Model Features – Notes by Tom Hall

Handout based on discussion notes – HRH Workforce Planning Model Workshop

Overview / instructional / contextual / utility materials

[Could be in a single IT platform, with button access to various components]

1. Determining / identifying your HR problem(s)?

2. Conceptual framework for different types of plans / policy questions; what are dimensions of a well functioning health workforce; broad policy objectives regarding equity, efficiency, performance determinants, productivity, payment mechanisms to ensure good use of funds, etc.;
   [Glossary of essential policy and planning terms, why they are relevant, how they can be used]

3. Illustrative plan [unnamed country; policy implications]

4. Prerequisites to effective planning & policymaking

5. Types of HR plans and models, their merits and limitations; Uses of HR models and plans; What they can, and cannot do. Potential for linking between national and subnational models.

6. Major HR problems and potential solutions

7. Developing productivity standards (methods, examples, ranges)

8. Developing staffing standards (methods, examples, ranges)

9. Major alternative growth paths & implications with simulated data

10. Illustrative short presentation to decision makers (for adaptation)

11. National labor market models: sources, types, methods for estimating demand and supply; uses and limitations for sectoral planning

*All these materials are currently available in the WHO HRH ToolKits

Planning models / resources

(*initial programming objectives)

1. *National scenario projections, major trends & reforms (10-30 years)

2. *National (or public sector) plan (~10 years, annual estimates)

3. Needs approach, targeted services (MCH, HIV/AIDS)

4. Personnel management, facility(ies), common management

5. *Perspective HR projection [teaser; simple methods]

6. Regional / provincial, 3-5-year HR plan

7. National, 3-5-year HR plan

8. Step-by-step guide through model(s)

Model features

- "Modules" within the model that allows users to enter very basic data and get a basic projection; at end of this basic model, module choices if you wish to look at costs, and production of services, at refined estimates and projections of attrition, at geographic distribution, at public/private sector distribution, etc.

- "Help" screens at each stage that make explicit the assumptions that can be used and their implications for policy

Essential data inputs

- Public health sector costs, salary costs; income by cadre

- Number and major types of health facilities

- Staffing standards by type of institution

- Present and projected population (optional: by age group; by geographic distribution)

- Present "stock" of the workforce by discipline & sector

- Present stock of workforce by type of institution

- Training institution intakes, outputs (optional: by qualified school leavers available for training; by gender; qualified applicants to entrants ratios)

- Cross-national border workforce flows by discipline, in and out (optional: by gender)

- Existing HR policies related to training (optional: estimates of direct costs & induced costs if workforce is expanded)

[For simple, adjusted ration method, model data]