



DESAFÍOS PARA EL FORTALECIMIENTO DE LOS SISTEMAS DE INFORMACIÓN DE RHS

Taller de elaboración de instrumento de evaluación y guía de
implementación de sistemas de registros de profesionales

Montevideo 5-6 de noviembre 2012

Dr. Mario Roberto Dal Poz, MD, PhD

Professor Adjunto, Instituto de Medicina Social, Universidade do Estado do Rio de Janeiro, Brasil

Editor Chefe, Human Resources for Health journal [<http://www.human-resources-health.com>]

Paradoja de la salud pública

Todo el mundo
quiere las mejores
estadísticas,

pero

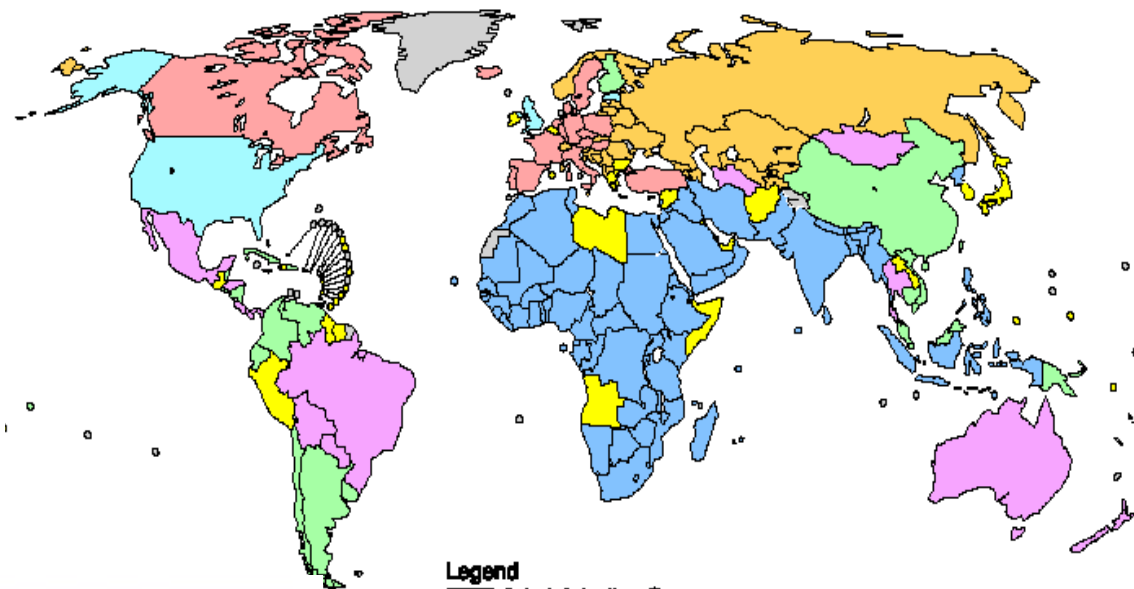
Los países y las
agencias tienen pocos
incentivos para
asumir los costos
financieros y políticos
de su creación.



Desafíos: falta de tecnología, capacidad técnica, ...

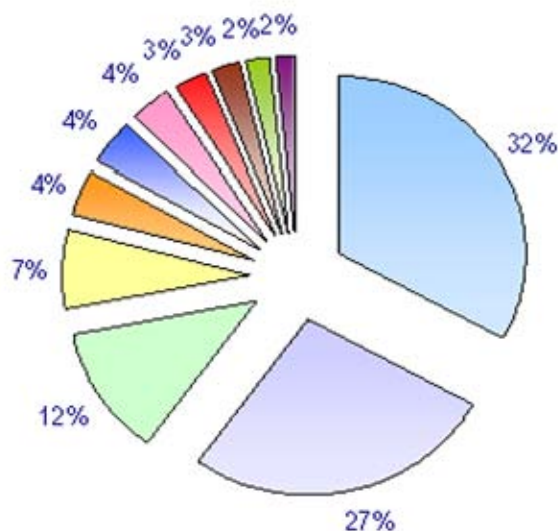


Desafío: la fragmentación de las fuentes de datos de RHS en varios países



Legend

- Administrative Sources
- Census
- Global Atlas 2004
- Health for All Database, WHO/EURO
- Labour Force Surveys
- OECD Health Data
- WHO Surveys
- No Data



