

# **National Health Workforce Accounts (NHWA): Concepts and Mechanisms for Implementation**

**Dr Khassoum Diallo**  
**Coordinator,**  
**Data, Evidence and Knowledge Management**  
**Health Workforce Department**  
**World Health Organization**

# Outline

- Definition and purpose
- Justification
- Indicators and handbook
- Tools and Guidelines
- Governance mechanisms
- Capacity building and technical support

# NHWA: Definition

A **system** by which countries **progressively** improve the **quality, availability and use** of health workforce **data and evidence** through **progressive monitoring of a set of indicators** to support achievement of Universal Health Coverage, SDGs and other health goals.

# Purpose: National, Regional & Global

**General purpose:** to facilitate standardization of a health workforce information system for interoperability, and support tracking HRH policy performance towards universal health coverage.

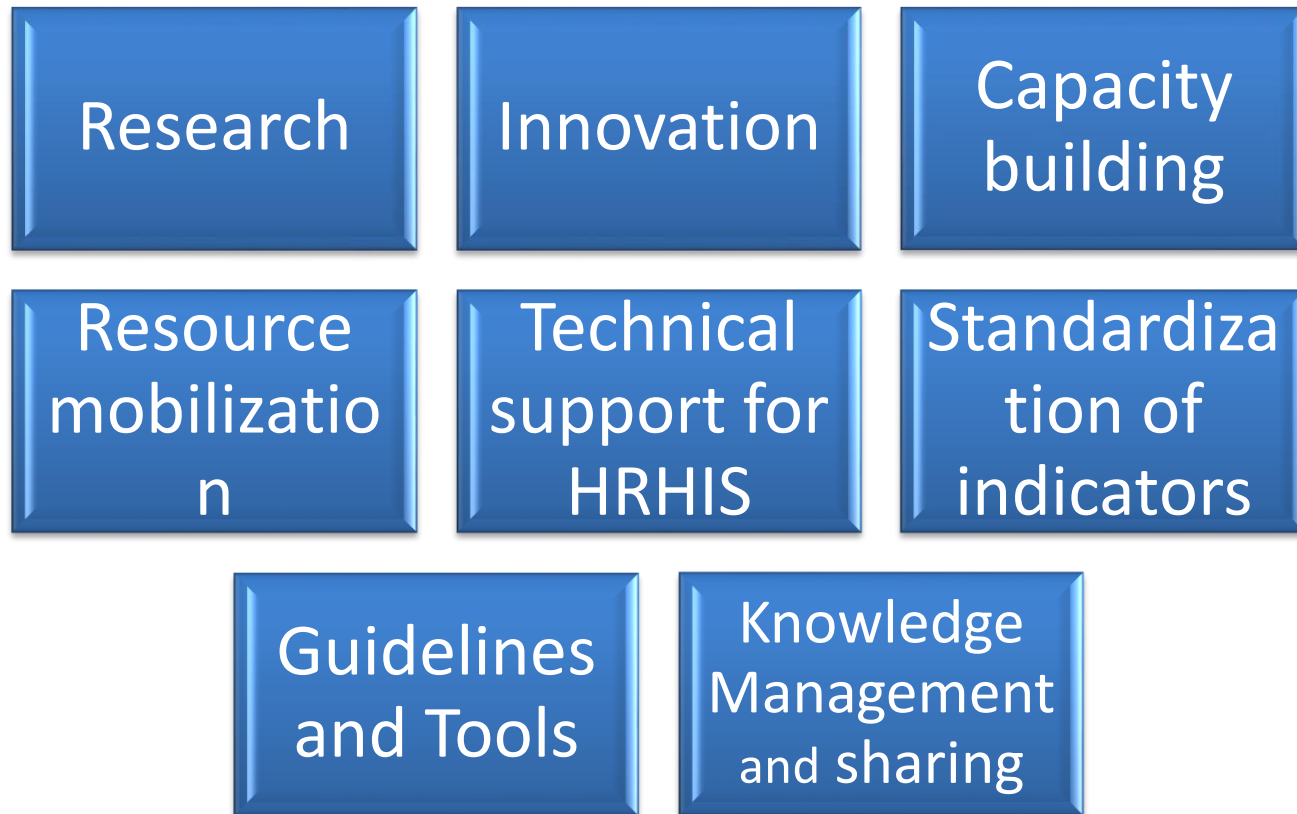
The NHWA is built up of a set of indicators and data characteristics that can be progressively measured in order:

- to generate reliable HRH information and evidence;
- to enable the planning, implementation and monitoring of workforce policies towards UHC;
- to improve the comparability of the health workforce landscape nationally and globally; and
- to enable research to be performed about future trends regarding health workforce, systems and resilience planning.

