Modern Ukraine exists in a time of great change. Under difficult conditions that include funding problems, the need to control resources, tension between representants of different professions, the problem of advanced technologies and the demand to provide high-quality medical care, managers must possess a complex of set of management and marketing knowledge and competence to be completely armed at the technical and informational level, and to maintain a high skill level. Therefore, there is need to review the approaches to the theory of human resources management and personnel training for this process.

Planning of human resources for health is not only a technical process, but also a political one. Decisions on the number, types and distribution of health workers depend on the political choices and values enshrined in the organization of national health systems. That is why the current situation in the national health sphere requires deep reforms in the system of personnel policy making in this area.

The purpose of the article is to identify and summarize global trends in management of human resources for health, including the WHO policy in this direction, and justify directions of improvement of Ukraine’s state policy in this area.

The author analyzed the WHO reports “World health statistics: monitoring health for the SDGs, sustainable development goals”, and underlined the fact that the availability of health workers is not sufficient. The article provides the WHO data, where the needs-based shortage of health workers in 2013 and 2030 by cadre and by WHO region were examined. Globally, the needs-based shortage of health workers in 2013 was estimated to be about 17,4 million, of which almost 2,6 million are doctors, over 9 million are nurses/midwives, and the remainder
represent all other health worker personnel. The global needs-based shortage of health workers is projected to be still more than 14 million in 2030.

The article revealed and generalized global trends in management of human resources for health. The human resources for health will be critical to achieve the health development objectives in the next decades. So, the United Nations General Assembly has adopted a new set of Sustainable Development Goals (SDGs) for 2016–2030. Ensuring healthy lifestyle and promoting well-being for everyone at any age, among other things, demands to increase recruitment, development, professional training and retention of medical personnel.

This article also provides objectives of the Global strategy on human resources for health: workforce 2030. It outlines policy options for WHO Member States, responsibilities of the WHO Secretariat and recommendations for other stakeholders on how to:

– optimize the health workforce to accelerate progress towards the universal health coverage and the SDG (objective 1);
– understand and prepare for future needs of health systems, harnessing the rising demand in health labour markets to maximize job creation and economic growth (objective 2);
– build the institutional capacity to implement this agenda (objective 3); and
– strengthen data on HRH for monitoring and ensuring accountability of implementation of both national strategies and the Global Strategy itself (objective 4).

The author summarizes – it is recognized in Ukraine, that the development of national human resources policy for health sphere is a necessity and one of the main condition for successful implementation of reforms. Improvement of the effectiveness in Ukraine’s health sphere under conditions of reforming processes requires urgent adoption of a national strategy and concept of human resources for health development. The adoption and implementation of the Global Strategy on human resources for health will serve for improvement of Ukraine state policy in this area.
Key words: health sphere, human resources, state policy, sustainable development goals, Global strategy on human resources for health.