



REGIONAL OFFICE FOR THE WESTERN PACIFIC
BUREAU RÉGIONAL DU PACIFIQUE OCCIDENTAL

REGIONAL COMMITTEE

Twenty-eighth session
Tokyo
6-12 September 1977

WPR/RC28/6 Corr.1
11 August 1977

ORIGINAL: ENGLISH

Provisional agenda item 13

HEALTH MANPOWER DEVELOPMENT: MEDIUM-TERM PROGRAMME

Corrigendum

Please substitute the following pages, copies of which are attached, for those at present appearing in document WPR/RC28/6:

Annex 1

page 19
page 22
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page 32(a) new page
page 32(b) new page
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page 39
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Annex 2

page 47

5.4 Target 4.2 _____ countries/areas will have integrated national health manpower plans and policies for the provision of health care to cover the entire population.

INTERCOUNTRY PROJECT

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|--|---|--|--|---|---------------------------------|
| <p>ACT - To convene a working group to study adaptation of CHP methodology and to strengthen health manpower planning component in CHP (WPRO)</p> <p>To review methodologies for monitoring health manpower requirements for incorporation into health manpower planning methodology (WPRO)</p> | <p>ACT - As for 1978</p> | <p>ACT - To conduct a regional seminar on health manpower planning (WPRO)</p> <p>May be necessary to draft or adopt health manpower policies in some countries/areas as prelude to health manpower planning</p> <p>To carry out manpower planning activities through country health programme exercise or independently</p> | <p>ACT - To expand planning activities under CHP or independently (CTY/WPRO)</p> | <p>ACT - As for 1981 (CTY/WPRO)</p> <p>To evaluate validity of methodology</p> | <p>ACT - As for 1982</p> |
| <p>INP - 6 temporary advisers x 2 weeks (minimum)</p> <p>Manual on HMP from HQ</p> <p>CHP methodology from PDS unit at WPRO and HQ</p> | <p>INP - 6 temporary advisers x 2 weeks</p> <p>STC 4 m/m</p> | <p>INP - STC 4 m/m</p> | <p>INP - STC 4 m/m</p> | <p>INP - STC 4 m/m</p> | <p>INP - STC 3 m/m</p> |
| <p>OUT - Interim working group report issued</p> | <p>OUT - Final working group report issued</p> | <p>OUT - Seminar report issued</p> <p>Number of policies drafted or adopted</p> <p>Planning activities carried out</p> | <p>OUT - Number of policies drafted or adopted and manpower planning activities carried out</p> | <p>OUT - Evaluation report issued</p> | |

ACT - Activities
 CHP - Country health programme
 CTY - Country/area
 HMP - Health manpower planning
 HQ - WHO Headquarters
 INP - Input

m/m - Man/month(s)
 OUT - Output indicators
 PDS - Programme development and support
 STC - Consultant (short-term)
 WPRO - WHO Regional Office for the Western Pacific

Brackets () at the end of statement on activities indicate the location/s where such activities are to be carried out.

5.15 Target 4.4 _____ countries/areas will have, where necessary, expanded training facilities to prepare health personnel in numbers and types identified by health planners.

INTERCOUNTRY PROJECT - SOUTH PACIFIC

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|--|--|--|--------------------------|--------------------------|---|
| <p>ACT - To promote the optimum utilization of nursing personnel in the delivery of health care</p> <p>To convene a working group for senior nurse educators and administrators to assess the nursing/midwifery situation in the South Pacific and make recommendations for WHO collaboration (WPRO)</p> | <p>ACT - To promote national dialogue in order to formulate areas for collaboration with WHO (CTY)</p> | <p>ACT - To implement requests for WHO collaboration (CTY)</p> | <p>ACT - As for 1980</p> | <p>ACT - As for 1981</p> | <p>ACT - To convene a working group (similar to 1978 group) to review and assess the impact of collaboration over a four-year period (WPRO)</p> |
| <p>INP - Task force from WPRO and WHO staff from HMD/HSD projects</p> <p>Selected senior national health officers</p> | <p>INP - Consultant services from WPRO or country/areas in the Region</p> | <p>INP - STC or long-term staff</p> | <p>INP - As for 1980</p> | <p>INP - As for 1981</p> | <p>INP - Task force from WPRO and WHO project staff</p> <p>Senior national health officers selected</p> |
| <p>OUT - Report of the working group issued</p> | <p>OUT - Requests submitted to WPRO</p> | <p>OUT - Number of countries/areas implementing programmes</p> | | | <p>OUT - Evaluation report of working group issued</p> |

