



Government of Pakistan
Ministry of National Health Services,
Regulations & Coordination



ANNUAL
PUBLIC HEALTH
CONFERENCE
4th & 5th December-2018

‘From Local to Global’

Human Resources for Health

5 December 2018

Raza Zaidi

Health Planning, System Strengthening and
Information Analysis Unit (HPSIU)

SDGs

Impact

Universal Health Coverage

Outcome

Eight Thematic Pillars

Inputs/ Outputs



National Health Vision

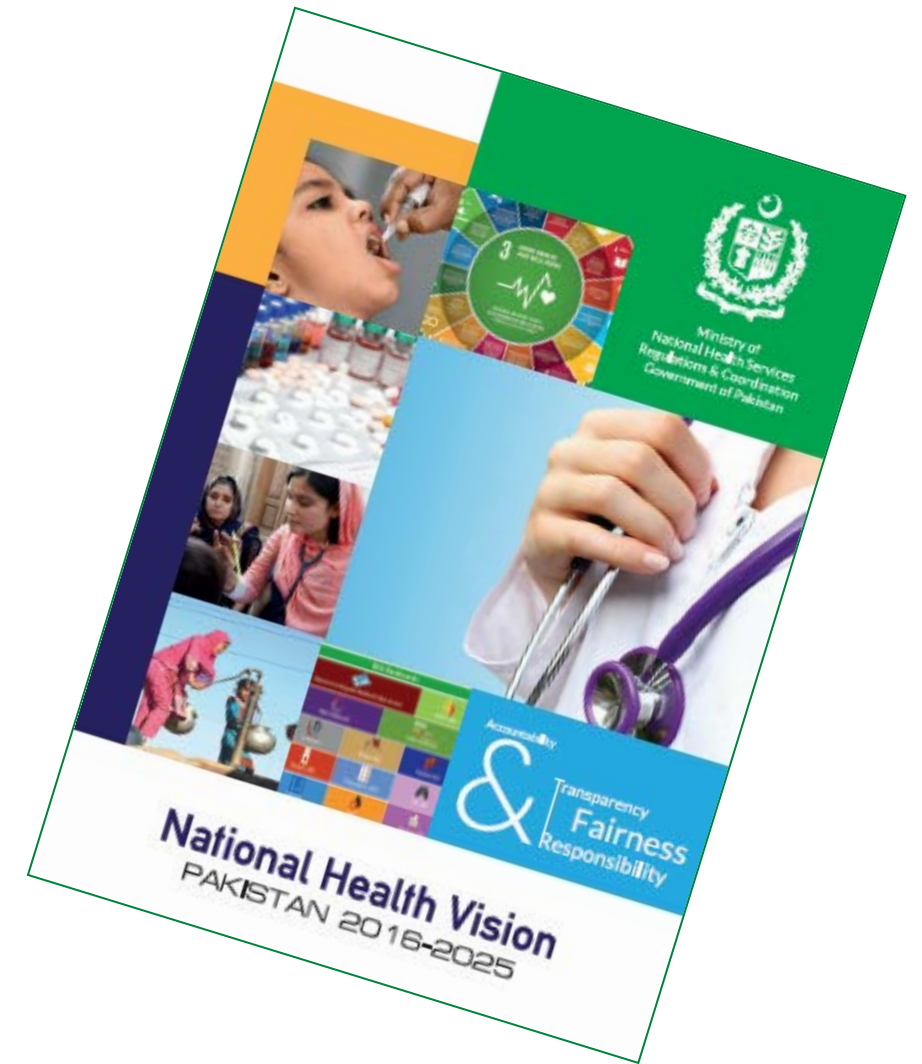
2016-25



The world is facing a shortfall of up to **18 million skilled health workers** by **2030** - with 27 million currently working to achieve UHC

Health Workforce

is a pre-requisite for the implementation of
National Health Vision 2025,
International Health Regulations,
Universal Health Coverage &
Sustainable Development Goals



Pakistan is in crises in the context of HRH situation...

