

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

Stakeholder Leadership for Health Workforce Information

Dykki Settle
Capacity*Plus* – IntraHealth
USA

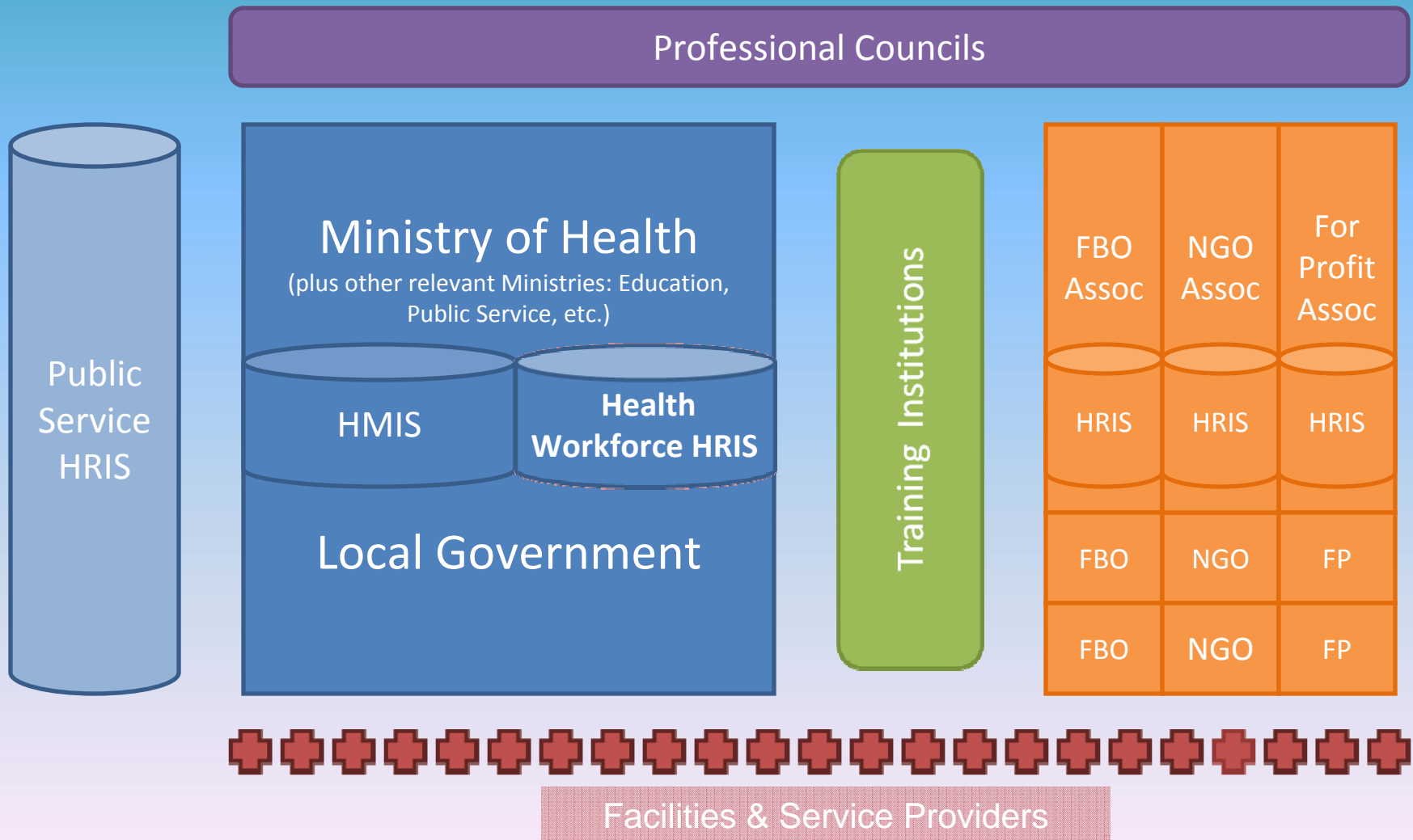
Towards a global strategy for strengthening health workforce information systems

What are the issues?

- Country ownership
- Consistent national strategy
- Capacity-building
- Sharing
 - Other ministries and sectors
 - Other countries
 - Global organizations



