Retentions of human resources for UHC: Thailand approach

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What and where do we want to retain ??

- Retention within the country? In the public sector? In the remote rural areas??
- Retention of number??
- Retention of competency??
- Retention of motivation and spirit
Measures for health professional’s retention

- **Education** - ‘Rural recruitment, Local Training and Home town placement’, transformative education/training, foreign language

- **Regulatory** – Bonding, cadre mix, experience based career development, promotion at the rural setting

- **Motivation** - Social recognition and role models, e.g., commitment awards,

- **Financial incentives** – basic salary plus special allowances

- **Working and living environment** – freedom, good and safe

- Many measures mean ‘**None is effective enough by itself**’ – more detail in WHO’s recommendation for rural retention