

Panel Session 2: Promoting the Development of Human Resources Related to UHC

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Human Resources Required for UHC

- A well-trained and adequately distributed workforce is the backbone of accessible and equitable healthcare systems.
- Key categories:
 - a. Healthcare providers
 - b. Support Staff workforce
 - c. Policy and management professionals

Human Resources Required for UHC

- Key category 1
 - Healthcare providers
 - Primary care professionals to deliver essential health services - e.g., General Practitioners, nurses, midwives, AHPs (e.g., dietitians, psychologists, pharmacists)
 - Specialists to address complex health needs - e.g., cardiologists, psychiatrists, oncologists
 - Public Health experts as professionals who can focus on epidemiology, health promotion and disease prevention programmes

Human Resources Required for UHC

- Key category 2

- Support staff workforce

- Health system navigators e.g. Social workers to help vulnerable populations maneuver the healthcare services
 - Health education to promote health literacy and empower individuals to access services
 - Data and technology experts to manage digital health systems, telemedicine, and data analysis.

- Key category 3

- Policy and management professionals - administrators and policymakers to plan, allocate resources and ensure effective delivery of healthcare services

Efforts to develop and secure human resources

Educational initiatives

- Brunei is expanding its medical and nursing education to increase healthcare workforce.
- Brunei has several institutions that offer medical education such as:
 - UBD Institute of Health Sciences - students spent three years there and then transferred to partner medical schools for the second phase of the programme. Students then graduate with degrees from the partner universities.
 - RIPAS Hospital - it offers clinical attachments and electives for undergraduates from various institutions. It also offers programme for school students brief rotations in various departments.

Efforts to develop and secure human resources

Educational initiatives

- Brunei has several institutions that offer nursing education such as:
 - JPMC Brunei College - Offers Bachelor of Science in Nursing Programme - a three-year program consisting of general education and professional courses. Professional courses are spread through sequential progression from the first year through the third year
 - School of Health Sciences, Politeknik Brunei - The overall aim of the Diploma in Health Science (Nursing) programme is to prepare first level nurses who are able to provide effective evidence-based patient-centred care. The successful completion of the programme renders a candidate to be eligible for application for enrolment on the Bachelor's programmes of studies.

Efforts to develop and secure human resources

Educational initiatives

- Offering continuous training to address emerging health challenges as part of achieving UHC is important as it enables us to respond to emerging health challenges and to be updated with the latest protocols in diagnosis, treatment and prevention. Also adapts to advances in technology.
- Our training is not limited to healthcare providers clinical fields only. Brunei is also looking at the leadership and system Management – e.g., the collaborative training initiative between Brunei Darussalam and Singapore in Healthcare Executive Leadership Programme aims to equip our healthcare professionals and administrators to be better leaders and managers in both clinical and non-clinical areas
- Brunei hopes that this will improve patient outcomes by being more pandemic and disaster ready, with increased workforce motivation and hence retention and helps accelerate our progress towards UHC goals.

Efforts to develop and secure human resources

Policy interventions

- i. Brain drain is a universal issue and Brunei is not an exception
- ii. The government of Brunei Darussalam established a Special Committee for the Recruitment of Doctors to streamline and expedite the generation of doctors to meet the fast-growing demand in the country.
- iii. The service scheme for the Allied Health Professionals have been updated to ensure retention of professionals in various medical fields.
- iv. Partnering with the private medical institution in hiring and sharing of professionals in critical needs such as psychologists and social workers.

Efforts to develop and secure human resources

Technology integration

- i. The One Patient One Record electronic system was enrolled in 2013 via Brunei Health Information Management System, Bru-HIMS.
- ii. COVID-19 has greatly accelerated Brunei Darussalam's adoption of digital and artificial intelligence technology, specifically with the establishment of BruHealth. Latest examples:
 - a. BALANCE programme.
 - b. National Health Screening Programme

Conclusion

1. Human resources is critical in achieving UHC.
2. There is a need for continued investment in education, technology, and supportive policies to sustain and expand the healthcare workforce.
3. Internally, Brunei Darussalam's whole of nation approach recognize that health is influenced by multiple factors beyond healthcare.
4. Internationally, collaboration between governments, international organizations and communities to address workforce challenges is important to ensure no one is left behind in our UHC journey.