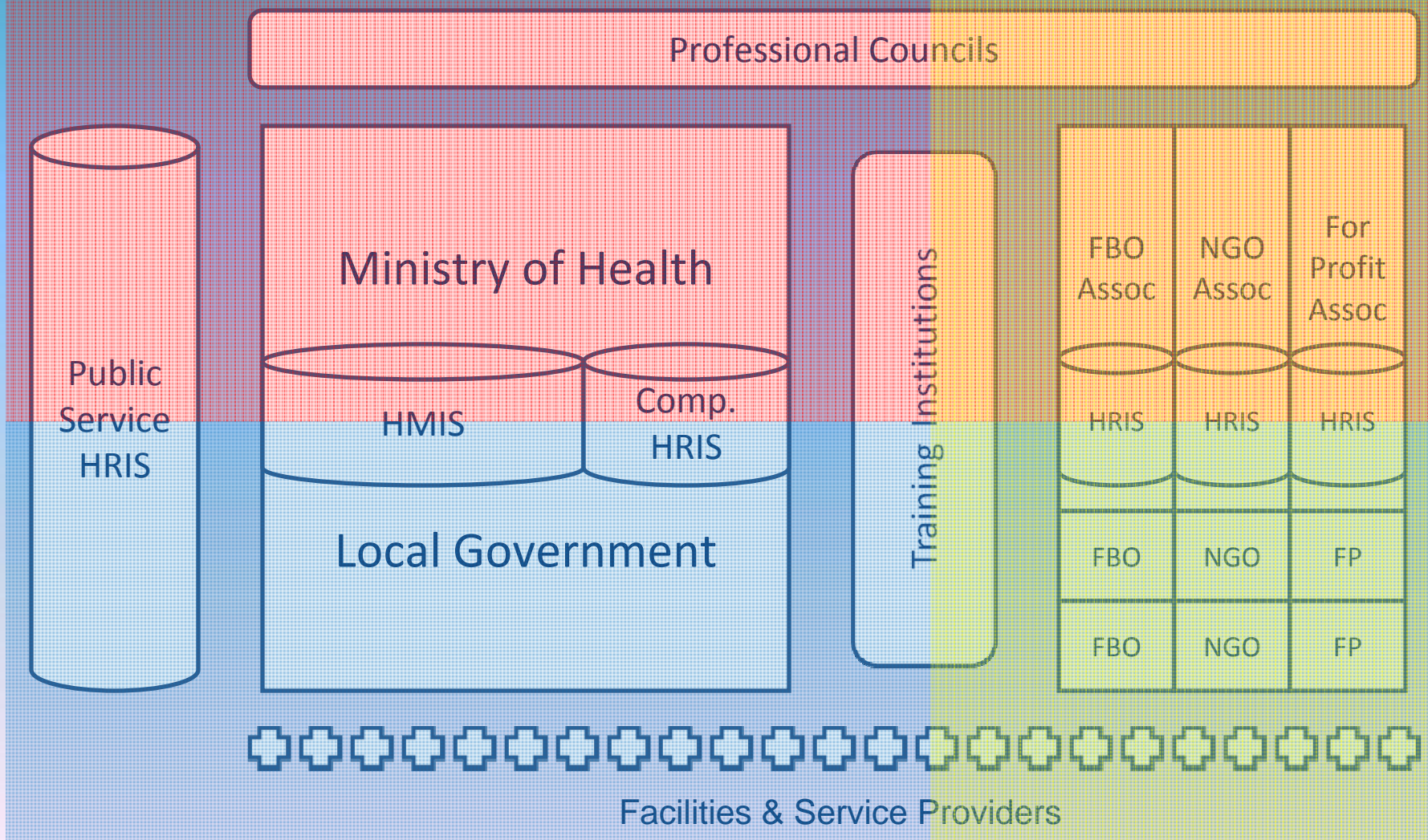
The Big Picture...



National/Local, Public/Private

National

Private Sector



Local

What are the constraints?

- Right people at the table – diversity and number
- Right level of official mandate and support
- Clear scope of work and commitment

Stakeholder Leadership Group



Stakeholder Leadership Group

- **Managers:** Ministry of Health, private sector/FBO's, district/facility
- **Human Resources:** MOH HR, Ministry of Public Service
- **Payroll:** Ministry of Finance
- **Registrars:** professional councils
- **Education and Training:** Ministry of Education, universities & training centers, scholarship boards
- **ICT:** all groups
- **Global and regional partners:** WHO, WB, GF, PEPFAR, IHP+ ...





Illustrative Activities

- Identification of producers and consumers of health workforce information
- Identification of knowledge pathways
- Development of policy and management questions
- Recommendation and adoption of standards and authoritative data sources
- Promote a culture of evidence-based decision-making
- Data sharing agreements

What are the lessons learnt?

- Official mandate and support is essential – clear authority, resources and responsibilities
- Champion is key
- Diversity (of content area and sector) is important
- Consistent meetings and timeline of activities brings stability and success.
- Greatest success has come when workforce information SLG is component of a broader HRH SLG

Stakeholder engagement in HRH information systems strengthening:

Questions for the working groups

- What do we recommend for a country stakeholder leadership group's Terms of Reference?
 - Composition & structure
 - Responsibilities
 - Activities
- How do we identify – and overcome - constraints to sustaining SLG's?
- What can the HIRG do to support effective country SLG's?