

The human resources development dilemma in PHC:

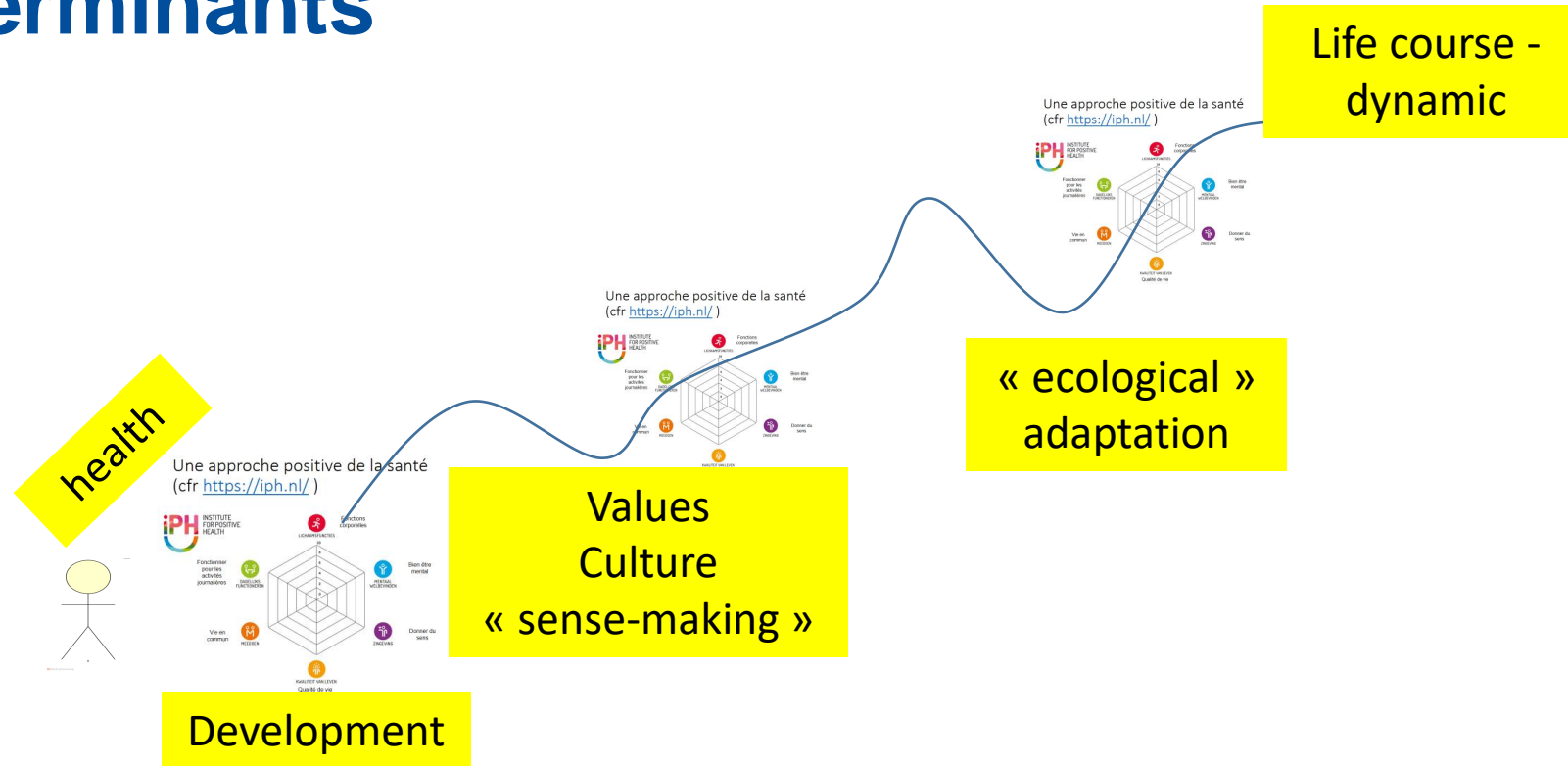
Do we go for health care specialists?

Or do we opt for social and health development
leaders?

