

**INFORMATION SYSTEMS ON  
HUMAN RESOURCES  
FOR HEALTH (HRH)  
THE CO-OPERATIVE REPUBLIC OF  
GUYANA.**

# Overview of current HRH information system (HRHIS)

- **Overview of HRHIS**

Over the past years the management of the Ministry of Public Health Human Resource data proved burdensome on the Personnel Department, and therefore, in an effort to enhance the efficiency of the Personnel Department, the Management Information Systems Unit resuscitated the Human Resource Information System, The aim of the system is to capture all staff information and processes done manually in the Personnel Department, and overtime the HRHIS, will be able to achieve the undermentioned:

- Designed to benefit the Ministry and it's facilities using one standard software with no licensing fee attached
- Easy reporting and access can be granted on request
- The eradication of bulks of paper files and heavy cost of printing can be achieved.
- Data Analysis can be readily available
- Auto scheduled emailed reports can be sent on a monthly basis to
- Existing data infrastructure to support the full implementation of this system in the ministry server, data network and personal computers.

What we have;

- There is a system of electronic data base for the of collection data , analysis and use of same.
- Computerization is available at Central Ministry but still awaiting full implementation.
- Regular reports and statistical information are available upon request, however the MOPH in its effort to transform HRHIS will see information being readily available for policy makers and to authorize personnel.
- The MIS department offers support to the personnel department and other policy makers as the need arise.

# 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**
  - Regions: 10, 6, Georgetown Public Hospital Corporation and Central Ministry Electronic data base exists
  - Unfortunately , support for the database declined when financial support ceased for from funding agencies
  - However staffing and technical support for the Management Information Systems Unit is being resuscitated and special emphasis is directed to the HRH application with the further upgrades with the aim of incorporating regional level
- **Existing mechanisms for data collection and data sharing among public and private sectors and professional associations**
  - currently not available
- **Other data governance mechanisms -HRH Observatory or others**
  - Ministry of Public Health works in collaboration with other Governmental and Regulatory agencies , particularly, the Public Service Commission and Public Service Ministry as it relates to employment of staff within regulatory frame work/ Laws of Guyana, and of course the Ministry of Finance.

# SWOT analysis of HRHIS: Strengths, Weaknesses, Opportunities, Threats

## **Strengths, Opportunities**

- ability to generate information upon request.
- Fast and easy access and retrieval
- Easy reporting
- Eradication paper files and reduction in printing cost can be achieved
- Data analysis can be readily available eliminating the need for manual analysis by staff.

## **Weaknesses, Threats**

- lack of the necessary skill sets
- lack of conducive workspace
- Lack of Attractive remuneration for skilled workers
- Limited equipment/resources in regions to facilitate the process



# Distribution of health workers by occupation

Health Occupation	Public Sector/ MOPH			Private Sector			Notes
	Total	Year	Data Source	Total	Year	Data Source	
Dentex	29	2018		N/A	N/A	N/A	
Health Nurse (Public health nurse)	8	2018					
Anaesthesia Nurse	9	2018					
Optometrist	6	2018					
Refractionist	2	2018					
Spectacle Lab Technician	1	2018					
Audiology	6	2018					
Physiotherapist	12	2018					
Occupational Therapist	4	2018					
Medical Technologist	20	2018					
Rehabilitative Assistant	15	2018					

# Availability of HRH data: demographics and education

Health workforce demographics	Data available (Yes/ No)	Data source
Gender distribution	No	MOPH (Personnel Dept.)
Age distribution	No	
Facility distribution	Yes	
Foreign- born health workers	Yes	
Foreign trained health workers	Yes	
Subnational level distribution	yes	

Health workforce education	Data available (Yes/ No)	Data source
Applications by health training programs	Yes	MOPH Database
Graduates by health occupation	Yes	
Accreditation mechanisms by health training programs	Yes	
National or subnational standards of social accountability	No	
National or subnational standards for inter-professional education	No	
Average tuition fees by health training programs	yes	

# HRHIS Modules

- Bio Data
- Education
- Previous Employment
- Dependents
- Allowances & Deductions
- Leave
- Evaluation
- Training
- Disciplinary Actions
- Investigations
- Medical Registration
- Staff Requisition
- Biometric interoperability
- Documentation – scanning, attachments
- Reporting



Thank you!!