

National Human Resource Information System for Health

Tender Briefing Session
14 February 2006



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

General Requirement

- Interfaces with the whole health system
 - Private and public sector providers
 - Councils and other statutory bodies
- In the public sector it will also:
 - Manage recruitment to termination, and
 - Improve HR knowledge management
- Comprehensive solution based on a single system

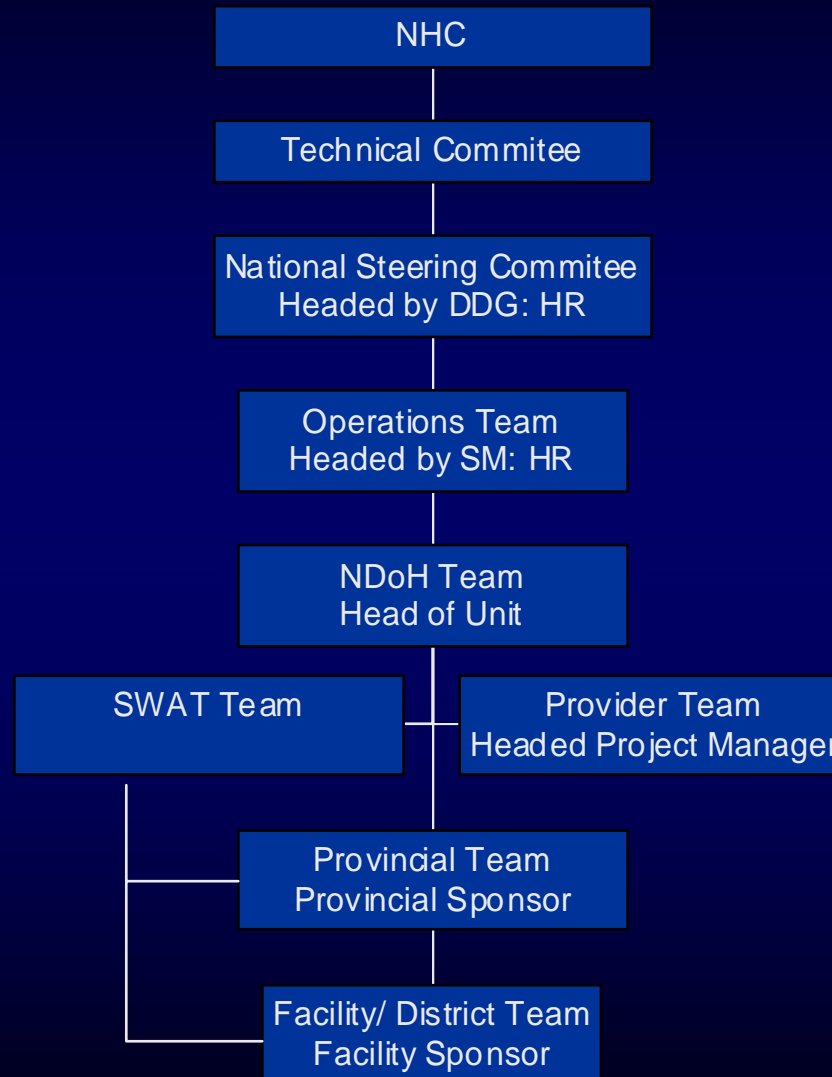
Context for the System

Generic Function	Application for NHRIS
Online recruitment	<ul style="list-style-type: none"> • Manage community service and intern placements* • Manage applications by foreign health workers*
HRM functions	<ul style="list-style-type: none"> • Presents PERSAL data in a functional manner • Provides additional functions including job evaluations, performance management and labour relations
HRD functions	<ul style="list-style-type: none"> • Supports the WSP and ATR process • Links competency profiles to purposefully training and performance management • Manages study grant schemes including bursaries, learnerships and internships
HRP functions	<ul style="list-style-type: none"> • Work load indicators
Employee interface	<ul style="list-style-type: none"> • Call center system linked to placement applications* and facility user support • SMS, email and other non-traditional query and report methods supported
Uploading HR data	<ul style="list-style-type: none"> • Access by health system stakeholders to upload information as required by the NHA regulations

