

Policy and Program Development in support of the Master Plan

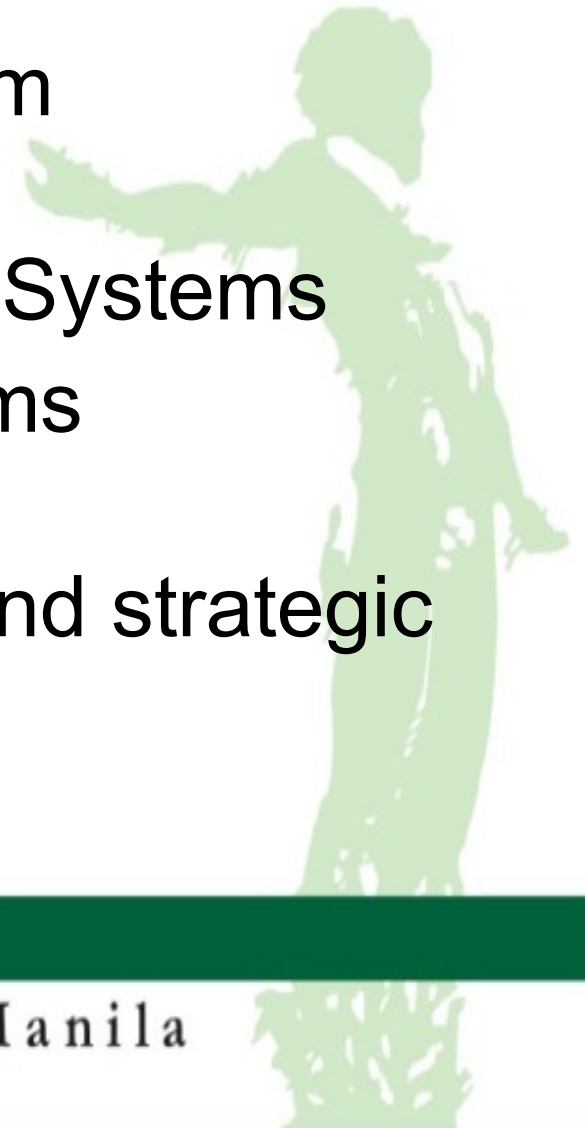
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Presentation Outline

1. Rationale Policy and Program development
2. Rationale for Installing HRH Systems
3. Preconditions to HRH systems installation
4. HRH Systems description and strategic thrusts
4. HRH Systems management
5. Policy Directions



8. Identify Key Policies and Programs to support Master Plan

- . There are key policies that need to be reviewed, updated
- New policies that need to be instituted
- Programs that need to be prioritized, emphasized or designed

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Definitions: POLICY

- Policy encompasses the choices that a society, segment of society, or organization makes regarding its goals and priorities and how it will allocate its resources.

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Definitions: POLICY

- Principles that govern action directed towards given ends (Titmus, 1974)
- Consciously chosen course of action (or inaction) directed toward some end (Kalisch and Kalisch, 1982)
- Plan, direction or goal for action; authoritative decision making (Stimpson and Hanley, 1991)

Policy Types: Public Policy

Substantive decisions, commitments, and actions made by those who hold or affect government positions of authority as they are interpreted by various stakeholders. (Bryson and Crosby)

- Called policies, plans, programs, projects, decisions, actions, budgets, rules and regulations

Policy Types: Social Policy

- Pertains to the directives that promote the welfare of the public.
e.g. Magna Carta for Public Health Workers- law that could be viewed as a policy that promotes the welfare of health workers

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Policy Types: **Health Policy**

Includes the directives and goals for promoting the health of citizens.

e.g. Generic Drug Act, Tobacco Regulation Act

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Policy Types :Organizational Policies

