HRH Data Dictionary

HRH2030: Human Resources for Health in 2030

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Contents

Acronyms

CFO	Commission on Filipino Overseas
CHED	Commission on Higher Education
CPD	Continuing professional development
DOH	Department of Health
DOLE	Department of Labor
GSIS	Government Service Insurance System
HHRDB	Health Human Resource Development Bureau
HRH	Human Resources for Health
KMITS	Knowledge Management and Information Technology Service
LDIMS	Learning and Development Information Management System
NHDD	National Health Data Dictionary
NHFR	National Health Facility Registry
NHFSRB	National Health Facility and Services Regulatory Bureau
NHWA	National Health Workforce Account
NRCO	National Reintegration Center for OFW
OFW	Overseas Filipino Workers
PEPFAR	President's Emergency Plan For AIDS Relief
PHILHEALTH	Philippine Health Insurance Corporation
POEA	Philippine Overseas Employment Administration
PRC	Professional Regulatory Commission
PSA	Philippine Statistics Authority
SSS	Social Security System
TESDA	Technical Education and Skills Development Authority
USAID	United States Agency for International Development
WHO	World Health Organization

Executive Summary

The Human Resources for Health (HRH) Data Dictionary is a compilation of relevant human resources for health terminologies that the HRH Network, with the Department of Health (DOH) as the lead agency, agreed to adopt to support the implementation of the National Health Workforce Account (NHWA). The data dictionary will define the standard HRH language to be used as well as the definition and the associated data to be collected. The document will also identify the format and the primary source of data.

All information contained in this document is the result of a series of consultation meetings and workshops conducted by DOH and USAID' HRH2030 and participated by stakeholders who were identified to contribute to addressing and responding to HRH issues and problems. These includes Commission on Filipino Overseas (CFO), Commission on Higher Education (CHED), National Reintegration Center for OFWs (NRCO), Philippine Health Insurance Corporation (PhilHealth), Philippine Overseas Employment Administration (POEA), Professional Regulatory Commission (PRC), Philippine Statistics Authority (PSA), and Philippine Statistics Authority (TESDA).

The document also contains the priority NHWA indicators identified by DOH, from which the terminologies were based. Each terminology is mapped to a NHWA indicator.

Introduction

In June 2018, Human Resources for Health 2030 Philippines Activity (HRH2030) of the United States Agency for International Development (USAID) used the President's Emergency Plan For AIDS Relief (PEPFAR) tool to assess the country's maturity and capacity in terms of providing and supporting human resource for health. The findings revealed that there are existing HRH information systems within and outside the health sector. However, the policies, data standards and data sharing and coordination mechanisms for these systems to interact and communicate are lacking or require strengthening, thus, the issue of consistency and quality data and the difficulty in harmonizing data.

Based on the result of the assessment, USAID's HRH2030 recommended strategies to address the HRH data issues and one of the recommendations is the creation of an HRH Data Dictionary. The purpose of the data dictionary is to have a document with the standard HRH terminologies that will be adopted and used across different sectors in sharing HRH and HRH-related information. The HRH terminologies are to be aligned with DOH's National Health Data Dictionary (NHDD).

Methodology

This is the 1st version of the HRH Data Dictionary and below were the activities undertaken in the development of this document. Note that this is a living document and will continually be reviewed and updated.
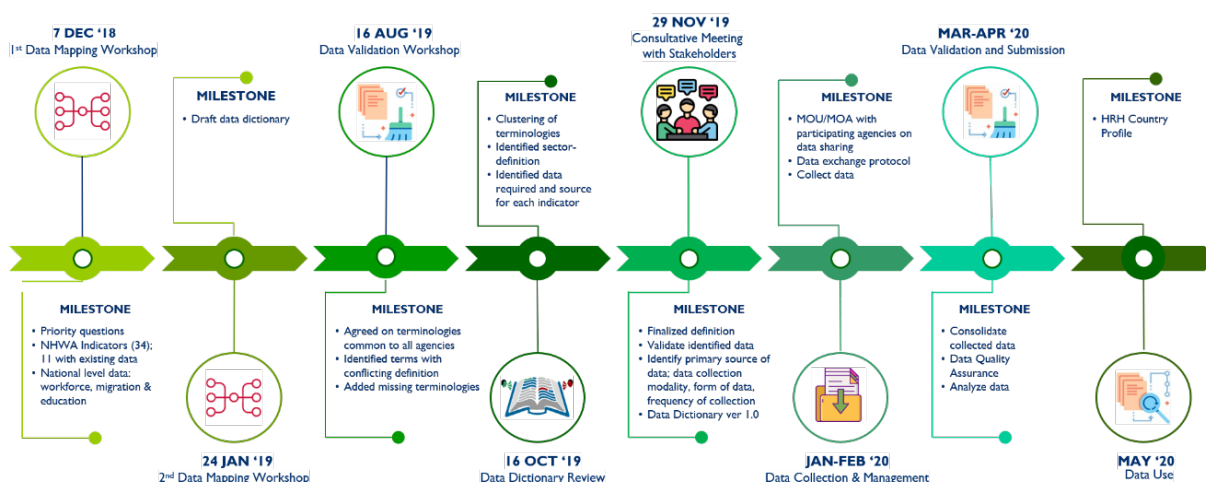
Figure 1 – Timeline of Data Dictionary

Data Mapping

DOH, with USAID's HRH2030, conducted two Data Mapping workshops on 07 December 2018 and 24 January 2019. In the 07 December 2018 workshop, DOH together with CFO, PRC and TESDA, identified the data needed based on the priority policies and direction of DOH and verified the terminologies used to refer to the data and the availability and possible sources of these data. The activity revealed that not all the identified data are collected by the participating agencies and there are terminologies that are common to all but used differently. With these findings, DOH conducted a 2nd workshop and invited CHED, POEA and NRCO to participate. In the 24 January 2019 activity, the group verified the availability and possible sources of the identified data not addressed in the 1st workshop and determined the terminologies used to refer to these data.