- Ministry of Health
- Health for all database, WHO/EURO
- WHO regional offices
- Other sources
- National Statistical Office
- Professional association
- Administrative records
- Population Census
- HRH Observatories
- Surveys
- National Health Information Systems

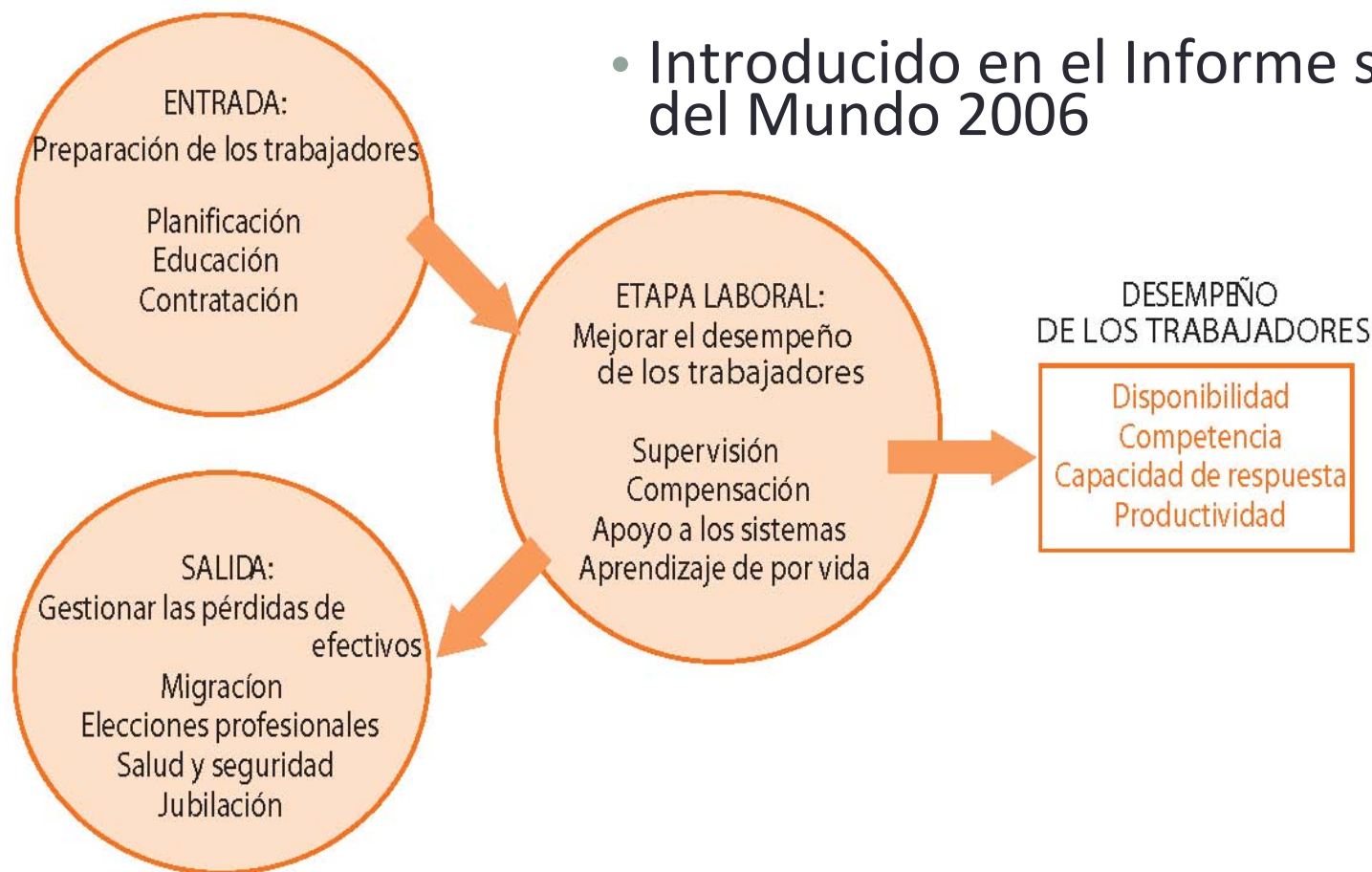
Fuentes de datos en el Atlas Global de la fuerza laboral de salud:
http://apps.who.int/globalatlas/autologin/hrh_login.asp

