

# Maputo 2025: Reshaping and investing in a multidisciplinary and inter-sectoral *public health workforce* to achieve Sustainable Development Goals

## The Role of NPHI in **Promoting Healthy, Equitable, Resilient Societies** to Tackle Current and Future **Threats**

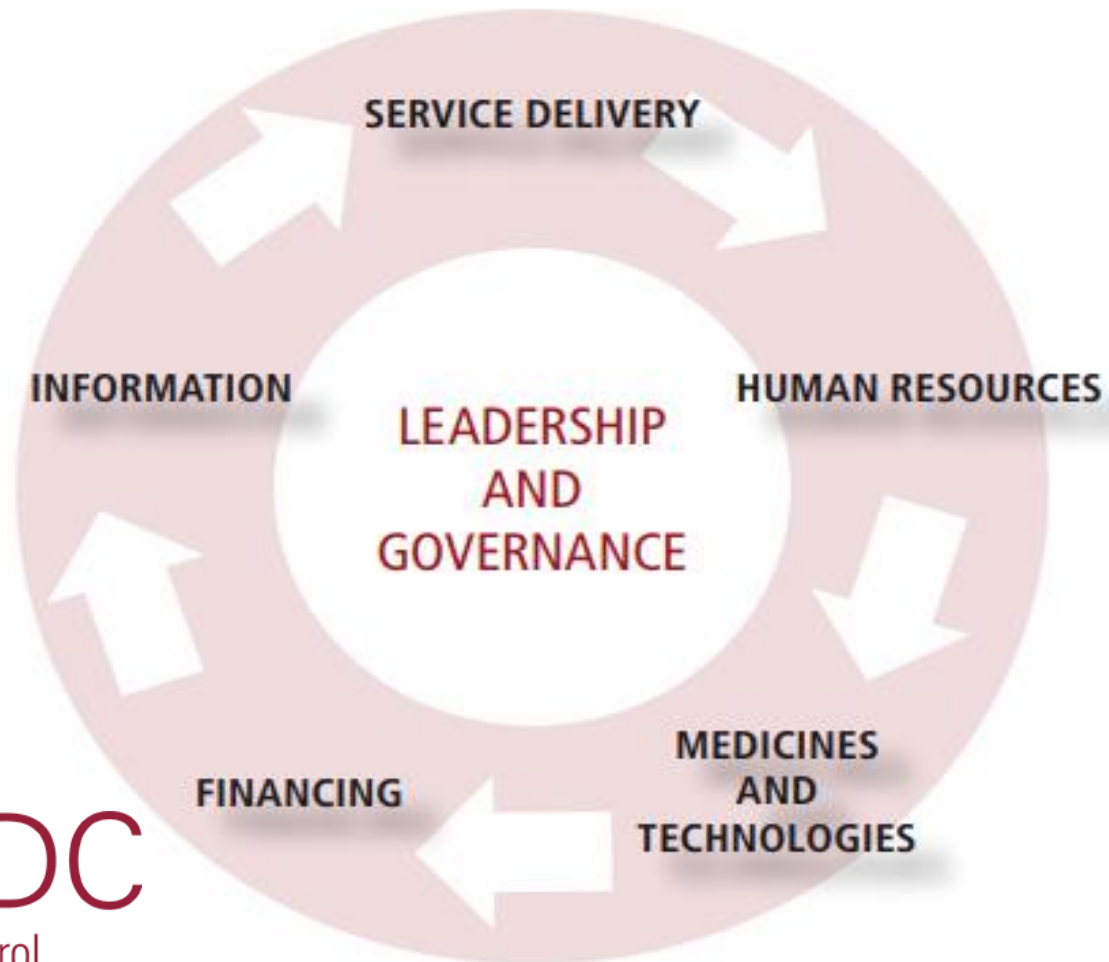
Maputo 2025: Essential **Public Health and Primary Health Care Workforce-** **NPHI& Regional-Africa-NPHI** and Global IANPHI Leading on WHO Road Map for Development and Investment

