Concept Paper on Live Registry for Healthcare Professionals

Online Registration Portal for Healthcare Professionals

The concept paper provides the overview of the live register and also enlists the activities encompassed for creation of live register. Document also provides workflow and process flow pertaining to live registers.

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02/06/2014

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I. Introduction:

Shortage and disproportionate distribution of health personnel is a primary challenge for health policy-makers. Nearly all countries are challenged by worker shortage, skill mix imbalance, misdistribution, negative work environment and weak knowledge base[i]. Moreover Health workforce information systems fail to deliver comprehensive, reliable and timely data in many countries.

As a consequence, planning and policy-making are often based on very limited evidence and global monitoring in areas such as the implementation of the Global Code and the setting of benchmarks is conducted with inadequate country statistics[ii].

In India, there is no reliable source giving the number of the members of the health workforce as more than half the healthcare professionals work in the unorganized private sector. For example, in Kerala now, over 60 percent of healthcare is provided by the private sector[iii]. That wasn't the case earlier. It is uncertain how many specialist doctors are available in the country, which suffers from a shortage of such doctors. There is an imbalance in the urban–rural distribution of specialists, with more specialists being available in the urban areas[iv]. If we talk about quantifying the allied health professionals the scenario is far more critical as compare to General physicians and nursing professionals. The root cause is, there is no structured professional body under the aegis of Ministry of Health and Family Welfare as similar to Medical Council of India for allied health professionals. Due to this, lack of standardization and regulation affects allied health professions.

II. Purpose:

The purpose of the drive is to enumerate number of active healthcare professionals practicing in the country. Currently with no substantial data regarding human resource for health, it's very difficult to project or to plan the policies regarding the same. So to address this very important and alarming issue, we propose to create a live register for mapping the healthcare professionals working in the country. This register would be an online register, where healthcare professionals can self register by filling and online form with their nominal details. This register would help the stakeholders in better planning. By tracking the actual numbers of the healthcare professionals, human resources those are discretely scattered throughout the country, mainly in urban area can be evenly distributed as per the need and requirement of the society. In addition to it this will provide an opportunity to the professionals as well as the authority to generate employment for these professionals providing them a prosperous career path.

III. Way Forward/Plan:

It's time to get real. Reliable and comparable health workforce statistics are essential and global partners and countries simply have not invested enough. It is necessary to invest in health workforce registries. Carefully designed, these become timely and consistent sources of data on the health workforce. Creating such registries will take time. In addition, a census of health facilities should be conducted to update a database of the public and private sector workforce and lay the groundwork for a continuous health workforce registry. Such a census could also be used to collect information on characteristics such as infrastructure, medicines, diagnostic readiness and the

observance of universal precautions for the prevention of nosocomial infections, and could therefore provide a comprehensive picture of service availability and readiness[viii].

Finally, efforts in intensification of country's methodical competence are essential for improving the quality of health workforce statistics.

IV. Strategy for collection of live data for the registers of AHPs

A. Online self registering portal

AHPs would be invited to self register on an online portal, by filling their personal and professional details in a comprehensive and well designed application form with minimal keystroke entry. Application will be designed in such a way that AHPs will have to fill the form using drop down or radio button options so that they need not type their details unless specified.

Application once registered will be carefully verified and once the verification is complete. SMS & email would be sent to the AHPs on their registered contact email & mobile numbers whether their application is accepted or rejected. Once application is verified and approved, the online database of AHPs will be updated.

i. **Pros:** Easier to reach masses due to the wide spread availability of the internet and is fastest way to approach the AHPs.

ii. **Cons:** Penetration of internet in the rural area could be an issue of concern for which the state authorities (PMU) will need to be contacted.

