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MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear readers,

Thank you for your continued commitment in putting the health workforce crisis on the global public health agenda.

I am delighted to inform you that the venue for Second Global Forum on Human Resources for Health has now been identified – it will take place in Bangkok in early 2011. Moreover, I am pleased to inform you about the recent launch of the Alliance's HRH Exchange as the forum for our Communities of Practice discussions. Please do join us by sharing with the community your views on salient HRH issues. Our library is also growing - the Alliance's publication "*Way Forward from Kampala - Strategic priorities and directions of the Global Health Workforce Alliance: 2009-2011*", along with the Communications and Knowledge strategy, has just been printed and are receiving some very positive feedback. Please let us know if you are interested in availing copies.

In these challenging times, I am comforted by the fact that the Alliance can count on your dedication and commitment to move the HRH agenda forward. Your support has never been so important. The global financial crisis unleashed last autumn continues to linger and which has further been compounded by the AH1N1 outbreak. This pandemic showed us once again that the health of the entire world is interconnected. When any region lacks solid public health systems, the health of the entire world is at risk. Prevention, treatment and quality surveillance of disease - the vital elements of public health risk being neglected due to the global health worker shortage.

I look forward to hearing your thoughts as we continue to move forward with our collective agenda. As a saying goes, "one stick may easily break, but when they come together as a bundle, they cannot be broken." Our challenge is to now ensure that these commitments are turned into concrete action. Together and united, I am more than confident that we will make it happen.

Happy reading!

DR MUBASHAR SHEIKH ■

NEWS

INCREASE IN THE ALLIANCE MEMBERSHIP BASE!

We are delighted to welcome over a 100 new members of the Alliance. The Alliance's membership base has increased considerably since the beginning of this year - we are now comprised of some 250 member organizations worldwide. Some new members include: Commonwealth

Secretariat (UK), Public Health Foundation of India, London School of Hygiene and Tropical Medicine (UK), The World Federation of Public Health Associations, International Medical Corps (USA), University of the Western Cape School of Public Health (South Africa),

Continued on page 2.

Increase in the Alliance Membership base! – Continued Agence de Médecine Préventive (France), Kokilaben Dhirubhai Ambani Hospital and Research Institute (India) and WEMOS (Netherlands).

One of our new members WEMOS wrote in to say “being a member of GHWA gives us access to knowledge and expertise on the international debate/discourse on the global HRH crisis. Moreover, it allows us to obtain country-specific information from other members”.

A fully up-to-date list of members will be made available on our website shortly. We are also working on creating vignettes (i.e, individual pages) on each member - which will be made available by the end of the summer. As soon as we are able to publish the list of all the new members we will send around a special E-update. In the meanwhile - as members we invite you to be in touch with us and share new ideas, data, best practices,



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events and other important and relevant news related to the health workforce crisis. We will be happy to feature your news and stories in our newsletters. ■

IN BRIEF

62ND WORLD HEALTH ASSEMBLY (WHA)



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Alliance staff member Dr. Melville George at the Alliance booth

The Global Health Workforce Alliance took part in this year's WHA highlighting the urgent need to address the global health workforce crisis. The Alliance's booth located in the exhibition area attracted many visitors and provided a platform for Alliance networking, advocacy and partnership outreach. All latest Alliance publications were made available. During that week, the Alliance joined the Positive Practice Environment (PPE) partners in convening professional associations with the aim of promoting and familiarizing them with the PPE campaign. The reception was hosted at the International Council of Nurses, where Dr. Sigrun Mogedal, Chair of the Alliance board; Dr. Mubashar Sheikh, Executive Director of the Alliance and Dr Mirelle Kingma, of the International Council of Nurses made interventions. ■

WORLD BANK HUMAN RESOURCES FOR HEALTH RESULTS CONFERENCE, MAY 11-14, ADDIS ABABA

The Alliance was invited by the World Bank to participate and co organize the meeting of the Regional Health Workforce Conference on Human Resources for Health Results, in Addis Ababa. The conference was the culmination of the work carried out during the first phase of the Africa Human Resources for Health (HRH) Program, funded by the Gates Foundation and the Government of Norway. The World Bank Africa HRH