# Current challenges of the HRH Information systems in many countries

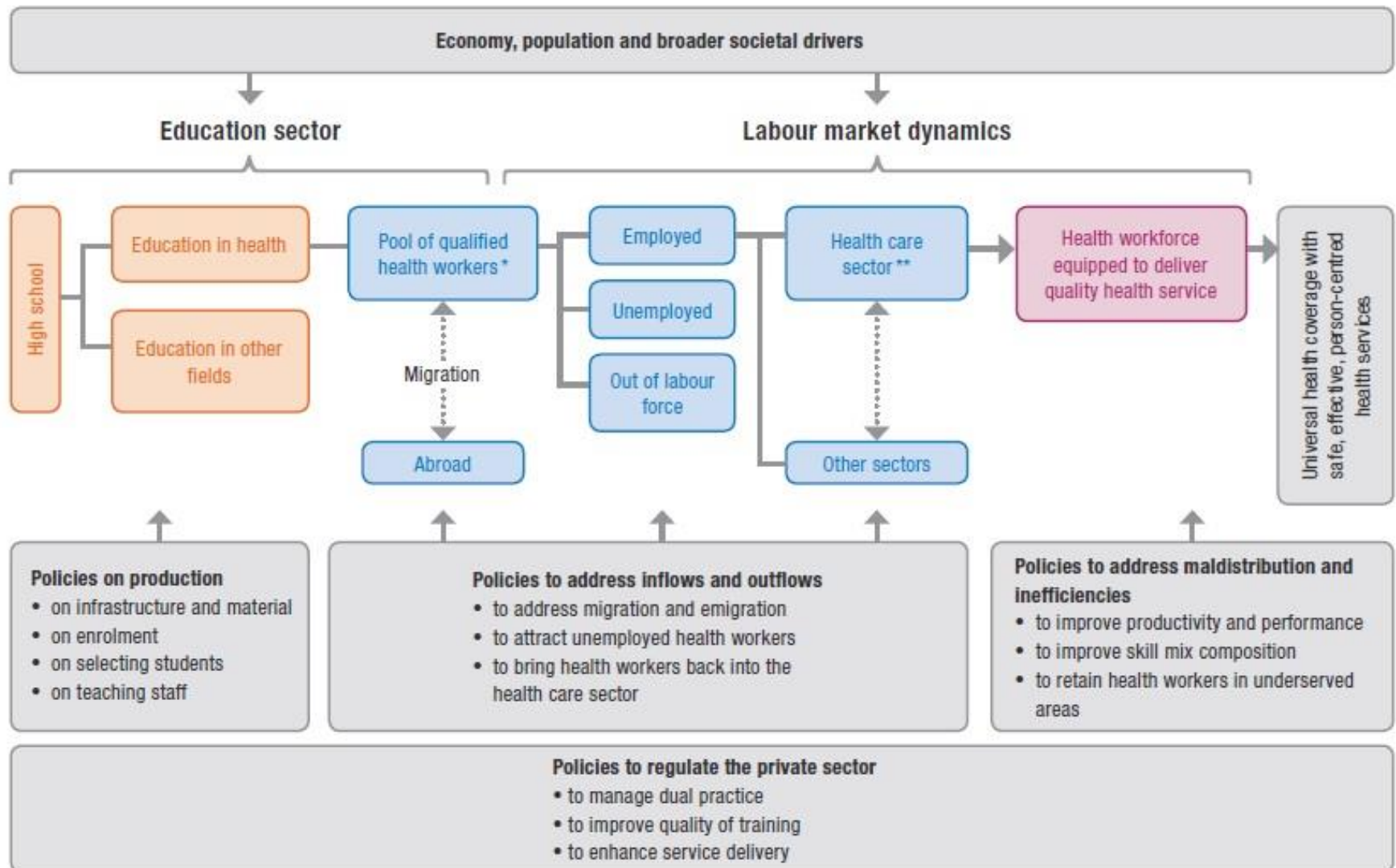
- **Fragmented sub-systems not always inter-operable**
- **Inward looking approach (health alone) in many countries**
- **Challenges in providing disaggregated data ( sub-national levels, private sectors)**
- **Relevant governance and labour market indicators not documented**
- **Change of data culture:**
  - **Production for use, not only for reporting**
  - **Limited Analysis, dissemination and use**
- **Lack of standardization of tools, definitions accross countries**
- **Un-coordinated data collection efforts**

# Strategic approach for implementing the NHWA



# Standardization of Indicators

# Health Labour Market Framework for UHC





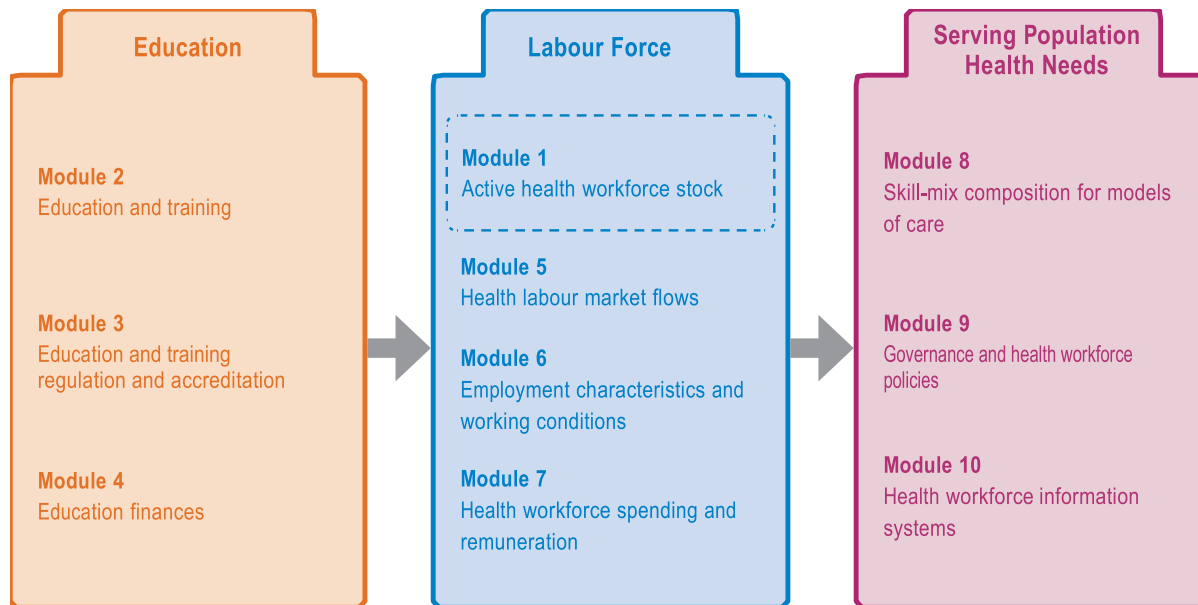
# National Health Workforce Accounts Handbook



- A handbook
- An implementation guide
- A web platform for data reporting, monitoring and visualisation

Use of the Health Labour Market Framework.

