

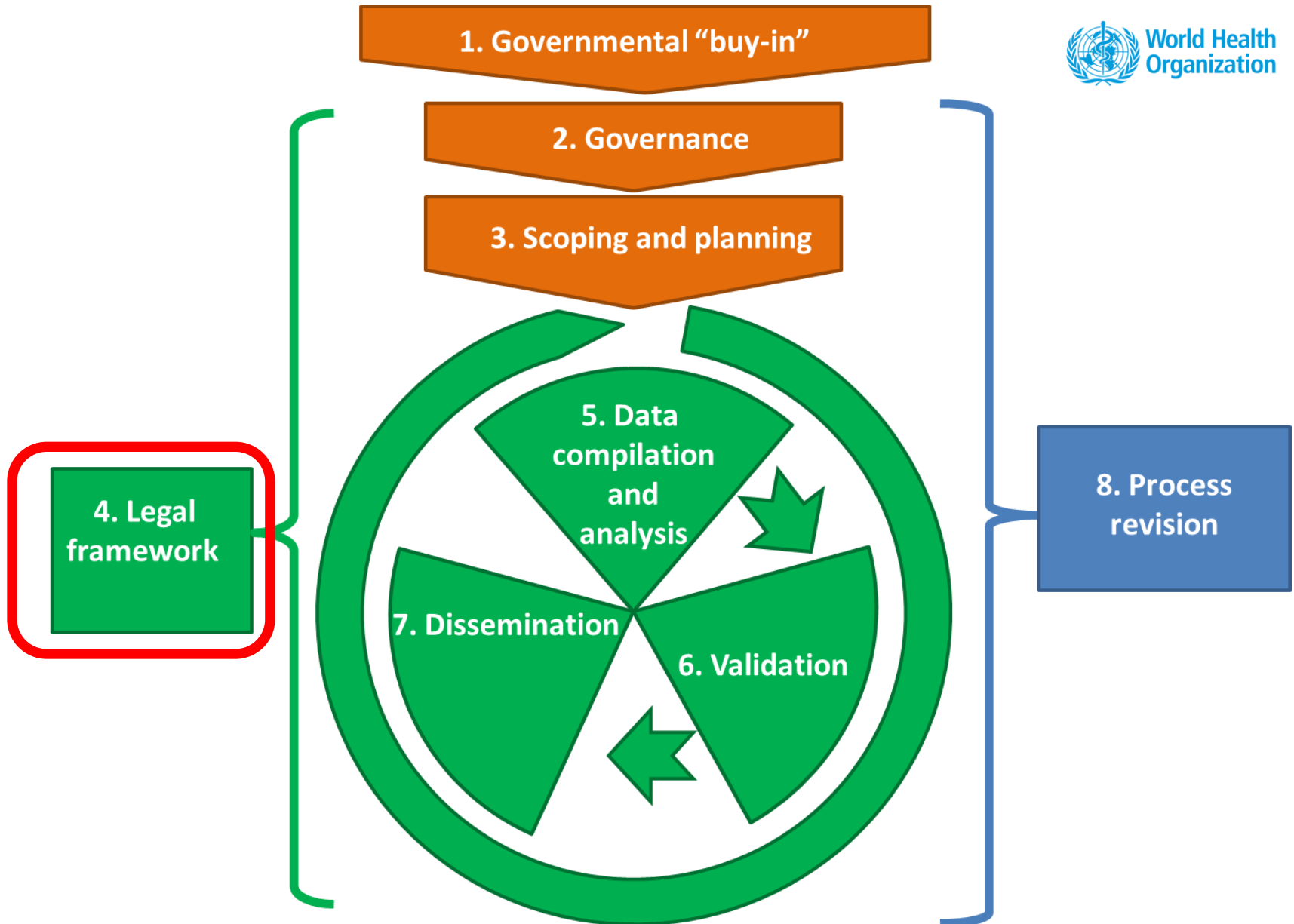


National Health Workforce Accounts – Implementation II

**WORKSHOP ON INFORMATION SYSTEMS ON HUMAN RESOURCES FOR HEALTH
(HRH), 15-17 October 2018**

Guiding principles

- **NHWA terminology to adapt** – HRH registry, HWF observatory, other equivalent systems
- Collaborative activity, with **multiple stakeholders** and shared responsibility in a national structure
- **Do-no-harm** approach
- Proposed steps were defined to strengthen existing system not to replace or lead to additional organizational structure.
=> Use existing frameworks
- **Not sequential approach.** To adapt to country situation



