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!