Rules governing and positions taken by organizations, such as the WHO, World Bank-IBRD

e.g. requirement of country counterpart funds before grants are released

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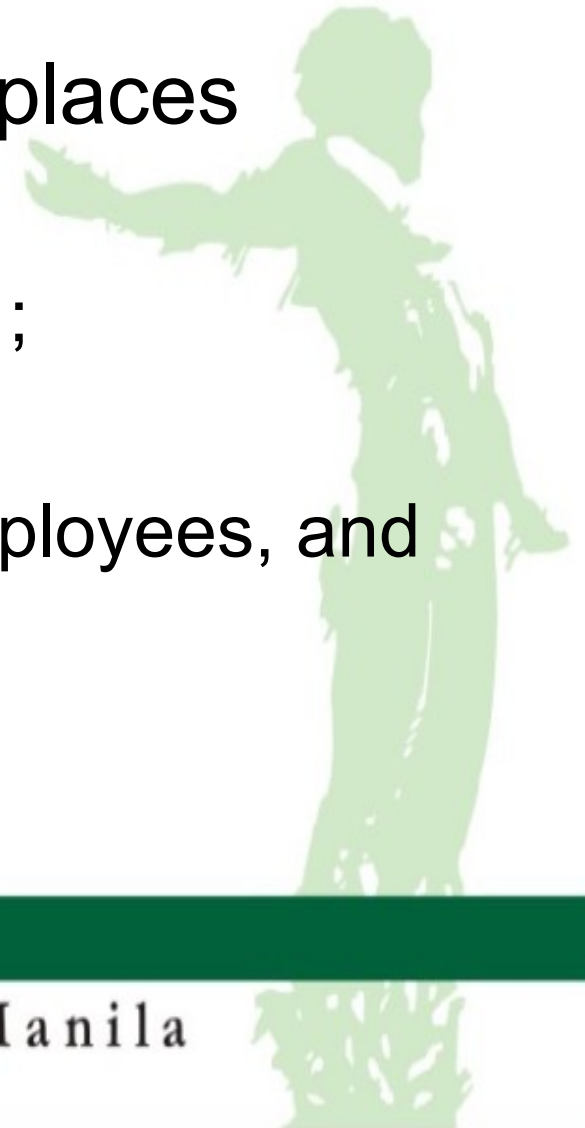
Policy Types: Institutional Policies

Policies that govern workplaces

- What the institution's goals will be ;
- How it will operate;
- How the institution will treat its employees, and
- How employees will work.

e.g. definition of official work time

contractualization policy



Frameworks of Policy Development

1. Policy Making

2. Policy Analysis

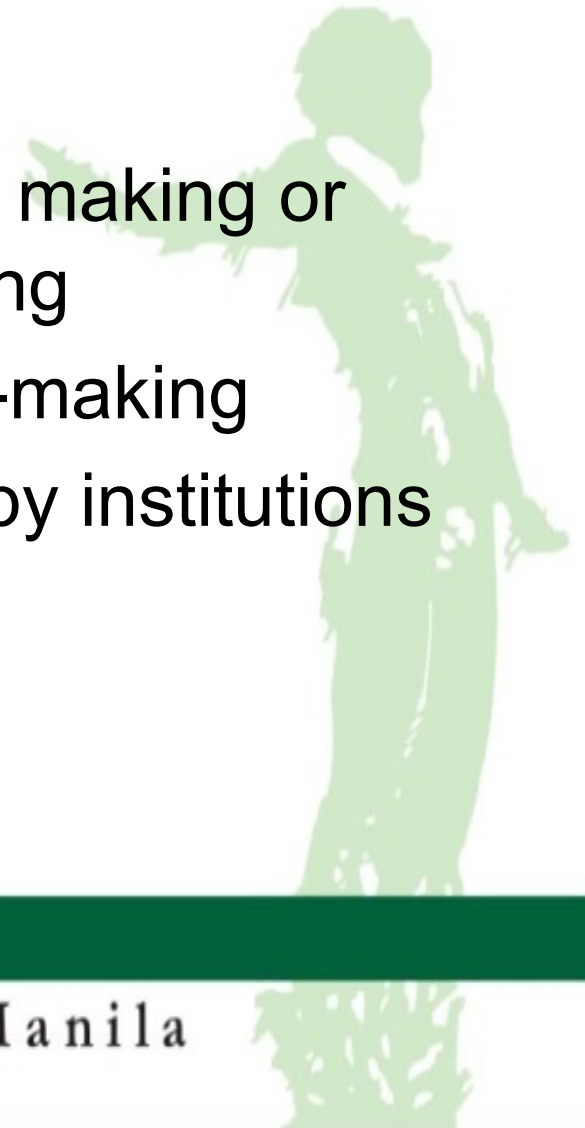
3. Policy Research

Policy Making Process: What is a Policy?