Legal framework

For governance:

- Terms of references and regulations of the governance

For data exchange

- Data gathering, management
- Confidentiality
- Ownership
- Exchange with clearances, anonymization process, sensitive information management

Step 4: Legal framework

Objectives

Assess national legal environment for governance of the multistakeholder working group, data protection rules and regulations

Obtain legal authorization for data extraction, exchange and dissemination

Ensure legal requirements are shared, and standard operating procedures (SOP) are adopted by the multistakeholder working group

Tasks and activities

Relevant national bodies for ethics, data confidentiality, anonymization, and data exchange to be identified by the secretariat

Legal advice is sought by the secretariat to ensure that terms of reference and governance rules comply with national regulations

Standard operating procedures (SOPs) are prepared by the secretariat for each type of data covering legal aspects for the dissemination of results

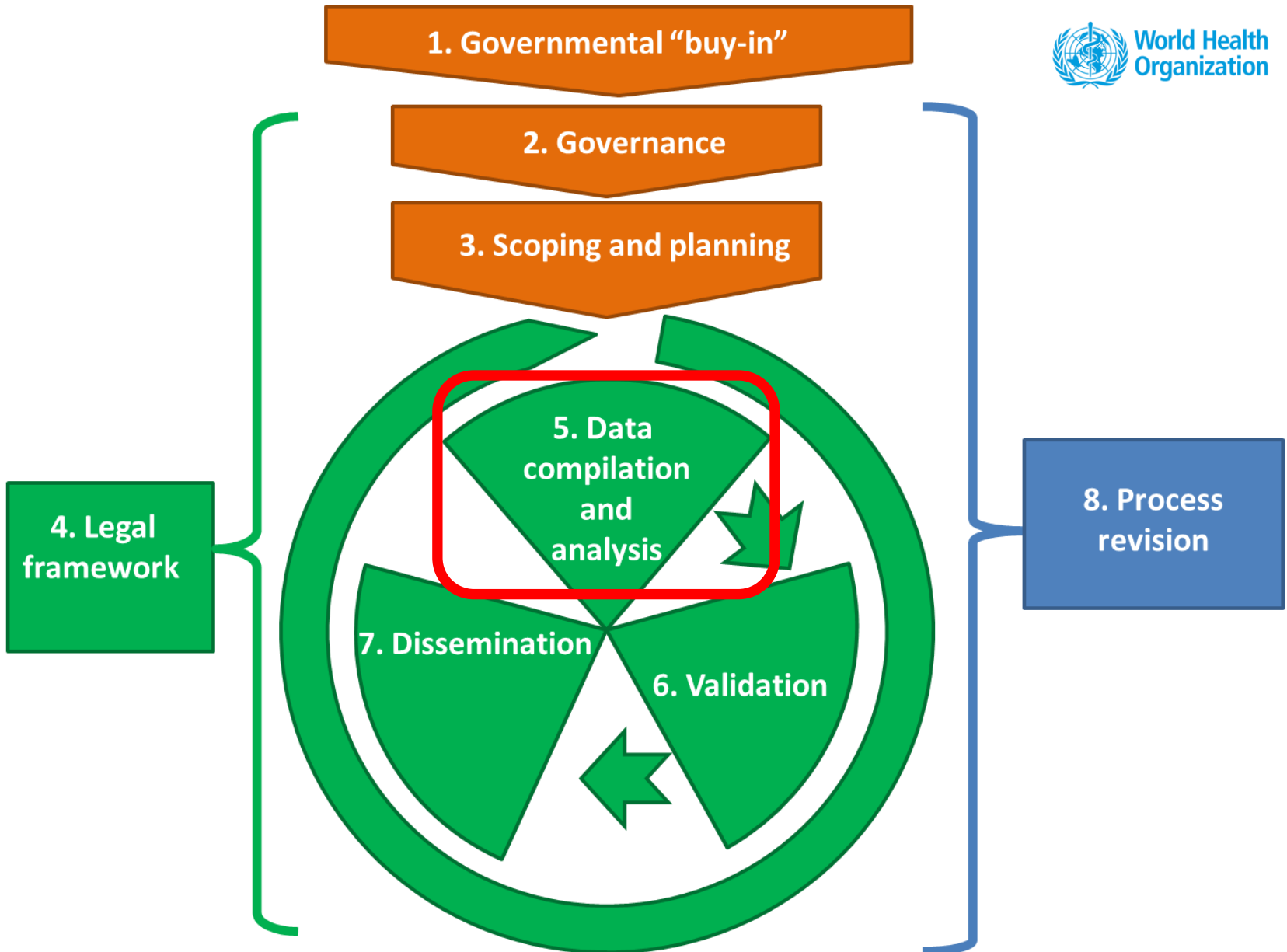
SOPs include a plan to identify, report on and correct any data breach during data gathering, exchange and reporting