ACT - Activities
 CTY - Country/area
 HMD - Health manpower development
 HSD - Health services development
 INP - Input

OUT - Output indicators
 STC - Consultant (short-term)
 WPRO - WHO Regional Office for the Western Pacific
 Brackets () at the end of statement on activities indicate the location/s where such activities are to be carried out.

5.17(a) Target 4.4 _____ countries/areas will have, where necessary, expanded training facilities to prepare health personnel in numbers and types identified by health planners.

Regional Centre for the training of anaesthetists
 ONGOING INTERCOUNTRY PROJECT/HMD/004

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|---|--|--|---|--|--|
| ACT - Continue to provide training in anaesthesiology (PHL) INP - 10 x 12 m/m fellowships (RB) OUT - Students trained | ACT - Continue as for 1978 (PHL) INP - 10 x 12 m/m fellowships (RB) OUT - Students trained | ACT - (1) Continue as for 1979 (PHL) (2) To evaluate effectiveness of postgraduate performance in the field with a view to setting up refresher training as well as for changes in current teaching programme (CTY) INP - STC 3 m/m 8 x 12 m/m fellowships OUT - Evaluation undertaken and report issued Students trained | ACT - Provide training Depending on outcome of STC assignment plan and implement refresher course for postgraduates (PHL) Make any changes in curriculum as may be indicated in report issued in 1980 (PHL) INP - STC 2 m/m 8 x 12 m/m fellowships 5 x 1 month (1971-72 class) OUT - Refresher training provided Curriculum changes made Students trained | ACT - Provide training (PHL) INP - 6 x 12 m/m fellowships 7 x 1 month (1973-74 class) OUT - Training provided | ACT - Review curricula changes Provide training (PHL) INP - STC 1 m/m 6 x 12 m/m fellowships 8 x 1 month (1975 class) OUT - Training provided STC assignment completed; report issued. |

ACT - Activities
 CTY - Country
 INP - Input
 m/m - Man/month(s)
 OUT - Output indicators
 PHL - Philippines

RB - Regular budget
 STC - Consultant (short-term)
 Brackets () at the end of statement on activities indicate the location/s where such activities are to be carried out.
 Brackets () at the end of statement on inputs indicate budget source.

5.17(b) Target 4.4 _____ countries/areas will have, where necessary, expanded training facilities to prepare health personnel in numbers and types identified by health planners.

ONGOING INTERCOUNTRY PROJECT/HMD/017

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|------|--|------|--|--|---|
| | <p>ACT - 8th meeting of Deans or Representatives of Schools of Public Health scheduled to be held in SEARO (Bangkok)</p> <p>INP - Provision for 10 participants from WPRO to attend (RB)</p> <p>OUT - Meeting held Report issued</p> | | <p>ACT - 9th meeting to be held in AFRO (CTY)</p> <p>INP - Provision for 10 participants from WPRO to attend</p> <p>OUT - Meeting held Report issued</p> | <p>ACT - Planning for 10th meeting scheduled for 1983 in WPRO</p> <p>INP - Regional Office staff from HSD and HMD</p> <p>STC 1 m/m to assist in planning</p> <p>OUT - Plans finalized for 10th meeting</p> | <p>ACT - To hold 10th meeting in WPRO</p> <p>INP - STC 3 m/m administrative support services</p> <p>Supplies and equipment</p> <p>10 participants from WPRO</p> <p>OUT - Meeting held Report issued</p> |

- ACT - Activities
- AFRO - WHO Regional Office for Africa
- CTY - Country
- HMD - Health manpower development
- HSD - Health services development
- INP - Input
- m/m - Man/month(s)

- OUT - Output indicators
 - RB - Regular budget
 - SEARO - WHO Regional Office for South-East Asia
 - STC - Consultant (short-term)
 - WPRO - WHO Regional Office for the Western Pacific
- Brackets () at the end of statement on activities indicate the location/s where such activities are to be carried out.
- Brackets () at the end of statement on inputs indicate budget source.