- Rules to **establish, control or change the behavior** of institutions and/ or individuals in order to solve a problem.
- May be explicit or implicit
- Includes public policy as well as decision-making

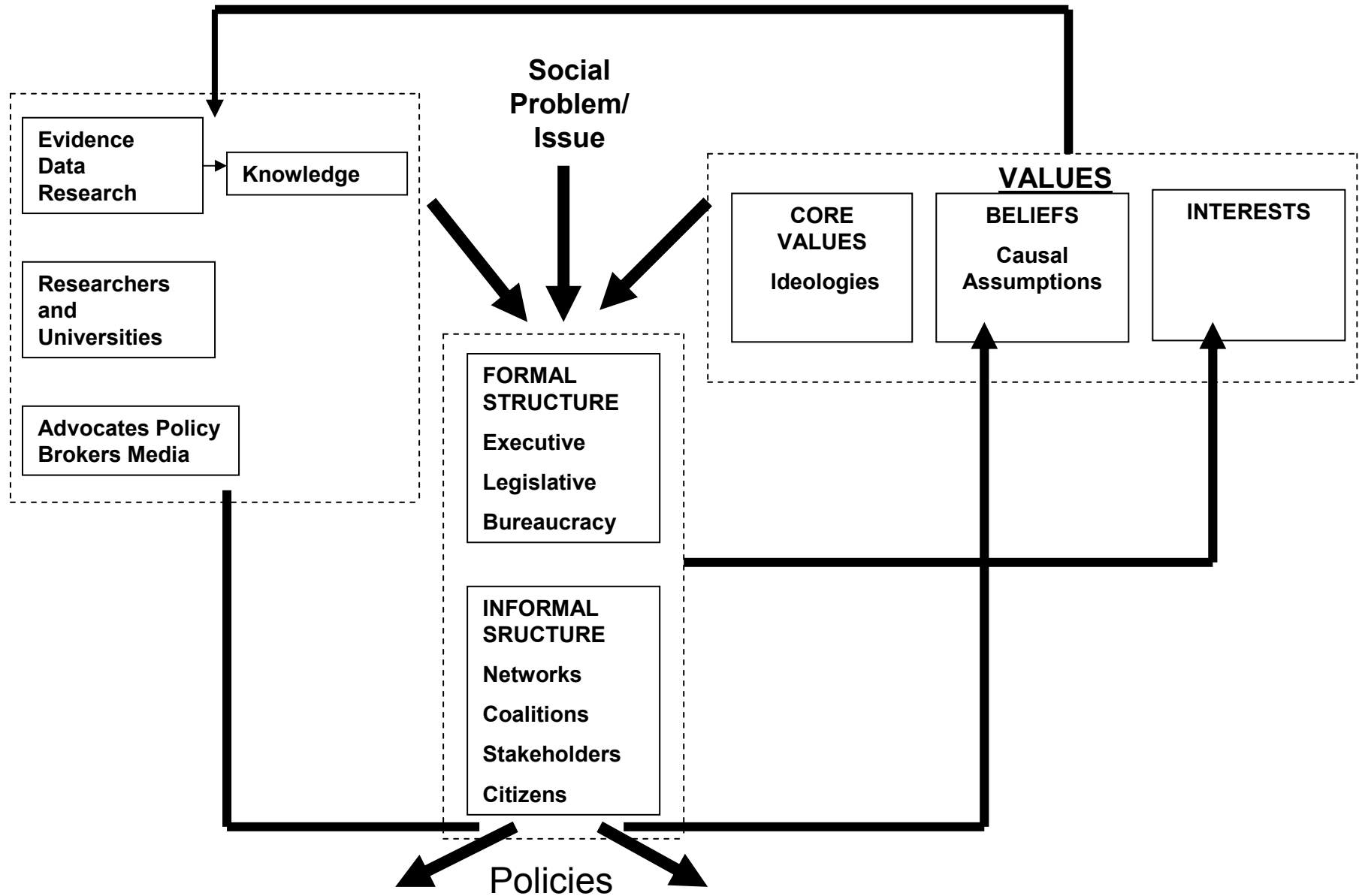
Policy Making Process: **World in which policies are made**

