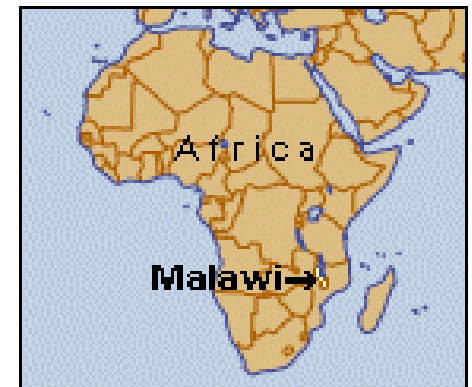


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Malawi HRH M&E Framework and Information System

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Towards a global strategy for strengthening health workforce information systems



Introduction

- The Malawi **SWAp** Programme of Work (PoW) incorporates a comprehensive development & implementation programme for HRH policy objectives and system requirements to address the critical HRH situation in the country
- Ministry of Health (MOH) aims to collate and maintain accurate, high quality & timely HRH data to inform the development, implementation & monitoring of comprehensive sector wide HRH policies & practices
- Specific interventions for institutionalizing and maintaining improved HRH information and data systems are:
 - Reflected in the HRH Strategic Plan
 - Guided by the HRH M&E Framework which is embedded within the overall SWAp M&E

Provides systematic mechanism for monitoring HRH in health sector

Informs evidence based HRH policy and planning & decision making

Need for HRH M&E Framework

Reinforces HRH accountability within the health sector

Measures and monitors impact of HRH interventions

HRH M&E Framework

SWAp Program Goal

To raise the level of health status of all Malawians by reducing the incidence of illness and occurrence of premature deaths in the population

HRH Purpose

Develop, deploy and manage an adequate, well trained and motivated workforce to meet the health needs of the Malawian population within the available budget, provided through the regulated mix of public, NGO and private organizations

HRH Outputs

1. Increased number of trained health workers in the sector
2. Increased number of skilled and competent health workers in post
3. Strengthen HRH policy and systems across the health sector

Inputs

Human resources in health funded adequately



Strengths

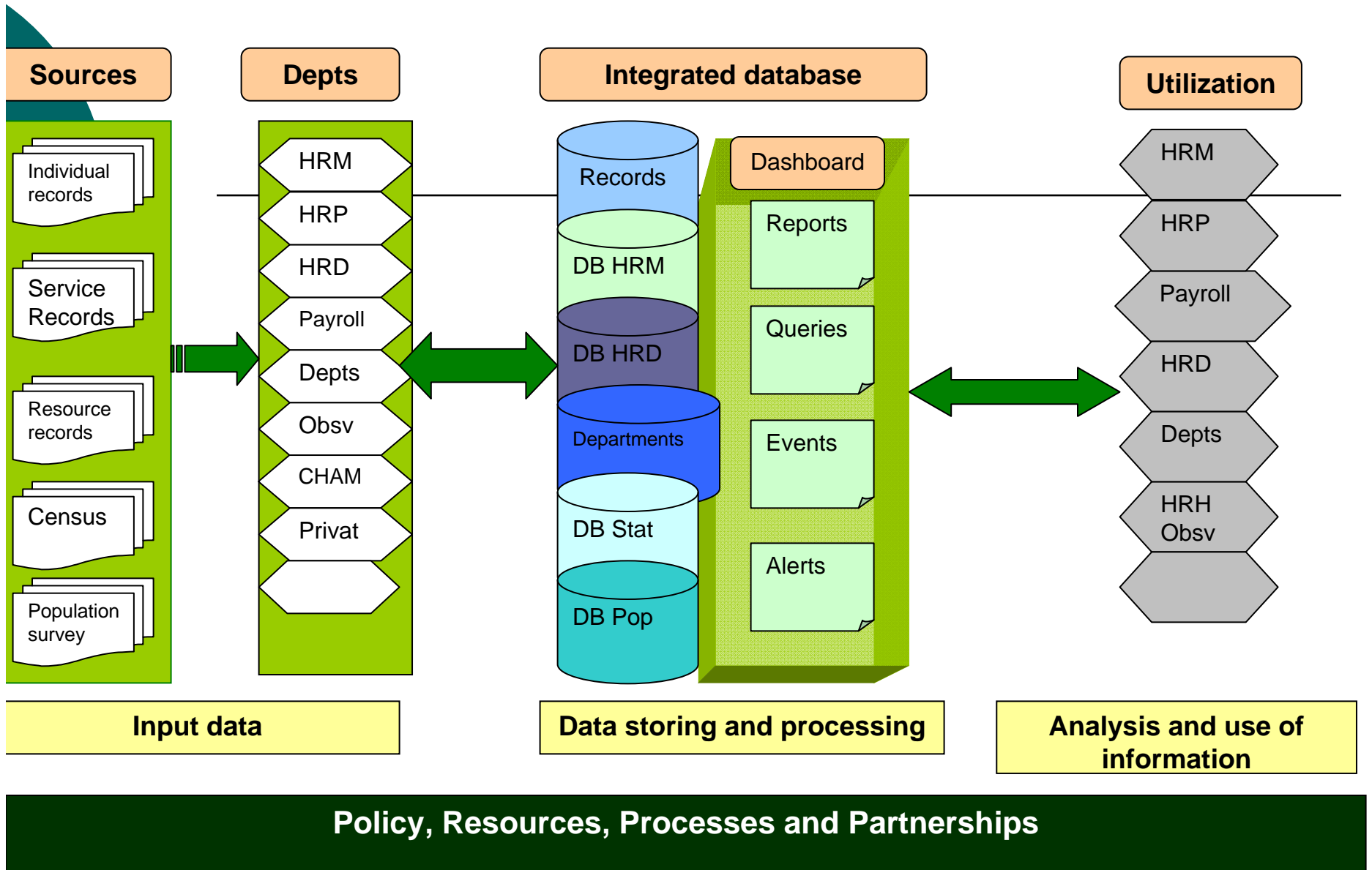
- Committed leadership.
- Availability of HR Officers at all district and central hospitals.
- Recognition by Government and its cooperating partners of the significance of HR and contribution to resolving the current HR crisis
 - for instance, HR Pillar 1 of SWAp Programme of Work



Strengths

- **Conducive policy environment**
 - Strategic HRH Framework (2007-11) outlines improvements to HRH information and M&E systems
 - HRH M&E and information system building on existing SWAp M&E framework and HIS mechanisms
 - HR management information is one of the six sub-systems of HMIS. However, HRIS is not yet functional within the HMIS
- **Availability of HRH baseline data**
 - HRH census conducted in 2008 established accurate personnel data needed to inform, track and monitor targeted staff recruitment, retention & development initiatives
 - Defined indicator matrix for monitoring progress
 - Comprehensive and decentralised HRH information system data base
 - Operationalization of the computerized HRH information system

INTEGRATED HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM





Constraints

- Limited capacity (computer literacy) at district level to maintain the HRH data base information system
- Wide and fragmented range of data sources for human resources
- HR information system not fully integrated with HMIS
- Limited information flow between MOH headquarters & DHOs



Lessons learnt

- Harmonization and alignment with other M&E Frameworks and information systems possible
- Build capacity in HMIS/M&E at every level in collection, analysis, interpretation & use of information