**IANPHI- Sub Committee on Public Health Professional Development**

# National and Regional **Public Health Systems**

Leadership, Governance and Management-

*Alignment-Coordination-Cohesion for Performance*



República de Moçambique  
Ministério da Saúde



**AfricaCDC**

Centres for Disease Control  
and Prevention



# Questions & Accountability-

>Professionals-Policy Makers-

Parliamentarians-People-Politicians

- **The question is, “Why aren’t health systems working better?”**
- Given the **massive size of Global Health Spending:-** Bilateral & Multilateral-Philanthropies-Private-Public Sector are dwarfing/undermining/distorting **domestic health financing**, with numerous fragmented initiatives, Partnership. Alliances, there are serious concerns about **weak-chaotic national health systems service delivery** with poor progress performance regarding **sustained outcome and impact- UHC & SDG 2030 Goals and Targets-Off Track,**
- **The question is, “Why aren’t Communicable Disease &NTD Prevention and Control working better?”**
  - Given the size of three decades of global spending on HIV/AIDS, TB, malaria, and vaccines/immunization,SRHR, new health commodities and technology (GF, GAVI,BMGF, CEPI, Pandemic Fund etc), concerns about Hyper Health Inflation, crowding out domestic financing,
- **How do you measure the matrix on Health & Happiness of the Public (Life Style-Well Being)-Bhutan-Dubai**
- **How do you review, design, and strengthen Public Health Structures, Workforce-Capacity, systems, and institutions**

# Common Language- Different History- Culture-One Powerful Humanity-Solidarity- Fraternity

- Terminology-Jargon- Science-Social Media
- Case Definition
- Public Health Vs Health Vs Social Health Vs Community Health
- **Network of National Public Health Institutes- Public Health Service Driven With Independent Scientific Underpinning**
- **Primary Health Care** and **District Health Systems** and **Health for All-Equity- Equality- Fraternity-Liberty (Freedom)**
- Red Cross Volunteers- Community Health Workers& Community Health Systems
- PHC teams – outreach to the village- Geography –Social Mobilization
- **Unified Health Systems- Health System Strengthening –Health System Resilience**
- (Sistema Único de Saúde) (SUS)
- **Pandemic, Epidemic -Emergency,(Disaster) Preparedness and Response**

# Key Messages – What to How– When & Where–History–Past– Present–Future

- Public Health and Primary Health Care **Service Delivery-Health for All**
- Primary Health Care and Public Health **Structures-Systems-Institutions - Systems Thinking**
  - **Core is Public Health Work Force-** Value and ethics of service delivery to all the people- **Motivation& Empowering Work Environment**
- **Socially, Politically, and Professionally – Right Thing to Do**
- **Cost-Effective and Cost-Efficient – Value for Money for Health**
- **Urgency-United-Momentum:-** IANPHI-WHO & Africa CDC- African Union-NEPAD, ECSA-HC, SADC
- **WHO-UHC, UN-SDG3-2030, African Union: Africa We want-2065. Public Health & Primary Health Care ?**



# Conclusion and Next Steps

- **Monthly, more inclusive, transparent meeting** of the **IANPHI-Sub-Committee PHPD** with enhanced Partnerships and Collaborations
- **Network of Focal Points in NPHI Taking forward the WHO Essential Public Health Functions and Road Map development, investment, and Implementation**
- **Two-way Exchange-Twinning programs between NPHI- Priority Public Health Work Force vocational- Service Delivery Based Training:- empowering workforce environment, Mentorship and Career Skills-development-e.g., Malawi-Norway/ Germany-Namibia/Botswana-Zimbabwe/Sweden-Mozambique-Brazil, Zambia-SADC&ECSA-HC-South Africa-UK-France-G20 & BRICS**
- **Strengthening Partnership between Ministries of Health, NPHI, Universities- Ministry of Higher Education on- Public Health Service Commissions** on Essential Public Health Work Force
- **Collaboration with WHO, Schools of Public Health, National and Regional Colleges and Associations of Public Health**
- **Establishing and Promoting Public Health Core Skills& Competencies and Standards of Public Health Professional Development**



# Content

- Introduction: Challenges & Opportunities
- **African Union-->New Public Health Order for Africa-2022- UN Global Health Security**
- **WHO→Health System Framework: Six Health Systems Building Blocks**
- **WHO→Primary Health Care Values and Approach- Equity & Health For All**
- **Defining Public Health** and Public Health Systems, Structures and Work Force- NPHI
- **WHO→ Essential Public Health Functions-Back to the Future**
- **WHO- Road Map &Action Plan on Essential Public Health Work Force (2021-2023)**
- East, Central, and Southern African College of Public Health Physicians
- **IANPHI Sub-Committee on Public Health Professional Development-2024**



# CALL TO ACTION : AFRICA'S NEW PUBLIC HEALTH ORDER- September 2022

Side Event, “Africa’s New Public Health Order: Rejuvenating the Global Health Security Agenda” in the sidelines of the 77th Session of the United Nations General Assembly.

