

**Health Workforce Impact Assessment Report**  
**Roadmap on access to medicines, vaccines and health products 2019-2023**  
**72<sup>nd</sup> World Health Assembly, May 2019**

**Purpose of the assessment:**

Resolution WHA69.19 on the Global Strategy on Human Resources for Health: Workforce 2030, adopted by the 69th World Health Assembly in May 2016, requested the Director General to include an assessment of the health workforce implications of technical resolutions brought before WHO governing bodies (World Health Assembly and Regional Committees). This report presents the assessment results of the Roadmap on access to medicines, vaccines and health products 2019-2023 (hereafter referred to as the Roadmap) - a global report on WHO activities, actions and deliverables for improving access to health products.

**Process of assessment:**

An initial screening of the Roadmap was first undertaken in October 2018 showing potential workforce implications. A more detailed examination was undertaken in November 2018 to understand the Roadmap's dependency and impact on the health workforce.

**Key points identified by the assessment:**

1. The successful implementation of the Roadmap is dependent on:
  - Enough competent health workers mainly, pharmacists and biomedical engineers being available since these occupations are involved in various processes throughout the value chain from registration of health products to dispensing of medicines and maintenance of health products. Without them, access to safe effective quality health products is reduced.
  - Adequate distribution of pharmacists and/or occupations with similar roles to enable access to medicines, particularly in rural and hard to reach areas, and the availability of biomedical engineers in facilities to ensure maintenance and correct use of medical devices.
2. Both occupations are in shortage particularly in low and middle-income countries and especially for roles related to regulation and procurement and supply chain management. Meeting needs would require increased numbers and the creation of new jobs.
3. The introduction of new health products requires specialized skills to ensure their quality, safety and efficacy (regulatory authorities), and their efficient procurement and supply. Education and training will need to address these competencies. At the service delivery level, health workers will need to acquire the new competencies to use/prescribe/dispense.
4. To address these issues, the Secretariat supports strengthening capacities of regulatory authorities and supply chains; strengthening national structures to ensure good prescribing and dispensing practice; advocating for inclusion of needed cadres in national policies and plans; and ensuring the appropriate competencies for procurement and supply chain management.

**Assessment statement: (A)<sup>1</sup>** - A full health workforce impact assessment was conducted, and it did not reveal any issue requiring consideration; the roadmap on access to medicines, vaccines and health products (2019-2023) can proceed as per normal governing bodies processes.

*Access to further support on health workforce is available from the Working4Health Programme:  
<http://working4health.org/>*

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<sup>1</sup> (A) - No specific issue requiring consideration.

(B) - Some specific modifications to the strategy/resolution are required to adequately factor in health workforce implications and requirements.

(C) - The strategy/resolution has major workforce implications or requirements, which need to be factored in as part of the official process of consideration by Member States.