¿Que hacer para fortalecer la información sobre los RHS?

1. Establecer consensos sobre lo que medir
2. Promover el uso de múltiples fuentes de información
3. Mejorar la comparabilidad
4. Desarrollar herramientas y capacidad
5. Establecer una estrategia global para fortalecer la información en RHS

¿Qué medir: el enfoque del ciclo de vida laboral

- Considera la dinámica de la fuerza laboral de salud
- Introducido en el Informe sobre la salud del Mundo 2006



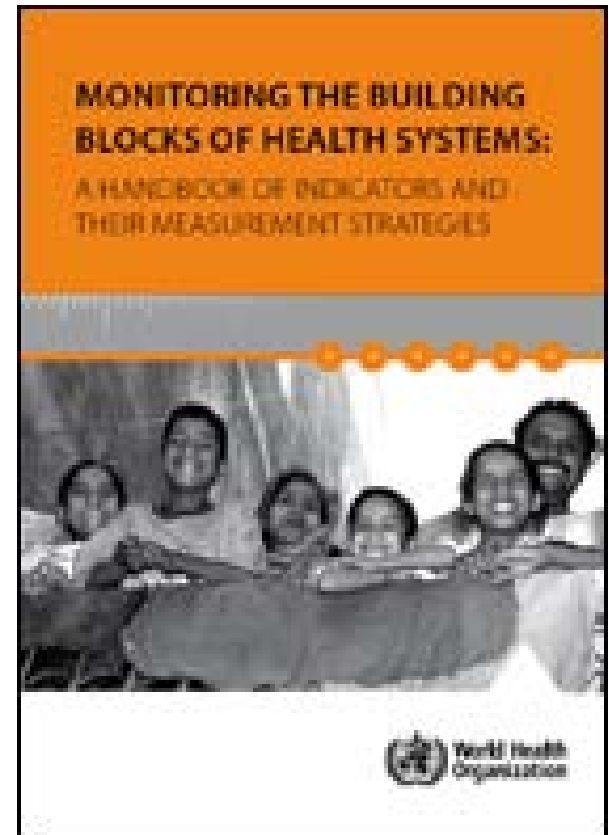
Indicadores básicos recomendados a nivel global

1. Razón de densidad de recursos humanos para la salud por 10.000 habitantes
2. Distribución de recursos humanos para la salud – por ocupación/especialización, región, lugar de trabajo y sexo
3. Numero de estudiantes que se gradúan cada año de las escuelas de ciencias profesionales de la salud por 100 000 habitantes

Referencia:

<http://www.who.int/healthinfo/systems/monitoring/en/index.htm>

!



Conjunto de indicadores básicos recomendados para la vigilancia de los RHS a nivel nacional

- **Producción de personal de salud (educación)**
 - the pool of eligible candidates for health pre-service education and training;
 - recruitment and selection of students;
 - accreditation of education and training institutions;
 - capacity and output of education and training institutions;
 - migration of trained health workers into the country;
 - certification and licensing of regulated health service providers—nationally or internationally trained; and
 - recruitment of trained workers into jobs
- **Fuerza laboral en salud y sus transiciones**
 - stock and distribution
 - labour activity
 - productivity
 - renewal and loss
- **Gastos de personal sanitario y su financiación**
 - HRH expenditure, total and per capita
 - Expenditure on HRH as a proportion of total expenditure on health
 - Expenditure on HRH as a proportion of gross domestic product or gross national income
 - Government expenditure on HRH as a proportion of general government expenditure on health
 - Government expenditure on HRH as a proportion of recurrent general government expenditure on health

