



Meeting the Human Resources Needs for Quality Health Services in Sierra Leone

By

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Outline of presentation

- Situation Analysis
- Human resource for Health needs
- Possible Solutions



Historical perspective

- **Nursing education & training (1914)**
 - SEN
 - SRN 1969
 - Bsc 2003
- **Midwifery education & training (1920) - SEM**
 - 1967 (restructured)
 - 1975 (International recognition)
 - 2010 (SECHN)
- **CHO/EHO education & training (Sept 1983)**
- **Medical/ Pharmacy education & training (April 1988)**



What we presently have?

Undergraduate Level (USL, NU, UniMak)

- ✓ **MBBS**
- ✓ Bsc Nursing
- ✓ Bsc Nutrition Science
- ✓ B.Pharm/ Diploma in Pharmacy
- ✓ Diploma & Certificate Nursing
- ✓ Diploma & Cert. Community and Environmental health
- ✓ Diploma & Certificate Laboratory Sciences

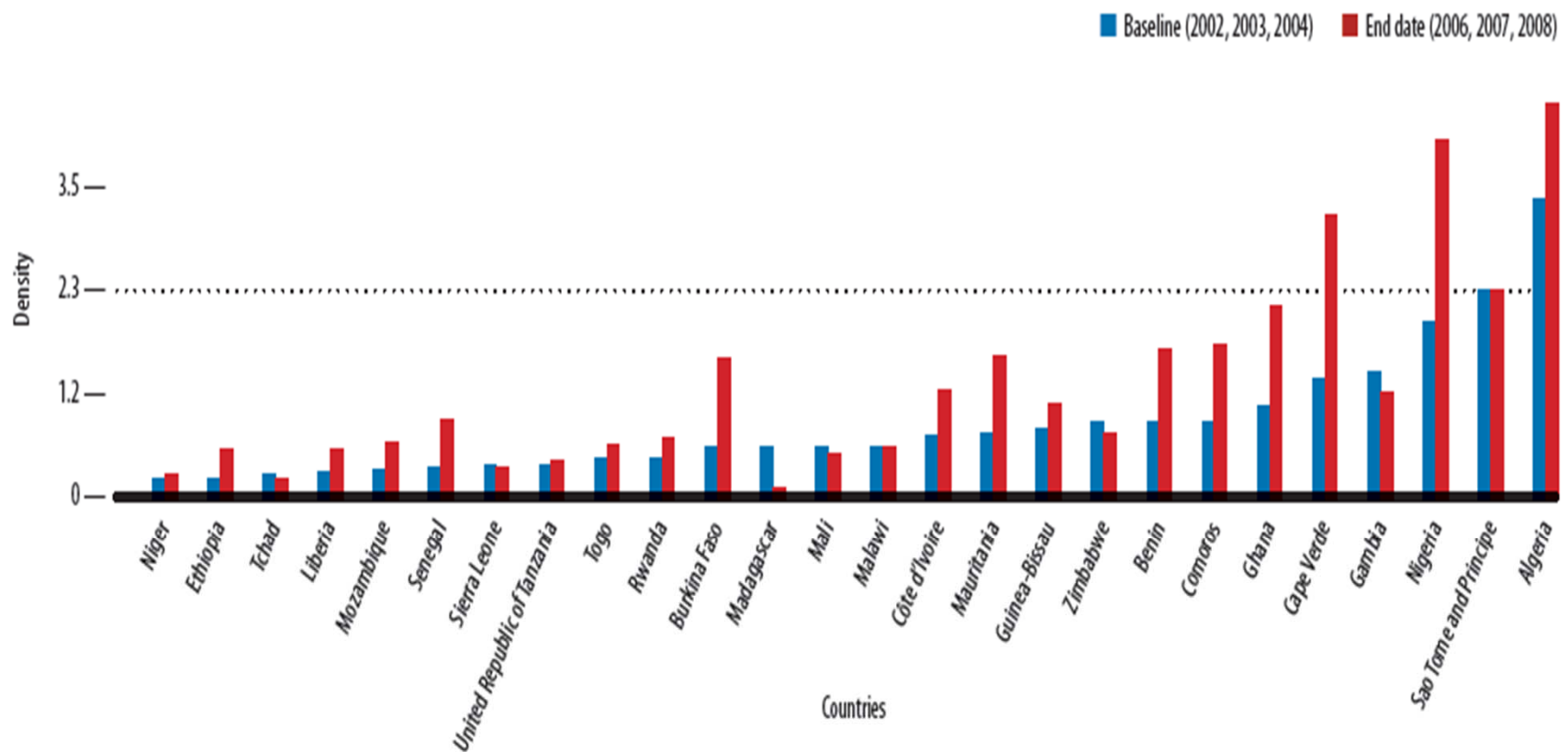


Health Systems Component

- Governance & leadership
- Health Financing
- **Human Resource for Health**
- Medical Products & Technology
- Health Management Information System
- Service Delivery

Human resource for Health needs

Figure 1. Shortage status of doctors, nurses and midwives in the African Region (2002-2008)



Source: Africa Health Workforce Observatory (<http://www.hrh-observatory.afro.who.int/en/home.html>).



