

“Global Health Conference: Melbourne: Workforce”

Melbourne Brain Centre, Melbourne, VIC, Australia
26th AUGUST 2012



Professor Mukesh Haikerwal AO

- General Medical Practitioner
- Chair of Council, World Medical Association
- Head Clinical Leadership, Engagement Unit & Clinical Safety: NeHTA,
- Professorial Fellow, Flinders University, Adelaide
- Broadband Champion (DBCDE)
- Chair beyondblue Doctors Mental Health Programme
- 19th President, Australian Medical Association
- Ex-Commissioner, National Health & Hospitals Reform Commission
- NHMRC Healthcare Committee
- CSIRO / Australian E-Health Research Centre: RIAC





global health
workforce
alliance

Health workers for all
and all for health workers

Search

- Global Health Workforce Alliance
- About the Alliance
- Members & partners
- Country responses
- Knowledge centre
- Media centre
- Global Forums

Professional associations

Share Print

- African Christian Health Association (ACHA)
- All India Medical Technologists Association, India
- American Medical Informatics Association
- Association of Community Pharmacists of India
- International Association of medical doctors of South East Europe
- International Association of Physicians in AIDS Care
- International Confederation of Midwives
- International Council of Nurses
- International Federation of Gynecology and Obstetrics
- International Hospital Federation
- International Pediatric Association (IPA)
- International Pharmaceutical Federation
- Royal College of General Practitioners
- The Philippine Nurses' Association – Cebu Chapter
- The World Council of Optometry (WCO)
- Uganda National Association of Community & Occupational Health
- WONCA - World Organization of Family Doctors
- World Confederation for Physical Therapy, London, UK
- World Dental Federation - FDI
- World Health Professions Alliance
- World Medical Association

WMA Resolution on Medical Workforce 1

***Adopted: 50th World Medical Assembly,
Ottawa, Canada, October 1998***

***Amended : 60th WMA General Assembly,
New Delhi, India, October 2009***



WMA Resolution on Medical Workforce 2

RECOMMENDATIONS

Recognizing that health care systems require adequate numbers of qualified and competent health care professionals, the World Medical Association asks all National Medical Associations to participate and be active in addressing these requirements and to:

1. Call on their respective governments to allocate sufficient financial resources for the education, training, development, recruitment and retention of physicians to meet the medical needs of the entire population in their countries.



WMA Resolution on Medical Workforce 3

2. ...to ensure that the education, training and development of healthcare professionals meets the highest possible standards including:

The training and development of medical/clinical assistants where this is applicable and appropriate and

Ensuring clear definitions of scope of practice and conditions for adequate support and supervision;

3. Call on governments to ensure that appropriate ratios are maintained between population and the medical workforce at all levels, including mechanisms to address reduced access to care in rural and remote areas, based on accepted international norms and standards where these are available;



WMA Resolution on Medical Workforce 4

4. ...to attract and support individuals within their countries to enter the medical profession ...;
5. ...programs that will ensure the retention of physicians within their respective countries and ensure governments' recognition of this need;
6. ...improve the health care working environment (...to appropriate facilities, equipment, treatment modalities and professional support), physician remuneration, physician living environment and career development of the medical workforce at all levels;
7. ...MOU between countries where migration of trained health care professionals is an issue of concern and enlist where possible the NMA of origin and receiving NMA's to support ...



WMA Intervention: WHA 2009 (Draft Res.) 1

- Regarding health workforce:
- Welcome: national governments and donors to “increase investment in medical and health personnel”
- Regret: not give more attention to health professionals:
- key players in addressing the social determinants of health
- health professionals are well positioned
- knowledge and grass-root experiences are unique / should be taken into consideration

THE WORLD MEDICAL ASSOCIATION, INC.
L'ASSOCIATION MEDICALE MONDIALE, INC
ASOCIACION MEDICA MUNDIAL, INC



World Medical Association Joint Intervention:
International Council of Nurses, ICN
International Pharmaceutical Federation, FIP
FDI World Dental Federation
World Medical Association, WMA
62nd Session of the World Health Assembly
Geneva, May 2009

Honourable Members of the World Health Assembly,

Thank you for the opportunity to speak on behalf of the World Medical Association, the International Council of Nurses, the International Pharmaceutical Federation and the World Dental Federation, which together form the World Health Professions Alliance -WHPA. The Alliance represents the collective views of more than 25 million health professionals.