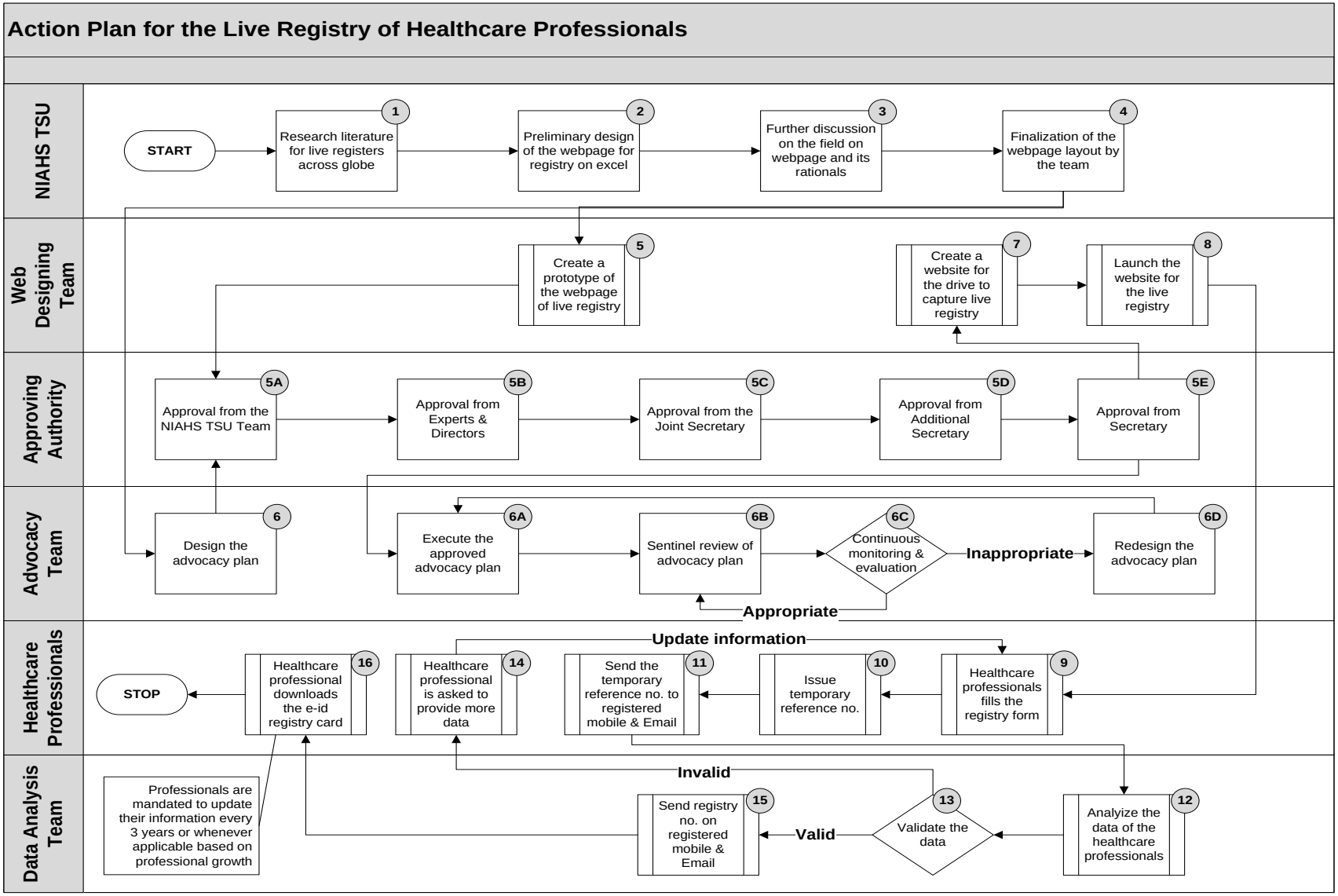
B. Promotion Strategy:

- Endorsement for such an activity need to be carried out on a nationwide level.
- Usage of multimedia channels such as Radio's, Advertisement in Newspaper & Television would be appropriate approach.
- With the growing role of social media in our country, we can approach and sensitize the AHPs for the drive by means of Facebook page, Twitter and such social websites.