Doctors needed

Based on the WHO recommended 0.57/1000 popn :

- **Northern province (2,436,057) – 1,389**
- **East province (1,405,960) – 801**
- **Southern province (801,641) – 457**
- **West Area (1,273,636) - 726**



Actual number of Doctors

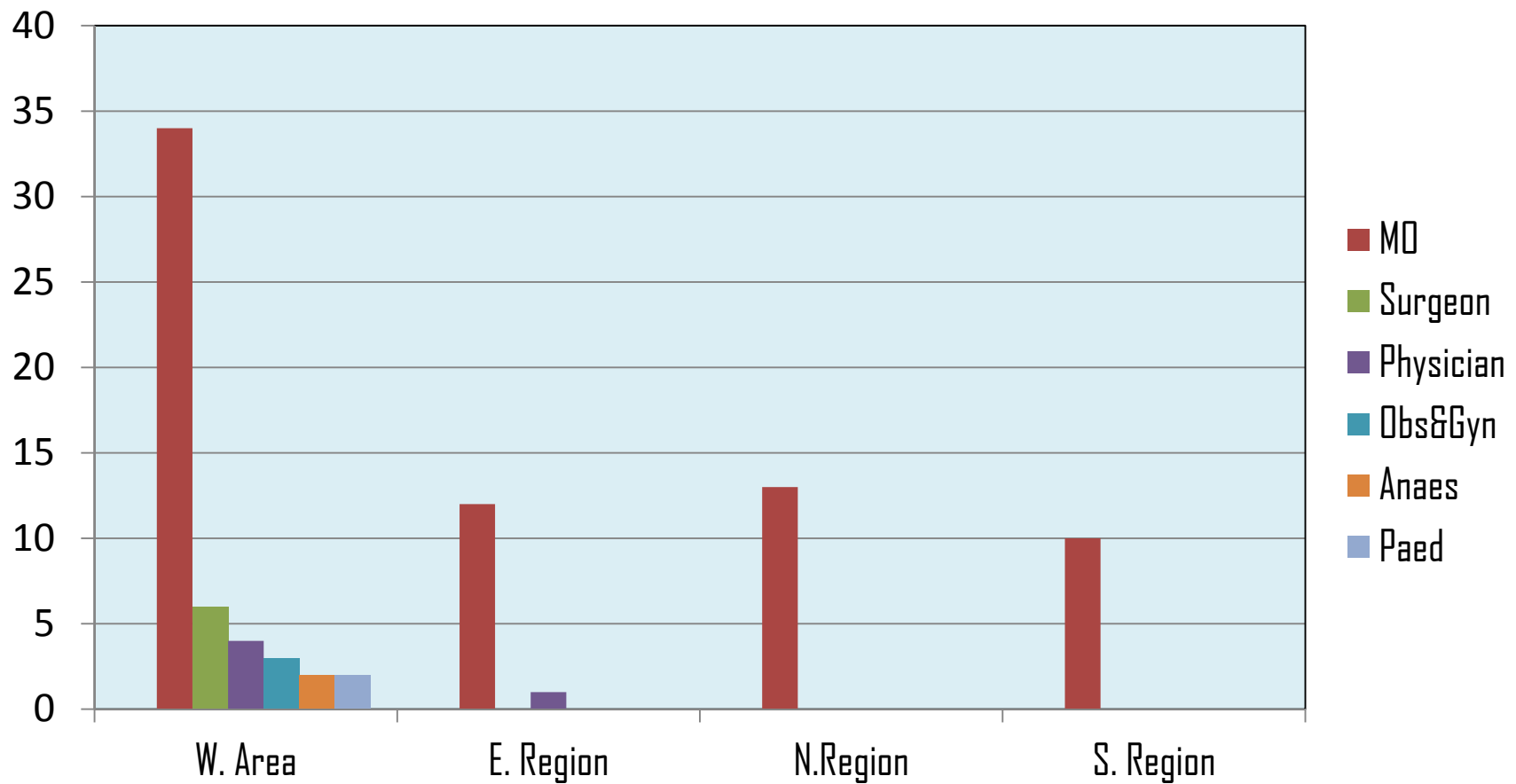
- **Northern province - 13 MDs & 5 DMDs (18/1,389)**
- **Southern province - 10 MDs & 4 DMDs (14/801)**
- **Eastern province – 6 MDs , 1 Physician & 3 DMDs (10/457)**
- **Western Area – 34 MDs, 16 Clinical Specialists & 1 DMD (51 + 17/726)**
- **Head Quarter & National Programs - 16 Public health Specialist, 1 Clinical specialist**

Specialist Doctors

Specialty.	No. In post	No. needed	Present location
Obs/Gynaecologists	5 (8)	54	Freetown
Surgeons	8 (7)	54	Freetown
Radiologists	1 (2)	25	Freetown
Ophthalmologists	1	17	Freetown
Dental Surgeon	3 (5)	17	Freetown/ Kenema
Anaesthetist	2 (1)	25	Freetown