Our organizations welcome the draft resolution submitted for your consideration, further to the report of the Commission itself entitled “Closing the gap in generation – health equity through action on social determinants of health”.

We support the holistic approach to social determinants of health taken in the report, placing health equity at the core of the matter, in order to achieve the health related Millennium Development Goals (MDGs) and ultimately social justice worldwide.

Regarding the health workforce, we welcome in particular the recommendation of the report directed at national governments and donors to “increase investment in medical and health personnel”. We regret however that the report in general does not give more attention to health professionals as key players in addressing the social determinants of health and inequalities they face in their daily work. Through our numbers and our presence at the frontline of health care delivery, health professionals are well positioned to endorse a model that is based on the social determinants and make an impact.

Our knowledge and grass-root experiences are unique and should be fully taken into consideration in the follow-up process of the report through a planned and comprehensive consultation with civil society. We would like therefore to recommend to the honourable members of the World Assembly to make sure that these concerns are clearly reflected in the resolution.

Concerning more specifically the health human resources brain-drain, we would like to emphasize the urgent need to develop healthy and productive work environments with a positive impact on the recruitment and retention of health professionals, and ultimately on patient outcomes. The members of the Alliance together with other health organizations are conducting a campaign for positive practice environments, focused on positive change in the health care workplace. We are calling on Member State parties to support our campaign with the aim of making a positive change and progress towards health equality and solidarity worldwide.

I thank you for your attention

Office International de Presse
Boulevard de l'Europe
15, Chemin de Léman
1210 GENEVE VILLERS
Suisse

PHS
0041 22 908200
0041 22 908201
0041 22 90 40 70 70
0041 22 90 40 70 00
www.wma.net

Public Address
Suite P-0406 03
1210 GENEVE VILLERS
Suisse

WMA Intervention: WHA 2009 (Draft Res.)2

- **Recommend:** to members of the World Assembly make sure that these concerns are clearly reflected in the resolution.
- **Specifically the health human resources brain-drain:**
- **urgent need to develop healthy and productive work environments**
- **positive impact on the recruitment and retention of health professionals &**
- **positive impact on patient outcomes.**

THE WORLD MEDICAL ASSOCIATION, INC.
L'ASSOCIATION MEDICALE MONDIALE, INC
ASOCIACION MEDICA MUNDIAL, INC



World Medical Association Joint Intervention:

International Council of Nurses, ICN
International Pharmaceutical Federation, FIP
FDI World Dental Federation
World Medical Association, WMA

62nd Session of the World Health Assembly
Geneva, May 2009

Honourable Members of the World Health Assembly,

Thank you for the opportunity to speak on behalf of the World Medical Association, the International Council of Nurses, the International Pharmaceutical Federation and the World Dental Federation, which together form the World Health Professions Alliance -WHPA. The Alliance represents the collective views of more than 25 million health professionals.

Our organizations welcome the draft resolution submitted for your consideration, further to the report of the Commission itself entitled "Closing the gap in generation – health equity through action on social determinants of health".

We support the holistic approach to social determinants of health taken in the report, placing health equity at the core of the matter, in order to achieve the health related Millennium Development Goals (MDGs) and ultimately social justice worldwide.

Regarding the health workforce, we welcome in particular the recommendation of the report directed at national governments and donors to "increase investment in medical and health personnel". We regret however that the report in general does not give more attention to health professionals as key players in addressing the social determinants of health and inequalities they face in their daily work. Through our numbers and our presence at the frontline of health care delivery, health professionals are well positioned to enforce a model that is based on the social determinants and make an impact.

Our knowledge and grass-root experiences are unique and should be fully taken into consideration in the follow-up process of the report through a planned and comprehensive consultation with civil society. We would like therefore to recommend to the honourable members of the World Assembly to make sure that these concerns are clearly reflected in the resolution.

