



MINISTRY OF HEALTH
REPUBLIC OF GHANA

ANNUAL HEALTH SECTOR POLICY DIALOGUE 2023

24th – 27th September
Rock City Hotel, Kwahu

Theme:

The Exodus of Healthcare Workers
from Ghana: Implications for Skill-Mix
and Network of Practice Innovations
towards Achieving UHC

Key Partners:



HSRM
Capacity Building and Health Services
Research and Management

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Planning Committee Members



Federal Ministry
for Economic Cooperation
and Development



PLANNING COMMITTEE MEMBERS

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ABBREVIATIONS

- APMDP** – Association of Private Medical and Dental Practitioners
- CHAG** – Christian Health Association Ghana
- GHS** – Ghana Health Service
- KNUST** – Kwame Nkrumah University of Science and Technology, Ghana
- MoH** – Ministry of Health, Ghana
- NHIA** – National Health Insurance Authority
- TUB** – Berlin University of Technology, Germany
- UDS** – University of Development Studies
- UG** – University of Ghana
- UHC** – Universal Health Coverage
- UNICEF** – United Nations Children’s Fund
- USAID** – US Agency for International Development
- WHO** – World Health Organization

PROGRAMME OUTLINE

Sunday 24th September 2023

From 14:00 GMT	Arrival of participants
18:00 – 21:00 GMT	Speakers working dinner
	<p>Host: Mrs. Emma Ofori, PPME Director & Prof. Peter Agyei-Baffour, KNUST HOD</p> <p>Through an informal dinner, this meeting of the policy dialogue speakers will consolidate the presentations for the various sessions and discuss the overall programme outline for adjustments.</p>

Monday 25th September 2023

08:00 - 09:00	Protocol - Registration of participants	xxx, MoH xxx, KNUST
	Rapporteurs	Mr. Alex Moffatt, MoH Dr. Peter Twum, KNUST
	Moderators	Prof. Anthony Edusei, KNUST Mr. Benjamin Nyakutsey, MoH Dr. Daniel Opoku, KNUST Dr. Joseph Doodoo, MoH

Opening ceremony

09:00 – 10:45	Welcome & Introduction	Alhaji Hafiz Adam, MoH Chief Director
	Opening prayer	
	Opening remarks	Prof. Rita Akosua Dickson, KNUST Vice-Chancellor
	Launch of Policy Brief	Mrs. Emma Ofori, MoH

09:00 – 10:45	Health Minister's Reflection: Ghana's human resource for health: Enhancing motivation and performance towards achieving UHC	Kwaku Agyemang-Manu, Hon. Health Minister Health
	Keynote Speaker: Global workforce challenges and policy options to assure the right skills and expertise at the right place	Prof. Reinhard Busse, TUB Prof. Wilm Quentin, TUB Dr. Daniel Opoku, KNUST
	Concluding remarks	Alhaji Hafiz Adam, MoH Chief Director
	Group photograph	
10:45 - 11:15	Coffee Break	

Policy Dialogue sessions

Session I: Why the need for HSPA for UHC in Ghana?

Chair: xxx

This session will present and discuss intriguing insights from current research on the factors associated with turnover intentions as well as those pushing healthcare workers away from Ghana and those attracting them to other countries; ultimately culminating into the current exodus.

11:15 – 11:45	Migration of healthcare workers in Ghana: the push and pull factors	Anthony Edusei, KNUST
11:45 – 12:00	Factors influencing turnover intentions of health professionals in Ghana: The good, the bad and the ugly	Matilda Yaa Gyanwah, KNUST
12:00 – 12:30	Plenary discussion (Q&A)	Chair/Moderator
12:30 – 13:30	Lunch	

Session II: Human resource challenges in the (primary) healthcare system and international options for improvement

Chair: xxx, xxx

With the aim to get to the heart of the problem and address same, this session will explore health workforce challenges in Ghana and present a profile of the healthcare workforce landscape in Ghana. The session will highlight strategies for improvement with international examples.

13:30 – 14:00	Profiling (primary) healthcare workforce in Ghana: tasks, roles and rules of engagement	Director HR, MoH
14:00 – 14:30	The heart of the problem: Workforce challenges in Ghana	Peter Agyei-Baffour, KNUST
14:30 – 15:00	Addressing health care workforce challenges in PHC: strategies and international examples	Juliane Winkelmann, OBS
15:00 – 15:15	Plenary discussion (Q&A)	Chair/Moderator
15:15 – 15:30	Mobility break	

Session III: The impact of healthcare workers' migration on the (primary) healthcare system

Chair: xxx, xxx

This session seeks to ascertain the actual effect of the exodus of healthcare workers from Ghana especially in such a critical time when healthcare workers are needed back home after the devastations of COVID-19 to re-build a resilient health system. Key stakeholders will hereby present on important assessment of the effect of healthcare workers migrating as experienced at the various levels of the health system.