Jean Macq, UCL-IRSS

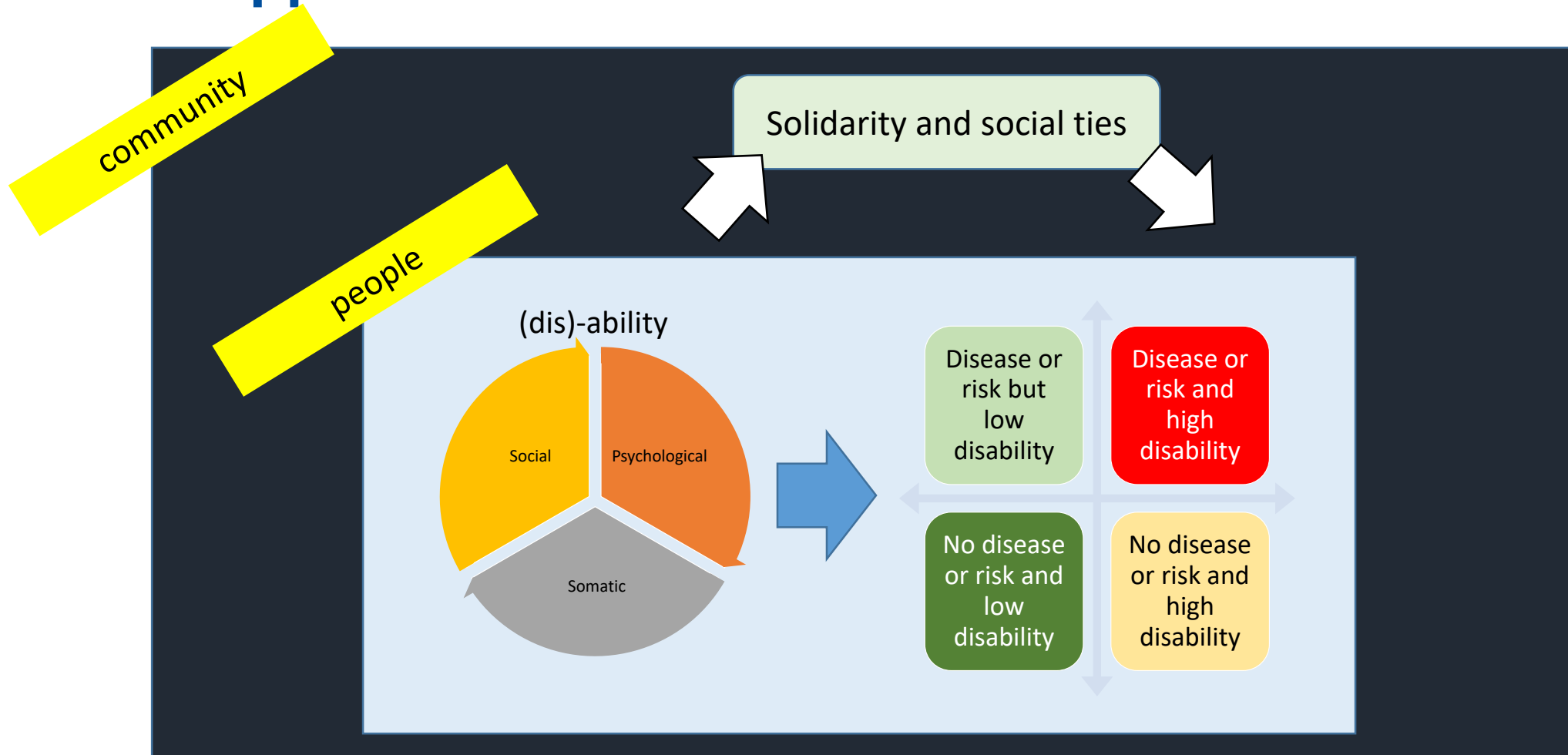
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The theoretical consensus on health and determinants

