



WMA and ICN Comments G20&G7 Health& Development Partnership document on:
NCD conditions: A threat to Health, A Threat to Wealth

A general comment to health workforce:

- The health workforce is a cornerstone in building responsive health systems yet HRH planning remains one of the weakest links to health service planning in many countries.
- WHO estimates a shortage of 10-18 million health workers globally by 2030
- All countries must take action to protect and safeguard, expand and optimize their health and care workforce to ensure the functionality of health systems in all countries to respond to ongoing and future health needs and threats
- The slogan WHO is using and which we support: protecting, safeguarding and investing in the health and care workforce
- Strengthen national capacities should be done by investing in the training, development, recruitment and retention of a competent, skilled and equipped health workforce and very importantly enhance the working conditions with measure to protect them from violence.
- Decent working conditions include as well fair, equal, consistent and timely pay for all health professionals and the development and use of country-specific career progression guidelines, supervision, mentoring programs and life-long learning.
- Since Covid 19 the working situation of health professional have deteriorated tremendously. The workload and mental burden is high and many health professionals end in burnout, consequently many health professionals leave the profession and it's difficult to attract young people to enter the profession.
- Important relevant documents:
- WHPA and WHO report: ' [*What the COVID 19 pandemic has exposed: finding of the 5 Global health workforce professions*](#)'.
- [*WHO Global Health and Care Workers Compact*](#): it provides recommendations on how to protect health and care workers and safeguard their rights; and to promote and ensure decent work, free from racial and all other forms of discrimination; and to provide a safe and enabling practice environment.
- Contact at WHO: Dr. Jim Campell, Director health workforce department: campbellj@who.int

In the document articles 5 address health systems and the health workforce.

Specific comments

Black : existing text

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Red: new proposed text

Section 3, Article 5 page 16:

Improved healthcare systems that are accessible, affordable, and responsive to NCD and mental health are essential to meeting population needs and reducing preventable suffering.

Health systems capacity for NCD and mental health management needs to be **strengthened by addressing** shortages of necessary **health and care** personnel and critical medicines, and enhancing community-based healthcare, referrals, prevention and care. **Countries must take decisive action to protect, expand, and optimize the health and care workforce to ensure resilient systems. This requires sustained investment in education, recruitment, and retention, as well as safeguarding health personnel's physical and mental well-being, ensuring occupational safety, and providing fair, supportive, and enabling working conditions.**

Integrated service delivery models...

Section 4, page 22

Integrated healthcare system strengthening

- Develop integrated service delivery models at the primary care level with clear referral pathways
- **Take decisive action to protect, safeguard, expand and optimize the health and care workforce to ensure system functionality and resilience**
- Strengthen supply chains for essential NCD medicines – recognizing them as critical life-saving interventions
- Investment in the ~~training~~ **education, development, recruitment and retention of a competent, skilled, and adequately equipped** health workforce on NCD and mental health management
- Implement ~~task-shifting~~ * **multi-disciplinary primary health care teams** and community-based approaches to address health worker shortages
- Establish national standards and implement quality improvement monitoring across all facility levels

* **task shifting** : In 2008 in response to health workforce shortages, particularly in regions where prompt HIV/AIDS care is essential, the WHO, UNAIDS, and PEPFAR provided [guidelines and recommendations for task shifting](#). These models aim to ensure that care can be provided to all individuals in need. (Treat, Train, Retain). Task shifting was defined as: “Task shifting involves the rational redistribution of tasks among health workforce teams. Specific tasks are moved, where appropriate, from highly qualified health workers to health workers with shorter training and fewer qualifications in order to make more efficient use of the available human resources for health.” In 2021, the WHO published [Health Workforce-related terminology](#) at the request of the WHO Health Workforce Department for use by member states. It discouraged the use of the word task shifting. It said, “Discouraged from use, as found inappropriate and typically implying the simple shifting (sometimes dumping)

of tasks in isolation, therefore lacking the accompanying support measures.” Instead, it encouraged the use of task sharing, which the WHO defines as “The rational redistribution of responsibilities among health workforce teams. Specific tasks or roles are shared, where appropriate, to less specialised health workers to make more efficient use of the available personnel. It should be accompanied by appropriate measures in terms of education, supervision, management support, licensing, regulation and remuneration.

