

Abstract

Considering the Health service in Sri Lanka, according to the published reports of World Health Report 2006, it simply says that, 'without health workers, vital global health challenges cannot be met'. Therefore the Human Resources for Health play a vital role and also act as the backbone of the health-setup. Almost all the data and information related to cadre training, employment, deployment and cadre redistribution are kept, maintained and manually done in paper based formats. Introduction and implementation of a brand new Human Resource Information System to the department of health would be a turning point in the path which leads Sri Lanka towards an 'Information Communication & Technology' era.

Development and implementation of such a comprehensive Human Resource Information System for nurses in public health sector is the ultimate goal, for which this dissertation elaborates a stepwise approach. In-depth analysis of the current Human Resource Management was carried out and its issues were clearly identified. A comprehensive feasibility study was conducted in Economical, Technical, Organizational and Legal aspects. Requirements specification was created as a guide line for the development of the proposed system. Consideration of different software solutions available globally and how they would be tailored to build our own health workforce management system were done.

Selection of "*iHRIS Manage*" software toolkit for building up the proposed system was justified and systematic approach for customization was done according to the original user manuals and guidelines. The mechanisms for data uploading and backup creating were integrated in to the system. The fully fledged end product was then tested according to the universal standards before the implementation.

Even though the implementation of this Customized, Human Resource Information System does not solely replace the current paper based manual system, it would be the first step of digitalization of Human Resources in Sri Lankan health care system.

Rationale

Being a developing country, Sri Lanka faces major challenges in producing and sustaining well-performing health workforce that is responsive, fair and efficient in the delivery of effective, safe, quality health care to the people island wide. Shortage of an appropriately skilled nursing staff is critical in this respect. It is also aggravated by maldistribution of existing personnel. This inevitably impacts on the ability of the country to provide equitable and accessible quality health service to the population.

To ensure that the right health care personnel is in the right place with the right skill, the ministry of Health requires the updated and reliable data on human resources for health. With a robust human resources information system the health care managers would be able to solve the key policy and human resource management issues effectively.

So it is justified that a well-functioning human resource information system is needed to collect, store, analyse and generate timely and reliable information that are essential for workforce planning.