

First Meeting of the Health workforce Information Reference Group
10-12 March 2010 / Montreux, Switzerland



Managing the Critical Human Resources Gap: Health Worker Information Systems and Standards

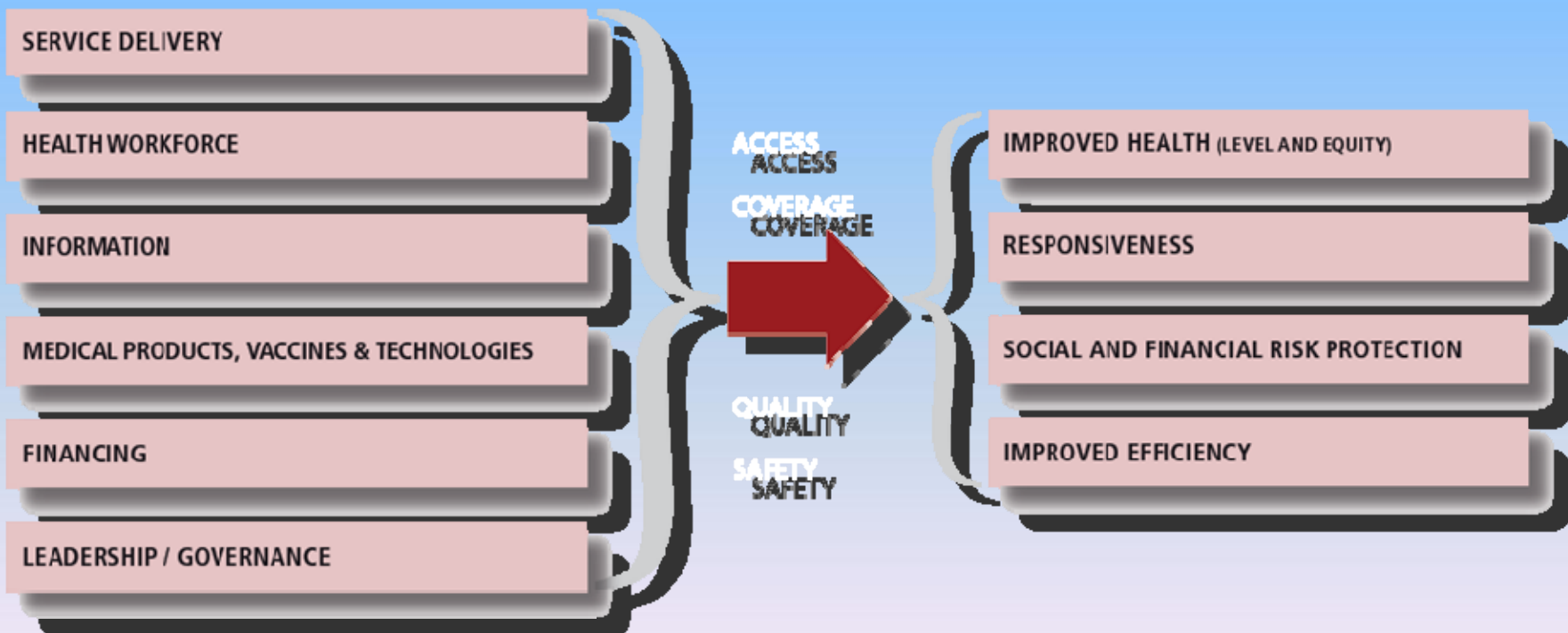
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Towards a global strategy for strengthening health workforce information systems