Data Validation

Information collected in the Data Mapping workshops were consolidated, documented and presented to the stakeholders for validation on 16 August 2019. The validation activity resulted to the classification of terminologies: (1) relevant – definition is accepted/adopted, and source of data identified and (2) with issues – different definitions/use from multiple agencies and/or multiple sources of data. Additional terminologies were also proposed to be included in the data dictionary.

Data Dictionary Review

On 16 October 2019, DOH and USAID's HRH2030 consolidated and reviewed the results of the Data Mapping and Data Validation activities. The review process included: (1) exclusion of agency-specific terminologies, (2) review and selection of appropriate definition Philippine context, (3) classification according to their relevance to the HRH process of Entry (Production), Workforce (Labor) and exit. The output of this exercise was presented to the stakeholders on 29 November 2019 for validation and confirmation to adapt for NHWA implementation. Terminologies with issues on the definition, data to collect and possible sources were parked and will be included in the next draft version of the document.

Data Collection and Management

This involves the processes of collecting data from the data sources, cleaning and verifying the collected data and documenting results of the verification. The verified data will be consolidated and stored in an internal staging database. Prior to actual data collection, the participating agencies will have to identify and agree on the data to be collected from/submitted by each participating agency, develop data collection tool and procedure for data collection and data management, agree on the data sharing procedure and mechanism, identify a staging database as repository for the data collected, and the resources for the management of data.

Data Validation and Submission

Verified data stored in the internal staging database will be reviewed, validated and consolidated by indicator and presented to the Steering Committee to assess readiness for reporting to the NHWA portal. The validated indicator data is entered to the NHWA Online Data Platform and goes through a final review before submitting to the World Health Organization (WHO).

Data Analysis and Use

Validated data in the internal staging database will be utilized to create the HRH Country Profile and provide a snapshot on the status of HRH in the country.

Terminologies

The terminologies in the HRH Data Dictionary are classified into Minimum Data Set, [1]Entry, Workforce and Exit. The ***Minimum Data Set*** is the list of data that is required to be shared, at a minimum, by the stakeholders, if the data to be transmitted is on an individual level. ***Entry*** terminologies focus on the planning, education and recruitment aspect of HRH. ***Workforce*** terminologies, on the other hand, are associated with supervision, compensation, system support and learning and development. While the ***Exit*** terminologies are those related to career choice, and health and safety of health workers.

Minimum Data Set

The minimum data set is the list of data that needs to be standardized among the participating agencies in terms of data type and format. This ensures consistency in the data shared between stakeholders.

Data Field	Description
Profession	
PRC License Number	The license number is obtained from the Professional Regulatory Commission
Full Name	This is the name of the health worker.
Date of Birth	The data the health worker was born
Sex	The gender of the health worker
Health Worker Address	The current address of the health worker
Email Address	The health worker's email address
Mobile Number	The health workers mobile number
Work Number	The health worker's office number
Employment Status	Indicates if the health worker is currently employed or not
Health Facility	Health facility where the health worker is affiliated
Position	The rank or title of the health worker

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[1] Composition of HRH Network-Technical Working Group (MOU-HRH Network)

Address

Definition and applicability	
Contextual Definition	The place of residence of the health worker or the location of the health facility. This includes the street address, barangay, city/municipality, province, region and zip code.
Applicability	Applicable to all health workers and health facilities in the registry.

Data Representation and Notes		
Data type	Variable character	
Format		
Maximum character length		
Suggested values	*Value*	*Meaning*
	Street Address	House Number + Building
	Barangay	Listed with PSGC
	City/Municipality	Listed with PSGC
	Province	Listed with PSGC
	Region	Listed with PSGC
	Zip Code	
Notes		

Reference	
Origin	

Date of Birth

Definition and applicability	
Contextual Definition	The date of birth of a person, which can also be the basis for the computation of age
Applicability	Applicable to all health workers in the registry.

Data Representation and Notes			
Data type	Date		
Format	Gregorian calendar: year-month-day		
Maximum character length			
Suggested values	Values	Meaning	Range
	YYYY	Year	1900 – current year
	MM	Month	Number from 1-12
	DD	Day	Number from 1-31
Notes			

Reference	
Origin	

E-mail Address

Definition and applicability	
Contextual Definition	E-mail address of the health worker or the health facility.
Applicability	Applicable to all health workers and health facilities in the registry
Data Representation and Notes	
Data type	Variable character
Format	e-mail@email.com
Maximum character length	
Suggested values	
Notes	
Reference	
Origin	

Employment Status

Definition and applicability	
Contextual Definition	This field indicates if the health worker is employed or not
Applicability	Applicable to all health workers

Data Representation and Notes	
Data type	Boolean
Format	
Maximum character length	1
Suggested values	

Value	Meaning
1	Employed
0	Not Employed

Notes

Reference	
Origin	

Full Name

Definition and applicability	
Contextual Definition	The combination of the health worker's last name, first name and middle name. For married women, the maiden name may be included.
Applicability	Applicable to all health workers.

Data Representation and Notes	
Data type	
Format	
Maximum character length	Variable
Suggested values	*Value*
	Last Name
	First Name
	Middle Name
	Name Suffix
Notes	Full name must match with the name indicated on the document presented upon registration.

Reference	
Origin	

Health Facility

Definition and applicability	
Contextual Definition	This indicates the health facility where the health worker is currently affiliated
Applicability	Applicable to all health facilities registered in the NHFR and all unregistered health facilities

Data Representation and Notes		
Data type		
Format		
Maximum character length		
Suggested values	*Value*	*Meaning*
	DOH Facility Code	
	Facility Name	
	Facility Type	
	Ownership Type	
	Ownership Sub-Type	
	Address	
Notes		

Reference	
Origin	

Mobile Number

Definition and applicability	
Contextual Definition	Mobile number of the health worker and the health facility
Applicability	Applicable to all health workers and health facilities in the registry.

