



# Human Resources Information System (HRIS):

**“Tracking Kenya’s Health Workforce”**

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**Capacity Kenya**

# Background

- Kenya's health care system suffers from critical health workforce shortages often characterized by inequitable distribution of staff.

## **Common Health Information System challenges:**

1. Concerns of data **quality**
2. Restricted **access to existing data**
3. Limited/poor **use of data for planning.**

# Capacity Kenya Project

Capacity Kenya Project aims to build the capacity of the public health sector by **strengthening health systems by focusing on 3 core areas:**

- ✓ a) Policy & **planning**
- ✓ b) Training & **development**
- ✓ c) HR **management.**

# What is HRIS?

- Type of data captured:
    - **Bio** data (linked to IPPD)
    - **Deployment** data (linked to MFL)
    - **Staff development** data.
  - Other existing databases are implemented at various:
    - Levels (i.e. centralized, regional, county)
    - Institutions (i.e. regulatory bodies or health facilities).
- Examples:** HMIS, MFL, DHIS, NCK db.....

# Implementation Status of HRIS

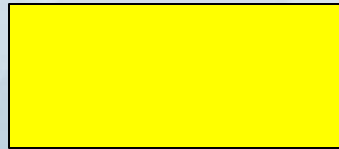
**2009 –  
Database  
development**



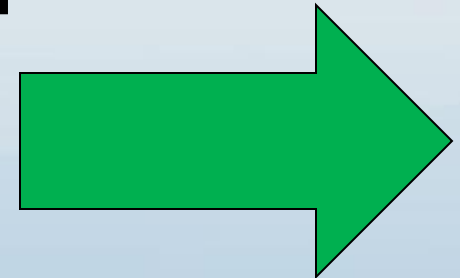
**2011 -  
Customization**



**2010 –  
Installation &  
Uploading**



**2011/2012 –  
User  
training\***



# Implementation status (cont'd):

## 1. Uploaded data to date (**GOK only**):

- Health workforce – **41,000 (linked to IPPD)**
- Health facility – **7,500 (linked to MFL)**

## 2. User training of GOK staff (by level):

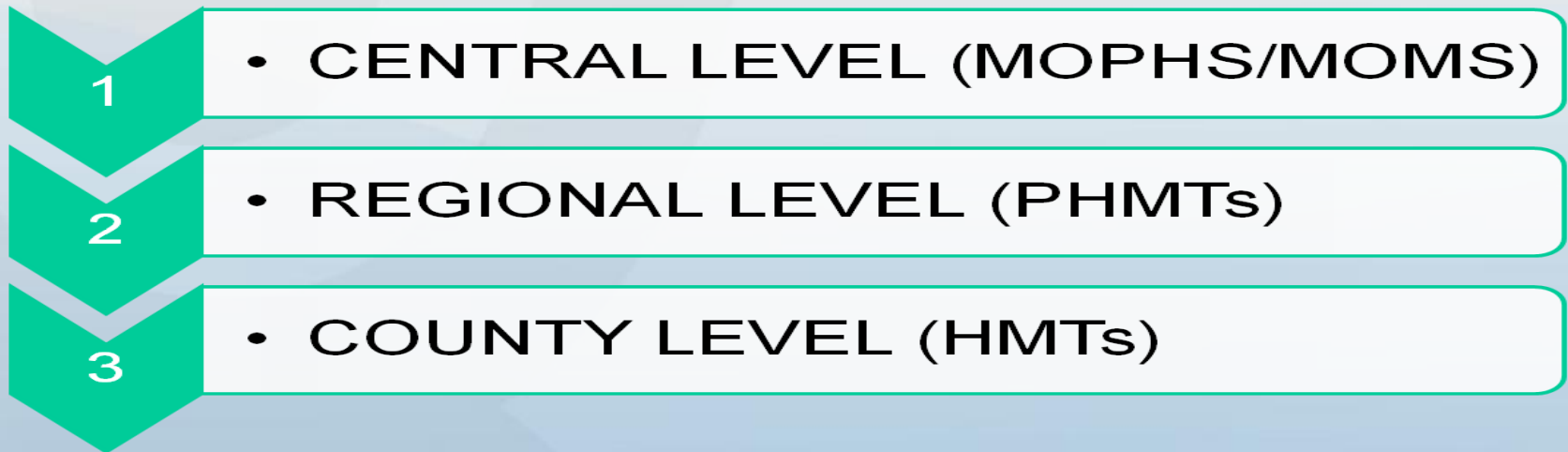
- MOH HQ: **150**
- Provincial/Regional level: **45**
- County level: **21**

# Benefits

- ✓ **Comprehensive** data source
- ✓ Good **quality** data
- ✓ Easy **access** to HR data and reports
- ✓ Reduced manual records → **improved data management** for large #s.

# Short-term HRIS goal

- Decentralize the system to COUNTY LEVEL



**Ultimately integrate HRIS with other health databases for improved and evidence-based decision-making.**





**Thank you**

