

Sokehs Rock, Pohnpei

Human Resource For Health



66th PIHOA Executive Meeting
November 18-22, 2019

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A photograph of a traditional Pacific Island-style hut with a thick thatched roof and wooden walls, elevated on stilts. It is situated on a grassy slope overlooking a body of water at sunset. The sky is a warm orange and yellow. Some tropical trees are visible in the foreground.

Objectives

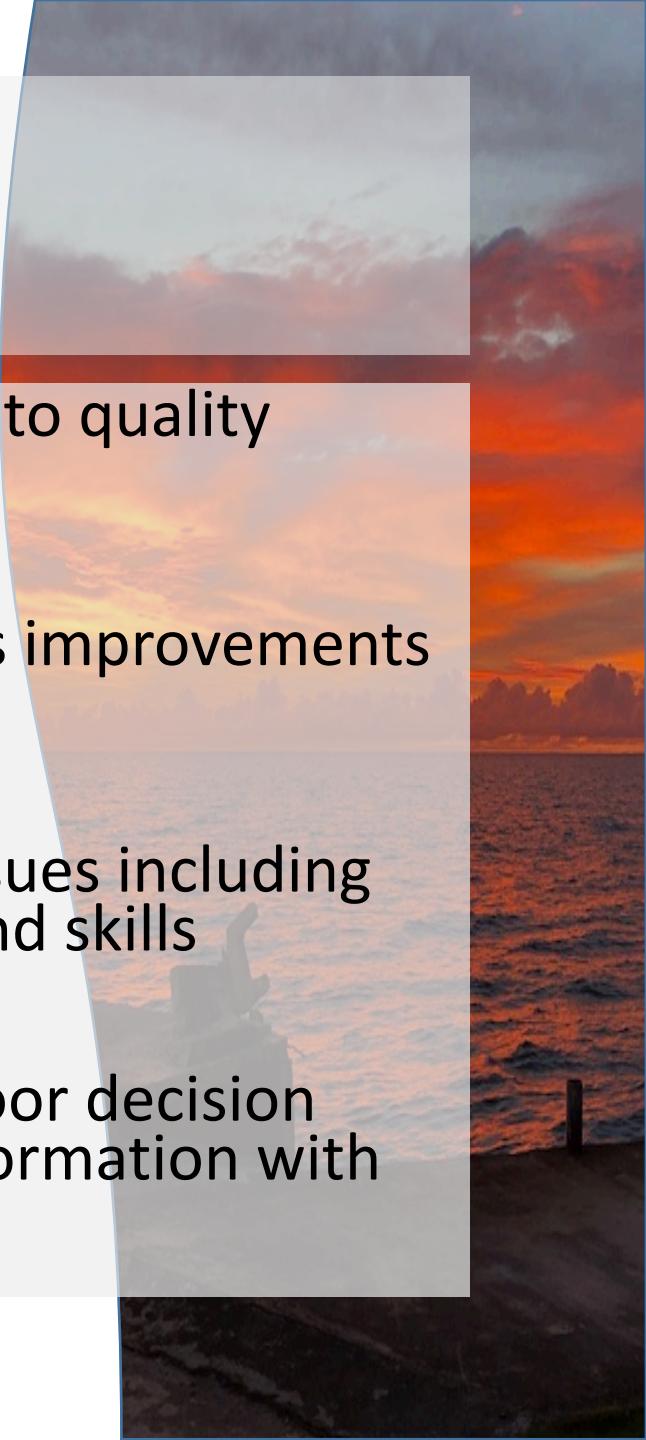
- What is HRIS and Why do we need it?
- Problem Statement
- Data
- Questions/Comments?

What is HRIS?