Program assists governments in Sub-Saharan Africa to design and implement country-specific solutions to HRH problems in the region. A side meeting with WHO and regional health organizations was organized by the Alliance during the conference, giving the Alliance the opportunity to present its activities and discuss the role of WHO/AFRO, the African Platform and regional bodies in scaling-up HRH strategies in Africa. ■

AFRICAN UNION HEALTH MINISTERS CONFERENCE

The Alliance was in attendance at the African Union Health Ministers conference, in Addis Ababa. The meeting was attended by delegates from 34 African Union (AU) member states and 49 non-African embassies accredited to the AU, RECs, RHOs, UN specialized agencies, Intergovernmental and Non governmental Organizations, cooperating partners and invited observers. It provided an important forum for member states, development partners and other

stakeholders to share their strategies and activities to improve maternal, neonatal and child health mortality rates. The principal lesson retained by the participants from the experts meeting was the crucial leadership role that Ministers and governments have on the HRH management and reduction of maternal and child mortality rate. Positive examples undertaken by governments of Rwanda, Ethiopia and the Cape Verde were cited as Best Practices. ■

12TH WORLD FEDERATION OF PUBLIC HEALTH ASSOCIATIONS (WFPHA) CONGRESS

The Congress took place in Istanbul from 27 April - 1 May. It brought together leaders from across the globe to discuss the growing challenges of public health in a world where nations and economies are increasingly interdependent. The Alliance was in attendance at the

congress and participated in several sessions that covered international health worker migration issues and strengthening the capacity of the public health workforce. ■

USE OF TOOLS AND GUIDELINES TO SCALE UP HEALTH NURSING & MIDWIFERY SERVICE DELIVERY IN THE CONTEXT OF PHC RENEWAL - 20- 27 APRIL, NAIROBI, KENYA

The WHO and the Alliance, in collaboration with the Ministry of Medical Services and Ministry of Public Health and Sanitation of the Republic of Kenya, hosted a orientation and capacity building meeting in Nairobi from 20-24 April 2009. Nursing and midwifery leaders from 21 nations on the African continent, as well as several regional and international nursing and midwifery partners, came together to address nursing and midwifery's contribution to scaling-up human resources for health (HRH) in the context of primary health care (PHC) renewal and the Ouagadougou Declaration Implementation Framework.

The overall aim of the meetings was to contribute to the capacity building of nurses and midwives as frontline health decision-makers in accelerating action at country level in addressing HRH issues and challenges within existing national health policies, and HRH orientations using the available tools and guidelines. ■



Dr Joyce Lavusa (WHO Kenya); Prof. Anyang' Nyong'o (Medical Services Minister, Kenya) and Prof. Miriam Were (Alliance Board member), at the Nursing and Midwifery meeting.

HRH ACTION FRAMEWORK (HAF) - STOCK TAKING MEETING, 5-7 MAY 2009, AMSTERDAM, THE NETHERLANDS

The main objective of the meeting organized by the Capacity Project, an Alliance partner, in collaboration with the WHO, both of which are implementing the HAF, was to review the progress done so far in implementing the HRH Action Framework (HAF) at regional and country level. The gathering brought together participants from all regions of the world who shared experiences

on the use of the HAF, identified challenges, explored further development of the tool and brainstormed on the implications for the future. Furthermore, the experiences shared at the meeting demonstrated the interesting and varied ways in which the HAF is being implemented. The Alliance sponsored some of the participants who attended the meeting. ■

WORLD HEALTH DAY 2009

On the occasion of World Health Day 2009 - the theme of which was “Save Lives. Make hospitals safe during emergencies”, the Global Health Workforce Alliance underlined the important and critical role played by health workers at times of disaster and emergency. The Alliance pledged its support to health personnel across the world and called upon governments and partners to remember the pivotal role played by health workers in the delivery of health care in general and during emergencies and catastrophes in particular.

