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Competencies required for the performance of primary health care managers. A Systematic Review

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Soto-Schulz, K; Herrera-Echenique, R; Brito-Díaz, R; Pérez-Romero, N.

Corresponding author:

Katherine Soto

katherinesotoschulz@gmail.com

Author Affiliation:

Universidad Andrés Bello.

ADMINISTRATIVE INFORMATION

Support - None reported.

Review Stage at time of this submission - Data extraction.

Conflicts of interest - None declared.

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Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 05 September 2023 and was last updated on 25 April 2024.

INTRODUCTION

Review question / Objective The objective of this systematic review is to identify, according to the existing literature, the competencies necessary for the optimal performance of primary health care managers.

Condition being studied For the World Health Organization (WHO), primary health care is a key factor for the universal and sustainable coverage of a health system, being one of the most effective strategies to respond to current health challenges, which include problems derived from unhealthy lifestyles, acceleration of urbanization in an unplanned manner and demographic aging that leads to an increase in various chronic diseases, which imply an additional burden of demands to be met by the health system. The challenges derived from primary health care are multiple, requiring trained and competent professionals to provide an effective response to the health demands of the population; the definition of policies and plans that ensure the incorporation of

professionals prepared for the changes that arise in the health systems, as well as the generation of adequate and challenging work environments that promote the commitment of workers with the institutional mission constitute one of the most relevant challenges in terms of human resources. The essential elements that make up PHC-based health systems constitute a concrete orientation of the competencies that teams must have in order to respond to the situations and contexts defined in them; to achieve an adequate functioning of these teams, the figure of committed managers is required, but mainly that have knowledge in the area of health and administration, a vision of the context in which they work and a range of managerial skills that allow them to lead their team effectively to achieve the goals and objectives defined for the unit. Given the relevance of having suitable professionals to lead the implementation of a health system based on primary health care, in addition to the growing challenges experienced by the health sector, to which an efficient and effective response must be given, it is necessary to

identify the competencies required for the optimal performance of primary health care managers.

METHODS

Participant or population Primary health care managers.

Intervention Description of the competencies required for job performance.

Comparator Not applicable.

Study designs to be included Quantitative, qualitative and mixed descriptive studies.

Eligibility criteria Studies that evaluate the competencies required by PHC managers to perform their work, from the point of view of the managers themselves; studies published in English, Spanish or Portuguese; studies published in the last 10 years.

Information sources An exhaustive review was carried out in the Pubmed, Scopus, Web of Science, CINAHL databases.

Main outcome(s) Description of the competencies required by primary health care managers to perform their functions.

Data management The records obtained were exported to Rayyan, eliminating duplicate studies. Two independent reviewers carried out the complete process of identification, screening and selection of studies, summarizing the entire process in a PRISMA flow. Data extraction was performed using tables prepared in Microsoft Excel.

Quality assessment / Risk of bias analysis Two authors will apply the MMAT Mixed Methods Evaluation Tool, version 2018. The MMAT is a critical appraisal tool designed for the assessment stage of systematic reviews of mixed studies, i.e., reviews that include qualitative, quantitative, and quantitative studies. reviews, i.e., reviews that include qualitative, quantitative, and mixed-methods studies. mixed methods.

Strategy of data synthesis A qualitative analysis of the data was performed; the following information was extracted in a table for each of the 6 studies included in this review: author, year of publication, title, sample number and characteristics, study design and the competencies identified for primary health care managers.

Subgroup analysis Not applicable.

Sensitivity analysis Not applicable.

Country(ies) involved Chile.

Keywords Primary Health Care, Health Services Administration, Health Personnel.

Dissemination plans This systematic review is expected to be published in an indexed journal associated with research in health or primary care health. It could also be subject to being presented at conferences or congresses related to the subject.

Contributions of each author

Author 1 - Katherine Soto-Schulz conceived the review, developed the protocol, wrote the search strategy, study selection and data extraction. Read and approved the final version of the manuscript.

Author 2 - Raúl Herrera-Echenique participated in evaluation of methodological quality, data analysis, discussion development and approval of the final manuscript.

Author 3 - Rodrigo Brito-Díaz contributed in wrote the search strategy, evaluation of methodological quality, study selection and data extraction.

Author 4 - Nuria Pérez-Romero participated in review and approval of the final manuscript.

Affiliation of each author

Katherine Soto-Schulz (1, 2)*, Raúl Herrera-Echenique (3), Rodrigo Brito-Díaz (4) y Nuria Pérez-Romero (1)

(1) Exercise and Rehabilitation Sciences Institute, Postgraduate, Faculty of Rehabilitation Sciences, Universidad Andres Bello, Santiago de Chile, Chile; (2) Doctoranda Programa Derecho y Administración de Empresas. Universidad de Lleida (España). (3) Facultad de Economía y Negocios, Universidad Andrés Bello, Santiago de Chile, Chile. (4) Instituto de la Visión. Santiago de Chile, Chile. * Corresponding