

# Pacific Physicians PBMA Survey 2008

## Where We Are



# Population & Land Mass

	ROB	Guam	CNMI	FSM				RMI	Am Samoa	Total
				Y	C	P	K			
Land mass Sq km	458	572	458.9					181.3	312.4	2566
				704.6						
Population	19.6K	166K (2004 E)	78.2K (2004 E)	11K	54K	34K	8K	58.8K (2003 E)	57,291 (2000)	488K
				108K (2004 E)						

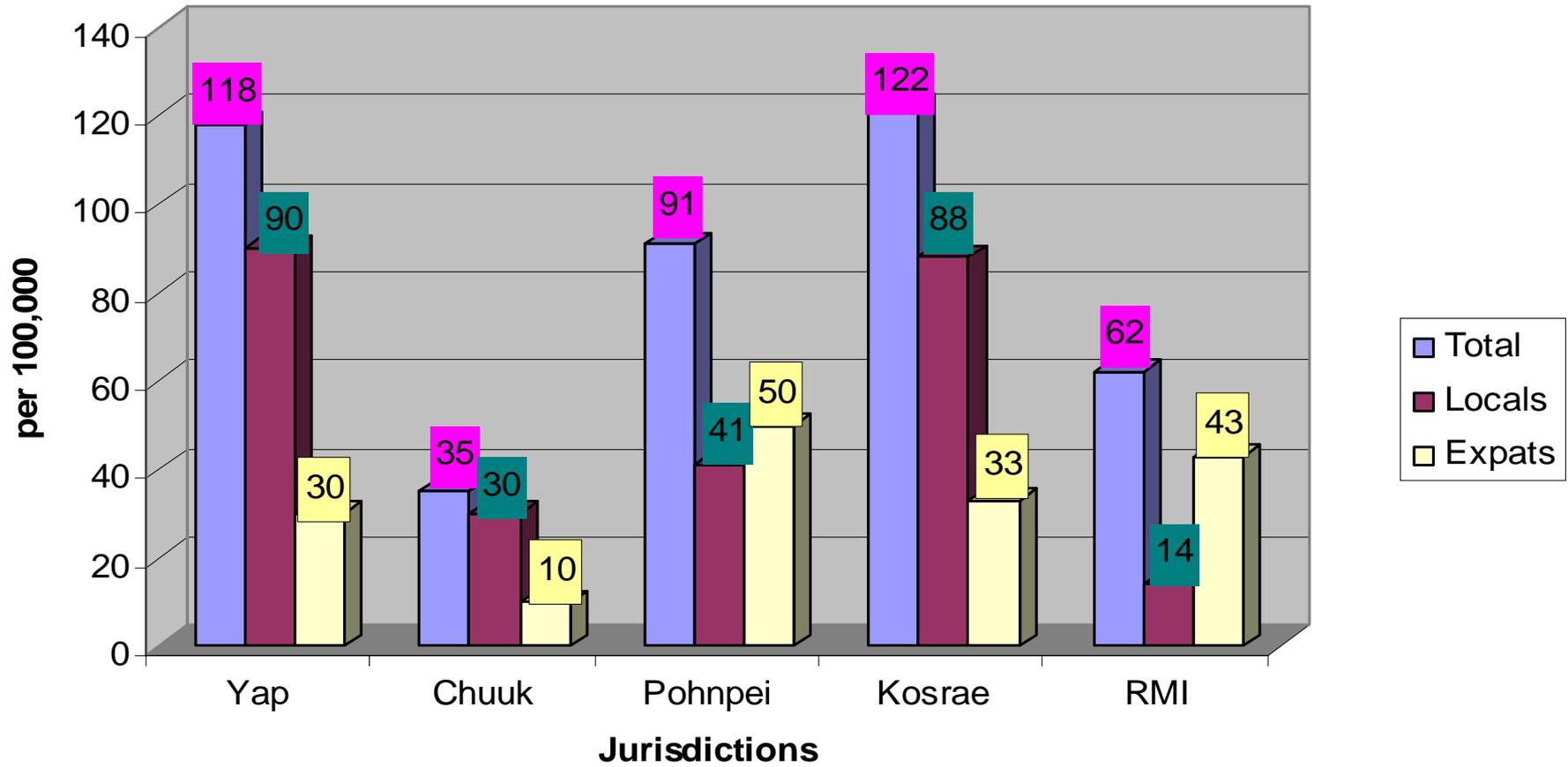


# Health Outcomes

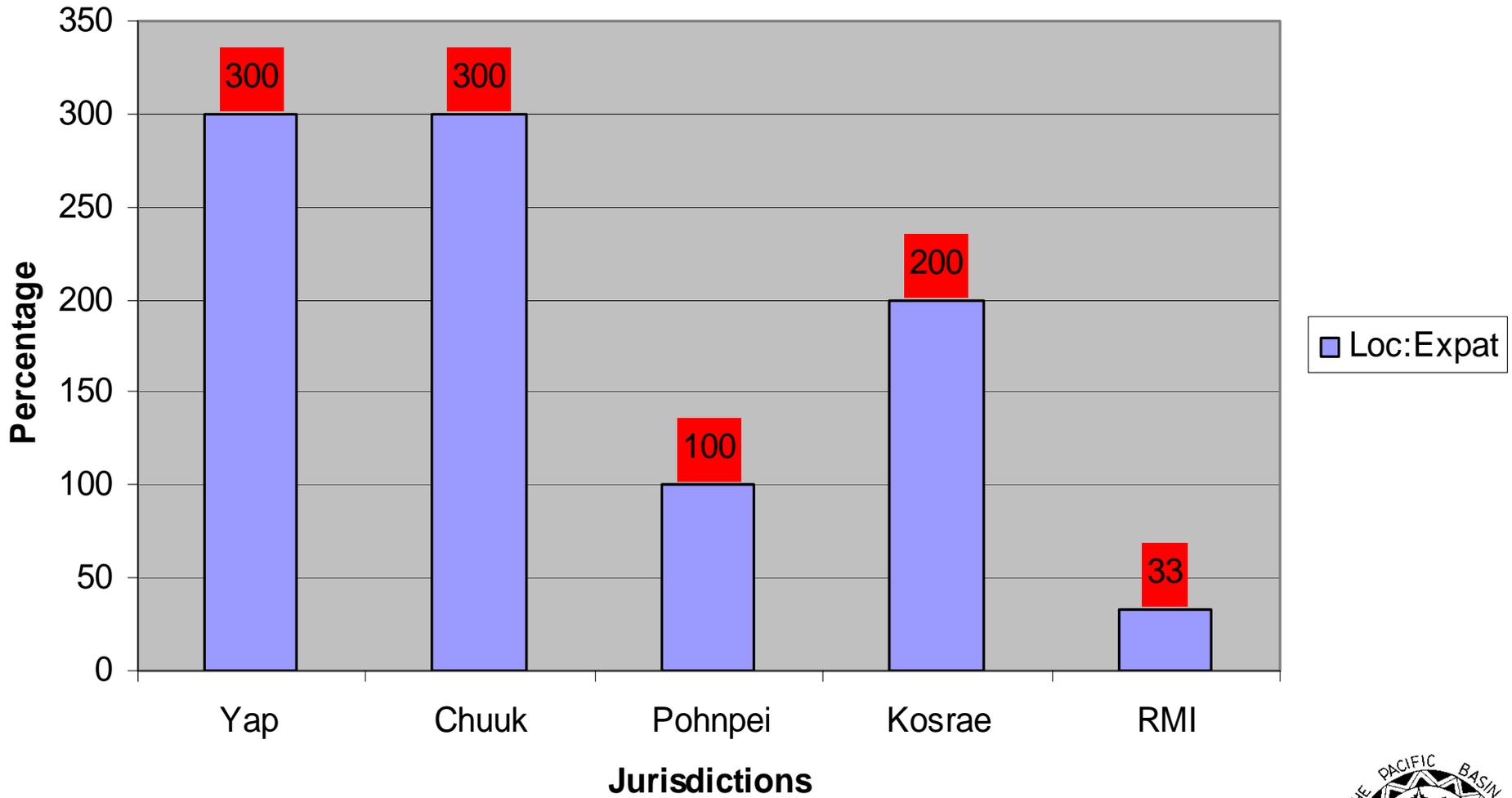
- ▶ Infant Mortality: (RMI- 4 x US) (ROB - 4 x US)  
(FSM-6 x US)
- ▶ Longevity : (RMI 64 yrs) (FSM 65 yrs)  
(ROB 67 yrs) (US 77 yrs)
- ▶ Malnutrition and Vitamin A Def



