



REGIONAL OFFICE FOR THE WESTERN PACIFIC
BUREAU RÉGIONAL DU PACIFIQUE OCCIDENTAL

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TECHNICAL DISCUSSIONS

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ORIGINAL: ENGLISH

GUIDELINES FOR THE TECHNICAL DISCUSSIONS

1. TOPIC

"Health Manpower in the Developing Countries: Problems and Needs"

2. PURPOSE OF THE DISCUSSION

- 2.1 To exchange information on the health manpower situation obtaining in the countries of the Western Pacific Region.
- 2.2 To identify resources and means which can be employed in the study and development of the health manpower.
- 2.3 To consider feasible approaches that can help establish a balance in the health manpower supply and demand in the countries.

3. PREPARATION FOR THE DISCUSSION

It is suggested that participants should familiarize themselves with the situation in their own countries/territories as far as the following are concerned:

- (1) The national health manpower policy and its relationship with national health planning and overall developing planning.

/(2) Status ...

- (2) Status of the present health manpower supply and demand, including the associated problems.
- (3) Mechanisms, if any, for the surveillance of the health manpower situation and for regulating the supply and demand.
- (4) Information on the education and training resources for the different manpower categories and estimates of the demand for manpower (public and private) under the national health plan.
- (5) Current short- and long-term goals of health manpower development.

Comments and suggestions will be requested from participants as a further basis for discussion with a view to adding to the pool of information already available and to providing new insights in the field of national health planning.

4. QUESTIONS AND PROBLEMS

Primary attention will be given to the questions and problems raised by participants during the Technical Discussions. Annexed to this document are certain questions which the participants may wish to consider during their deliberations.

ANNEX 1

QUESTIONS WHICH MIGHT BE CONSIDERED DURING
THE TECHNICAL DISCUSSIONS

1. To what extent do national health administrations have up-to-date and reliable information, as well as assessments, on their health manpower resources?

(Notes: (1) The term information will normally cover the categories and numbers of health manpower (professional and auxiliary) including its attributes such as age, sex, domicile, educational qualifications, specialization, if any, migration status, etc.

(2) The term assessment will include an indication of the relationships between the manpower supply and demand (present and future) and an explanation of the underlying imbalances which may exist).

2. What means and resources are necessary in a country to allow the study and development of the health manpower?

(Notes: The term means will include the organization, technique, provisions for registration of health manpower categories, legislation and regulation, and policy.

The term resources will include personnel, materials, and financial components, including those of education and health institutions.

The study of health manpower will include the collection and analysis of manpower data and information, interpretation of results, as well as making projections over time, according to alternative assumptions, of both the supply of and demand for health manpower.

/Development of ...

Development of the health manpower will refer to the quantitative and qualitative changes necessary in the manpower and in the institutions in which they train and work to accomplish pre-determined manpower plan goals. A short-term goal normally spans plus/minus 5-7 years; a long-term goal, plus/minus 10-20 years.)

3. From the information obtained in 1 and 2 above, what action may countries take to estimate and meet their health manpower requirements?

(Notes: Factors to be considered may include the health and manpower planning organization and its links with the education ministry, overall development body, teaching institutions, etc.; strengthening the structure and functioning of national health services; formulating, implementing and evaluating the national health plan which should incorporate a health manpower policy; legislation and regulation; education and training institutions with courses compatible with staff operational functions in the field, etc.)

4. How can international agencies such as WHO assist countries in developing their health manpower to meet national requirements?

(Notes: Relevance of the following factors: provision of advisory/consultant services; fellowships; promoting adoption of international standards for a rational classification of health manpower categories including recommendations on their qualifications, training and functions, sponsoring studies and encouraging international agreements on the amelioration of brain drain, facilitating the exchange of information and experiences among countries on the subject of health manpower resources.)