

iHRIS Open Source, Data, and Sustainability

Lather, Rinse, Repeat

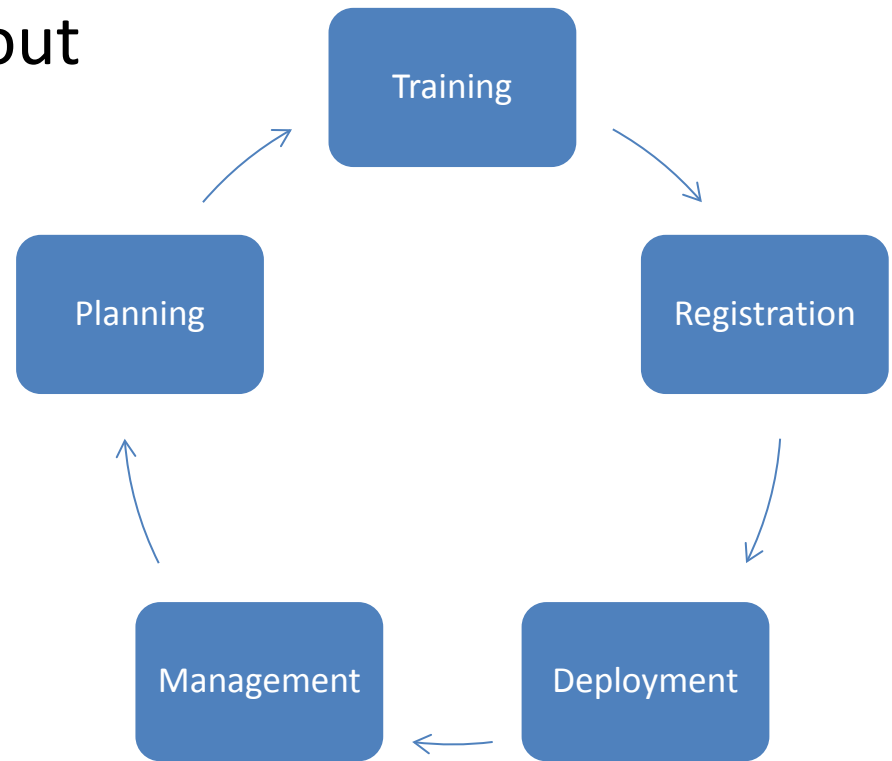
Dykki Settle | *Better Data, Stronger Health Workforce: The Open Source iHRIS Approach*

May 6, 2014



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 started...



Getting from this...



The screenshot shows the iHRIS Qualify web application interface. The header includes the logo and the text "iHRIS Qualify Demonstration Site". Below the header is a navigation bar with links for "Home", "Help", "Feedback", and "iHRIS Website", along with a "Log out as Data Operations Mana" button. The main content area is titled "Add/Update Person" and contains a form for "Personal Information". The form has several fields: "Surname", "First Name", "Other Names", and "Nationality" (a dropdown menu). There are also two sections for "Residence": "Current Residence" and "Home Residence", each with three dropdown menus for "Select One", "Select Country First", and "Select District First". A "confirm" button is located at the bottom right of the form.

...to that

Origins in Open Source



Local Stakeholder Leadership



iHRIS Implementation Toolkit



Home [Help](#)

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](#)