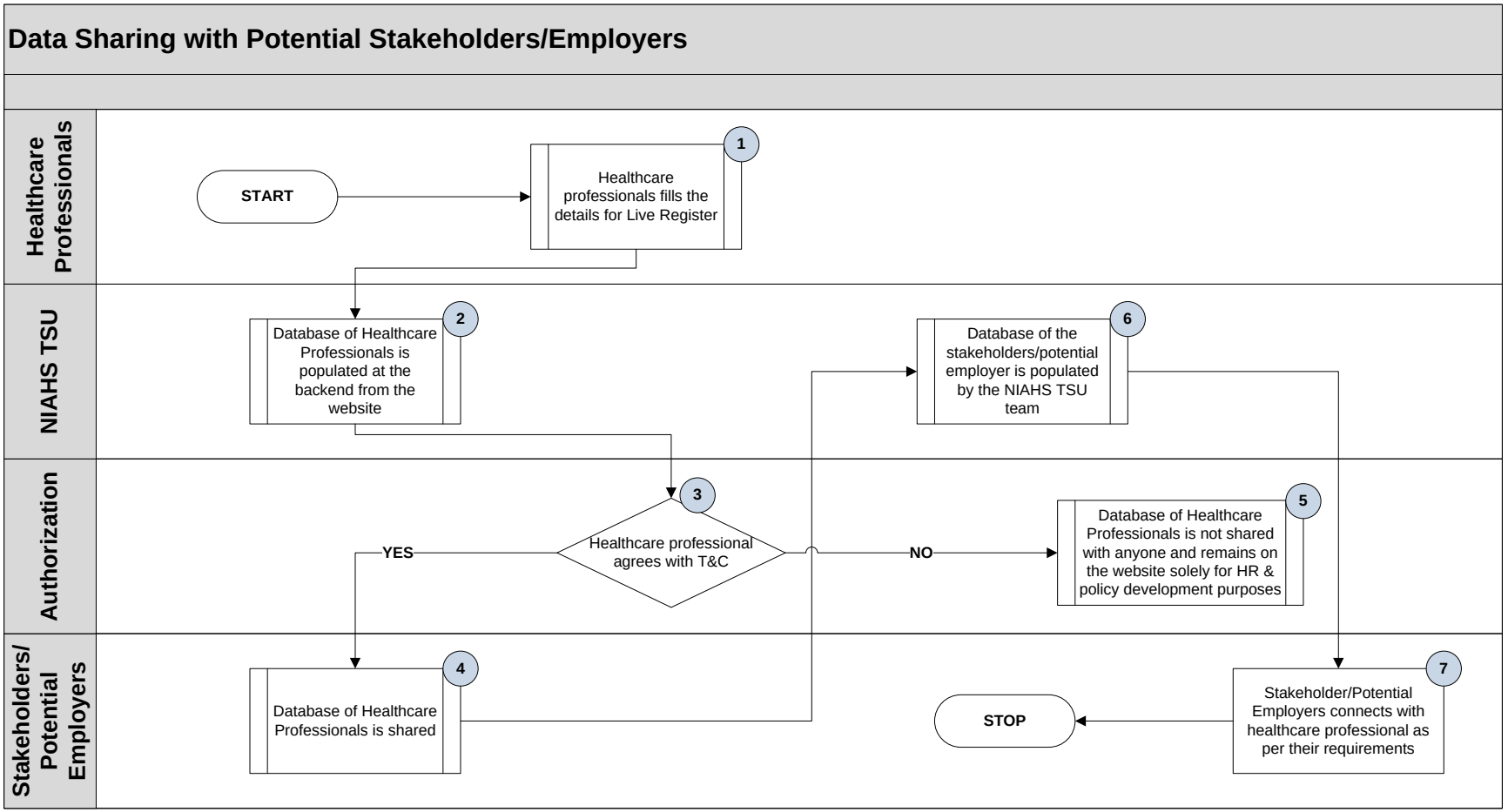
Benefits of Live Register

- Live registry provides real time data for the professionals engaged in various allied health professions in the healthcare delivering system.
- It helps in tracking the resources and helps in wide scale planning for the professionals which in turn helps the society in accessing better service delivery.
- It also provides an opportunity for the development of the profession by allowing the stakeholder to device policy based on factual figures.

