

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, 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.

Scope of the function

Generation of human resources

- Human resource planning, including public health workforce profile and linkage with long-term public health strategies and plans
- 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.

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