

Better Data, Stronger Health Workforce

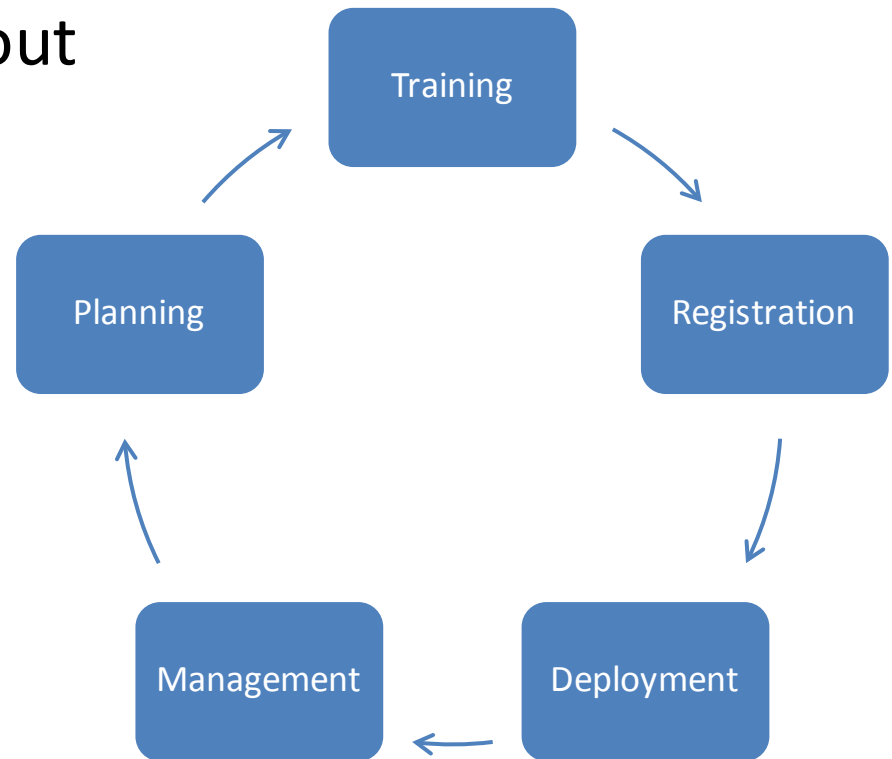
The Open Source iHRIS Approach

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Good Health Worker Data Needed for...

- **Education and Training** – to make sound decisions about education and training, quantity and type
- **Registration** – to ensure qualified supply
- **Deployment** – to meet needs
- **Management** – of personnel; tracking movements
- **Planning** – right person, right place, right skills, right time



When we began...



Getting from here...



The screenshot shows the iHRIS Qualify web application interface. The header includes the logo and the text "iHRIS Qualify Demonstration Site". A navigation bar contains links for "Home", "Help", "Feedback", and "iHRIS Website", along with a "Log out as Data Operations Mana" button. A sidebar on the left lists menu items: "Add Person", "Arch Records", "Create Reports", "Administer Database", and "Change Password". The main content area is titled "Add/Update Person" and contains a "Personal Information" form. The form fields are:

- Surname:
- First Name:
- Other Names:
- Nationality:
- Current Residence:
- Home Residence:

A "confirm" button is located at the bottom right of the form.

