Technical Working Group #3: Data and measurement of HRH availability, accessibility, acceptability and quality

Summary
Summary of findings

1. International public policy/governance – the need to bring focus to HRH data
   - WHA resolutions reveal a continuous increase in the attention to HRH-related themes since 2000.
   - The focus is on leadership and governance (33%) and future supply/training (30%).
   - While effective implementation of these WHA resolutions depends implicitly on the availability of HRH data, resolutions in support of developing, implementing and/or use of data, systems and impact measurement are sparse (4%).

2. ‘Futures’ – Emerging issues
   - Better planning of HRH and a strengthened health workforce strategic intelligence are possible through:
     - Horizon scanning - allowing anticipation of challenges and development of future scenarios.
     - Big data – increase of data, type of data and member states contributing to a wider network of information;

3. Current challenges and opportunities
   - Data is available from a variety of sources at national and global levels however, its utilization is undermined by low capacity to use it, diversity of indicators (determined or influenced by the context) and limited comparability and inter-operability of information.
   - Mechanisms and structures offering great potential for increase data use include: HRIS eHealth (with support of WHO tools, countries’ experiences and donors), and HRH Observatories (if standardized approaches are used around the world).

4. Inter-operability and alignment
   - HRH information (including occupational classifications, titles, labour market participation, type and level of activity etc.) differently defined and categorized across surveys.
   - Pushes for standardization have been made: ISCO, ISO Health Informatics and MDS for HRIS (being developed by WHO), WHO-OECD-Eurostat common data collection questionnaire.
   - Facility based tools (supported by eHealth) as well as projects at country level for HIE (e.g. PEPFAR OpenHIE) show potential to connect data.

5. Future opportunities in relation to HRH data and inter-operability
   - Scaling up MDS and ISCO.
   - Taking advantage of the increased attention to HIS, eHealth and mHealth.
   - Increasing capacity at health facility level: through HIE, connected health and patient engagement.
   - Learn from country experiences in the development of their HIS, HRIS and HIE mechanisms.

What do you think the forward vision should be?
What should we aim for in a post-2015 agenda?
Which pathway should we take for improving HRH data availability, inter-operability and use?