Data Representation and Notes		
Data type	Numeric	
Format	(XX)-(XXXX) - (XXXXXXX)	
Maximum character length	13	
Suggested values	*Value*	*Meaning*
	XX	Country Code
	XXXX-XXXXXXX	Mobile Number
Notes		

Reference	
Origin	

PRC Number

Definition and applicability	
Contextual Definition	The license number issued by the Professional Regulatory Commission (PRC) to all licensed professionals.
Applicability	Applicable to all licensed health professionals
Data Representation and Notes	
Data type	Numeric
Format	8-digit number (each digit is from 0 – 9)
Maximum character length	
Suggested values	
Notes	The PRC Number is a unique identifier for the data but rather this is a business identifier and should be able to uniquely identify any licensed health worker for each cadre
Reference	
Origin	

Profession

Definition and applicability	
Contextual Definition	
Applicability	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	*Value*
	Physician
	Nurse
	Midwife
	Medical Technologist
	Dentist
	Pharmacist
	Nutritionist-Dietician
	Occupational Therapist
	Physical Therapist
	Radiologic (and X-ray) Technologist
	Others
Notes	

Reference	
Origin	

Sex

Definition and applicability	
Contextual Definition	The biological distinction between male and female.
Applicability	Applicable to all health workers

Data Representation and Notes		
Data type	Character	
Format	X	
Maximum character length	1	
Suggested values	*Value*	*Meaning*
	F	Female
	M	Male
Notes		

Reference	
Origin	DOH National Health Data Dictionary version 2.0

Position

Definition and applicability	
Contextual Definition	The rank or title of the health worker
Applicability	Applied to all health workers

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	

Work Number

Definition and applicability	
Contextual Definition	The health worker's work number
Applicability	Applicable to all health worker and health facilities in the registry.

Data Representation and Notes	
Data type	Numeric
Format	(XXXX) - (XXXXXXXX)
Maximum character length	12
Suggested values	

Value	Meaning
XX	Country Code
XX	Area Code
XXXXXXXX	Telephone Number

Notes

Reference	
Origin	

Entry Data Set

The Entry Data Set is the list of terminologies associated with the production of health workers that includes the process of planning, education and recruitment.

Cohort

Definition and applicability	
Contextual Definition	A group of pupils/students who join the first grade/year of a given cycle in the same school year, and subsequently experience the events of promotion, repetition, dropout or successful completion of the final grade, each in his/her own way
Applicability	The number of trainees/learners enrolled and number of graduates per training

NHWA Indicator Mapping	
2-07	Graduation rate from education and training programmes

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: CHED is the primary source for the cohort for students and TESDA for cohort specific to trainees

Reference	
Origin	Philippine Statistics Authority – Glossary of Terms - Education, http://nap.psa.gov.ph/glossary/educ.asp TESDA

Health Professional

Definition and applicability	
Contextual Definition	A doctor of medicine, nurse, midwife, dentist or other allied professional or practitioner licenses to practice in the Philippines
Applicability	Applicable to all licensed health care professionals
	PRC proposes to enumerate health professionals: medical laboratory technician, medical technologist, midwife, nurse, nutritionist, dietician, occupational therapist, occupational therapy technician, optometrist, pharmacist, physical therapist, physical therapist technician, physician, psychologist, psychometrician, radiologic technologist, respiratory therapist, x-ray technologist

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PRC (primary)

Reference	
Origin	Republic Act 11223, "Universal Health Care Act" TESDA

Health Workforce Education and Training Program

Definition and applicability	
Contextual Definition	A coherent set or sequence of educational activities or communication designed and organized to achieve pre-determined learning objectives or accomplish a specific set of educational tasks over a sustained period" with the objective to improve health knowledge, skills and competencies applied to health and enable the training of new health workers. Health workforce education and training programs will often have a numerous clause that restricts the number of places for a given program
Applicability	

NHWA Indicator Mapping		
	2-07	Graduation rate from education and training programmes
	4-02	Total expenditure on health workforce education
	4-05	Expenditure per graduate on health workforce education

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: Primary source of health education programs is CHED and TESDA for health training programs

Reference	
Origin	National Health Workforce Accounts - Handbook

Higher Education

Definition and applicability	
Contextual Definition	The stage of formal education, or its equivalent, requiring completion of secondary education and covering programs of study leading to bachelor and advanced degrees, including associate degree
Applicability	

NHWA Indicator Mapping		
	4-01	Total expenditure on higher education
	4-02	Total expenditure on health workforce education

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: CHED (primary)

Reference	
Origin	Republic Act No. 10931, "Universal Access to Quality Tertiary Education Act"

Licensure

Definition and applicability	
Contextual Definition	The granting of a permit (license) or mandatory certification to practice in the appropriate field of health, issued by a legitimate regulatory body within the profession
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PRC (primary)

Reference	
Origin	National Health Workforce Accounts – Handbook WHO 2015c

National Certificate

Definition and applicability	
Contextual Definition	A qualification that is defined by nationally promulgated Training Regulations and is created by combining units of competency into groups that correspond to meaningful job roles in the workplace and aligning these with a national qualification framework. Training Regulation refer to the package of qualifications, competency standards, training standards, assessment and certification arrangements in a specific sector promulgated by TESDA Board for nationwide application. They serve as the basis for the development of the curricula, registration, and delivery of training programs
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: TESDA (primary)

Reference	
Origin	TESDA Board Resolution No. 2004-13. August 5, 2004, "Adopting the Training Regulations Framework"

