
PACIFIC ISLAND
HEALTH OFFICERS ASSOCIATION
1986

Pacific Island Health Officers' Association Executive Board Meeting

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Health Workforce Enumeration

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HRH Assessment and Planning: USAPI HCW Enumeration Project

Background

- PIHOA Board priorities include the need to gain a better understanding of the USAPI healthcare workforce
- *PIHOA Board Resolution 2021-69-01 ["In support of Enumeration and Profiling of the USAPIs Healthcare Workforce and Assessment of the Nahlap HRH Action Plan"*

PIHOA Action – to date

- HRH Enumeration framework developed with stakeholder input
- Data collection to date: Palau, CNMI, RMI, AS, Guam, FSM (Yap, Chuuk, Pohnpei, and Kosrae)
- *DataHouse* contracted to build an interactive database and dashboard model
- Policies and protocols need to be developed to assure security and integrity of the data

Next Steps

- Collect Updated Data from Saipan, AS, and FSM (Chuuk, Pohnpei, and Kosrae)
- Data Sharing Agreement
- Sharing/Access to the Dashboard

Challenges

- Change in health leadership
- Competing jurisdictional priorities
- HR staff turnover
- Lack of dedicated/designated HR Staff
- Incosistencies in roles/titles and functions
- Ad-hoc record keeping of HR data
- Incomplete HR records

Opportunities

Update/Maintain HR Records
Understand HR Needs

Thank You!


RECRUITMENT
& SELECTIO
PERFORMANCE
APPRAISAL
CAREER
PLANNING
TRAINING &
DEVELOPMENT
HEALTH
AND SAFETY
JOB
SSIFICATION