...to there

Fundamentally Open Source



Local Stakeholder Leadership

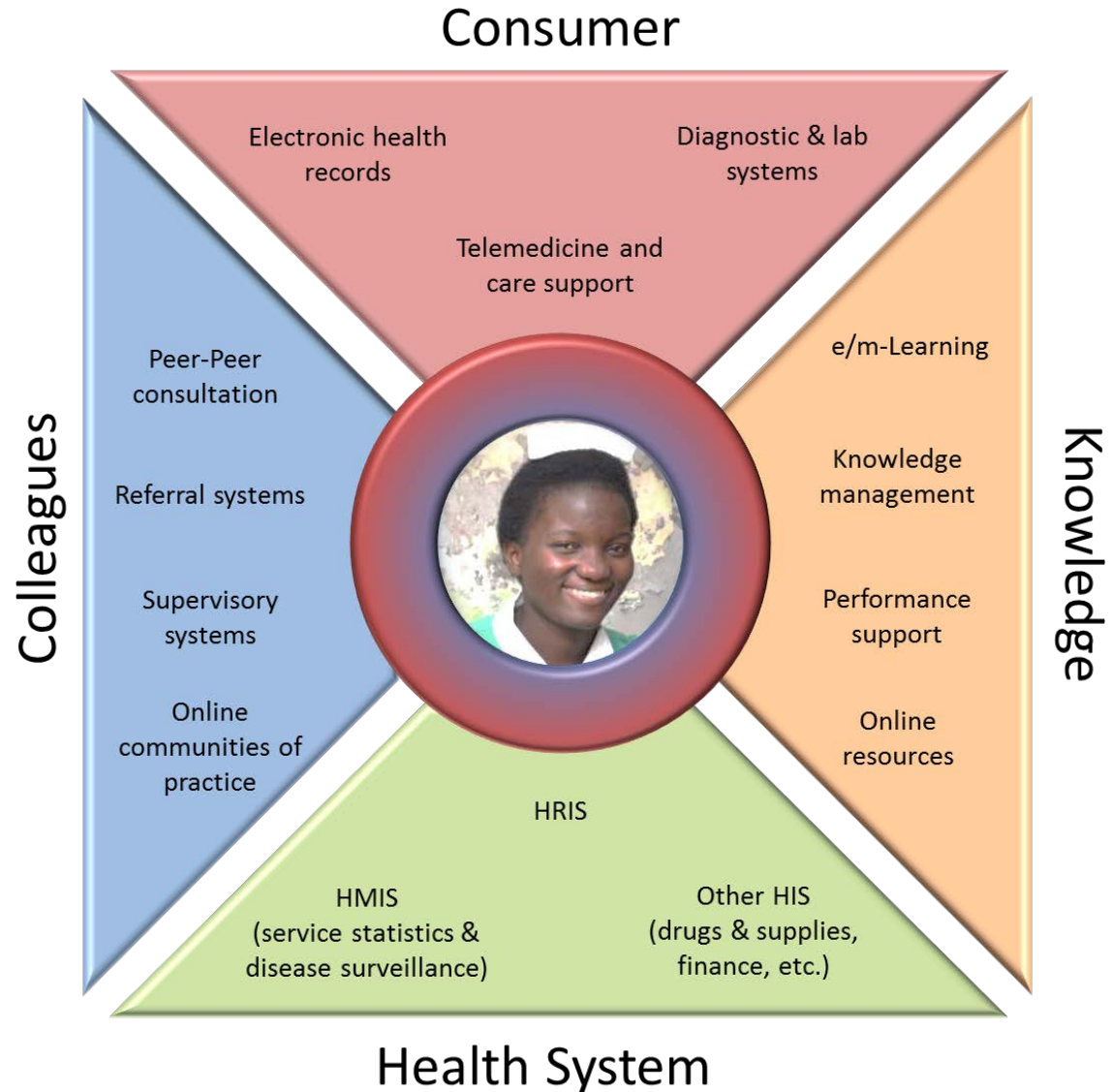


HRIS and the eHealth Framework

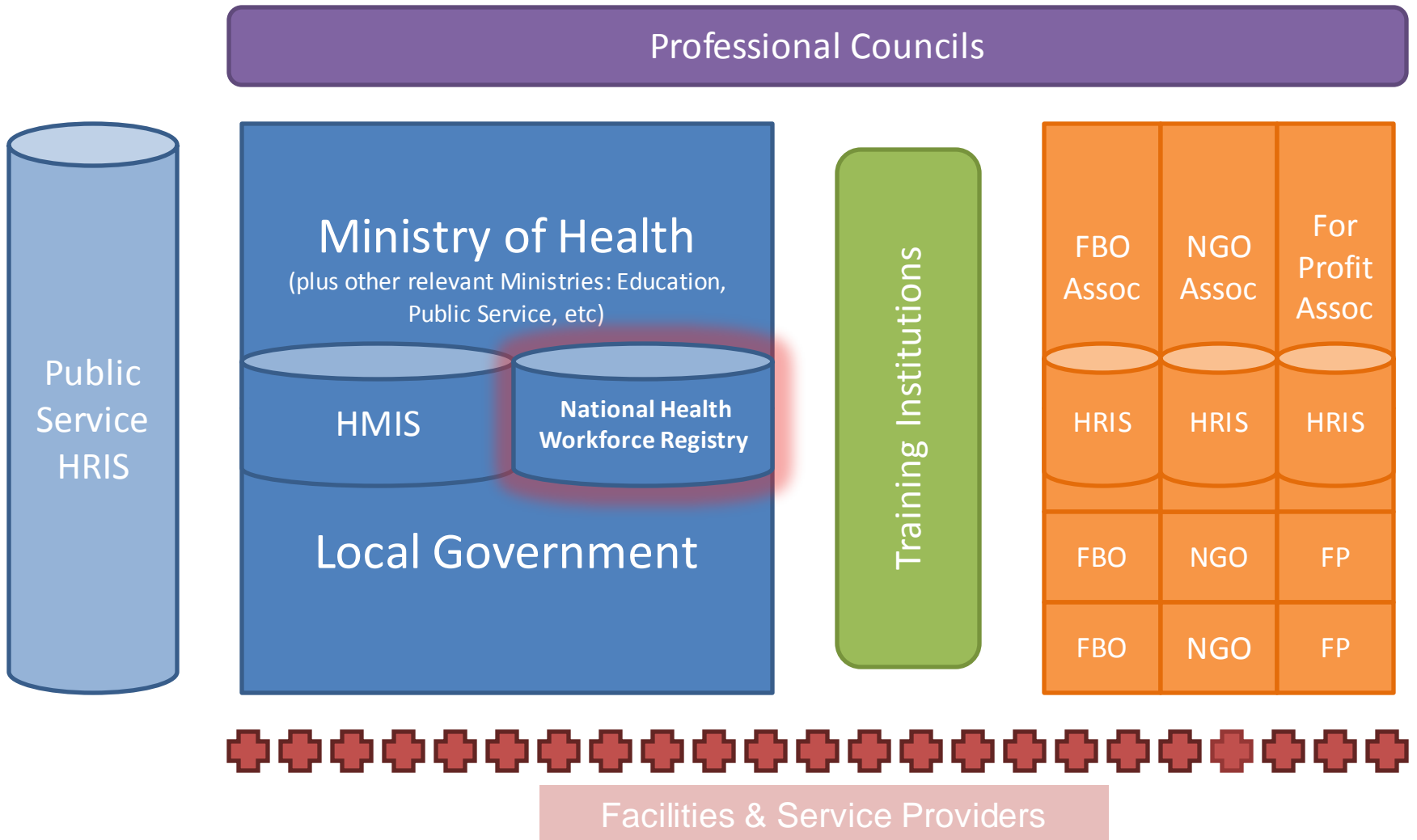
Understanding
Health Worker
Information

Strategies and
Tools For
Effective Use

New Directions



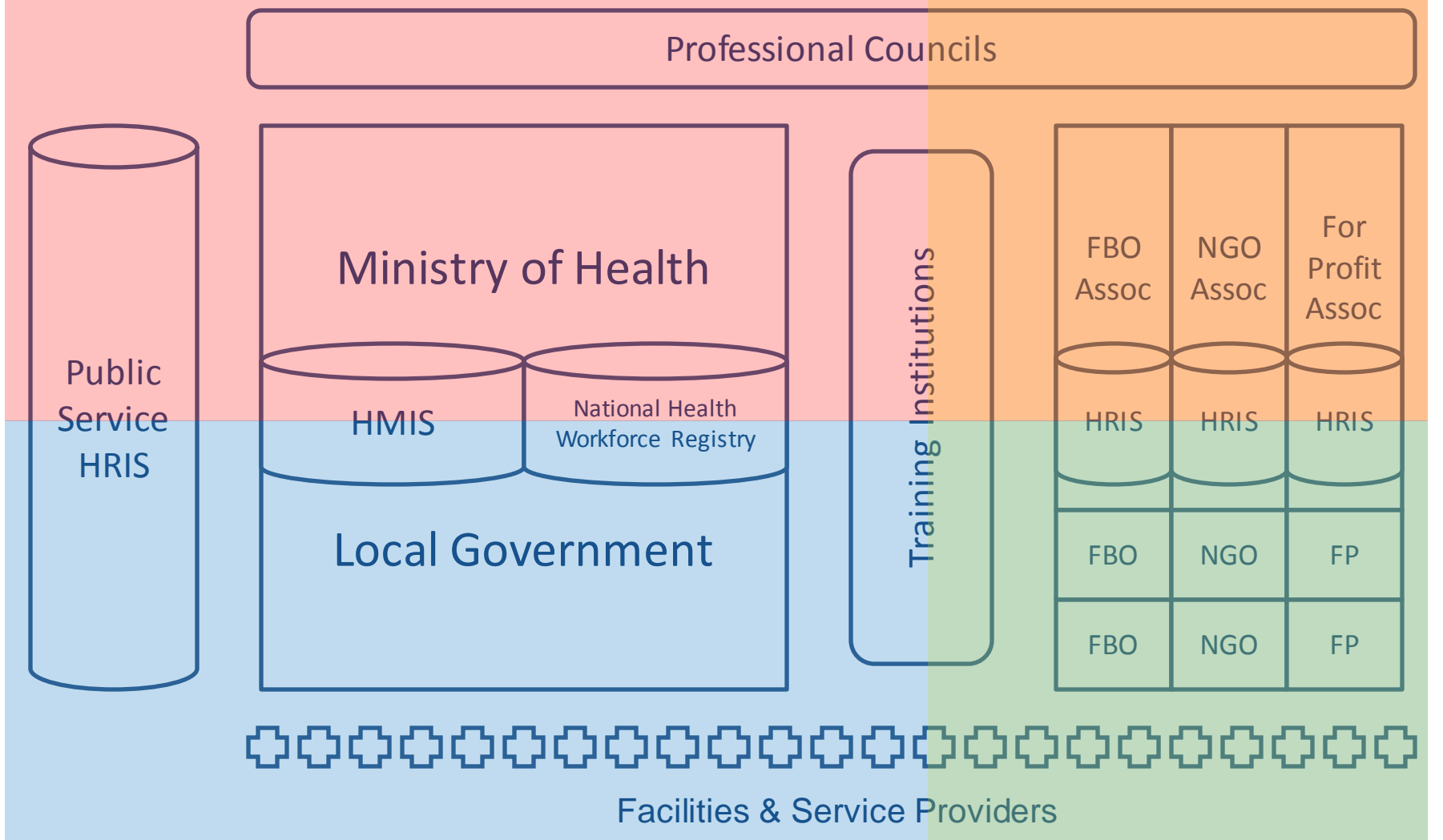
Health Workforce Information Ecosystem



National/Local, Public/Private

National

Private Sector








Local



iHRIS



-  **iHRIS Manage** is for health service delivery
-  **iHRIS Qualify** is for health professional councils
-  **iHRIS Plan** is for workforce planning and modeling
-  **iHRIS Retain** helps plan and cost retention interventions
-  **iHRIS Train** tracks pre-service and in-service training

iHRIS Global Community

ihris@googlegroups.org

- Over **200** active participants in open source community
- Over **400** issues raised, addressed and resolved in 1.5 years
- **Six** donors
 - **Eight** implementers
 - IntraHealth
 - Abt
 - Baylor
 - FSD
 - IMA
 - JSI
 - MSH
 - JHPIEGO