Six WHO Building Blocks of Health Systems Strengthening

The WHO Health System Framework

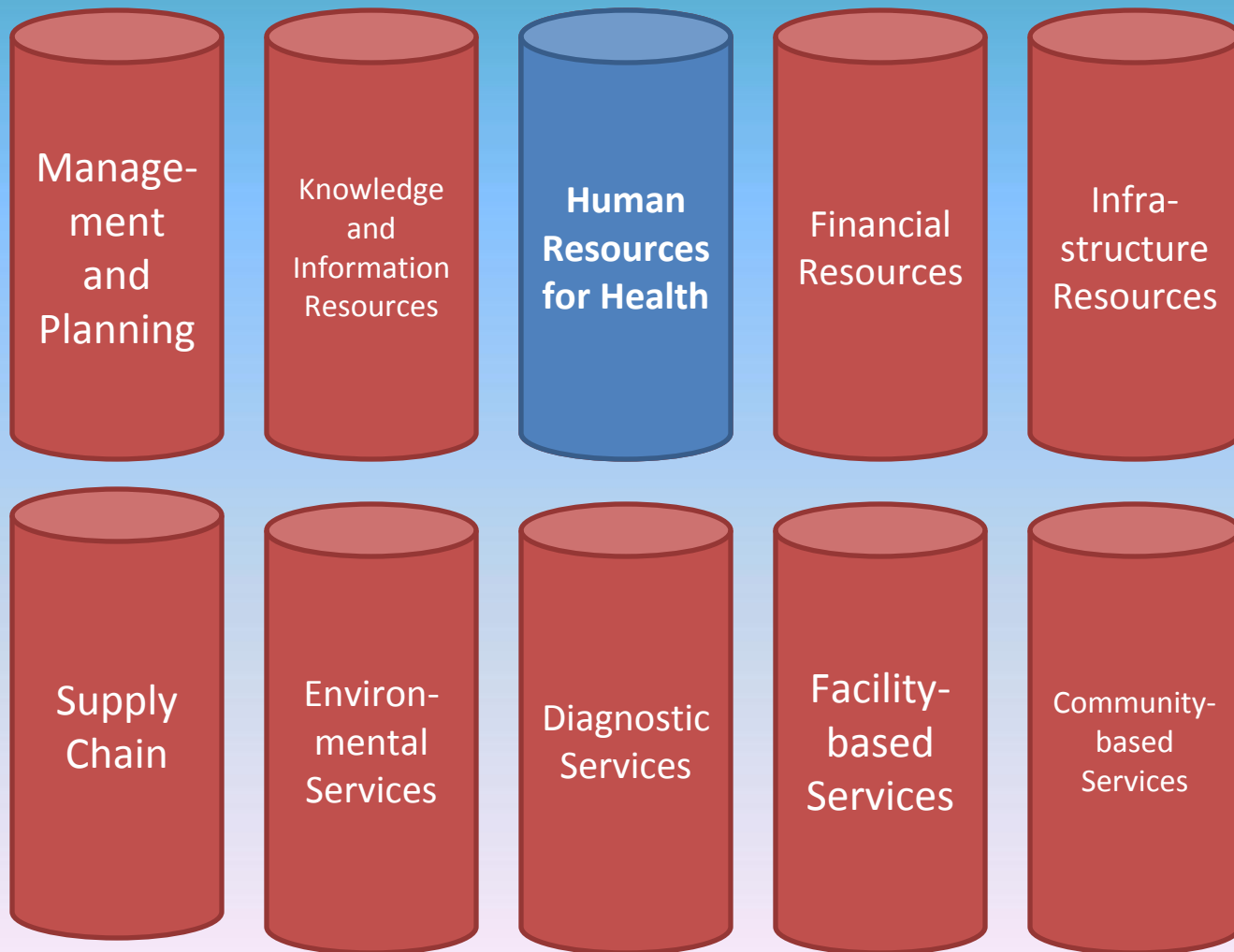
SYSTEM BUILDING BLOCKS



Source: *Everybody's Business: strengthening health systems to improve health outcomes*, WHO, 2007

