



A NEEDS-BASED APPROACH FOR EFFECTIVE HEALTH HUMAN RESOURCES PLANNING IN PRIMARY MATERNITY CARE

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Planning based on population health care needs supports effective, equitable and efficient allocation of health care resources, including human resources, therefore optimising the health care workforce.

CHWC 2016

PURPOSE/OBJECTIVES

Understanding the factors that influence maternal-newborn health is important for effective system change, policy development and care delivery. This presentation will describe the theory, design, results and policy, practice and planning implications of a study that identified the primary maternity health care needs of women and newborns.

FINDINGS/IMPACT/OUTCOMES

After adjusting for age, parity and mode of delivery, a number of predictors (rurality, maternal education, race/ethnicity and income) associated with a broad definition of health increased maternal and newborn health needs. The needs varied in each phase of maternal-newborn care. For example, lower income was associated with a later diagnostic ultrasound (aOR 1.39), not having prenatal screening (aOR 1.25), a higher newborn morbidity score (aOR 1.13) and not initiating breastfeeding (aOR 1.53). In the qualitative analysis, a lack of patient-centredness in our current system influenced by differing philosophical approaches, professionalization and health care funding models as well as a need for interprofessional and full scope practice were identified. Qualitative findings contextualized the experiences of participants while the quantitative analysis provided statistically significant and generalizable findings. Together, the integrated findings provided a comprehensive understanding of maternal and newborn health needs.

CONCLUSIONS

The integrated findings from this research will inform health system strengthening and HHR generally. It also identifies gaps in services for specific populations of women to inform targeted policy and planning. Improvements to how we understand and measure health and health needs to inform how we design and deliver health care were also identified.