## MINDFUL

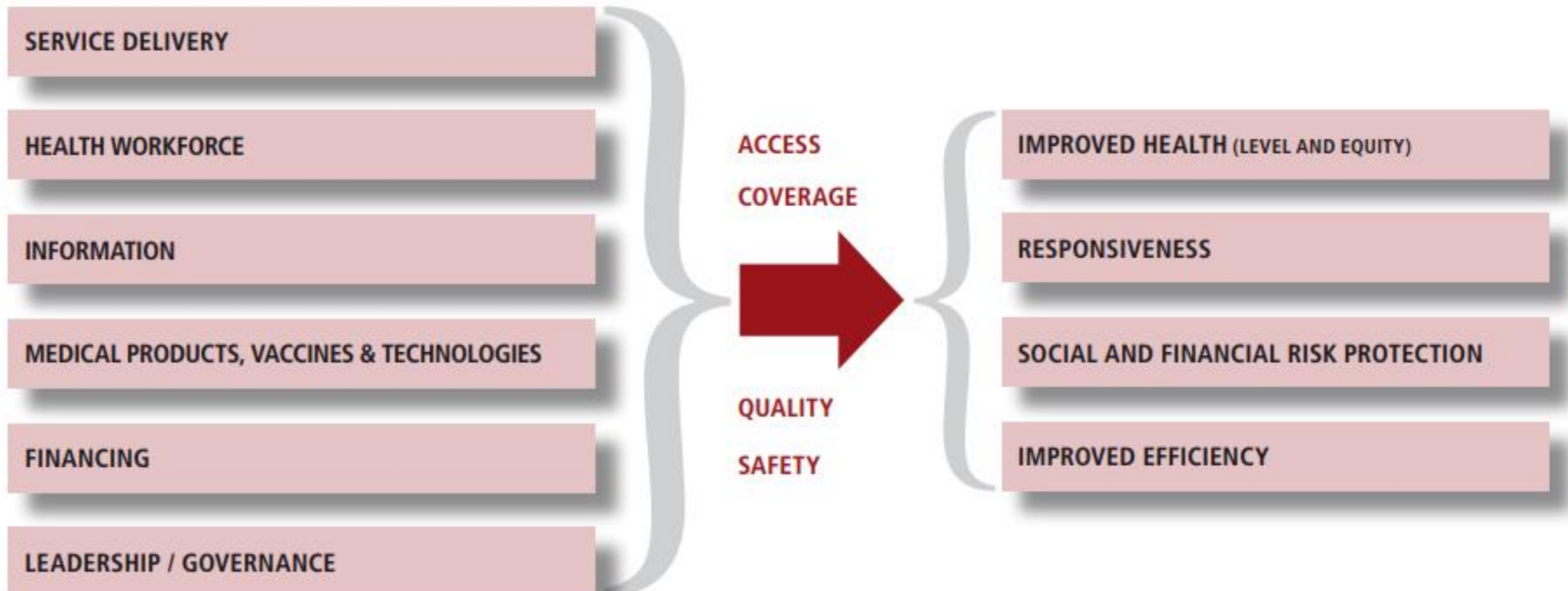
- **Strengthening African Institutions for Public Health**
  - a) Call upon African Union Member States to provide full support to continental institutions for public health, including Africa CDC and AMA, in execution of their mandates.
  - b) Call upon governments, multilateral organizations, philanthropies, private sector, and civil society organizations to support institutional capacity-building initiatives that support public health at the continental and national levels.
  - c) Call upon the African Union Commission to expedite full operationalization of the Africa CDC and AMA.
- **2. Strengthening Public Health Workforce**
  - a) Call upon governments, multilateral organizations, philanthropies, private sector, and civil society organizations to support Africa CDC’s efforts and initiatives for building the capacities and capabilities of all workers who contribute to public health in Africa.
  - b) Call upon African Union Member States and all partners to expand and strengthen Community Health Workers programmes in Africa.
- **3. Expanding Local Manufacturing of Health Products**
- **4. Increasing Domestic Investment in Health**
- **5. Promoting Action-Oriented and Respectful Partnership**

# WHO Health System Framework

## THE WHO HEALTH SYSTEM FRAMEWORK

### SYSTEM BUILDING BLOCKS

### OVERALL GOALS / OUTCOMES



# Six-Health System Building Blocks

## THE SIX BUILDING BLOCKS OF A HEALTH SYSTEM: AIMS AND DESIRABLE ATTRIBUTES

- Good **health services** are those which **deliver** effective, safe, quality personal and non-personal health interventions to those who need them, when and where needed, with minimum waste of resources.
  - A well-performing **health workforce** is one which works in ways that are responsive, fair and efficient to achieve the best health outcomes possible, given available resources and circumstances. I.e. There are sufficient numbers and mix of staff, fairly distributed; they are competent, responsive and productive.
  - A well-functioning **health information system** is one that ensures the production, analysis, dissemination and use of reliable and timely information on health determinants, health systems performance and health status.
  - A well-functioning health system ensures equitable access to essential **medical products, vaccines and technologies** of assured quality, safety, efficacy and cost-effectiveness, and their scientifically sound and cost-effective use.
  - A good **health financing** system raises adequate funds for health, in ways that ensure people can use needed services, and are protected from financial catastrophe or impoverishment associated with having to pay for them.
  - **Leadership and governance** involves ensuring strategic policy frameworks exist and are combined with effective oversight, coalition-building, the provision of appropriate regulations and incentives, attention to system-design, and accountability.
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# Definition & Key Elements of Primary Health Care:

## Alma Atta-1979 & Astana-2017

- Primary Health Care is essential health care made **universally accessible** to individuals and families in the community by means acceptable to them, through their full participation, and at **a cost that the community and country can afford**. It forms an integral part both of the **country's health system of which it is the nucleus** and of **the overall social and economic development of the community**
- 8 elements of Primary Health Care
  - 8.1. **Education** concerning prevailing health problems and the methods of identifying, preventing and controlling them → **Positive Lifestyle Package-Model (HEALTH PROMOTION)**
  - 8.2. Promotion of **food supply and proper nutrition** → : **Under and Overnutrition**
  - 8.3. Adequate **supply of safe water and basic sanitation** → **Environmental Health, Climate Mitigation**
  - 8.4. **Maternal and child health** care including family planning → **School, Youth- Elderly &**
  - 8.5. **Immunization** against major infectious diseases
  - 8.6. **Prevention and control of locally endemic diseases** → **CDC & NCD**
  - 8.7. **Treatment of common diseases and injuries** → : **Prevention, Rehabilitation & Pa care**



# WHO-Defining Health Systems

-->A health system consists of **all organizations, people, and actions** whose *primary intent* is to **promote, restore, or maintain health**.

- This includes efforts to influence **determinants of health as well as more direct health-improving activities**.
- A health system is, therefore, more than the pyramid **of publicly owned facilities** that deliver personal or patient health services

**Health systems strengthening (HSS)** includes the strategies, responses, and activities that are designed to **sustain and improve the performance of a country's health system**.

**World Health Report 2000**

**WHO 2007**

- **STRENGTHENING HEALTH SYSTEMS**
- **TO IMPROVE HEALTH OUTCOMES**



# Public Health and Essential Public Health Function

- **Public Health (PH)** is defined as "the science and art of **promoting** healthy behavior and lifestyles, **preventing** diseases, disorders, and injury, and **protecting(Regulation/Legislation)** health and wellbeing along **the life course and prolonging the life** of individuals and population groups, through the **organized efforts (Systems& Institutions)** and **informed choices** of society, organizations, public and private organizations, communities, and individuals
- **Essential public health functions (EPHFs)** a set of fundamental, interconnected, and interdependent activities(**Skills & Competencies**), that are required to **ensure effective public health action**

# Essential Public Health Functions- Primary Health Care **Population Health Vs Patient Health-Hospitals**

-an *integrated* and *comprehensive* approach to Public Health &PHC

- **Public Health Service Delivery**-Protection, Promotion, Prevention – Disease Control & Elimination
- **Public Health Architecture**- Structure & Systems & Institutions
- **Public Health Leadership, Governance and Management**
- **Essential Public Health Work Force**
- **Health Observatory-Situation Room- PHEC-Integrated** Disease/Public Health Surveillance, Health Information, Surveys, Operational Research, Monitoring and Evaluation-Report& Publication.
- **Epidemic-Pandemic-Emergency/ Disaster: Forecasting. Prevention, Preparedness, Early Warning, Rapid Response**
- **Public Health Protection:** Public Health Regulations and Laws- **IHR-Pandemic Treaty**
- **Public Health Programming and Public Health Systems Strengthening, Reviews and Evaluations**