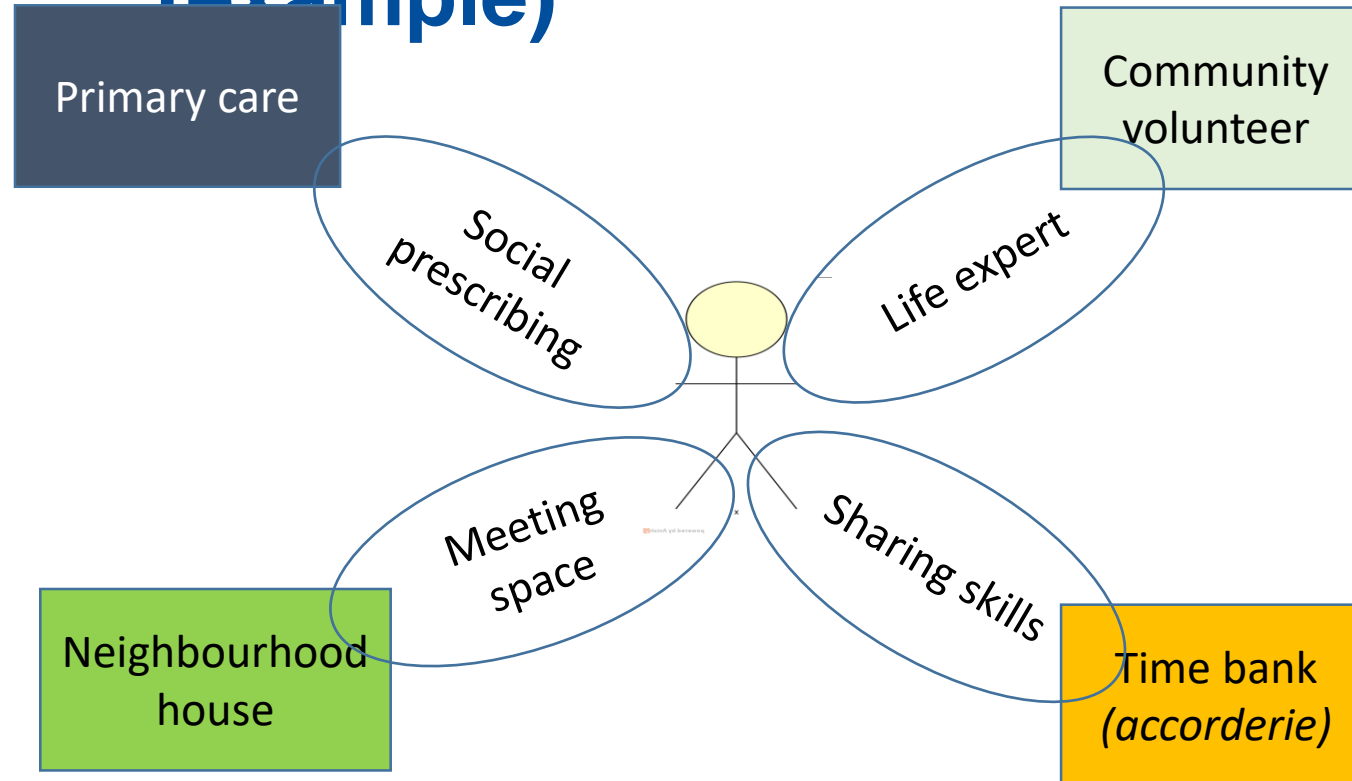


- 1 Huber, M ; Knottnerus J. How should we define 'health'? *Bmj* 2010; **341**: c4303–c4303.
- 2 Halfon N. Part 1: Context and Background The Emerging Theoretical Framework of Life Course Health Development. DOI:10.1007/978-3-319-47143-3_2.
- 3 Martin C, Sturmberg J. Complex adaptive chronic care. *J Eval Clin Pract* 2009; **15**: 571–7.
- 4 Evans RG, Stoddart GL. Producing health, consuming health care. *Soc Sci Med* 1990; **31**: 1347–63.

Changing prioritization to have primary care contributing to health development : Moving away from a population – disease centred toward a people and community health centred approach



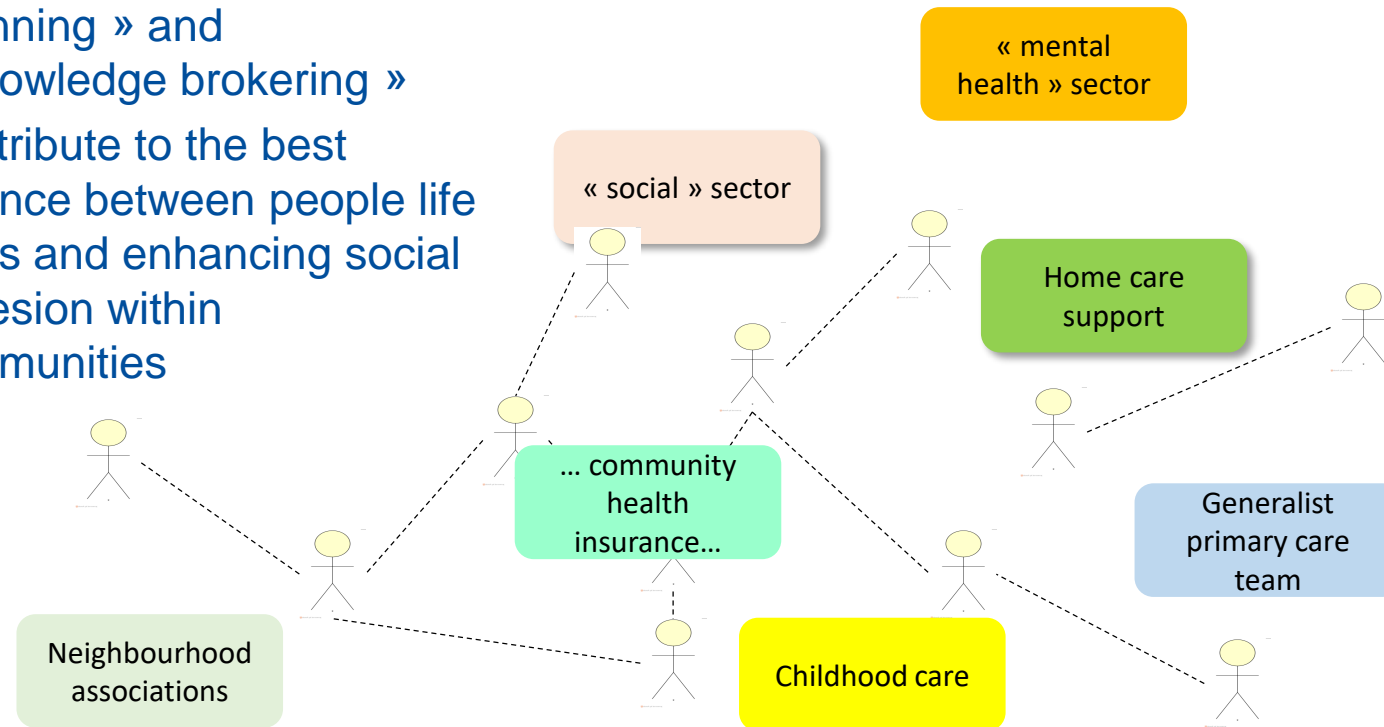
The future of primary care: the package of care to be provided (example)