Scholarship

Definition and applicability	
Contextual Definition	Scholarship is a modality of financial support given to qualified students based on merit or talent. It is different from Grants-in-Aid and Student Loan
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: CHED (primary)

Reference	
Origin	Republic Act No. 10687, "Unified Student Financial Assistance System for Tertiary Education (UniFAST) Act"

Transformative Education and Training

Definition and applicability	
Contextual Definition	The sustainable expansion and reform of health workforce education and training to increase the quantity, quality and relevance of health workers, and in so doing strengthen national health systems and improve population health outcomes. Also Transformative Health Workforce Education.
Applicability	

NHWA Indicator Mapping		
	4-04	Investment in transformative education and training

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	National Health Workforce Accounts – Handbook
	World Health Assembly 2013, UNESCO 2015c

Tuition Fee

Definition and applicability	
Contextual Definition	The fees or school charges for subjects or course enrolled in by a tertiary education student
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: CHED (primary)

Reference	
Origin	Republic Act No. 10931, "Universal Access to Quality Tertiary Education Act"

Workforce Data Set

Workforce terminologies are associated with the labor aspect of the HRH process that includes supervision, compensation, system support and learning and development.

Ambulatory Care

Definition and applicability	
Contextual Definition	Care provided to out-patients, such as patients of emergency departments and outpatient clinics. Also refers to care provided to patients of community-based (non-hospital) health care services
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	DOH National Health Data Dictionary ver 2.0

Ambulatory Health Care Facility

Definition and applicability	
Contextual Definition	A health facility that delivers personal healthcare services on an outpatient basis. This includes diagnosis, observation, consultation, treatment, intervention, rehabilitation services, and advanced medical technology and procedures even when provided outside of hospitals.
Applicability	

NHWA Indicator Mapping	
8-03	Percentage of health workers working in ambulatory health care

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: DOH-HFSRB (primary). Limitation: Only regulated/licensed facilities are in the registry

Reference	
Origin	National Health Workforce Accounts Handbook

Continuing Professional Development

Definition and applicability	
Contextual Definition	Inculcation of advanced knowledge, skills and ethical values in a post-licensure specialization or in an inter- or multidisciplinary field of study, for assimilation into professional practice, self-directed research and/or lifelong learning.
Applicability	

NHWA Indicator Mapping		
	4-08	Total expenditure on in-service training and continuing professional development

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PRC (primary)

Reference	
Origin	Republic Act No. 10912, July 2016 "Continuing Professional Development (CPD) Act of 2016"

Current Year's Expenditures (CYE)

Definition and applicability	
Contextual Definition	The total outflows for the year that is equivalent to the total amount of expenses for maintenance and other operating expenses, personal services, benefit payments, including all accruals of expenses recorded for the applicable year.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	Philippine Statistics Authority, Glossary of Terms

Employer/Principal

Definition and applicability	
Contextual Definition	Employer includes any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions and instrumentalities, all government-owned or controlled corporations and institutions, as well as non-profit private institutions, or organizations.
Applicability	

NHWA Indicator Mapping		
5-07	Vacancy Rate	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: DOLE for the list and data on employers/principals for private establishments (but only those who are targeted for inspection), CSC for government establishments, and PSA's Establishments Survey

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1, Labor code of the Philippines

Health Facility

Definition and applicability	
Contextual Definition	A public or private facility devoted primarily to the provision of services for health promotion, prevention, diagnosis, treatment, rehabilitation and palliation of individuals suffering from illness, disease, injury, disability, or deformity, or in need of obstetrical or other medical and nursing care.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOH-HFSRB (primary)

Reference	
Origin	Republic Act No. 11223, "Universal Health Care Act"

Health Facility Ownership

Definition and applicability	
Contextual Definition	A health facility ownership can be classified as government-owned or private-owned.
Applicability	

NHWA Indicator Mapping		
	1-05	Health worker distribution by facility ownership

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOH-HFSRB (primary).
	A ***government health facility*** may be under the national government, DOH, Local Government Unit (LGU), Department of National Defense (DND), Philippine National Police (PNP), Department of Justice (DOJ), State Universities and Colleges (SUCs), Government Owned and Controlled Corporations (GOCC) and others. A ***private health facility*** may be a single proprietorship, partnership, corporation, cooperative, foundation, religious, non-government organization and others, owned, established and operated with funds through donation, principal, investment or other means by any individual, corporation, association or organization.

Reference	
Origin	DOH Administrative Order No. 2012-0012, "Rules and Regulations Governing the New Classification of Hospitals and Other Health Facilities in the Philippines"

Health Facility Type

Definition and applicability	
Contextual Definition	Refers to, but not limited to the following health facility types: 1) Barangay Health Station, 2) Birthing Home, 3) Drug Abuse Treatment and Rehabilitation Center, 4) General Clinic Laboratory, 5) Hospital, 6) Infirmary, 7) Municipal Health Office, 8) Rural Health Unit, 9) Social Hygiene Clinic.
Applicability	

NHWA Indicator Mapping	
1-06	Health worker distribution by facility type

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOH-HFSRB (primary)

Reference	
Origin	DOH National Health Facility Registry

Health Worker

Definition and applicability

Contextual Definition	All persons who are engaged in health and health-related work, and all persons employed in all hospitals, sanitaria, health infirmaries, health centers, rural health units, barangay health stations, clinics and other health-related establishments owned and operated by the Government or its political subdivisions with original charters and shall include medical, allied health professional, administrative and support personnel employed regardless of their employment status.
Applicability	PRC-licensed, TESDA NC-certified and community health workers in the following places of work: 1) hospitals and other health facilities that are licensed by the DOH; 2) FDA-licensed pharmacies and drugstores; 3) LGU-owned/operated health facilities (provincial and district hospitals, and Provincial/Municipal/City Health Offices/Rural Health Units; 4) health facilities owned and operated by other National Govt Agencies or offices (clinics, school clinics, medical departments, etc); 5) DOH Offices and attached agencies (central office and regional offices, NNC, PHIC, FDA, POPCOM, PITAHC); and 6) health facilities owned and operated by private corporations (company clinics, HMOs, etc) that employ health professionals

