

**MINISTERIAL CONSULTATION ON HEALTH
SERVICES AND MANPOWER DEVELOPMENT**

Teheran, 26 February - 2 March 1978



**WORLD HEALTH ORGANIZATION
EASTERN MEDITERRANEAN REGION**

EM/MIN.CNS.HSMD/1 Rev.2

24 January 1978

ENGLISH ONLY

DETAILED PROVISIONAL PROGRAMME OF WORK

1. PURPOSE AND METHOD OF WORK

In 1976 the Regional Sub-Committee A passed the following resolution:

The Regional Sub-Committee

"REQUESTS the Regional Director to convene, within the next two years, a high level Consultation on the relationships between educational institutions responsible for training health personnel and Ministries and other agencies in the public and private sector responsible for health services development, with a view to achieving closer co-ordination between all concerned".

The present Consultation has been sought in pursuance of the concern expressed by Member Countries to find ways and means for strengthening the co-ordination of Health Services and Health Manpower Development programmes.

Members of the Consultation are invited therefore to find solutions to difficult and pressing problems, namely to assist in the development of an action plan by which countries in the Region, in collaboration with WHO, can make significant progress towards identified goals.

In order to achieve such a plan in the limited time available, a working method is proposed which differs from the usual "Conference" or "Seminar" techniques. Essentially this is the nature of this meeting as a "Consultation".

The method can be described as "task-oriented": that is to say, certain problems will be posed, and the Members of the Consultation will be asked to respond in fairly concrete form. The WHO Secretariat, having reviewed existing policy statements, past recommendations on the subject, etc., has tried to pose the problems or questions in such a way that they can produce responses which will be meaningful and will result in a report which can provide useful and practical alternative solutions to the problems posed, and also provide guidelines to Member Countries and WHO for the coming years.

Problems, then, have been identified and are submitted, in the form of questions to which answers are sought. Each of the principal questions is followed by a set of subsidiary questions which seek to further focus attention on some of the relevant issues.

By actively participating in suggesting solutions to these and other problems each Member will have the opportunity to make a significant contribution to the development of an effective action plan.

To make this possible, working groups will be established and relatively little time is allocated to formal presentation.

In general, each of the sets of questions into which the overall problems of co-ordination between Health Services and Health Manpower Development has been divided, will be introduced briefly by the Secretariat. Following this the working groups will meet and address themselves to the problems posed. Each of the reports of the respective group deliberations will be submitted by the Group Rapporteurs to General Rapporteurs for consolidation and consideration by the Consultation generally.

It is expected that in this way the summary report and recommendations will truly reflect the views of all Members of the Consultation.

Of the thirteen items in the programme, eight will be devoted to the consideration of the five major problems posed. The major part of Sessions III and IV (items 9, 10, 11) in which the actual strategies or ways and means to strengthen co-ordination are addressed, has been allocated a significantly greater period of time than others.

It is confidently expected that the Consultation will meet the challenge by making a significant contribution to the development of policies and by providing an orientation for future action.

PROVISIONAL PROGRAMME

Sunday, 26 February 1978

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| 8.30 | - Registration of Participants |
| 9.00 | - OPENING OF CONSULTATION |
| | - Inaugural Address by H.E. Dr Jamshid Amuzegar,
Prime Minister of Iran |
| | - Address by H.E. Dr S. Sheikholeslamzadeh,
Minister of Health and Welfare, Iran |
| | - Address by H.E. Dr Manuchehr Ganji, Minister
of Education and Sciences, Iran |
| | - Address by Dr A.H. Taba, Director, World Health
Organization, Eastern Mediterranean Region |
| 10.30 | - RECESS |
| 11.00 | SESSION I |
| | 1. Election of Officers |
| | 2. Adoption of Provisional Programme |
| | 3. Review of Consultation Working Methods
Dr A. Robertson, Public Health Administrator,
World Health Organization, Eastern
Mediterranean Region |

PROVISIONAL PROGRAMME

Sunday, 26 February 1978

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|-------|--|
| 8,30 | - Registration of Members |
| 9.00 | - OPENING OF CONSULTATION |
| | - Message of H.I.M. the Shahanshah Aryamehr
to be delivered by H.E. Mr Amir Abbas Hoveyda,
Minister of Court, Iran |
| | - Inaugural Address by H.E. Dr Jamshid Amuzegar,
Prime Minister of Iran |
| | - Address by H.E. Dr S. Sheikholeslamzadeh,
Minister of Health and Welfare, Iran |
| | - Address by Dr H. Mahler, Director-General,
World Health Organization |
| | - Address by Dr A.H. Taba, Director, World Health
Organization, Eastern Mediterranean Region |
| 10.00 | - RECESS |
| 10.45 | <u>SESSION I.</u> |
| | 1. Election of Officers |
| | 2. Adoption of Provisional Programme |
| | 3. Review of Consultation Working Methods -
Dr Robertson |
| | 4. Global WHO Policy on Health Services and Manpower
Development - Dr Mahler |

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Sunday, 26 February 1978

Session I (Cont'd)

11.20

5. THE NEED FOR CO-ORDINATION

To be introduced by Dr A.H. Taba, Director,
World Health Organization, Eastern Mediter-
ranean Region - Doc./3

(A statement outlining the problem in terms
of the following questions)

WHY IS THERE A PRESSING NEED FOR STRENGTHENING THE CO-ORDINATION
BETWEEN HEALTH SERVICES AND HEALTH MANPOWER DEVELOPMENT PROGRAMMES?

- To what extent should educational policies reflect health services needs; and vice versa, how interdependent are health services and manpower development programmes?
- Can an effective health service be developed without an adequate and co-ordinated health manpower development policy?
- To what extent can a health manpower development programme, responsive to the needs of the countries, operate in the absence of a clear and precise definition of tasks or functions to be carried out?