Brice A, Connolly AM, Davies C, Henderson G, Johnstone P, Butterworth O, et al.
Community-centred approaches for health and wellbeing. 2015 [cited 2018 May 10];
Available from: www.gov.uk/phe

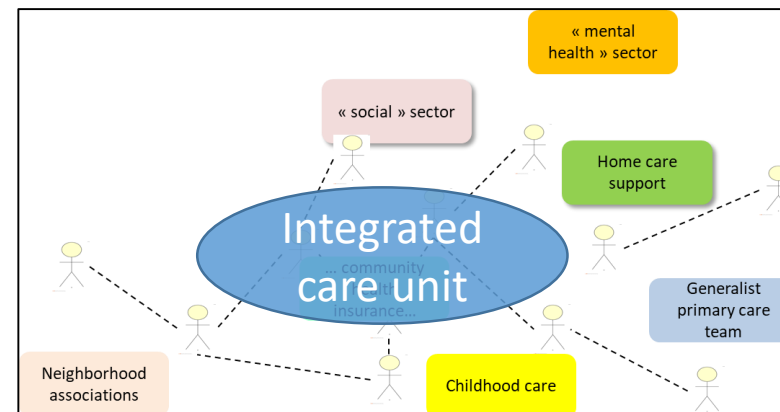
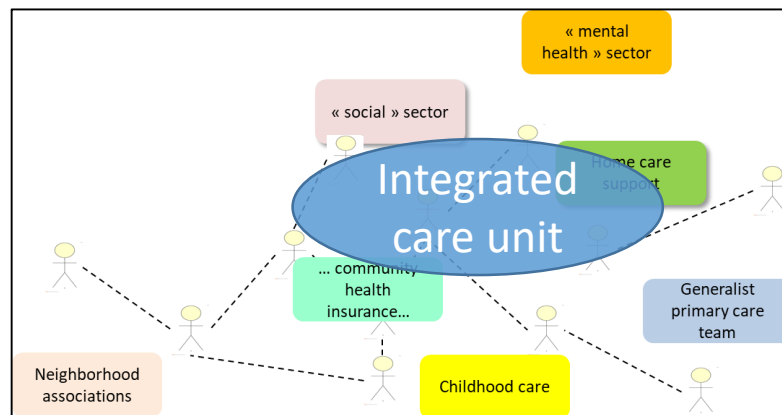
The future of primary care: proximity providers as part of a social system?

- The proximity providers
 - play a role of « boundary spanning » and « knowledge brokering »
 - Contribute to the best balance between people life goals and enhancing social cohesion within communities

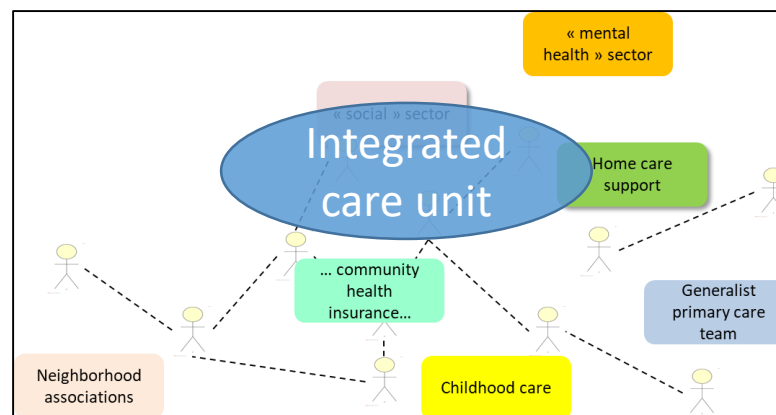


Integration approach?