Promover el uso de múltiples fuentes de información

- censo de población
- encuestas nacionales de empleo (*labour force surveys*)
- encuestas / registros de establecimientos sanitarios
- → validar / complementar las fuentes administrativas

Attribute	Census	Labour Force Surveys	Health Facility Surveys	Administrative Sources (payrolls, registries)
Complete count of health workforce	***	***	**	**
Across sectors coverage (public, private)	***	***	*	**
Disaggregated data (Age, Sex, Geographical)	***	**	**	**
Capturing unemployment	*	***	-	*
Rigorous data collection / management	***	***	**	**
Periodicity	*	**	**	**
Occupational data coding	*	**	**	**
Sampling errors	***	**	*	**
Tracking of workforce entry-to-exit	*	**	-	*
Tracking of in-service Training / Productivity)	-		***	*
Accessibility to micro-data	**	***	**	*
Relative cost	*	**	***	**

*** Most favourable; ** Moderate; * Least favourable; - Not available

Promoviendo el uso de múltiples fuentes de información

International Journal for Equity in Health



Research

Open Access

Uses of population census data for monitoring geographical imbalance in the health workforce: snapshots from three developing countries

Neeru Gupta*, Pascal Zurn, Khassoum Diallo and Mario R Dal Poz

Human Resources for Health



Research

Open Access

Assessing human resources for health: what can be learned from labour force surveys?

Neeru Gupta¹, Khassoum Diallo², Pascal Zurn³ and Mario R Dal Poz^{*4}

Human Resources for Health



Research

Open Access

Assessment of human resources for health using cross-national comparison of facility surveys in six countries

Neeru Gupta* and Mario R Dal Poz

Mejorando la comparabilidad: el papel de la OMS

- **Documentos de base**

- "Options for the Classification of Health Occupations in the Updated International Standard Classification of Occupations (ISCO-08)" (*Background paper for the work to update ISCO-88*, ILO 2007)
- "Counting health workers: definitions, data, methods and global results" (*Background paper to the World Health Report 2006*, WHO 2006)

- **Encuentros y debates**

- "Reunión de Expertos en Estadísticas del Trabajo: Actualización de la Norma Internacional de Clasificación de Ocupaciones" (OIT, Ginebra, diciembre de 2007)
- Consultas / grupo de discusión electrónica sobre el proyecto de definiciones y tablas de correspondencia (dirigido por la Oficina de Estadística de la OIT)

- **Otras actividades**

- Consultas de expertos de RHS en la OMS (Ginebra, regiones y escritorios nacionales) y otras agencias (OCDE, Eurostat ...)

Mejorar la comparabilidad: Clasificación de los trabajadores de salud

Estructura actualizada de la CIUO-08
(vista parcial)

ISCO-2008			
Group code			Occupational title
Sub-major	Minor	Unit	
22			Health professionals
	221		Medical doctors
		2211	Generalist medical practitioners
		2212	Specialist medical practitioners
	222		Nursing and midwifery professionals
		2221	Nursing professionals
		2222	Midwifery professionals
	223		Traditional and complementary medicine professionals
		2230	Traditional and complementary medicine professionals
	224		Paramedical practitioners
		2240	Paramedical practitioners
	226		Other health professionals
		2261	Dentists
		2262	Pharmacists
		2263	Environmental and occupational health and hygiene professionals
		2264	Physiotherapists
		2265	Dieticians and nutritionists
		2266	Audiologists and speech therapists
		2267	Optometrists and ophthalmic opticians
		2269	Health professionals n.e.c.
32			Health associate professionals
	321		Medical and pharmaceutical technicians
		3211	Medical imaging and therapeutic equipment technicians
		3212	Medical and pathology laboratory technicians

Ejemplo ilustrativo de la CIUO-08
(ISCO / CBO)

Generalist medical practitioners (2211)