Indicators covering 10 modules to obtain comprehensive data on all aspects of health workforce



# National Health Workforce Accounts: Modular overview

## 1 Active health workforce stock

### Stock

- Health worker density
- Health worker density at subnational level

### Distribution

- Health worker distribution by age group
- Female health workforce
- Health worker distribution by facility ownership type
- Health worker distribution by facility type

### Migration

- Share of foreign-born health workers
- Share of foreign-trained health workers

### Distribution

- Share of workers across health and

## 6 Employment characteristics and working conditions

### Working time

- Standard working hours
- Health workers with a part-time contract

### Decent work

- Regulation on working hours and conditions

### Labour market characteristics

- Health worker status in employment
- Regulation on dual practice
- Regulation on compulsory service

### Working conditions

- Measures to prevent attacks on health workers
- Attacks on health-care system

## 2 Education and training

### Applications

- Master list of accredited health workforce education and training institutions
- Duration of education and training
- Applications for education and training

### Admissions

- Ratio of admissions to available places
- Ratio of students to qualified educators for education and training

### Exit / drop out

- Exit / drop-out rate from education and training programmes

## 3 Education and training regulation and accreditation

### Regulation

- Standards for the duration and content of education and training

### Accreditation

- Accreditation mechanisms for education and training institutions and their programmes
- Standards for social accountability
- Standards for social accountability effectively implemented

## 4 Education finances

### Financing of higher education

- Total expenditure on higher education
- Total expenditure on health workforce education
- Average tuition fee per student

### Investment

- Adequate budgetary resources for investments in transformative education

### Education expenditure

- Expenditure per graduate on health workforce education

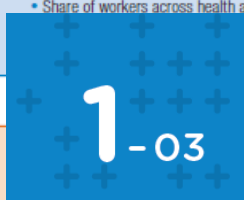
## 5 Health labour market flows

### Entry into labour market

- Graduates starting practice within one year
- Replenishment rate from domestic efforts
- Entry rate of foreign health workers

### Exit from labour market

- Voluntary exit rate from health labour market
- Involuntary exit rate from health labour market



Abbreviated name

**Health worker distribution by age group**

Dimension: Distribution

### Indicator name

Percentage of active health workers in different age groups

### Numerator

Number of active health workers in a specific age group

### Denominator

Total number of active health workers, defined in headcounts

### Disaggregation

By occupation

### Definition

Percentage of active health workers in the given age groups, by occupation.

Age groups considered are the following: > 25, 25–34, 35–44, 45–54, 55–64, ≤ 65.

### Glossary

- Active health worker
- Age group
- Occupation

### Data reporting frequency

Annual

### Potential data sources

- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)
- Professional council/chamber/association registers
- Labour force surveys
- Population census data

### Further information and related links

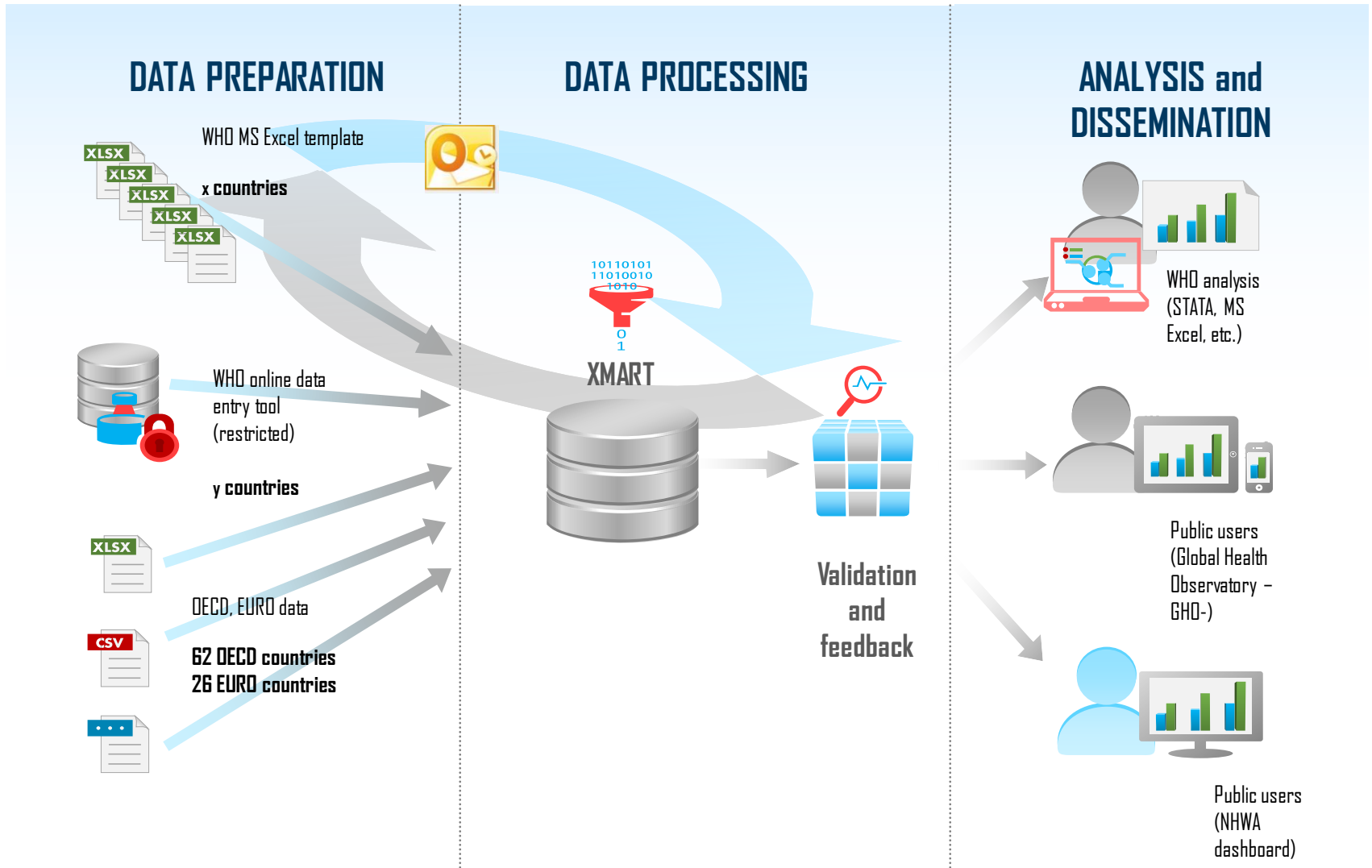
(WHO 2015c, OECD et al. 2016, WHO et al. 2009)