Specialized
Integrated
care unit

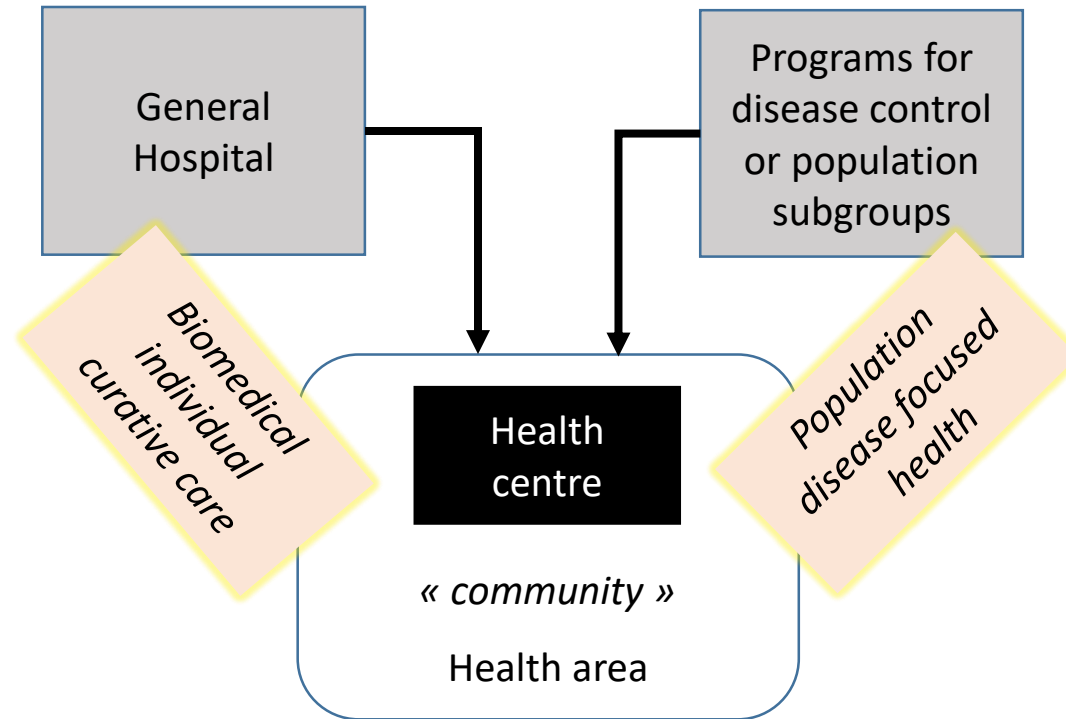


Specialized
Integrated
care unit

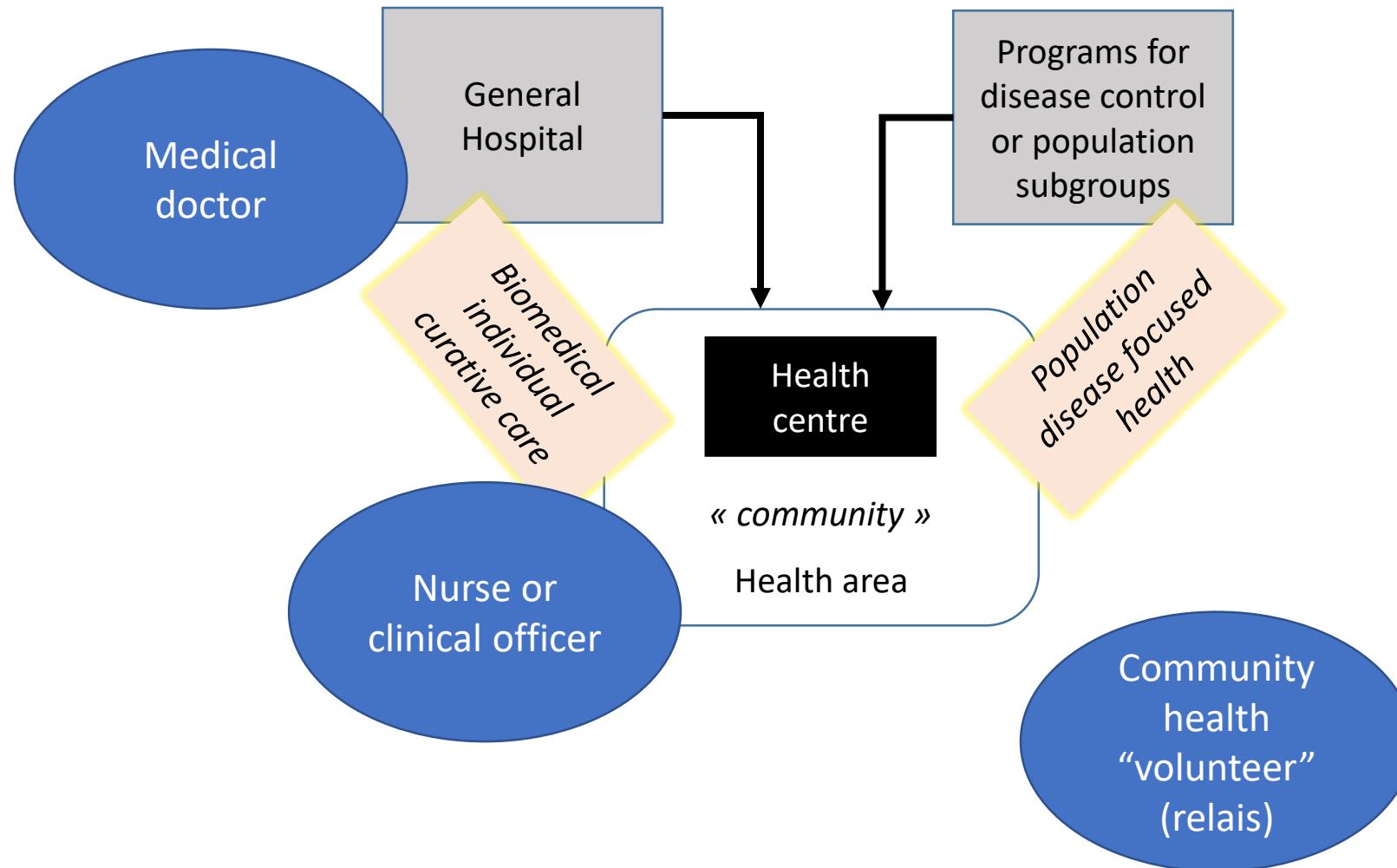


The overall actual situation and some determinants?