Definition:	Examples of occupations classified here:	Excluded occupations - classified elsewhere:	Notes:
Diagnose, treat and prevent illness, disease, injury, and other physical and mental impairments and maintain general health in humans through application of the principles and procedures of modern medicine... Tasks include – (a) conducting physical examinations of patients... (b) ordering laboratory tests, X-rays and other diagnostic procedures...	Medical doctor (general), Physician (general), General practitioner, Family medical practitioner, Primary health care physician, District medical doctor, Resident medical officer specializing in general practice	Specialist physician (internal medicine)-2212, Paediatrician-2212, Surgeon-2212, Psychiatrist-2212, Traditional medicine practitioner-2230, Clinical officer-2240	Occupations included in this category require completion of a university-level degree in basic medical education plus postgraduate clinical training or equivalent. Medical interns who have completed their university education in basic medical education and are undertaking postgraduate clinical training are included here. Although in some countries 'general practice' and 'family medicine' may be considered as medical specializations, these occupations should always be classified here.

Desarrollo de herramientas y capacidades

Spotlight

Issue 6, November 2008

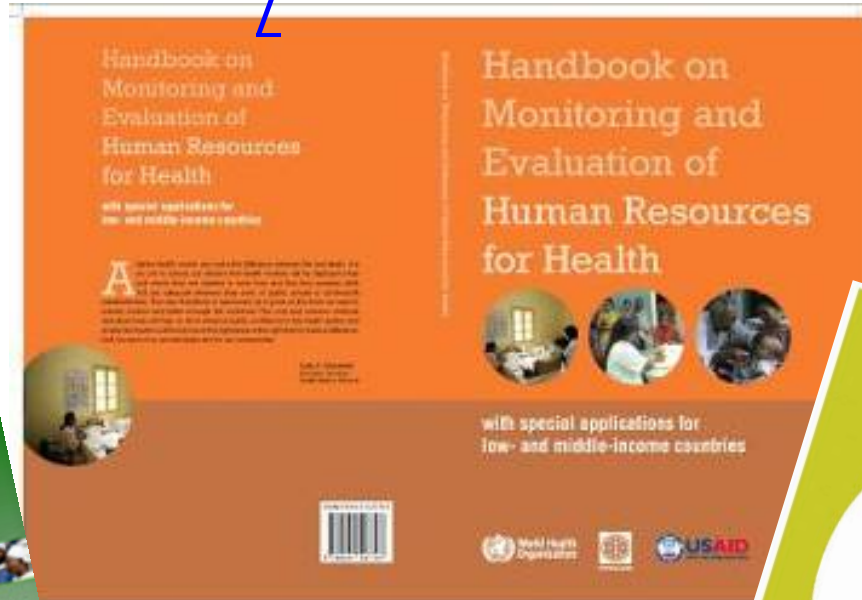
on health workf
estadísticas da f
estadísticas de
statistiques sur

Establishing and monitoring benchmarks for the workforce density:

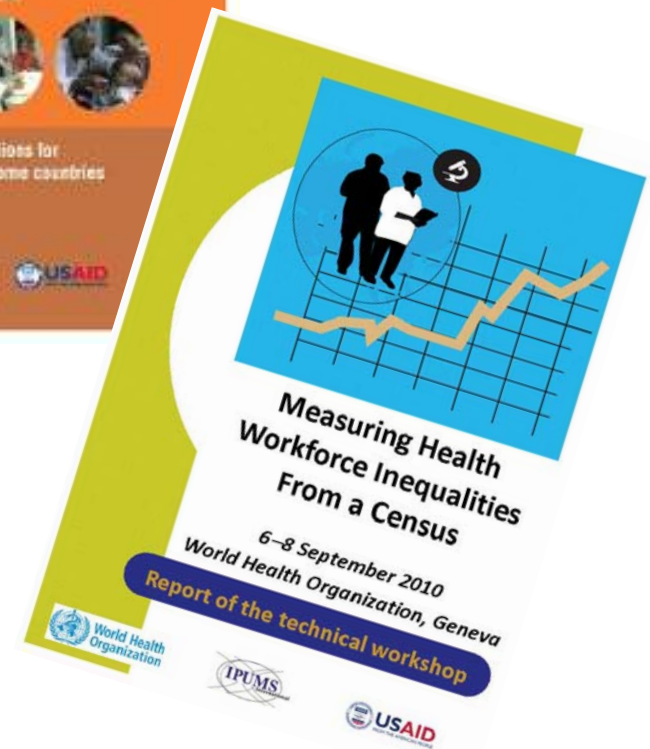
A critical component of monitoring and strengthening the performance of national health systems is the identification of a set of benchmarks and indicators—anc

