

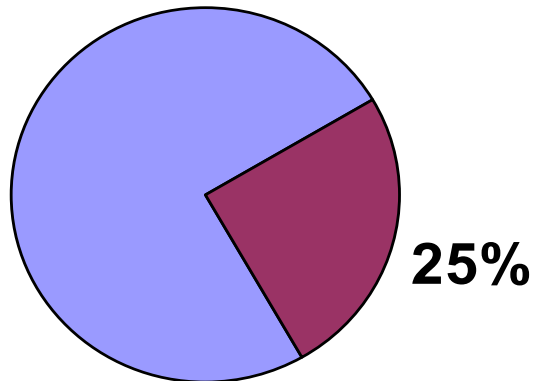
# Human Resources for Scaling Up HIV/AIDS Interventions

Barbara Stilwell, Coordinator, Dept. of Human  
Resources for Health, Geneva

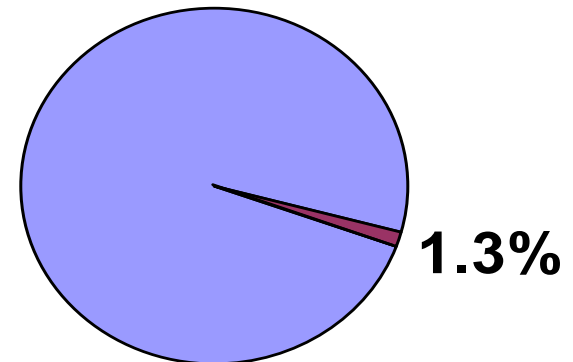


# The size of the problem

**Africa's Burden of the  
World's Diseases**

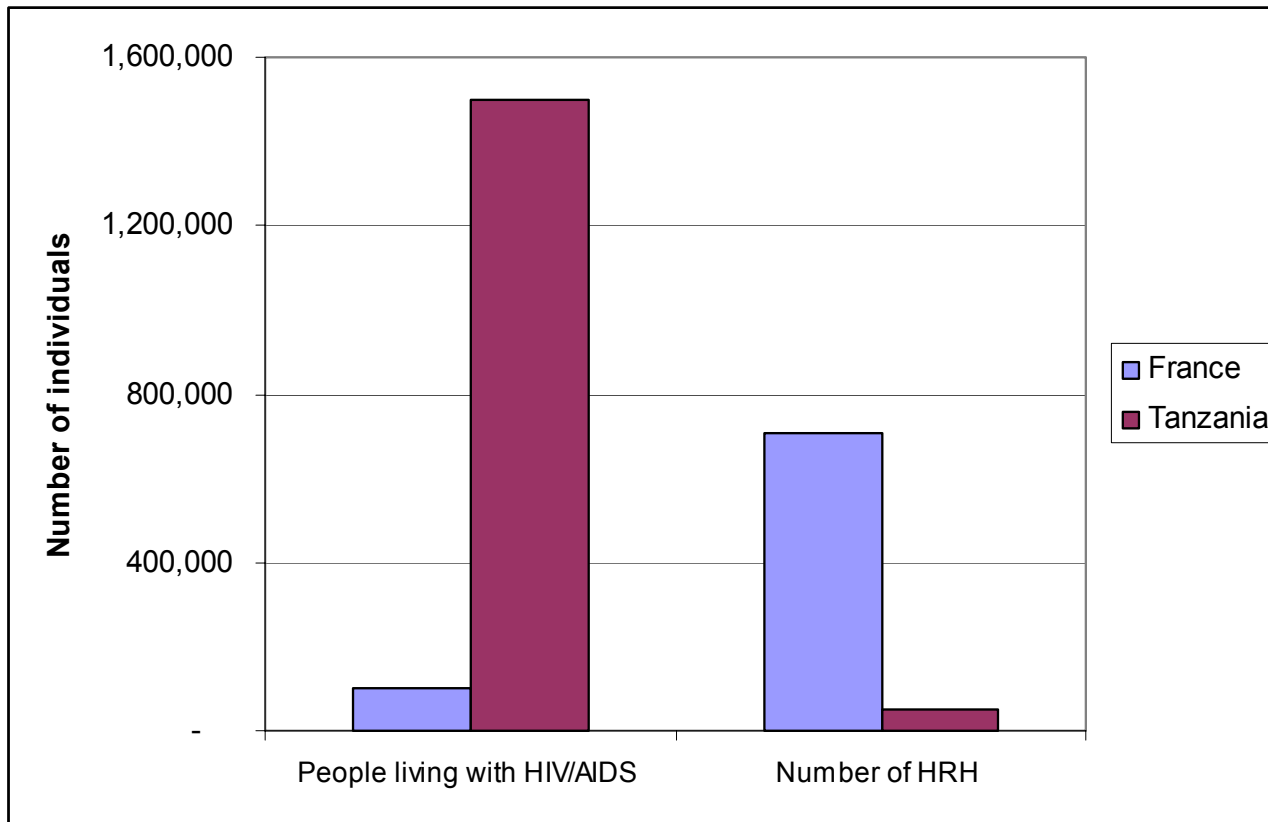


**Africa's Share of the  
World's Health Workforce**