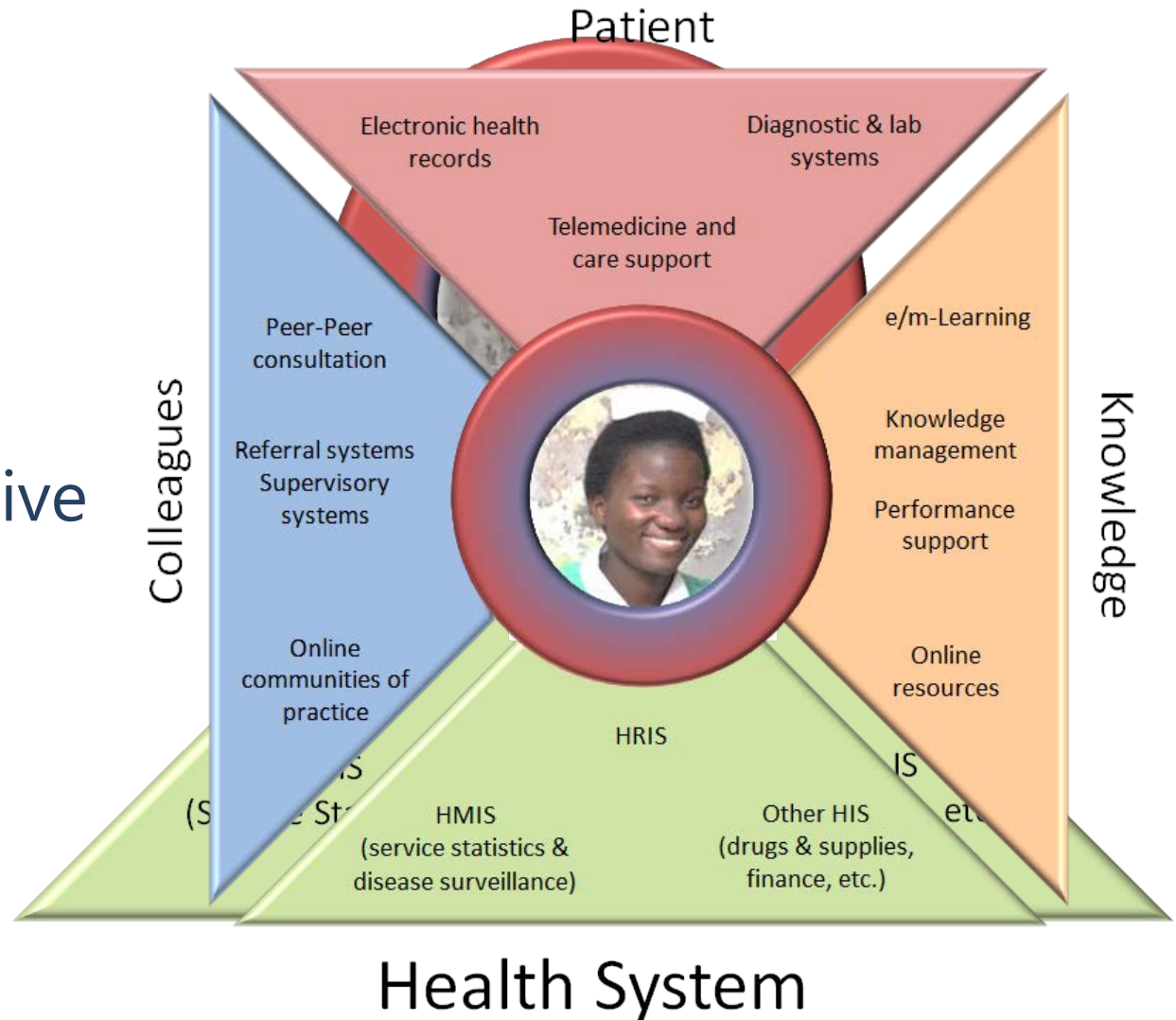


HRIS and the eHealth Framework

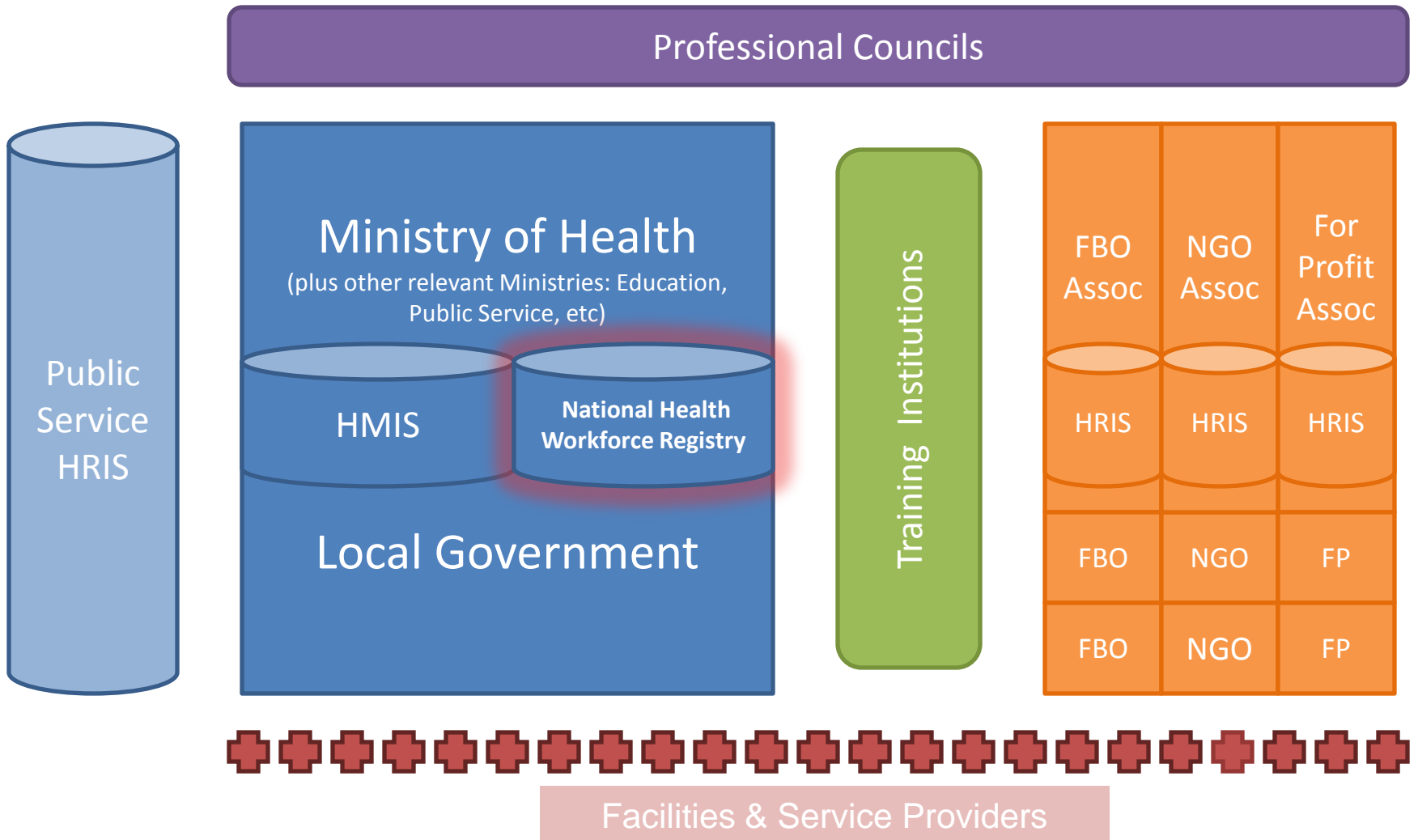
Understanding Health Worker Information

Strategies and Tools For Effective Use

New Directions



Health Workforce Information Ecosystem







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 one year of operation
- Six donors
 - USAID
 - CDC
 - Canada
 - DFID
 - WHO
 - World Bank
- Seven implementers
 - IntraHealth
 - Abt
 - Baylor
 - FSD
 - IMA
 - JSI
 - MSH
- All supporting over 1,255,956 workforce records



