



**The 4th AAAH Conference
and
The 3rd meeting of the WHO expert group on “Increasing Access to Health
workers in remote and rural areas through improved retention”**

**THE THEME:
“Getting committed health workers to the underserved areas:
a challenge for the health systems”**

**Date: 23-25 November 2009
Venue: the Hilton Hanoi Opera hotel, Hanoi Vietnam**

Provisional Program

1. General objectives of the conference

This Conference aims to gain an in-depth understanding of the current situation and strategies to tackle the problems of inequitable distribution of health workforces, especially those in the underserved areas. It will also discuss and refine a set of draft global recommendations, initiated by WHO, to support countries in formulating and implementing appropriate, comprehensive and feasible interventions to get committed health workers to underserved areas. These draft recommendations will be further refined by the WHO expert group, with a view to launch the final recommendations in spring 2010. This conference will also allow more intensive networking and capacity building of institutes and researchers and policy makers interested in the area of human resources for health.

2. Specific objectives

1. To describe the current situation regarding the distribution of committed health workforces to underserved areas, including selection and pre-service education, continuous education, recruitment, regulatory measures, financial and non-financial incentives, working and living conditions, management environment, and social and spiritual motivation.
2. To understand the factors which encourage or discourage health workforces to go and continue to work in the underserved areas.
3. To learn experiences from different countries/continents concerning the distribution and retention of health workers in underserved areas, and to foster networking among partners.
4. To discuss a set of draft WHO recommendations for appropriate retention strategies that will support health workers in remote and rural areas

3. Pre-conference activities

Sunday 22 November 2009

Time	Content	Moderator
0900 – 1800	Side meeting on Framework for Country Collaboration and Actions	GHWA
1800 – 1900	Registration for the conference	VN host, AAAH Secretariat, WHO Secretariat

4. Program of the conference

In order to achieve the conference objectives, the conference is tentatively structured in such a way as to allow all participants to:

- Understand and learn from presentations on the overall picture of the issue.
- Expose participants to field trips which will provide a good insight into real issues affecting health workers in Vietnam and contribute to the discussion in parallel sessions
- Share country experiences through oral or poster presentations
- Actively participate in discussions during the sessions

Monday 23 November 2009

Time	Content	Moderator
0800 – 0830	Registration	
0830 – 1000	Opening address welcome participants by the Minister of Health of Vietnam, Dr. NGUYEN QUOC TRIEU	
	Short addresses (5 minutes each) by: <ul style="list-style-type: none"> • Dr Mubashar Sheikh, the Executive Director of GHWA • Dr Toomas Palu, Lead Health Specialist Country Sector Coordinator, Human Development, the World Bank • Dr Jean-Marc Olivé, Representative of WHO Country Office, Vietnam • Dr Suwit Wibulpolprasert, Chairperson of AAAH Steering Committee 	Vietnam host
	Keynote Address (20-30 minutes) on the conference theme by Dr Lincoln Chen, President of the China Medical Board	
1000 – 1030	Coffee break	
1030 – 1200	Plenary session: Situation, factors and recommendations on “Getting committed health workers to the underserved areas” <ul style="list-style-type: none"> • Introduction to the WHO programme, presentation on the global situation and the work of the expert group by Dr Jean-Marc Braichet (20 minutes) 	Dr Mushtaque Chowdhury

Time	Content	Moderator
	<ul style="list-style-type: none"> • Introduction to a WHO Code of practice on the international recruitment of health personnel by Dr Manuel M.Dayrit (10 minutes) • Regional situation and solutions: WHO Africa by Dr Magda Awases (10 minutes) • Human Resources in Health in Asia and Pacific: Summary of HRH Studies by Toomas Palu (10 min) • Overview HRH situation and health policy to address HRH challenge in Vietnam by Prof Le Quang Cuong (10 minutes) • Pursuing the National HRH Strategic Plan to its Full Implementation by Dr Mongkol Na-Songkha (10 minutes) • Q&A and discussion (20 minutes) 	
1200 – 1300	Lunch	
1300 onward	<p>Field trip - options as follows:-</p> <ol style="list-style-type: none"> 1. A medical school (there are several programmes to recruit students from ethnic minorities or rural areas) 2. Provincial hospital 3. District hospital (recent policies in Vietnam on “financial incentives and rotation of the health workforce”) 4. Commune health centre 5. District preventive health centre 6. Private hospital 	
1900 onward	Welcome dinner	