# WHO Vision & Mission on Essential (Emergency) Public Health Work Force



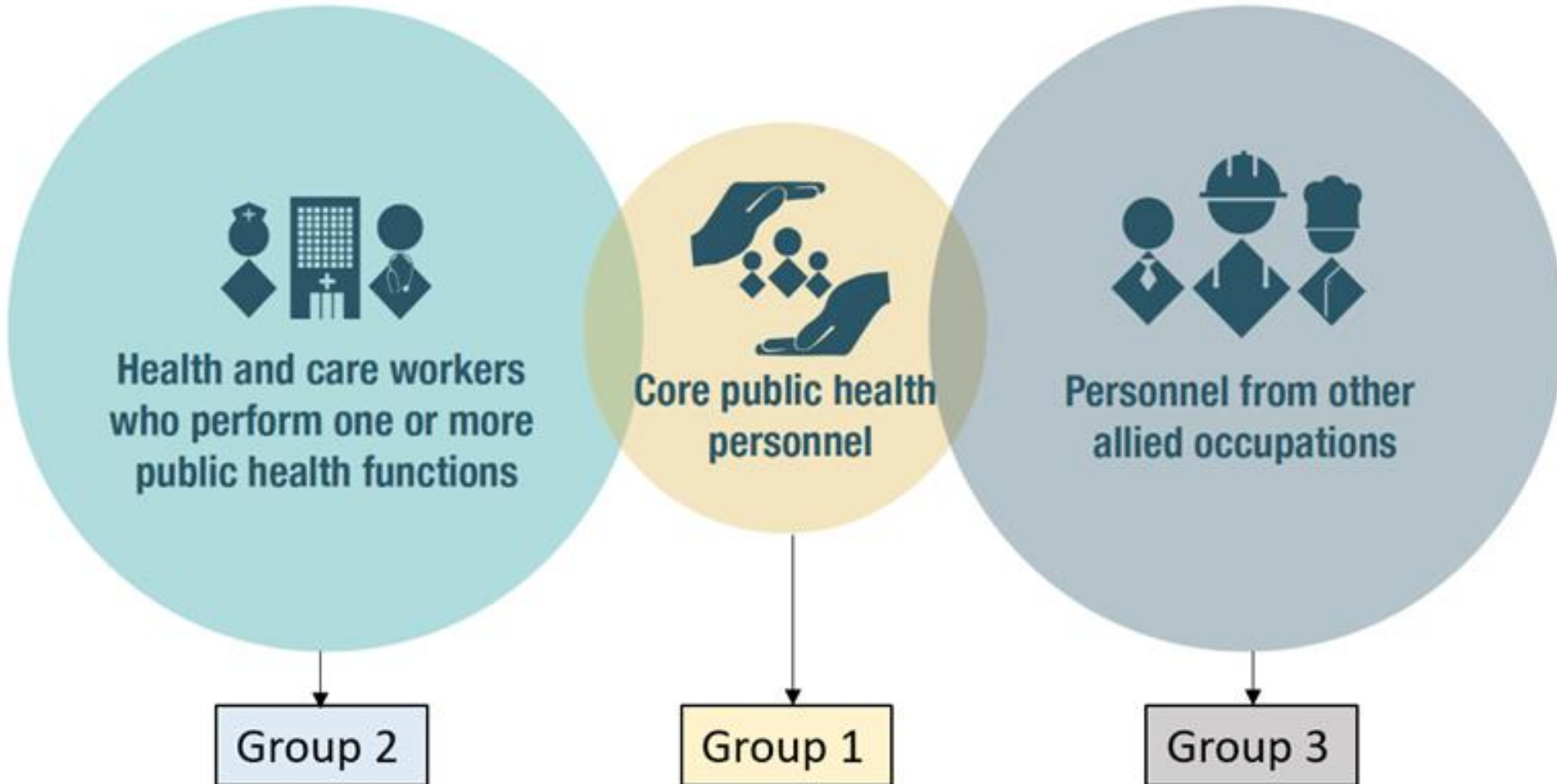
- A strengthened **essential public health workforce in every country**, delivering all the **essential public health functions**, including emergency preparedness and response
- **Oriented and with competencies and skills** to dynamic/changing needs and demands of **NPHI, Primary Health Care, and the National Public Health Systems Strengthening**

# WHO–Public Health Work Force– Road Map

- For countries aiming to strengthen their public health workforce, including those charged with emergency response, the Roadmap theory of change entails **a focus on three action areas (figure 1)**:

1. **Defining Essential Public Health Functions and Subfunctions** to be tailored to health system needs;
2. **Delivering Competency-Based Public Health Education** to build or strengthen the requisite capacities; and
3. **Mapping and Measuring Public Health Occupations** to enable target setting, planning and monitoring