USAID

- CDC
- Canada
- DFID
- WHO
- World Bank

All supporting over
1,250,000 workforce records



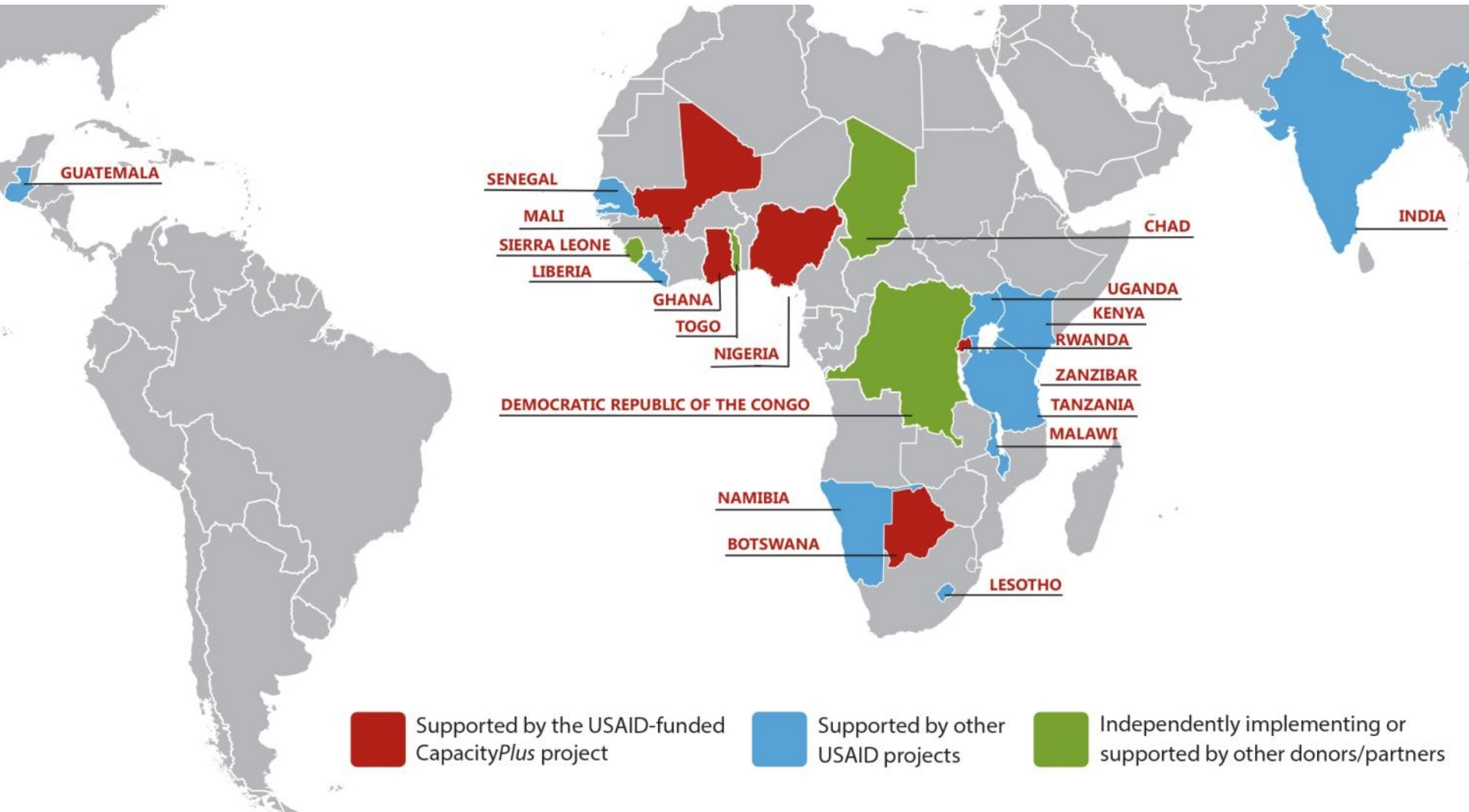
Translation status by language

iHRIS Manage » Series trunk » Translations

Translation status

Language	Status ▲
Spanish	
Sinhalese	
French	
Czech	
Brazilian Portuguese	
German	
Italian	
Arabic	
Portuguese	
Estonian	
Dutch	
Swahili	

