

BALANCE DE FORTALEZAS Y
DEBILIDADES PARA LA
IMPLEMENTACIÓN DE LA
POLÍTICA DE RHUS EN LOS
PAÍSES DE LA REGIÓN
(DESAFÍOS CRÍTICOS)

BELIZE

GUIDE 1

Posicionamiento político del tema desarrollo de RHUS como prioridad para el sistema nacional de salud

Debilidades:

- There is no National HRH policy in place
- Policies are based on evidence. Research is an área that needs to be strengthened in order to create evidence based policies based on the needs of the country.
- HRH research are conducted based on particular population ratios and does not take into account distribution, workload and needs of the community. Research are conducted in isolation and are not conducted with the goal to influence policies, but to address immediate issues and not for long term planning.

Posicionamiento político del tema desarrollo de RHUS como prioridad para el sistema nacional de salud

Fortalezas

- There is the will at the PAPU Unit, MOH to improve HRH Protocols.
- All áreas of the Health System require better HRH policies, and would support research that would lead to policy development

Desafíos Críticos

- Limited research and support to develop Policy
- There is Need for better research to support policies

Gobernanza: estructura de conducción nacional y mecanismos de consenso entre los sectores para decidir en temas de RHUS

Debilidades

- Some key stakeholders are non-participatory (MOF, Medical Council) limited (UB) on Steering Committee.
- Other managerial bodies address HRH issues independently. Thus National leadership operates in a fragmented manner.
- Limited understanding of the importance of HRH issues and the role each actor plays in solving these issues.

Gobernanza: estructura de conducción nacional y mecanismos de consenso entre los sectores para decidir en temas de RHUS

Fortalezas

- Steering Committee includes representatives of stakeholders, but serves as an advisory board to Managers and Directors that makes decisions.

Desafíos Críticos

- HRH is not a priority in governance.
- There is an ad hoc approach to HRH issues and limited planning

Desarrollo institucional:
Capacidad instalada, recursos físicos,
financieros, de comunicación (nivel central
y desconcentrado) de la unidad de
conducción nacional.

Debilidades

- Slow response between Regional and Central Level for HR needs and assessments
- Financial resources planning and skill level development of workforce are planned and implemented at the National level. This method may not address the Regional levels specific needs that are unique to the Region.

Desarrollo institucional:
Capacidad instalada, recursos físicos,
financieros, de comunicación (nivel central
y desconcentrado) de la unidad de
conducción nacional.

Desafíos Críticos

○ The capacity of institutions is limited compared to the growing demands to address health issues.

Financiamiento: tendencia en la asignación
en el presupuesto nacional para garantizar la
suficiencia de cobertura en salud para el
país

Debilidades

- Competing needs of the country maybe a higher priority than issues in Health.
- Increasing the National Budget for health for HRH

Financiamiento: tendencia en la asignación en el presupuesto nacional para garantizar la suficiencia de cobertura en salud para el país

Fortalezas

- Funds are allocated (\$US7.5 million) in the country's annual budget by the MOF designated to National Health Insurance Scheme.
- Some funding and programs are directed to Universal Health coverage

Desafíos Críticos

- Sustainability of the Funding is not established. Funds allocated by GOB for NHI comes from General Revenue. No established financing options have been defined.

Capacidades: Experticia técnica para la conducción y gestión de RHUS en la unidad de conducción nacional (nivel nacional y desconcentrado) y en las instituciones del campo de RHUS.

Debilidades

- Technical expertise is limited.
- There is no HRH Unit or manager in Health.
- Administrative officers process documents but perform no planning at a national scale. Coordination between Technical advisors is limited in order to plan at a national scale.

Capacidades: Experticia técnica para la conducción y gestión de RHUS en la unidad de conducción nacional (nivel nacional y desconcentrado) y en las instituciones del campo de RHUS.

Desafíos Críticos

- Non Technical Expertise for HRH management in key decision making positions

Pertinencia de las acciones que actualmente impulsa el país en RHUS. Valoración de cómo estas acciones impactan en la mejoría del cuidado de la salud a la población.

Debilidades

- Assessment of different Units and institutions in health is ongoing, but may not be designed to fully capture all aspects of HRH management framework.

Pertinencia de las acciones que actualmente impulsa el país en RHUS. Valoración de cómo estas acciones impactan en la mejoría del cuidado de la salud a la población.

Fortalezas

- Bi-annual audits are ongoing and provide some assessment of the progress of programs and HRH issues.

Desafíos Críticos

- Assessments are too minimal and inadequate to provide sufficient evidence to influence changes in HRH.

Intervenciones que se demandan desde el nivel político a RHUS (oportunidades)

Debilidades

- Interventions are not sufficient.

Desafíos Críticos

- No policy to influence interventions

Alianzas interinstitucionales e intersectoriales para el desarrollo de intervenciones de política en RHUS que se tiene al momento

Debilidades

- No collaboration or evidence to influence policy interventions.
- A weak structure that collaborates with the Ministry of Public Service that influences HRH plans and incentives.

Desafíos Críticos

Fortalezas

- Inter-institutional organizations are being conducted as a directive of National incentive to improve HRH

Desafíos Críticos

- No policy development at National level.
- Inter-institutional level policies for HRH are done ad hoc to HRH issues.

Visibilidad del impacto del trabajo realizado en RHUS a nivel político y valoración social

Debilidades

- Work is not evident since there is no Policy in place for HRH.
- Insufficient advocacy to improving environmental conditions of Health workforce.

Desafíos Críticos

- Development of National Policy is needed. Planning occurs in isolation of the National plan