- 3 Components:
 - a. Institutions and mechanisms making or contributing to decision-making
 - b. Information used in decision-making
 - c. The values and beliefs held by institutions and beliefs
 - a. Vested interest
 - b. Beliefs
 - c. Core values



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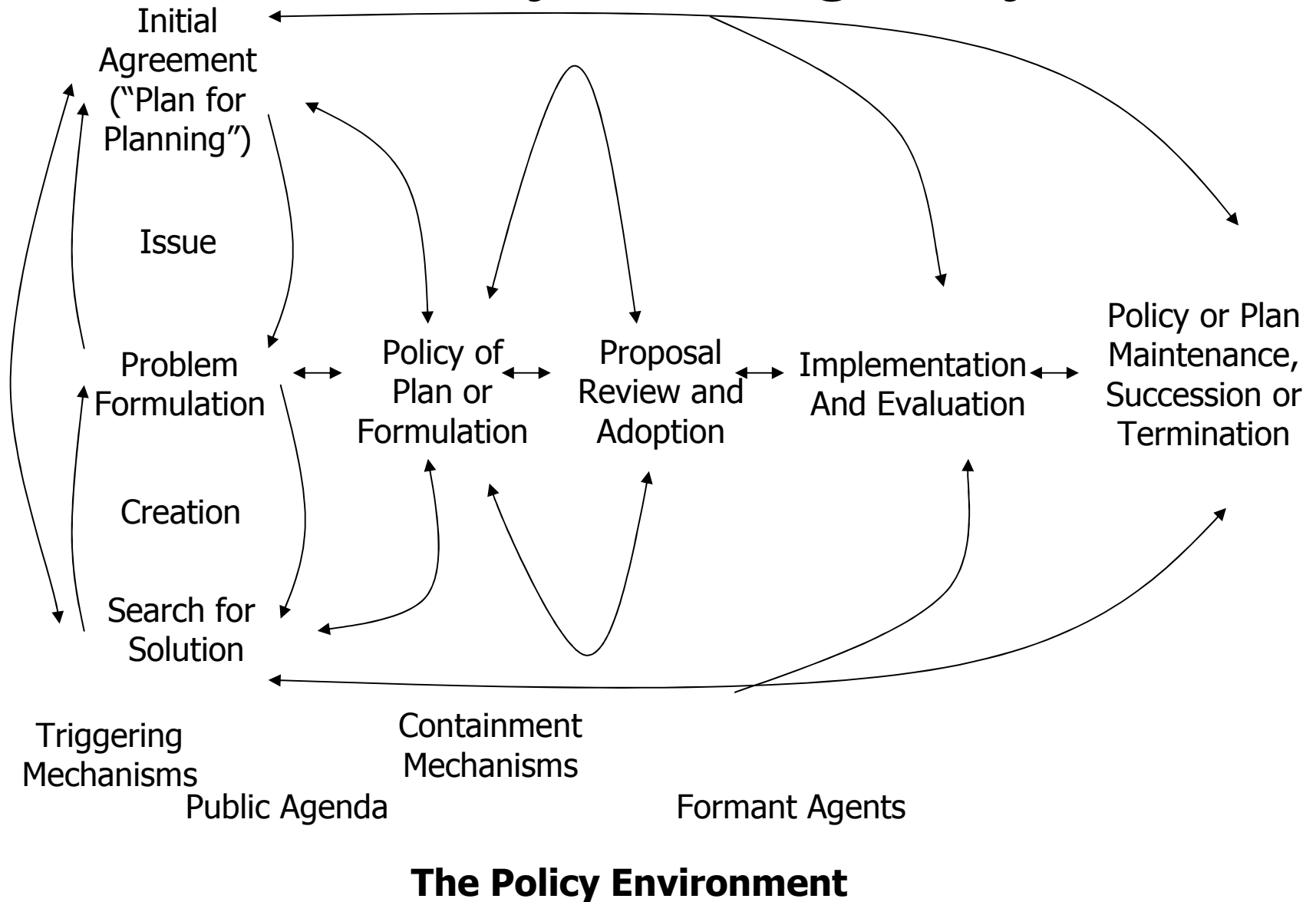
THE WORLD IN WHICH POLICIES ARE MADE (Lomas)



