

## NATIONAL HUMAN RESOURCES FOR HEALTH DEVELOPMENT PLAN IN THAILAND

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The shortage and mal-distribution of human resources for health (HRH), particularly at the rural areas in Thailand has deady needed proper solution. What is more; changes in socio-economic, policy, technology, and the influx of health information have shaped up individual health needs and demands. The HRH requirements have thus been changed in relation to numbers, types and skills. These challenges have prompted the introduction of the strategic Plan for the Decade of National Human Resources for Health Development in Thailand. The plan serves as the guidance of HRH development for the next 10 years, 2007 – 2016, and has been endorsed by the Cabinet-council on April, 24<sup>th</sup>, 2007. Following this, the “National Human Resources for Health Commission” has been set up in December 2007, as the main mechanism to put forward

the HRH strategic plan to its full implementation. The Human Resources for Health Research and Development Office (HRDO), set up in 2005 under the Health System Research Institute, has served as a secretariat team of the Commission.

There main directions of the strategies which have made itself different from the previous HRH plan are as the following. Firstly, the HRH has been defined cover wider workforce, ranges from health professionals to traditional healers as well as health volunteers. Secondly, the strategies have covered important aspects of HRH namely: mechanism to develop and implement HRH policy, HRH production and development, HRH management and supportive system, evidence-based generation and management, as well as strengthening and empowerment Thai indigenous healers and health volunteers. Thirdly, boundary partners; ranges from public sector, private sector, professional councils, and other health-related organization, have been involved during the plan development process as well as the plan implementation.

The Human Resources for Health Research and De-



velopment Office (HRDO) is currently working on research and development on HRH issues in order to get evidence-based information into policy and practice. The development of HRH information system covers health professional of public and private sectors are aimed for by the end of this year (2008). Furthermore, research on HRH planning and management at provincial level and national level has been carried out, as well as other aspects of HRH. Capacity building for researchers, administrators, boundary partners and others will be implemented through workshop, meeting, newsletter and conference.