# HRH challenges for achieving HIV/AIDS interventions

Inadequate number of HRH and inadequate distribution

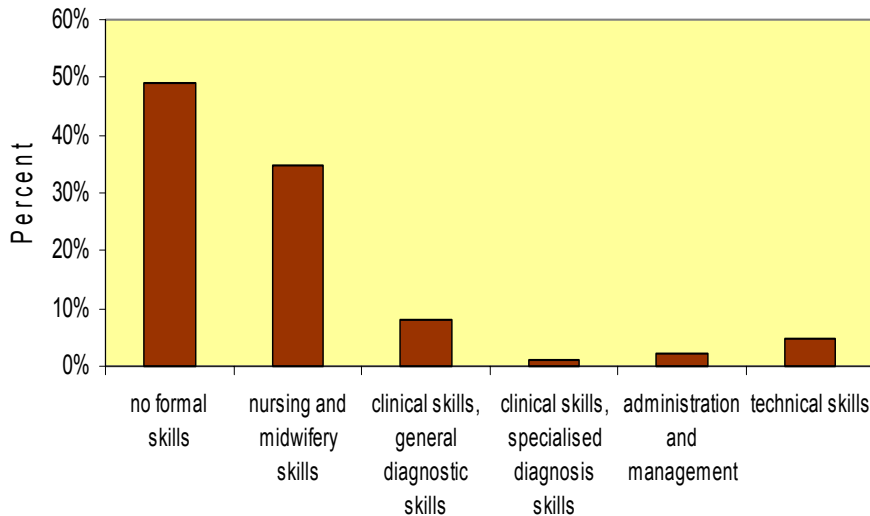


# HRH challenges for achieving HIV/AIDS interventions

## Qualification of HRH

## Stigma attached to HIV/AIDS

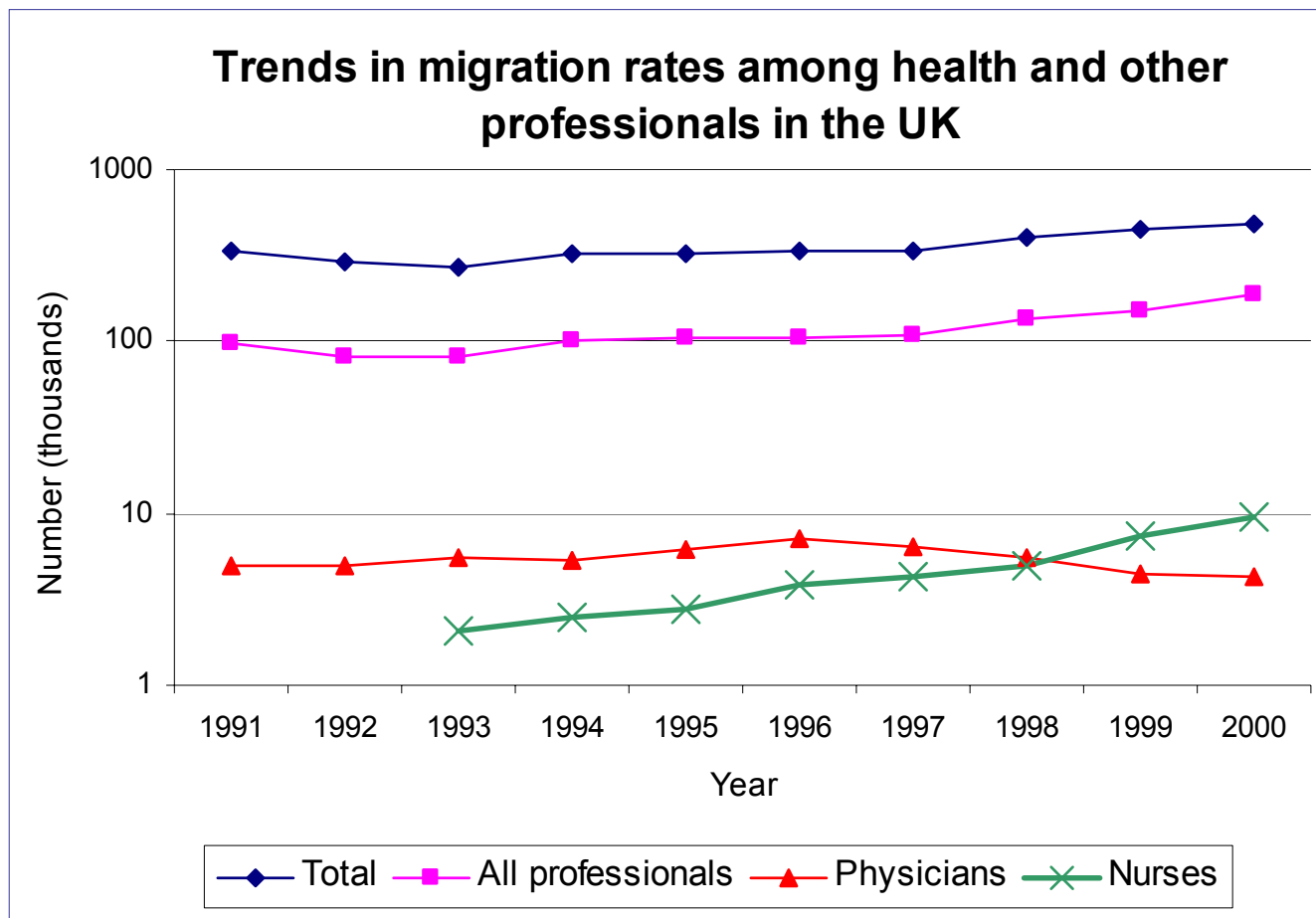
Skill level of health workers in Chad



“Stigma will follow me, and my brothers and sisters for the rest of our lives. Sometimes it even accompanies us into death” (South Africa, PLWA)