NHWA Indicator Mapping

1-01	Health worker density
1-02	Health worker density at subnational level
1-03	Health worker distribution by age group
1-04	Female health workers
1-05	Health worker distribution by facility ownership
1-06	Health worker distribution by facility type
5-02	Replenishment rate from domestic efforts
5-04	Voluntary exit rate from health labor market
5-05	Involuntary exit rate from health labor market
5-06	Unemployment rate
6-06	Health worker status in employment
7-04	Public expenditure on compensation of health workers
8-01	Percentage of health workers working in hospitals
8-03	Percentage of health workers working in ambulatory health care

Data Representation and Notes

Data type

Format

Maximum character length

Suggested values

Notes

Reference	
Origin	Republic Act No. 7305, "Magna Carta for Public Health Workers"
	DOH Administrative Order No. 2015-0017, Guidelines on the Use of the National Database of Human Resources for Health Information System (NDHRHIS)

Health Workforce Planning

Definition and applicability	
Contextual Definition	Strategies that address the adequacy of the supply and distribution of the health workforce according to policy objectives and the consequential demand for health labour.
Applicability	

NHWA Indicator Mapping	
9-03	Health workforce planning process

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOH-HHRDB (primary)

Reference	
Origin	National Health Workforce Accounts - Handbook
	EU Joint Action on Health Workforce Planning and Forecasting 2015.

Inactive Health Worker

Definition and applicability	
Contextual Definition	Health workers who are not domestically employed or affiliated in a health and/or health-related facility.
Applicability	Voluntary Inactive and Involuntary Inactive health workers

NHWA Indicator Mapping		
	5-04	Voluntary exit rate from health labour market
	5-05	Involuntary exit rate from health labour market

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	National Health Workforce Accounts - Handbook

Involuntary Inactive Health Worker

Definition and applicability	
Contextual Definition	Refers to an inactive health worker who was either suspended from work, has long-term illness or has retired.
Applicability	

NHWA Indicator Mapping	
5-05	Involuntary exit rate from health labour market

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: SSS and GSIS for retirement data may be sourced from SSS and GSIS; PhilHealth, SSS and GSIS for long-term illnesses data

Reference	
Origin	National Health Workforce Accounts - Handbook

Labor Force

Definition and applicability	
Contextual Definition	The population 15 years old and over whether employed or unemployed who contribute to the production of goods and services in the country.
Applicability	

NHWA Indicator Mapping	
5-06	Unemployment rate

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference	
Origin	Philippine Statistics Authority – Glossary of Terms - Labor and Employment, http://nap.psa.gov.ph/glossary/labor.asp,

Minimum Wage

Definition and applicability	
Contextual Definition	The lowest wage rate fixed by law that an employer can pay his workers.
Applicability	

NHWA Indicator Mapping	
6-04	Regulation on minimum wage

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOLE_BWC (primary)

Reference	
Origin	Republic Act No. 6727, "Wage Rationalization Act"

National Health Workforce Support System

Definition and applicability	
Contextual Definition	A support system created to support local public health systems in addressing their human resources needs. Provided, that deployment to Geographically Isolated and Disadvantaged Areas (GIDAs) shall be prioritized.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	

Reference	
Origin	Republic Act No. 11223, "Universal Health Care Act"

Out of Labor Force

Definition and applicability	
Contextual Definition	Persons aged 15 and over who are neither employed nor unemployed (i.e. they are neither working nor seeking work) during the reference period. These persons are not in the labour force. Also known as Economically Inactive Persons
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference	
Origin	Ministry of Manpower (https://stats.mom.gov.sg/SL/Pages/Persons-Outside-the-Labour-Force-Concepts-and-Definitions.aspx)

Part-time Employment

Definition and applicability	
Contextual Definition	Employed persons who worked for less than 40 hours per week.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference	
Origin	Philippine Statistics Authority "Employment Rate in October 2019 is Estimated at 95.5 Percent", **https://psa.gov.ph/content/employment-rate-october-2019-estimated-955-percent**,

Primary Care Team/Provider

Definition and applicability	
Contextual Definition	A health care worker, with defined competencies, who has received certification in primary care as determined by the Department of Health (DOH) or any health institution that is licensed and certified by the DOH.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOH-HHRDB (primary)

Reference	
Origin	Republic Act No. 11223, "Universal Health Care Act"

Self-Employed

Definition and applicability	
Contextual Definition	Include persons who operate their own businesses or trades and do not employ paid workers in the conduct of their economic activities. This category includes workers who worked purely on commission basis and who may not have regular working hours.
Applicability	

NHWA Indicator Mapping	
6-06	Health worker status in employment

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference	
Origin	Philippine Statistics Authority – Status in Employment – Self Employed, https://psa.gov.ph/content/status-employment-self-employed,

Social Protection

Definition and applicability	
Contextual Definition	Constitutes policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.
Applicability	

NHWA Indicator Mapping	
6-05	Regulation on social protection

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DSWD (primary)

Reference	
Origin	DSWD AO 2012-007
	NEDA-SDC Resolution No. 1 s. 2007
	Guidelines in the Preparation of the Social Protection and Development Report

Specialty Hospital

Definition and applicability	
Contextual Definition	A hospital that specializes in a particular disease or condition or in one type of patient. A specialized hospital may be devoted to treatment of any of the following: a) treatment of a particular type of illness or for a particular condition requiring a range of treatment; b) treatment of patients suffering from diseases of a particular organ or groups of organs; c) treatment of patients belonging to a particular group such as children, women, elderly and other.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: NHFR c/o KMITS (primary)

