Implementing the National Health Workforce Account to inform SDG3: The contribution of the Mozambican HRIS

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Structure of Presentation

1-Overview of the scope of the HRIS and HRH Observatory

2-Overview of the Governance Structure and Span of Stakeholders contributing data to the HRIS

3-Examples of Data Use and Reporting- what is being produced

4-Overview of current availability of data elements vis-à-vis the modules of the NHWA

5-The anticipated policy, regulatory frameworks and resources (financial and human)

6-Indicative actions to prepare a roadmap and complete reporting to inform SDG 3
1- Overview of the scope of HRIS and HRH Observatory

• The concept of integrated HRIS started in 2011, however the development of some sub-systems started back in 1998

• Data coverage of HRIS (Public sector)
  ▪ **Employee registry**: Gender, Location, Professional cadre, Age group, Contractual type, Health Facility (HF) type; HF Urban / Rural area
  ▪ **In-service training**: Training name, place and period, participants, facilitators
  ▪ **Pre-service Training**: Training institution, students registered, graduates, teachers’ information

• Mozambique HRIS
  ▪ Is being developed in collaboration with Ministry of Finance and is integrated with the National Payroll System
  ▪ Aggregated data are available online and updated monthly

• Data access of Observatory
  ✓ Mainly Public Sector (HRIS, HMIS…)
  ✓ Some private sector Education data can be available upon request
2-Overview of governance structure

HRIS Governance structure

Ministry of State Administration and Civil Service
- Employee Life Cycle*
  - eCAF
    - Electronic registry of government employees
- eFOLHA Payroll Information System

Ministry of Economy and Finance
- In-service SIFO
  - eCAF - Health Extension Additional information on health workers
- Pre-service SIFIN

Ministry of Health
- HR Directorate
  - eSIP-SAÜDE
  - Business Intelligence Tool

National Directorate of Planning and Cooperation
- National MFL Master Facility List
- HMIS**

Integrated HRH Data for decision-making

* Under development  ** Integration with HMIS planned
HRH Observatory Governance structure

HRH Observatory launched on 2nd November 2011

MINISTRY OF HEALTH

Human Resources Directorate

Technical Coordinating Committee (HRD, NHI, WHO)

Research led by NHI

Permanent Secretariat

Administrative Support

Network Members

National Directorates

Line Ministries

National Institute of Statistics

Training Institutions

Professional Associations and Councils

Civil Society

Development Partners

HRD – Human Resources Directorate, NHI – National Health Institute, WHO- World Health Organization
- Strategic Planning
- HRH management
- Policy dialogue promoted by the HRH Observatory Annual Conferences on:
  - Midwifery workforce
  - PHC workforce
- User type
- Reporting

IVth Global Forum on HRH, Dublin, 13-17 November 2017
IVth Global Forum on HRH, Dublin, 13-17 November 2017
Examples of HRH Observatory products

HRH Annual Statistics Books

1º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique

2º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique

3º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique

4º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique

5º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique - 2015

6º Anuário Estatístico sobre Recursos Humanos para a Saúde em Moçambique - 2015

IVth Global Forum on HRH, Dublin, 13-17 November 2017
III HRH Observatory Annual Conference

Date: 6th November 2014

Theme: “State of the Midwifery Workforce towards Health Universal Coverage, 2013”.

IV HRH Observatory Annual Conference

Date: 16th September 2015

Lema: “State of the Healthworkforce for the implementation of Primary Health Care, 2014”
Date: 3rd November 2016

Theme: “The impact of demographic and epidemiological profile changes on the competencies of health care workers and the need of new professional categories in the National Health System”

Date: 2nd November 2017

Theme: “State of the Public and Environmental Health Workforce, 2016”
Dissemination of HRH Observatory Strategic Information to key Decision-making fora
Dissemination of HRH Observatory Strategic Information via key medias: MoH media screens, HRHO Facebook page
### 4- Overview of current availability of data elements vis-a-vis the Modules of the NHWA Mozambique - 2016

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Available</th>
<th>N/A</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-Active Health Workforce stock</td>
<td>9 (75%)</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>2-Health Workforce in Education</td>
<td>8 (89%)</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>3-Education Regulation</td>
<td>0 (0%)</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>4-Education Finances</td>
<td>1 (13%)</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>5-Health Labour Market Flows</td>
<td>2 (20%)</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>6-Employment charact. &amp; working conditions</td>
<td>5 (45%)</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>7-HW spending and remuneration</td>
<td>4 (80%)</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>8-Skill mix composition models of care</td>
<td>6 (55%)</td>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>9-Performance and productivity</td>
<td>2 (29%)</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>10-HW governance, HRIS and planning</td>
<td>5 (50%)</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42</strong> (47%)</td>
<td><strong>48</strong></td>
<td><strong>90</strong></td>
</tr>
</tbody>
</table>
Percentage of available indicators/numerators/denominators, NHWA module 1, Mozambique, 2016
4- Overview of current availability of data – Education

Percentage of available indicators/numerators/denominators, NHWA modules 2, 3 and 4, Mozambique, 2016

M2-Health workforce in education (N=9)
- Indicator: 8/9
- Numerator: 8/9
- Denominator: 8/9

M3-Education Regulation (N=7)
- Indicator: 0
- Numerator: 0
- Denominator: 0

M4-Education Finances (N=8)
- Indicator: 1/8
- Numerator: 1/8
- Denominator: 6/8
4- Overview of current availability of data – Labour force

Percentage of available indicators/numerators/denominators, NHWA modules 5, 6 and 7, Mozambique, 2016
4- Overview of current availability of data – Serving Population needs

Percentage of available indicators/numerators/denominators, NHWA modules 8, 9 and 10, Mozambique, 2016

- M8-Skill mix composition for models of care
  - Indicator: 6/11
  - Numerator: 5/5
  - Denominator: 5/5

- M9-Performance and productivity
  - Indicator: 2/7
  - Numerator: 2/3
  - Denominator: 2/3

- M10-Health workforce governance, information systems and planning (N=10)
  - Indicator: 5/10
5- Policy, regulatory frameworks and resources needed

• Regulatory frameworks would need to be reinforced for private sector adequate oversight to ensure contribution of stakeholders
  ✓ Private sector owned facilities

• Coordination with Ministry of Education and Ministry of Science and Technology to put in place accreditation mechanism (planned in the HRH Strategic Plan 2016-2025) of
  ✓ Private and public training institutions

• Coordination with Ministry of Foreign Affairs and Ministry of Labour and Health Professionals Associations to collect data of migration of health workers
6- Indicative actions for roadmap and reporting to inform SDG3

• The NHWA initiative helps to orient the use of the HRIS and it is an important element to guide further developments of the system

  • Inclusion of indicators, for which data are currently available, in regular monitoring of MoH

  • Reducing data gap for data under MoH’s governance
    ✓ Performance and productivity: HRH and HMIS data integration

• Advocacy meetings with all stakeholders who have health workforce data to share data
Mozambique HRH Vision

“Skilled, available and equitatively accessible human resources for health for quality health care service delivery to the community”

Obrigado
Thank you

Picture: Health Professionals of Boane Health Center, Maputo Province, Mozambique by Neide Guesela/ PATH

orhsmoz@gmail.com
http://www.esipsaude.gov.mz/
http://www.misau.gov.mz/index.php/observatorio-de-rh
observatorio-de-recursos-humanos-para-a-saude-de-mocambique