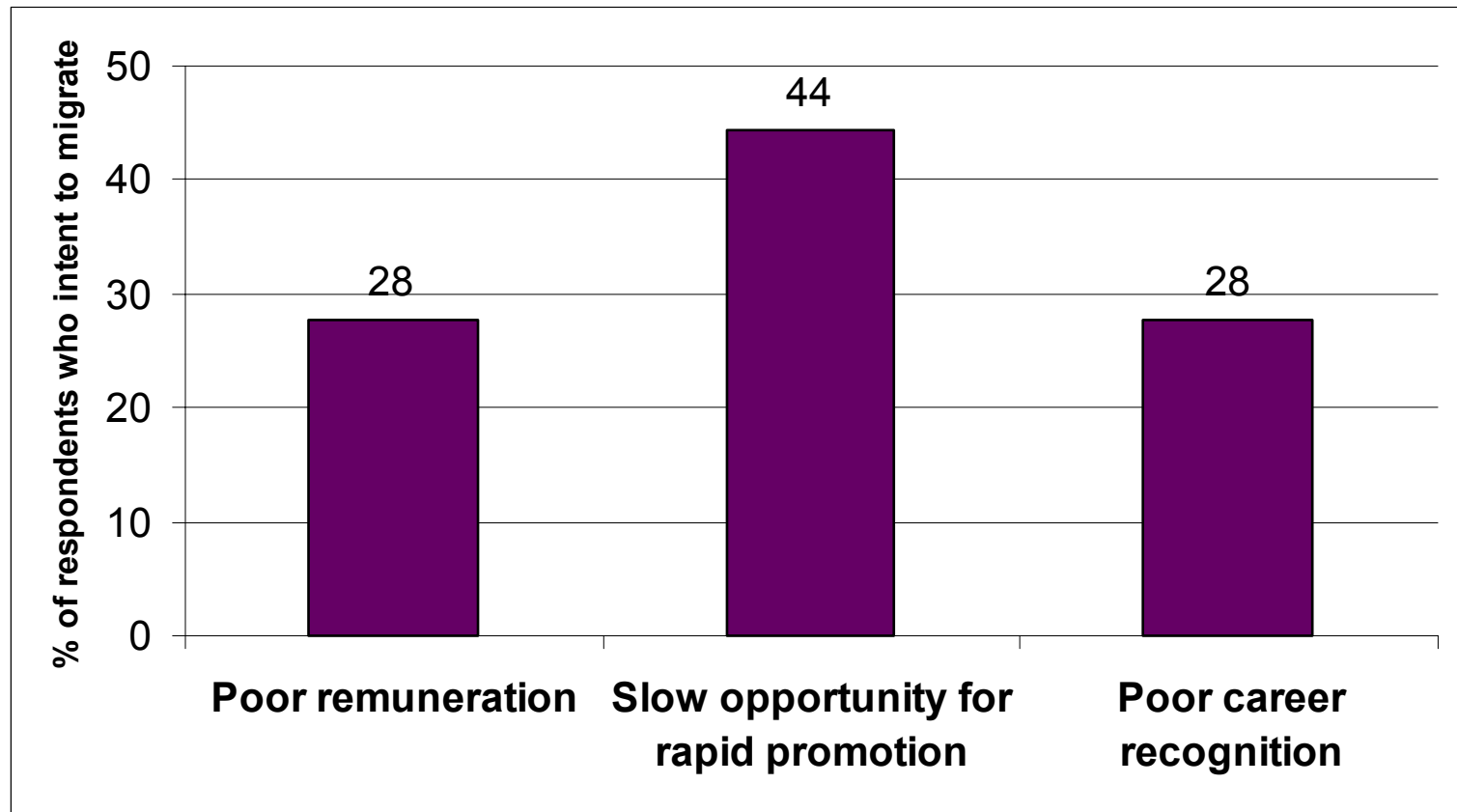
# Migration



Sources: General Medical Council, 2002; Nursing and midwifery council, 2002; Migration Research Unit, 2002