### Additional references

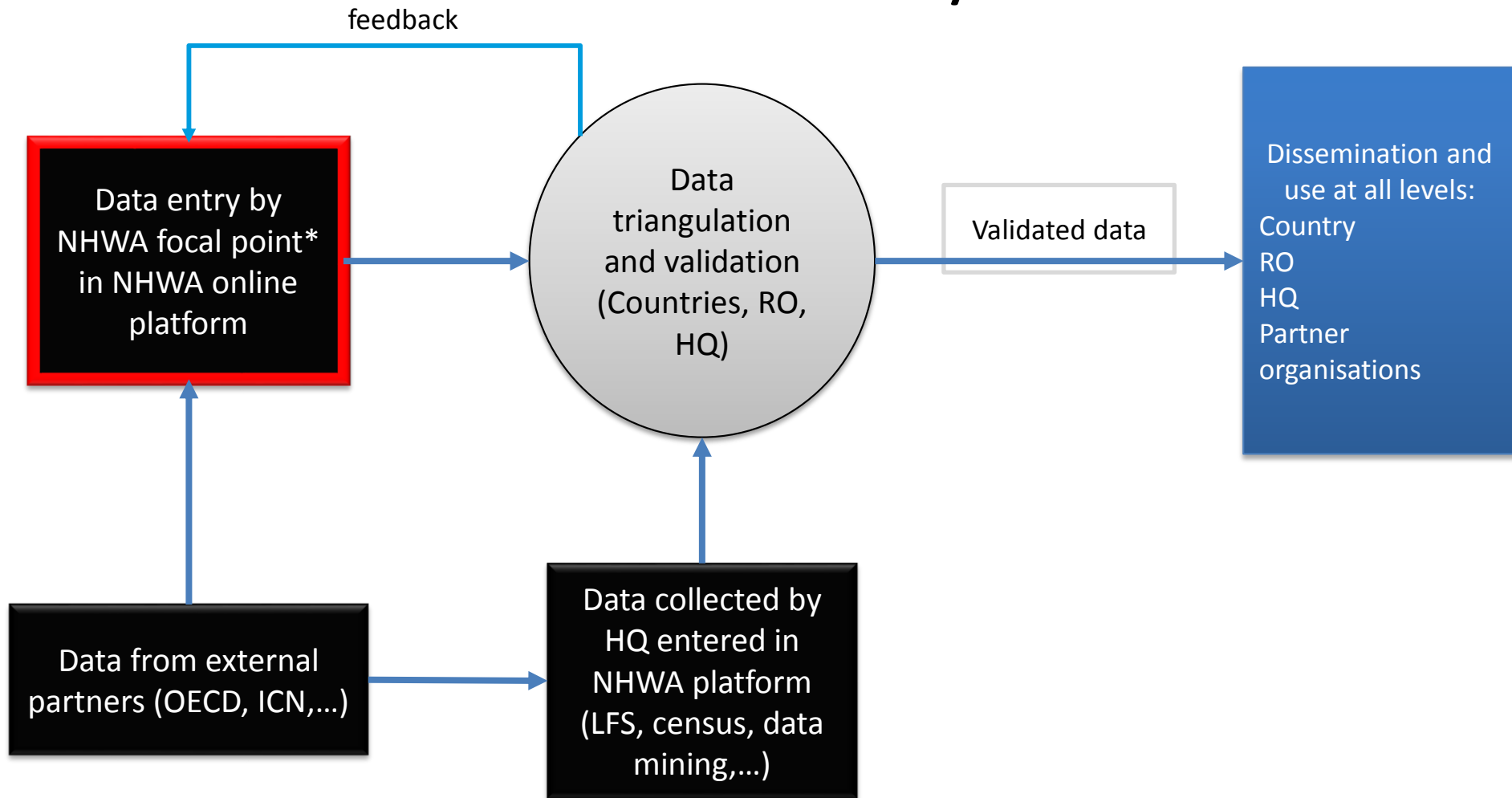
(International Labour Organization 2013, USAID and CapacityPlus 2015)

Tools and guidance

# NHWA Global Reporting



# NHWA data process: country at the center of data collection/validation



\* in charge of country reporting and validation of data entered in the platform.

# NHWA data platform

## NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM

Welcome Teena Kunjumen

[User Guide](#)

[Logout](#)

### NHWA maturity assessment



NHWA maturity assessment enables countries to assess their national information system and its capacity to address the NHWA indicators.

### Validate existing baseline data



The validation exercise enables countries to view existing data and undertake necessary action of data correction/update as required.

### NHWA data entry

Data entry into the system can be done (i) directly through the system interface or (ii) as batch upload through excel sheets



[Data entry through the system interface](#)



[Batch upload through excel sheets](#)

### Visualise data

Access programmed data infographics or create customised data visualisation with the existing data



[Pivot Table](#)

Enables users to create pivot tables, using available data



[Data Visualizer](#)

Enables users to easily create dynamic data analysis and visualizations through charts and data tables.



[GIS](#)

Enables users to visualize data in Geographical location system.



