

TOPIC:
WHAT ARE THE CHALLENGES
OF FOR THE HEALTH WORKERS?
CAN THEY BE PROFESSIONAL?

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Definitions:



- A profession is defined as a calling or occupation, especially one that involves some branch of advanced learning or science. The essence of professionalism is both having a unique or special knowledge and the self-imposed obligation to serve the community.

Medical professionalism

- *Medical professionalism describes the skills, attitudes, values and behaviours common to those undertaking the practice of medicine.*
- It includes concepts such as the maintenance of **competence for a unique body of knowledge** and skill set, personal integrity, unselfishness, adherence to ethical codes of conduct, **accountability**, a dedication to self-regulation, and the exercise of unrestricted judgment.

A health care worker / profession

- Professional health care workers provide high quality care even when they work in an environment that does not reward this effort, a finding that has important implications for the use of performance-based incentive. (John Wiley.,2009)
- Yet, Health care systems are under mounting pressure to control costs and increase productivity while responding to increasing demands from growing and aging populations, advancing technology, the media and more sophisticated consumerism.

Guiding ethical standards



- The global medical profession has maintained simple ethical standards for many years. For example, the Hippocratic Oath, the prayer of Moses Maimonides, the Bible, the Holy Koran, and the Islamic legacy, as well as cultures, traditions, and social morality have shaped and guided the development of ethical standards in the medical profession.
- The majority of these historical documents focus on **“avoiding harm to patients”**

Social contract



- For these reasons, society holds the professional health workers in higher esteem than it does to;
 - a technician,
 - an engineer
 - blue-collar worker, a teacher
 - or businessman,
- People traditionally are interested in the benefits of their employment rather than the occupation itself.

Health workers challenges ?

Failure to achieve -Ethical standards??

- *Safe: avoiding injuries to patients from the care that is intended to help them.*
- *Effective: providing services based on scientific knowledge to all who could benefit, and refraining from providing services to those not likely to benefit.*
- *Patient-centered: providing care that is respectful of and responsive to individual patient preferences, needs, and values, and ensuring that patient values guide all clinical decisions.*

Challenges cont....



- *Timely: reducing waits and sometimes harmful delays for both those who receive and those who give care.*
- *Efficient: avoiding waste, including waste of equipment, **supplies**, ideas, and energy.*
- *Confidentiality / privacy*
- ***Equitable:** providing care that does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socioeconomic status*

Challenges cont...

Understanding Access and equity

- Access refers to the ability to obtain the right service at the required time in the right place" (Chapman et al., 2004, p. 374).
- Barriers to access that is usually linked to unprofessionalism may include: Lack of capacity and availability - long waiting lists for particular types of treatment, shortages of infrastructure or staff so that a service can't be provided, or lack of services at the place or time they are needed.

Equity and The right to health, and the right for an equal opportunity



- Equity implies an approach that gives more to those who have little, and thus less to those who have much. Rather than the allocation of equal shares, equity implies the allocation of fair shares. " (McCoy, 2003, p. 8).
- In most developed countries this may include the ability to see a health professional when they are ill, the ability to access basic medicines, the ability to obtain emergency care, and the ability to receive care and support through childbirth.

Can health workers be professional?



- There are obviously no easy answers with the magnitude of the health care challenges facing health workers in Uganda.
- However, the public needs to be aware of what is happening to the health care system, as all of these issues affect society as a whole.
- But we all know the profession is under a threat!
- Do health workers have their own rights?

Professionals need a Positive practice environment



- In a positive practice environment, health care professionals can carry out all their tasks and function effectively according to national standards, without concern for their health or damage to the health of patients or clients. Patients' and clients' rights do not supersede the rights of health practitioners in terms of safety, protection from harassment and physical or mental harm. (ICN, 2006)

Professionals need protection



- Whereas health care practitioners have to carry out all their tasks and function effectively according to national standards, without concern for their health or damage to the health of patients or clients - patients' and clients' rights should not supersede the rights of health practitioners in terms of safety, protection from harassment and physical or mental harm. (ICN, 2006)

Public awareness



- The Media needs to recognise their responsibility in raising public awareness on this critical issues.
- They must not only prioritise reporting on maternal, newborn and child health issues, but must ensure that their information is accurate.
- The media should also use their position to be the watchdog for issues related to maternal, newborn and child health and hold all stakeholders accountable.

Strengthened Health system



- A health care system that achieves major health sector goals would be far better at meeting patient needs.
- Patients would experience care that is safer, more reliable, more responsive to their needs, more integrated, and more available
- Patients could in turn count on receiving the full range of preventive, acute, and chronic services that are likely to prove beneficial.

In conclusion



- The majority of health workers strongly believe that to maintain professionalism everyone has the right to up-to-date information related to health promotion and maintenance of health and the prevention and treatment of illness.
- Such health information should be easily accessible, timely, accurate, clear, relevant, reliable and based on evidence or best practice.
- Additionally, everyone should have access to accurate, reliable and transparent information on innovations in promoting health, preventing and treating illness.

Conclusion cont..



- People who are well informed take an active role in their health to make better-informed decisions on self-treatment, engage in healthier lifestyles and are more likely to be satisfied with their care and health outcomes.
- Health professionals should acknowledge individuals' rights to make informed decisions and choices about how to manage their own health and to accept or reject health care or treatment..

Professional ?? – Yes we can

- ***We Enjoy What You Do***

The key to be a professional lies in enjoying and loving what you do for a job! A horse doesn't run a race and win it for the price money. Horses run because that is what they are made for and that is what they enjoy doing! We are built for a thing and that's what we are good at. Aligning your job with your passion and what you are good at doing, is the key to become a professional!



You can sleep peacefully if your are assured of health care!



***Start plan
when you
have miles
to go.....***

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I thank you for
Listening to me