The Alliance urged increased investment in training, recruitment, retention and support of health workers, at all levels, ensuring a committed and motivated health workforce to better serve our communities. The



Alliance also urged that health workers are protected, respected and supported before, during and after emergencies, so that the impact of disasters, natural or otherwise, are minimal. ■

TASKFORCE ON INNOVATIVE FINANCE

At a follow up meeting of the Taskforce on Innovative Finance in London in March, a preliminary report from the taskforce’s independent working group was presented to the leaders, with a warning that unless donors and developing countries meet international targets for increasing support to health, the funding gap will be an estimated \$30 billion a year by 2015 notwithstanding a significant set-back in meeting the health-related Millennium Development Goals (MDGs) Prior to the meeting of the Taskforce members, a

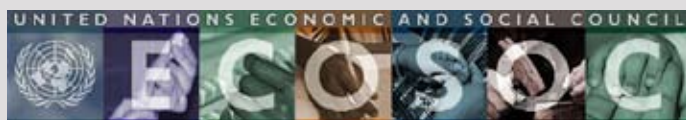
special consultation took place to share and discuss preliminary findings of the Working Group report with civil society. The health workforce and financial implications of scaling-up numbers of health workers have been central to the work of the Taskforce in its drive to achieve the health related MDGs. The Global Health Workforce Alliance Secretariat, a number of key Alliance members and the Health Workforce Advocacy Initiative, participated in the consultation. ■

WHO LAUNCHES NEW PROGRAMME ON RETENTION

WHO recently launched a new programme to increase access to health workers in remote and rural areas through improved retention. The programme is an integral part of the organization’s renewed efforts to strengthen health systems through a primary healthcare approach. More than 30 international experts on health workforce rural retention met in Geneva to map out a plan of action to develop evidence-based recommendations.

The outcome of the meeting is slated to be published in Spring 2010. The recommendations constitute one of three interdependent pillars upon which the new rural retention programme will be based. The other two pillars are to gather and share evidence and to support countries in implementing effective health workforce retention strategies in rural and remote areas. ■

ECOSOC, 6-9 JULY 2009



goals and commitments in regard to global public health”. ECOSOC offers a unique opportunity to highlight the role health plays in economic and social development but also to raise awareness of the importance of policies outside the health sector for making progress in improving health. During this period, the Alliance will launch a product of its Financing Taskforce - the “Resource Requirement Tool” (RRT). The RRT is a practical tool that aims to assist countries estimate and project costs of Human Resources for Health (HRH) plans; analyse the plans’ affordability; simulate “what if” scenarios; and monitor implementation. The date and time of the launch is still being determined, once finalized it will be communicated to you. ■

VOICES



- “An effective public health response depends on strong health systems that are inclusive, offering universal coverage right down to the community level. It depends on adequate numbers of appropriately trained, motivated, and compensated staff”. *Margaret Chan, Director General of the WHO, in an address to the Sixty-second World Health Assembly, Geneva, Switzerland, May 2009.*



- “I am passionate about development because I cannot countenance a world in which a child dies because they are too poor to live, because they don’t have enough access to clean water or because they don’t have a mosquito net”. *Gordon Brown, Prime Minister UK, at a DFID conference on eliminating world poverty, March 2009.*



- Health systems are “the guardians of good health in normal times and the bedrock of our response to the new outbreaks and emerging diseases. If a health system is available and accessible 24 hours a day, 7 days a week and capable of handling normal deliveries and emergencies, then it is equipped to provide a wide range of other services as well.” *Ban-Ki Moon, UN Secretary General, in an address to the Sixty-second World Health Assembly, Geneva, Switzerland, May 2009* ■

BANGKOK, THAILAND SELECTED AS VENUE FOR SECOND GLOBAL FORUM ON HUMAN RESOURCES FOR HEALTH.

The Global Health Workforce Alliance, the Prince Mahidol Award (PMA) Conference and the World Health Organization will jointly convene the second Global Forum on Human Resources for Health in Bangkok, Thailand in the first quarter of 2011.

Since the endorsement of the Kampala Declaration and Agenda for Global Action at the first-ever Global Forum on Human Resources for Health held in Kampala, Uganda in March 2008, significant commitments and unprecedented levels of action relating to strengthening the health workforce have been made. As a result of these global and national efforts, several countries have made significant progress in improving their citizens’ access to quality health care supported by appropriate levels of trained health workers. Nevertheless, the global health workforce crisis continues with millions of health workers needed to bridge the chronic gaps.