5.19 Target 4.7 At least _____ % of teaching faculty in _____ countries/areas will have undergone courses in pedagogy.

ONGOING PROJECT: MALAYSIA/HMD/005

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|---|---|---|--|---|-------------------------------|
| References: 5.12, page 27; 5.24, page 39 ACT - To review Universiti Kebangsaan organization and medical curriculum INP - STC 9 m/m (RB) | ACT - To introduce changes in curriculum organization To improve skills of teachers in educational planning (CTY/RTTC) INP - STC 2 m/m Fellowships in educational planning technology 1 x 12 m/m (RTTC) 1 x 1 m/m (RTTC) Workshop in medical education OUT - New curriculum implemented Workshop conducted Fellows trained | ACT - To investigate possible links with NTTC if already established INP - STC 2 m/m Fellowship in medical education 1 x 1 m/m (RTTC) Workshop in medical education OUT - Possibility of NTTC linkage Workshop conducted Fellows trained | ACT - As under 5.12 (page 27) To continue development of teachers' skills INP - Fellowship in medical education 1 x 12 m/m (RTTC) OUT - Fellow trained | ACT - As under 5.12 (page 27) INP - Fellowships in medical education 1 x 1 m/m (RTTC) OUT - Fellow trained | ACT - As under 5.12 (page 27) |

ACT - Activities
 CTY - Country
 INP - Input
 m/m - Man/month(s)
 NTTC - National Teacher Training Centre
 OUT - Output indicators

RB - Regular budget
 RTTC - Regional Teacher Training Centre for Health Personnel, Sydney
 STC - Consultant (short-term)
 Brackets () at the end of statement on activities indicate the location/s where such activities are to be carried out.
 Brackets () at the end of statement on inputs indicate budget source.

5.20 Target 4.7 At least _____ % of teaching faculty in _____ countries/areas will have undergone courses in pedagogy.

ONGOING INTERCOUNTRY PROJECT/HMD/007 - HONG KONG

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|---|---|---|---|---|---|
| Reference: 5.27, pages 43 and 44 | | | | | |
| ACT - To continue consultations and conduct of two workshops for Medical Faculty as well as for the Medical and Health Department in medical education in Hong Kong | ACT - As for 1978 To undertake review of existing curricula for health personnel To introduce systematic educational planning | ACT - As for 1978 | ACT - To evaluate impact of the input to date | ACT - To modify curricula as required | ACT - As for 1982 |
| INP - STC 2 m/m | INP - STC 2 m/m Fellowship for 1 x 12 m/m (RTTC) | INP - STC 2 m/m Fellowship in medical education 1 x 1 m/m (RTTC) | INP - STC 1-1/2 m/m Fellowship 1 x 12 m/m (RTTC) | INP - STC 1-1/2 m/m Fellowship in medical education 1 x 1 m/m (RTTC) | INP - STC 1-1/2 m/m Fellowship in medical education 1 x 1 m/m (RTTC) |
| OUT - Number of staff from Medical Faculty and Medical and Health Department who attended the workshop | OUT - Number of staff trained Fellowship study completed Review of curricula undertaken | OUT - Number of staff trained Review of curricula undertaken | OUT - Evaluation report issued | OUT - Number of staff using educational planning Curricula reviewed | |

ACT - Activities
INP - Input
m/m - Man/month(s)
OUT - Output indicators

RTTC - Regional Teacher Training Centre for Health Personnel, Sydney
STC - Consultant (short-term)
Brackets () at the end of statement on inputs indicate budget source.

5.24 Target 4.8 _____ countries/areas will have developed functioning national teacher training centres or units of health personnel education within training institutions.