- Human Resource Information System (HRIS) is a **management** system used to support **management** decision making.
 - In order for us to track and monitor our progress with limited resources we have to know the ***basic information about our workforce***
 - manage compliance with federal and state laws, streamline processes for recruitment and selection, and produce analyses, data and reports for internal and external use
 - Generate report to guide our planning and decision making
 - An HRIS can reduce the amount of paperwork and manual record keeping
 - It retrieves information quickly and accurately
 - It allows quick analysis of HR issues

Problem Statement & Justification

- Unequal distribution of health workers affects equal access to quality health care
- Lack of comprehensive and accurate HRH information limits improvements in distribution and management of staff, wastes resources
- Overworked staff are discouraged and at-risk to negative issues including health risks, hence the need to know under-staffed areas and skills
- Inconsistent information leads to waste of resources and poor decision making/management, hence the need to integrate HRH information with HIS



Problem Statement & Justification

Not enough doctors, says Roberts

BY: L.N. REKLAI

There are not enough doctors at the Belau National Hospital to fully accommodate patients, con-

tated Minister of Health Dr. Robert

Minister Roberts attributed lack of doctors to high turnover of

stated Roberts.

One solution expected to alleviate the problem is to have the Cuban-trained Palauan doctors return home to fill the demand for doctors.

Shortage of nurses from 2017; but NZ has no plan in place

BY PACIFIC GUARDIANS · 13/11/2014



Nurses, midwives and health care assistants are welcoming a Health Workforce NZ report released yesterday.

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NEWS

Doctors getting harder and harder to recruit for GovGuam

Monday, May 8th 2017, 5:00 PM ChST

Updated: Monday, May 15th 2017, 5:00 PM ChST

Saipan Hospital, Built To Serve 20,000, Struggles With Higher Population

Submitted by PIR Editor on Mon, 02/06/2017 - 15:55



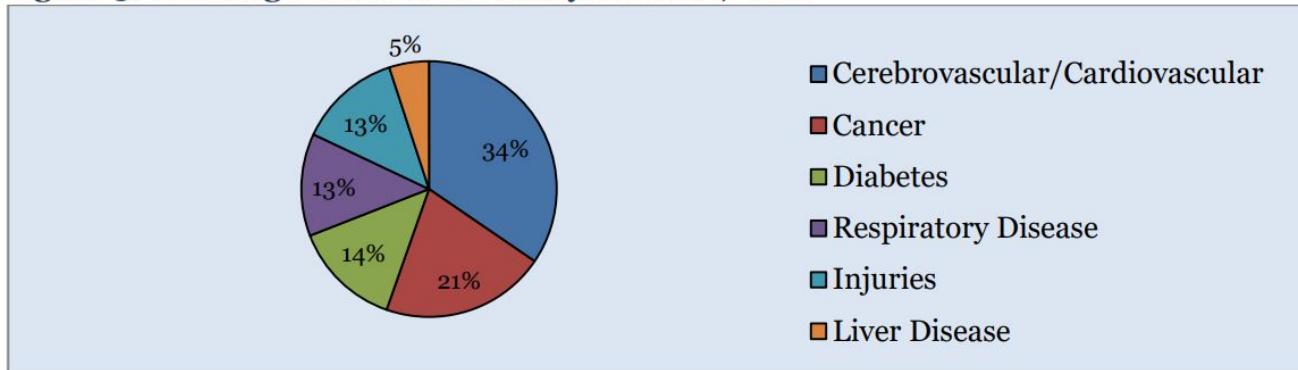
Nurses and physicians that are sleep-deprived have a harder time focusing on the patients and they are risking their own health, largely because of the possibility of developing medical conditions that arise from sleep deprivation, such as higher risk to chronic health problems: blood pressure, heart disease, and stroke, to name a few.

"If you have an issue with staffing, that means they have to work overtime, which is concerning to [CHC] financially and also affects the quality of care," Muña said.



Mortality

Figure 5. Leading causes of mortality in Palau, 2012



Source: HIS, 2012

Nurses	Count
Clinical Nurses	60
Public Health Nurses	48
Total	108

Doctors	Count
Medical Officer	5
Surgeon	2
Psychiatrist	2
ER Doctor	5
OB/GYN	3
Intern	1
Pediatrician	2
Anesthesiologist	1
Internal Medicine	3
General Practitioner	1
Total	25

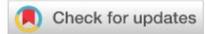
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Migration of Health Workers in the Pacific Islands: A Bottleneck to Health Development

