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MINISTERE DE LA SANTE PUBLIQUE ET DE LA POPULATION

INFORMATION SYSTEMS FOR HUMAN RESOURCES FOR HEALTH WORKSHOP

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- Web-enabled health workforce registry (minimum data: 17)
- PART of Domain 3 (of the life cycle of the health workforce): **EXIST PROCESS**
- Implementation in 2011 following a healthworkforce census (partial engagement of some stakeholders from the start)
- Utilization:
  - Reliable and timely healthworkforce data
  - Administrative management operations (employment letters, transfers)
  - Public portal / Preprogramed reports (generated automatically by using the data from the system) can be exported in formats like excel
- 3 level of access: national, departemental, third party consultation
- Types of reports: ERHIS 1 et 2 ; Trimestriel reviews; Annual report since 2015
- Resources :
  - Human : 3 computer scientists + National network (focal HR) and at least 10 data entry clerks
  - Material : Hardware: (2 desktops, 3 laptops), intenet connexion
  - Budget : non existent

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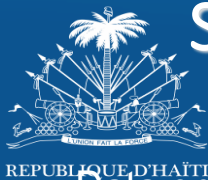
Sources of data and governance mechanisms

- Data entry during appointments and various HRM activities. Update through the National Network.

- Validation during quarterly reviews with members of the National Network.

- ERHIS I and II: Mechanism for data collection and sharing.

- Data accessible to national statistical offices and professional associations for consultation. No interoperability mechanisms with other national information systems (OMRH, MEF), both public and private, and regional.

- Multisectoral Committee on HRH Development Policy (CMPD / RHS) and feasibility study for the establishment of the HRH Observatory (in perspective in the PSDRHS 2018-2022).

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

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Strengths , Opportunities

- Existing staff for all day-to-day opeartions and management
- Access from anywhere
- HRHIS : Most used tool for features like administration management
- Existence of a National network
- Monitoring and evaluation mechanism
- Database for the private health sector available
- Technical support from partners

Weaknesses , Threats

- Some components not updated
- Private sector not yet added (Private facilities were not willing to share HRH data)
- Managed by the provider
- Poor budget for full implementation (development+)
- Unsatisfactory infrastructure for information and communication technology
- Not interoperable with OMRH/HRIS and Finances/HRIS.

Distribution of health workers by occupation

Catégorie professionnelle	Public sector			Private sector		
	Total	Year	Data source	Total	Year	Data source
Medical doctor	1558	2018	SIGRH	1,048	2016	ERHIS 2
Nursing profesional	1986	2018	SIGRH	2,241	2016	ERHIS 2
Nursing associate profesisonals	1856	2018	SIGRH	1,281	2016	ERHIS 2
Miidwifery professionals	140	2018	SIGRH	48	2016	ERHIS 2
Midwifery associate professionals	0	2018	SIGRH	9	2016	ERHIS 2
Dentists	78	2018	SIGRH	159	2016	ERHIS 2
Dental prosthetic technicians	0	2018	SIGRH	2	2016	ERHIS 2
Dental assistants and therapists	2	2018	SIGRH	14	2016	ERHIS 2
Pharmacists	74	2018	SIGRH	262	2016	ERHIS 2
Pharmaceutical technicians and assistants	143	2018	SIGRH	197	2016	ERHIS 2
Lab technicians	702	2018	SIGRH	1,029	2016	ERHIS 2
Social workers	59	2018	SIGRH	7	2016	ERHIS 2

Availability of HRH data: demographics and education

Health workforce demographics	Data available (Yes/ No)	Data source
Gender distribution	Yes	SIGRH
Age distribution	Yes	SIGRH
Facility distribution	Yes	SIGRH
Foreign-born health workers	Yes	SIGRH
Foreign trained health workers	Yes	SIGRH
Subnationall level distribution	Yes	SIGRH

Formation des travailleurs de la santé	Data available (Yes/ No)	Data source
Application by health training programs	Oui	ENI (5), ENFSF (1) DESS/MGSS, Medical specialists (6 Training Hospitals)
Graduates by health occupations	Oui	SIGRH
Accreditation mechanisms by health training programs	Oui	Database Department of training
National or subnational standards of social accountability	Oui	ULCC, UCREF, CSC/CA
National or subnational standards for interprofessional education	Non	N/A
Average tuition fees by health training programs	Non	N/A

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THANK YOU !