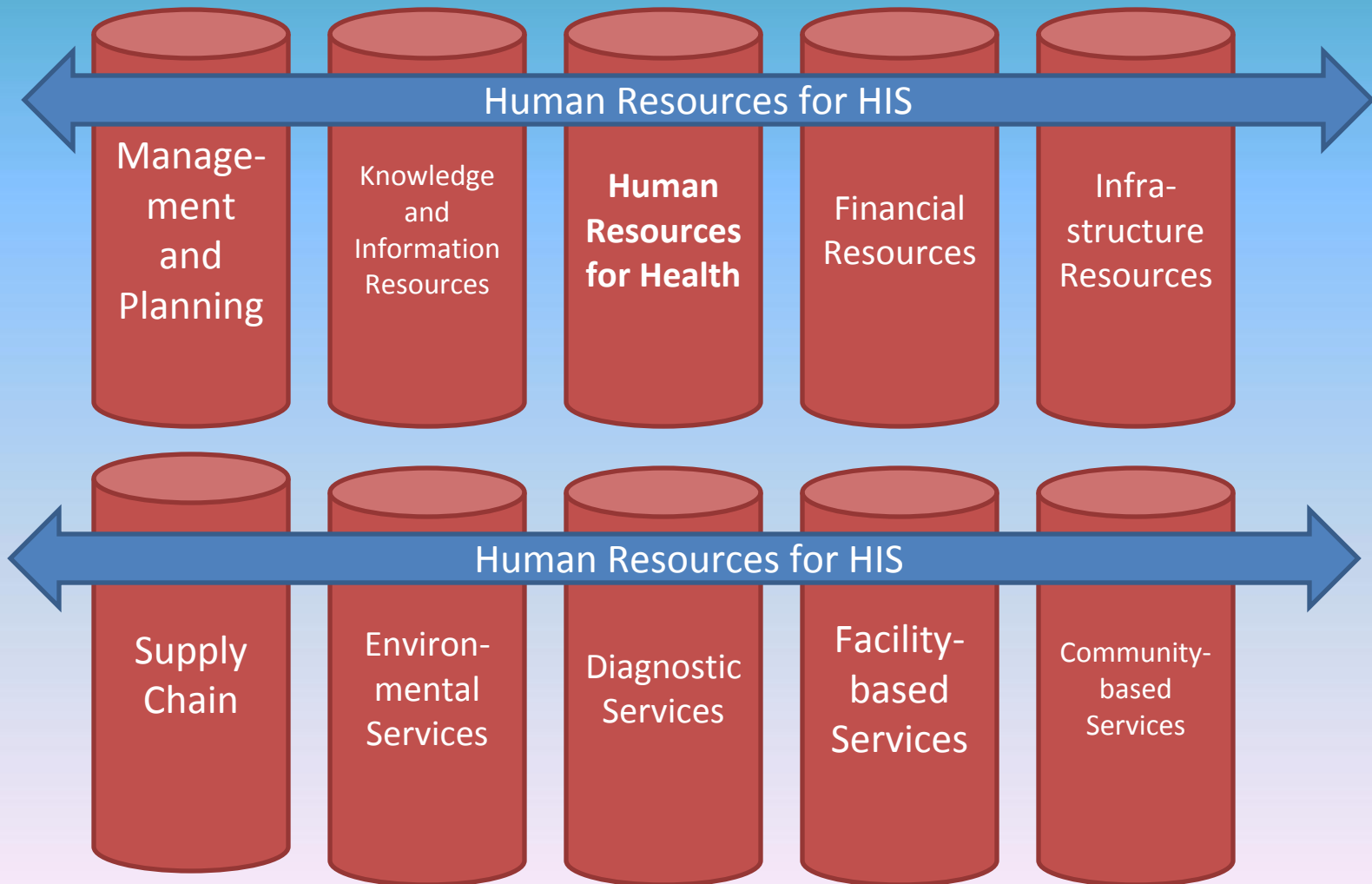
HIS for HRH (HRIS)

one of the ten HIS Domains (Health Metrics Network)



Human Resources for HIS

cut across and support all ten HIS domains





What are the issues?

- Understanding the problem: clear distinction between **HIS for HR** and **HR for HIS**
- Health workforce crisis and critically low levels of health workers for HR information systems (HR for HIS)
- Inadequate and inconsistent political leadership at national and international level
- Inadequate communication and coordination amongst HRIS constituencies
- Fragmented demand for information among constituencies
- Poor HR technical capacity



What are the constraints?

- Limited, un-coordinated and challenged functional partnerships for HRIS development
- Lack of globally applicable tools for HRIS strengthening (private sector information systems readily available)
- Lack of integration between routine HRIS and population-based information, notably censuses & surveys
- Poor HRIS progress tracking
- Poor tracking of financial resources for HRIS
- Inadequate documentation and dissemination of experiences in HRIS development and use of this information for HRH management, planning, and policy making



What are the lessons learnt?

- HRIS work ahead needs to be better coordinated amongst partners at the country, regional and global levels
- Stakeholder group for HRIS strengthening within countries is crucial to drive the HRIS reform process
- Tool development is essential to support and facilitate HRIS strengthening and building capacity for HR for HIS
- Successful HRIS implementation improves human resources data availability, quality and transparency as well as use of information leading to efficiencies, and cost savings and information-driven HR policy development, planning and management.