Concerning more specifically the health human resources brain-drain, we would like to emphasize the urgent need to develop healthy and productive work environments with a positive impact on the recruitment and retention of health professionals, and ultimately on patient outcomes. The members of the Alliance together with other health organizations are conducting a campaign for positive practice environments, focused on positive change in the health care workplace. We are calling on Member State parties to support our campaign with the aim of making a positive change and progress towards health equality and solidarity worldwide.

I thank you for your attention

Office International de Genève
Boulevard de l'Europe
11, Avenue de la Gare
CH-1201 GENEVE VOLTAIRE
Suisse

PHS
Téléphone : +41 (0) 22 800 200
Téléfax : +41 (0) 22 800 201
Fax : +41 (0) 22 800 202
E-mail : office@wma.net

Postal Address
Boulevard de l'Europe
CH-1201 GENEVE VOLTAIRE
Suisse

WMA Intervention: WHA 2009 (Draft Res.) 3

- Alliance with other health organisations:
- conducting a campaign for positive practice environments
- positive change in the health care workplace.
- Calling on Member States: to support our campaign with the aim of making a positive change and progress towards health equality and solidarity worldwide

THE WORLD MEDICAL ASSOCIATION, INC.
L'ASSOCIATION MEDICALE MONDIALE, INC
ASOCIACION MEDICA MUNDIAL, INC



World Medical Association Joint Intervention:

International Council of Nurses, ICN
International Pharmaceutical Federation, FIP
FDI World Dental Federation
World Medical Association, WMA

62nd Session of the World Health Assembly
Geneva, May 2009

Honourable Members of the World Health Assembly,

Thank you for the opportunity to speak on behalf of the World Medical Association, the International Council of Nurses, the International Pharmaceutical Federation and the World Dental Federation, which together form the World Health Professions Alliance -WHPA. The Alliance represents the collective views of more than 25 million health professionals.

Our organisations welcome the draft resolution submitted for your consideration, further to the report of the Commission itself entitled "Closing the gap in generation – health equity through action on social determinants of health".

We support the holistic approach to social determinants of health taken in the report, placing health equity at the core of the matter, in order to achieve the health related Millennium Development Goals (MDGs) and ultimately social justice worldwide.

Regarding the health workforce, we welcome in particular the recommendation of the report directed at national governments and donors to "increase investment in medical and health personnel". We regret however that the report in general does not give more attention to health professionals as key players in addressing the social determinants of health and inequalities they face in their daily work. Through our numbers and our presence at the frontline of health care delivery, health professionals are well positioned to enforce a model that is based on the social determinants and make an impact.

Our knowledge and grass-root experiences are unique and should be fully taken into consideration in the follow-up process of the report through a planned and comprehensive consultation with civil society. We would like therefore to recommend to the honourable members of the World Assembly to make sure that these concerns are clearly reflected in the resolution.

Concerning more specifically the health human resources brain-drain, we would like to emphasize the urgent need to develop healthy and productive work environments with a positive impact on the recruitment and retention of health professionals, and ultimately on patient outcomes. The members of the Alliance together with other health organisations are conducting a campaign for positive practice environments, focused on positive change in the health care workplace. We are calling on Member State parties to support our campaign with the aim of making a positive change and progress towards health equality and solidarity worldwide.

I thank you for your attention

Office International de Genève
Boulevard de l'Europe
11, Avenue de la Gare
1201 GENEVE VILLERS
Suisse

Phone : +41 22 800 20 20
Fax : +41 22 80 42 78 78
E-mail : info@wma.net

Postal Address
Boulevard de l'Europe
1201 GENEVE VILLERS
Suisse

The Importance of Medical Leadership

- Ethics
- Commitment
- Fair go
- Balancing arguments
- Listen



1978 - The Declaration of Alma-Ata

- In 1978 the **Declaration of Alma-Ata** was adopted at the International Conference on Primary Health Care convened by the WHO in Almaty, then in the USSR, now in Kazakhstan.
- Goal of “Health for all by the year 2000.”
- “Primary health care is the key to attaining this target as part of development in the spirit of social justice.”



Renaissance for Primary Care and General Practice?