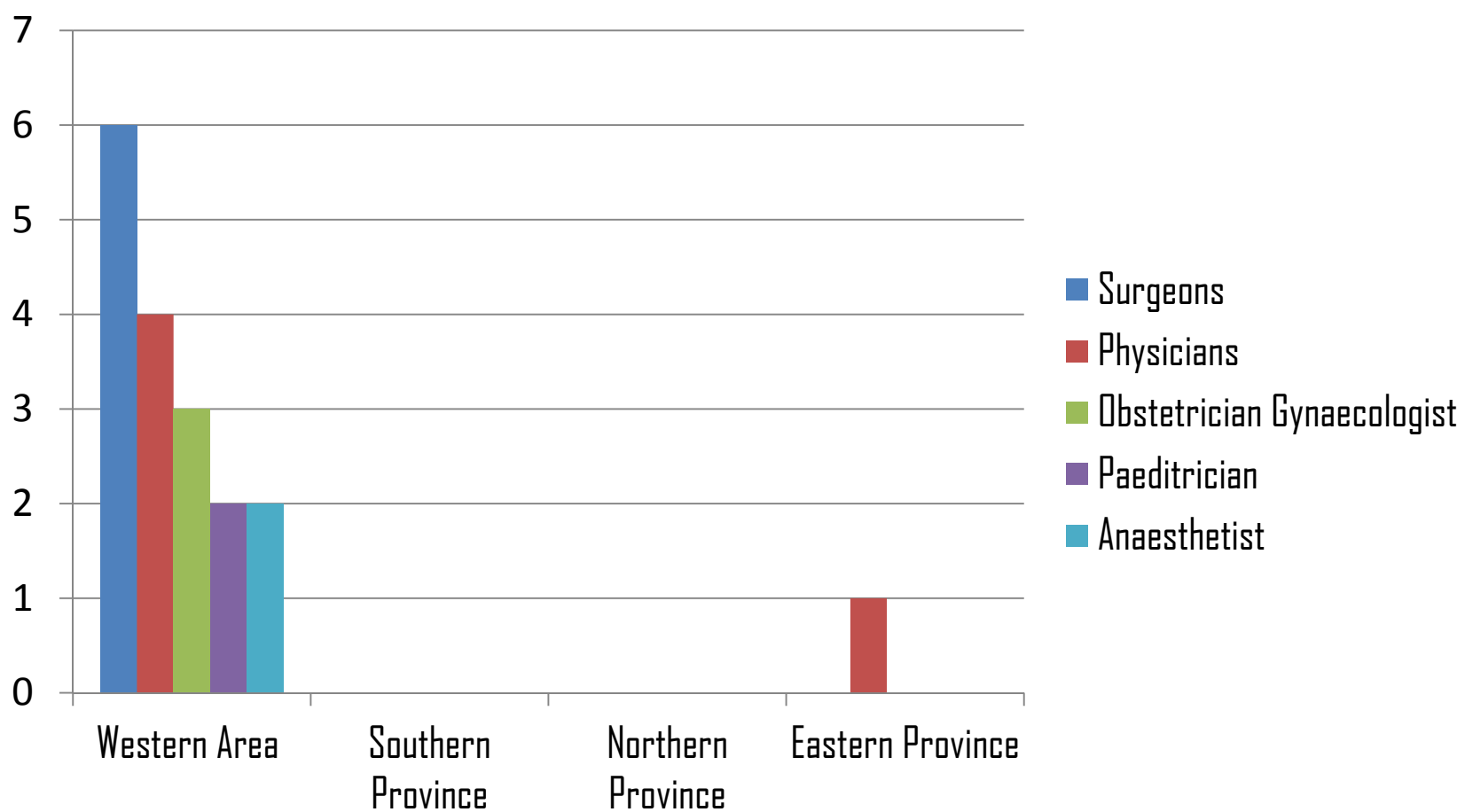


Distribution of Med Officers/ Specialists





Distribution of Specialists





Age Profile

- **15 Surgeons** only 3 are < 60 yrs
- **13 Obs & Gyns** only 1 is < 60 yrs
- **3 Anaesthesiologist** only 1 is < 60 yrs
- **8 Dentists** 4 are < 60 yrs.
- **3 Radiologists** only 1 is < 60 yrs



Solutions?

- **Train HWs at Diploma level (12-24mths)**
- **Recruitment of specialists thru partners or GoSL**
- **Specialist Outreach programs**
- **Mobilization of health professionals in the Diaspora**
- **Mobilization & training of Non-Physician Clinicians(Task shifting) – Clinical Officers**
- **Train own specialists – long term solutions**



Impact of Postgraduate Medical Education & Training

- **Improve the distribution of specialists in government institutions, especially in the districts.**
- **Improve QUALITY of service delivery (MDGs 4,5 &6)**
- **Significant Cost reduction in Overseas treatment**
- **Sustain quality Undergraduate training of Health personnel**
- **Reduce attrition rate**
- **Residents–in-training shall be counted as stable “man power”**

**I thank you all for
your attention**