Improving data and information for Human Resources for Health

What do decision makers need to know about their health workforce?

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Decision makers need information on four important blocks

1. What is the country context?

2. What is the HRH status in the country?

3. Information about policy levers related to HRH

4. HWF practices and policies

1. What is the country context – health and health systems?

- Information on health status: health, demographic & socio-economic indicators, burden of diseases and public health priorities
- Information on health systems: health infrastructure and service delivery, health system building blocks

2. What is the HRH status in the country?

- What are the HRH numbers and their distribution?
  - Current numbers (production, recruitment, current availability, migration, entry-exit)
  - Distributions (public-private, rural-urban, inter-state, gender, category & skill mix)
  - Future projections (supply and demand)

2. What is the HRH status in the country?

- How are these health workers performing?
  - Competency assessment
  - Motivation
  - Task shifting
  - Working conditions

3. Information about HRH policies and policy levers

- What are the current policies in existence?

- How are they performing? Are they evaluated?

3. Information about HRH policies and policy levers

Illustrative HRH reforms [addressing insufficiency] in Indian states
Compulsory rural posting after completion of MBBS
Pre-condition of working in rural/tribal areas for PG admissions
Pre-condition of working in rural/tribal areas for getting promotion
Monetary incentives
Task-shifting
Creation of new cadre/ course
Revision in service rules
Private sector participation

4. HWF Practices and Policies

- HRH policy document
- Processes, prioritization of problems, policy adoption and roll-out
- Availability of forum for inter-ministerial dialogues on HRH
- Participation of Planning Commission/ NITI Aayog and other ministries in HRH planning
- Functioning of professional councils
- Private sector governance

4. HWF Practices and Policies

- Allocation for HRH in health budgets (centre and states)
- Adequacy and appropriateness of HRH management and systems
- Investments in HRH management and systems
- Tracking system for HRH financing

4. HWF Practices and Policies

- Sources for valid HRH information
- Sharing of lessons & practices between public and private sector
- Status of reforms in health professional education
- Service-rules book

Thanks