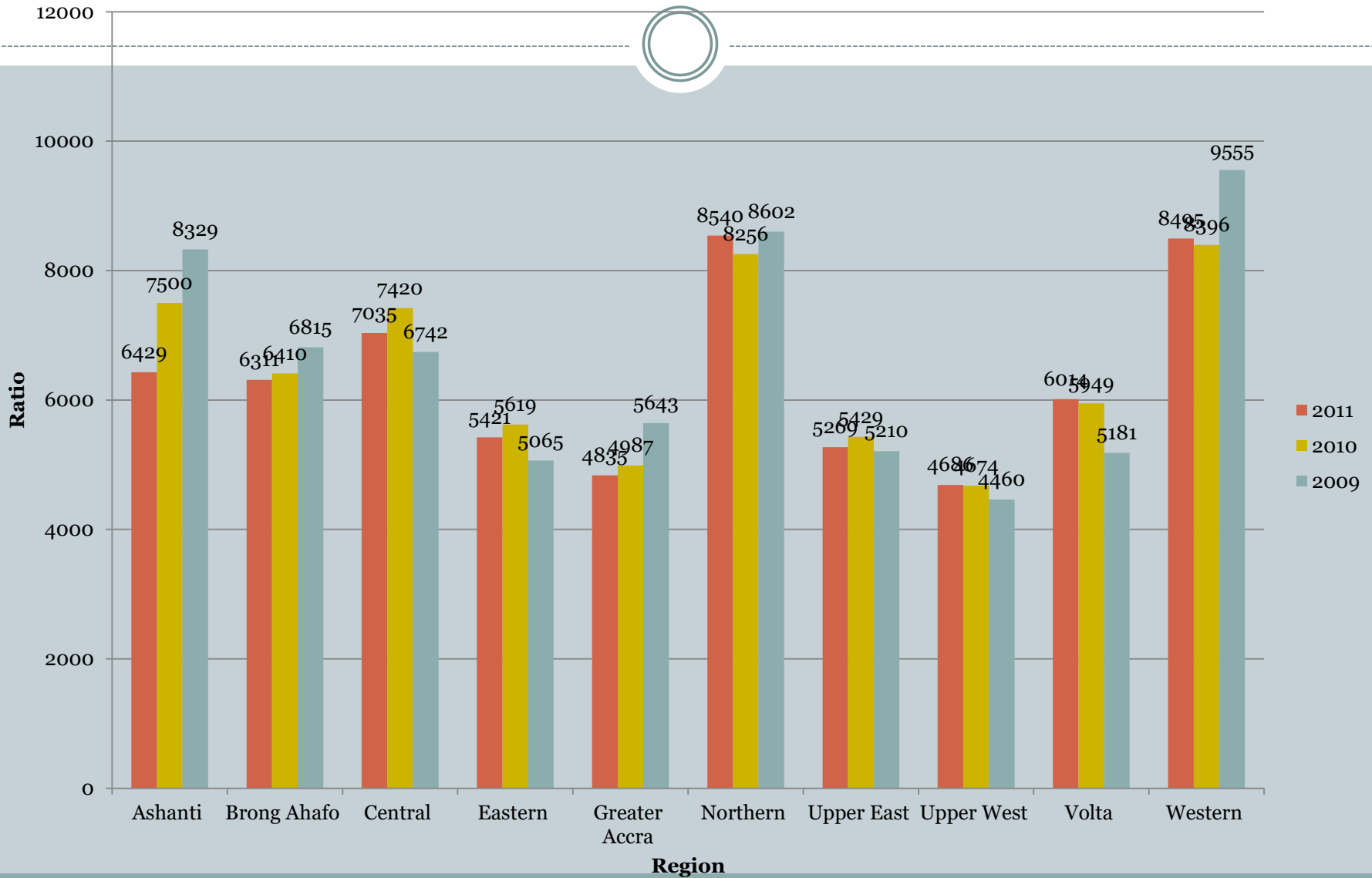Doctor to Pop Ratio
2009-2011 Compared

Projections: Doctors

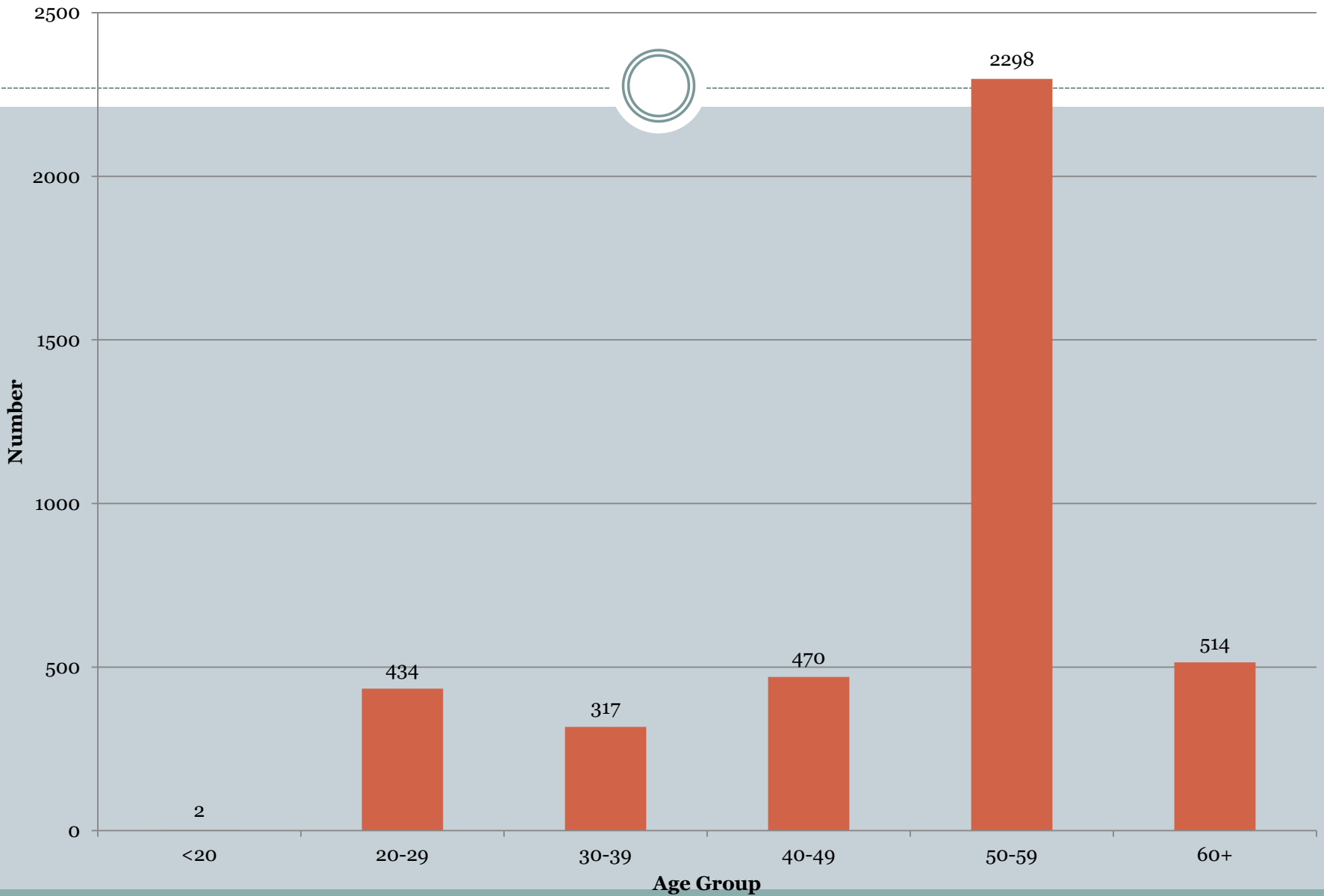Pharm-Pop Ratio
2009-2011 Compared

Projections - pharmacist

**Midwife - Pop Ratio
2009-2011 Compared**

**Midwifery Admission Trends
2006-2011**

Year	Projected	Actual
2006	685	451
2007	800	632
2008	935	787
2009	1116	854
2010	1291	1173
2011	1522	1355