WHO WHA

Focus on Primary Health Care

At the 60th WHO World Health Assembly in May 2008, Director General Dr Margaret Chan reaffirmed the commitment of the World Health Organization to primary health care



Millennium Development Goals



No Chronic disease

The Non-Communicable Disease Agenda (aka Chronic Disease Management)

WHO First International Conference on
the NCDs: 20 September 2011

New York, USA



The Non-Communicable Disease Agenda (aka Chronic Disease Management)

The world's health professions release / statement
on the non-communicable diseases (NCDs) as a
significant threat to human health and
development

[http://www.wma.net/en/40news/20archives/
2011/2011_10/index.html](http://www.wma.net/en/40news/20archives/2011/2011_10/index.html)



The Non-Communicable Disease Agenda (aka Chronic Disease Management)

World Health Professions WHPA:

26 million health professionals

130 countries,



Social Determinants of Health

First International Conference on the SDH:
Rio de Janeiro Brasil: October 2011



Social Determinants of Health

First International Conference on the SDH:
Rio de Janeiro Brasil: October 2011

Sir Michael Marmot



Social Determinants of Health

WMA General Assembly, Montevideo, Uruguay,

“The social determinants of health are: the conditions in which people are born, grow, live, work and age; and the societal influences on these conditions. The social determinants of health are major influences on both quality of life, including good health, and length of disability-free life expectancy. While health care will attempt to pick up the pieces and repair the damage caused by premature ill health, it is these social, cultural, environmental, economic and other factors that are the major causes of rates of illness and, in particular, the magnitude of health inequalities.”

<http://www.wma.net/en/30publications/10policies/s2/index.html>



WMA Statement on Ethical Guidelines for the International Recruitment of Physicians

Adopted by the 54th WMA General Assembly, Helsinki, Finland, September 2003

A. PREAMBLE

The WMA acknowledges that temporary stays of physicians in other countries help both the receiving and the sending countries to exchange medical knowledge, skills and attitudes. The exchange of medical professionals is therefore beneficial for the development of medicine and healthcare systems and in general deserves the support of national medical associations as well as governments.



WMA Statement on Ethical Guidelines for the International Recruitment of Physicians

Adopted by the 54th WMA General Assembly, Helsinki, Finland, September 2003

B. RELEVANT ETHICAL PRINCIPLES

Justice

Distributive justice: an equitable allocation of resources

Corrective justice requires: action to address inequities.

Procedural justice: achieve equity respect the rights of all who are involved.

Cooperation - Problems that affect two or more groups, including nations, should be resolved by working together, either bilaterally or through multilateral organizations such as the World Medical Association.

Autonomy - An individual's right to determine his or her own destiny should be respected as long as it does not interfere with the corresponding right of others, in which case a fair process for resolving conflicts should be implemented.



WMA Statement on Ethical Guidelines for the International Recruitment of Physicians

C. RECOMMENDATIONS

...utmost care in utilizing demographic data to make projections about future requirements for physicians and in communicating these projections to young people contemplating a medical career.

...educate an adequate number of physicians, taking into account its needs and resources. A country should not rely on immigration from other countries to meet its need for physicians.

...retain its physicians in the profession as well as in the country by providing them with the support they need to meet their personal and professional goals, taking into account the country's needs and resources.



WMA Statement on Ethical Guidelines for the International Recruitment of Physicians

C. RECOMMENDATIONS

Countries that wish to recruit physicians from another country should only do so in terms of and in accordance with the provisions of a MOU entered into between the countries.

Physicians should not be prevented from leaving their home or adopted country to pursue career opportunities in another country.

Countries that recruit physicians from other countries should ensure that recruiters provide full and accurate information to potential recruits....



WMA Statement on Ethical Guidelines for the International Recruitment of Physicians

C. RECOMMENDATIONS

Physicians who are working, either permanently or temporarily, in a country other than their home country should be treated fairly in relation to other physicians in that country (for example, equal opportunity career options and equal payment for the same work).

Nothing should prevent countries from entering into bilateral agreements and agreements of understanding, as provided for in international law and with due cognisance of international human rights law, so as to effect meaningful co-operation on health care delivery, including the exchange of physicians.



WHO Global Code of Practice: International Recruitment of Health Personnel (2010)

