

# Demand and Readiness Tool for Assessing Data Sources in Health Information Systems (HIS DART)

## MODULE 3:

# Human Resources for Health Information System



This questionnaire with its corresponding instructions is one of 12 HIS data source assessment modules. The questionnaire is designed to capture information that informs health authorities and other stakeholders about the alignment of the HIS data source with relevant standards. The full series of assessment modules is available at <https://www.measureevaluation.org/resources/tools/dart/>.

For more information, see the corresponding data source module in Health Information System Strengthening: Standards and Best Practices for Data Sources, available here: <https://www.measureevaluation.org/resources/publications/tr-17-225>.

## Module 3 Questionnaire: Human Resources for Health Information System

No.	QUESTION	RESPONSE	SKIPS																											
1	Does [COUNTRY] have a national human resources for health (HRH) plan, in the form of a detailed policy or strategic plan?	YES, STAND-ALONE DOCUMENT 1 YES, PART OF NATIONAL HEALTH POLICY/STRATEGY 2 NO 3	SKIP TO Q4																											
2	Does the HRH plan include: (a) Description of the current HRH situation (b) Estimates of the number and types of health workforce needed (c) Activities to monitor progress toward meeting HRH goals	YES NO 1 2 1 2 1 2																												
3	In which year was the HRH plan published or last updated, whichever is most recent? RECORD YEAR	YEAR <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>																												
4	Does [COUNTRY] have any national definitions of health workforce occupations?	YES, OFFICIAL DEFINITIONS 1 YES, UNOFFICIAL DEFINITIONS 2 NO 3	SKIP TO Q8																											
5	Do national definitions for health occupations include those for: (a) Health professionals (b) Health associate professionals (c) Personal care workers in health services (d) Health management and support personnel	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;"></th> <th style="width: 33%; text-align: center;">ALL OCCUPATIONS</th> <th style="width: 33%; text-align: center;">SOME OCCUPATIONS</th> <th style="width: 33%; text-align: center;">NO OCCUPATIONS</th> </tr> </thead> <tbody> <tr> <td>(a) Health professionals</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> </tr> <tr> <td>(b) Health associate professionals</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> </tr> <tr> <td>(c) Personal care workers in health services</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> </tr> <tr> <td>(d) Health management and support personnel</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> </tr> </tbody> </table>		ALL OCCUPATIONS	SOME OCCUPATIONS	NO OCCUPATIONS	(a) Health professionals	1	2	3	(b) Health associate professionals	1	2	3	(c) Personal care workers in health services	1	2	3	(d) Health management and support personnel	1	2	3								
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6	How many health worker occupations are defined, in total?	NUMBER <input type="text"/> <input type="text"/> <input type="text"/>																												
7	Are the defined occupations currently mapped to ISCO (2008 revision) categories?	YES, USE ISCO DEFINITIONS 1 YES, ALL ARE MAPPED 2 YES, SOME ARE MAPPED 3 NO 4 UNABLE TO ASCERTAIN 5																												
8	Milestone 4.1 in the HRH Global Strategy is, by 2020, all countries will have made progress to establish registries to track health workforce stock, education, distribution, flows, demand, capacity, and remuneration. Does [COUNTRY] have a health workforce registry?	YES 1 NO 2	SKIP TO Q11																											
9	The year when the registry was deployed RECORD YEAR	YEAR <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>																												
10	Does the health workforce registry contain data elements for each health worker, including: (a) Unique identification number (b) Sex (c) Date of birth or age (d) Any citizenship information (e.g., citizenship at birth, current citizenship, country of residence) (e) Occupation category, according to nationally defined or ISCO occupation category (f) Current occupational status (e.g. active, inactive) (g) Place of employment for currently active, according to health facility code (h) Date of registry update	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%; text-align: center;">YES</th> <th style="width: 20%; text-align: center;">NO</th> </tr> </thead> <tbody> <tr> <td>(a) Unique identification number</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(b) Sex</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(c) Date of birth or age</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(d) Any citizenship information (e.g., citizenship at birth, current citizenship, country of residence)</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(e) Occupation category, according to nationally defined or ISCO occupation category</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(f) Current