T. S. Yamamoto, MD, MHSc, B.F. Sunguya, MD, MSc, L. W. Shiao, MS, more...

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First Published July 18, 2012 | Research Article |



<https://doi.org/10.1177/1010539512453259>

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Abstract

Human resources for health (HRH) are a crucial component of a well-functioning health system. Problems in the global HRH supply and distribution are an obstacle to achieving the health-related Millennium Development Goals and other health outcomes. The Pacific Island region, covering 20 000 to 30 000 islands in the South Pacific Ocean, is suffering a serious HRH crisis. Yet updated evidence and data are not available for the 22 Pacific Island Countries and Territories. The objective of this study was thus to explore the current HRH situation in the Pacific Island region, focusing particularly on the issue of health workforce migration. HRH trends and gaps

Incentives for retaining and motivating health workers in Pacific and Asian countries

Lyn N Henderson¹ and Jim Tulloch^{✉1}

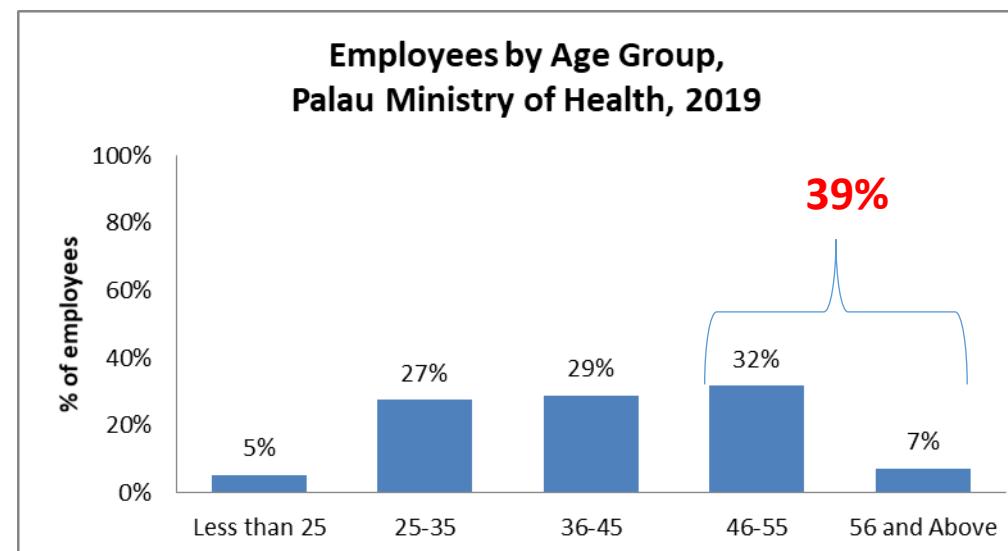
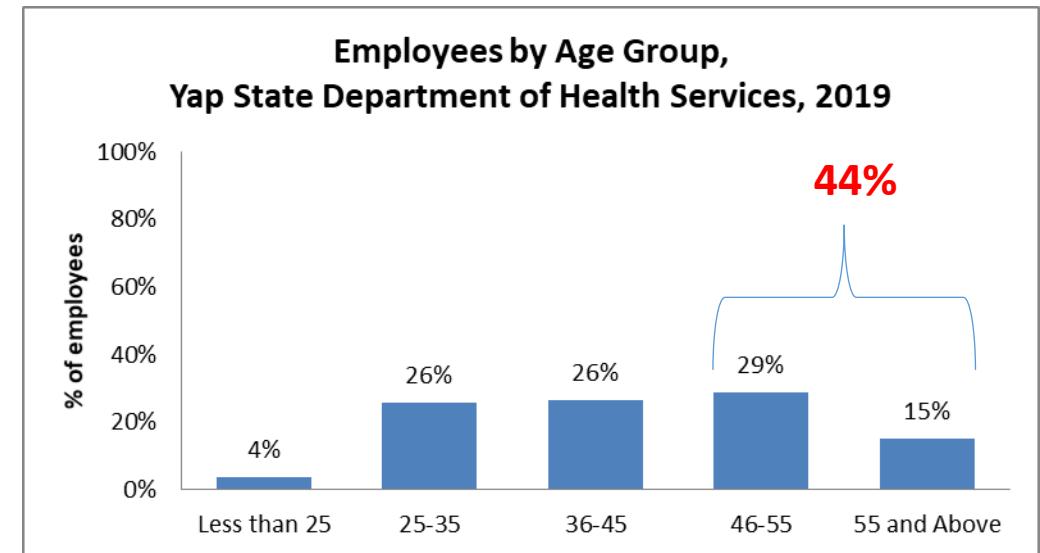
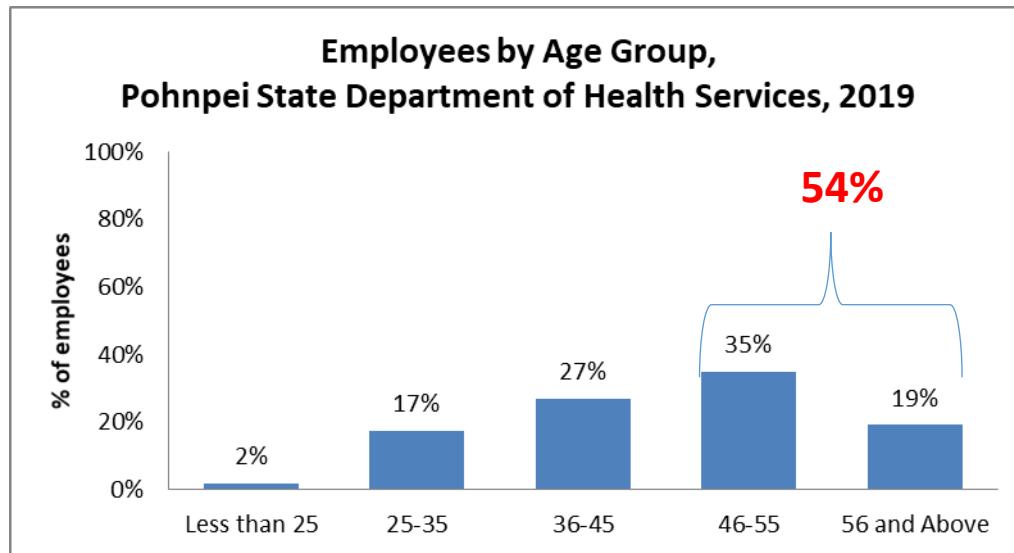
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The severe shortage of health workers in Pacific and Asian countries is a critical issue that must be addressed through policy, planning and implementation of innovative strategies – such as incentives – for retaining and motivating health workers. While economic factors play a significant role in the decisions of workers to remain in the health sector, evidence demonstrates that they are not the only factors. Research findings from the Asia-Pacific region indicate that salaries and benefits, together with working conditions, supervision and management, and education and training opportunities are important. The literature highlights the importance of packaging financial and non-financial incentives.