No Admitted

Year

— Projected
— Actual

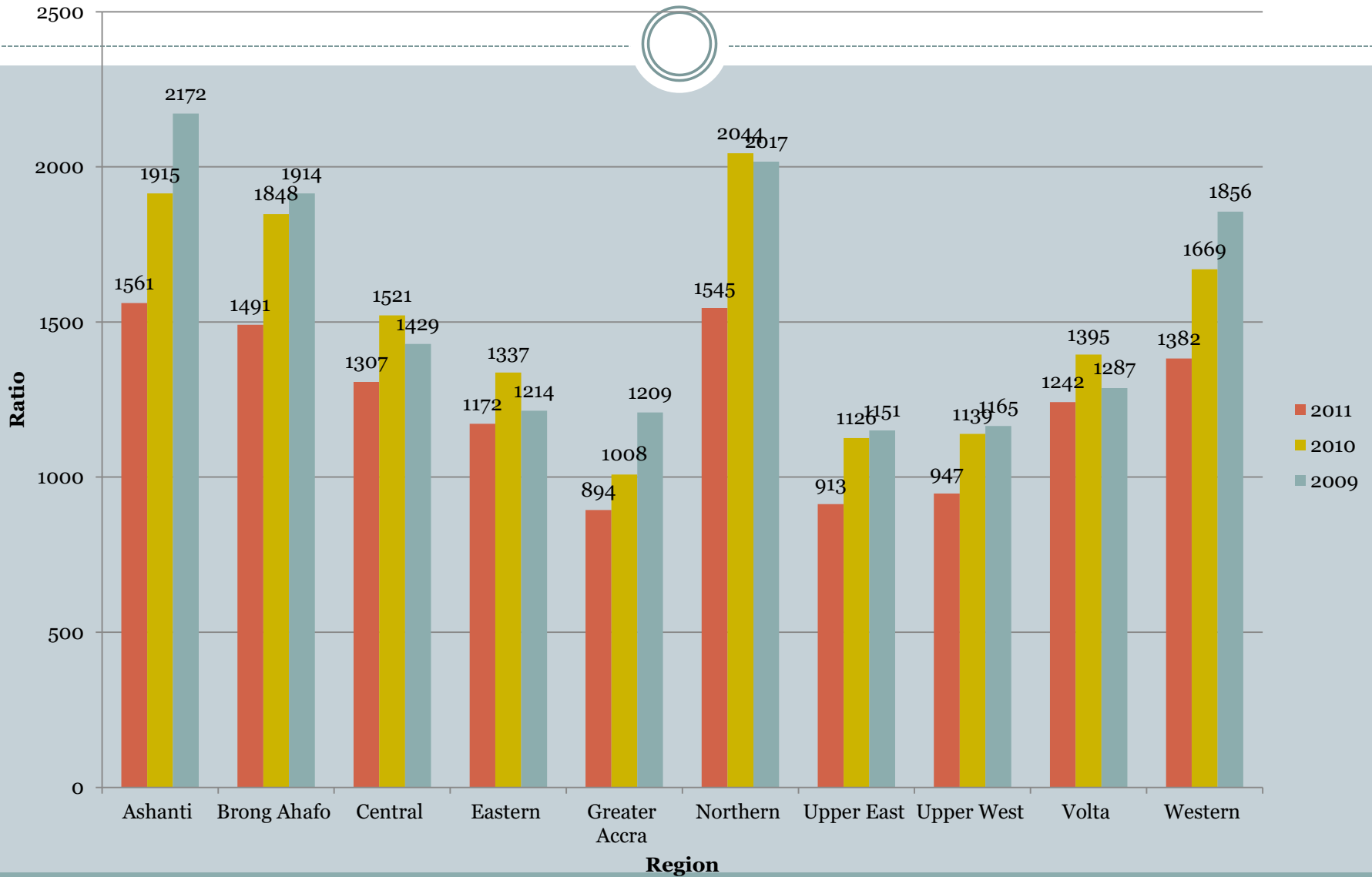**Distribution of Midwives by Age**

Projection Midwives
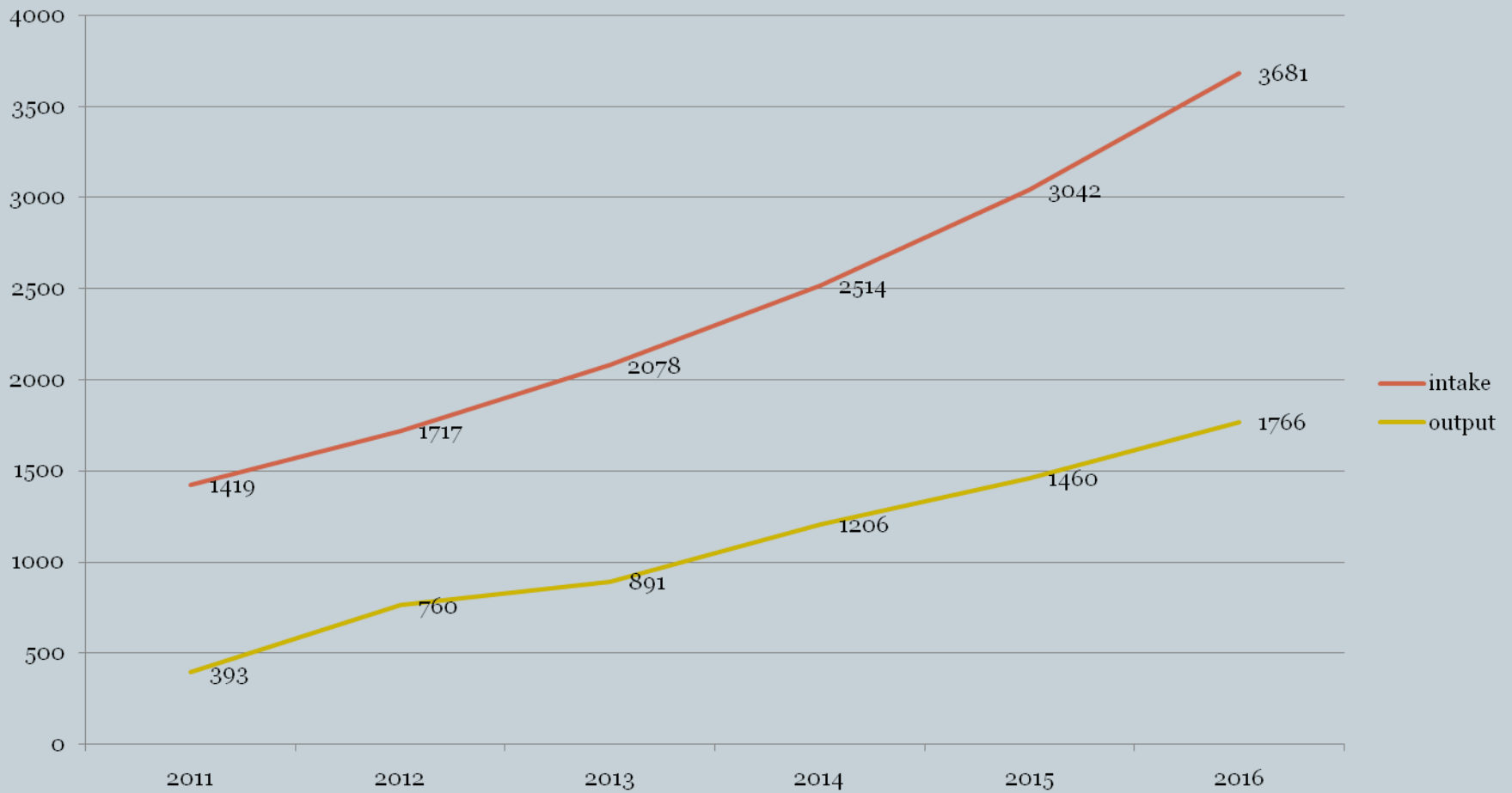
Nurse - Population Ratio 2009-2011 Compared