Benchmarking health workforce sufficiency may be described as an approach to com

import to de assum a refe



<http://www.who.int/hrh/statistics/en>



Herramienta de evaluación nacional sobre las fuentes y usos de la información de los RHS a nivel institucional

- Para llevar a cabo un diagnóstico sobre la calidad de la información sobre RHS y el grado en que la información se utiliza para la toma de decisiones y la elaboración de políticas en salud. Este paso es fundamental para identificar las **fortalezas y debilidades** del SIRHS (HRIS) actual.
- El objetivo de la herramienta es identificar:
 - ¿Quién produce la información sobre RHS?
 - ¿Qué información se produce?
 - ¿Con qué frecuencia se produce la información?
 - ¿Para qué se usa la información?
 - ¿Quién usa la información?

Section 3: Data Reporting and Use

3.1 Do you have a standard set summary of data or set of reports that you produce regularly?

A. Yes
B. No
C. Unsure

3.2 Who are the principal users of the data and/or reports? Check all options that apply.

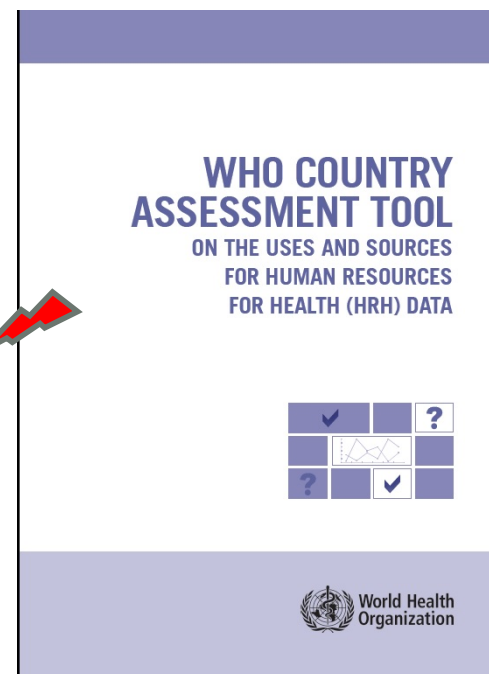
A. Ministry of Health
B. Other Ministry (e.g. Ministry of Finance)
C. District health offices
D. Health Facilities
E. Private sector management
F. Non-governmental Organizations or Faith-based Organizations
G. Health professional regulatory bodies
H. General public
I. Central Statistics Office
J. Unknown
K. Other (specify):
L. None

3.3 In what format do you disseminate the data and/or reports?

A. Paper based documents
B. Electronic based spreadsheet
C. Electronic document
D. Other (specify):

3.4 How often are these data reports produced?

A. Monthly
B. Semi annually



Herramienta de evaluación nacional sobre las fuentes y usos de la información de los RHS a nivel institucional

- Es una versión adaptada del instrumento diseñado por el *Capacity Project / USAID* y la Plantilla de Asignación de Datos de RHS a nivel nacional (elaborado por la OMS)
- Se divide en cuatro secciones:
 - identificación; sistema actual; elementos de la información; usos de la información para planificación
- Idiomas disponibles: Inglés y Portugués
- La versión actual del instrumento ha sido probado en:
 - Cabo Verde, Guinea Bissau, Santo Tomé y Príncipe y Mozambique, y ha sido utilizado recientemente en Ruanda y Guatemala.

Ejemplo de fuentes de información sobre RHS, Angola, Octubre, 2009.