V. Action plan for the NIAHS



VI. Data sharing with stakeholder workflow



Process Flow

1. NIAHS TSU team researches the literature review for live register from various sources across the globe.
2. Preliminary design for the webpage is prepared by TSU team.
3. Further discussion on the fields to be included on webpage is discussed with the team.
4. Finalization of webpage layout is done by the TSU team.
5. Prototype of the webpage is made by the web designing team.

   5A. Once prototype is made it is proposed forward for approval by the NIAHS TSU team.

   5B. Once it is approved by TSU team it is further forwarded to Experts & Director for approval.

   5C. Once approved by Director it is moved up the hierarchy to Joint Secretary for approval.

   5D. After Joint Secretary approves the layout it is forwarded to Additional Secretary for approval.

   5E. When Additional Secretary approves the design it is finally sent to Secretary for his approval.

6. Simultaneously advocacy plan for the drives is furnished by Advocacy team. Same plan is forwarded to stakeholders for approval as per protocol.

   6A. After the approval of advocacy plan by the stakeholders, plan is executed.

   6B. Sentinel review of the advocacy plan is carried out.

   6C. Continuous monitoring & evaluation of the advocacy plan will be carried out.

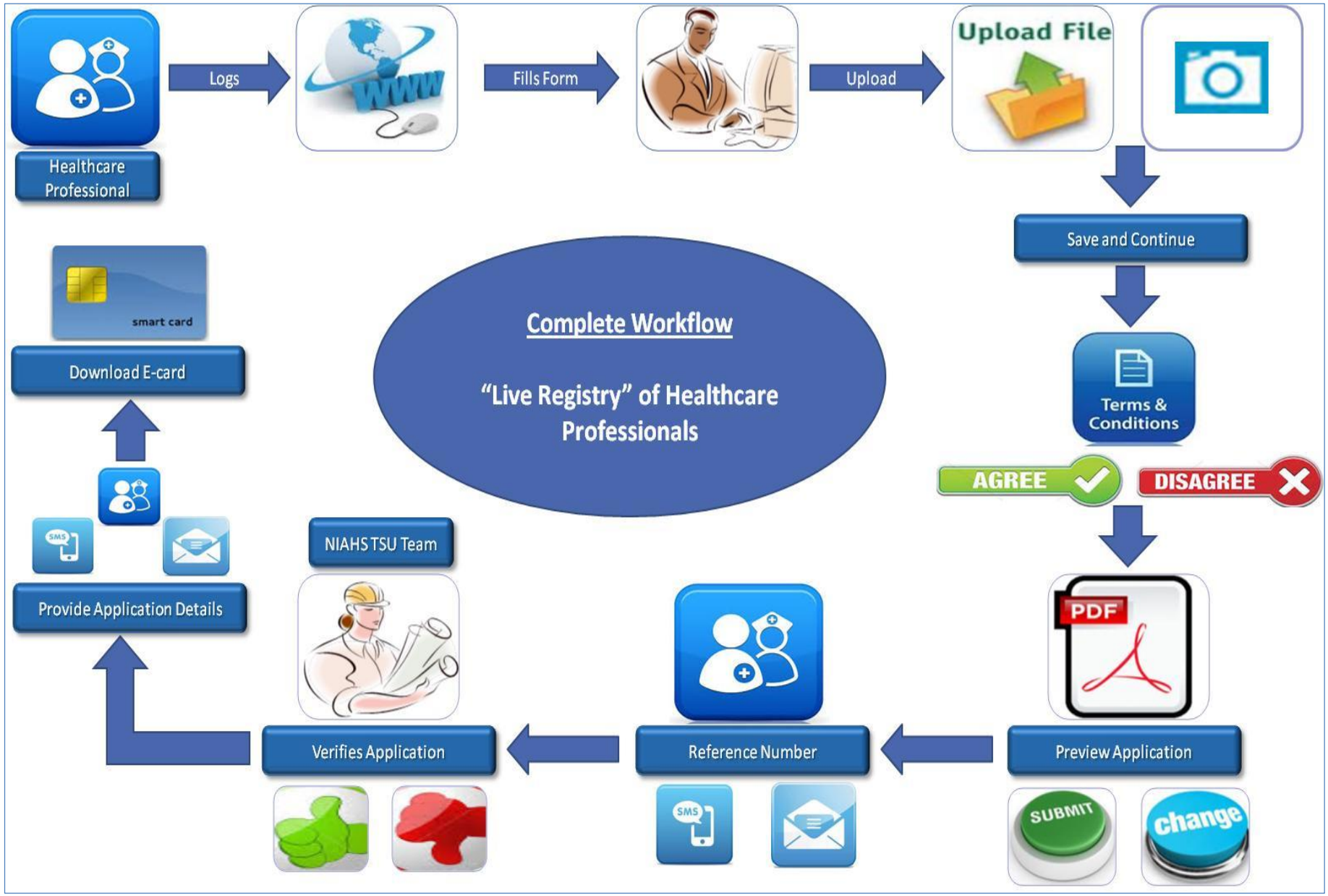
   6D. If the plan is found to be appropriate, sentinel review of plan will be carried out from time to time, but if the plan is not working well, advocacy plan will be redesigned and will newly designed advocacy plan would be carried out.