Policy Development Process

- a. Problem identification/ clarification
- b. Decision that it is an important problem to study-policy research/ analysis
- c. Proposal of policy alternatives
- d. Selecting from policy alternatives
- e. Implementation of policy
- f. Evaluation

The Policy Change Cycle



Process of Policy Support Development for the Philippine HRH Master Plan

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Policy Process

- Setting the Policy Agenda
- Design policy instruments and content through conduct of policy analysis, research
- Secure political, administrative and public support for the agenda
- Ensure the adoption of specific policies
- Implement the Policies
- Evaluate policies

Rationale for HRH Systems Development

- Core problem identified –lack of functional HRH systems at different levels i.e. national, local and organizational
- Goal of master plan is to ensure that Philippine health services have an effective and well motivated workforce that are appropriately managed.

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Rationale for HRH Support Systems

Philippine Health Services should have:

- The right number of people
- In the right place
- At the right time
- With the right skills
- With the right motivation and attitudes
- At the right cost
- Doing the right work
- Under the right work conditions



Preconditions to HRH Systems Development

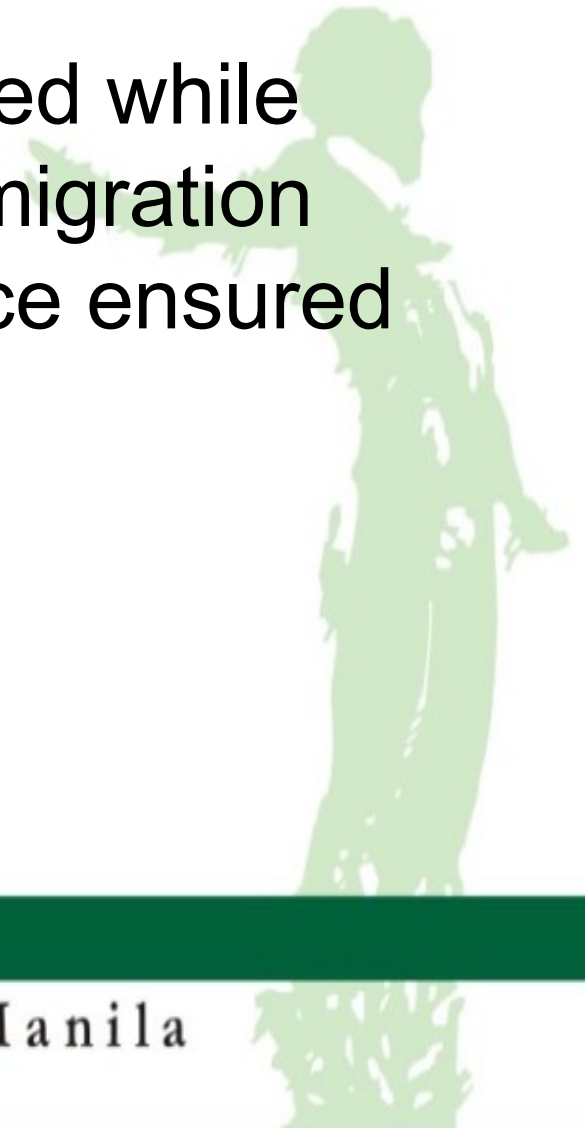
1. Available health workforce organized into health care teams, and equitably distributed
2. Organizational issues should have been addressed i.e. there are functional HRH units at every level and an implementing HRH network functional
3. Collaborative and coherent policy making and program management among key stakeholders and partners

Preconditions to HRH Support Systems Development

3. Critical HRH issues addressed while systems are developed i.e. migration managed, quality of workforce ensured
4. Strong political will

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HRH Support Systems

National and local HRH support systems

- HRH Information System (HRHIS)
- Workforce Planning , staffing and budgeting
- HRH production and deployment