Fuente de Información

Population Census

Demographic health survey -*Inquérito sobre o Bem-Estar da População* (IBEP)-

Administrative records of military health workers

Administrative records of public health workers (head counts)

Payroll information of all public functionaries

No data - potential data: records of all categories of migrant health workers

Administrative records of public health workers (head counts)

Administrative records of police health workers

Registry of public, private and foreign doctors

Registry of public and private nurses

No data - potential data: registry of nurses

Records of medical students

No data - potential data: records of staff and students from nursing school

No data - potential data: records of staff and students from midwifery school

No data - potential data: records of staff and students from health technicians

Agencia responsable

National Institute of Statistics

National Institute of Statistics

Ministry of Defence (FFA)

Ministry of Health (MINSA)

Ministry of Finance (MINFIN)

Migration office (SME)

Ministry of Labour (MAPESS)

Ministry of Interior

Medical Council

Nurse Council

Nurse Association

School of Medicine

School of Nursing

School of Midwifery of Luanda

School of technicians on health (Luanda)

Difusión y uso:

> 40 Observatorios nacionales de RHS



Cuba



Sudan



Cameroon

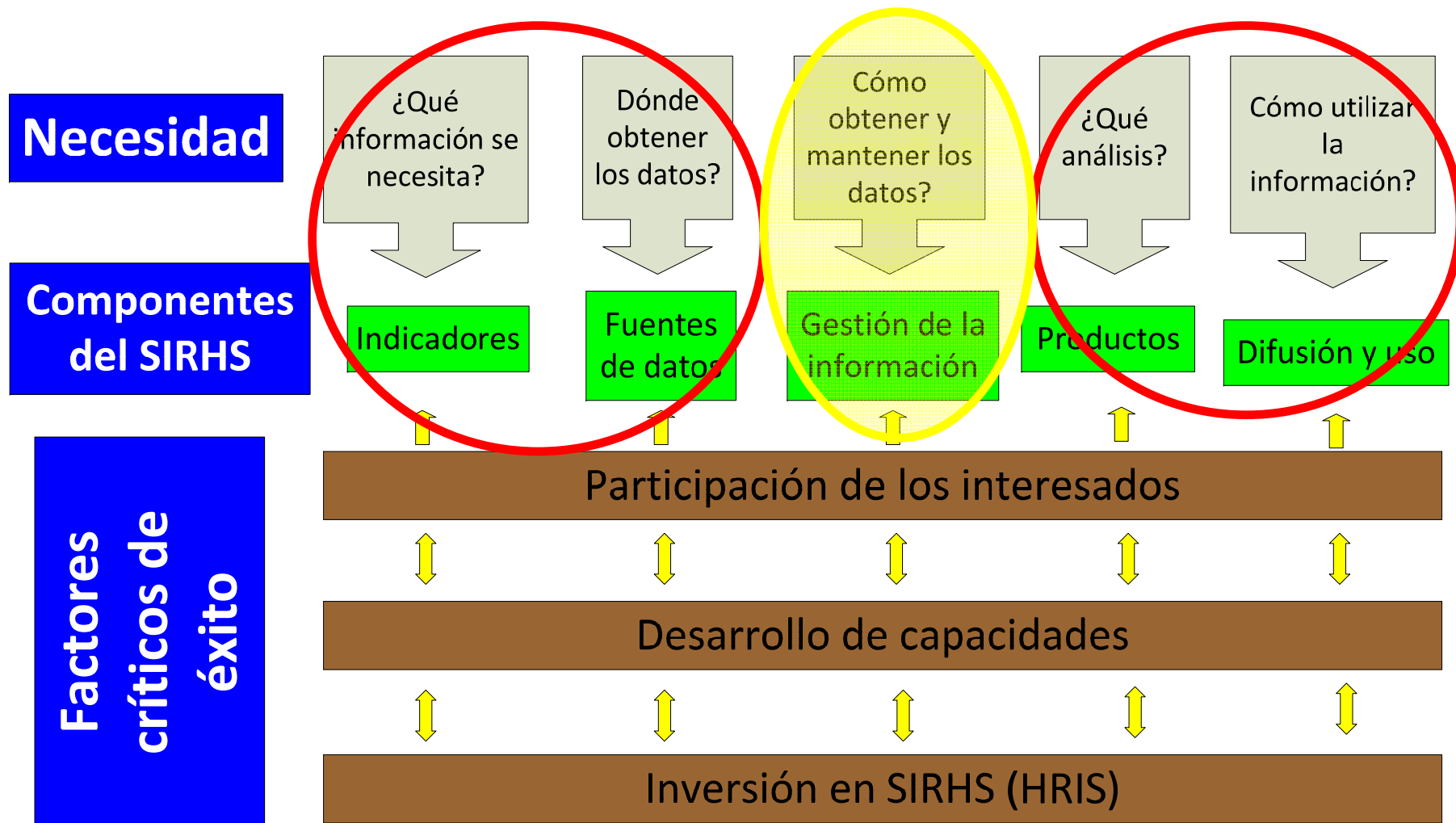


Ecuador



Ghana

Marco para el fortalecimiento de los SIRHS



Hacia una estrategia mundial para fortalecer la información en RHS: Health workforce Information Reference Group (HIRG)



Strengthening Health Workforce Information Systems

The purpose of this global online community of practice is to facilitate dialogue among experts and stakeholders in data and statistics on health workforce (human resources for health) in order to collectively discuss challenges to and opportunities for strengthening health workforce information and monitoring systems at national, regional and global levels.

[Log in now](#)

Log in now if you are already a member.

[Join this group](#)

Join this group now.

[library](#) [discussions](#) [announcements](#) [events](#)

Welcome to Strengthening Health Workforce Information Systems

