

A Brief Report of the HRH

Development Activities in China

(October 2008 to present at the Third AAAH Conference)

Health workforce is the most critical factor that influences the development of health care system. It is the core component and development driving force of health care system. Since the 2nd Conference of the Asia-Pacific Action Alliance on Human Resources for Health held in Oct 2007, Health Human Resources Development Center (HHRDC) of the Ministry of Health, PR China has made great efforts in establishing valuable strategies, measurements and human resource development plans. For that, we have undertaken the following related studies and activities:

1. “The Situation Analysis of Human Resource Management at China Health Institutions” aims to find out existing health human resource problems in education, training, recruitment, evaluations and incentives. This study will provide suggestions for the long-term development plan and policies of the human resource for health in China.

2. Rural health has been the most priority area in the Chinese health affairs. Village doctors are very important components of health workforce leveling China. For that, we have conducted the study of “The History and Current Situation of China Rural village Doctors”. The study has found that village doctors’ current service capability could basically meet the health service needs of the population in rural areas. But they are still lacking of health specialty technical skills; lacking of basic public health service skills and other competencies such health promotion and education. Based on the findings of this research, we have provided related suggestions in village doctors’ orientation, training program setting, policies related to economic compensation etc.

3. For further strengthening the rural health workforce and solving the problem of lacking in certified doctors in some poverty township health stations, Ministry of Health and Ministry of Finance have initiated a pilot project for recruiting certified

doctors for those township health stations since 2007. It will take 5 years to realize the goal that is “at least one certified doctor in every township health stations”, and to develop the long-term mechanism of recruiting and retaining human resource for township health stations step by step. To meet this requirement, we have conducted the “study on the evaluation plan and evaluation indicators for the recruiting certified doctors program”. The purpose of this study is to monitor and evaluate the recruiting program routine progress, mid-term and final effectiveness by using the developed evaluation plan and evaluation indicators. The evaluation plan (include indicators, evaluation tools) built by this study will provide great support and practices for the recruiting program.

4. Based on the requirement from Human Resource Department of Ministry of Health, with the technical support provided by WHO, we have applied the “Study of deployment Models and Standards of Health Human Resource in China”. The study contents will include summarization of Chinese general township health stations’ human resource status and policies; establishment of human resource deployment standards for doctors, nurses, managers in township health center and village doctors; establishment of competence models of these four types of professionals; and policy suggestions based on these general models and standards.

5. “Chinese Nurse Management Regulation” has been decreed in China at Jan 23 2008, and this regulation has been implemented since May 12 2008. To fit in the requirement of the regulation and to against the fact that lacking in study of current situation and development of China rural nursing workforce, we have conducted the study of “Developing Strategy for China Rural Nursing Workforce”, the study results will be practically significant to the Chinese government in designing and modifying the related laws, regulations and management system, and to the sustainable development of rural nursing workforce.

6. In Aug 2008, according to “Human Resource Team Building Strategy Study in important fields” designed by Human Resource Planning and Authorization Office in the Organization Department of The Central Committee, the Ministry of Health is responsible for the project of “Human Resource Team Building Strategy Study for

Health and Medicine Sectors”. The objective of this project is to constitute the mid and long term development plan for HRH through the statistic and strategic research on the national health workforce.