Operational	definition

This function includes two components:

1. Generation of human resources to efficiently address priority public health problems. This calls for pre-service and a continuous in-service training program in different disciplines of public health in order to improve the quality of services and address emerging challenges in public health; and

2. Distribution, retention and performance evaluation of public health workforce that requires appropriate licensing and recertification procedures,  $\Box$  updated post descriptions that ensure quality of training and relevant experience of the current and future workforce, and their balanced distribution and deployment for effective delivery of public health services.  $\Box$ 

## Scope of the function

## Generation of human resources

- inkage with long-term public health strategies and plansublic health workforce profile and lHuman resource planning, including p
  - Coordination of human resource planning between ministries of health and institutions of higher education -
    - Accredited institutional programs of training for public health professionals -
- Implementation of continuous training programs for active public health workers, including clinical practitioners and healthcare support staff
  - Certification and licensing based on established norms and standards
    - Ethical recruitment standards in line with WHO Code of Practice.

## Distribution, retention and performance evaluation of public health workforce

- Improved conditions for healthcare professionals
  - Increased opportunities for career advancement -
- Incentives to retain physicians and nurses in countries and regions with human resource shortages
  - Prioritization of management training -
  - Periodic re-certification procedures based on performance and up-to-date training.

Tuesday 7th of May 2024 01:39:15 AM