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Sunday, 26 February 1978

Session I
(Cont'd)

11.45 6, PRESENT PRACTICES

To be introduced by H.E. Dr Ch. M.H. Mofidi, Chancellor,
Reza Shah Kabir University, Teheran, Iran

(An introductory statement on present practices on co-
ordination followed by group deliberations)

12.15 GROUP WORK

TO WHAT EXTENT IS CO-ORDINATION OF HEALTH SERVICES AND HEALTH MANPOWER
DEVELOPMENT OPERATING EFFECTIVELY IN COUNTRIES OF THE REGION?

- How relevant is the training of health workers to community health needs?
- Are the educational programmes directly related to identified health service requirements?
- To what extent are educators involved in the process of planning health services?
- To what extent are those responsible for health services involved in the process of planning educational programmes?
- Are there effective mechanisms operating for joint planning and implementation?
- How far is the training of different categories of health workers co-ordinated to provide a manpower system geared to service all segments of the population and to take account of allocating scarce resources appropriately?
- How far are the Ministries of Health and of Education co-ordinating their activities with each other as well as with other Ministries and organizations concerned with planning?

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Monday, 27 February 1978

Session II

9.00

7. REVIEW OF REPORT ON SUNDAY'S PROCEEDINGS

(The Consultation will review an integrated
report of deliberations of the previous day)

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Monday, 27 February 1978

Session II
(Cont'd)

9.30 8. OBSTACLES TO PROGRESS

To be introduced by Dr A. Khogali, Regional Adviser,
World Health Organization, Eastern Mediterranean Region

(An introductory statement on conditions which may hinder
the achievement of optimum co-ordination, followed by
group deliberations)

10.00 RECESS

10.30 GROUP WORK

WHAT OBSTACLES PREVENT MORE EFFECTIVE CO-ORDINATION BETWEEN HEALTH
SERVICES AND HEALTH MANPOWER DEVELOPMENT PROGRAMMES?

- Why have previous recommendations, by Expert Committees, Regional Conferences not improved co-ordination to the extent desirable, between Health Manpower Development programmes and Health Services?
- To what extent are the following factors hindering the desired co-ordination:
 - professionalism
 - traditionalism
 - lack of a country health programme
- Training institutions, especially Universities are often said to be "Ivory Towers", and to be insufficiently accountable. To what extent is this a reality; and if so, what are the factors which produce this isolation and how can these be overcome?
- How far is the common desire to prepare students for examinations of other countries rather than for the health needs of the community an obstacle?
- Does the exclusive use of "University hospitals" hinder the provision of appropriate experiences of students and affect rational resource allocation?
- To what extent is the present differential allocation of resources to different regions or sectors of population in a region of a country a factor in inappropriate health manpower development programmes?
- To what extent does the absence of a specific co-ordinating mechanism between Ministries of Health, Education and educational institutions perpetuate these obstacles?

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T Tuesday, 28 February 1978

Session III

9.00 9. REVIEW OF REPORT ON MONDAY'S PROCEEDINGS

(The Consultation will review an integrated report of deliberations of the previous day)

9.30 10. APPROACHES TO CO-ORDINATION

(Presentations illustrating experiences of some countries which have sought to develop co-ordination between Health Services and Health Manpower Development programmes)

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| "An Integrated Approach to Health Services and Manpower Development: the experience of UK" | By Dr J.J.A. Reid
Chief Medical Officer
Scottish Home and Health
Department
<u>Edinburgh</u> | EM/MIN.CNS.HSMD/4 |
| "An Integrated Approach to Health Services and Manpower Development: the experience of Poland" | By Dr J. Kostrzewski
Secretary
Section of Medical
Sciences, and
Chief, Department of
Epidemiology
<u>Warsaw</u> | EM/MIN.CNS.HSMD/5 |
| "An Integrated Approach to Health Services and Manpower Development: the experience of Latin America" | Dr Luis Fernando Duque
Vice Minister of Health
<u>Bogota</u> | EM/MIN.CNS.HSMD/6 |

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Tuesday, 28 February 1978

Session III
(Cont'd)

11.30 RECESS

12.00 II , WAYS AND MEANS TO STRENGTHEN EFFECTIVE CO-ORDINATION

To be introduced by Dr A. Robertson, Public Health
Administrator, World Health Organization, Eastern
Mediterranean Region

Having explored the problem, identified obstacles and examined some
approaches to achieve co-ordination, the Consultation is now ready to
commence the major task of developing an action plan.

12.30 GROUP WORK

WHAT STRATEGIES SHOULD BE USED TO STRENGTHEN CO-ORDINATION?

- What action needs to be taken to overcome the obstacles identified
as hindering effective co-ordination?
- What are appropriate practical mechanisms?
- How can such mechanisms be planned and implemented?
- Who should take responsibility for such planning?
- How can WHO best collaborate with Member States in facilitating
the development of such mechanisms?

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Wednesday, 1 March 1978

Session IV

9.00	<u>12. REVIEW OF REPORT ON TUESDAY'S PROCEEDINGS</u>
9.30	<u>WAYS AND MEANS TO STRENGTHEN EFFECTIVE</u> <u>CO-ORDINATION</u> (Cont'd)
11.30	RECESS
12.00	<u>REVIEW OF MAJOR ISSUES ARISING OUT OF GROUP</u> <u>DELIBERATIONS</u>

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Thursday, 2 March 1978

Session V

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| 10.00 | 13. <u>REVIEW AND ADOPTION OF THE REPORT AND
RECOMMENDATIONS</u> |
| 11.30 | RECESS |
| 12.00 | 14. <u>CLOSING OF THE CONSULTATION</u> |

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