Main outputs

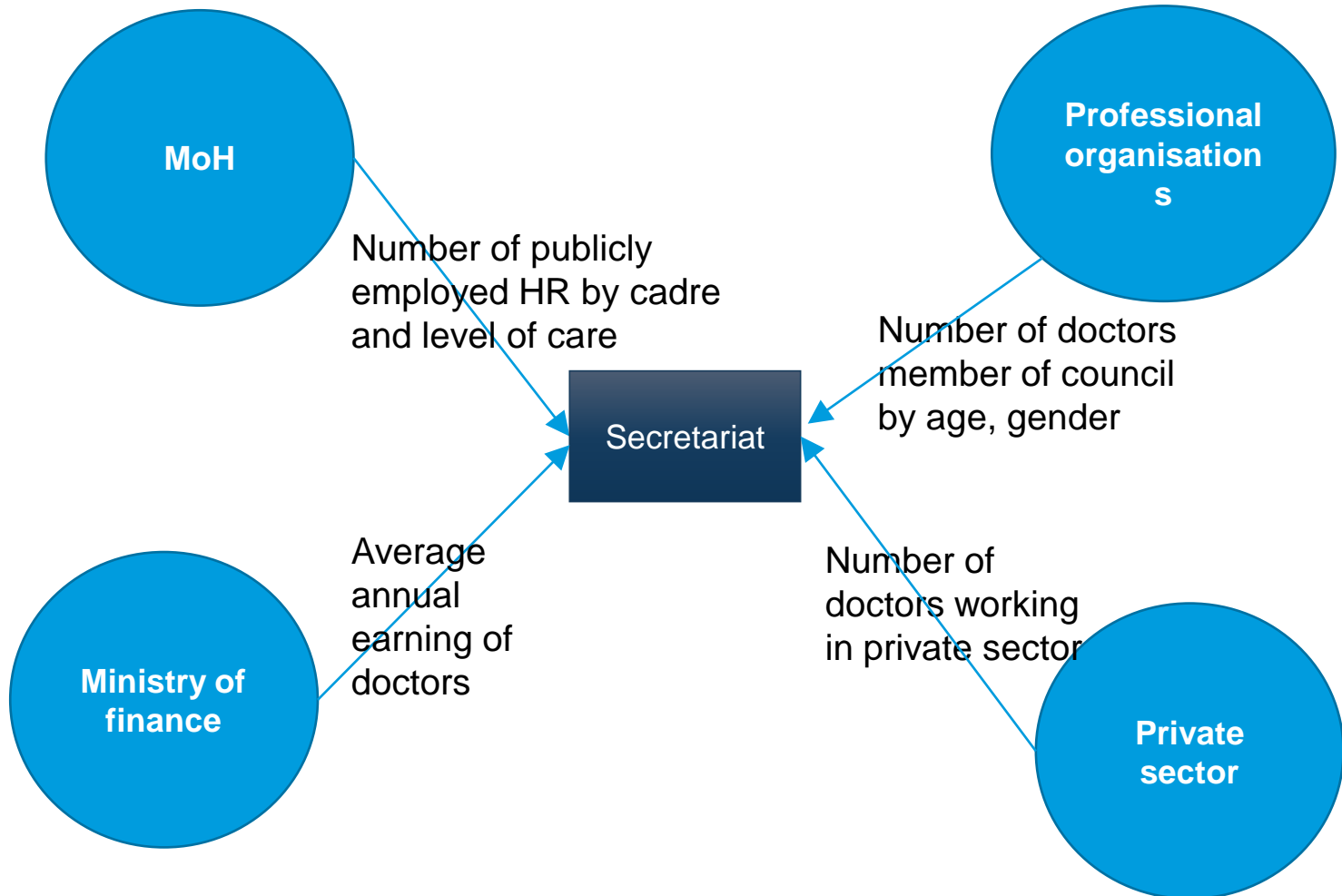
SOPs are elaborated

Formal authorizations are granted for each data source

A mitigation plan for data breach is established



Data flow



Step 5: Data compilation and analysis

Objectives

Define data quality and eligibility criteria

Collect data for NHWA through different focal points

Tasks and activities

A quality assessment of data sources is produced by the technical working group

Standards are adopted on data quality, flow, periodicity and use, and on databases for NHWA

