

Determining the costs of retention strategies with iHRIS Retain software

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Background

- Need to health worker retention interventions for policies / strategies
- Developed in collaboration with the WHO, based on 2010 Global Policy Recommendations
 - Educational, regulatory, financial, professional development and other interventions
- Field tested in Lao PDR and Uganda
- Complement to the discrete choice experiment (DCE) to determine evidence-based health worker job packages to attract and retain health workers to rural and remote areas

iHRIS Retain software

- Multi-year projections & phased approaches
- Cadre-specific & systemic interventions
- National, regional, district levels
- Disaggregated & aggregated data
- High-, mid-, low-cost scenarios
- Share/export data & reports

Demo: <http://retain.ihris.org>



iHRIS Retain

Cost Health Worker Retention Interventions



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[About iHRIS Retain](#)

[Other iHRIS Software](#)

Welcome to iHRIS Retain!

Health worker retention is critical to ensure better access to health services. There are many interventions that can motivate health workers to accept posts and remain in rural and other underserved areas. As part of the decision-making process about the most appropriate retention strategy to pursue and to advocate for funding support, you will need to know how much the retention interventions will cost.

[CapacityPlus](#), USAID's flagship global human resources for health strengthening project, and the [World Health Organization's \(WHO\) Department for Health Systems Policies and Workforce](#) have joined together and responded to this need by developing this retention intervention costing tool.

iHRIS Retain is an open source tool to cost various health worker interventions and develop retention strategies to be implemented at the district, regional, or national level. The newest product in the CapacityPlus [iHRIS Suite](#) of health workforce software, the tool is structured according to the [2010 WHO Global Policy Recommendations for Increasing Access to Health Workers in Remote and Rural Areas through Improved Retention](#).

You do not need to be a health economist to use this tool. The software tool guides the user through the costing process step by step to capture needed financial and health workforce data. Based on the inputs entered, iHRIS Retain calculates the total costs and generates reports for each retention intervention and targeted cadre, as well as different packages of interventions. Stakeholders can review the disaggregated and aggregated costing results to determine the economic feasibility of different retention interventions for inclusion in a retention strategy.



Create New Costing Exercise

Begin a new retention intervention costing exercise.



Work on Existing Costing Exercise

Update or review saved exercises.



Resources

View reference materials for health workforce retention.



User Manual

View user's guide for the retention intervention costing tool.

Demo: <http://retain.ihris.org>

- Step 1: Financial Information
- Step 2: Targeted cadres
- Step 3: Intervention Selection
- Step 4: Information Review
- Step 5: Package Design
- Step 6: Reports Review

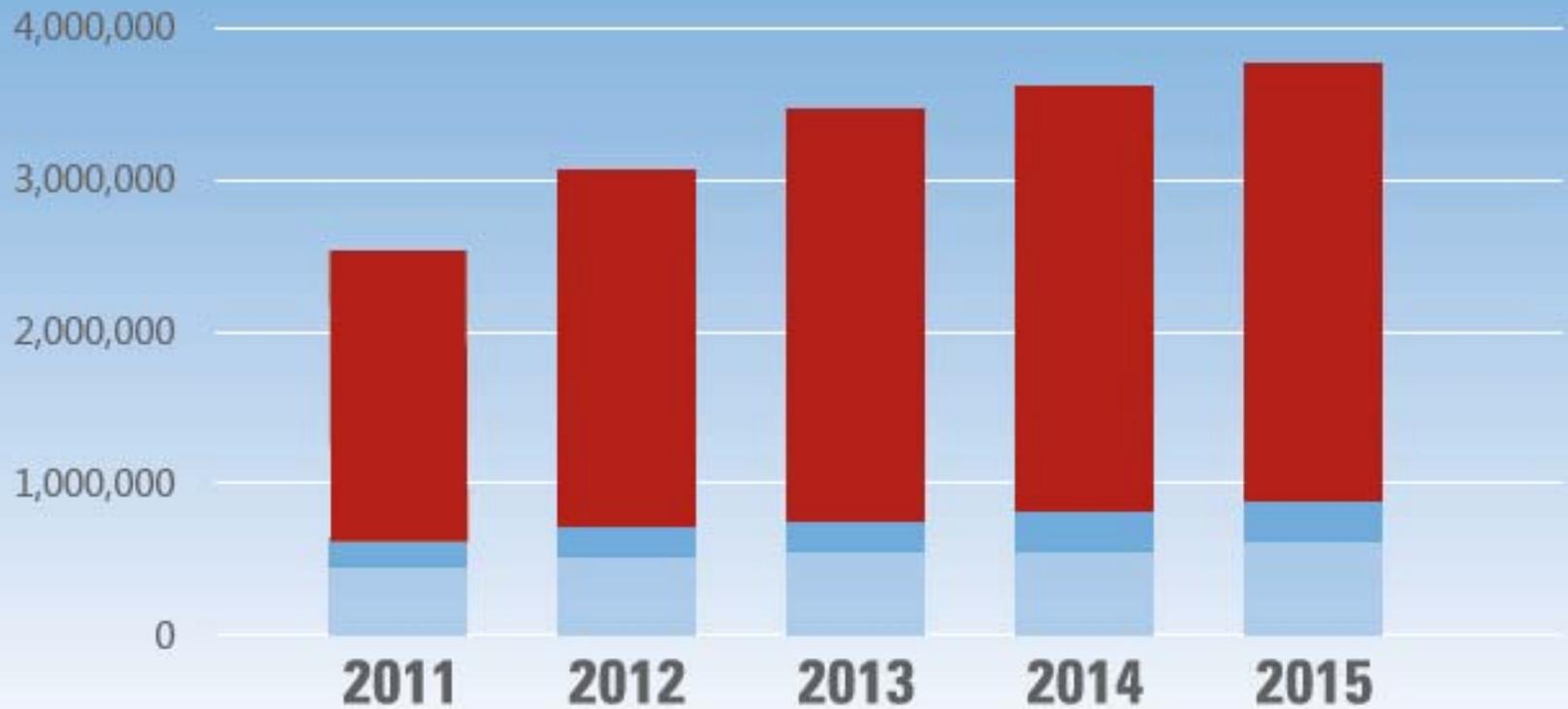
Demo: <http://retain.ihris.org>

- Highlighted Costing Reports
 - Total cost per package, disaggregated by intervention activity
 - Cost of all interventions by year, by cadre
 - Cost of retention package per health worker
 - Annual costs as percentage of health sector / personnel budget / recurrent expenditures
 - Package comparison reports & charts

Table 2: Retention Package Costing Scenarios, Based on Rapid Discrete Choice Experiment in Lao People's Democratic Republic

(US Dollars)	Most Preferred	Minimum Package	Moderate Cost Alternative
Average Annual Cost	15,258,869	1,822,347	3,283,233
Average Predicted Preference Impact (%)	92.3%	71.1%	82.3%
Total Health Sector Budget 2010-11	136,123,019	136,123,019	136,123,019
Package as Percent of Total Health Budget	11.2%	1.3%	2.4%
Health Sector Wage Budget 2010-11	23,098,239	23,098,239	23,098,239
Package as Percent of Wage Budget	66.1%	7.9%	14.2%

FIGURE 2: YEARLY COST OF MODERATE INVESTMENT PACKAGE BY CADRE (USD)



 MEDICAL DOCTORS  MEDICAL ASSISTANTS  NURSES/MIDWIVES



The CapacityPlus Partnership

IntraHealth International, Inc. (lead partner)

Abt Associates

IMA World Health

Liverpool Associates In Tropical Health (LATH)

Training Resources Group, Inc. (TRG)



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