

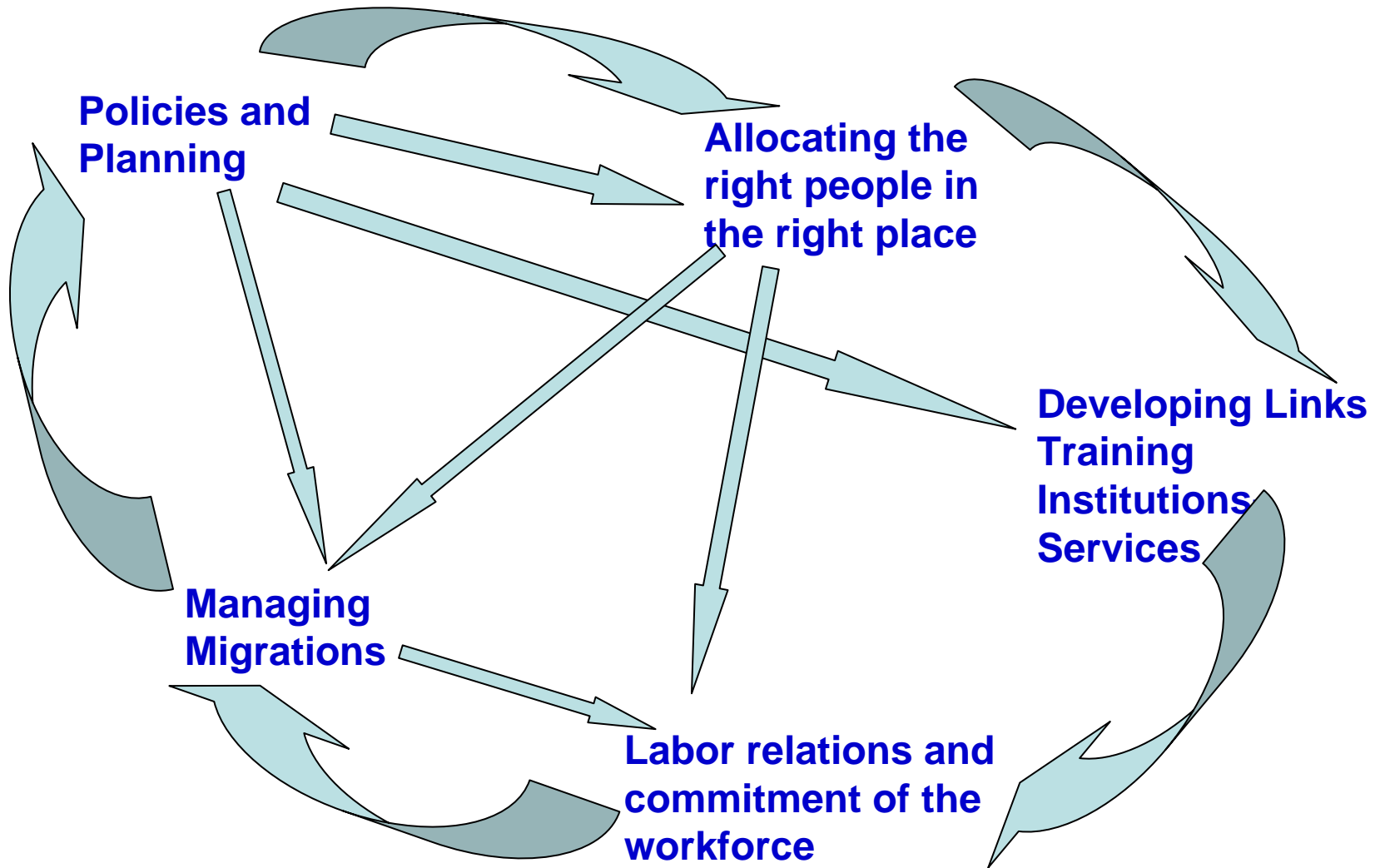
A Decade for Health Human Resources: **Partnerships for Promoting Healthy Workplaces and Retention of Health Workers**

Why a Decade of Human Resources for Health?

- **Repairing the damage of previous decades**
- **Health workers are the cornerstone of health systems**
- **Long-term investment yields higher returns**
- **Changes in behavior and attitude evolve over long periods of time**



Mapping Interactions



TORONTO CALL TO ACTION

2006-2015

Towards
a decade of
Human Resources
for Health
in the Americas

Regional Meeting of the Observatory of Human Resources for Health
4-7 October, 2005