Data are gathered and aggregated from the multistakeholder working group focal points, and indicator statistics submitted to the secretariat

Potential new sources of data and surveys are defined by the technical working group, and an extraction strategy is designed to cover gaps in the next implementation round

A cost/value evaluation is prepared for gathering new data

Main outputs

A process document is developed (including legal requirements)

The final list of data with information on quality is produced

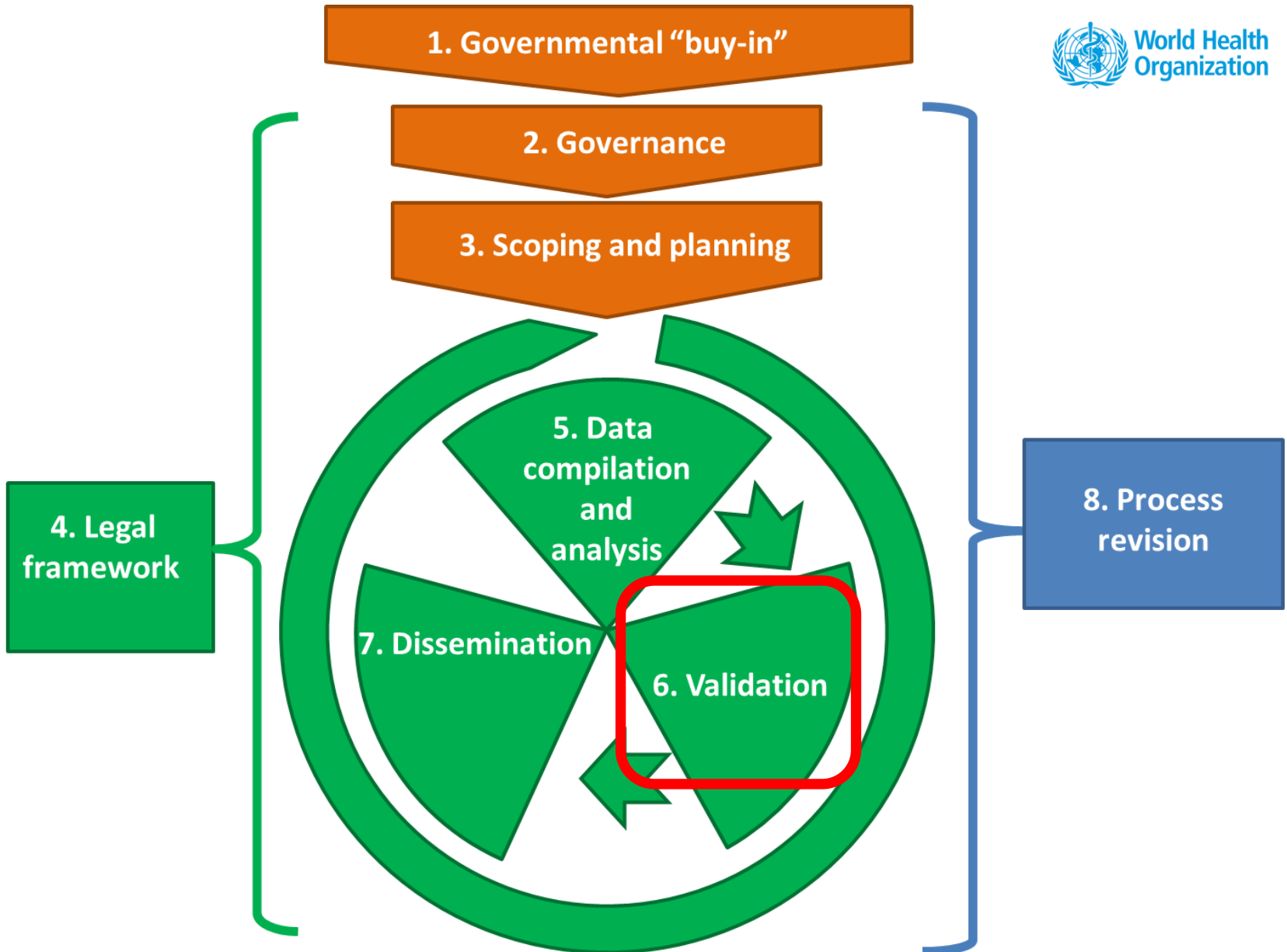
Indicator statistics are centralized by the secretariat

