

# INTEROPERABILITY PROCESSES AND SUCCESS STORY

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The existence of parallel system to LGHRIS was a main challenge to be addressed in both technical aspects and political (decision part). Thus the stakeholders involved in both system must come up at will to open up the plan for interoperability though it proves to be a challenge to get all stakeholders at the same discussion table. As basically the flow of events of data involves the same focal person (HR) thus interoperability will reduce the workload of needing to update data manually though the same data can be found on other system.

## **What has been achieved so far**

The First procedure was to get a go ahead from the decision makers (political parties from PMORALG, MoHSW and PO-PSM) and after that a technical team was set to design the window for exchange of data (*ie One system can export to and import from the other system in a specific format eg. Excel-sheet, json and other agreeable formats*). Thus different section was held by technical teams to enable the systems (LGHRIS, HRHIS and HCMIS (LAWSON))

## **LGHRIS Vs HCMIS (LAWSON)**

Setting a technical team from PMORALG/UDSM/IntraHealth and PO-PSM/LAWSON was a difficult task and thus it was decided that the PMORALG-UDSM-IntraHealth team to come up with the design and to use the excel-sheet format produced by HCMIS system to export the data and import into the LGHRIS. The import data window from the HCMIS was developed and used successful during the last deployment in 8 regions (Ruvuma, Mbeya, Rukwa, Kigoma, Dodoma, Morogoro, Tabora and Singida) where a total of 52 LGAs was involved. Thus LGHRIS now can receive particular data from (LAWSON) and import them into LGHRIS and thus reducing a workload to data entry clerks as they will have only to update the information to conform with the LGHRIS requirements.

Thus the data exchange between the system (LGHRIS and LAWSON) remain a one way (from HCMIS/LAWSON to LGHRIS) and involves particular information. Thus more discussion and agreement should be advocated in order to ensure that all the necessary data and important operation be covered.

### **LGHRIS Vs HRHIS**

After a go ahead from the decision makers (PMORALG and MoHSW) the technical team was set from both sides to design and agree on the data exchange mechanisms. Thus the exchange data window between both system was developed and tested.

Thus the technical aspects has worked and what it remains is the go ahead from the decision makers to use the the technology and this will be included in the next releases of the system (ie LGHRIS)

### **Recommendations**

Still more discussion need to be done for both sides of stakeholders (Decision makers and Technical teams) to ensure the flow of information among the system involved in interoperability is smooth and covers all important information and operation.