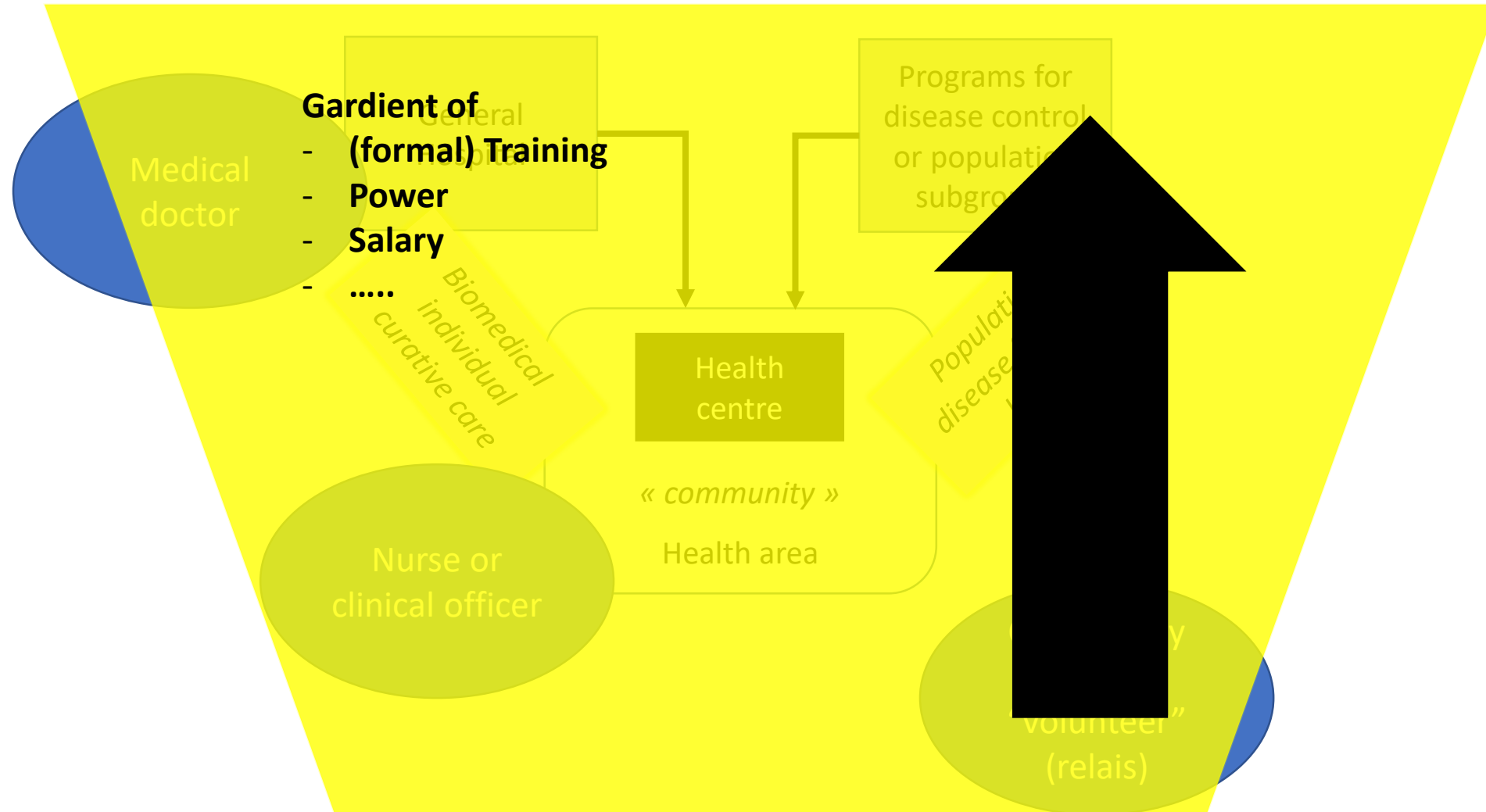
The primary care as it is still in many countries



