

# PNG: UPDATE OF COUNTRY HRH ACTIVITIES

The PNG team comprised of 3 officers developed the Action Plan, after attending the “Work Force Planning Training May, 2008 in Manila, and for the Country Progress Report, the action Plan will be the basis in providing the update to the Secretariat of AAAH.

The National Human Resource Forum was conducted on the 7<sup>th</sup> and 8<sup>th</sup> of July, 2008 for the Key Stakeholders at the various levels including Stakeholders from the Central Agencies such as; Treasury & Finance, National Planning, Department of Personnel Management, National Training Council and Higher Education. The papers were presented addressing the following areas; Health Systems in terms health care delivery, supply and demand, education and training and human resource management system.

The information was made possible through the awareness of the status of the HRH to the following; representatives of the main Health Care categories (Doctors, Nurses, Health Extension Officers, Nurses, Allied Health Care Workers, Support Staff, Health Care Unions, Regulatory Boards. Parallel to these activities a forum was also organized for the “Training Providers and their Stakeholders was organized, awareness and input was obtained in regard to the issues in possible addressing these issues. Some of the highlights emerged as the recommendations; alternative way of health system delivery, importance of good sound available data, integrated human resource information system for workforce planning, the importance of workforce planning to address the shortage, maldistribution and the ageing workforce.

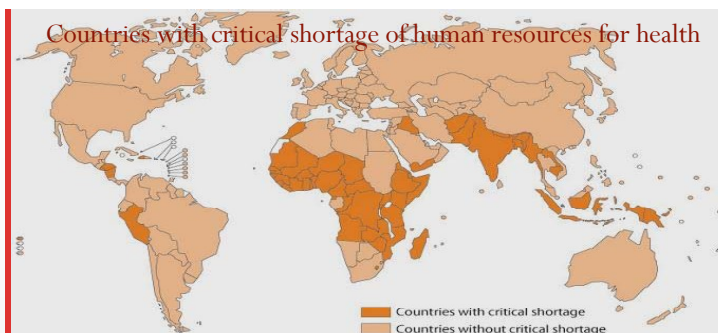
The outcome of the this was the fifty eight recommendations under the areas of the topics addressed and this was brought to the awareness of the “Central Agencies” such as the; Department of Personnel Management, National Training Council, National Planning, Office of Higher Education, Treasury and Finance. There were important points that for the up scaling of the ‘Health workforce’ to bring to attention of the Treasury and Finance, National Planning or in short Central Agencies to give priority to Health workforce in Tertiary Education.

The recommendations were then further deliberated at the National HRH Forum to a wider stake holder group, National Health Conference and Development partners Summit. The fifty eight (58) recommendation were categorized into eight (8) Project Indicators and priorities the following projects; workforce planning and service delivery.

In regard to the Framework of the HRH by WHO, the concept was used for the National HRH Forum. The goal of the “Master HRH Plan, the nine rights were emphasized as the goal of the Master Plan.

For the workforce plan to be carried out, we are looking at compromising with; the guidelines or the minimum data-sets, once this is agreed upon, then the HR managers of the Provinces and Hospitals to be made aware so that we can plan together for the “Development of Human Resource Workforce Plan. With this plan in place, we should then have Training Plan, Deployment Plan and Recruitment Plan. The other factor is to carry out the unit cost of the each of the different cadre of health workers which will contribute to carrying out the workforce plan.

It is after the completion of the workforce plan, then the HR Policy and Strategy already in place will be revisited to amend to address the plan.



## Country Profile:

Population 6.4 million (2008 Projection), 85% of the population in Rural Setting.  
Comprised of 20 Provinces, 89 Districts  
Main Capital, (Port Moresby) is linked by air, due to difficulty with lack of and poor infrastructure linking up the whole country.  
GDP US\$523 in 2002 places it as the low income country.  
HDI 0.542 ranks 133 out of 177 countries (UNDP 2002)  
Life Expectancy 59.8, Male to females, 52.5 and 53.6  
Population growth rate 2.7%, by 2012 estimated will be 9 million  
Literacy rate 52 %  
Culturally diverse with over 800 languages.  
Medical Doctors  
Nurses  
Health Extension Officers  
Community Health Workers  
Allied Health Workers.

The National Department of Health has already has a Corporate Plan 2008-2013, one of the pillars the four (4) is Human, Resources and we are aware HR is a cross-cutting issue hence it will be addressed this way. From the Public Sector Reforms, the reforms are addressing Human Resources where the Department is working closely with the Public Sector.

Also are working closely with the Office of Higher Education in regard to training of the Health workforce, in particular with the quality of the programs.

The way forward PNG would seek “Technical expertise” in pulling together the “Human Resource Information System” making it readily available for workforce planning. Included in this assistance, assistance to carry out the Training cost per cadre and analysis on the staffing norms which will facilitate and speed up the development of the workforce plan.

Further there will be closer working together National Department of Health and Training Providers in developing the capacity of the Training providers in conducting more research in HR as basis for workforce planning and budget.