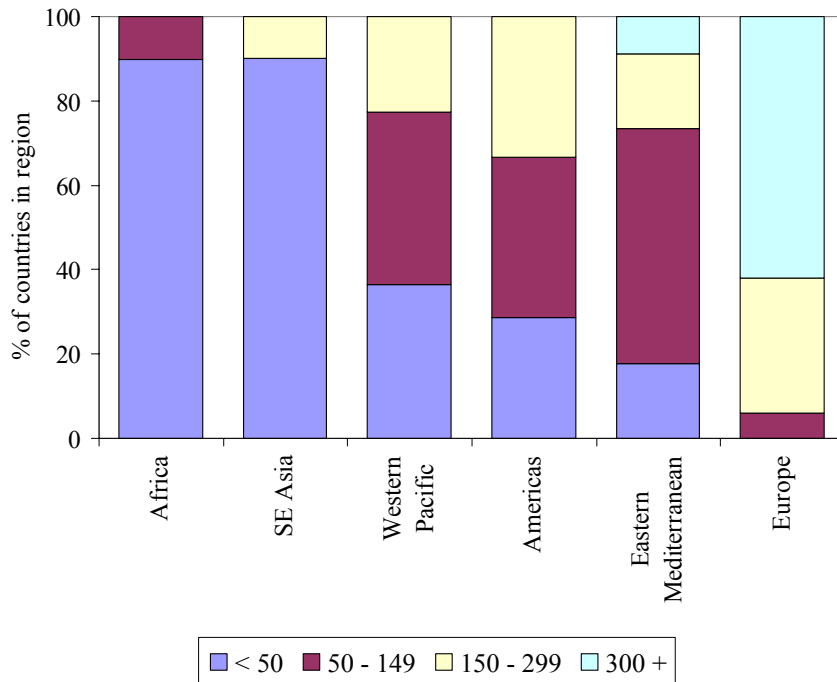
# Intention to migrate from Nigeria: Main reasons



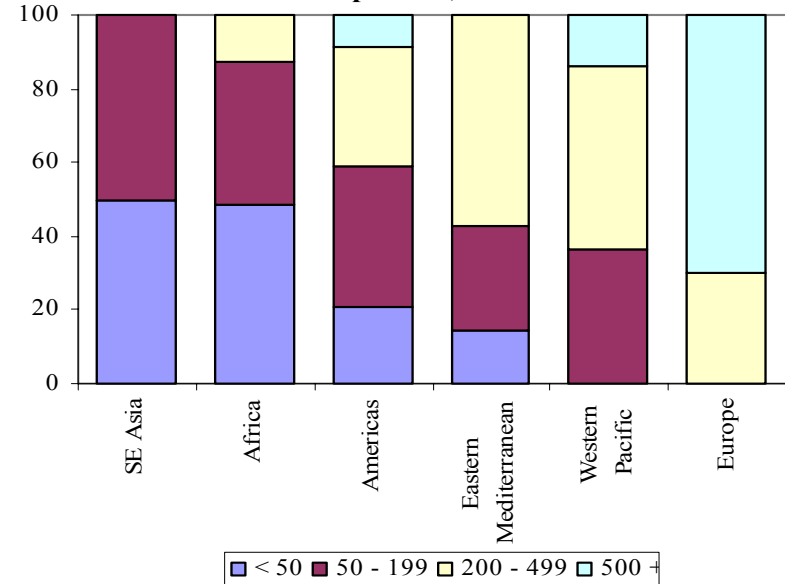
Source: MoH, 2003  
World Health Organization, Geneva