[Dashboard](#)

Access pre populated data infographics based on



[iDashboard](#)

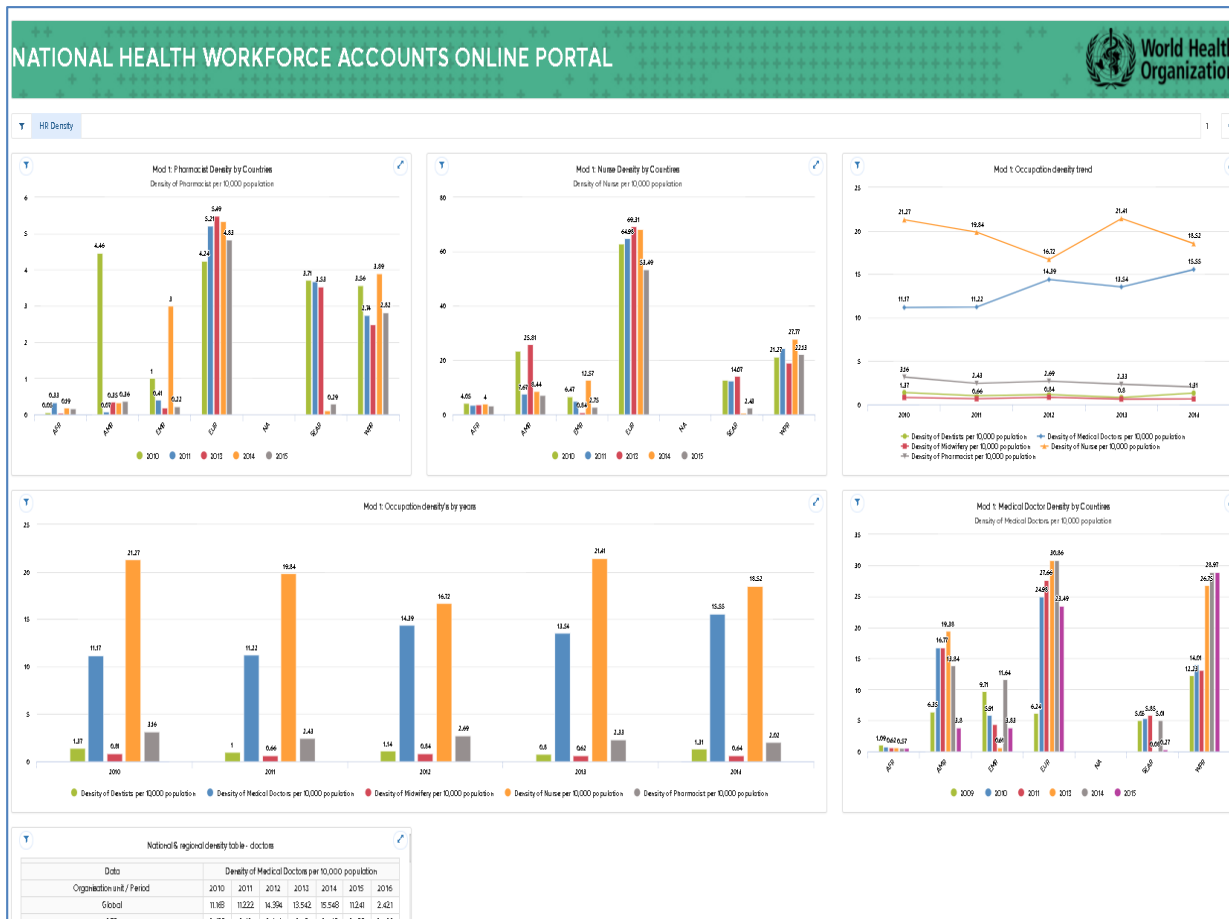
Access to an interactive dashboard



[NHWA Regional profile](#)

Access to the NHWA Regional profile

# NHWA web portal (soon to be published)



# What is NHWA implementation guide?

- **Proposals and recommendations to countries on how to implement NHWA**
- **For policy makers and programme managers**