RGN/RMN Admission Trends 2006 - 2011

Legend:
- Projected
- Actual

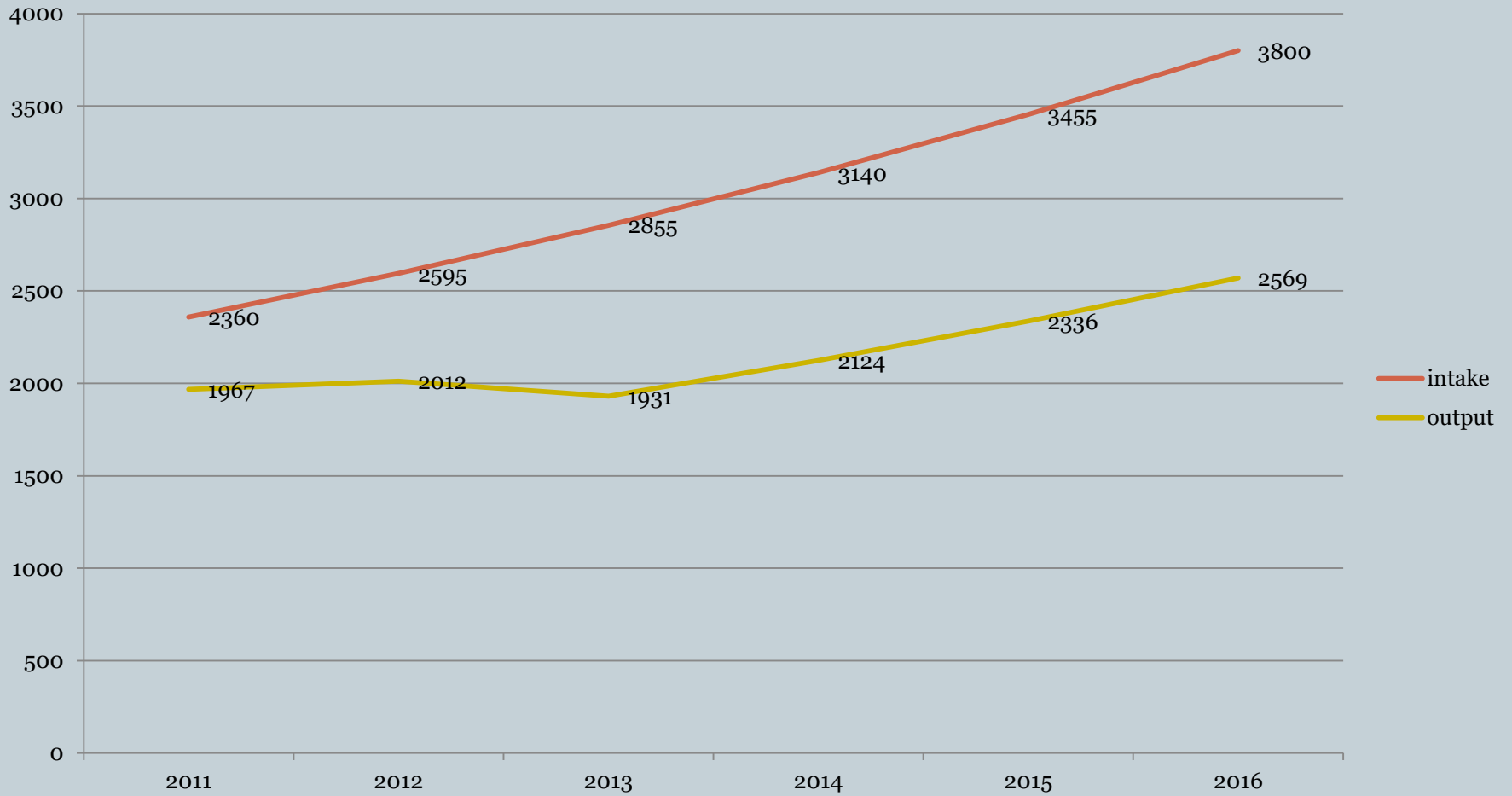| Year	Projected	Actual
2006	2220	2176
2007	—	2417 / 2332
2008	2448	2127
2009	2570	2276
2010	2699	2329
2011	2833	1728