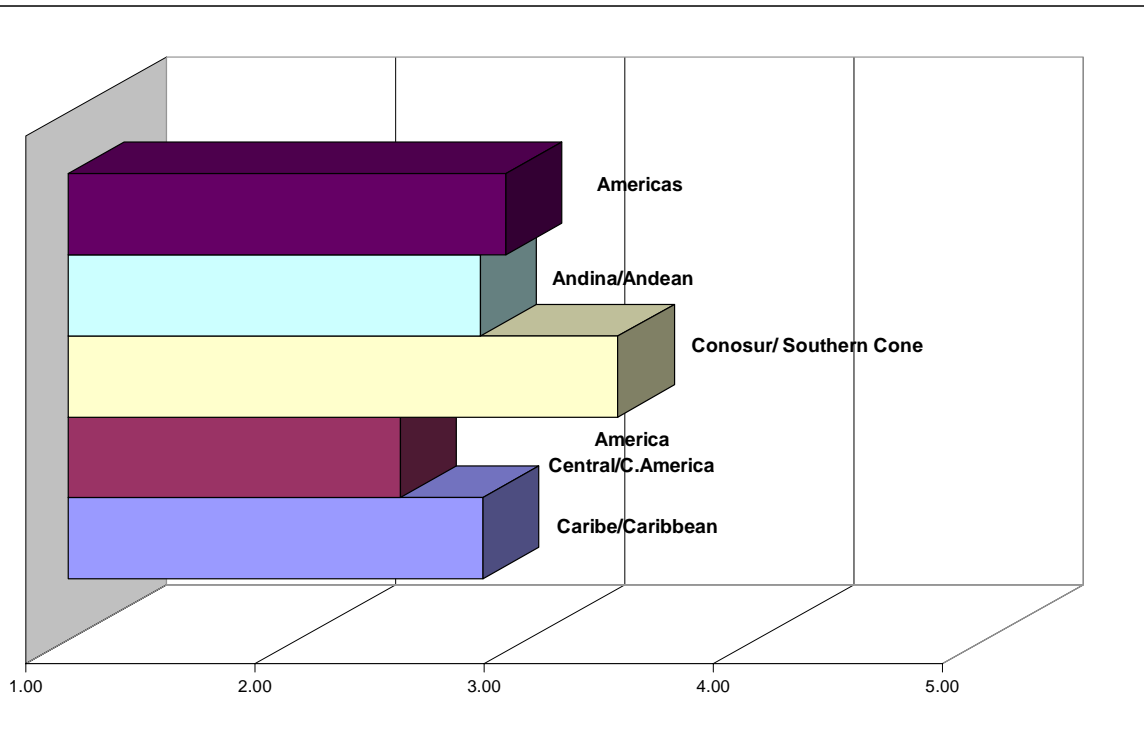


The Toronto Call to Action

- A common commitment and a shared framework:
 - the strengthening of leadership in public health;
 - the increase in investments in human resources;
 - the integration and coordination of human resources activities in all areas;
 - the continuity of supportive policies and interventions;
 - the improvement of systems and processes for gathering and sharing information to facilitate effective decision-making.

Labor environment and commitment of the workforce

4. Promote healthy work environments and foster commitment of the workforce to the institutional mission to guarantee quality health services for all the population.



From the Challenges to the Goals

CHALLENGE OVERCOME: There are mechanisms that regulate and standardize managerial practices and performance standards that define work environment so that health personnel work more productively and have a sense of commitment to the institution, and a standard quality of service delivery and level of capability is maintained.

The workers' unions and professional organizations participate in the development and enforcement of these mechanisms - such as employment contracts, incentive programs, continued education opportunities, and healthy workplace environment guidelines.

Goal for 2015

80% of the countries of the Region will have in place a policy of health and safety for the health workers, including the support of programs to reduce work-related diseases and injuries.

Caring Those Who Care

- The Health Workforce needs to be protected (a paradox in many countries)
- The role of Healthy Workplaces in any retention strategy
- The cost/benefit of a Healthy Workplace
- Healthy workplaces create a better labor climate (especially when resources are scarce)

Pan American Plan of Action

- Create Forums and Raise the Topic in the Policy Agenda
- Develop Training and Motivational Environments to Change Behaviors
- Monitor Indicators and Create Surveillance Systems

Pan American Plan of Action

- A High Level Forum was Held in Argentina to Promote the Notion Of Decent Work in the Health Sector
- Brazil, Argentina, Costa Rica Have Developed a Manual and an Online Course
- Brazil is Creating a Survey to Monitor Indicators
- Three Canadian Institutions Have Helped Ecuador to Develop a Program for the Hospitals

HEALTHY HOSPITALS: PROTECTING HEALTHCARE WORKERS AND PATIENTS FROM INFECTIOUS DISEASE TRANSMISSION IN ECUADOR

Partners:

- Provincial Infection Control Network (PICNet) of British Columbia
- University of British Columbia
- Vancouver General Hospital
- Pan-American Health Organization
- Ministry of Public Health – Ecuador
- Hospital Baca Ortiz, Quito – Ecuador

Ecuador

Healthy Hospitals Project

- **Objectives**
- To **strengthen and/or implement OH** in the selected hospitals;
- To **assess occupational hazards** present in the hospitals (focus on infectious diseases);
- To **built human capacity** for preventing, controlling, and/or eliminating occupational risks;
- To **foster international collaboration** for promoting and protecting health care workers' health.

Expanding Collaboration

- The Role of Partnerships in Transferring Good Practices
- The Need for Multi-level Interventions (Policy/Training/Monitoring)
- The Brazil – Canada – PAHO experience