STOCKS: INITIAL PROFESSIONS TO INCLUDE IN CORE DATA
For Discussion

SERVICE PROVIDERS

PROFESSION	DETAIL	DEFINITIONS	COUNTRY SPECIFICS	OTHER
PHYSICIAN / MEDICO				
	Non-Physician Clinician (NPC)		**Medex – Guyana Physician Assist. – US**	
	General Medicine			
	Specialists			
	Community physician/ family physician			
	Obstetrics - Gynecology			
	Pediatrician			
	General Surgery			
	Internal Medicine			
	Psychiatrist			
	Sub Specialties			
	Dermatologist			
	Cardiologist			
	Urologist			
	Neurologist			
	Orthopedist			
	Oncologist			
	Gerontologist			
	Plastic Surgeon			
	Ophthalmologist			
NURSE / ENFERMERA				
	Professional / Registered Nurse(RN)			
	Licensed Nurse Practitioner			
	Auxiliary Nurse			

PROFESSION	DETAIL	DEFINITIONS	COUNTRY SPECIFICS	OTHER
DENTIST / ODONTOLOGO				
MIDWIFE / PARTERA				
PHARMACIST				
NUTRITIONIST				
SOCIAL WORKER				
PSYCHOLOGIST				
PHYSICAL THERAPIST				
OPTOMETRIST				
RADIOLOGIST				
ANASTHESIOLOGIST				
ALLIED HEALTH PROFESSIONALS				
	Social Worker			
	Therapist			
	Public Health Officer			
	Community Health Agent			
	Lab Technician			
	Equipment Specialist (maintenance of med. equipment)			

MANAGERS

PROFESSION	DETAIL	DEFINITIONS	COUNTRY SPECIFICS	OTHER
Ministry of Health National Level				
	Minister			
	PS			
	CMO			
	CNO			
	Planner			
	HRH Director			
	Analyst			
	Other			
Ministry of Health Local Level (Districts, Municipalities, Regions, Parishes, States, etc)				
	Minister / Director of Local Health Level			
	Vice Minister / Assistant Director of Local Health Level			
	other			
FACILITIES MANAGERS				
	Hospital CEO / Director			
	Hospital HRH Manager			
	Clinic Director			
	Clinic HRH Manager			
	Other			

PRODUCTION: INITIAL PROFESSIONS TO INCLUDE IN CORE DATA
For Discussion

PROGRAMS

AREA OF INTEREST	SPECIFICS	DETAIL	COUNTRY SPECIFICS	COLLECTABLE?
Programs Offered				
	Medical			
	Nursing			
	See other professions defined for core data			
FOR EACH PROGRAM				
	Length of Program Required for Graduation (in hours / years)			
	Number of places in each program			
	Private / Public			
	Number of Applicants each year			
	Number of Applicants Accepted each year			
	Number of Accepted Applicants Who Enter each year			
	Number of Graduates in each program each year			
	Number of entrants who graduate within program requirement			
	Number of entrants who graduate "late"			
	Time Required for Each program to obtain license			
	Number of Graduates who Obtain License each year			
	Number of newly licensed graduates who enter workforce each year			
	Number of newly licensed graduates who do not enter			

STUDENTS

AREA OF INTEREST	SPECIFICS	DETAIL	COUNTRY SPECIFICS	COLLECTABLE?
Students				
	Program Entered			
	Program Graduated			
	Year Entered Program			
	Year Graduated			
	Age			
	Gender			
	Ethnic Group			
	In Country or Foreign			
	Socio-Economic Group			

INITIATIVES AND AREAS REQUIRING INDICATORS
For Discussion

AREA OF INTEREST	SPECIFIC MEASUREMENTS	ADDITIONAL DATA NEEDED	COUNTRY SPECIFIC CONCERNS	QUESTIONS / COLLECTABILITY?
INTERNATIONAL				
	Ratio of doc/nurses/ midwives to 10,000	Population Disaggregated prof data, Ratio		Nurse/Midwife combinations
FLOWS / STOCKS				
	Number of Workers	FTE, number registered workers, number paid, etc		What are you counting?
	Age	Date of birth		
	Gender	Male, female		
	Nationality			List several?
	Ethnic Group			Define Ethnic groups / what if it is a mixture?
	Language Capacities (see also access)			Define Languages List all
	Religion			Define religious groups
	Foreign Born			
	Foreign Trained			
DISTRIBUTION / ACCESS				
	Rural/ Urban			Define rural / urban;
	Poor / Rich			Define economic levels – country specific? How many?
	Disenfranchised (HIV/AIDS, Sex Workers, homeless, OTHER)	FTE in area? FTE in clinic? Mobil Clinics?		Define disenfranchised
	Private/ Public Sector			How are FTEs reflected?

PLANNING: ADDITIONAL IMPORTANT AREAS OUTSIDE CORE DATA
For Further Discussions

AREA OF INTEREST	SPECIFIC MEASUREMENTS	ADDITIONAL DATA NEEDED	COUNTRY SPECIFIC CONCERNS	QUESTIONS / COLLECTABILITY?
HEALTH AND SAFETY IN WORKPLACE				
	Vaccination programs			
	Health insurance for health workers			
	In –Service Training for Safety Practices			
	Enforcement of Safety Standards			
	Maintenance of Equipment			
	Security of Emergency Rooms			
COMPETENCIES				
COSTS				
	Production / Education			
	Salary			
	Benefits			
PRODUCTIVITY AND QUALITY OF SERVICE DELIVERED				
	Wait Times	Number of patients Number of minutes for each Average		How is that measured
	Return Visits	Number of patients; Recorded illness/ complaint; Number of return visits for each patient Total number of patients; ratio		How is it assessed?
	Number of Patients Per Day	Number of patients Number of hours in office Average minutes per patient		
	Patient/User Satisfaction	Qualitative - questionnaire		

AREA OF INTEREST	SPECIFIC MEASUREMENTS	ADDITIONAL DATA NEEDED	COUNTRY SPECIFIC CONCERNS	QUESTIONS / COLLECTABILITY?
MIGRATION				
	How many workers enter workforce			
	How many exit			
	Pull Factors	Qualitative – questionnaire		
	Push Factors	Qualitative – questionnaire		
	Retention Efforts	how many come to area how long they stay how many leave		
	Recruitment	How many applicants before/ after initiative How many job acceptances before / after initiative		
MANAGEMENT PRACTICES				
	Career Paths			
	Employee Reviews			
	Process for Resolving Conflicts			
	Management Training			
	Incentive Programs			