# Defining an Essential Public Health Worker

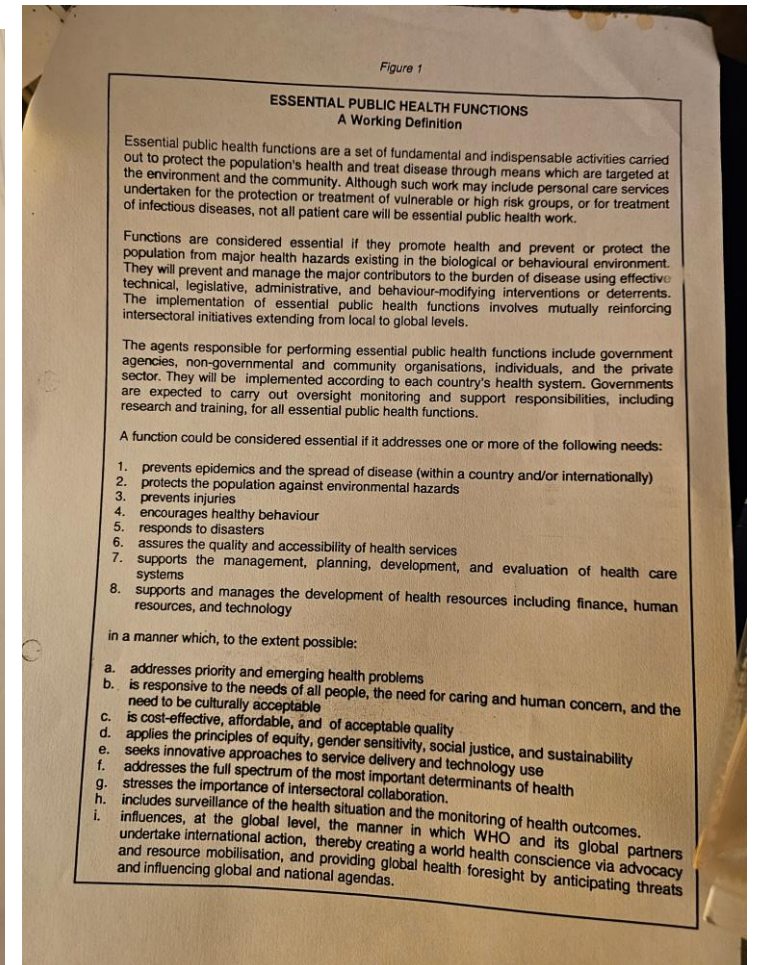
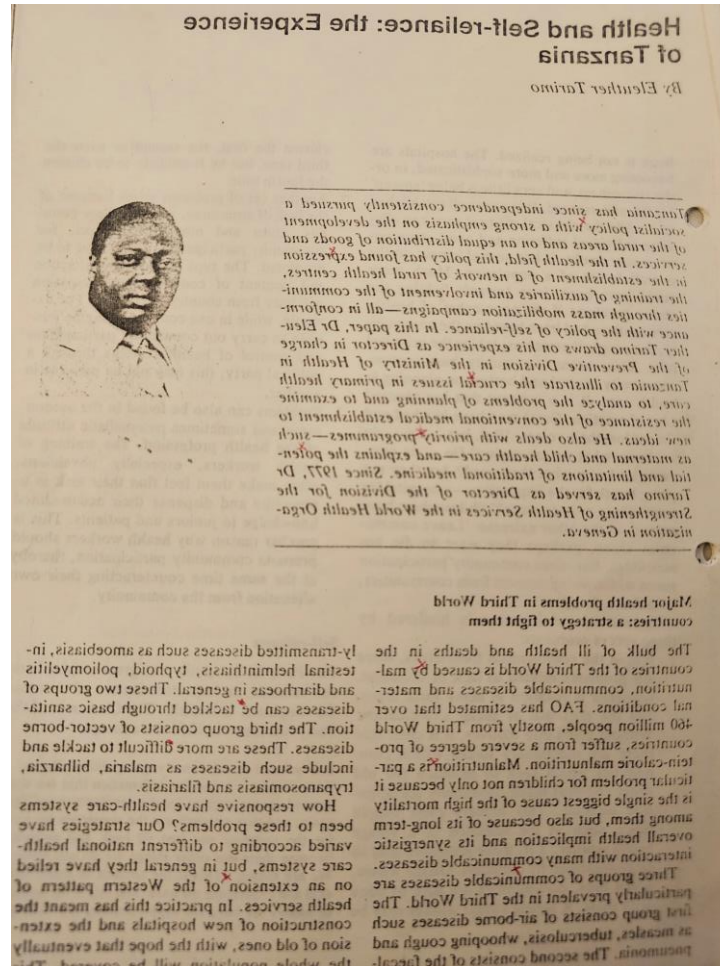
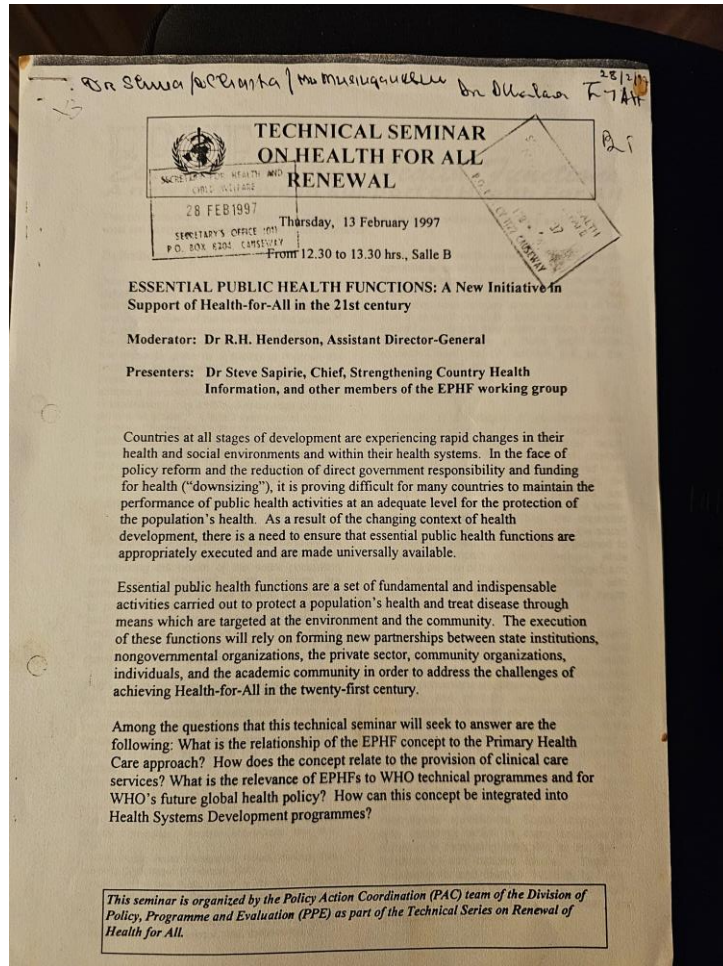


