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| Federal Ministry of health |
| Data Sharing Agreement |
| Data Governance and Policy for the National Health Worker Registry |
|  |
| **Department HR HIS** |
| **3/1/2014** |

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Table of Contents

[Forward 2](#_Toc381977600)

[Abbreviations 2](#_Toc381977601)

[Background 2](#_Toc381977602)

[Data Sharing Objectives 2](#_Toc381977603)

[Data Governance Authority 3](#_Toc381977604)

[Governing Body 3](#_Toc381977605)

[Process for Amending Data Sharing Agreement 3](#_Toc381977606)

[Source Data Actors 3](#_Toc381977607)

[Facility Registry 4](#_Toc381977608)

[Minimum Essential Data Elements 4](#_Toc381977609)

[Standardized Data Lists and OIDs 5](#_Toc381977610)

[Authority on Data Elements 5](#_Toc381977611)

[Entity Authority Table 5](#_Toc381977612)

[Visibility of Data 7](#_Toc381977613)

[Data Conflict Resolution 7](#_Toc381977614)

[Responsibilities of Data Owners 7](#_Toc381977615)

[Responsibilities of Data Consumers 7](#_Toc381977616)

[Standards of Data Exchange 7](#_Toc381977617)

[Documentation 7](#_Toc381977618)

# Forward

# Abbreviations

# Background

To ensure that the right health worker is in the right place at the right time, a big picture view, or a national HRH baseline is necessary to plan and prioritize distribution. Presently in Nigeria, health worker data is contained in various and disparate databases across different states and organizations. The challenge remains how health worker data can be aggregated across different health information systems while keeping requirements for compliance and implementation to a minimum. The simplest and most efficient means to overcome this challenge is to aggregate data into a common data source accessible to all systems. This central repository of data is called the National Health Workforce Registry (HWR).The HWR will serve as a central database pulling together the essential data elements on the nation’s health worker. Capable of pulling data from both public and private sector health information systems including professional councils, state governments and faith based organizations, the HWR will allow decision makers to:

* Measure key indicators of activities aimed to address HRH crisis
* Coordinate efforts between public and private sectors
* Determine intake and output targets for planning and distribution

Nigeria has been driving the process of establishing a Health Workforce Registry since 2012. It also organized a stakeholder’s meeting which adopted the recommendation of the TWG on what should constitute the Minimum Data Element, toward achieving a Health Workforce Registry. These recommendations were duly buy in by all the 36 States of Nigeria and FCT, Health Regulatory Bodies and HRH Development Partners at the Stakeholders’ meeting.

# Data Sharing Objectives

The purpose of the National Health Worker Registry will be to:

* Serve as a national Health Workforce Data Repository
* Authenticate and validate health workforce data
* Allow aggregation health workforce data in several combination as required for health workforce planning
* Reduce or eliminate duplicate health workers
* Report data to back to originating source and to other authorized users for required action
* Track appropriate licenses of health professionals
* Must contain *only* minimum data elements of a health worker

(From Botswana Data Sharing Agreement) Data sharing allows organizations to eliminate duplication of efforts to collect data and instead use existing datasets. MoH is specifically tasked to make policy and planning decisions for the entire country, and therefore need to have access to data to inform them of the total health workforce in the country, number of new trainees that will become available in a given year, as well as attrition and vacancy rates. In particular, the MoH needs information on the breakdown of health-workers by cadre, and this information is captured in the NMCB system for Nurses and Midwives. The purpose of this agreement is to define the type of data the MoH has available for sharing and define the type of data MoH is hoping to get from other stakeholders.

# Data Governance Authority

## Governing Body

In order to implement the road map for the development of this project, the Federal Ministry of Health has constituted a National Operating Team to drive the process. The National Operational Team (NOT) for Human Resources for Health Information System (HRH-IS) is charged with the responsibility of driving the processes of implementing the road map for development of the National Health Workforce Registry.