The primary care as it is still in many countries

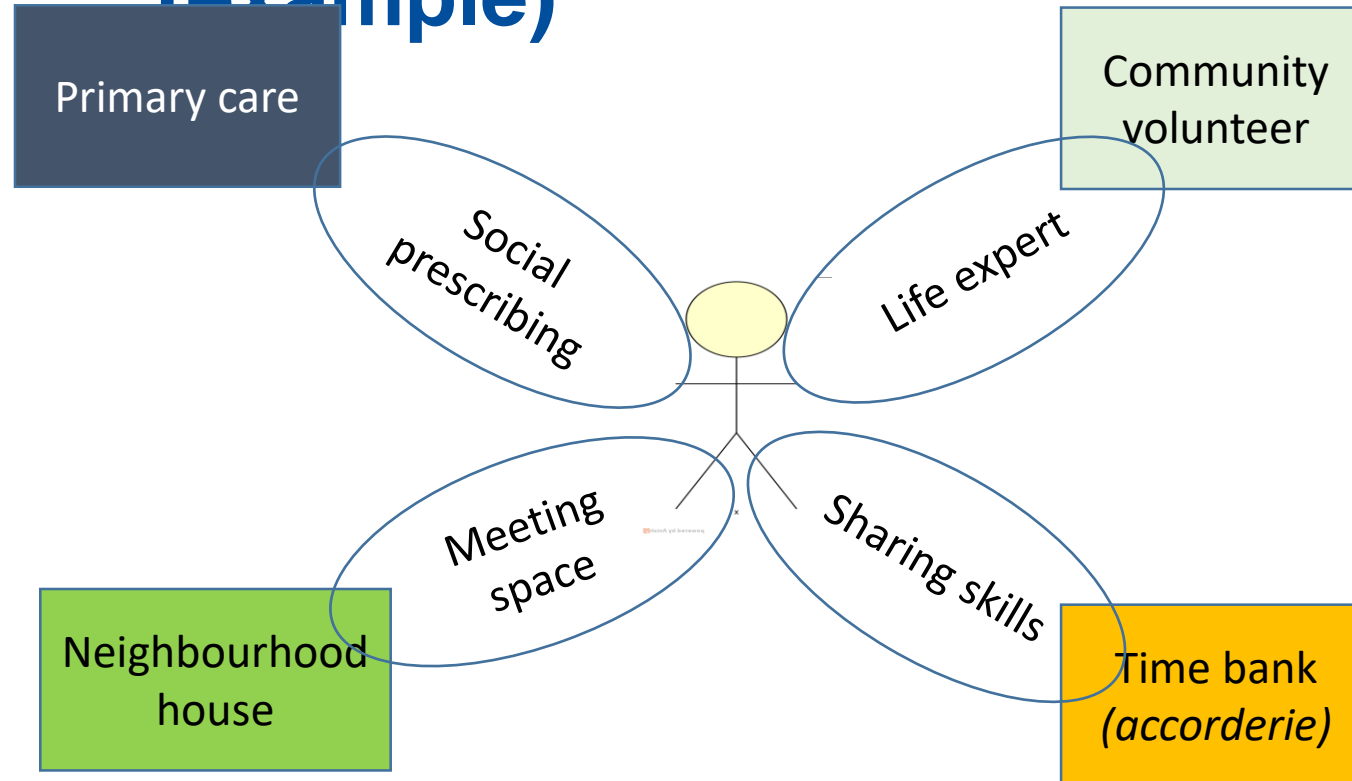


The primary care as it is still in many countries



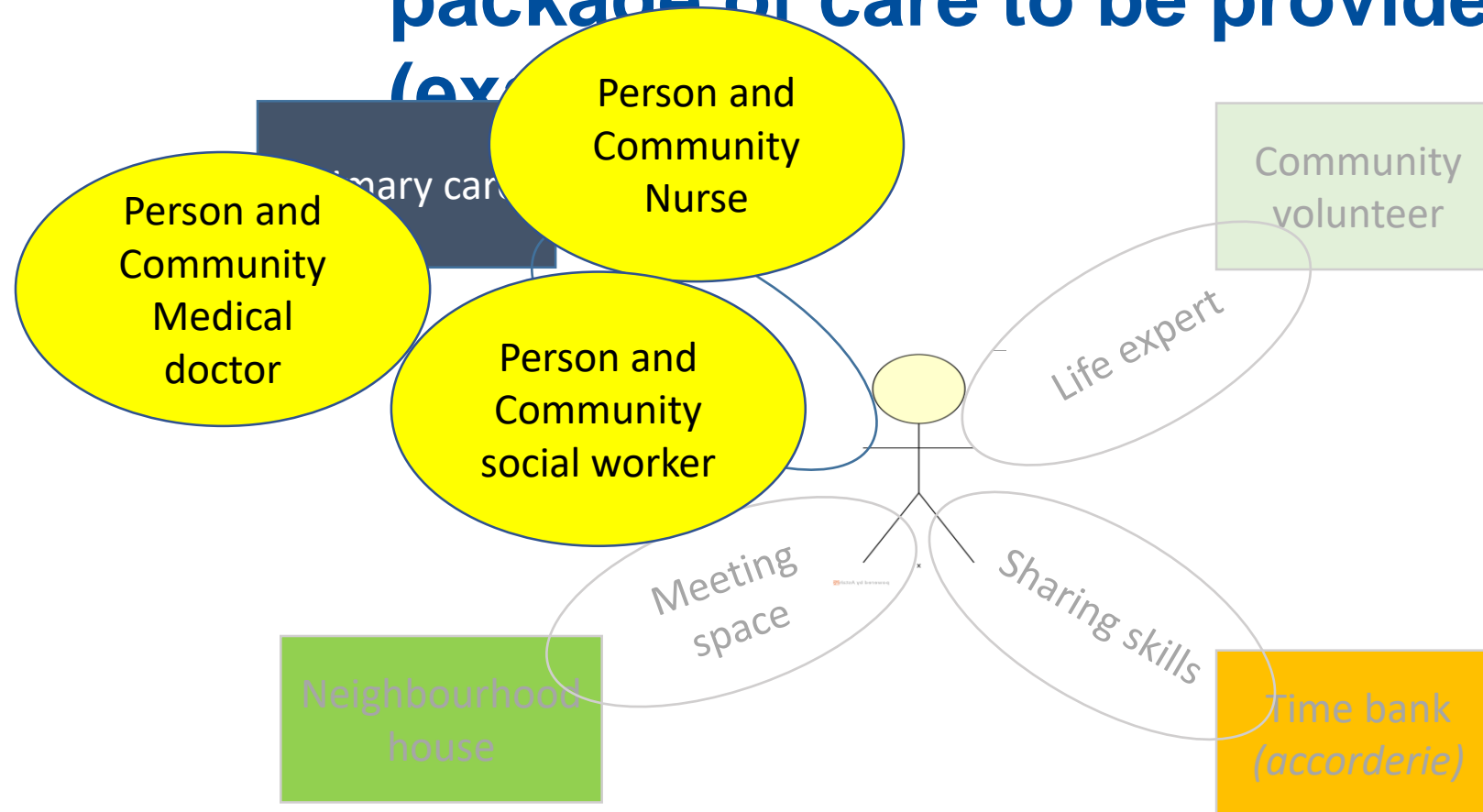
What possible future for
primary care human resources
to be more in line with
knowledge on health and
determinants?