Spread and Use of iHRIS Software



In Detail...

Country	USAID Project	Start Year	Workers Supported
Nigeria	CapacityPlus	2011	356,423
Rwanda		2006	37,943
Botswana		2009	36,180
India (Jharkhand)		2010	34,000
Ghana		2009	13,294
Mali		2011	7,813
Malawi (MOCHSW)		2014	TBD
Tanzania		Tanzania HR Project	2008
Uganda	Uganda Capacity Project	2006	135,090
Kenya	Capacity Kenya	2007	59,693
Guatemala	CAMCAP	2012	43,786
Malawi (MOH)	SSDI	2014	29,732
Liberia	RBHS	2013	8,082
Lesotho	HRAA	2007	4,174
Senegal	MNCH/FP/ Malaria Project	2013	1,678
Namibia	Namibia HIV/AIDS Project	2012	733

Country	Donor & Implementer	Start Year	Workers Supported
India (Bihar)	DFID IntraHealth	2010	78,000
Togo	WHO FSD	2011	11,093
Sierra Leone	WHO University of Dar es Salaam	2011	1,756
Chad	WHO FSD	2012	3,439
DRC	DFID IMA	2012	TBD

*298,992 of Tanzania total are non-health workers employed by the local government

Total: 1,255,956

A few numbers...

- **Save Money**
 - \$177 million saved by using iHRIS, plus \$39 million in annual license fees
 - Millions saved around the world, identifying and eliminating ghost workers and redundant staff and positions
- **Advocacy**
 - Uganda used iHRIS data in 2013 to advocate for a \$20 million recruitment fund, filling more than 8,000 identified vacancies
- **Workforce Planning**
 - Uganda uses iHRIS Train to plan for nearly 30,000 health students currently in training
- **Regulation**
 - Uganda Medical Council used iHRIS Qualify to increase re-licensure compliance from less than 100 to more than 2,300 doctors
- **Deployment for better services and efficiency**
 - One state in India used iHRIS to identify and address OB/GYN gaps in 60% of their facilities
 - Malawi MOH found only 4 mechanics serving 700 drivers in their motor fleet.

“Before iHRIS, we had a lot of outcry from the public, from government, from other departments, that we are riddled by ghost workers. Mulago Referral Hospital alone was losing US\$ 400 million per year.” – Permanent Secretary, Uganda Ministry of Health.

iHRIS Implementation Toolkit



Implementation Roadmap



Assess

It's only natural to want to jump right into deploying a new *human resource information system* like iHRIS, once it's decided that one is needed. Before beginning, though, take some time to assess the systems for managing health information that already exist.

iHRIS will be a sub-component of the *health information system (HIS)* or *eHealth* architecture that will need to share data with other information systems. During this stage, it's important to identify all potential producers and users of HRH information. These will be sources of data for iHRIS. The assessment will also help you understand how HRH information will flow to other systems, as well as to users via reports.

Tags [assessment](#), [business case](#), [champions](#), [data demand](#), [eHealth strategy](#), [health information system](#), [Health Workforce Observatory](#), [HR management](#), [HRH data](#), [HRIS](#), [infrastructure](#), [policy and management questions](#), [stakeholders](#)





The CapacityPlus Partnership

IntraHealth International, Inc. (lead partner)

Abt Associates

IMA World Health

Liverpool Associates In Tropical Health (LATH)

Training Resources Group, Inc. (TRG)