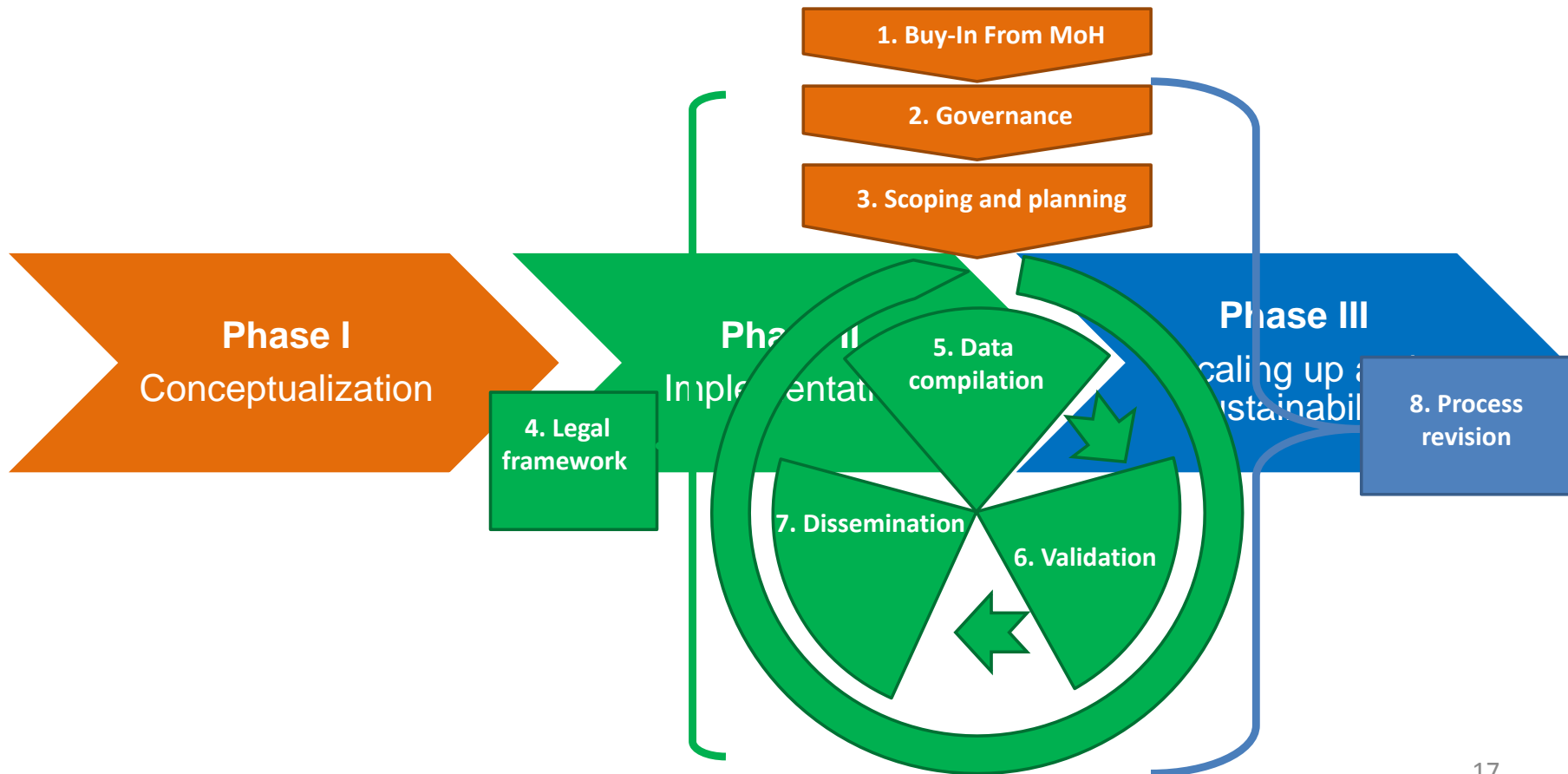
## ***Some guiding principles:***

- **Countries are in the driving seat, these resources are there to facilitate and harmonise**
- **“A la carte”: pick elements in the guide that are relevant to your country, adapt, shake, blend, ..., it is your cookbook**
- **Do not harm: should not have any detrimental effect on current health status and other initiatives improving global health**
- **Not reinventing the wheel: NHWA is being implemented in most countries using existing resources and working scheme already in place. Limited adaptation on existing system is required.**



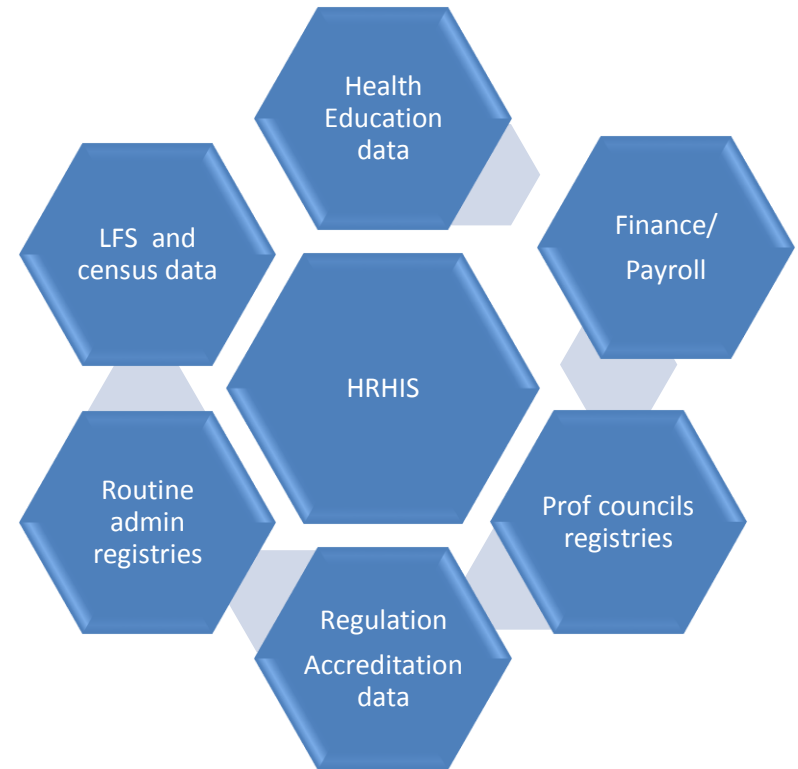
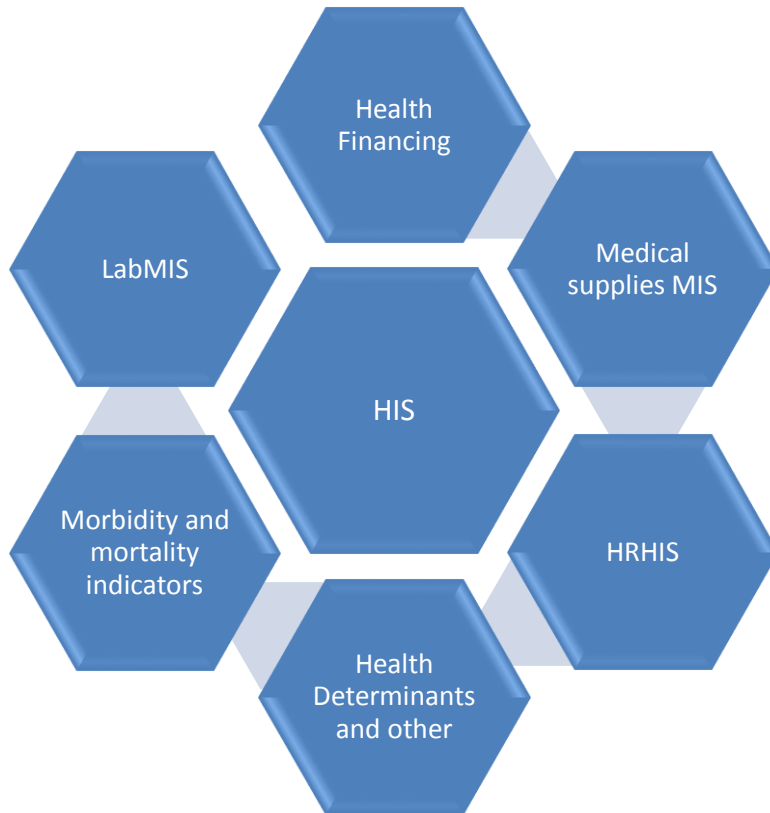
# Implementation of the NHWA

