



Group Report on
HRH Database Options
Working Group Meeting on Roadmap for
HRH
September 12, 2012
Barbados

Group Members

- Representatives of

- Antigua
- Bahamas
- St. Kitts/Nevis
- Suriname
- Trinidad and Tobago
- Led by: Selvi Jeyaseelan

Assignment

- Examine the following:
 - 1. Feasibility
 - 2. Areas for improvement
 - 3. Next steps

Preferred Option

- Work Package 1 - Option 3 or 2 - depending on the infrastructure and resources available in the countries (this will be determined upon conduct of a needs assessment by PAHO)
- In evaluating the proposal Antigua (challenged environment) and Suriname (has existing rigorous database) were used as reference points

Feasibility

- Yes, it is feasible
- Need to confirm the variables to be collected
- Costs of system
- Address change management concerns
- Varying infrastructure in each country

Areas for Improvement

- Highlighting benefits to the region
- Accountability - information needs to be available in a timely fashion - as such work has to be done on improving inter-ministry and inter- organization cooperation and collaboration
- Obtaining buy in from regional governments. PAHO can support this by advising on the issues and why a regional HRH database is important
- Advising on issues of confidentiality and levels of access/security
- It is not believed that both work packages 1 and 2 can be addressed simultaneously as it may be too much of a strain on resources/capacity of the ministries

Next Steps

- Identifying core data set within the next six months, inclusive of definitions
- Identifying the process to be used and sharing with each country
- Identifying a point person in each country for capturing and preparing the data - the person should be computer literate with an eye for detail; should be at an entry level or junior level in the Ministry. To be done in 12 to 18 months.
- Each country needs to determine what has to be done locally to facilitate the process
- A needs assessment in each country has to be carried out to evaluate available resources and level of readiness for this activity

Suriname HRH Database

- A brief presentation





Thank you!