

HRH Data Assessment for HRH Code Indicators Development

Summary

The purpose of this study is to review Thailand's database on Human Resources for Health (HRH), as well as literature related to the development of the HRH Index. The study finds that Thailand has various HRHs database, in particular HRH workforce registries scattered across work places such as training institutes, quality control organizations, professional councils, as well as state and private health service providers. Most of the data are collected for use within organizations. They have different strong and weak points and can be improved upon. It is interesting to note that the databases that high in terms of security, comprehensiveness and accuracy, are developed alongside the database owner's benefits.

However, the HRH Index includes not only the HRH workforce registry but also data on other related dimensions such as financial and non-financial incentives, human resource development training, human resource transfer, operations and resignations, are among others. Since Thailand has placed little emphasis on these kinds of data, few comprehensive tools are available for analyzing HRH problems. The World Health Organization suggests tracing an HRH Index throughout working lifespans to achieve the best-rounded HRH analysis for use in the health service system management of the country.

For Thailand's existing HRH database to be of a higher quality, the national HRH database needs to be processed using the following three approaches:

Approach 1: Redevelopment of the national database of the HRH workforce registry into a complete database: This approach is costly, difficult and takes time. Preparation is required for designing a long-term data storage system for sustainable use by database owners. This approach needs to be carried out very carefully.

Approach 2: Use of 13-digit ID numbers to collect and connect all-inclusive HRH databases throughout the working lifespan including occupational data by occupation and workforce registry of all HRH occupations: This allows data checking, categorizing, and calculating all HRH Indexes. The most challenging task for this approach is to maintain data owners' secrets and privacy in accordance with the Information Privacy Act. For this reason, this approach is questionable.

Approach 3: Preparation of National HRH Workforce Account through the collection and analysis of all HRH databases: This may be done on the condition that the data collected are accurate to an acceptable level. It may be done with the available data or at the time the data are examined.

The above approaches are recommended for HRH database development for maximum effectiveness and best use of the national HRH database management.