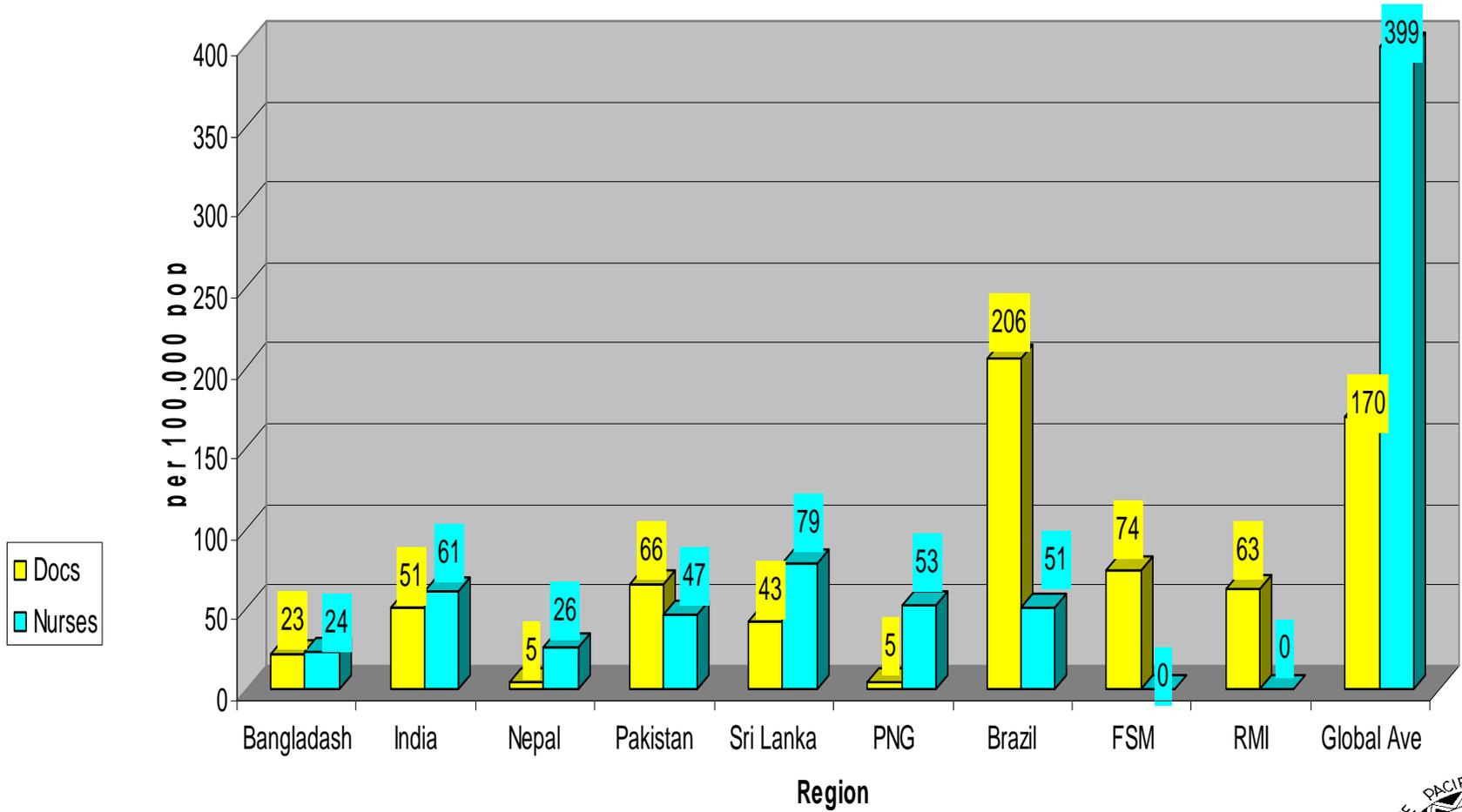
# Doc:Pop Ratio



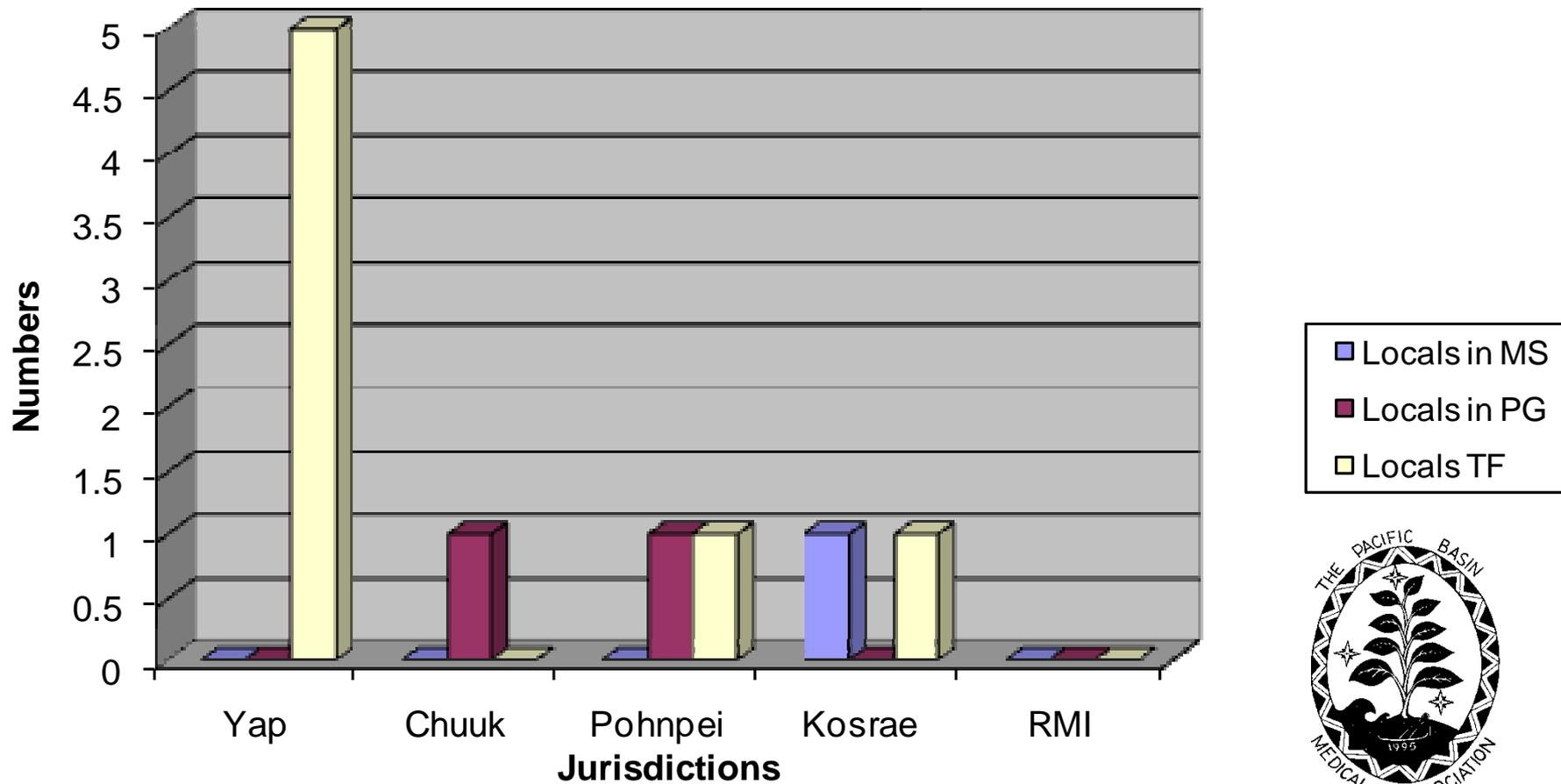
# Loc:Expat Ratio



## International Comparision



## Others



# HRH Plans

	Yap State	Chuuk State	Pohnpei State	RMI
HRH Plans?	Started Summer Program to id potential Candidates	No Comments	Local Talents in HS and HCOP	None



# Prototype Staffing Standards(World Dev. Bank 1993)

	Prototype Health Center	Prototype First Referral Hospital
Population Served	10,000 4%< 1 yr , 20% women 15-49%, and 50% Child< 15 yrs	150,000 with 4%<1 yr., 20% women 15-49%, and 50% Child < 15 yrs
Services Provided	Maternal, Well-Baby, School health, Curative , Limited Chronic, STDs, AIDS, Family Planning	Inpatient care, OB/Gyn, Ped, Med, Limited Surgery, OPD, ER, Basic Lab/Bld Tx,
Staff Profile	1 doc visiting basis, 1 RN, 2 Assist. Nurse/midwives, 1 community Services assist, 1 clerk	3 MO, 10 RN, 25 Assist. Nurse, 3 medtech, 2 management staff, 15 support staff, 2 clerks
Infrastructure Profile	Build w/ 125 SM and 1 housing unit for staff, 2 bicycles, 1 Refrig, other med. & office Equip	Build w/ 4000 SM 140 beds, 3 vehicles(incl. 2 amb), Cold Storage Facility, Med. Equip, Other Equip(Beds, Furnitures, etc)