- WHO is developing an **Implementation guide** to help countries run NHWA in a sustainable manner.
- For policy makers and programme managers



Capacity Building and Technical  
Support for NHWA Implementation for  
strengthening HRH information  
systems using the NHWA approach

# Network of systems: A system strengthening approach



# NHWA a system

***Education*** : Production of health workers

***Training*** : On-the-job training – quality improvement

***Management*** : Planning, Recruitment, deployment, skill-mix

***Finance*** : Wages, incentives, sustainable funding

***Governance*** : Public/private, non-health actors, roles and resp.

***Information System*** : Data, monitoring, evaluation, research

***Planning*** : Integrated and supportive long-term plans

***Partnerships*** : Coordinated, collaborative, sustainable plans

***Leadership*** : Vision, political, technical & admin support

# Philippines - HRH Data Flow -

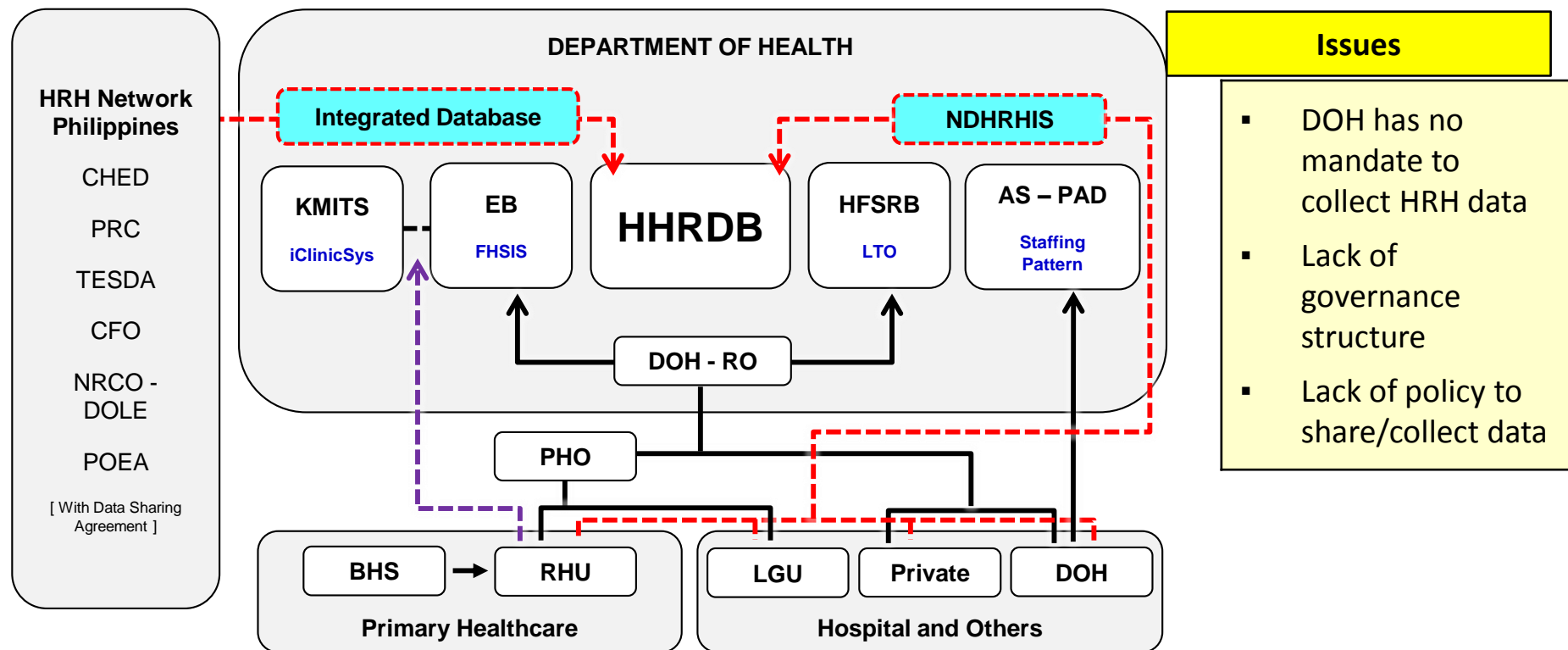


Fig Current HRH Data Flow in the Philippines

# [ Draft ] NHWA Roadmap - Philippines

## Conceptualization

## Operationalization

## Process Revision and Sustainability

Policy priorities identified		NHWA roadmap drafted		Data dictionary updated	Data sharing standards defined	Data sharing agreements updated	Data collection tools developed	Implementation for successes and challenges reviewed
Governance structure designed with TORs	Stakeholders identified and engaged	NHWA meetings conducted		Minimum data set for HWR defined				Governance and institutionalization reviewed
NHWA indicators identified and prioritized		Data sources mapped and gaps identified		Data quality improved and information systems strengthened				Standards, guidelines and SOPs updated
Monitoring and evaluation standards developed				Data submitted by stakeholders to the NHWA focal point		Data quality checked and consolidated		
				Data analysis and validation				
				Use of NHWA data for HRH Country Profile	Use of NHWA data for HRH planning	Use of NHWA data for HRH policies		
				Continuous identification of policy directions				

