

HRH Advocacy in Uganda

Health Workforce Advocacy Forum – Uganda
HWA(U)

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About us

- Coalition of health professionals, trade unions and health rights activists
- Came together in September 2007
- Aims to advocate for concrete policy changes & implementation of policy that will lead to improvement in the current health workforce crisis in Uganda

Issues identified

- Training

 - Curricula not tailored for community service

- Recruitment

 - Delays in filling up posts

 - Failure to attract professionals - Upcountry Stations

 - Recruitment bans

- Retention

 - Practice Environments

 - Remuneration

Proposed Answers

Education & Training

- Increased funding for health professional education
- Increased quality of training through educational innovations and strategic partnerships
- A needs-based approach to training

Recruitment

- Ensuring an adequate skills mix
- An improved system of identifying and filling vacant posts
- A workload-based approach to setting staffing targets.

Retention & Attraction

- A living wage for health workers
- Improvements in working conditions and work environments
- Opportunities for career progression
- Improved governance and management of the health system

Actions

- GHWA
- Meetings
- Advocacy Training & Plan
- Media Campaigns
 - Press releases & statements
 - Talk shows
- PETITIONS (MoH, Parliament, MoF, HSC, MoPS)
- Health worker Pledge
- Week of action on health worker safety
- Health rights monitoring manual
- UN SRRH
- Community advocacy

Challenges

- Shelf policies
- Financing of activities [sustainability, workplan]
- Bureaucratic Challenges within & without
- Voluntary participation thus the thrust is often lost in a campaign

Opportunities

- Recognized membership
- Individual Member participation and different group actions contribute to advocacy activities

'Caring for Carers'

A Uganda Medical Association led proposal to establish centers for treatment and care for health workers.

Physical, Psychological and Social

- VCT
- ART
- IEC
- Stigma
- Social Support
- PEP