No. Admitted
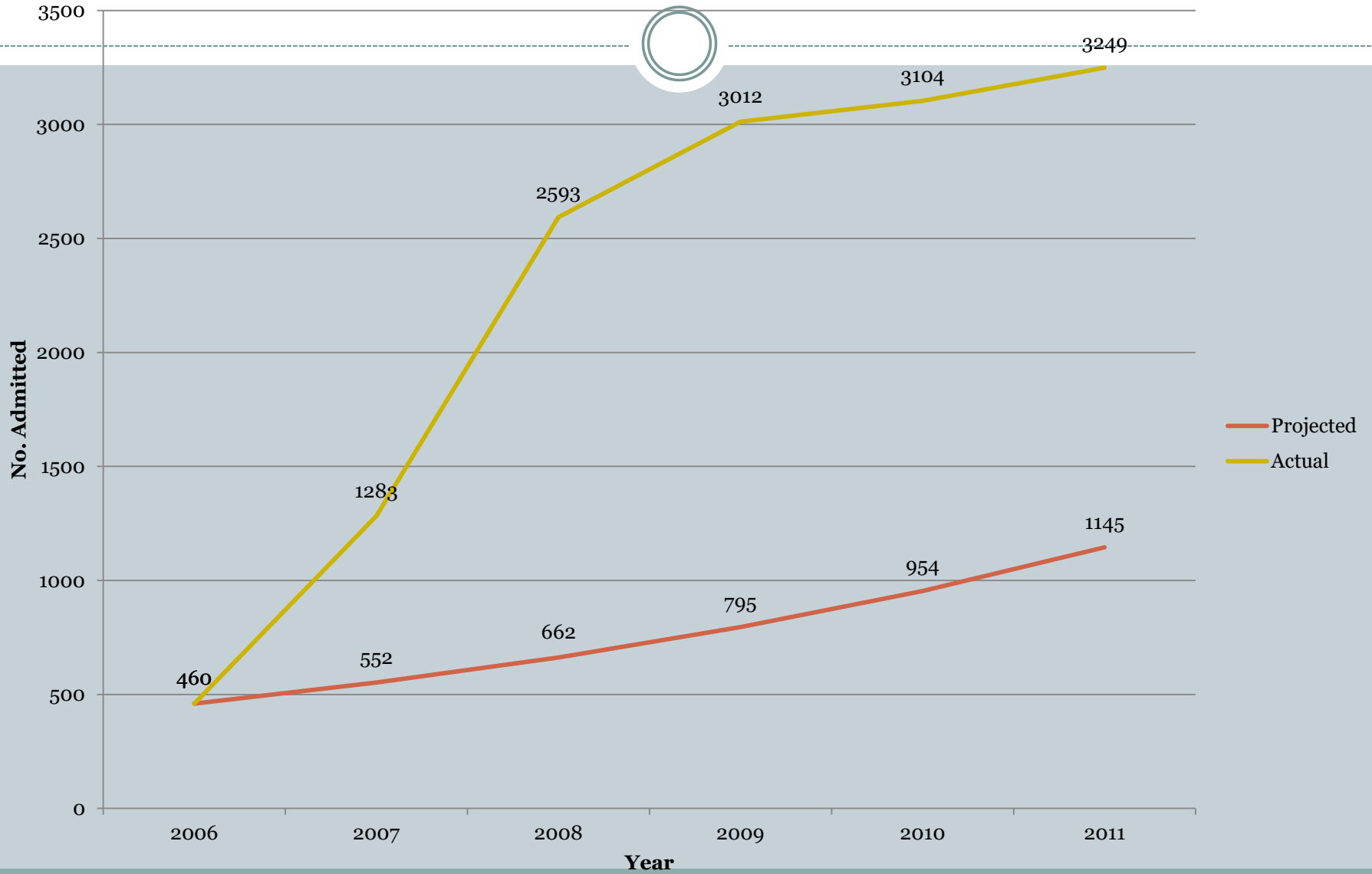