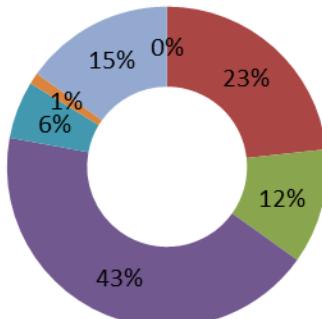
Each country facing shortages of health workers needs to identify the underlying reasons for the shortages, determine what motivates health workers to remain in the health sector, and evaluate the incentives required for maintaining a competent and motivated health workforce. Decision-making factors and responses to financial and non-financial incentives have not been adequately monitored and evaluated in the Asia-Pacific region. Efforts must be made to build the evidence base so that countries can develop appropriate workforce strategies and incentive packages.

Data Sources from HRIS

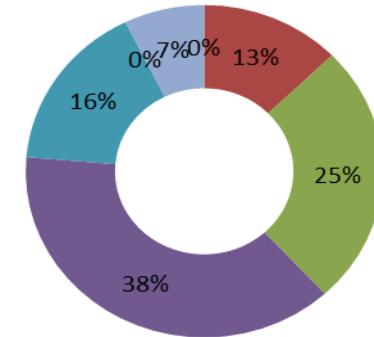


Data Sources from HRIS

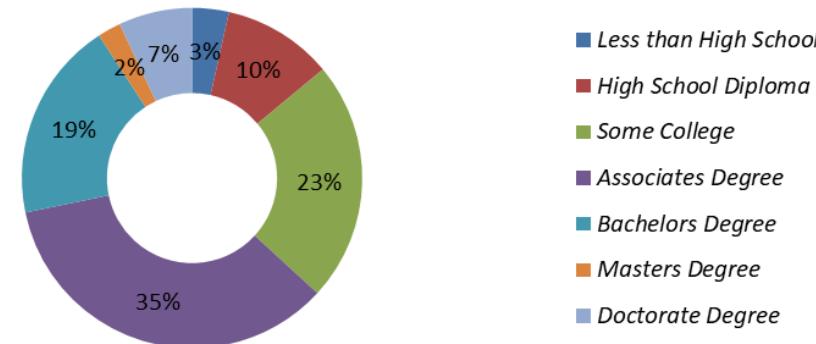
**Employees by Level of Education,
Yap State Department of Health Services, 2019**



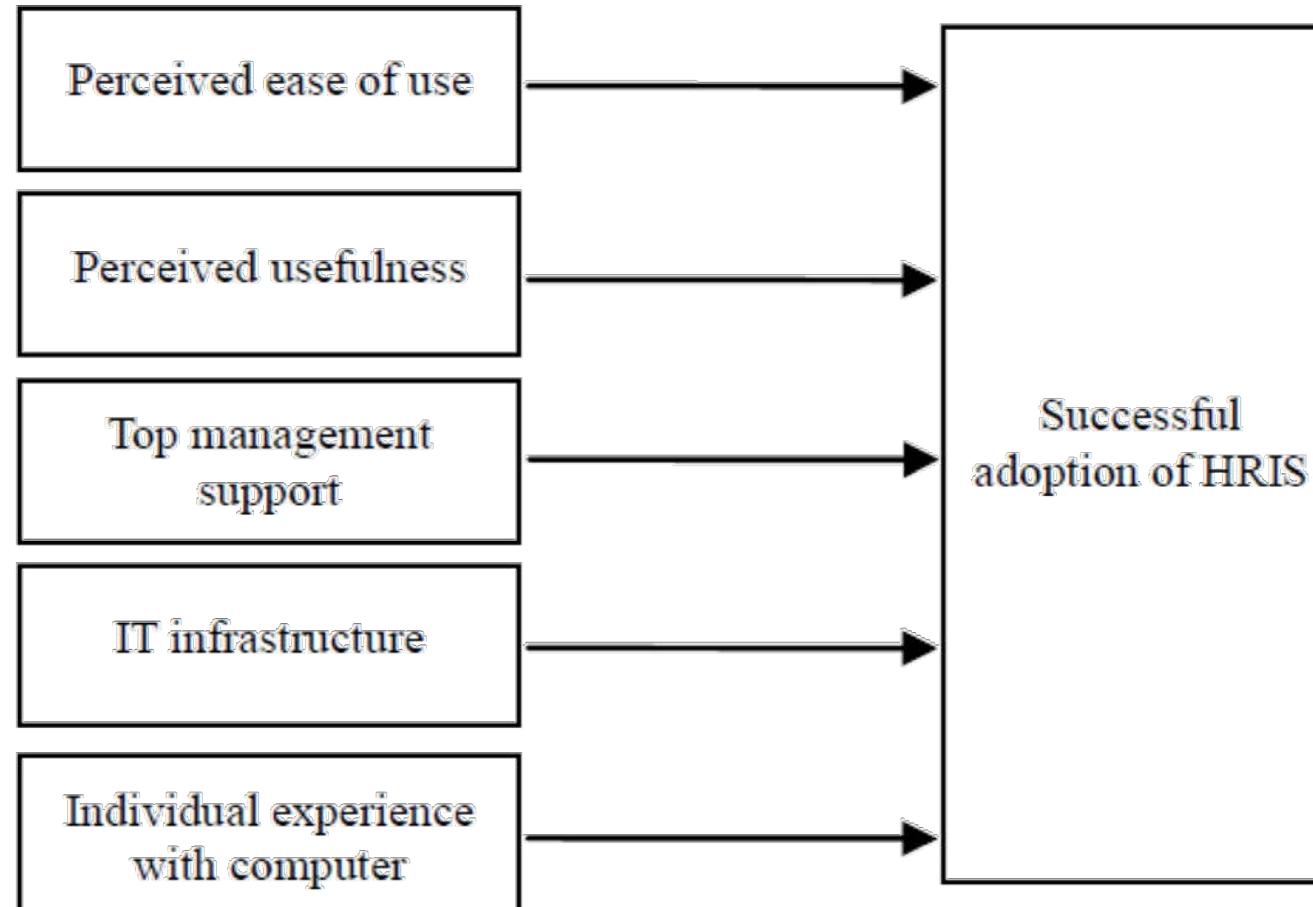
**Employees by Level of Education,
Pohnpei State Department of Health Services, 2019**