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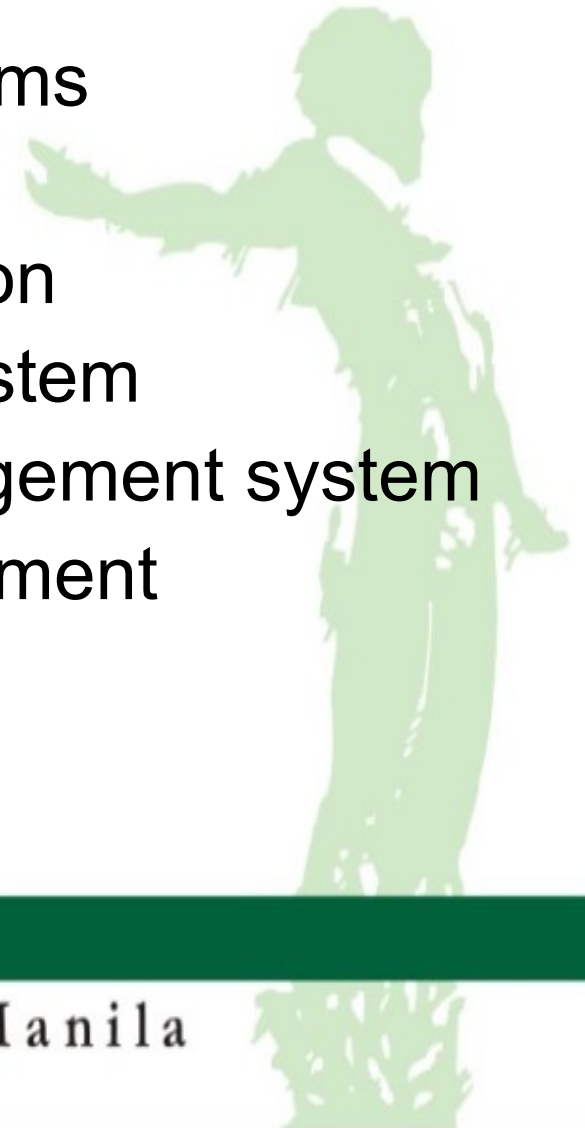
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HRH Support Systems

Organizational HRH Support Systems

1. Job Design and evaluation
2. Recruitment, Selection, Retention
3. Job pricing and the Rewards System
4. Career development and management system
5. Employee training and development
6. Labor Relations and Discipline
7. Occupational Health Programs
8. Succession planning



National and Local HRH Systems: Strategic Thrusts

HRH Information System (HRHIS)

Workforce Planning , staffing and budgeting

HRH production and deployment

- Production of quality, relevant and highly motivated workforce
- Equitable distribution of human resources in areas of need
- Maximizing HRH productivity and efficiency
- Maintaining health teams with the right skill mix
- Monitoring and evaluation

Organizational / Institutional Support Systems: Strategic Thrusts

- Human resource acquisition and placement
 - Job Design and evaluation
 - Recruitment, Selection, Retention
 - Job pricing and the Rewards System
- Maximizing human resource productivity
 - Career development and management system
 - Employee training and development
 - Job Design and evaluation

Ending Thoughts

HR management philosophies important:

- HRH workforce are strategic investments and must be valued
- There are no problem employees but employees with problems due to systems' failures
- HRH development approach must be progressive and revolutionary

Organizational / Institutional Support Systems: Strategic Thrusts

- Retaining human resources
 - Job pricing and the Rewards System
 - Occupational Health Programs,
- Strategic separation
 - Succession planning
 - Labor Relations and Discipline,

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Policy Goals and Directions

- Equity in the distribution and deployment of health workers in the domestic market
- Effectiveness in production, domestic deployment and international HRH migration management
- Efficiency in migration management schemes such as brain circulation
- Efficiency in productivity enhancement
- Security in HRH positions

Ending Thoughts

HR management philosophies important:

- HRH workforce are strategic investments and must be valued
- There are no problem employees but employees with problems due to systems' failures
- HRH development approach must be progressive and revolutionary

Ending Thoughts

- WHO declaring 2006-2016 HRH Development decade to bring attention to importance of HRH in Health systems development
- Strategic window that will not last forever

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