

REORIENTATION OF HEALTH PERSONNEL:  
PROGRESS, PROBLEMS AND FUTURE ACTION

The Regional Committee,

Having reviewed the report on reorientation of health personnel;<sup>1</sup>

Aware that the development of human resources appropriate to the particular health needs and socioeconomic conditions of individual Member States is essential for the attainment of health for all;

Recognizing that much remains to be done to reorient health personnel planning, training and management to primary health care;

Concerned that, in many countries of the Region, imbalances exist in regard to the numbers, categories, functions, quality and distribution of human resources for health and actual needs for such resources, leading to their under-utilization, unemployment and migration to other countries;

Recalling that these imbalances are caused not only by various social, economic and political factors but by a failure to integrate the development of health personnel with that of the health system and thus to improve the planning and management of human resources;

1. URGES Member States:

(1) to review their health personnel policies and reformulate them where necessary, with a view to ensuring that they respond fully to strategies for achieving health for all through primary health care;

(2) to develop information systems of relevance to health personnel development, and a set of country-specific criteria and indicators for use in effecting and monitoring changes according to national priorities;

(3) to reorient the education and training of health personnel in response to national needs and in conjunction with the integrated development of health systems and health personnel;

(4) to ensure that the development and utilization of human resources for health are skilfully managed to the best effect;

(5) to use economic analyses and decision-linked research in the planning and development of human resources for health in order to bring the supply and distribution into line with the anticipated demand for services;

2. REQUESTS the Regional Director:

(1) to cooperate with Member States in strengthening their health personnel systems, including planning, training and management, so that they are consistent with the strategies for health for all;

(2) to promote research into health personnel imbalances and the exchange among Member States of relevant information concerning such imbalances and methods of righting them;

(3) to intensify efforts to cooperate with competent national and international organizations to stimulate the organization of national and international health training programmes in human resource management;

(4) to explore technical and managerial mechanisms for coordinating national and international programmes in order to meet the special needs for human resources for health of the small island nations of the South Pacific.

Seventh meeting, 15 September 1988

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<sup>1</sup>Document WPR/RC39/8.