SDG 3.c indicator: Health workers density and distribution

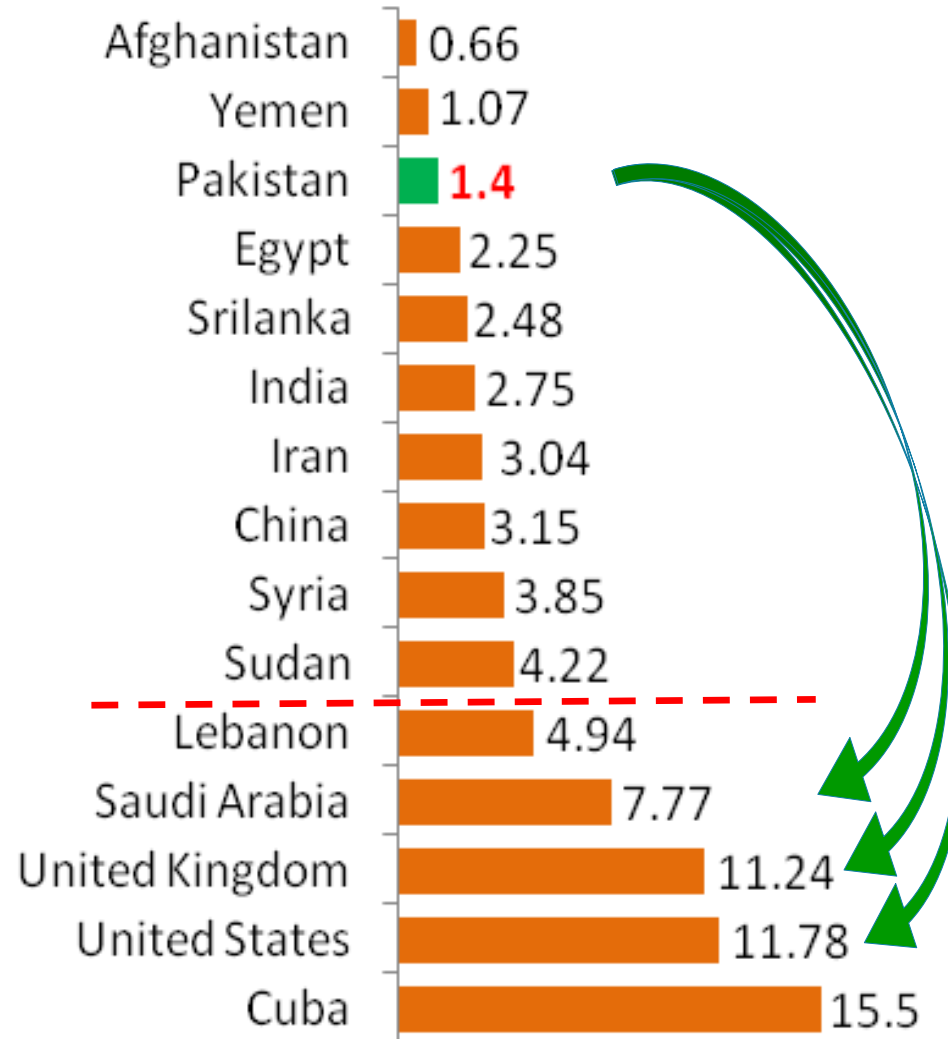
(Essential Health Workforce Threshold: **4.45** per 1,000 population for UHC)

Physician, Nurses, LHVs and Midwives

PAKISTAN 2017

- Physicians, Nurses, LHVs & Midwives:	<u>1.45</u>
- <i>Dental Physicians:</i>	<i>0.10</i>
- <i>Pharmacists:</i>	<i>0.16</i>
- <i>Lab workers:</i>	<i>0.07</i>
- <i>Lady Health Workers:</i>	<i>0.43</i>
- <i>Hakeem:</i>	<i>0.29</i>
- <i>Homeopathy physicians:</i>	<i>0.74</i>
- <i>Traditional birth attendants:</i>	<i>0.14</i>

Source: Data of different Councils and programs



Source: WHO, 2016; World Health Statistics, Monitoring Health for SDG3



Essential Health Workforce in Pakistan

Projected Minimum Needs by 2030

314,170 Physicians,
942,511 Nurses, LHV's and Midwives
170,000 - 200,000 LHWs
& accordingly other workforce