Reference	
Origin	DOH Administrative Order No. 2012-0012 - Rules and Regulations Governing the New Classification of Hospitals and Other Health Facilities in the Philippines

Standard Working Hours

Definition and applicability	
Contextual Definition	The normal hours of work of any employee shall not exceed eight (8) hours a day. Also Hours Worked
Applicability	

NHWA Indicator Mapping		
	6-01	Standard working hours

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOLE (primary)

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1 Labor code of the Philippines

Total Expenditure on the Health Workforce

Definition and applicability	
Contextual Definition	The sum of expenditures on compensation of employees: wages and salaries; social contributions; all other costs related to employees; self-employed professional remuneration. Expenditure on mandatory continuing professional development should be included within social contributions.
Applicability	

NHWA Indicator Mapping		
	7-01	Total expenditure on health workforce

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: Philhealth (accredited facilities (salary range of employees)); DOH-HHRDB and NHFR (licensed/regulated health facilities)

Reference	
Origin	National Health Workforce Accounts - Handbook

Underemployed

Definition and applicability

Contextual Definition	Employed persons who express the desire to have additional hours of work in their present job or an additional job, or to have a new job with longer working hours.
Applicability	

NHWA Indicator Mapping

Data Representation and Notes

Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference

Origin	Philippine Statistics Authority – Glossary of Terms – Labor and Employment, http://nap.psa.gov.ph/glossary/labor.asp

Voluntary inactive health worker

Definition and applicability	
Contextual Definition	Inactive health worker who is in emigration, has changed sector or has availed of early retirement.
Applicability	

NHWA Indicator Mapping	
5-04	Voluntary exit rate from health labour market

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Sources of data: CFO for emigrants, DOLE for early retirement (incomplete)

Reference	
Origin	

Wage

Definition and applicability	
Contextual Definition	The remuneration or earnings, however designated, capable of being expressed in terms of money, whether fixed or ascertained on a time, task, piece, commission basis, or other method of calculating the same, which is payable by an employer to an employee under a written or unwritten contract of employment for work done or to be done, or for services rendered or to be rendered and includes the fair and reasonable value, as determined by the Secretary of Labor and Employment, of board, lodging or other facilities customarily furnished by the employer to the employee.
Applicability	

NHWA Indicator Mapping	
7-06	Policies on public sector wage ceilings

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOLE (primary)

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1 Labor code of the Philippines

Working conditions

Definition and applicability	
Contextual Definition	The provisions of Working Conditions and Rest Periods stipulated in the Book III - Conditions of Employment of the Labor Code of the Philippines.
Applicability	

NHWA Indicator Mapping	

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOLE (primary)

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1 Labor code of the Philippines

Working hours

Definition and applicability	
Contextual Definition	Hours worked shall include (a) all time during which an employee is required to be on duty or to be at a prescribed workplace; and (b) all time during which an employee is suffered or permitted to work.
Applicability	

NHWA Indicator Mapping	
6-03	Regulation on working hours and condition

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: DOLE (primary)

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1 Labor code of the Philippines

Exit Data Set

Exit terminologies are those related to human resource processes such as career choice, and health and safety of health workers.

Emigrant

Definition and applicability	
Contextual Definition	Any person, worker or otherwise, who emigrates to a foreign country by virtue of an immigrant visa or resident permit or its equivalent in the country of destination
Applicability	

NHWA Indicator Mapping	
5-04	Voluntary exit rate from health labour market

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Primary source is the Stock Estimate data of the Inter-Agency Committee on Migration Statistics established under RA 10625 or the Philippine Statistical Act of 2013. The main sources of the Stock Estimate include the administrative data of government agencies such as CFO, POEA and DFA.
	The Stock Estimates is the aggregate of all Filipinos residing or working overseas at a given time. It consists of three categories – permanent, temporary and irregular migrants.

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1
	Labor code of the Philippines

Retirement

Definition and applicability	
Contextual Definition	Any employee may be retired upon reaching the retirement age established in the collective bargaining agreement or other applicable employment contract
Applicability	

NHWA Indicator Mapping		
	5-04	Voluntary exit rate from health labour market
	5-05	Involuntary exit rate from health labour market

Data Representation and Notes	
Data type	
Format	Excel
Maximum character length	
Suggested values	
Notes	Sources of data: SSS for the number of health workers who resigned from the private facilities and GSIS and CSC for retirees from the public facilities

Reference	
Origin	Presidential Decree No. 442 s. 1974 - DOLE DA 2015-1
	Labor code of the Philippines

Population

Definition and applicability	
Contextual Definition	Total number of individuals in a territory at a specified time. It covers both nationals and aliens, native and foreign-born persons, internees, refugees and any other group physically present within the borders of a country at a specified time. In assembling national demographic statistics for publication, the basic aim has been to obtain data for the physically present (or de facto) population rather than for the legally established resident (or de jure) inhabitants
Applicability	

NHWA Indicator Mapping		
	1-01	Health worker density
	1-02	Health worker density at subnational level

Data Representation and Notes	
Data type	
Format	
Maximum character length	
Suggested values	
Notes	Source of data: PSA (primary)

Reference	
Origin	Philippine Statistics Authority - Glossary of Terms - Population, http://nap.psa.gov.ph/glossary/popn.asp

NHWA Indicators

In the September 2018 USAID HRH2030 – WHO Joint Mission, DOH, through HHRDB, established priority HRH policy directions. From the definition of priority policy directions, NHWA indicators were selected for the initial operationalization of NHWA. DOH together with HRH stakeholders initially identified 34 out of the 78 NHWA indicators to support the priority HRH policy needs. It was then further refined to 18 based on the availability of data from existing sources.

