

Developing a new Human Resources for Health Agenda

Health Teams Addressing New and
Renewed Challenges

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Experience of Human Resources for Health Planning in Jamaica within a Context of Migration

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Objective

Jamaica's experience on immigration of health professionals to other countries and the planning methods and regulations in place to address this issue.



JAMAICA



Caribbean Sea

Jamaica

- Jamaica has an area of 4, 411 square miles of 11,424 square kilometers.
- The island is 146 miles (235km) long with widths varying between 22 (35km) miles.
- She is the third largest of the Caribbean islands and the largest of the English speaking islands.

Background - Jamaica

- Population: 2.7 million
- Life expectancy at birth: 73
- GDP is roughly \$14B (USD) of which public expenditure on health care is roughly 5%
- Expenditure on health care: 54% public vs. 46% private
- Public health care system administered by Ministry of Health and four RHAs

Overview of The Ministry of Health

- The Ministry of Health has a staff complement of approximately 14,000 within the Regional Health Authorities
- Of the 14,000 employees approximately 1,000 are temporary

Overview of the Ministry of Health

- South East Regional Health Authority
- North East Regional Authority
- Southern Health Authority
- Western Health Authority
- Ministry of Health central

Push Factors

- Lack of employment opportunities
- Economic Factors
- Ease and availability of information on employment opportunities outside of Jamaica
- Mismatch of skill set and suitable occupation
- Lack of security of tenure

Who are Migrating?

- Medical Officers
- Nursing – mainly at the Specialist level
- Pharmacists

Possible HR Strategies

- Transfer of Specialist Nurse training into Universities to allow for greater number of persons trained in specialist areas. (This also has its own challenges)
- Dialogue to be held with the Ministry of Foreign Affairs and the Ministry of Finance regarding the effectiveness of the Bonding Agreement between the Govt and the Health Worker.

HR Strategies

- Cadre rationalization
- Reclassification Exercise was carried out.
- Purposefully look at the introduction of rural areas incentives.

HR Strategies

- Need for a Robust Human Resource Management Information System
- More collaboration between the Training sites i.e the Universities etc and the Human Resource Management Department of the Ministry of Health
- Possible gender shift

HR Strategies

- Primary care focus
- Training seats managed from the Central Ministry for critical areas of needs
- Expansion of specialist training from critical care, midwifery, psychiatry to nephrology, oncology, orthopedic, cardiothoracic.

Thank You!

