

Human resource development is a major cornerstone in the development of any health system. Pakistan is one of the 57 HRH crisis countries and facing numerous challenges of health workforce like urban-rural mal-distribution, lack of proper skill mix, quality of education, standards and accreditation, poor absorption capacity, rural retentions issue, immigration both internal and external, poor career structure & lack of good working environment. In order to address these multifarious problems in HRH, a holistic multi-sector strategic approach is required and a national health workforce development policy alongwith provincial implementation strategies need to be developed. Pakistan has a reasonable capacity for the production of health workforce; however, its absorption capacity particularly in public sector is very low.

## **Health workforce planning**

Country lacks a clear long-term vision for human resource development. Devolution through 18th constitutional amendment further complicated the situation. However; it also provided opportunities for provinces that developed provincial level HRH profile and some provinces also developed HRH strategy. WHO is promoting a holistic approach to the issues of HRH and advising the Government to develop an evidence-based HRH policy and plans to address multiple issues through a multi-sectoral approach, as there are many actors in the field of HRH in addition to health like education, Army, Para-statal organizations, bureau of Immigration etc.

## **WHO support**

1. Development of a national vision for health workforce development and specialized professional medium and long-term projections
2. WHO supports the conduction of provincial HRH profiles and provincial human resources strategy and plans
3. Analysis for health professionals for implementation of Family Practice approach and Essential Package of Health Services
4. Capacity building and in-job training for health professionals

5. Support to training health institutions and academia

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