Province	Physician, Nurses and Midwives	Areas	Physician, Nurses and Midwives
Punjab	623,445	Azad Jammu & Kashmir	23,736
Sindh	281,333	Gilgit Baltistan	11,075
Khyber Pakhtunkhwa	190,594	FATA	29,385
Balochistan	81,901	Islamabad	16,142

Registered by the end 2017

205,152 Physicians,
104,046 Nurses, LHV's and Midwives
& 92,949 LHWs

Province	Registered	Density required	Density/ 1,000 pop
<u>PHYSICIANS including specialists</u>			
Punjab +AJK + GB + ICT	97,866	1.11	0.83
Sindh	74,166	1.11	1.55
KP+FATA	26,963	1.11	0.76
Balochistan	6,157	1.11	0.50
<u>NURSES (nurse, LHV, MW, CMW)</u>			
Punjab +AJK + GB + ICT	65,990	3.33	0.56
Sindh	21,644	3.33	0.45
Khyber Pakhtunkhwa	13,672	3.33	0.39
Balochistan	2,740	3.33	0.22



Health professional education capacity - 2017

Registered (excluding 49 Dental colleges) MEDICAL INSTITUTES: 107 Public: 41; Private: 66		Registered NURSING and MIDWIFERY INSTITUTES: 215 Public: 145; Private: 70	
Punjab & ICT:	58	Punjab & ICT:	75
Sindh:	14	Sindh:	86
Khyber Pakhtunkhwa:	19	Khyber Pakhtunkhwa:	26
Balochistan:	2	Balochistan:	23
AJK:	4		

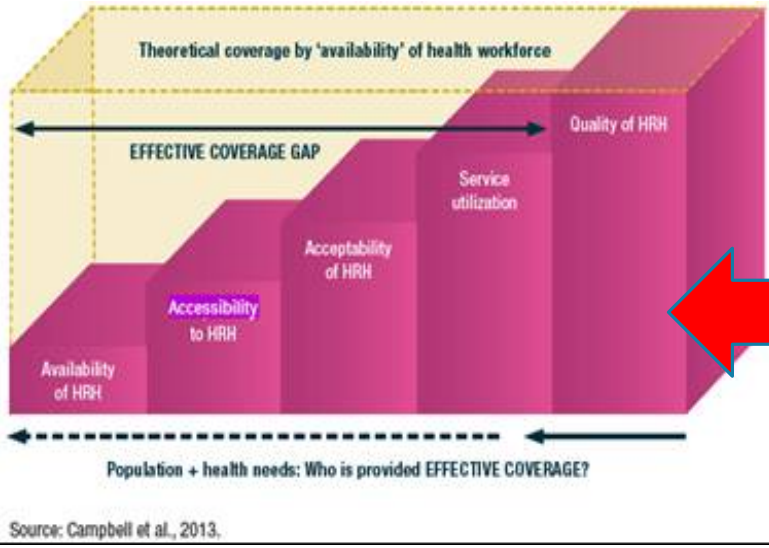
Source: PMDC and PNC

Annual Production Capacity		During 2018-30
Physicians:	13,900	180,700
Nurses:	9,728	126,464
Lady health visitors:	2,071	26,923
Midwives:	3,718	48,334
Dentists:	2,785	36,205
Pharmacists:	3,975	51,675

**Quality education;
>1 million new Jobs**



HRH Vision - Linking Global Strategies and Provincial Strategies with Four common National priorities ...



Provincial Strategies and Plans /
 To be updated in the context of UHC/SDGs



What are global commitments on HRH...