Tuesday 24 November 2009

Time	Content		
0800-0930	<p>Plenary session: contextual factors affecting HRH in underserved areas</p> <ul style="list-style-type: none"> • Introduction of WHO draft recommendations by Dr. Carmen Dolea • Monitoring and evaluation framework for retention interventions by Dr Luis Huicho • Costing the retention interventions by Dr Pascal Zurn • Q&A and discussion <p>Moderator: Dr Ezekiel Nukuro</p>		
0930 – 1000	Coffee break		
1000 – 1300	<p>Parallel session 1 Education interventions Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • Towards meeting the health care challenges of rural Nepal by Arjun Karki • First-year medical students in Thailand: rural attitudes and preferred workplace upon graduation by Kamolnat Muangyim • Training and policy training health staff for disadvantaged areas in Vietnam by Dr Tran duc Thuan • U.S. Strategies for Addressing Geographic Maldistribution of Physicians by Jordan Cohen • Training professionals for rural health care – developing the pipeline in South Africa by Ian Couper • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Ray Pong • Open discussion <p>Moderator: Dr Manuel M Dayrit Co-moderator: Kim Webber</p>	<p>Parallel session 2 Regulatory interventions Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • A national pilot project of recruiting and retaining licensed doctors in township health centers in China: Supportive Evidence from the Un-registered Licensed Doctors Survey by Hong Zhang • Presentation on Project 1816 on Rotation health workers to lower level of health care system in Vietnam by Cao Hung Thai • The role and function of regulatory interventions to retain health workers in the Asia and Pacific Regions by John Hall • South Africa by Steve Reid • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Seble Frehywot • Open discussion <p>Moderator: Dr Myint Htwe Co-moderator: Jim Buchan</p>	<p>Parallel session 3 Financial interventions Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • Factors discouraging and retaining medical doctors to work in underserved areas of Vietnam by Nguyen Bach Ngoc • What makes doctors choose to work in rural area of Thailand: Discrete Choice Experiment to elicit doctors' job choices by Nonglak Pagaiya • Human resources for health innovations in Zambia: a case study on the rural retention scheme in Zambia by Hilary Mwale, Solomon Kagulula and Mwansa Nkowane • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Aly Sy/Marko Vujicic • Open discussion <p>Moderator: Ass Prof Pham Le Tuan Co-moderator: Eric de Roodenbeke</p>

Time	Content		
1300 – 1400	Lunch		
1400 – 1700	<p>Parallel session 4 Working environment and management system Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • Designing an incentive system for the deployment and retention of public-sector health workers in rural and remote areas Bangladesh by Ahmed Al Kabir • Enhancement of rural health worker job satisfaction through introducing 5S, Kaizen and Quality Circle concepts in Sri Lanka by Udaya Isaac Ratnayake • 'Task shifting or task transformation: who cares management?' by Masamine Jimba • Mali by Salif Samake • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Jim Buchan • Open discussion <p>Moderator: Dr Sarath Samarage Co-moderator: Grace Allen-Young</p>	<p>Parallel session 5 Social and spiritual motivation Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • Revitalizing health for all: Developing a Comprehensive Primary Health Care model for Bangladesh by Taufique Joarder • Motivation of healthcare workers to combat child mortality in tribal areas: Lessons from India by Sudha Ramani • A case study on the education and training of family health workers to retain in rural communities in Sri Lanka by A. Pubudu De Silva • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Pawit Vanichanon • Open discussion <p>Moderator: Dr Junhua Zhang Co-moderator: Kim Webber</p>	<p>Parallel session 6 External factors that affect HRH in the underserved areas Country presentations (1hr45 min)</p> <ul style="list-style-type: none"> • Cambodia [TBC] • Viewing decentralization as an opportunity: in improving availability of health workers in underserved areas Indonesia by Anna Kurniati • Improving availability and retention of health workers in remote and underserved areas: The Lao PDR experience by Kampasong Theppanya • A Case Study of Health Decentralization Reform in Thailand by Sutayut Osornprasop, the WB • Tanzania by Martins Ovberedjo • Q&A and discussion <p>WHO recommendations (1hr15min)</p> <ul style="list-style-type: none"> • WHO expert group presentation by Tim Martineau • Open discussion <p>Moderator: Dr Toomas Palu Co-moderator: Dr T. Sundararaman (TBC)</p>
1800	Outside dinner		
2000	Traditional perform: Vietnamese Water Puppets		

Wednesday 25 November 2009

Time	Content	Moderator
0830 – 1030	<ul style="list-style-type: none">• Summary of the outputs and feedback from the previous day's parallel sessions.• 10-15 min presentation by lead rapporteur• Open discussion	Dr Suwit Wibulpolprasert Dr Manuel M Dayrit
1030 – 1100	Coffee break	
1100 – 1200	AAAH – lessons learnt from the past, the present and the way forward by <ul style="list-style-type: none">• AAAH secretariat – Pen Suwannarat• AAAH members• Comments from GHWA, WHO, WB, etc.	Dr Suwit Wibulpolprasert Dr Manuel M Dayrit
1230 – 1300	Closure of the meeting	Vietnam host
1300 – 1400	Lunch	