Triangulation

There is no perfect database

There is no perfect metric

=> TRIANGULATION is essential



Step 6: Validation

Objective

Obtain validation of NHWA data analyses, the dissemination plan and documents from the multistakeholder working group

Tasks and activities

Feedback and guidance on HRH data, subject to legal and practical issues, are collated from a national workshop

A document is drafted by the secretariat and the technical working group synthesising and translating the data for a non-specialized audience

A formal executive meeting is convened by the secretariat with the multistakeholder group to validate the results and adopt interpretation

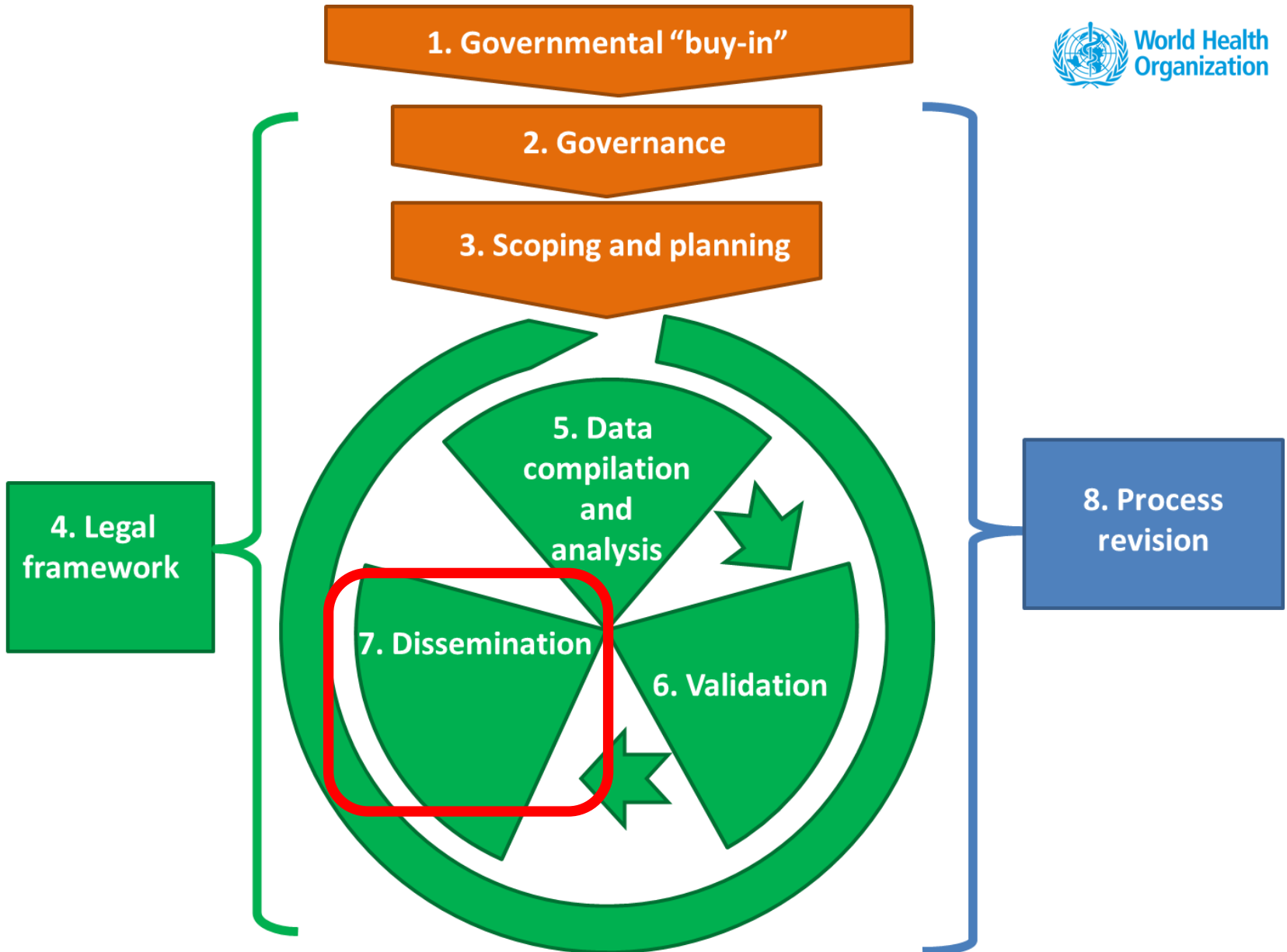
A final report is prepared and adopted by the multistakeholder working group

Based on interpretation of findings, a series of key messages will target decision-makers in each sector, and others for a broader audience

Main outputs

Political and technical validation of the NHWA process is formalized

Key messages to decision-makers in each sector, and to the public, are prepared



Step 7: Dissemination

Objective

Disseminate data and documents on NHWA to raise awareness on HRH

Tasks and activities

Target audiences are defined by the multistakeholder working group

Preparation of a communication plan and diffusion of messages in various media is supported by a solid communication team

Messages on HRH are monitored by the communication team, who gathers feedback and prepares a report for the multistakeholder working group

