

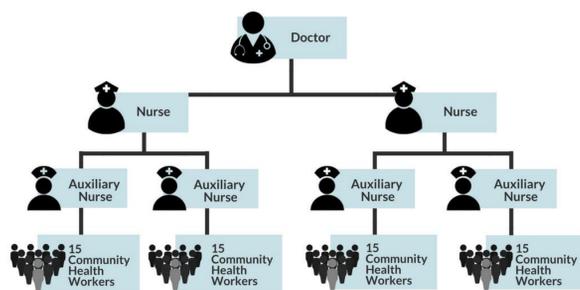
Strengthening Human Resources for Health (HRH) in Haiti

USAID Health Finance and Governance Project

EVIDENCE BASE FOR NATIONAL HRH STRATEGY

- HFG partnered with Haitian Ministry of Health (MSPP) to draft the country's first national HRH strategy for management and governance of the health workforce.
- The strategy was informed by data quality audits of public and private health facilities. Analysis showed only 12% of health workforce practiced in rural areas, where 50% of population lives, plus critical shortage of nurses and midwives.
- Strategy strengthens governance, data for decision-making, pre- and in-service education, and health workforce management and retention. Strategy calls for scale-up of family health teams to improve primary and community health care coverage.
- HFG supported MSPP to develop a costed operational plan for the strategy and advocate for resource mobilization. MSPP presented the HRH strategy and costed operational plan to a donor roundtable in May 2018.

Family Health Team Model



The HRH strategy calls for the scale-up of family health teams to expand community health coverage and link communities with health facilities. Each team, with a base of 60 community health workers, will cover a population of approximately 60,000 in urban areas and 30,000 in rural areas.

IDENTIFICATION AND ELIMINATION OF GHOST WORKERS

Data quality audits and improved MSPP capacity helped Haiti save US\$3.1 million in the last year alone by identifying and eliminating ghost workers, known as *zombis*. The government plans to use the savings to recruit additional health workers and make pay equity adjustments.



March 3, 2018: National newspaper reports on savings from removal of ghost workers.

"The Ministry of Health, as part of operations to recover zombie checks, seized checks worth approximately 200 million Haitian Gourdes [US\$3.1 million]."

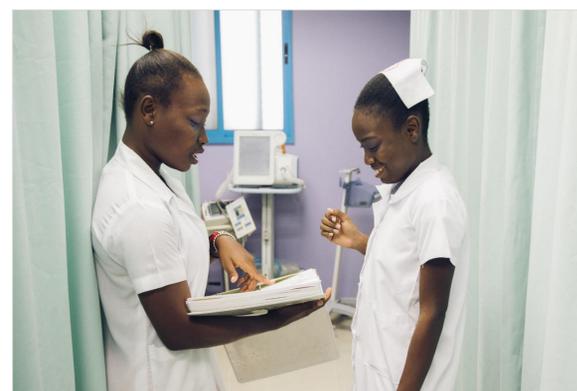
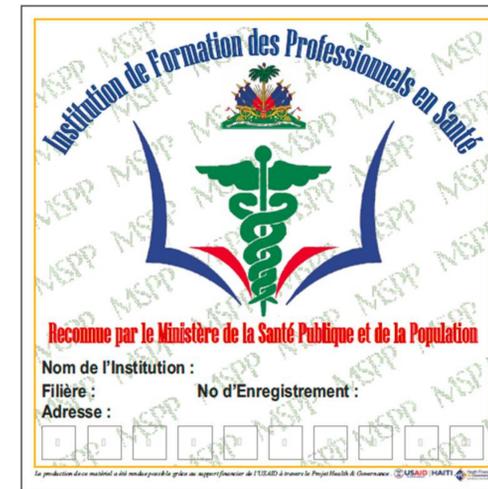


Photo: Valérie Baeriswyl for Communication for Development Ltd.

Nurses at Justinien University Hospital. Health workforce data improvement, coupled with governance capacity building, has helped Haiti increase efficiency and recruit more health workers, such as nurses.



Recognized nursing schools receive a Reconnaissance logo from the MSPP.

MORE HIGH-QUALITY NURSES AND MIDWIVES

- HFG assisted the MSPP's Department of Training in designing and implementing a sustainable process, called *Reconnaissance*, to recognize private nursing schools that meet quality standards. HFG helped the department develop a budget and mobilize internal resources to sustain the process.
- Estimated 400 schools in existence after earthquake; 81 now recognized through *Reconnaissance* program. Only students from recognized schools can register for national exam to receive a license.
- MSPP expanding program to medical and pharmacy schools.

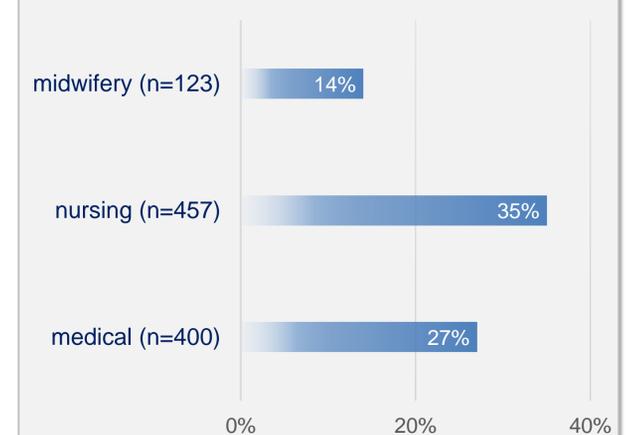
"We have students who come to register, and the first question they ask is, 'Do you have the Reconnaissance logo?' Our student body has increased and we are thrilled to be a part of this process."

– Pasteur Gideon, President, Faculty of Nursing Sciences, Antenor Firmin University.

PATHWAYS FOR CAREER ADVANCEMENT AND RETENTION

- HFG supported MSPP development of health worker job descriptions, standardized salary classifications, and a performance evaluation system (SYSEP), and helped implement SYSEP in 10 MSPP directorates. SYSEP allows health workers to set goals with their supervisors and identify resources and support they need to achieve them. Supervisors, in turn, hold employees accountable for performance and help them advance in their careers.
- To inform rural retention planning, HFG is conducting an outmigration study to understand the scale of health worker migration out of Haiti and 'push' and 'pull' factors. Secondary data shows that Haitian health workers are primarily migrating to the U.S. and Canada. Outmigration of nurses has increased over the past 10 years, whereas the pattern of outmigration of physicians varies according to the host country. Final results on primary data regarding Haitian medical and nursing students' intent to migrate is forthcoming.

INTENTION TO PRACTICE OVERSEAS



Percentage of Haitian midwifery, nursing and medical students who intend to practice overseas after completing training (2018 preliminary survey data, HFG)