

Noncommunicable diseases and HRH: A workforce fit for purpose

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HRH and NCDs: Some new resources.....



- Advancing the role of nurses and midwives in Ireland: Pioneering transformation of the health workforce for noncommunicable diseases in Europe (2017)
- Horizon scanning future health and care demand for workforce skills in England, United Kingdom (2017)
- Integrating nurses in advanced roles in health systems to address the growing burden of chronic conditions (2018)

A workforce fit for purpose: Key messages

1. Improve supply by training "new" workers, and utilizing current workers more effectively.
2. Improve workforce accessibility.
3. Improve workforce quality.
4. Align workforce policy, planning, regulation and management to support integrated teams

1. **Train** "new" workers to meet NCD demands; **utilize** current workers more effectively

- Increase the availability of health workers with the right skills and qualifications.
- BUTPush policy beyond numbers.
- Reorient curricula to match NCD demands and inter-professional teamwork.
- Strategies to attract, recruit and retain qualified candidates to work in understaffed areas/sectors.
- Broaden scopes of practice, retrain existing staff.

“More” health workers is not sufficient; they must also be more **accessible**

- Strategies to encourage more students to practice in underserved areas
- Decentralize recruitment procedures to make deployment more equitable.
- Packages of financial, professional, and family friendly incentives.
- Supportive technology, mobile teams, or rotate staff for scheduled periods of time.

The **quality** of the health workforce must improve

- Introduce/ expand use of advanced roles
- Sustain the quality connection in planning and education/ training.
- Accreditation mechanisms that verify that health workers have the competences to meet the NCD challenges.
- Review the role and responsibilities of regulatory bodies.
- Promote the integration and continuity of services.
- Create new roles, such as care coordinators and self-management counsellors, to facilitate the functioning of these services.

Policy and planning, regulation and management must be **aligned** with service delivery to support **teams**....

- HRH policy interventions are known to be more effective when adequately combined than in isolation
- Strengthen the capacity to collect and analyse HRH data - so that policy choices are based on valid, reliable and up-to-date information
- Involve main stakeholders in agreeing HRH strategies, based on population needs and new care models, and resources required.
- Professional managers able to manage integrated multidisciplinary teams and coordinate services

Conclusion

- Overcoming the HRH challenges related to NCDs is not an “exact science”
- It is an exercise in selecting policy options that fit country context and identified priorities, are consistent with needs, and are economically, organizationally, politically and socially feasible.
- It requires consideration of an interconnected policy framework, such as the WHO Europe Regional Framework for Action of a Sustainable Health Workforce: <http://www.euro.who.int>

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