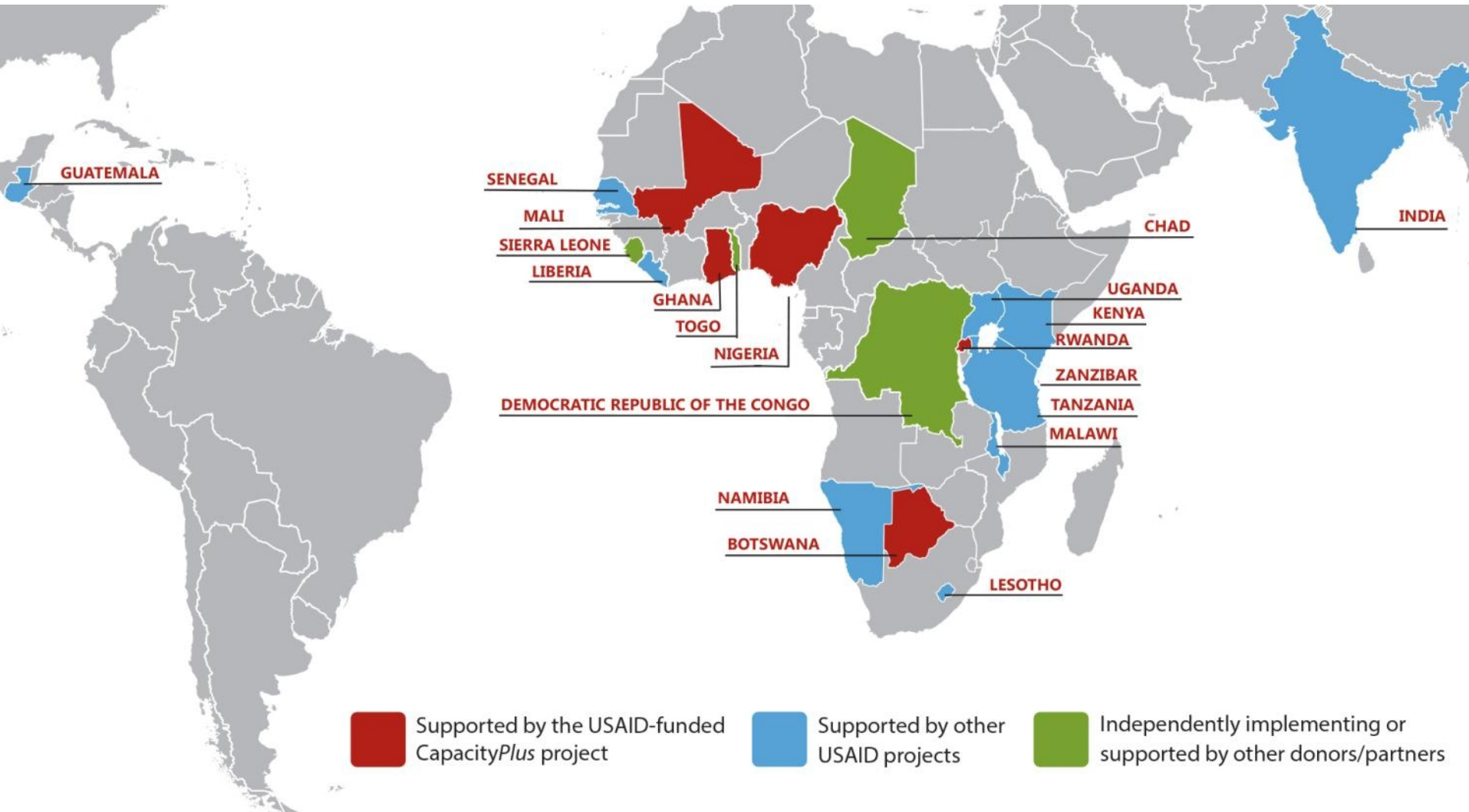
Translation status by language

iHRIS Manage » Series trunk » Translations

Translation status

Language	Status ▲
Spanish	
Sinhalese	
French	
Czech	
Brazilian Portuguese	
German	
Italian	
Arabic	
Portuguese	
Estonian	
Dutch	
Swahili	
Ukrainian	
Galician	
Tagalog	
Macedonian	
Breton	
Chinese (Simplified)	
Russian	

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
<i>Malawi (MOCHSW)</i>		2014	<i>TBD</i>
Tanzania		Tanzania HR Project	2008
Uganda	Uganda Capacity Project	2006	135,090
Kenya	Capacity Kenya	2007	59,693
Guatemala	CAMCAP	2012	43,786
Malawi	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 & Partner	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
<i>DRC</i>	<i>DFID IMA</i>	2012	<i>TBD</i>

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

Total: 1,255,956

Exemplar Outcomes

- **India**
 - Redeploying obstetricians and anaesthesiologists to meet emerging demands
 - Recruiting nearly 450 new medical officers between 2012 and 2013 because of *iHRIS* reports
- **Zanzibar**
 - Using *iHRIS* data to create minimum staffing requirements for the entire Ministry of Health to match workers' skills with needs
 - Retaining workers in underserved areas by using Risk and Responsibility payments comprehensively to support retention
 - Informing and guiding workforce planning for projected retirements to maintain sufficient personnel
- **Mali**
 - MOH bi-annual meeting of central staff and regional HRH coordinators rely heavily upon *iHRIS* reports to closely examine the HRH staffing and ratios of HRH staff per population by region, including northern regions.
- **Malawi**
 - Discovering mismatch between drivers and mechanics in the motor fleet—4 mechanics serving 700 drivers—needed to move personnel and materials across the country.

“Our team has developed a very good system and we should use it for rational deployment as well as for other HR related decisions. Everything is available at one place.”

Jharkhand Principal Secretary of Health.



The CapacityPlus Partnership

IntraHealth International, Inc. (lead partner)

Abt Associates

IMA World Health

Liverpool Associates In Tropical Health (LATH)

Training Resources Group, Inc. (TRG)



USAID
FROM THE AMERICAN PEOPLE



CapacityPlus
Serving health workers, saving lives.



PEPFAR