

Federal Ministry of Health (Sudan) in Collaboration with WHO & GAVI
Training course on:
Workload Indicators of Staffing Need (WISN) tool
(14-18 March 2013, Khartoum - Sudan)

Background, scope and objectives:

In 2006, WHO published the World Health Report with a theme dedicated to Human Resources for Health (HRH). A total of 57 countries were identified as being in crisis, out of which 8 countries in Eastern Mediterranean Region (EMR), that is to say, incapable of reaching any of the health related Millennium Development Goals by 2015. On the African continent 36 of the crisis countries were located, a continent ravaged by HIV/AIDS, TB, malaria and other health problems including passing through a certain epidemiological transition among some population strata whilst still having to face a large burden of communicable diseases.

One of the factors leading to the dearth of human resources was found to be the lack of planning and management of HRH in many countries. All too often, there is no proper stewardship function embedded in a dedicated Human Resources Planning and Management Department at highest levels within a health ministry. At the same time, many countries moved towards decentralized systems of public administration including the one for health services, but there are no coordination mechanisms between central and decentralized units of government to address issues such as urban rural imbalances in the distribution of the workforce, lack of incentives to work in more isolated areas and ways of identifying corrective measures within an authoritative institutional frame.

Planning human resources and having tools and methodologies at hand is thus one of the first requirements to rectify many of the observed deficiencies in access to human resources when it is required, irrespective of where people in need reside or to which socio-economic group they belong.

Some countries in EMR experienced many HRH dilemmas ranging from brain drain, skill mix imbalance, inequitable distribution, difficulties in retaining HRH in rural and remote areas and others.

Planning and projection for health human resources become a high priority for ministries of health as stated clearly in their HRH strategic documents. However, among the issues that did not receive much attention is the balance distribution of health workforce within each district and facility. A newly WHO recommended tool is the workload indicator of staffing needs (WISN) which is an analytical planning tool that will assist in:

- Determine how many health workers are required to cope with actual workload in a given facility
- Estimate staffing required to deliver expected services of a facility based on workload
- Calculate workload and time required to accomplish tasks of individual staff categories
- Compare staffing between health facilities and administrative areas

The tool is applicable to all personnel categories (medical, allied health professions and non-medical staff). The General Directorate of HRH Development (Federal MOH, Sudan) in collaboration with WHO and GAVI are organizing a training of master trainers course on Workload Indicators of Staffing Need (WISN) tool from 14-18 March in Khartoum.

Objectives:

The course is designed for human resources for health managers at national and sub-national levels with the following objectives:

- Determine how best to improve current staffing
- Plan future staffing
- Assess where performance is currently low
- Examine impact of different employment conditions on staffing
- Assess workload pressure
- Strengthening and recording and documentation system in the health facilities.

Methodology/approach:

Adult education approaches will be used, with interactive methods calling upon participants' own experiences and expertise. The course is based on group and individual exercises and case studies followed by discussions. The participants will be trained both on using the tool manually as well as the software.

Course contents:

During the course the following areas will be covered:

- WISN project rationale & objective
- WISN as analytical planning tool
- Definition of workload components and activity standard
- Service standard calculation
- Defining allowance factor and standard
- Staffing need calculation & interpretation
- Introduction to WISN software
- WISN Simulation Exercise
- Result presentation & discussion
- Implementation arrangement

Facilitator:

The course will be facilitated by Dr. Riitta-Liisa Kolehmainen-Aitken who is a public health physician with 30 years of experience in health and human resource policy, planning and evaluation and the governance and decentralization of health systems in resource-poor countries. Dr. Kolehmainen-Aitken has been a consultant to a variety of clients in Africa, Asia, Latin America and the Caribbean and authored several publications. She has taught at the KIT in the Netherlands, the Queen Margaret University in Edinburgh, the Boston University School of Public Health, and in short courses organized by the Harvard School of Public Health for senior policy makers from low- and middle-income countries. In 2003-2004, she was a member of the Working Group on Demand of the Joint Learning Initiative for Human Resources for Health Equity. She was also among WHO consultants who developed the WISN tool and she updated the last version of the WISN user manual in 2010. Dr. Kolehmainen-Aitken received her MD from the University of Helsinki in Finland and her MPH and DrPH from the Harvard School of Public Health. In addition to her native Finnish, she speaks English, Spanish and Melanesian Pidgin.

Fees:

The tuition fee is \$ 350 for each participant. This will cover the training materials, local transport and coffee breaks. The fee should be paid in advance at the time of registration (day one).

Participants from outside Sudan should cover the cost of their visas, travel, accommodation and living expenses.

Logistics:

Federal Ministry of Health (Sudan) will avail daily transportation for the participants coming from outside Sudan to the course venue on daily basis.

Transportation from and to the airport should be covered by the participants (taxi from the airport to the hotel is \$ 50)

Contact person:

Dr Nazar A. M. Elfaki

Director of Policy & Planning for HRH

General Directorate of HRH Development

Federal MOH, Sudan

e-mail: elfakin@gmail.com

mobile: +249 902718466