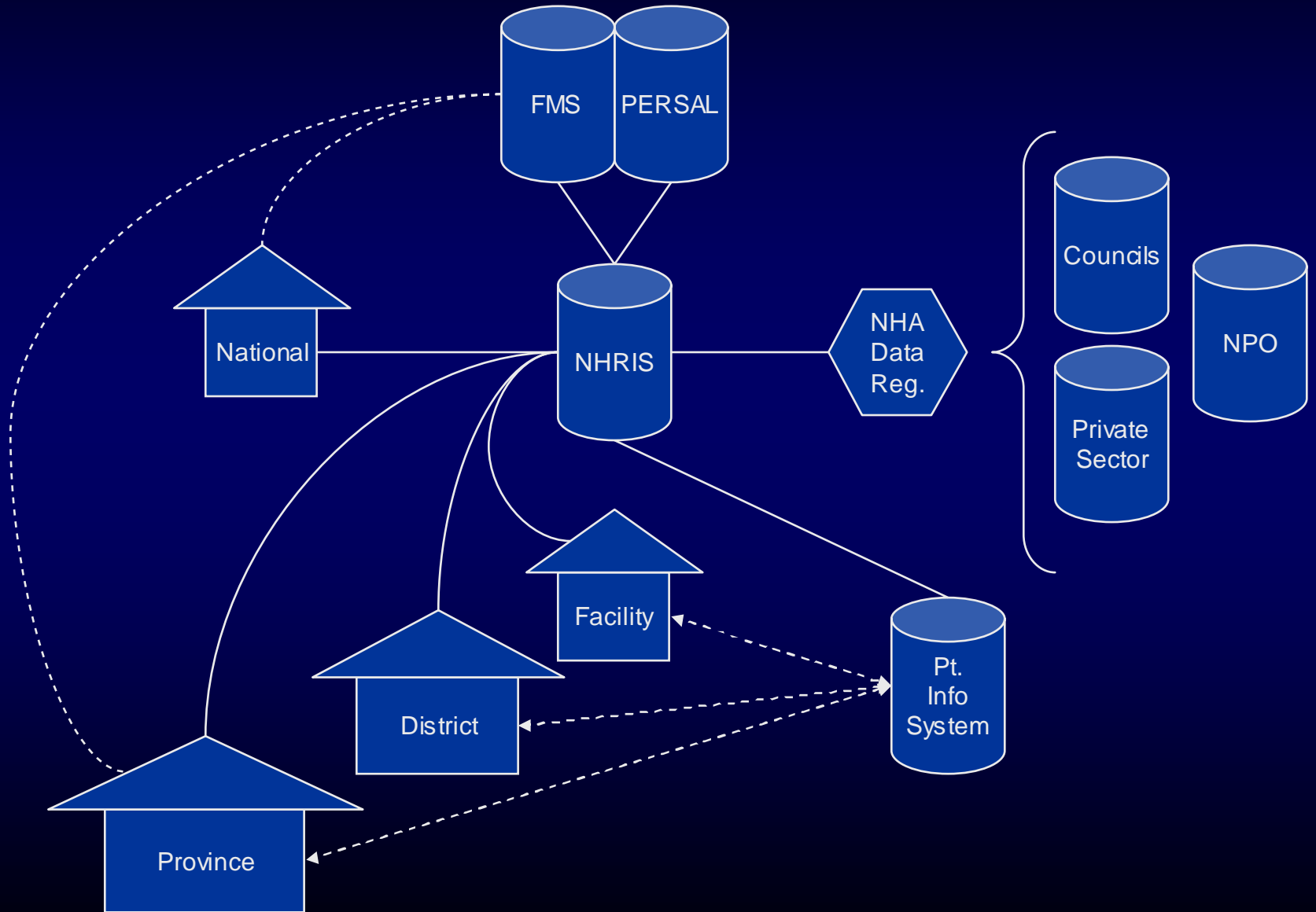
Key Directions

- The system will be:
 - Implemented by the National Department of Health (as driver) together with provinces (as users)
 - Co-managed by the NDoH and the SITA
 - Rolled-out by facility
- Given the long-term nature of the project a stable project team will be sought
- Problem solving and support team

Organisational Relationships



Overview of System



Proposed Milestones

- Awarding of contract End March 2006
- National DoH roll-out June 2006
- First facility online September 2006
- Within three years
 - All provinces applying the system
 - 80% of districts using system
 - 60% of facilities using system
 - 75% of regulated datasets uploaded