On the occasion of UHC Day 2024, **World Health Professions Alliance WHPA** is released [two statements](#), calling on WHO member states to invest in health professionals, in the community and elsewhere, as a priority to deliver safe, high-quality primary health care (PHC) as a means to achieve universal health coverage (UHC):

1. Invest in health professionals to achieve universal health coverage and safe, quality care:

Because PHC covers so many facets of health and complex patient needs, it cannot be implemented by any single type of health worker alone. It requires a multidisciplinary collaborative approach involving qualified and regulated professionals, complemented by effective referral pathways to ensure that patients receive the care they need from the right professional at the right time. Community-based health professionals, such as pharmacists and dentists, family physicians, nurses and physiotherapists, are often the first point of contact in a PHC model and enjoy high levels of patient trust. Community health workers can be part of multidisciplinary teams, if suitably supervised by health professionals to ensure patient safety.

2. Health professionals call for holistic primary health care and multidisciplinary teams to achieve UHC:

Multidisciplinary teams are needed to respond to the whole person rather than the symptoms, and to the various determinants of health considered in a holistic approach. Different health care professionals working together to provide a broad range of services in a coordinated way will optimize care continuity and coordination, align patients’ care pathways, offer comprehensive services, enhance efficiency of service delivery and improve patient outcomes and satisfaction.

WHPA brings together the global organizations representing the world’s dentists, nurses, pharmacists, physical therapists and physicians and speaks for more than 41 million health care professionals in more than 130 countries. WHPA works to improve global health and the quality of patient care and facilitates collaboration among the health professions and major stakeholders. www.whpa.org

both statements relate to the next comment on page 31:

A toolkit of implementing measure (v)

Improving NCD healthcare and health workforce

- ~~Invest in health workforce capacity by training and educating healthcare workers on NCDs and mental health management, as well as professionalizing community health workers and develop their capacity to address NCDs and mental health.~~
- Replace by:
- **Invest in health workforce capacity by ensuring decent working conditions such as fair, equal, consistent and timely pay for all health professionals and the development and use of country-specific career progression guidelines, supervision, mentoring**

programs and expand education and training on NCD and mental health care and management

- Shift towards multidisciplinary team-based care, which is defined as a partnership between different cadres of health care workers, inside and outside the health sector and the community they serve, with the goal of providing continuous, comprehensive and efficient health services carry across the continuum of preventive, curative and rehabilitative aspects of NCD and mental health care.

Annex 1

On a detailed toolkit of implementing measures for the consideration of global legislators

- (i) Strengthen health system capacity for NCDs and mental health:
 - Implement ~~task-shifting and task-sharing~~ **multi-disciplinary primary health care teams and community-based** approaches to address healthcare worker shortage and engage all health workers in the prevention and control of NCDs and mental health conditions
- (ii) Enhance health workforce capacity
 - ~~Professionalize community health workers and develop their capacity for NCDs and mental health~~
 - **Include community health workers as a part of multidisciplinary teams, if suitable with continues training and supervised by health professionals to ensure patient safety and quality.**
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Graph:

A toolkit of implementing measures:

5: Improving NCD healthcare & health workforce

About WMA

The World Medical Association (WMA) is the global federation of National Medical Associations representing the millions of physicians worldwide. Acting on behalf of patients and physicians, the WMA endeavours to achieve the highest possible standards of medical care, ethics, education and health-related human rights for all people.

<https://www.wma.net/>

About ICN

The International Council of Nurses (ICN) is a federation of over 130 national nurses associations (NNAs), representing the over 30 million nurses worldwide. Founded in

1899, ICN is the world's first and widest reaching international organisation for health professionals. Operated by nurses and leading nurses internationally, ICN works to ensure quality nursing care for all, sound health policies globally, the advancement of nursing knowledge, and the presence worldwide of a respected nursing profession and a competent and satisfied nursing workforce.

<https://www.icn.ch/>