7. Approved designed for the webpage is created by the web designing team.
8. Completely designed website is launched by the web designing team.
9. Healthcare professionals fill the live register online.
10. After filling their details, healthcare professional registers on the website, a temporary reference number is provided to the applicant.
11. Reference number corresponding to the application is send to registered email and mobile as text message.
12. Filled application form is thoroughly analyzed by data analysis team.
13. Then validation of data is done.
14. If the applicant data is found to be invalid, same is communicated to applicant and further document for clarification is demanded.
15. If the application is found valid, registry number is sent to the applicant registered email and mobile communicating the same.
16. Healthcare professional can log onto the website and download their e-card by putting their credential details. Professionals are mandated to update their information every 3 years or whenever applicable based on professional growth.

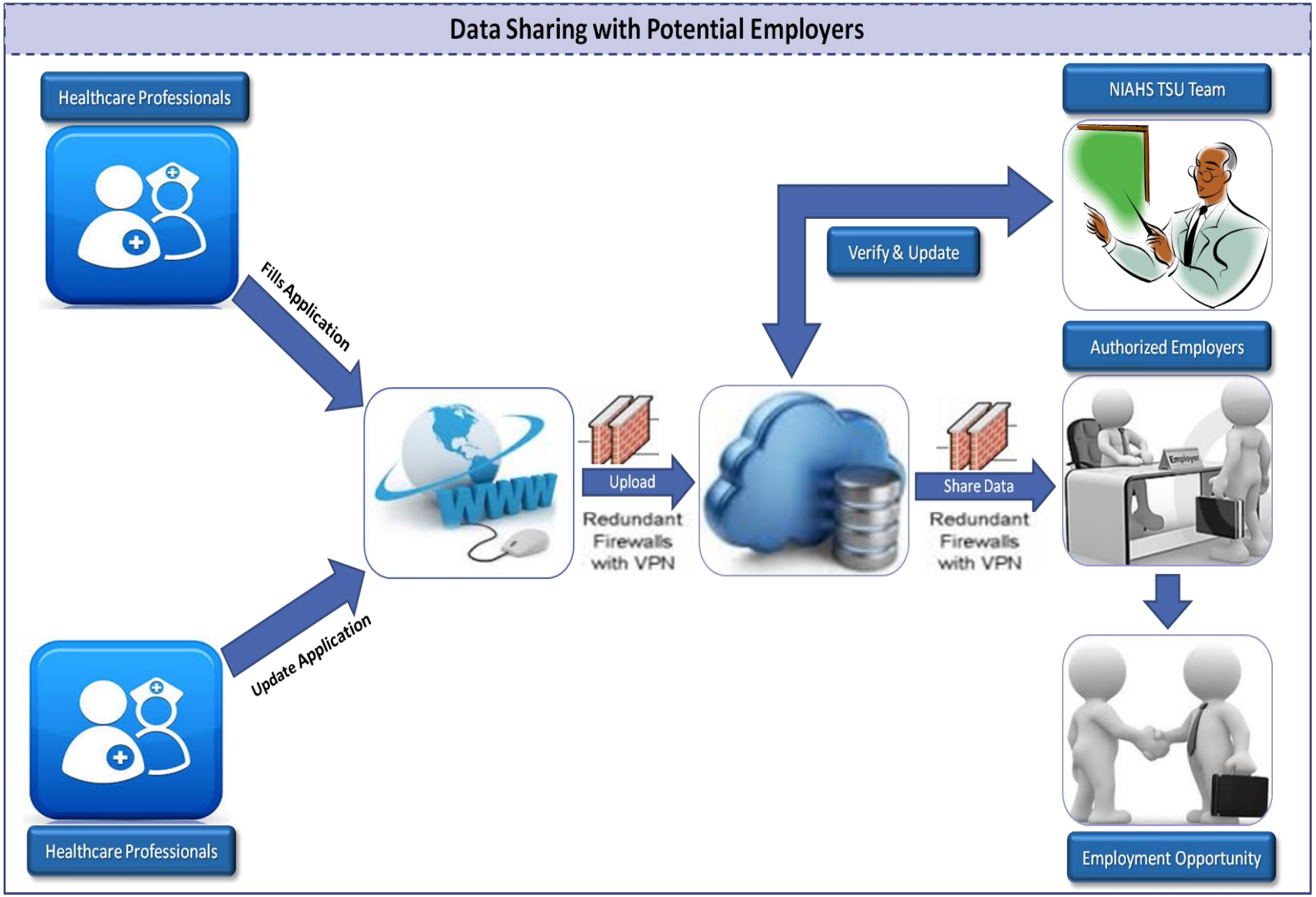
Data sharing with stakeholder process workflow

1. Healthcare professional fills the details on the live registry webpage. Healthcare professional can also opt to upload their resume/curriculum vitae on the live registry webpage so that his information can be shared with stakeholders/ potential employers. This option of uploading the resume/curriculum vitae will be optional and do not force the applicant to comply to upload it. The information provided in the webpage will be shared only if the applicant provide consent to share it by agreeing to terms & conditions.
2. Database of Healthcare Professionals is populated at the backend from the website.
3. TSU team will ensure whether applicant has agreed to T&C/consent for data sharing with stakeholder/potential employers.
4. If yes, database of the healthcare professional is shared with the stakeholders/potential employers.
5. If no, database of healthcare professionals is not shared with anyone and remains on the website solely for HR & policy development purposes.
6. At the backend, database of the stakeholders/potential employer is populated by the NIAHS TSU team.
7. Stakeholder/Potential Employers connects with healthcare professional as per their requirements

VII. Diagrammatic view of the live register



VIII. Diagrammatic view of Data Sharing



IX. Screen shots of the Live Register

Instructions

National Register for Healthcare Professionals

Govt. of India Initiative

Home	About	Initiative	Track your Application	FAQs	Update informations	Download	Contact Us

Instructions

IMPORTANT NOTE:

Applications submitted without the complete set of information will not be processed. Each application will be carefully verified and the processing time for each application will take minimum 2 weeks, provided application and all information are in order as determined by Govt. of India. Individuals will be provided with National Healthcare Registry Card once the application is approved.