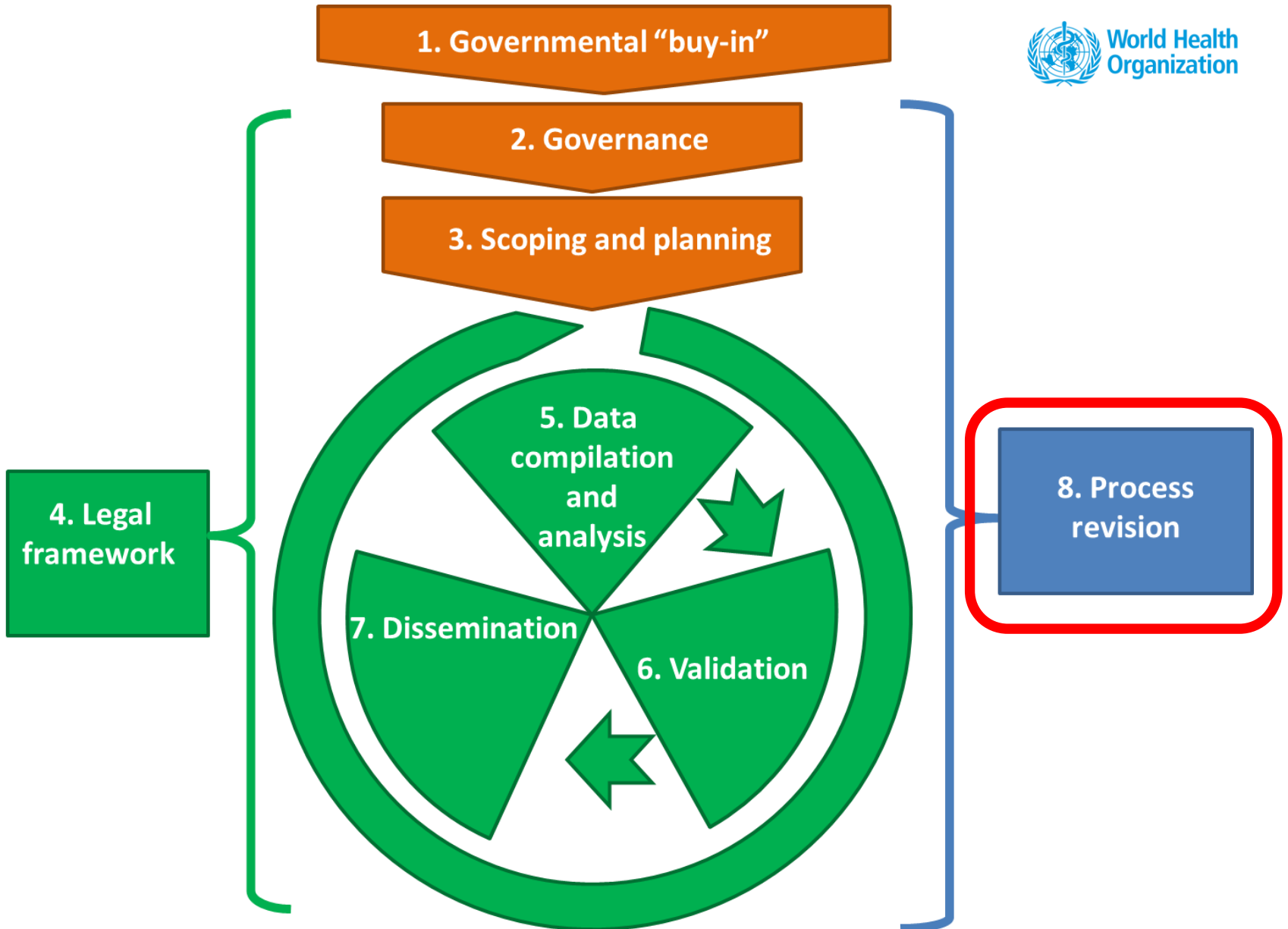
Scientific publications on NHWA findings could be prepared

If authorizations allow, disaggregated data could be released in the public domain

Main outputs

A system to track dissemination of messages from HRH data is set up

A series of communication products is released and followed up



Step 8: Process revision

Objectives

Understand the successes and failures of the initial seven steps

Revise and update the NHWA mechanism from past experiences

Gain political commitment and repeat elements of step 1, including obtaining sustainable funding

Tasks and activities

A strategic meeting with the multistakeholder working group is convened by the communication team

Governance of the NHWA is evaluated and revised accordingly, potential new members are identified and invited, and HRH indicators are revised