The purpose of this global online community of practice is to facilitate dialogue among experts and stakeholders in health workforce (human resources for health) data and statistics in order to collectively discuss challenges to and opportunities for strengthening health workforce information and monitoring systems. The community joins together members and stakeholders from around the world to share tools and resources as well as local and international experiences on effective practices, success stories, lessons learnt, issues and concerns in health workforce information. It is an initiative of the Health Workforce Information Reference Group (HIRG), under the auspices of the World Health Organization's Department of Human Resources for Health, the Health Metrics Network and the Global Health Workforce Alliance. Community email address: HIRG@my.ibpinitiative.org Community web page: <http://my.ibpinitiative.org/HIRG>

Reminders

Event	First Global Symposium on Health Systems Research (Montreux)	Neeru Gupta
-------	--	-----------------------------

Announcements

Now available in four languages: Handbook on monitoring and evaluation of human resources for health	12 July 2010	Neeru Gupta
New Website for the Africa Health Workforce Observatory	27 May 2010	Adam Ahmat
Improving Coordination, Harmonizing Data, and Developing Standards for Human Resource for Health (HRH) Worldwide: Summary of Findings	14 May 2010	Bolaji Fapohunda

Health workforce Information Reference Group (HIRG)

Strengthening Health Workforce Information Systems > Library

Strengthening Health Workforce Information Systems

[settings](#) [members](#) [library](#) [discussions](#) [announcements](#) [events](#)

My Communities

My Home

▼ Global

Human Resources for
Health (HRH) Exchange

▼ Strengthening Health
Workforce Information
Systems

Health Workforce
Information Reference
Group-HIRG core
members

Leader Tools

Add Community

Add Member

Invite member

Strengthening Health Workforce Information Systems Library

add folder

Built-in folders

📁 [Appearance](#)

📁 [Inbox](#)

Title	Contributed on	Contributed by
📁 1-First Meeting of the Health Workforce Information Reference Group (HIRG), March 2010		
📁 2-Technical documents and tools on HRH information and monitoring		
📁 3-Advocacy documents on HRH information and monitoring		
📁 4-Case studies and mechanisms for HRH information systems strengthening in countries and regions		
📁 5-Health workforce research and knowledge dissemination		
📁 6-Background documents and resources on global HRH situation and information sources		

An initiative of the Health Workforce Information Reference Group: Towards a global strategy for strengthening health workforce information systems