ONGOING PROJECT: MALAYSIA/HMD/004
CROSS REFERENCE: ONGOING INTERCOUNTRY PROJECT/HMD/007

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|--|--|--|---|--|--|
| <p>ACT - To complete feasibility study on establishing a teacher training unit or NTTC in the Ministry of Health started in 1977 (see 5.1 page 16)</p> <p>To complete necessary administrative action to obtain official sanction for establishment of the NTTC or unit</p> <p>To develop plans for implementation</p> <p>To consult with universities on possible joint action and sharing of resources</p> <p>INP - STCs 2 m/m</p> <p>OUT - Unit/NTTC sanctioned, plans developed, agreement with universities reached</p> <p>National staff recruited</p> <p>Unit formally established</p> | <p>ACT - To develop staff for unit or NTTC</p> <p>To conduct national workshops on medical education</p> <p>To commence transfer of all ongoing teacher training activities for health personnel to one authority</p> <p>INP - Fellowship 1 x 12 m/m (RTTC) STC 2 m/m (RB)</p> <p>OUT - Number of persons qualified</p> <p>Medical education workshop completed</p> <p>Number of teaching activities transferred to one authority</p> | <p>ACT - To plan activities of unit/NTTC</p> <p>To conduct training courses under the auspices of NTTC</p> <p>To establish possible links with University medical faculties</p> <p>INP - Fellowship 1 x 12 m/m STC 2 m/m</p> <p>OUT - Training schedule for 1981 drawn up</p> <p>Number of activities carried out</p> <p>Number of teachers trained</p> <p>Possible links with University medical faculties established</p> | <p>ACT - To conduct courses/workshops for teachers of health personnel</p> <p>To develop further possible links with University medical faculties</p> <p>INP - STC 1-1/2 m/m</p> <p>OUT - Number of teachers trained</p> <p>Further development of links with University medical faculties</p> | <p>ACT - To continue courses</p> <p>To expand and elaborate functions of NTTC/unit</p> <p>INP - STC 1-1/2 m/m</p> <p>OUT - Number of teachers trained</p> | <p>ACT - Continue as for 1982</p> <p>INP - STC 1-1/2 m/m</p> <p>OUT - Number of teachers trained</p> <p>Trained teachers assessed</p> |

ACT - Activities

INP - Input

m/m - Man/month(s)

NTTC - National Teacher Training Centre

RB - Regular budget

RTTC - Regional Teacher Training Centre for Health Personnel, Sydney

STC - Consultant (short-term)

Brackets () at the end of statement on inputs indicate budget source.

5.27 (continued)

INTERCOUNTRY PROJECT/HMD/007

| 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
|---|---|---|---|---|---|
| STC 11 m/m | STC 12-1/2 m/m | STC 7-1/2 m/m 9 m/m | STC 5-1/2 m/m 7 m/m | STC 5-1/2 m/m 7 m/m | STC 5-1/2 m/m 7 m/m |
| Fellowships 2x12 m/m(RB) 4x1 m/m(RB) 4x12 m/m | Fellowships 2x12 m/m(RB) 4x1 m/m(RB) 4x12 m/m | Fellowships 2x12 m/m 4x1 m/m 4x12 m/m | Fellowships 2x12 m/m 4x1 m/m 4x12 m/m | Fellowships 2x12 m/m 4x1 m/m 4x12 m/m | Fellowships 2x12 m/m 4x1 m/m 4x12 m/m |
| S & E as required | S & E as required | S & E as required | S & E as required | S & E as required | S & E as required |
| Workshop 1 per year(RB) | Workshop 1 per year(RB) | Workshop 1 per year | Workshop 1 per year | Workshop 1 per year | Workshop 1 per year |
| OUT - Consultantships undertaken | OUT - As for 1978 | OUT - As for 1979 | OUT - As for 1980 | OUT - As for 1981 | OUT - As for 1982 |
| Fellows trained | | | | | |
| Supplies provided | | | | | |
| Workshop conducted | | End of develop- ment phase of project | | | |

m/m - Man/month(s)
 OUT - Output indicators
 RB - Regular budget

S & E - Supplies and equipment
 STC - Consultant (short-term)

ANNEX 2

INDEX OF PROJECTS CONTAINED IN ANNEX 1,
PROPOSED AND ONGOING, UNDER WHICH THE TARGETS ENVISAGED
FOR THE HEALTH MANPOWER DEVELOPMENT PROGRAMME,
1978-83, MAY BE ACHIEVED

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