# Health workforce distribution

Physicians per 100,000 inhabitants



Nurses-midwives per 100,000 inhabitants

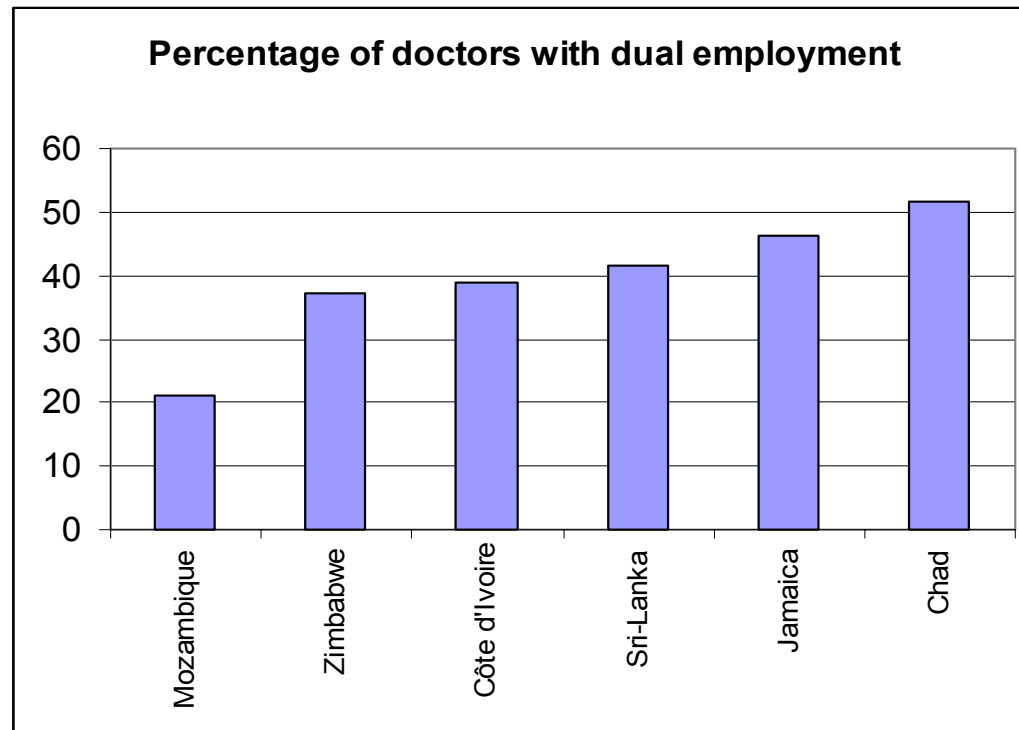


Source: HRH data base, WHO, 2000



World Health Organization, Geneva

# Labour market



Source: HRH 6 country study, WHO, 2003



## **HIV/AIDS specific HR issues countries are struggling with :**

- Difficulty to plan the required number of staff in the ART care flow
- What skills should be taught to which level of staff?
- Impact of HIV/AIDS on staffing - absenteeism due to morbidity, mortality, time lost due to funeral attendance and caring for sick family members

