

Health Systems Monitoring Working Group:
Health Workforce Accounts Sub-group
DRAFT Terms of Reference

Objectives

1. Improve the harmonization of health workforce data collection, sharing and use through the application of national health workforce accounts.
2. Strengthen collaboration with countries, regional platforms, networks and relevant stakeholders to support implementation of national health workforce accounts and annual reporting.
3. Support evidence generation and knowledge management activities

Scope of work

1. Utilize the outputs of the technical advisory group on NHWA (e.g. Handbook on NHWA) to harmonize health workforce indicators, definitions and metadata and support implementation within Health Data Collaborative countries.
2. Undertake assessments of the capability and maturity of human resource information systems, including interoperability and alignment with minimum data sets, in relation to NHWA.
3. Support HRH labour market analyses to advance NHWA.
4. Catalyse joint support to at least 15 countries to improve the harmonization of health workforce data collection, sharing and use, and reporting to the GHO.

Deliverables 2016-2017

Global

- Handbook on national health workforce accounts available with core health workforce indicators including definitions and metadata.
- Implementation guidance and resources on national health workforce accounts developed and made available to guide NHWA planning and implementation.
- Organize and facilitate a session on data at the Global Forum

Country

- Intercountry workshops.
- Support to at least 15 countries including the Health Data Collaborative pathfinder countries.

Approach and organizational arrangements

The working group will engage through teleconferences organized around country support and implementation.

Health Workforce Sub-Group Workplan

| Objective 1: Improve the harmonization of health workforce data collection, sharing and use | | | | |
|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------|---------------------------------------------|------------------------|
| Deliverable 1: Global standards and public goods for national health workforce accounts | | | | |
| Products | Activities | Lead agency (ies) | Responsible | STATUS |
| | | | | As of April 2017 |
| 1. 1 Handbook on national health workforce accounts with core health workforce indicators including definitions and metadata. | a. Draft handbook for consultation | WHO | Khassoum Diallo | DONE |
| | c. Finalization of the NHWA Handbook | WHO | Khassoum Diallo | DONE |
| 1.2 Tools and guidelines for NHWA | a. Development of an online NHWA data platform | WHO | Khassoum Diallo/Teena Kunjumen | On track |
| | b. Development of a NHWA implementation guide | WHO | Khassoum Diallo/Ramesh Krishnamurthy | On track |
| | c. Development of an advocacy brochure on NHWA | WHO | Khassoum Diallo/Sonali Reddy | On track |
| | d. Development of an inter-agency data exchange platform (ILO, OECD and WHO) | WHO | Khassoum Diallo/Tana Wuliji | On track |
| | a. Draft tools/ planning documents for countries | USAID | Ariella Camera | |
| 1.3 Global Code of Practice | a. Review of the questionnaire on the Code | WHO | Khassoum Diallo | |
| Deliverable 2: Implementation activities: Collaborations with countries, regional platforms, networks and relevant stakeholders | | | | |
| 2.1 Intercountry workshops to support implementation of NHWAs | a. Convene regional consultation meeting in Mozambique | WHO/USAID | Jim Campbell / Diana Frymus | DONE, Report published |
| | b. Convene regional consultation meeting in Senegal for Francophone countries | WHO | Khassoum Diallo/Pascal Zurn/Laurence Codjia | Done |
| 2.3 Develop resources for NHWA implementation planning for LMIC | b. TA to two countries to finalize tools | USAID | Ariella Camera | |
| 2.4 Support to at least 15 countries (including HDC pathfinder countries and NORAD priority countries) in implementing NHWA | a. Support to Kenya, Malawi, Nigeria, Mali, | WHO/USAID | Khassoum Diallo/Diana Frymus/Ariella Camera | |
| | b. Support Ethiopia, Sierra Leone, Tanzania, Uganda | WHO/NORAD | Khassoum Diallo | |
| | c. Support to Sri Lanka, Indonesia, Nepal, Timor Leste | WHO | Khassoum Diallo | |
| 2.5. Support Labour market analyses (LMA) including Muskoka countries | a. Support Benin, Burkina Faso, Guinée, Mali, Niger, Cote d'Ivoire, Senegal, Togo and Tchad (Muskoka countries) | WHO | Pascal Zurn/Laurence Codjia | |
| | b. Support Sri Lanka, Morocco and Tunisia | WHO | Pascal Zurn/Laurence Codjia | |
| | a. Analysis of countries who have utilized HRIS Assessment Framework | USAID/ CDC | Diana Frymus | |
| 2.6 Undertake assessments on the capability and maturity of HRIS | a. Analysis of countries who have utilized HRIS Assessment Framework (HAF) | USAID/ CDC | Diana Frymus | |
| Objective 2: Support evidence generation and knowledge management activities | | | | |
| 3.1. HDC HRH WG Event at 4th Global HRH Forum | Preparation and implementation | WHO/USAID | Khassoum Diallo/ Diana Frymus | |