

## DFID MSP PROJECTS: TRAINING AND PRODUCTION COSTS FOR HEALTH SCIENCES GRADUATES

**Project title: Review of public and private sector training and production costs for Health Sciences graduates: national and provincial public health human resources expenditures.**

**Service Provider: Benguela Health Ltd**

**Partner: National Department of Health**

### **Aim**

The aim of the project was to strengthen the planning capacity of Human Resource planners and managers by providing detailed information on training and production costs for health science professionals, as well as human resource costs and trends in the public sector.

### **Project Outcomes**

Four reports were produced:

- A literature review on costing of health science education and training and health professional planning, which concluded with implications for national planning and policy;
- A model for analysing the health professional and human resource requirements and costs for South Africa;
- A review of national and provincial public health human resource expenditure – training and production costs; and
- A review of national and provincial public health human resource expenditure. Persal<sup>1</sup> analysis 1996-2006

#### *A1: Literature review*

This document reviewed relevant South African policies on HR planning and policy, as well as education and training institutions. It also included a brief description of HR strategies and challenges in northern and southern countries. Three useful models for costing education and training for health professionals in South Africa were identified.

The literature review concludes that 'it is evident that HRH planning in South Africa requires an integrated approach – all role players to bring their

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<sup>1</sup> The government payroll system

knowledge, expertise and experience to the table, creating an HRH plan to meet the needs of the National Health Platform’.

*A2: Model for analysing the health professional human resource requirements and costs for South Africa: User Manual.*

The model provides a structured framework to analyse the following aspects of Human Resources for Health training requirements: need; gaps; cost of existing complement; cost of closing the gap; training requirements to close the gap; average annual cost of training a student; and value of a potential subsidy to train a student.

This model was designed to facilitate policy-making and subsequent decisions about HRH training in South Africa. It allows for a coherent and rational evaluation of policy choices and their implications to assist the annual budget bidding process.

*B1: Training and production costs*

The aim of this review was to give the National Department of Health a better understanding of the costs of training different categories of HRH in the public and private sector. It was intended to be based on data from the provinces and other stakeholders engaged in training and education of health professionals. However complete data was not easily available and the review concluded that ‘reports had too many short-comings to be utilised effectively for policy-making purposes’.

*B2: National and provincial public health human resource expenditure. Persal analysis 1996-2006*

This report provides an overview and description of the process undertaken to clean Human Resources for Health data obtained from Persal, the government payroll system. This was seen as the beginning of a lengthy process, which must include improvement of data capture, continued refinement of methodology and training of suitable personnel to do this work.