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
- **Planning** – right person, right place, right skills, right time
When we started...
Getting from this...

...to that
Origins in Open Source
Local Stakeholder Leadership

Example of Stakeholder Leadership Group Table

- FBO
- Health Professional Council
- Training Schools
- Universities
- HRD
- Chief Nursing
- HRM
- WHO

Image of a meeting with stakeholders.
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.
HRIS and the eHealth Framework

Understanding Health Worker Information

Strategies and Tools For Effective Use

New Directions

Patient
- Electronic health records
- Telemedicine and care support

Diagnostic & lab systems
- e/m-Learning
- Knowledge management
- Performance support

Online resources

HRIS (service statistics & disease surveillance)

Peer-Peer consultation
- Referral systems
- Supervisory systems

Colleagues

Health System

Knowledge

New Directions
Health Workforce Information Ecosystem

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

National Health Workforce Registry

Local Government

Local Government

Public Service
HRIS

Professional Councils

Training Institutions

FBO Assoc | NGO Assoc | For Profit Assoc
---|---|---
HRIS | HRIS | HRIS
FBO | NGO | FP
FBO | NGO | FP

Facilities & Service Providers
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**
<table>
<thead>
<tr>
<th>Language</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spanish</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Sinhalese</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>French</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Czech</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Brazilian Portuguese</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>German</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Italian</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Arabic</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Portuguese</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Estonian</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Dutch</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Swahili</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Ukrainian</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Galician</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Tagalog</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Macedonian</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Breton</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Chinese (Simplified)</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
<tr>
<td>Russian</td>
<td><img src="image" alt="Green Bar" /></td>
</tr>
</tbody>
</table>
Spread and Use of iHRIS Software
### In Detail…

<table>
<thead>
<tr>
<th>Country</th>
<th>USAID Project</th>
<th>Start Year</th>
<th>Workers Supported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nigeria</td>
<td>CapacityPlus</td>
<td>2011</td>
<td>356,423</td>
</tr>
<tr>
<td>Rwanda</td>
<td>2006</td>
<td>37,943</td>
<td></td>
</tr>
<tr>
<td>Botswana</td>
<td>2009</td>
<td>36,180</td>
<td></td>
</tr>
<tr>
<td><strong>India</strong> (Jharkhand)</td>
<td>CapacityPlus</td>
<td>2010</td>
<td>34,000</td>
</tr>
<tr>
<td>Ghana</td>
<td>2009</td>
<td>13,294</td>
<td></td>
</tr>
<tr>
<td>Mali</td>
<td>2011</td>
<td>7,813</td>
<td></td>
</tr>
<tr>
<td><strong>Malawi</strong> (MOCHSW)</td>
<td>2014</td>
<td><em>TBD</em></td>
<td></td>
</tr>
<tr>
<td>Tanzania</td>
<td>Tanzania HR Project</td>
<td>2008</td>
<td>347,141*</td>
</tr>
<tr>
<td>Uganda</td>
<td>Uganda Capacity Project</td>
<td>2006</td>
<td>135,090</td>
</tr>
<tr>
<td>Kenya</td>
<td>Capacity Kenya</td>
<td>2007</td>
<td>59,693</td>
</tr>
<tr>
<td>Guatemala</td>
<td>CAMCAP</td>
<td>2012</td>
<td>43,786</td>
</tr>
<tr>
<td>Malawi</td>
<td>SSDI</td>
<td>2014</td>
<td>29,732</td>
</tr>
<tr>
<td>Liberia</td>
<td>RBHS</td>
<td>2013</td>
<td>8,082</td>
</tr>
<tr>
<td>Lesotho</td>
<td>HRAA</td>
<td>2007</td>
<td>4,174</td>
</tr>
<tr>
<td>Senegal</td>
<td>MNCH/FP/Malaria Project</td>
<td>2013</td>
<td>1,678</td>
</tr>
<tr>
<td>Namibia</td>
<td>Namibia HIV/AIDS Project</td>
<td>2012</td>
<td>733</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Country</th>
<th>Donor &amp; Partner</th>
<th>Start Year</th>
<th>Workers Supported</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>India</strong> (Bihar)</td>
<td>DFID IntraHealth</td>
<td>2010</td>
<td>78,000</td>
</tr>
<tr>
<td>Togo</td>
<td>WHO FSD</td>
<td>2011</td>
<td>11,093</td>
</tr>
<tr>
<td>Sierra Leone</td>
<td>WHO University of Dar es Salaam</td>
<td>2011</td>
<td>1,756</td>
</tr>
<tr>
<td>Chad</td>
<td>WHO FSD</td>
<td>2012</td>
<td>3,439</td>
</tr>
<tr>
<td><strong>DRC</strong></td>
<td>DFID IMA</td>
<td>2012</td>
<td><em>TBD</em></td>
</tr>
</tbody>
</table>

*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)