

# CALL TO ACTION ON PROFESSIONALIZATION OF HEALTHCARE MANAGEMENT

The Global Consortium for Healthcare Management Professionalization is urgently calling on governments and the international health community to recognize that healthcare performance and improvement are significantly dependent on the existence and quality of professional management of healthcare organizations.

## HEALTHCARE PROFESSIONALS SHOULD

- Display ethical, just and equitable behavior at all times
- Commit to active, lifelong learning of sound management and leadership practices and demonstrate those management and leadership practices in the execution of their daily responsibilities
- Serve as a resource for training less-senior healthcare managers
- Commit to improve the health of populations and individuals
- Acknowledge healthcare management associations as the governing bodies in the field, and accept their rules, regulations and codes of conduct

The Consortium also calls for the adoption of the ***Global Healthcare Management Competency Directory*** as the initial basis for healthcare management development frameworks and programs, for use by academic institutions and relevant licensing and accrediting bodies.

The Consortium advocates for the formation and strengthening of professional organizations for healthcare managers, which provide the infrastructure for effective healthcare management practices to become pervasive, thus improving health outcomes and optimizing resource utilization. Departments of health at the country level are urged to actively support the development of professional healthcare management organizations.

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The Consortium recognizes that the competency framework must remain flexible and needs to be adapted to the specific circumstances of each country. Accordingly, the competencies identified in the directory may be adapted to ensure their relevance in the local context.

Recognizing the need for greater progress in the ongoing effort to build professional healthcare management capacity, the members of the Consortium agree that the following measures should be implemented according to national circumstances and needs:

- Adoption of the Global Healthcare Management Competency Directory to inform and align healthcare management development programs at all levels of undergraduate, postgraduate and ongoing education and professional development
- Customization and incorporation of each of the competency requirements into formal credentialing systems, which should be based on independent evaluation and evidence of demonstrated competencies
- Formal recognition at the national level of healthcare management as a profession
- Implementation of merit-based career advancement along with a career path for healthcare managers and leaders
- Recognition of healthcare managers' professional associations as key stakeholders for policy dialogue related to leadership and management and for the advancement of the profession