# Past and Future Public Health Work Force Training

- Academic 1 Year MPH
- Two-Year MPH Field-Based Vocational Training – 1993 Start Ghana-Uganda, Zimbabwe
- Four-Year M. Med Public Health Specialist- Fellowship Training Programs: Uganda, Tanzania, South Africa, Botswana
- Field Epidemiology Certificate- Intermediate & Advanced



# Primary Health Care and Essential Public Health Functions- Back to the Future



# East, Central, and Southern African College of Public Health Physician-2024

- **Establishment:** ECSA-COPHP established by ECSA Health Community Ministers at their 73<sup>rd</sup> meeting on 21<sup>st</sup> June 2024 in Arusha –Tanzania
- **Vision Statement:** To protect, promote, and sustain high-quality universal primary health care and public health for all people in the region throughout their life course.
- **Mission Statement: Promoting lifelong learning and career development** for specialist public health physicians to organize and deliver the best public health services for all people.



EAST, CENTRAL AND SOUTHERN AFRICA  
COLLEGE OF HEALTH SCIENCES



EAST, CENTRAL AND SOUTHERN  
AFRICA HEALTH COMMUNITY  
Fostering Regional cooperation for Better Health

# IANPHI- Thematic Sub-Committees

• The five *IANPHI Committees* focus on the following topics:

1. **Essential Public Health Functions (EPHFs) (NPHI-Public Health Structures & Health Systems Strengthening and Health Systems Resilience)**
2. **Public Health Professional Development (PHPD)-Public Health Essential Health Work Force (2024)**
3. **Pandemic Preparedness, Response and Recovery (PPRR) (Epidemics & Emergencies)**
4. **Social and Public Health Inequalities (SPHI) (Primary Health Care-Health Promotion-Equity for Health & Health and Well Being for All)**
5. **Climate Change and Public Health (CCPH) ( Environmental & Occupational Health)**

- Disease surveillance, health information, health surveys( Surveillance Bulletins, Health Observatories, Health Profiles-Annual Public Health Reports)
- Mother, Neonatal and Child Health-Sexual Reproductive Health Rights-Family Health
- Communicable & NTD and Non-Communicable Disease Prevention and Control. Elimination and Eradication



# IANPHI–WHO Work Force Collaboration

- IANPHI has signed and **Memorandum Of Understanding (MoU) with the World Health Organization**
- (WHO) including a commitment to **support the development of the public health workforce, as** set out in the document entitled: '*National workforce capacity to implement the essential public health functions including a focus on emergency preparedness and response: Roadmap for aligning WHO and partner contributions*' (hereafter "Roadmap").

# Case Definition of Public Health Professional Development

- To allow PHPD-IANPHI thematic committee to build common thinking and focus of the work of the thematic committee:-
- **Professional development in public health or population health** is the process of continuing **vocational/ field/ mentorship competency-based education, training, development, and career progression**. It allows all public health professionals to perform *their roles based on sound values, ethically, effectively, and efficiently, and adapt to the changing epidemiology of population health risks and health threats*. The purpose of public health professional development is to strengthen the resilience of essential public health and emergency health workers (EPH-EPR-WF) **knowledge, attitudes, behavior, competencies, and skills**, to deliver sustained **universal access, equity, and coverage with high-quality public and primary healthcare service delivery**.
- This continues to advocate and build the understanding and **confidence of other health professionals and the public, policymakers, regulators, and legislators in the work of public health workers**.
- Further inputs were secured from WHO; Khassoum Diallo on the WHO [Roadmap for National Workforce Capacity to Implement the Essential Public Health Functions](#) and Siobhan Fitzpatrick on the new WHO guidance on **the Competency and Outcomes Framework for the EPHFs**