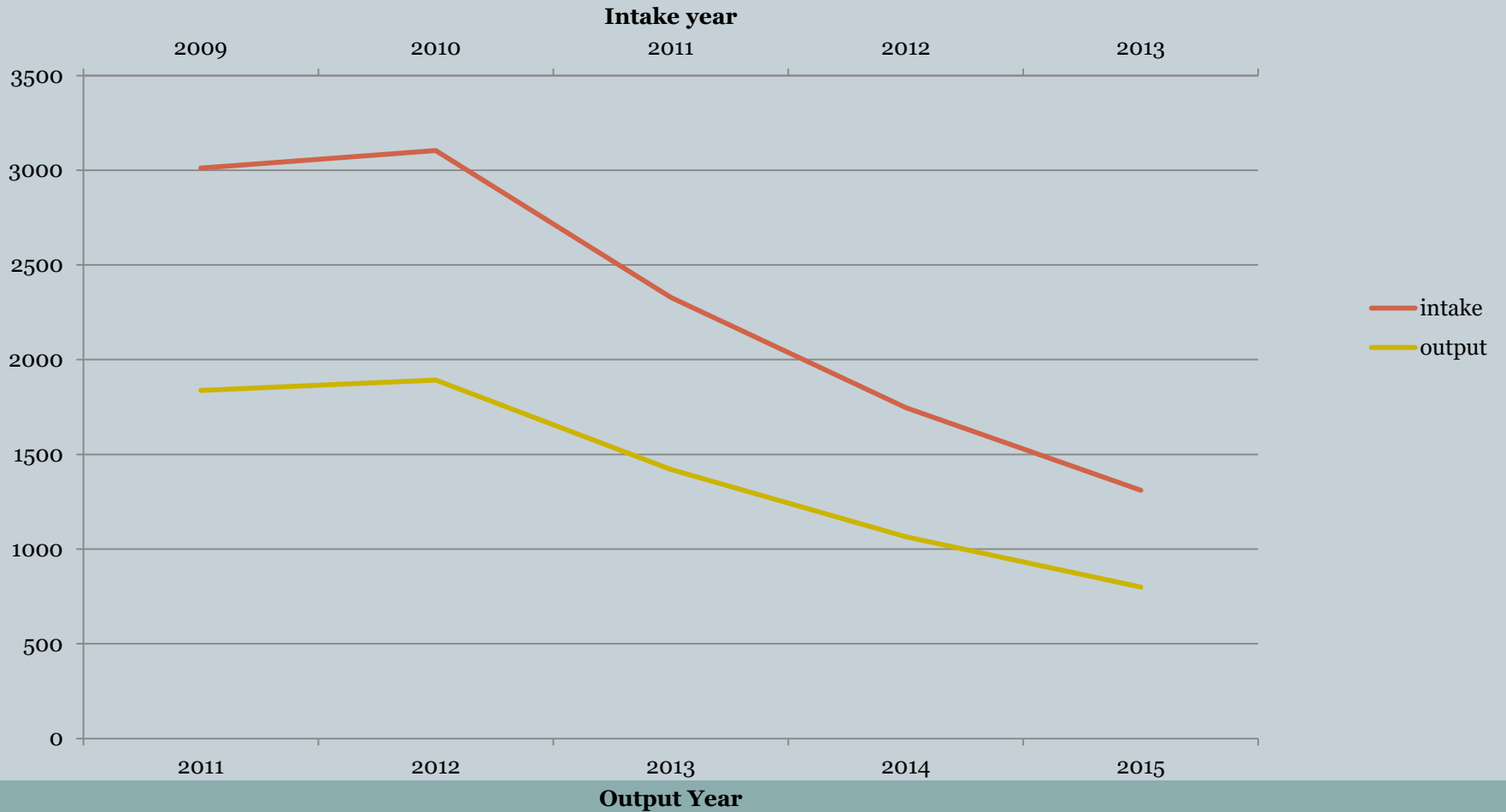
CHN Admission Trends
2006-2011