The second Global Forum on Human Resources for Health will review and assess progress made on the Kampala Declaration and Agenda for Global Action; celebrate successes and identify gaps and new challenges for the health workforce crisis.

We hope that the Forum will provide an extraordinary platform for consensus and capacity building, sharing and exploring solutions, and will further galvanize the global movement that is emerging as a response to the increasingly pertinent human resources for health crisis. ■

MEMBERS NEWS

ALL MOTHERS MATTER: MERLIN LAUNCHES REPORT ON MATERNAL HEALTH

To mark International Day of the Midwife on 5 May, Merlin launched a compelling report entitled - **All Mothers Matter** - a report which outlines why, without urgent investment in health workers in fragile states, the Millennium Development Goal for maternal health will not be reached. The report prioritizes investment in health systems calling for 50 per cent of all global health funding to be channeled into strengthening health systems, with 25 per cent of that to be used to train and retain health workers. Investing in health systems would help deliver regular staff salaries, training, equipment and incentives for health workers, ultimately building the skills base needed to stop mothers dying needlessly in childbirth. The full report is available for download at:

<http://www.merlin.org.uk/> ■



HIFA 2009 CHALLENGE

The HIFA 2009 Challenge is the second in a series of annual initiatives being launched by Healthcare Information for All by 2015 (HIFA 2015), the global campaign which works to ensure that everyone has access to an informed healthcare provider by 2015. The Annual Challenge for 2009 is: Addressing the information needs of nurses and midwives in low-income settings. The 2009 Challenge will bring together thousands of nurses, midwives, publishers and librarians to work out ways to improve the quality and availability of information for nurses and midwives in developing countries. Their common goal is that by 2015, every nurse and midwife will have access to the

information that they need to learn, diagnose, and provide the appropriate care and treatment to save lives.

The 2009 Challenge group is supported by the British Medical Association, Global Alliance for Nursing and Midwifery, International Confederation of Midwives, International Council of Nurses, Midwives Information and Resource Service, Royal College of Midwives, Royal College of Nursing, and the World Health Organization. Together they are calling for relevant, reliable healthcare information to be made more easily accessible to nurses and midwives in the developing world. For more information, please visit: <http://www.hifa2015.org> ■

WEMOS ORGANISES WORLD HEALTH DAY EVENT



WEMOS, a new member of the Alliance, organized a special World Health Day event in the Hague (Netherlands) focusing particularly on health workers and the critical shortages around the world. The Alliance was present at the event along with Cordaid, Oxfam Novib, AMREF Flying Doctors and the International Federation of Health and Human Rights Organizations (IFHHRO). Bringing together Parliamentarians, policy makers, experts, civil society and the general public, the event aimed to underline the importance of addressing the health workforce crisis, particularly exploring ways in which the Netherlands could give a meaningful and innovative contribution. ■

FEATURE

COMMUNITIES OF PRACTICE AND THE ALLIANCE

As it is said, “knowledge is power.” Many of us often take for granted that we are able to communicate instantly with a friend, relative or colleague halfway across the world by email, SMS or some other new technology which may have just been invented today! Indeed, the world in many ways, is shrinking. Information is so much easier to obtain these days. There has never been a better time for knowledge sharing - the challenge is shifting through information that is relevant, time-sensitive and one that leads to solutions.

People have never been hungrier for good information. From Akron to Accra, Manila to Madrid, Paris to Port-au-Prince, Santiago to Sydney, people from disparate corners of the world -- through social networking services such as facebook, Twitter and the like -- are getting together and building on-line communities to reconnect with old friends and meeting new acquaintances. Like-minded people are setting up their own virtual “communities”. Perhaps because they bring to the table a dynamic more unique than individuals ever can, blogs and on-line chats are increasingly the forum used to express collective action.

