



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



43rd DIRECTING COUNCIL
53rd SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 24-28 September 2001

RESOLUTION

CD43.R6

**DEVELOPMENT AND STRENGTHENING OF HUMAN RESOURCES
MANAGEMENT IN THE HEALTH SECTOR**

THE 43rd DIRECTING COUNCIL,

Having considered document CD43/9 on the development and strengthening human resources management in the health sector;

Considering the need for health systems to accord higher priority to human resources policies and to the development and strengthening of human resources management within the framework of the current sectoral reforms; and

Bearing in mind that the Pan American Health Organization is promoting the initiative known as the Observatory of Human Resources in health sector reform in a large group of countries, with a view to increasing the availability and improving the quality of information and knowledge for decision-making in the area of human resources development,

RESOLVES:

1. To urge the Member States to:
 - (a) accord higher priority to human resources development policies in their sectoral reform processes in general and to human resources management in the health services in particular, mobilizing mechanisms to sensitize and commit sectoral leaders and other relevant actors to the achievement of this goal and integrating personnel management into the general management of the health services;

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- (b) actively participate in the Observatory of Human Resources initiative, facilitating the creation of intersectoral and interinstitutional groups in each country to analyze the situation, generate essential information, and formulate proposals on human resources policy, regulation, and management.
 - (c) to actively encourage the involvement of nurses, doctors, and other health professionals in the development of country human resources policies and programs, given the valuable expertise and experience that these workers can contribute to national health sector reform processes.
2. To request that the Director:
- (a) engage the interest and will of political authorities in the sector to accord higher priority to human resources policies and, specifically, to the development and strengthening of human resources management in the health sector;
 - (b) advance the Observatory of Human Resources initiative, encourage the participation of all the Member States, further the development of methodologies and instruments for human resources management, and actively promote the training of public health leaders and the personnel responsible for this function to strengthen institutional capacity in this area;
 - (c) encourage the use of a broad mix of health professionals in order to promote broad public health goals, and involve these health professionals in the Region's policy and program development as they relate to human resources management in the health sector reform process.

(Sixth meeting, 26 September 2001)