CHN

HAC Admission Trends
2006-2011

- HAC has increased from 460 in 2006 to 3249 in 2011 depicting an annual growth rate of 118% as against planned figure of 1145 in 2011 or annual growth rate of 41%.

- Propose the reduction of the production of HAC by average of45% per annum

Projection HAC

ASSUMPTIONS FOR STAFFING

1. WISN STUDY
2. EmONC STUDY

WORKLOAD INDICATOR FOR STAFFING NEEDS FOR KOMFO ANOKYE T. HOSPITAL					
	TYPES OF STAFF	A Existing Staff	B Calculated Requirement	C = A-B Difference in Staff	D = A/B WISN Ratio
A	DENTAL STAFF				
1	Dental Prosthetic Technologists	2	9	**-7**	0.24
2	Dental specialist	9	20	**-11**	0.46
B	EYE STAFF				
3	Optometrist	2	5	**-3**	0.37
	LABORATORY STAFF				
4	Biomedical Scientist - Bacteriology	8	25	**-17**	0.32
5	Biomedical Scientist - Biochemistry	14	39	**-25**	0.36
6	Biomedical Scientist - Haematology	16	1	15	10.88
7	Biomedical Scientist - Hisopathology	8	8	0	1.01
8	Biomedical Scientist - Serology	3	12	**-9**	0.25
9	Biomedical Scientist -Parasitology	3	8	**-5**	0.40
C	MEDICAL PRACTITIONERS				
10	Emergency Medicine (M.O.)	15	20	**-5**	-0.17
11	General practitioner	16	19	**-3**	0.84
D	MIDWIVES				
12	Registered Midwife	194	237	**-43**	0.82

WORKLOAD INDICATOR FOR STAFFING NEEDS FOR KOMFO ANOKYE T. HOSPITAL				
	A	B	C = A-B	D = A/B
TYPES OF STAFF	Existing Staff	Calculated Requirement	Difference in Staff	WISN Ratio
E NON SURGICAL SPECIALISTS				
13 Consultant Cardiologist	2	4	**-2**	0.49
14 Doctor Anaesthetist	9	52	**-43**	0.17
15 Family Medicine	4	3	1	1.56
16 Internal Medicine/ Physician Specialist	26	41	**-15**	0.63
17 Paediatrician	21	4	17	4.83
18 Paediatrician Nephrologist	1	4	**-3**	0.23
F NURSES				
19 Critical Care Nurse	13	43	**-30**	0.30
20 Emergency Nurse	3	152	**-149**	0.02
21 ENT Nurse	8	32	**-24**	0.25
22 Oncology Nurses	5	17	**-12**	0.29
23 Ophthalmic Nurse	10	15	**-5**	0.68
24 Peri-operative Nurse	11	15	**-4**	0.75
25 Psychiatry Nurse	15	17	**-2**	0.91
G OTHER SPECIALISTS				
26 Pathologists	6	12	**-6**	0.49
27 Radiation Oncologist	1	0	1	

	TYPES OF STAFF	A	B	C = A-B	D = A/B
		Existing Staff	Calculated Requirement	Difference in Staff	WISN Ratio
	WORKLOAD INDICATOR FOR STAFFING NEEDS FOR KOMFO ANOKYE T. HOSPITAL				
	PHARMACY STAFF				
28	Clinical Pharmacist	5	0	5	23.81
29	Pharmacist Specialist (Drug Information)	1	0	1	5.00
30	Specialist Pharmacist (Radio)	1	3	**-2**	0.34
I	PHYSICIAN ASSISTANT				
31	Anaesthetic Assistant	39	22	17	1.76
J	PHYSIOTHERAPY				
32	Physiotherapist	15	61	**-46**	0.24
K	RADIOLOGY STAFF				
33	Radiographer	9	21	**-12**	0.44
34	Radiographer/X-ray Technician	15	33	**-18**	0.45
L	SURGICAL SPECIALISTS				
35	ENT	6	11	**-5**	0.54
36	Neurosurgeon	3	8	**-5**	0.39
37	Obstetrics/Gynaecology	22	35	**-13**	0.63
38	Ophthalmology	4	5	**-1**	0.83
39	Paediatric Surgeon	2	11	**-9**	0.18
40	Urologist	4	6	**-2**	0.70
		516	965	-449	