Partial

Done

Partial

Done

DISSEMINATION AND USE  
&  
Networking and Partnerships

# Uses of NHWA for decision making

- **Support evidence based decision making by providing quality and timely evidence for:**
  - **Answering policy questions**
  - **Informing development of national and sub-national health plans, investment cases and strategies**
  - **Informing advocacy and resource mobilization efforts**
  - **Standardizing tools and methodologies across various stakeholders**



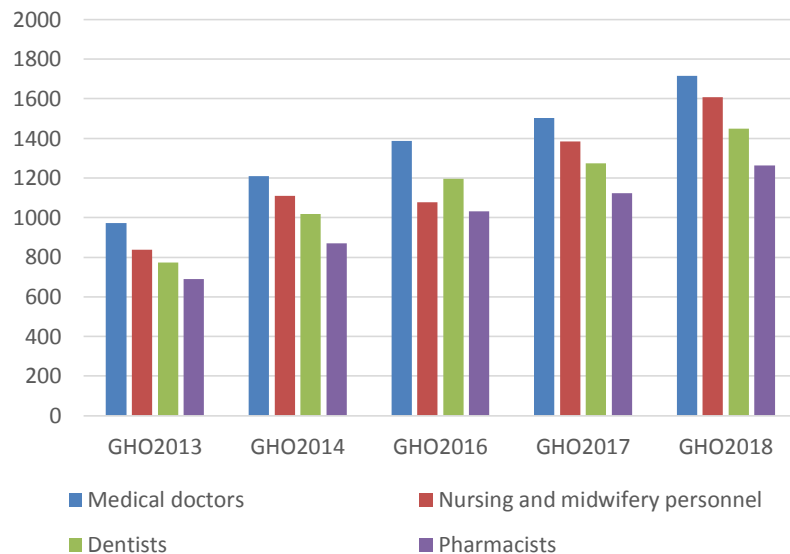
# DISSEMINATION

- THE Global Health Observatory
- SDG and WB reporting
- HRH investment cases
- Planned strategic dissemination
  - The GPW13 impact Framework
  - The State of the World Nursing Report 2020
  - The State of the World Midwifery Report 2020

**But primarily for country use (tables, graphs, maps, profiles, dashboards)**

# Increase in availability of data Comparison through GHO releases

Occupation data increase



Occupation	GHO2013	GHO2014	GHO2016	GHO2017	GHO2018
Medical doctors	972	1210	1387	1502	1715
Nursing and midwifery personnel	837	1110	1077	1383	1608
Dentists	773	1019	1195	1274	1448
Pharmacists	691	870	1031	1123	1263

!! Availability of occupations other than the top 5 have increased  
!! More disaggregation also available

# The Health Data Collaborative (HDC) Network



**Bloomberg  
Philanthropies**

**BILL & MELINDA  
GATES foundation**



Government  
of Canada

Gouvernement  
du Canada

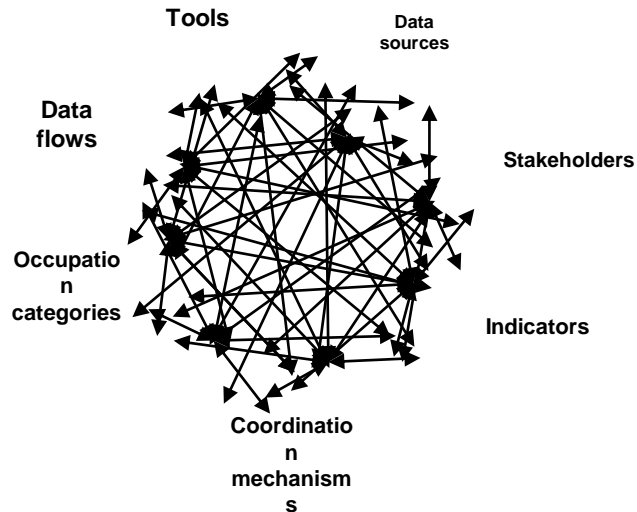


# National Health Workforce Accounts: Scope

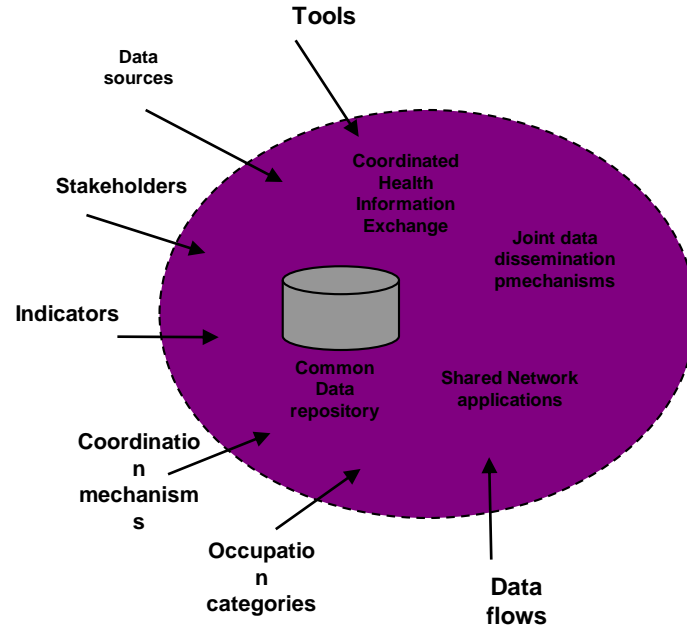
- Beyond a list of indicators
  - Inclusive multi-sectoral governance
  - Diversification of data sources
  - System's strengthening approach
  - Key principle: Countries needs and interest first
  - Partnership for HRH data, country support and capacity building
  - Analytical work and key tools and products for country use
  - Data use for decision making, raising awareness on HRH and resource mobilization

# NHWA: From past/current to Future

From a fragmented system that creates redundancies and inefficiencies



NHWA: A system will consolidate information and provide a foundation for unifying efforts



THANK YOU VERY MUCH

Contact us at [hrhstatistics@who.int](mailto:hrhstatistics@who.int)