

# Retentions of human resources for UHC: Thailand approach

7th World Health Summit Regional Meeting  
2019

30<sup>th</sup> April 2019

**Suwit Wibulpolprasert MD**  
Senior Advisor on Global Health, Ministry of Public Health,  
Vice Chair, IHPP and HITAP, Thailand

# 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