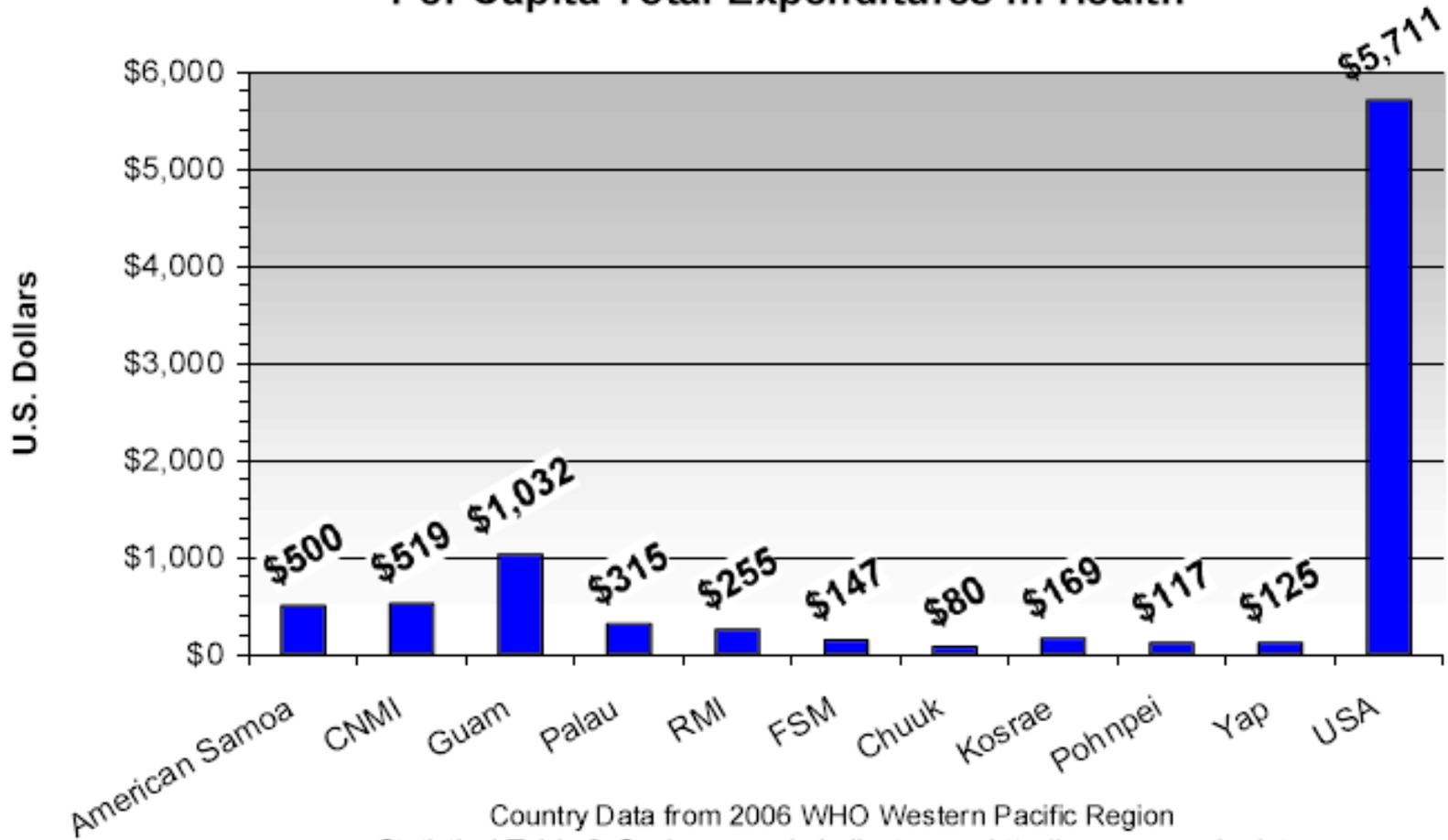
# HRH – Concepts

- ▶ “Push” and “Pull” Factors
- ▶ “Push” Factors:
  - Poor Working Conditions
  - Poor Remunerations
  - Poor Health Care Management Systems
  - Poor Working Environments
- ▶ Available Strategies?
  - Bonding with other incentives
  - Promotion of Distance Learning
  - Skills substitution or cross–skills training
  - Training of medical assistance and Medex/HEO
  - Staff Retention & Support: Respond to Incentives
    - Staff time off in lieu of monetary incentives, etc
    - Transparency of Incentive systems



# Challenges: Resources

## Per Capita Total Expenditures in Health



Country Data from 2006 WHO Western Pacific Region  
Statistical Table 2. Socioeconomic Indicators <http://www.wpro.who.int>  
FSM State Data from the FSM Census 2000

RMI(01): \$2,300

Palau(01): \$5,800

Guam(00): \$21,000

**FSM(02): \$3,900 or 20X less than US!**



# HRH – Issues

- ▶ Training for Core Competencies
  - At least 5 years +/- Practical competencies
  - Invest in physical structures ie Meds School, but MUST be with requisite personnel
  - Strong causal link between numbers of health workers and health outcomes ie mortality
- ▶ Does the number of docs:pop ratio matter?



# Where to?

- ▶ HRH functions needs substantial upgrades in the Public Sector
  - HRH in RMI, ?Palau, under focused in PNI, ?Chuuk, ?Kosrae, ?Yap
- ▶ Human Resource Management – a strategic function, rather than an administrative routine.