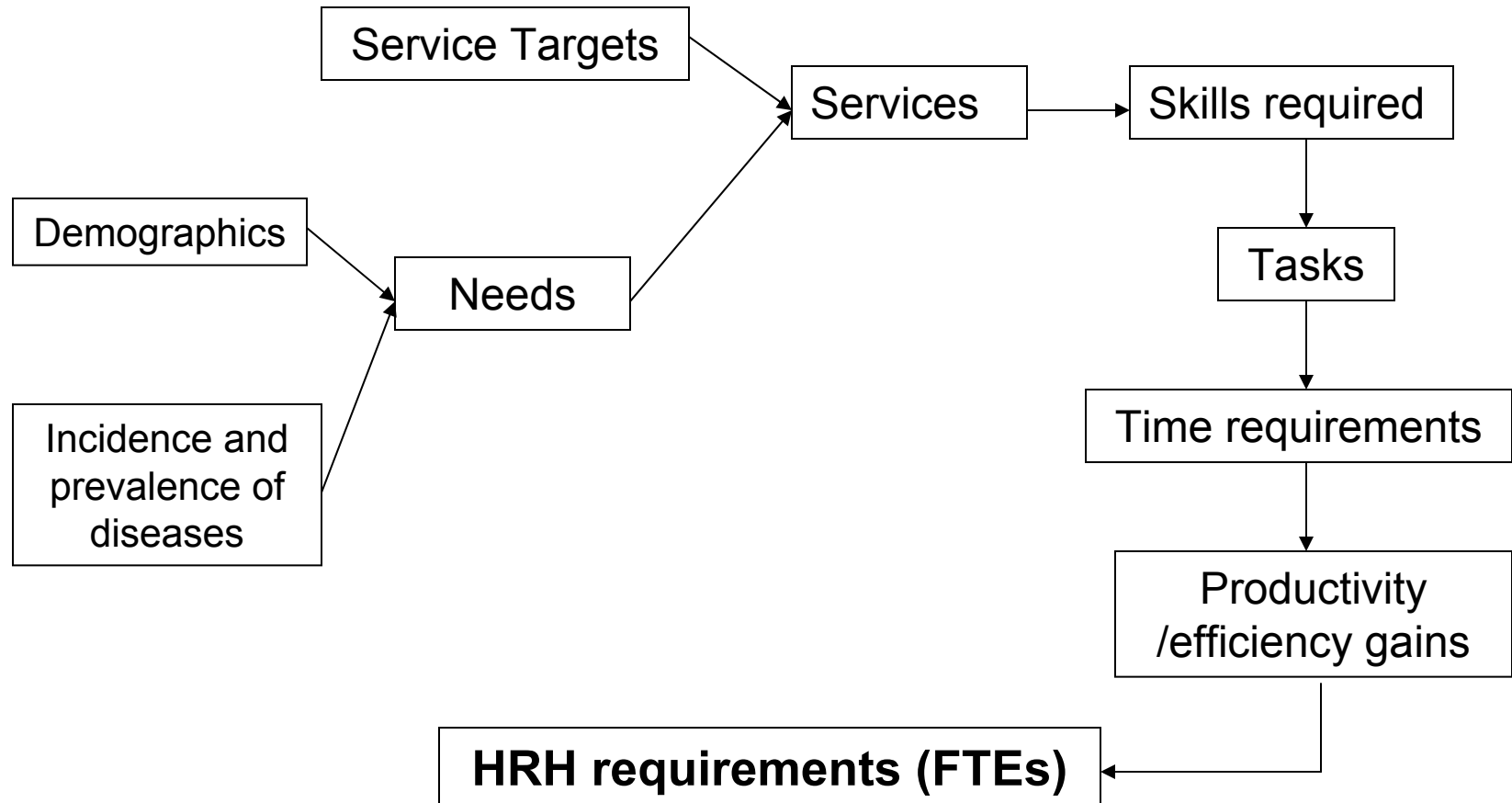


# HIV/AIDS and HRH models

Gathering evidence and information to identify ART delivery systems and HRH inputs from:



# Adjusted service targets method for HRH requirements



# The way forward with the highest level of political support

- **Short term**

- Transfer of tasks to community members, including involvement of PLWA
- Combination of tasks: review all clinical/preventive tasks at all levels for all programmes
- Emergency response resources - **volunteers**
- Short period training
- Develop stigma reduction strategies



# The way forward with the highest level of political support

- **Medium term**

- Changes in legislation to maximize HRH use
  - Review regulations governing health providers' diagnostic and treatment authority
  - New cadres of health care workers that can be trained quickly
  - New HRH skill mix
- Policies addressing HRH retention problems
- Public /private partnerships
- Health worker substitution
- Develop stigma reduction strategies



# The way forward with the highest level of political support

- **Long term**

- Strengthening capacity of health systems at regional and national level - including HRH development plans and migration
- Building supportive infrastructures
- Increasing the stock of HRH (training)
- Review fiscal policies to overcome public sector employment constraints
- Develop stigma reduction strategies