The members are:

* FMoH/HRH 10 participants – Chair and Secretariat
* WHO 1 participants
* CDC 2 participants
* CAPACITY PLUS 2 participants
* PATHS2 2 participants
* CIHP 2 participants
* PRRIN-MCH 1 participants

## Process for Amending Data Sharing Agreement

# Source Data Actors

The following public entities and MOH‐partners collect routine HRH data within Nigeria. All public and private entities who wish to expose or query data with the NHWR must adhere to the policies and stipulations in the Data Sharing Agreement. The table below lists all entities acting as source data providers to the NHWR.

|  |  |  |
| --- | --- | --- |
| **Entity Type** | **Entity Name** | **Entity System** |
| Federal Ministry of Health |  |  |
|  |  |  |
| Federal Ministry of Defense |  |  |
|  |  |  |
| Federal Ministry of Labor & Productivity |  |  |
|  |  |  |
| State Ministries of Health |  |  |
|  |  |  |
| Health Workforce Regulatory Bodies |  |  |
|  |  |  |
| National Bureau of Statistics |  |  |
|  |  |  |
| Academic/Training Institutions |  |  |
|  |  |  |
| Non-Governmental Organizations |  |  |
|  |  |  |
| Private Healthcare Sector |  |  |
|  |  |  |

# Facility Registry

DHIS2

# Minimum Essential Data Elements

|  |  |
| --- | --- |
| **Data Set** | **Data Element** |
| **Identification Number** | Unique Identification Number |
|  | Date Of Issue |
|  | Date Of Expiration |
|  | Place of Issue |
| **Full Name** | First Name |
|  | Last Name |
|  | Middle Name |
|  | Maiden Name |
|  | Other Name 1 |
|  | Other Name 2 |
|  | Other Name 3 |
| **Birth History** | Date of Birth |
|  | Sex at Birth |
|  | Place of Birth (country) |
|  | Place of Birth (town) |
|  | Father's Name |
|  | Mother's Name |
|  | Photograph |
| **Citizenship, Country of Residence and Language** | Citizenship at Birth |
|  | Citizenship at Present |
|  | Country of Residence |
|  | Ability in Spoken Lanaguages |
| **Address** | Physical Address (Country) |
|  | Physical Address (Town) |
|  | Physical Address (Street Address) |
| **Contact Information** | Telephone Number |
|  | Email Address |
|  | Emergency Contact Name |
| **Professional License and Certification** | License and Certificate Name |
|  | Issuing Insitution |
|  | Date of Issue |
|  | Date Of Expiration |
|  | Photograph |
| **Employment Status** | Employment Status |
|  | Employment Title |
|  | Occupational Category |
| **Employment Address** | Full Address of the Current Employer |
| **Data Submission Institution** | Name of the institution submitting data |
|  | Date and time of submission |

# Standardized Data Lists and OIDs

# Authority on Data Elements

## Entity Authority Table

|  |  |
| --- | --- |
| **Data Element** | **Authority Entity** |
| Unique Identification Number |  |
| Date Of Issue |  |
| Date Of Expiration |  |
| Place of Issue |  |
| First Name |  |
| Last Name |  |
| Middle Name |  |
| Maiden Name |  |
| Other Name 1 |  |
| Other Name 2 |  |
| Other Name 3 |  |
| Date of Birth |  |
| Sex at Birth |  |
| Place of Birth (country) |  |
| Place of Birth (town) |  |
| Father's Name |  |
| Mother's Name |  |
| Photograph |  |
| Citizenship at Birth |  |
| Citizenship at Present |  |
| Country of Residence |  |
| Ability in Spoken Lanaguages |  |
| Physical Address (Country) |  |
| Physical Address (Town) |  |
| Physical Address (Street Address) |  |
| Telephone Number |  |
| Email Address |  |
| Emergency Contact Name |  |
| License and Certificate Name |  |
| Issuing Insitution |  |
| Date of Issue |  |
| Date Of Expiration |  |
| Photograph |  |
| Employment Status |  |
| Employment Title |  |
| Occupational Category |  |
| Full Address of the Current Employer |  |
| Name of the institution submitting data |  |
| Date and time of submission |  |

## Visibility of Data

What data is available to which system, what is publicly visible?

# Data Conflict Resolution

Entity systems are likely to have conflicting data at times for some records. Contact information and employment status are examples of data that may change frequently at which point the health worker may choose to inform only one source data system.

# Responsibilities of Data Owners

# Responsibilities of Data Consumers

# Standards of Data Exchange

# Documentation