

INFORMATION SYSTEMS ON HUMAN RESOURCES FOR HEALTH

DOMINICA

Overview of current HRH Information System (HRHIS)

Collection, analysis and use of data (absenteeism), leave

Level of computerization (SMARTSTREAM, nominal roll)

Regular Reports and statistical information produced (absenteeism reports, leave)

Resources allocated (Personal emoluments/Training)

Capacity building measures for data management in HRHIS

Aspects incorporated in: RN, BSN, Midwifery etc

Initial Situational Analysis

WISN (interrupted by Hurricane Maria)

Overview of HRHIS

- In December 12, 2015 Dr. Erica Wheeler, Sub regional Advisor – Human Resources for Health, Office of the Caribbean Program Coordination submitted a preliminary debriefing following an assignment, ***“Strengthening Human Resources for Health Planning in Dominica for Transition to the New National Hospital”***. Among others, the Consultant highlighted the need for
- the development of an HRH Policy
- an evidence-based 5-year Strategic HRH Plan,
- the development of a policy and implementation plan for Primary Health Care as part of the planning process
- training in how to determine the number of health workers based on staff workload
- strengthening governance and stewardship of the Ministry of Health to guide the transition process for the New National Hospital
- the need for a focal point for health planning/planner as a precursor to solidifying the HRH planning functions within the Ministry

Sources of data and governance mechanisms

- Existing mechanisms for data collection and data sharing among national, regional and district levels; coordination with national statistical offices
 - ❖ Preparation of nominal roll and absenteeism
 - ❖ Ministry of Education and Human Resource Development
 - ❖ Establishment, Personnel and Training Department
 - ❖ Dominica State College
 - ❖ University of the West Indies
 - ❖ All Saints Medical School/(Ross University School of Medicine)

Existing mechanisms for data collection and data sharing among public and private sectors and professional

- EPTD
- Insurance companies
- Nursing Council
- Public Service Union
- Medical Board
- National Census
- Reports circulated among ministries
- Acces to information on smartstream

SWOT Analysis of HRHIS

Strengths

- Dedicated and committed staff
- Ability to adapt to unique situations
- wide use of computers
- Available systems and procedures
- Modernization of health legislation
- New health facility

Opportunities

- Political will
- Collaboration with donor agencies / organizations
- Collaboration with private sector services
- Collaboration with NGOs / overseas partners

Weaknesses

- Absence of planning unit
- Lack of HR Unit, policy and plan, guidelines,
- Lack of dedicated (focal point)
- Lack of HR information system
- Under-financing of health sector/HRHIS
- High out migration of health workers

Threat

Setback by natural disasters

Brain drain

Importance placed on HRHIS

Distribution of Health Workers by Occupation

Health Occupation	Public Sector			Private Sector			Notes
	Total	Year	Data Source	Total	Year	Data Source	
Medical Doctors							
Nursing Professionals							
Nursing associate professionals							
Midwifery Professionals							
Midwifery associate professionals							
Dentists							
Dentist prothetic technicians							
Dental assistants and therapists							
Pharmacists							
Pharmaceutical technicians and assistants							

Availability of HRH data: demographics

Health workforce demographics	Data available (yes/No)	Data source	
Gender distribution	yes	Nominal roll	
Age distribution	yes	Nominal roll smartstream, national census, EPTD	
Facility distribution	yes	Nominal roll, Heads of Depts	
Foreign-born health workers		MOHSS	
Subnational level distribution		District level, PHC	

Availability of HRH data: Education

Health workforce education	Data available (yes/No)	Data Source
Applications by health training programs	To some extent	Dominica State College University of the West Indies (Ross University School of Medicine) All Saints Establishment Personnel Training Department Other Technical Assistance (Cuba, Venezuela, China), MOEHRD
Graduates by health occupation	Available in part	Nursing Council, Medical Board records
Accreditation mechanisms by health training programs		Medical board, nursing council, Accreditation Board
National or subnational standards for interprofessional education		Medical Board, Nursing Council
Average tuition fees by health	In part	Ministry of Education Training