The Alliance recently launched its own Communities of Practice or COPs, aptly called “The Human Resources for Health (HRH) Exchange or “The Exchange”. It is a virtual discussion center aimed at establishing a connection for the inter-action of health professional at all levels, and in all regions of the world. The impetus for this innovative virtual community is to keep human resources for health issues at the foreground of health policy development in all countries. The first online discussion was held from 28 April until 8 May 2009 and focused on the issue of “Task Shifting”. Discussions are being moderated by the Alliance.

Now what does all these have to do with the Alliance’s implementation of Communities of Practice? One of the core ways of giving credence to the Kampala Declaration and the Moving Forward documents is through the support of its two strategic objectives of: (i) accelerating country action and (ii) solving global problems, the Alliance mobilizes knowledge and learning through activities such as collection of best practices, commissioning of research papers and communities of practice.

The Alliance hopes to create viable self-sustaining CoPs which will create a continuum of information collection leading to capacity building. The CoPs act as learning centres, resource tools and networking arena. Led by volunteer experts and facilitated by the Implementing Best Practices (IBP) Knowledge Gateway and WHO,

the CoP can be asynchronized, that is on-line via email or synchronized, i.e. online in real time.

In keeping with the Alliance’s mandate, CoPs are primarily aimed at health care professionals worldwide. The focus extends to all of the Alliance’s partners and members and

encourages individuals interested in current health issues to join the membership.

The expected outcomes for the Communities of Practice are:

- Interaction of health care workers across different communities & within communities.
- Generation of new ideas applicable to country or world region.
- Additional, practical solutions to the HRH global crisis.
- Capacity building through shared learning.
- Alliance document (s) that can be used as a guide (s)/ tool (s) in country level policy development.

The Exchange is receiving some very positive feedback from its users, some of whom have very kindly agreed to share their comments:

“I know how difficult it is in a small way keeping track of information from different parties with different views and I think what you have done was both an excellent example of building capacity and an example of how to network effectively across geography and thematic barriers and produce tangible working ideas.” Dr. Mary Elizabeth Grant, University of Edinburgh

“It has been an excellent discussion on task-shifting. Congratulations to all contributors and to the moderators and expert advisors.” Dr Neil Pakenham-Walsh MB,BS (Co-director, Global Healthcare Information Network, Oxfordshire). ■



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CALENDAR OF EVENTS

MAY

- 26 - 30 May 36th International Conference on Global Health, Washington DC
- 29 - May-09 Migration of Health professionals and its impact on health human resource planning

JUNE

- 14 - 17 June 8th GHWA Board Meeting, Beijing, China
- 22 - 23 June Pre-G8 meeting on Positive Synergies between Global Health Initiatives and Health Systems, Venice

JULY

- 29 June - 2 July HR for Maternal Survival: Task shifting to Non-Physician Clinicians, Addis Ababa ,Ethiopia
- 27 June - 4 July ICN Congress, Durban , South Africa
- 30 June - 2 July 6th World Conference of Science Journalists, London, UK

- 6 - 9 July ECOSOC High Level Segment, Geneva, Switzerland
- 14 July Roundtable: Realizing Rights and the Capacity Project, Washington DC, USA
- 17 - 18 July Accelerating the Impact of HIV Programming on Health Systems Strengthening, Cape Town, South Africa
- 19 - 22 July 5th IAS Conference on HIV Pathogenesis, Treatment and Prevention (IAS 2009), Cape Town, South Africa

AUGUST

- 16 - 22 August Measuring health workforce inequalities: methods and applications - Special topic meeting, Durban, South Africa. (57th Session of the International Statistical Institute (ISI))

LATEST PUBLICATIONS

- Moving Forward from Kampala - Strategic priorities and directions of the Global Health Workforce Alliance: 2009 - 2011
- Communications Strategy of the Global Health Workforce Alliance: 2009 - 2011
- Knowledge Strategy of the Global Health Workforce Alliance: 2009 - 2011
- Biennial Report of the Global Health Workforce Alliance 2006 - 2007
- Kampala Declaration and Agenda for Global Action - Now available in Chinese, Russian and Arabic

The above publications are available on our website at: www.who.int/workforcealliance.
If you would like to receive a hard copy, please write to us at ghwa@who.int.

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For further information and regular updates, we invite you to visit www.who.int/workforcealliance

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