
Vision Document

iHRIS Qualify

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Mission Statement

The goal of iHRIS Qualify is to track data on a complete cadre of health care workers in a country from pre-service training through attrition.

Purpose

iHRIS Qualify is a training, certification and licensure system that collects and aggregates data on a country's total health workforce. It resides with the licensing or certification authority for a health worker cadre, such as nurses or physicians. The database captures information about health professionals from the time they enter pre-service training through registration, certification and licensure, and it is updated every time a professional's license or certification is renewed. This system is also capable of tracking continuing medical education attained by health workers, capturing data about foreign-trained workers applying to work within the country and recording out migration verification requests. Thus, it provides a country-level picture of the health workforce.

Stakeholders

Licensing or Certification Authority

A licensing or certification authority is generally an autonomous council that regulates the registration, operations and conducts of a cadre of medical professionals with a country. Typically, there are separate authorities to regulate: a) doctors; b) dentists; c) nurses; c) pharmacists; d) allied health professionals including those in environmental health, clinical medicine, community health, public health, medical laboratory technology, radiography, physiotherapy, occupational therapy, orthopedic technology, anesthesia and psychiatry. Each separate authority would maintain their own iHRIS Qualify system but data from all may be aggregated to provide a complete picture of the nation's health workforce.

The Licensing or Certification Authority has the following responsibilities:

- Ensure quality of graduates of health care training institutions through enforcing minimum qualifications for incoming students, continuous monitoring of students' progress and inspecting schools.
- Set and administer examinations for graduating students entering the profession.
- Verify exam results and register graduating students to allow them to practice within the country.
- Maintain licenses for health professionals that are renewed on a periodic basis.
- Verify that continuing education requirements have been completed before renewing licenses.
- Issue and renew private practice licenses to qualified medical professionals and inspect private health facilities.

- Verify training and qualifications of foreign-trained health professionals applying to practice within the country and issue temporary or permanent licenses to them.
- Verify qualifications of medical professionals applying to work in foreign countries on request by the Licensing or Certification Authority in the foreign country.

They would use the iHRIS Qualify system to capture, update and report on data from all of these activities.

Human Resource Planners and Managers

Typically employed by the Ministry of Health (MoH) or a similar governmental body, these professionals are directly responsible for planning and managing the country's health workforce. These responsibilities include: a) enlisting students into health profession training institutions; facilitating continuing professional development for those already deployed in health care professions in the country; and b) deploying and administering health care workers in public facilities.

Human Resource Planners and Managers would use the system, probably in conjunction with related systems, to:

- Identify recruitment gaps
- Identify training gaps
- Assist in the projection of sector needs
- Manage and assess district and regional human resource recruitment

Ministry of Health Resource Center

The Resource Center is an information hub typically located in the MoH or a similar governmental body that is responsible for collecting and maintaining data on health workers. It supports implementation of health reform planning, policy setting, standards setting and quality assurance and monitoring by the national government. The Resource Center is likely to be a source of data for the iHRIS Qualify system and will also require reports of data from the system to support its goals.

Ministry of Education (or similar governmental body)

The Ministry of Education (MoE) oversees and regulates all health professional training institutions. In collaboration with the MoH (or similar governmental body), this body is generally responsible for ensuring a full supply of health care workers for the country by recruiting students into training institutions. The MoE provides information to the Certification or Licensing Authority on the required qualifications for incoming students and the expectations for qualified health professionals graduating from training institutions.

Health Professional Training Institutions

There are two categories of training institutions by ownership: those owned by the government and those privately owned. Government-owned institutions are under the MoE or a similar governmental body. All training institutions screen qualified recruits using standards set by the MoE. The Licensing and Certification Authority authenticates incoming students and follows up on their progress to ensure maintenance of quality and standards. The Authority keeps records on students' discontinuation and readmission to

the school, when that occurs, as well as graduating students' application to take the national exam. The Licensing and Certification Authority depends on the training institutions to provide this data for tracking.

Health Care Facilities

Public and private health care facilities may use the system to verify that a health care worker holds a current license and is qualified when the health care worker is deployed to that facility. In addition, the health care facilities provide deployment information to the Licensing or Certificate Authority to complete the national picture of the health workforce. Any human resource management system in use at the facility may need to pull data from or provide data to the PowerSupply system to fulfill these goals.

Nongovernmental Organizations (NGOs)

Nongovernmental organizations working in human resources for health (HRH) have the goals of:

- Strengthening coordination among and between governments and NGOs to align the various fragmented HRH functions presently in existence,
- Enhancing capacity for HRH policy, planning, management and performance, including the continuing professional development of health workers
- Developing management and implementation capacity for pre-service and in-service training
- Rehabilitating and equipping health training institutions

Data from iHRIS Qualify will enable NGOs to better plan interventions and monitor and track the success of such interventions.

The Capacity Project/IntraHealth

Capacity Project/IntraHealth is the software developer whose primary objective is developing functional, user-friendly software for human resources management that achieves effective results.

USAID/Washington

USAID/Washington is the funder of the Capacity Project whose primary objective is improving human capacity to implement quality health programs in the developing world.

Features and Benefits

iHRIS Qualify will be capable of achieving the following objectives translatable into functional areas of interest:

- Capture all students' details at the time of admission to all training institutions
- Capture all training programs or cadres they undertake in these schools
- Document students' progress during their training including disruptions and resumptions in training
- Capture information on entry to final examinations conducted by the Certification or Licensing Authority
- Document performance in the final examination
- Capture registration information for all those who qualify

- Capture registration information for all those who may have qualified from outside the country and want to practice in the country
- Follow up practicing licensure for all registered health professionals in the country including documenting fulfillments of requirements for continued medical education
- Capture all private licenses issued to private practicing health professionals including private health facility inspection details
- Capture deployment of health care workers by geographical locations and facilities
- Capture all health professionals who present application forms for verification and authenticity by other boards or councils of those countries they intend to migrate to

External Requirements and Constraints

iHRIS Qualify will be programmed using PHP, JavaScript and a MySQL database. It will be designed to run on a Web Server running Apache and Linux. The system is managed via a Web browser; to interface with the system, a local network or Internet connection is required.

The following features will ensure security and accuracy of data stored in the system:

- password-protected logins to allow only authorized users to access the data
- role-based user accounts; non-authorized user actions and datasets are hidden from the user
- error checking and data correction by authorized data managers to ensure data integrity
- automated logging of the username, date and time when data are entered or changed for auditing purposes

iHRIS Qualify will be extensible to the Capacity Project's other iHRIS products, iHRIS Manage and iHRIS Plan, which are currently under development. iHRIS Qualify may be extensible to additional modules to be developed either by the Capacity Project or by the user.