occupational status (e.g. active, inactive)</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(g) Place of employment for currently active, according to health facility code</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td>(h) Date of registry update</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> </tbody> </table>		YES	NO	(a) Unique identification number	1	2	(b) Sex	1	2	(c) Date of birth or age	1	2	(d) Any citizenship information (e.g., citizenship at birth, current citizenship, country of residence)	1	2	(e) Occupation category, according to nationally defined or ISCO occupation category	1	2	(f) Current occupational status (e.g. active, inactive)	1	2	(g) Place of employment for currently active, according to health facility code	1	2	(h) Date of registry update	1	2	
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11	The most efficient way to compile health workforce data is using a national routine human resources information system (HRIS). Does [COUNTRY] have an electronic HRIS?	YES, NATIONAL 1 YES, NOT NATIONAL 2 NO 3	SKIP TO Q25																											
12	Where is the HRIS housed?	<table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td colspan="2">CENTRALIZED</td> </tr> <tr> <td style="padding-left: 20px;">MOH</td> <td style="text-align: right;">01</td> </tr> <tr> <td style="padding-left: 20px;">OTHER GOVERNMENT AGEN</td> <td style="text-align: right;">02</td> </tr> <tr> <td style="padding-left: 20px;">NON-GOVERNMENTAL AGEN</td> <td style="text-align: right;">03</td> </tr> <tr> <td style="padding-left: 20px;">OTHER</td> <td style="text-align: right;">04</td> </tr> <tr> <td colspan="2">DECENTRALIZED</td> </tr> <tr> <td style="padding-left: 20px;">MOH</td> <td style="text-align: right;">11</td> </tr> <tr> <td style="padding-left: 20px;">OTHER GOVERNMENT AGEN</td> <td style="text-align: right;">12</td> </tr> <tr> <td style="padding-left: 20px;">NON-GOVERNMENTAL AGEN</td> <td style="text-align: right;">13</td> </tr> <tr> <td style="padding-left: 20px;">OTHER</td> <td style="text-align: right;">14</td> </tr> <tr> <td colspan="2">FEDERATED</td> </tr> <tr> <td style="padding-left: 20px;">MORE THAN ONE AGENCY</td> <td style="text-align: right;">21</td> </tr> </tbody> </table>	CENTRALIZED		MOH	01	OTHER GOVERNMENT AGEN	02	NON-GOVERNMENTAL AGEN	03	OTHER	04	DECENTRALIZED		MOH	11	OTHER GOVERNMENT AGEN	12	NON-GOVERNMENTAL AGEN	13	OTHER	14	FEDERATED		MORE THAN ONE AGENCY	21				
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13	In what type of electronic system is the HRIS data managed?  CIRCLE ALL THAT APPLY	ELECTRONIC SPREADSHEET MS EXCEL FILE A OTHER SPREADSHEET B DATABASE MANAGEMENT SYSTEM SQL DATABASE C MS ACCESS D OTHER DBMS E HMIS SOFTWARE DHIS2 F OTHER HMIS G OTHER X	
14	Does the HRIS have semantic interoperability with any other data systems?	YES 1 NO 2	SKIP TO Q22
15	Which data exchange standards are used?	AGGREGATED DATA EXCHANGE (ADX) A FAST HEALTHCARE INTEROPERABILITY RESOURCES (FHIR) B INTEGRATING HEALTHCARE ENTERPRISE (IHE) C DIGITAL IMAGING & COMMUNICATIONS IN MEDICINE (DICOM) D HEALTH LEVEL 7 (HL7) E OTHER F NONE G	
20	CHECK MODULE 2 (hiis), Q1: IF MODULE 2, Q1=1 OR 2, GO TO Q21 IF Q1=3, GO TO Q22		
21	Currently, is the HRIS linked to the facilities on the master facility list?	YES, AUTOMATICALLY 1 YES, MANUALLY 2 NO 3	
22	What is the lowest level at which health workforce registry data in the HRIS can be accessed and updated?	CENTRAL LEVEL ONLY 1 REGIONAL/PROVINCIAL 2 DISTRICT/COUNTY 3 HEALTH FACILITY 4	
23	CHECK Q11: IF Q11=1 OR 2, GO TO Q24 IF Q11=3, GO TO END		
24	Is the health workforce registry managed in the HRIS?	YES 1 PARTIALLY 2 NO 3	
25	What percentage of facilities in the <u>public</u> sector provide health workforce registry information? RECORD A ROUND NUMBER	PERCENT <input type="text"/> <input type="text"/> <input type="text"/> %	
26	What percentage of <u>non-government</u> facilities provide health workforce registry information? RECORD A ROUND NUMBER	PERCENT <input type="text"/> <input type="text"/> <input type="text"/> %	
27	In your best estimate, what percentage of professional health workers (i.e., doctors, nurses, and midwives) in the <u>public</u> sector are registered in the health workforce registry? RECORD A ROUND NUMBER	PERCENT <input type="text"/> <input type="text"/> <input type="text"/> %	
28	In your best estimate, what percentage of professional health workers (i.e., doctors, nurses, and midwives) in <u>non-government</u> facilities are registered in the health workforce registry? RECORD A ROUND NUMBER	PERCENT <input type="text"/> <input type="text"/> <input type="text"/> %	
29	When was the last time the health workforce registry data in HRIS were updated? RECORD ROUND NUMBER NOTE: IF MORE THAN 11 MONTHS, THEN RECORD IN YEARS	MONTHS AGO <input type="text"/> <input type="text"/> YEARS AGO <input type="text"/> <input type="text"/>	
30	How often are the health workforce registry data updated?	IN REAL TIME 1 AT LEAST ONCE PER YEAR 2 EVERY 1-3 YEARS 3 LESS OFTEN 4 NEVER 5	

END