# Milestones: Jan-June 2024

- **Public Health Professional Development (PHPD) -IANPHI Thematic Committee** was initiated in January 2024 with a draft TOR and Work Plan.
- PHPD thematic committee now consists of **44 members from all IANPHI regions**.
- **First meeting was held in March 2024.**
  - Formalize the Thematic Committee by establishing a Chair and Vice-Chairs
  - Pursue conversations on the Committee's work plan
  - Establish collaboration with WHO around the 2024 work plan.
  - *Current international classification of the Public Health Work Force by ILO, WHO, UNICEF, UNFPA and others needs urgent review and updating*

# Milestones July– Dec 2024

- Meeting of Chair and Vice Chairs: August 2024 ,October 2024
- **IANPHI G-20 Meeting 9-11 Sept 2025** in Rio in November -thematic area of Health Equity and Health Resilience the development of Essential and Emergency Public Health Work Force Road Map development and investment.
- **WHO Road Map Steering Committee meeting** in Jordan 22nd to 23rd October 2024 and highlighted the importance of the sub-thematic area of Public Health Professional Development.
- **Meeting of the chair and vice chair of IANPHI-PHPD** sub-committee- November 28 2024<sup>th</sup>
- **Position paper:-** Strengthening the Public Health Workforce – A Strategic Role for NPHIs and IANPHI. This is to be reviewed and re-focussed on public health professional development.
- **Scoping review** to explore collaborations between National Public Health Institutes and Schools or Public Health in public health professional to include collaboration with national, and regional public health professional colleges and associations.
- **Global UHC-Partnership Meeting 10-12 December** in Lyon in advocating for the role of National Public Health Institutes and Essential Public Health Work Force Road Map development and Public Health Professional Development
- Regular meeting of the overall **IANPHI-PHPD sub-committee in 2025.**

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# *Constitutions and Acts: Protection and Rights of People to Health*

- The right to health is provided for under **Article 89 of Mozambique's Constitution**, which states that all citizens have the right to medical and health care, within the terms of the law (Republic of Mozambique, 1990). This Article also imposes a duty on all citizens to promote and protect public health
- **Constitution of South Africa-1996**
- The right to have access to health care services is a basic human right guaranteed by the Constitution. Section 27 of the Constitution provides that everyone has the right to have access to health care services, including reproductive health care services and no one may be refused emergency medical treatment. The Constitution and the National Health Act 61 of 2003 (as amended) envisage a single health system for South Africa. However, in addition to public health care a number of private health care service providers exist in country. The State uses a means t
- **Constitution of Brazil-1988**
- *Health is a right of all and an obligation of the State, guaranteed by socio-economic policies which seek to the reduction of the risk of disease and of other grievances and to the universal and equal access to the actions and services in its promotion, protection and recuperation.*

## Selected SADC countries and their respective UHC related indicators (Source WHO, WB data sets 2021/22)

Country	GDP Per Capita 2019	GGHE D%	Health Exp per capita USD	Doctors, Nurses, Midwives	UHC Index
Botswana	7960	15	457	34,3	55 Down
Malawi	411	5,8	47	5,49	48 Level
Mozambique	500	8,2	45	5,94	44 Level
Namibia	5026	11	456	58,9	63 Level
South Africa	6000	15	584	50	71 Level
United Republic of Tanzania	1048	5,1	34	6,8	43 Up
Zambia	1305	9,3	73	24,1	56 Up
Zimbabwe	1316	5,2	63	23,1	55 Level



## Selected OECD countries, others and their respective UHC related indicators (Source WHO, WB data sets 2021/22)

Jurisdiction	GGHE D%	Per capita	Doctors	Nurse/ Midwives	UHC Index
World	11		17	37,7	68
WHO AFR			2,6	11,3	40
USA	21	12 550	26	132	86
UK	22	5108	32	87	88
Australia	19	7055	41	131	87
Canada	20	6207	24	113	91
Zimbabwe	5,2	63	1,7	21,4	55

# Saitama Declaration- A call for New Public Health Action- WHO-1992

- The theme of the conference was "Health and Economic Development". Health is central to the well-being of individuals and the sustainable development of communities. Socioeconomic development and the fulfilment of human potential require a healthy population and an adequate health infrastructure. Every nation is concerned with the rising cost of health care, which exceeds the national average for overall cost increases. The demands of an aging population, the importance of diseases caused by life-style and by personal behaviour choices, the profusion of new technology, the change of roles being played by private and public sectors, and the impact of environmental factors, are some of the issues that have important financial implications for the health sector

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