Better Data, Stronger Health Workforce
The Open Source iHRIS Approach

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The views expressed in this presentation do not necessarily reflect the views of the United States Agency for International Development or the United States Government.
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...

...to there
Fundamentally Open Source
Local Stakeholder Leadership

Example of Stakeholder Leadership Group Table
HRIS and the eHealth Framework

Understanding Health Worker Information

Strategies and Tools For Effective Use

New Directions

[Diagram of HRIS and eHealth Framework with categories such as Consumer, Colleagues, Knowledge, Health System, and subcategories like Electronic health records, Diagnostic & lab systems, Telemedicine and care support, e/m-Learning, Knowledge management, Performance support, Online resources, HRIS, Other HIS (drugs & supplies, finance, etc.), HMIS (service statistics & disease surveillance), Peer-Peer consultation, Referral systems, Supervisory systems, Online communities of practice.]
Health Workforce Information Ecosystem

Ministry of Health
(plus other relevant Ministries: Education, Public Service, etc)

Local Government

HMIS
National Health Workforce Registry

Professional Councils

Training Institutions

FBO Assoc
NGO Assoc
For Profit Assoc

HRIS
HRIS
HRIS

FBO
NGO
FP

FBO
NGO
FP

Public Service HRIS

Facilities & Service Providers
National/Local, Public/Private

National

Ministry of Health

HMIS

National Health Workforce Registry

Local Government

Public Service HRIS

Professional Councils

Training Institutions

FBO Assoc

NGO Assoc

For Profit Assoc

HRIS

HRIS

HRIS

FBO

NGO

FP

FP

Facilities & Service Providers

Local
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
  - CDC
  - Canada
  - DFID
  - WHO
  - World Bank
  - USAID

• Eight implementers
  ▪ IntraHealth
  ▪ Abt
  ▪ Baylor
  ▪ FSD
  ▪ IMA
  ▪ JSI
  ▪ MSH
  ▪ JHPIEGO

All supporting over 1,250,000 workforce records
## Translation status by language

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<thead>
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<th>Language</th>
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Spread and Use of iHRIS Software

Map showing the spread and use of iHRIS software in various countries, with different colors indicating the support sources:
- Red: Supported by the USAID-funded CapacityPlus project
- Blue: Supported by other USAID projects
- Green: Independently implementing or supported by other donors/partners
## In Detail...

<table>
<thead>
<tr>
<th>Country</th>
<th>Project</th>
<th>Start Year</th>
<th>Workers Supported</th>
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<tr>
<td>Nigeria</td>
<td>CapacityPlus</td>
<td>2011</td>
<td>356,423</td>
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<td>37,943</td>
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<td></td>
<td>2009</td>
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<td>India</td>
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<td>2010</td>
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<td>Ghana</td>
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<td>2009</td>
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<td>Mali</td>
<td></td>
<td>2011</td>
<td>7,813</td>
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<td>Malawi (MOCHSW)</td>
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<td>2014</td>
<td>TBD</td>
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<tr>
<td>Tanzania</td>
<td>Tanzania HR Project</td>
<td>2008</td>
<td>347,141*</td>
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<td>Uganda</td>
<td>Uganda Capacity Project</td>
<td>2006</td>
<td>135,090</td>
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<td>Kenya</td>
<td>Capacity Kenya</td>
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<td>59,693</td>
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<td>Guatemala</td>
<td>CAMCAP</td>
<td>2012</td>
<td>43,786</td>
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<td>Malawi (MOH)</td>
<td>SSDI</td>
<td>2014</td>
<td>29,732</td>
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<td>Liberia</td>
<td>RBHS</td>
<td>2013</td>
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<td>Lesotho</td>
<td>HRAA</td>
<td>2007</td>
<td>4,174</td>
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<td>Senegal</td>
<td>MNCH/FP/Malaria Project</td>
<td>2013</td>
<td>1,678</td>
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<td>Namibia</td>
<td>Namibia HIV/AIDS Project</td>
<td>2012</td>
<td>733</td>
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<tr>
<th>Country</th>
<th>Donor &amp; Implementer</th>
<th>Start Year</th>
<th>Workers Supported</th>
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<td>India (Bihar)</td>
<td>DFID IntraHealth</td>
<td>2010</td>
<td>78,000</td>
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<td>Togo</td>
<td>WHO FSD</td>
<td>2011</td>
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<td>Sierra Leone</td>
<td>WHO University of Dar es Salaam</td>
<td>2011</td>
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<td>Chad</td>
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<td>2012</td>
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<tr>
<td>DRC</td>
<td>DFID IMA</td>
<td>2012</td>
<td>TBD</td>
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*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 USh 400 million per year.” – Permanent Secretary, Uganda Ministry of Health.
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.
The CapacityPlus Partnership

IntraHealth International, Inc. (lead partner)
Abt Associates
IMA World Health
Liverpool Associates In Tropical Health (LATH)
Training Resources Group, Inc. (TRG)