

iHRIS

iHRIS is IntraHealth International's free, open source software platform that helps countries around the world track and manage their health workforce data and improve access to services. Countries use it to capture and maintain high-quality information for health workforce planning, management, regulation, and training. Developed in collaboration with national stakeholders beginning in 2005, iHRIS is now used in 27 countries to manage over a million health worker records.

Funding for these initiatives comes from USAID, the Bill & Melinda Gates Foundation, Digital Square, the Centers for Disease Control and Prevention, the European Union, the World Health Organization, and the Global Fund to Fight AIDS, Tuberculosis and Malaria.

KEY APPROACHES

iHRIS has multiple interoperable applications to meet the needs of a variety of stakeholders and support health workers throughout their careers. iHRIS software has components to address health workforce management, planning, and health systems interoperability.

- **Manage** helps track and manage health workers who are actively engaged in service delivery.
- **Qualify** enables professional councils and associations to register, license, and regulate health workers to increase quality of care.
- **Retain** helps countries plan and determine costs for recruitment and retention interventions.
- **Train** assists in tracking and managing health worker preservice education pipelines and in-service training.

iHRIS 5.0: IntraHealth's newest version of iHRIS, is a fundamental renewal of the software, complete with:

- Powerful new dashboards utilizing Kibana to visualize real-time data
- Global data interoperability using the FHIR interoperability standard
- Beautiful new user interface that is fast and responsive on desktop and mobile devices
- Enhanced mHero support for easier communication with health staff

iHRIS 5.0 can be downloaded today for testing and a deployment-ready version will be available in early 2020 at ihris.org.

Global Support Community: IntraHealth emphasizes open access to iHRIS source code and implementation guides at ihris.org and supports a global community of health information technologists who resolve technical issues and contribute code to iHRIS.

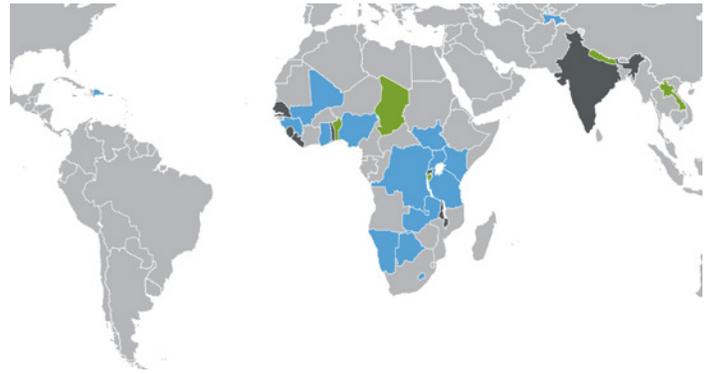
International Standards and Interoperability: iHRIS conforms to a variety of international standards for data exchange. IntraHealth worked with an international standards organization, Integrating the Healthcare Enterprise, to develop new global

KEY APPROACHES (CONTINUED)

standards for exchanging health worker information. We also collaborate in the Open Health Information Exchange (OpenHIE) initiative and lead its Health Worker Registry Community, through which we coauthored two international standards and led development of a reference implementation and the World Health Organization's Minimum Data Set for health worker registries. Health worker registries enable countries to link the various systems (including iHRIS) in their health information architecture.

HIGHLIGHTS OF RECENT WORK

- In **Uganda**, health sector leaders have used iHRIS data to advocate for hiring 7,200 needed health workers, improve regulation, and combat health worker absenteeism and unlicensed practitioners. The increased availability and more equitable distribution of health workers has led more clients to key health services, including family planning, antenatal care, and antiretroviral therapy. The Uganda Medical and Dental Practitioners Council used iHRIS Qualify to increase relicensure compliance from fewer than 100 to more than 2,300 doctors, and IntraHealth supported combining iHRIS data with mobile phone technology to create a mobile directory that allows citizens to send text messages to the council to find out if a provider is registered, licensed, and has a specialty. After rolling out iHRIS-based attendance tracking tools in 27 priority districts in 2016, unapproved absences fell by 62% in just a few months and have remained low. This approach is now being used in over 4,500 facilities in 116 districts.
- Developed to support organizations that want to outsource software and server maintenance, iHRIS SaaS is a software as a service (SaaS) version of iHRIS hosted and managed by IntraHealth. It has been deployed nationally for the Government of **Tajikistan** and as the SOTA Registry (sotaregistry.org) for worldwide medical volunteer matching and deployment by the G4 Alliance members. The iHRIS SaaS model will support the upcoming iHRIS Certify as a platform for licensure and certification of health professionals.



- Implementation supported by IntraHealth
- Implementation supported without IntraHealth involvement
- Implementation supported by IntraHealth and by non-IntraHealth-supported source(s)

- With technical support from IntraHealth, the Ministry of Public Health in the **Democratic Republic of the Congo** used iHRIS data in combination with the Ministry of Finance's payroll data to analyze payroll for over 11,500 health workers in two large provinces representing one-tenth of the country's population. Over one-fourth of health workers listed as salary recipients in the payroll system were revealed to be ghost workers who were drawing salaries but not actually working, as were 42% of workers being compensated through risk allowances. The ministry rapidly reallocated nearly US\$2 million away from ghost workers to cover 781 salaries and 2,613 risk allowances for health workers who had not previously received any civil service compensation.
- **Mali's** Ministry of Public Health completed its national roll-out of iHRIS Manage in 2015 and is using data to guide deployment of newly recruited health workers, track international commitments, advocate for more health workers, and make strategic decisions on how to increase the number of health workers serving its northern region to improve stability and security.
- In **Kenya**, iHRIS Manage contains over 58,000 records, providing data for both national and county decision-making. County governments are regularly using iHRIS reports—including staff listings, training, cadre distribution, attrition, gender, and age distribution—to inform health workforce hiring, deployment, training, and promotion.

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