



## **Human Resources: Policies and Retention Strategies**

**Tuesday, 26 May 2008  
11:00-12:30  
International Conference Centre Geneva  
Room 15**

### **Session Outline**

The World Health Organization (WHO) launched a coordinated global effort to address a major and often overlooked barrier to preventing and treating HIV: the severe shortage of health workers, particularly in low- and middle-income countries.

Called 'Treat, Train, Retain' (TTR), the plan is an important component of WHO's overall efforts to strengthen human resources for health and to promote comprehensive national strategies for human resource development across different disease programmes. It is also part of WHO's effort to promote universal access to HIV/AIDS services. TTR will strengthen and expand the health workforce by addressing both the causes and the effects of HIV and AIDS for health workers. Meeting this global commitment will depend on strong and effective health care systems that are capable of delivering services on a scale much larger than today's.

RETAIN: "strategies to enable public-health systems to retain workers, including financial and other incentives, occupational health and safety and other measures to improve the workplace as well as initiatives to reduce the migration of health care workers".

In this parallel session projects, programmes and studies focussing on human resources policies and retention strategies will be presented. The ensuing discussion shall revolve around these questions:

1. Can retention strategies be coercive?
2. Successful Retention: the prevention of migration?
3. Strengthening health services through HRH policy development?

### **References**

International Conference on Task Shifting: Addis Ababa Declaration  
[http://www.who.int/healthsystems/task\\_shifting/en/index.html](http://www.who.int/healthsystems/task_shifting/en/index.html)

Taking stock: Health worker shortages and the response to AIDS  
[http://www.who.int/healthsystems/task\\_shifting/en/index.html](http://www.who.int/healthsystems/task_shifting/en/index.html)

Joint Health Professions Statement on Task Shifting  
<http://icn.ch/index.html>

Health Workers for All and All for Health Workers -The Kampala Declaration and Agenda for Global Action. Global Health Workforce Alliance

<http://www.who.int/workforcealliance/en/>

Munjanja, O. K., Kibuka, S., & Dovlo, D. (2005). The nursing workforce in sub-Saharan Africa. In ICN/FNIF/Burdett Trust for Nursing (Ed.), The Global Nursing Review Initiative. Geneva: ICN.

<http://www.ichrn.org/>