

Mind the Gap: Treatment in the Context of Health Care Worker Shortages"

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Wishing you a quick recovery

- Please join me in wishing the President of the Republic of Zambia a speed recovery.
- Levy Mwanawasa remains in ill in Paris



Focus Areas

- Healthcare workers & Human Rights
- Reasons for health work force shortage
- Existing parallel structures
- Migration of Healthcare Workers
- The working environment
- Conditional ties imposed by multilaterals e.g. *IMF and World Bank*



Healthcare workers & Human Rights



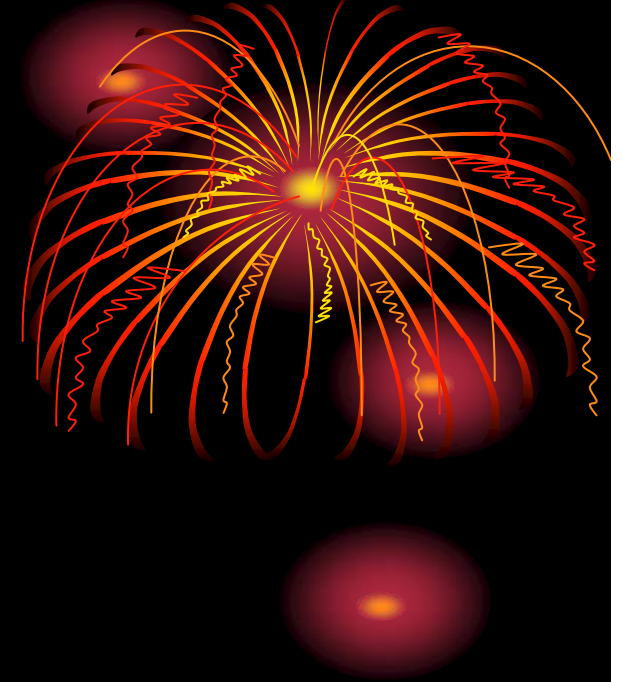
- Government's inability to address the healthcare worker crisis is a violation of HR
- Lack of acknowledgement of the right to health

The working environment

- Lack of diagnostics
- Inadequate medicines

The two have made HCW shade tears over dead patients they know could not have died.

- Poor salaries
- Long hours



The migration of health workers

- importantly the lack of a voice
- As such are unable to negotiate and secure better terms and conditions of work
- Primarily because they cannot meet their needs and those of their patients.



Existing parallel structures



- PEPFAR circumvents national systems and other global initiatives (e.g., the GF to Fight AIDS, TB and Malaria) contributing to a weakening of existing structures and systems
- Human resources are being deflected away from public health facilities and programs to better funded facilities and program under PEPFAR & UN agencies

Non payment of house allowance



- By 2007 HCW had not been paid there housing allowances
- House allowances is on average 200K (USD 57)
- Average rentals are ZMK800K (USD288)
- TALC started discussions with HCW reps

Intimidation by policy makers e.g. Minister



- The minister of health issued threats for HCW to go back to work Due to this we engaged the ministry of Health
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- Civil disobedience was arrived at as there was no cooperation from the MoH
- Threats from communities members .e.g. beatings

Possible solutions for health work force shortage



- However, health workers must let their voices be heard.
- Patient groups, activists should need to voice out in cases where there are suppressive authorities
- Need for political will to develop a comprehensive HCS strategy to enable e.g. infrastructure investment and alleviate the acute shortage of doctors/nurses.
- strengthening health systems aimed at an alternative health management plan

Missing the Target



- The HIV/AIDS response has had far-reaching positive impacts on health care in many settings: building infrastructure and systems, raising the bar on quality, extending the reach of health care to socially marginalized groups, and engaging consumers.

Missing the Target

- . AIDS service scale up has also revealed existing fragilities in health systems, and in some cases has placed increasing burdens on these systems and their health workers.