RIDGE HOSPITAL WISN RESULTS

TYPES OF STAFF	A Existing Staff	B Calculated Requirement	C = A-B Difference in Staff	D = A/B WISN Ratio
DENTAL STAFF				
Dental Surgeon	4	12	**-8**	0.34
MEDICAL PRACTITIONERS				
Medical Officer	40	79	**-39**	-0.17
MIDWIVES				
Registered Midwife	33	56	**-23**	0.59
NURSES				
Registered Nurses	217	277	**-60**	0.78
Critical Care Nurse	3	19	**-16**	0.16
Emergency Nurse	3	5	**-2**	0.55
ENT Nurse	2	5	**-3**	0.44
Ophthalmic Nurse	2	5	**-3**	0.41
Peri-operative Nurse	2	12	**-10**	0.17
Public Health Nurse	2	5	**-3**	0.44
Community Health Nurses	14	19	**-5**	0.75
Anaesthetics Assistant	9	14	**-5**	0.66
PHARMACY STAFF				
Pharmacist	10	15	**-5**	0.67
PHYSIOTHERAPY				
Physiotherapist	6	7	**-1**	0.89
SURGICAL SPECIALISTS				
ENT	1	9	**-8**	0.11
Obstetrics/Gynaecology	5	3	2	1.46
Paediatric Surgeon	3	9	**-6**	0.33
General Surgeon	4	2	2	1.69
Anaesthetist	3	9	**-6**	0.35
	363	560.87	-189	

HO MUNICIPAL HOSPITAL WISN RESULTS

UNITS/ DEPARTMENTS	A Existing Staff	B Calculated Requirement	C = A-B Difference in Staff	D = A/B WISN Ratio
LABORATORY	7	24	-17	0.29
MEDICAL PRACTIONERS	5	20	-15	0.25
PHARMACY	7	19	-12	0.37
ANC POST NATAL	7	15	-8	0.46
FEMALE WARD	9	16	-7	0.56
LABOUR WARD	13	18	-5	0.74
OPD	25	29	-4	0.85
DIABETES CLINIC	2	4	-2	0.45
MATERNITY	16	18	-2	0.87
ART CLINIC	2	4	-2	0.53
MALE WARD	10	11	-1	0.89
CHILDRENS WARD	11	11	0	0.98
X-RAY UNIT	1	1	0	1.16
FAMILY PLANNING	1	0	1	8.33
PSYCHIATRY UNIT	5	4	1	1.35
CHEST CLINIC	2	0	2	7.41
TOTAL	123	195	-72	0.63

KANESHIE POLYCLINIC WISN RESULTS

TYPES OF STAFF	A Existing Staff	B Calculated Requirement	C = A-B Difference in Staff	D = A/B WISN Ratio
LABORATORY STAFF				
Biomedical Scientist/Lab Tech	6	15	-9	0.40
MEDICAL PRACTITIONERS				
Medical Officers/Specialists	7	9	-2	-0.17
MIDWIVES				
Registered Midwife	37	36	1	1.03
NURSES				
Nurses (Registered & Enrolled)	46	49	-3	0.94
Community Health Nurses	51	18	33	2.84
Ophthalmic Nurse	3	3	0	1.03
Public Health Nurses	9	14	-5	0.62
PHARMACY STAFF				
Pharmacist	5	0	5	23.81
Pharmacy Technicians	2	1	1	1.60
MEDICAL ASSISTANT				
Medical Assistant	3	9	-6	0.32
RADIOLOGY STAFF				
Radiographer/X-ray Technician	3	3	0	0.89

AGONA NKWANTA HEALTH CENTRE WISN RESULTS

TYPES OF STAFF	A Existing Staff	B Calculated Requirement	C = A-B Difference in Staff	D = A/B WISN Ratio
LABORATORY STAFF				
Lab Technicians	1	8	-7	0.13
MIDWIVES				
Registered Midwife	8	8	0	1.06
NURSES				
Registered Nurses	1	3	-2	0.39
Community Health Nurses	7	14	-7	0.50
Enrolled Nurses	7	3	4	2.65
PHARMACY STAFF				
Pharmacy Technicians	1	3	-2	0.35
MEDICAL ASSISTANT				
Medical Assistant	1	5	-4	0.20

WAYFORWARD

- Normalize the production of Community Health Nurses and Health Assistant Clinical
- Increase production of Midwives, Nurses, and other neglected programmes
- Improving infrastructure of HTIs
- Establish Colleges of Pharmacy, Nurses and Midwives
- Accredite health facilities in districts for housemanship training on the basis of assigning specialists to supervise the houses officers on regular basis
- Maintain 70% regionalization policy of health graduates.
- Developing activity standard with the pilot WISN results at the selected health facilities
- Extend WISN to support staff before scaling up
- Developing redeployment plan to improve distribution of HWs using the WISN and EmONC results as maximum and minimum staff requirements respectively for health facilities
- Costing the HR Policy and Strategy document
- Implement HR Policies and Strategies
- Design incentive packages to attract and retain HWs in deprived areas
- Develop and implement an effective performance management system

THANK YOU FOR YOUR ATTENTION