

60th DIRECTING COUNCIL

75th SESSION OF THE REGIONAL COMMITTEE OF WHO FOR THE AMERICAS

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RESOLUTION

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POLICY ON THE HEALTH WORKFORCE 2030: STRENGTHENING HUMAN RESOURCES FOR HEALTH TO ACHIEVE RESILIENT HEALTH SYSTEMS

THE 60th DIRECTING COUNCIL,

Having considered the *Policy on the Health Workforce 2030: Strengthening Human Resources for Health to Achieve Resilient Health Systems* (Document CD60/6);

Considering that the COVID-19 pandemic has demonstrated the importance of having health personnel who are prepared to respond effectively to health emergency events and to rebuild resilient health systems;

Considering that in order to achieve resilient health systems, recover public health gains, and contribute to social and economic recovery, it is necessary to strengthen the health workforce by taking actions to better protect the health of individuals, their families, and their communities;

Recognizing that, in order to ensure the functioning of health systems in the Region of the Americas, it is necessary to continue to make changes in strategic planning and regulation of the activities of health personnel, as demonstrated during the COVID-19 pandemic, as well as to implement support measures, improve capacities, and broaden fields of professional practice;

Recognizing that, despite the progress achieved, challenges remain, especially with regard to the availability and distribution of health personnel; planning; governance; intercultural, gender, and income equity among personnel; coordination between sectors; and training, in accordance with the needs of health systems in relation to universal access to health and universal health coverage,

RESOLVES:

1. To approve the *Policy on the Health Workforce 2030: Strengthening Human Resources for Health to Achieve Resilient Health Systems* (Document CD60/6);
2. To urge Member States, considering their contexts, needs, vulnerabilities, and priorities, to:
 - a) strengthen the governance of and promote national policies and plans for human resources for health, in line with processes of health systems transformation towards universal health and resilience;
 - b) develop and consolidate regulatory mechanisms for the organization of their human resources for health, education and licensing processes, and professional practice to improve quality and equity, and promote regional integration;
 - c) strengthen the formation of interprofessional teams in integrated health services networks based on primary health care, especially in underserved areas;
 - d) enhance workforce capacity-building to address population health priorities and for public health emergency preparedness and response;
 - e) promote decent working conditions, protect the physical and mental health of health workers, facilitate their participation in determining the organization of work processes, and improve financing and regulation to attract, retain, and sustain an adequate supply of human resources for health;
 - f) improve the working conditions of health personnel in order to mitigate the effects of migration, and promote the development of information systems and the reporting of labor mobility at the international level, in accordance with the WHO Global Code of Practice on the International Recruitment of Health Personnel.
3. To request the Director to:
 - a) provide technical cooperation to Member States to strengthen capacities that will contribute to the implementation of the policy and its strategic lines of action;
 - b) support the development of national policies, regulatory frameworks, and national capacities that will contribute to the strengthening of human resources for health;
 - c) continue to prioritize the development of the Virtual Campus for Public Health as PAHO's educational platform, building capacities among health personnel, and supporting the achievement of public health goals in the Americas, in collaboration with academic institutions in the Region;
 - d) report periodically to the Governing Bodies of PAHO on the progress made and the challenges encountered in the implementation of this policy through a progress report in 2027 and a final report in 2031.

(Third meeting, 26 September 2023)