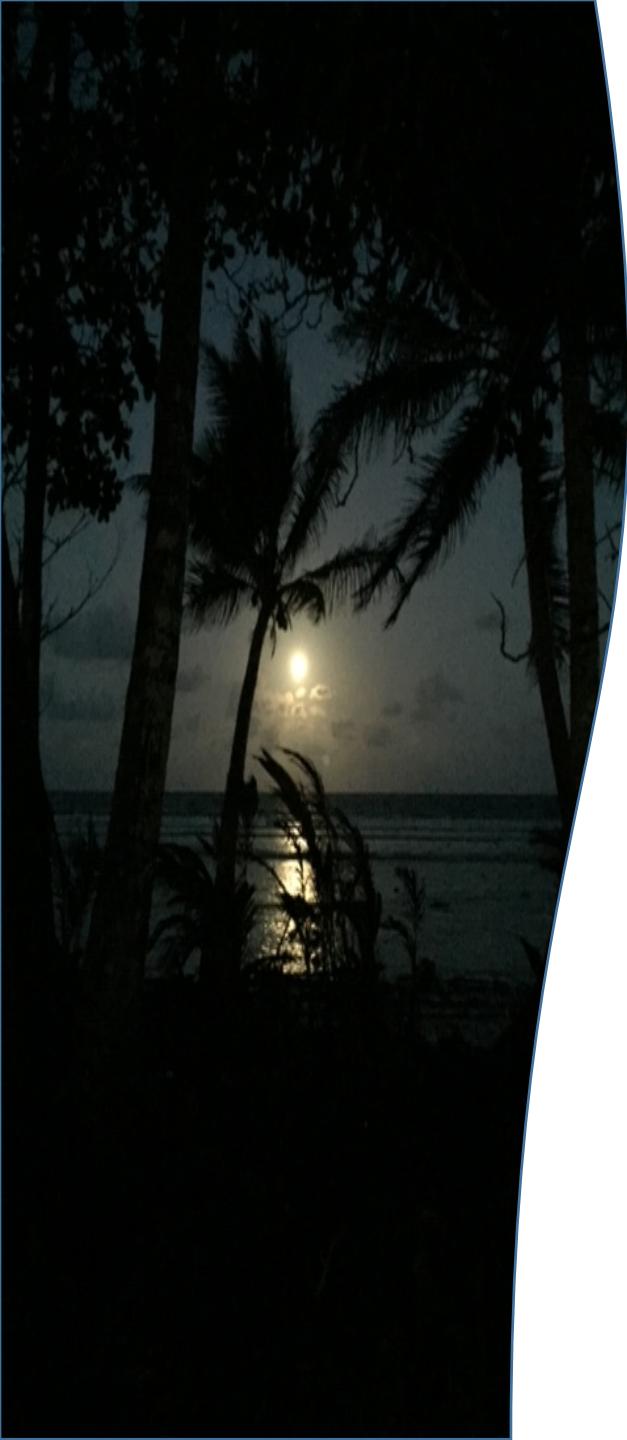


**Employees by Level of Education,
Palau Ministry of Health, 2019**



What makes a successful HRIS?





Thank,
you