Module 1 – Active Health Workforce Stock	
1-01 Health Worker Density	
Definition	Density of health workers per 10,000 population
Dimension	Stock
Numerator	Number of health workers, defined in headcounts
Denominator	Total population
Data to Collect	(1) # of health workers
	Primary Source:
	Other Sources:
	(2) total population
	Primary Source: PSA
1-02 Health Worker Density at Subnational Level	
Definition	Density of active health workers per 10,000 population at subnational level
Dimension	Stock
Numerator	Number of active health workers at subnational administrative units, defined in headcounts
Denominator	Total population at subnational level
Data to Collect	(1) # of health workers per subnational level
	Primary Source:
	Other Sources:
	(2) population per subnational level
	Primary Source: PSA
1-03 Health worker distribution by age group	
Definition	Percentage of active health workers in different age groups
Dimension	Distribution
Numerator	Number of active health workers in a specific age group
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of health workers disaggregated by age group
	Primary Source:
	Other Sources:
	(2) total # of health workers
	Primary Source:
1-04 Female health workforce	

Definition	Percentage of female health workers in active health workforce
Dimension	Distribution
Numerator	Number of active female health workers
Denominator	Total number of active male and female health workers, defined in headcounts
Data to Collect	(1) # of health workers disaggregated by sex
	Primary Source:
	Other Sources:

1-05   Health worker distribution by facility ownership

Definition	Percentage of active health workers employed by type of facility ownership
Dimension	Distribution
Numerator	Number of active health workers, defined in headcounts, working in facilities owned by the given institutional sector
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) types of facility ownership
	Primary Source: DOH-NHFSRB
	Other Sources:
	(2) # of health workers by facility ownership
	Primary Source: DOH
	Other Sources:

1-06   Health worker distribution by facility type

Definition	Percentage of active health workers employed by facility type
Dimension	Distribution
Numerator	Number of active health workers, defined in headcounts, working in a specific facility type
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) facility types
	Primary Source: DOH-NHFSRB
	Other Sources:
	(2) # of health workers by facility type
	Primary Source: DOH
	Other Sources:

Module 2 – Education and Training	
2-07	**Graduation rate from education and training programmes**
Definition	Ratio of number of students graduating from a health workforce education and training programme to the number of students enrolled in first year of the same education and training programme
Dimension	Graduation
Numerator	Number of graduates from a cohort of a health workforce education and training programme
Denominator	Number of students enrolled in first year of the same health workforce education and training programme
Data to Collect	(1) # of graduates from a cohort of a health workforce education Primary Source: CHED Other Sources: (2) # of graduates from a cohort of a health training programme Primary Source: TESDA Other Sources: (3) # of students enrolled in first year of the same health workforce education Primary Source: CHED Other Sources: (4) # of students enrolled in first year of the same health training programme Primary Source: TESDA Other Sources:

Module 4 – Education Finances	
4-01 Total expenditure on higher education	
Definition	Total expenditure on higher health education
Dimension	Financing of higher education
Numerator	
Denominator	
Data to Collect	(1) total expenditure on higher health education
	Primary Source:
	Other Sources:
4-02 Total expenditure on health workforce education	
Definition	Total expenditure on health workforce pre-service education (current and capital)
Dimension	Financing of higher education
Numerator	
Denominator	
Data to Collect	(1) total expenditure on health workforce pre-service education (current and capital)
	Primary Source:
	Other Sources:
4-04 Investment in transformative education and training	
Definition	Investment in transformative education and training (Yes/No/Partly)
Dimension	Investment
Numerator	
Denominator	
Source of Information	
4-05 Expenditure per graduate on health workforce education	
Definition	Expenditure per graduate enrolled in health workforce education and training programme
Dimension	Education expenditure
Numerator	Total expenditure on health workforce education
Denominator	Total number of graduates from health workforce education and training programmes
Data to Collect	(1) total expenditure on health workforce education
	Primary Source:
	Other Sources:
	(2) total # of graduates from health workforce education
	Primary Source:
	Other Sources:
	(3) total # of graduates from health training programmes
	Primary Source:

	Other Sources:	

4-08	Total expenditure on in-service training and continuing professional development	
Definition	Total expenditure on in-service training and continuing professional development	
Dimension	Lifelong learning	
Numerator		
Denominator		
Data to Collect	(1) total expenditure on in-service training	
	Primary Source:	
	Other Sources:	
	(2) total expenditure on continuing professional development	
	Primary Source: PRC	
	Other Sources:	

Module 5 – Health Labour Market Flows

5-02   Replenishment rate from domestic efforts

Definition	Ratio of newly active domestic trained health workers to total stock of active health workers
Dimension	Entry into labour market
Numerator	Number of newly active domestic trained health workers
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of newly active domestic trained health workers
	Primary Source:
	Other Sources:
	(2) total number of active health workers
	Primary Source:
	Other Sources:

5-04   Voluntary exit rate from health labour market

Definition	Ratio of active health workers voluntarily leaving the health sector labour market to total stock of active health workers
Dimension	Entry into labour market
Numerator	Number of health workers who became inactive in the health sector labour market due to emigration, temporary leave, change of sector, early retirement or other voluntary reason (in the given year)
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of health workers who are with "emigrant" status (in the given year)
	Primary Source: CFO
	Other Sources:
	(2) # of health workers who are on temporary leave (in the given year)
	Primary Source:
	Other Sources:
	(3) # of health workers who are not in the health sector (in the given year)
	Primary Source:
	Other Sources:
	(4) # of health workers who availed of early retirement (in the given year)
	Primary Source:
	Other Sources:
	(5) total # of active health workers (in the given year)
	Primary Source:
	Other Sources:

5-05   Involuntary exit rate from health labour market

Definition	Ratio of active health workers involuntarily leaving the health sector labour market to total stock of active health workers, by occupation, by sex
Dimension	Entry into labour market

Numerator	Number of health workers who became inactive in the health sector labour market due to death, retirement (excluding early retirement), suspension from work, long-term illness or other involuntary reason (in the given year)
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of deceased health workers
	Primary Source:
	Other Sources:
	(2) # of retired health workers
	Primary Source: SSS, GSIS
	Other Sources:
	(3) # of health workers suspended from work in the health sector
	Primary Source:
	Other Sources:
	(4) # of health workers with long-term illnesses
	Primary Source:
	Other Sources:
	(5) Total # of health workers
	Primary Source:
	Other Sources:

5-06   Unemployment rate

Definition	Unemployment rate
Dimension	Labour market imbalances
Numerator	Number of trained health workers currently unemployed
Denominator	Total number of active health workers in the labour force and unemployed health workers
Data to Collect	(1) # of unemployed trained health workers
	Primary Source:
	Other Sources:
	(2) Total # of active health workers

5-07   Vacancy rate

Definition	Ratio of unfilled posts to total number of posts
Dimension	Labour market imbalances
Numerator	Number of funded full-time posts that have not been filled for at least 6 months, which employers are actively trying to fill
Denominator	Total number of funded full-time posts (filled and unfilled)
Data to Collect	
	Primary Source:
	Other Sources:

Module 6 – Employment Characteristics and Working Conditions

6-01   Standard working hours

Definition	Number of standard working hours per week as per national law/standards
Dimension	Working time
Numerator	
Denominator	
Data to Collect	# of standard working hours per week as per national law
	Primary Source: DOLE
	Other Sources:

6-03   Regulation on working hours and conditions

Definition	Existence of national/subnational policies/laws regulating working hours and conditions (Yes/No/Partly)
Dimension	Decent work
Numerator	
Denominator	
Source of Information	

6-04   Regulation on minimum wage

Definition	Existence of national/subnational policies/laws regulating minimum wage (Yes/No)
Dimension	Decent work
Numerator	
Denominator	
Source of Information	

6-05   Regulation on social protection

Definition	Existence of national/subnational policies/laws regulating social protection (Yes/No/Partly)
Dimension	Decent work
Numerator	
Denominator	
Source of Information	

6-06   Health worker status in employment

Definition	Percentage of active health workers who are self-employed
Dimension	Labour market characteristics
Numerator	Number of active health workers who are self-employed, defined in headcounts
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of self-employed health workers
	Primary Source:
	Other Sources:
	(2) total # of active health workers

Primary Source:	
Other Sources:	

Module 7 – Health Workforce Spending and Remuneration

7-01   Total expenditure on health workforce

Definition	Total expenditure on health workforce
Dimension	Health workforce expenditure
Numerator	
Denominator	
Data to Collect	total expenditure on health workforce
	Primary Source:
	Other Sources:

7-04   Public expenditure on compensation of health workers

Definition	Public expenditure on compensation of health workers
Dimension	Health workforce remuneration
Numerator	
Denominator	
Data to Collect	total public expenditure on compensation of health workers
	Primary Source:
	Other Sources:

7-06   Policies on public sector wage ceilings

Definition	Existence of national/subnational policies or standards on public sector wage ceilings (Yes/No)
Dimension	Health workforce remuneration
Numerator	
Denominator	
Source of Information	

Module 8 – Skill Mix Composition for Models of Care

8-01 Percentage of health workforce working in hospitals

Definition	Percentage of health workforce working in hospitals
Dimension	Sectoral workforce composition
Numerator	Total number of active health workers working in hospitals, defined in headcounts
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of health workers working in hospitals

Primary Source: DOH

Other Sources:

(2) total # of health workers

Primary Source:

Other Sources:

8-03 Percentage of health workforce working in ambulatory health care

Definition	Percentage of health workforce working in ambulatory health care (primary health care level facilities)
Dimension	Sectoral workforce composition
Numerator	Total number of active health workers working in ambulatory health care presumed to be primary health care level facilities, defined in headcounts
Denominator	Total number of active health workers, defined in headcounts
Data to Collect	(1) # of health workers in ambulatory health care

Primary Source: DOH

Other Sources:

(2) total # of health workers

Primary Source:

Other Sources:

Module 9 – Governance and Health Workforce Policies

9-01 Mechanisms to coordinate an intersectoral health workforce agenda

Definition	Existence of institutional mechanisms or bodies to coordinate an intersectoral health workforce agenda (Yes/No/Partly)
Dimension	Governance
Numerator	
Denominator	
Source of Information	

9-02 Central health workforce unit

Definition	Existence of a health workforce unit in the Ministry of Health responsible for developing and monitoring policies and plans on health workforce (Yes/No/Partly)
Dimension	Governance
Numerator	
Denominator	
Source of Information	

9-03 Health workforce planning processes

Definition	Existence of mechanisms and models for health workforce planning (Yes/No/Partly)
Dimension	Health workforce policies
Numerator	
Denominator	
Source of Information	

9-05 Institutional models for assessing health care staffing needs

Definition	Existence of institutional models for assessing and monitoring staffing needs for health service delivery
Dimension	Health workforce policies
Numerator	
Denominator	
Source of Information	

Module 10 – Health Workforce Information Systems	
10-06 HRHIS for tracking the number of active stock on the labour market	
Definition	Ability of HRHIS to generate information to track active stock on the labour market (Yes/No/Partly)
Dimension	HRHIS to track HWF
Numerator	
Denominator	
Source of Information	
10-07 HRHIS for tracking the number of exits from the labour market	
Definition	Ability of HRHIS to generate information to track exits from the labour market (Yes/No/Partly)
Dimension	HRHIS to track HWF
Numerator	
Denominator	
Source of Information	