The future of primary care: the package of care to be provided (example)



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The future of primary care: the package of care to be provided



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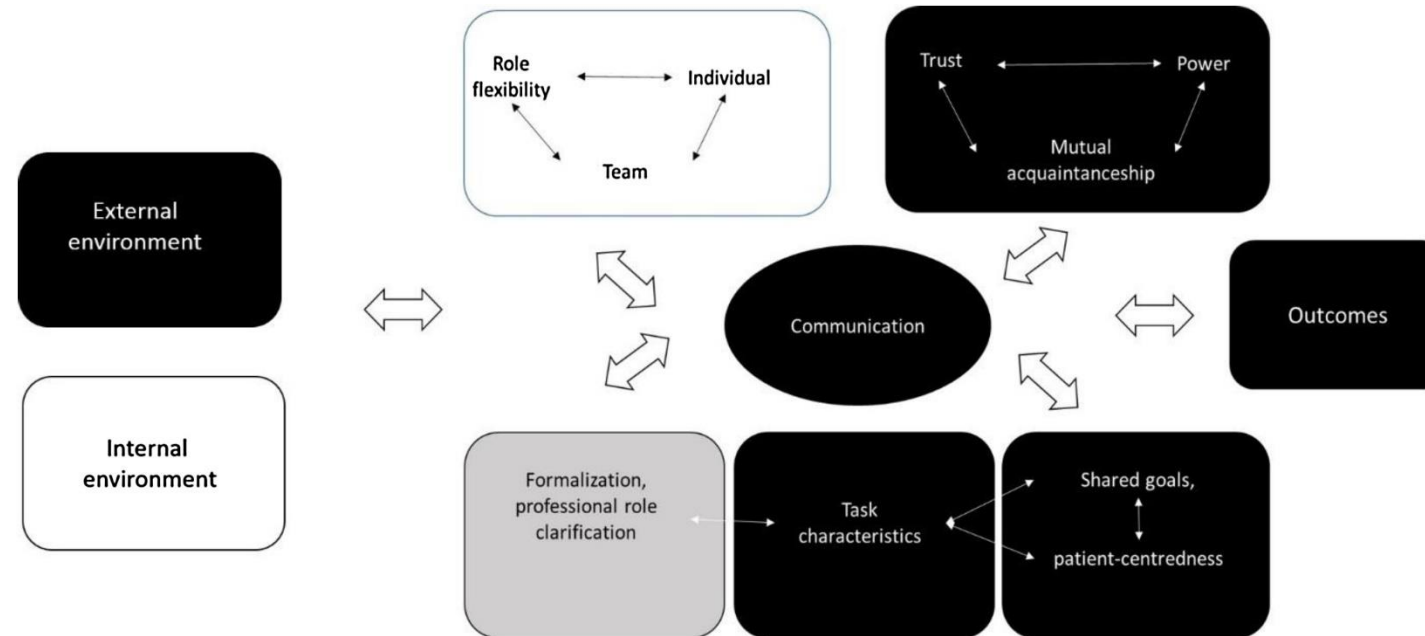
Comparing interprofessional and interorganizational collaboration in healthcare: A systematic review of the qualitative research



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Legend:

	Indicates concepts common to interprofessional and interorganizational collaboration frameworks
	Indicates concepts specific to interprofessional collaboration
	Indicates concepts specific to interorganizational collaboration

Key questions

- The “multidisciplinary team” in PHC
 - Is “medicalization” a good future for PHC?
 - Do we need professional social worker? Or social work is the community health workers prerogative?
- Training:
 - How should we change?
 - The place for inter-professional training?
- Incentives for primary healthcare human resources:
 - Payment: Would it be possible to promote the “human” and “social” dimension rather than the “technical” dimension in work of PHC providers
 - What form of continuous support? How to move way from the actual “pseudo-supportive” supervision?