IMPLEMENTING A HUMAN RESOURCES INFORMATION SYSTEM IN KENYA FOR EFFECTIVE HEALTH WORKFORCE DECISION-MAKING AT COUNTY LEVEL

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PRESENTATION OUTLINE

• Background & issue

• iHRIS implementation at County Level

• Results and achievements

• Lessons Learnt

• Acknowledgements
Background & Issue:

Before 2013: Health workforce management was centralized
“ONCE A UPON A TIME”
MOH REGISTRY

MANAGING HRH TRAINING
DATA A BIG HEADACHE!!

- MOH had 2 large rooms, more than 50,000 personnel files – cluttered and disorganized
- It was impossible to make informed decisions on HR management & training
After 2013: Health workforce management was decentralized to county governments
Devolution presented more training opportunities to health workers

- Uncoordinated in-service training (IST) for more than 30,000 public sector health workers
- Numerous IST courses being delivered by partners and training institutions, national & county governments,
- No systems for coordinated tracking of health workforce training
- Some health workers take the same course more than once at the expense of others
Interventions: MOH & USAID’s funded Capacity Kenya, HRH Capacity Bridge & FunzoKenya Projects

“NEW LOOK” REGISTRY

- Human Resources Information System (iHRIS) developed
- Open source online systems for HR – designed to international standards
- Two modules of the system:
  - iHRIS Manage – used to maintain of health workforce personnel details
  - iHRIS Train – use to track trainings undertaken
Interventions: One decentralized iHRIS

- iHRIS was installed and hosted at MOH data center
- System was decentralized – each county and training provider accessed and manage their own data only while the national level could access aggregate data for the entire country.
- Devolved payrolls, and physical files digitized, disseminated to the counties and used to upload data into the system
- National MOH formed iHRIS TWG to spearhead implementation
- Counties hire HRM & D officers and managers
Interventions: iHRIS Guidelines and Tools for implementation

- iHRIS & records management guidelines
- iHRIS Training curriculum
- iHRIS User Manual
- E-records digitization user guide
Interventions: iHRIS implementation

- iHRIS implemented to counties, contracting partners and training institutions
- TOTs were trained to cascade iHRIS down to the counties, training institutions and partners
- iHRIS TWGs formed
  - National
  - Inter-county
  - County
RESULTS

TOTs trained 47 counties with intensity on 35, 17 training institutions and 30 Training partners.

About 900 HRH officers from GOK, training institutions and partners use iHRIS to manage 57,373 health workers.

Training for 20,000 health workers tracked through iHRIS.

Interoperability between iHRIS and Master Facility list as well as District Health Information System (DHIS2) enabled decision making on HRH relative to service delivery.
Kenya is a country located on the Africa’s east coast. It encompasses savannah, lakelands, the dramatic Great Rift Valley and mountain highlands. It covers a total area of 582,650 Km². Kenya borders Indian Ocean on the South East between Somalia and
Kisii County Health workforce retirement planning

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Mombasa County Health workforce against HIV Treatment

- Coast Province General Hospital: 1866 (Currently on HIV Treatment), 472 (HIV Treatment Workforce)
- Likoni District Hospital: 38 (Currently on HIV Treatment), 951 (HIV Treatment Workforce)
- Kongowea Health Centre: 5 (Currently on HIV Treatment), 877 (HIV Treatment Workforce)
- Tudor District Hospital (Mombasa): 49 (Currently on HIV Treatment), 683 (HIV Treatment Workforce)
- Kisauni Dispensary: 6 (Currently on HIV Treatment), 598 (HIV Treatment Workforce)
### Reports: Tracking HCWs training by courses taken

### Participants List

Results limited by: Course: HIV Counselling and Testing

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<tr>
<th>#</th>
<th>First Name</th>
<th>Surname</th>
<th>Gender</th>
<th>County</th>
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Coordination and CLA through social media

IHRIS Users of Kenya

Dominic Mburu
7 June
Kericho and Kirinyaga IHRIS training in Naivasha. One participant making presentation in the spirit mentorship. Henry from Kirinyaga County

MATATU EMPIRE
4 friends - 95,131 members

Friend Requests
Philip Mulinda
3 mutual friends
Confirm friend

John Ngua
16 mutual friends
Confirm friend

English (UK) · English (US) · Kiswahili · Français (France) · Español

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Next Steps: Integration with regulatory HRIS

HCW Trainer

HCW records and Training data

Interoperability

HCW Regulator

Verification of Training & award of CPD & Re-licensure

HCW Manager

Who should be trained?
Who has attained CPD points necessary for promotion
Lessons Learnt

Letting Government take lead ensured ownership of the process

Technological & organizational aspects were the easier part. Behavioral change was the hardest

We realized the best was to turn the problem into a solution rather than look for solutions from far
Acknowledgments

• USAID for the funding HRH projects in Kenya
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• Training institutions
• USG and non USG training providers who use iHRIS
• The authors and other project staff who participated in implementation of iHRIS

THANK YOU!
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