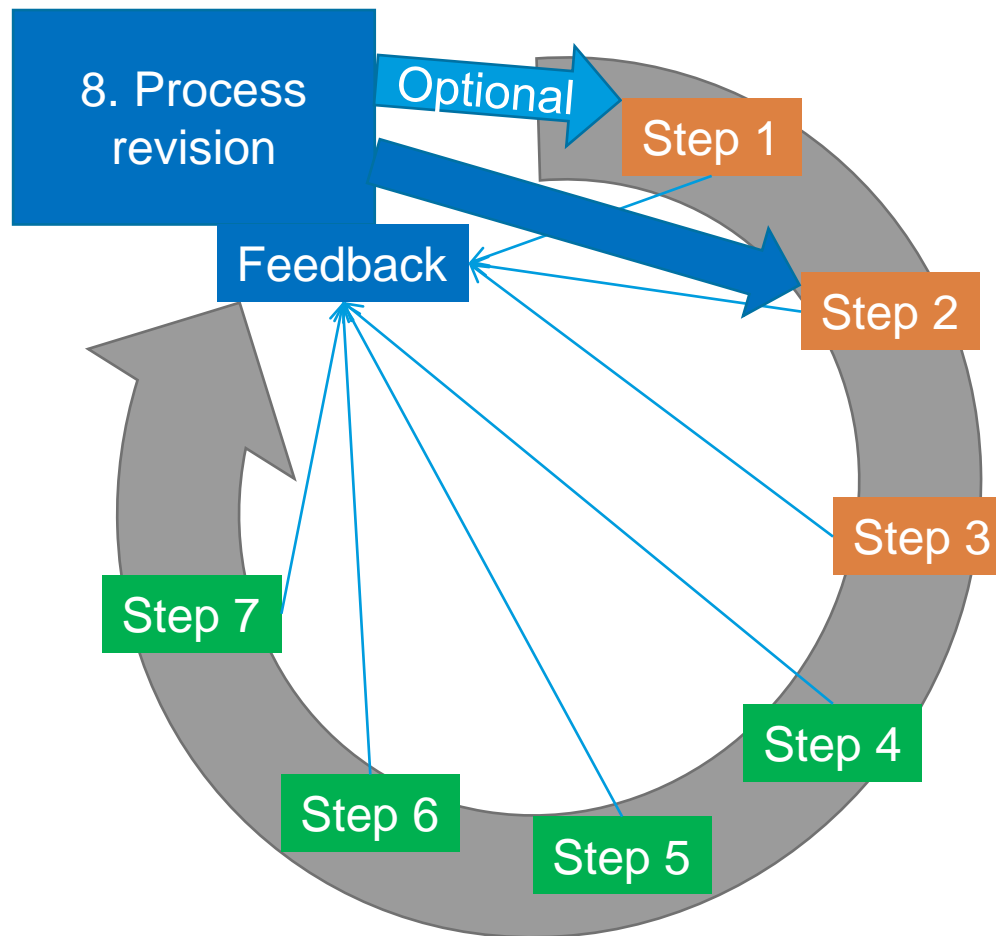
The budget for the next implementation phase is defined, such as transforming catalytic funding to a regular budget

Main outputs

The NHWA implementation and governance framework is revised

A plan for inclusion of new indicators and stakeholders is established

Revision to amend the NHWA process at all steps



Technical support for NHWA implementation



Formal request to PAHO/WHO

(through PAHO/WHO representative)

- PAHO/WHO country office
- PAHO/WHO regional office
- PAHO/WHO headquarters

Joint technical support

- PAHO/WHO
- Partners organizations

Technical support for NHWA implementation (2)



Technical support on any aspect / all steps of NHWA implementation.

In particular:

- Situation analysis (stakeholders, governance,...)
- Assessment of data quality and data flow
- Technical support on NHWA online platform

Template for NHWA implementation plan

| | Action to be taken | Responsible for action | Involved stakeholders | Timeline * | Resources | Comments |
|---|--------------------|------------------------|-----------------------|------------|-----------|----------|
| 1 | | | | | | |
| 2 | | | | | | |
| 3 | | | | | | |
| 4 | | | | | | |
| 5 | | | | | | |
| 6 | | | | | | |
| 7 | | | | | | |

*Timeline

Immediate : next 3 months

Short term : next 6 months

Long term : next 1-2 years

Thank you



World Health
Organization

WHO

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