SDGs:

3.c: Skilled health professionals (physicians, nurses, LHVs and midwives) density per 1,000 population - Baseline: 1.4/ 4.45

UHC:

Physicians per 1,000 population - Baseline: 0.8 / 1.1

Psychiatrists per 100,000 population - Baseline: 0.3 /1

Surgeons per 100,000 population - Baseline: 1.3 /14

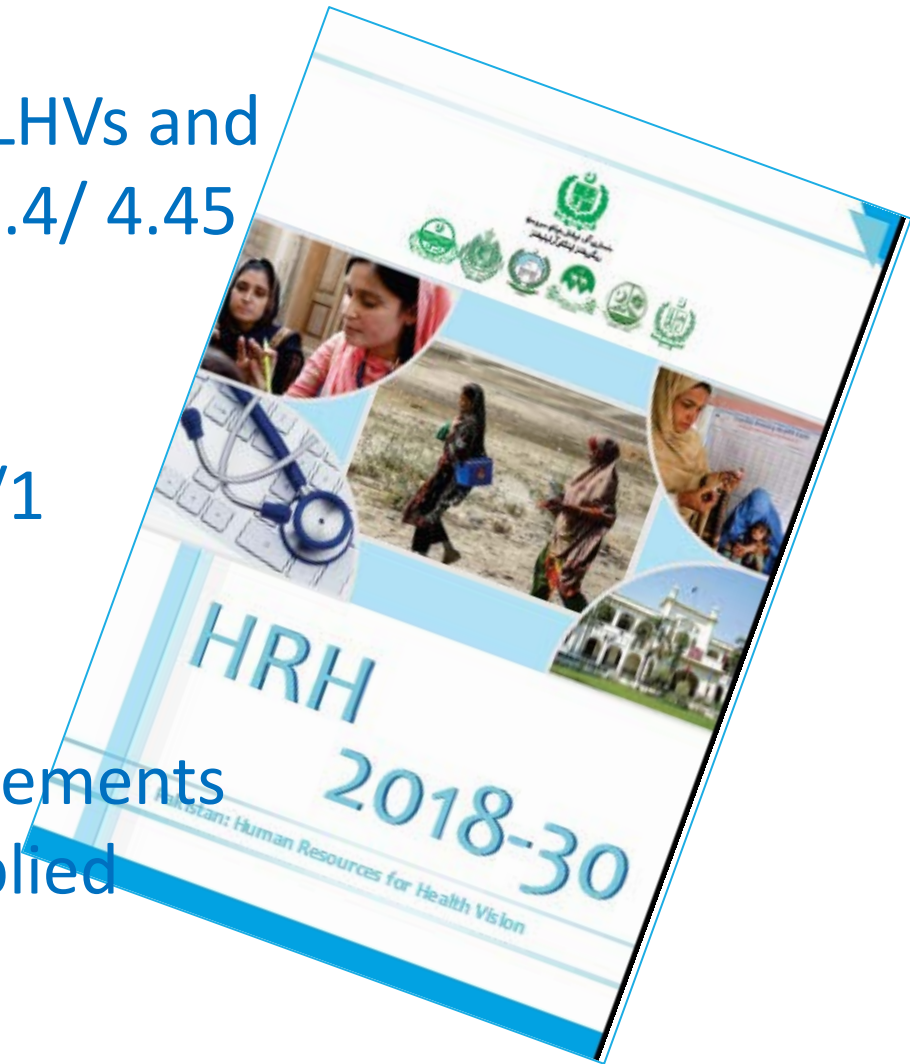
IHR:

HRH available to implement IHR core capacity requirements

Field epidemiology training programme or other applied

epidemiology training programmes in place

Health Workforce Strategy available



Action taken so far...

- Pakistan HRH Vision – endorsed by all in April 2018
- Capacity building workshop on developing HRH Strategies
- Sindh HRH Strategy available – needs to be updated
- Punjab has shown good progress for developing HRH strategy
- KP has established HRH cell within DOH with a good system of HRH registry
- Balochistan Health Policy has addressed HRH issues



Actions in process (2018-22)...

- All provincial HRH strategies to be available
- Establishment of HRH cells for HRH analysis and planning
- Review of HRH registries in DOHs and development of integrated software to maintain record and analyse the same regularly
- Review of information systems of regulatory bodies to establish unified registry (National Health Workforce Accounts)
- Review of functions of regulatory councils for reforms
- Healthcare commissions to monitor health services (including HRH standards both in public & private sector)





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THANKS

