

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
- 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 social sectors

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 rate from education and training programmes

Graduation

- Graduation 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

- Standards for social determinants of health
- Standards for interprofessional education
- Agreement on accreditation standards
- Lifelong learning
- Continuing professional development
- In-service training

4 Education finances

Financing of higher education

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

Investment

- Investment in transformative education and training

Education expenditure

- Expenditure per graduate on health workforce education

- Cost per graduate of medical specialist education programmes
- Cost of qualified educators per graduate
- Lifelong learning
- Total expenditure on in-service training and continuing professional development

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

Labour market imbalances

- Unemployment rate
- Vacancy rate

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
- Regulation on minimum wage
- Regulation on social protection

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

7 Health workforce spending and remuneration

Health workforce expenditure

- Total expenditure on health workforce
- Total official development assistance on health workforce

Health workforce remuneration

- Total expenditure on compensation of health workers
- Public expenditure on compensation of health workers

- Entry-level wages and salaries
- Policies on public sector wage ceilings
- Decent work
- Gender wage gap

8 Skill-mix composition for models of care

Sectoral workforce composition

- Percentage of health workforce working in hospitals
- Percentage of health workforce working in residential long-term care facilities
- Percentage of health workforce working in ambulatory health care

Skill distribution

- Specialist surgical workforce
- Family medicine practitioners
- Existence of advanced nursing roles

International Health Regulation capacity

- Availability of human resources to implement the International Health Regulations
- Applied epidemiology training programme

9 Governance and health workforce policies

Governance

- Mechanisms to coordinate an intersectoral health workforce agenda
- Central health workforce unit

Health workforce policies

- Health workforce planning processes
- Education plans aligned with national health plan

- Institutional models for assessing health care staffing needs

10 Health workforce information systems

HRHIS for international reporting

- HRHIS for reporting on International Health Regulations
- HRHIS for WHO Code of Practice reporting
- HRHIS for reporting on skill attendance at birth requirements

HRHIS to track HWF

- HRHIS for reporting on outputs from education and training institutions
- HRHIS for tracking the number of entrants to the labour market
- HRHIS for tracking the number of active stock on the labour market

- HRHIS for tracking the number of exits from the labour market
- HRHIS for producing the geocoded location of health facilities