INSTRUCTIONS TO APPLICANT:

1. This Application Form may take you 20 minutes to complete.
2. If you have graduated from a training programme outside India, please specify the University as "Other" and also provide name of the University.
3. If you have been registered or licensed in another country, please specify the country along with license or registeration number of that particular country.
4. If update the information in the register if and when address or telephone/mobile number is changed.
5. For uploading the image scan copy of the recent passport image is valid. Healthcare professionals can also upload the image clicked by the his/her mobile phone and will be valid for the registration.
6. Once you fill the form, auto generated reference no. and same would be sent to your communication mobile number and also to your email id.
7. After careful verification of the details, National Healthcare Professional Card will be issued and will be sent to your respctive email id provided to us.
8. Card can be downloaded from your email id as well as from our website using your application reference no. and DOB along with your mobile no.
9. Any update to the deatils to your form should be provided to authority and should be self updated on the website using your National Healthcare Professional Card Number. (NHPC No.)
10. Professionals are mandated to renew/update the data in every three years or whenever applicable based on their professional growth to ensure the data is up to date.

Personal Details

Personal Details

First Name					
Middle Name					
Last Name					
Father/Mother Name					
DOB	DD/MM/YY	Age	Auto Calculate Basis DOB		
Gender	*Select One*				
Permanent Address					
City					
Pincode					
State	*List of all the states & Uts*				
Telephone	STD Code		Mobile		
Present Address					
City					
Pincode					
State	*List of all the states & Uts*				
Telephone	STD Code		Mobile		
Email ID					
Govt. issued ID card	*Select One*		ID No.		

Please attached scan recent passport size photograph/ Upload properly cropped image from the mobile

Save & Progress

Professional Details

Professional Details

Healthcare Professional Degree	*Drop down list of all the professionals*
Highest qualification	*Select One*

Qualification Details	*Name of course*	*University*	*Recognizing Body*	*Duration of course*	*Year of passing*	*Scan image of relevant document/Degree*
Certificate Course	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
Diploma Course	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
Bachelore Degree	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
Master Degree	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
M.Phil Degree	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
PhD. Degree	*Drop down list*	*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
Additional certificate/CME's		*Drop down list*	*Select One*	*Years & Months*	*Year*	upload scan document/image of degree or relevant document
Professioanl License/Registeration No.	*If applicable*			Date of last renewed		*If applicable*

Are you currently working?*	*Select One*
If yes please specify nature of job	Select one
Set up of working	*Select One*
Years of experience	Years & Months
Current status of employment	*Select One*
Location of practice	*Select One*
City	

*If others, please specify*_____

Save & Progress

Curriculum Vitae

Curriculum Vitae

Note:

1. Healthcare professionals can upload the latest copy of their curriculum vitae. The following can be shared with the potential employer only if the healthcare professional agree to the "TERMS & CONDITIONS".

2. If the professional is not willing to share his/her data with any other entity, the data would not be used/shared with other entity without their consent.

3. Healthcare professional can opt out not to upload their curriculum vitae as it does not affect the registration process.

Please upload the latest copy of the curriculum vitae (Only upload Word document)	Browse — Display extension of the browsed file on the computer Upload*

***Consent: By agreeing to the "TERMS & CONDITIONS" of website, Healthcare professionals provides rights to the authority of website to share his/her data with the potential employers. And also present the fact that information provided in the curriculum vitae is true to his knowledge.**

Agree Disagree

Save & Progress

Register *Cancel*

X. References

i. Chen L, Evans T, Anand S et al. Human resources for health: overcoming the crisis. The Lancet 2004; 364(9449): 1984–90.

ii. Boerma T, Siyama A. Health workforce indicators: let's get real. Bull World Health Organ. Nov 1, 2013; 91(11): 886.

iii. Sen A. Amartya Sen: 'You need an educated, healthy workforce to sustain economic development'. Forbes. Jul 26, 2013.
(http://forbesindia.com/article/close-range/amartya-sen-you-need-an-educated-healthy-workforce-to-sustain-economic-development/35701/2#ixzz30vkIisRQ)

iv. Garg S, Singh R, Grover M et al. India's health workforce: Current status and the way forward. The National Medical Journal of India 2012.