15:30 – 16:15	Is the exodus of nurses, other health professionals (not) affecting healthcare delivery?	<ul style="list-style-type: none"> Allied Health Professionals Association of Ghana (AHPAG) Ghana Medical Association (GMA) Ghana Registered Nurses and Midwives Association (GRNMA) Pharmaceutical Society of Ghana (PSGH)
16:15 – 16:30	Brief reactions from MoH and stakeholders	Director HR, MoH
		Director PPME, MoH
16:30 – 17:15	<p>Panel discussion: How do various stakeholders assess</p> <ul style="list-style-type: none"> the policies, regulations and ethical standards for healthcare workers? payment mechanisms and payment levels the main reasons for health workers to migrate? government's posture and understanding of the situation? Why the exodus might continue? 	Chair/Moderator
17:15 – 17:30	Wrap-up	Moderator
17:30 – open	Snack break & Networking	All participants

Tuesday 26th September 2023

9:00 – 9:15

Summary of results of day 1

Anthony K. Edusei, KNUST

Session IV: Exploring options for reforms: Skill-mix innovations

Chair: xxx, xxx

This session aims to proffer some reform options with a focus on skill-mix innovations (i.e. skill-mix and integrated care) as viable approach to mitigate against the migration of healthcare workers. The features of integrated care would be thoroughly discuss.

9:15 – 9:45	Creating and implementing skill-mix innovations: outcomes, drivers and trends	Juliane Winkelmann, OBS
9:45 – 10:15	Panel discussion <ul style="list-style-type: none"> • Brief reaction on presentation from stakeholders • Perspective of stakeholders on skill mix innovations <ul style="list-style-type: none"> • Providers (GHS, CHAG, TH) • Professional bodies (physicians, nurses, allied health, pharmacists) 	Chair/Moderator
10:45-11:15	Skill-mix and integrated care: coordination <ul style="list-style-type: none"> • Brief reaction from stakeholders 	xxx
10:45-11:15	Coffee Break	

Session V: Implementing Network of Practice for primary healthcare I

Chair: xxx, xxx

The GHS is implementing a concept of Network of Practice with the aim to strengthen the primary health care in Ghana at the sub-district level. This session will explore the approaches for implementing the concept in a bid to provide a common understanding for all key stakeholders.

11:15 – 12:00	Network of Practice for primary healthcare: concept, aim, outcomes	Rep., GHS
12:00 – 12:30	Plenary discussion/Q&A	Chair/Moderator
12:30 – 13:30	Lunch	

Session VI: Implementing Network of Practice for primary healthcare II

Chair: xxx, xxx

This session will discuss in-depth the policy/regulatory regime for the network of practice, explore the training requirement of healthcare workers and payment/financing mechanisms for the network of practice.

13:30 – 13:45	Panel discussion on the policy and regulation for network of practice	Rep., GHS Rep., NMC Rep., GMDC Rep., Pharmacy Council Rep., Allied Health Council Director HR, MoH Moderator
14:15 – 14:45	Plenary on training for network of practice	Moderator
14:45 – 15:15	Paying and financing network of practice and skill-mix innovations <ul style="list-style-type: none"> Brief reaction from stakeholders 	Wilm Quentin, TUB (NHIA, etc.)

15:15 – 15:30

Mobility break

Session VII: Next steps and wrap up

Chair: xxx, xxx

The aim of this session is to make recommendations for skill-mix innovations suitable for the Ghana health system. This session will highlight the key elements of the network of practice needed critical attention for the successful implementation of the innovative concept.

15:30 – 16:00	Reflections from the previous discussions on skill-mix innovations	Daniel Opoku, KNUST/ Joseph Dodoo, MoH
16:00 – 16:15	Reflections from the previous discussions on network of practice	Daniel Opoku, KNUST/ Joseph Dodoo, MoH
16:15 – 16:45	Plenary discussion - The way forward	Moderator
16:45 – 17:00	Closing remarks	

Formal Dinner with Public Health Postgraduates in Ghana

18:00 – 21:00

Host: Mrs. Emma Ofori, PPME Director & Prof. Peter Agyei-Baffour, KNUST HOD

The PPME Director of the Ministry of Health and the Head of Department at the School of Public Health, KNUST will together play host to all participants of the policy dialogue to a networking and closing session over a roundtable dinner.

Wednesday 27th September 2023

Departure



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