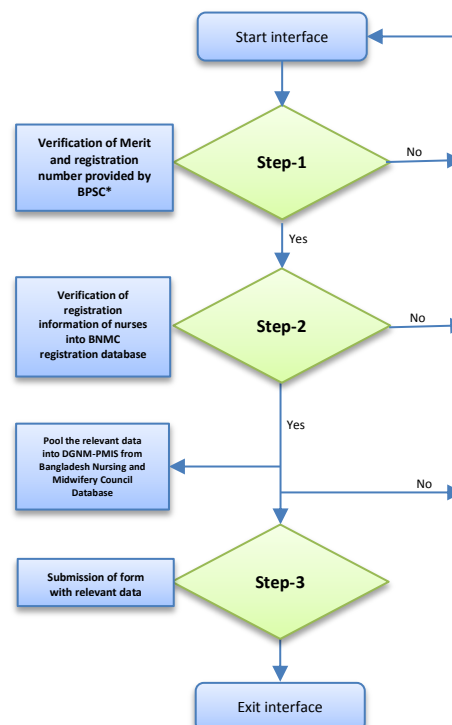# A success story of new interface used for newly recruited nurses under Directorate General of Nursing and Midwifery:

Name of Directorate: Directorate General of Nursing and Midwifery

Topic Name: Better data interface means better nursing workforce management

Problems: Until recently, the Bangladesh Nursing & Midwifery Council (BNMC) and Directorate General of Nursing and Midwifery (DGNM) operated manual paper based registration databases and personnel management information systems that were cumbersome, disconnected, and unable to generate useful reports or information on time. While the BNMC captures information on every nurse registered in Bangladesh, the DGNM, the central hub of public sector nursing services, is responsible for recruitment, deployment and transfer of the nursing workforce.

Problem solving: Today, BNMC and DGNM enjoy inter-operable, nursing-specific, nationally applied, web-based software to help address nursing data management. The Government of Canada-funded Human Resources for Health Project in Bangladesh provided assistance to BNMC and DGNM to develop these systems. Currently, both systems are interconnected for ease of data transfer for public sector newly recruited nurses. This helps to validate data, avoid duplication and allows entry within short period of time. This interface has been used for entering data of the approx. 10,000 newly recruited nurses within a short period of time.

*BPSC=Bangladesh Public Service Commission

Impact and results of Innovation:

1. **Increased data integrity**
    ♦ Established cross checking by BNMC database
    ♦ Reduced error and increase data integrity

2. **Reduced data entry time**
    ♦ Interface pool the data from BNMC database
    ♦ Inter-linked data in different elements as needed

3.
    Established Inter-connectivity
    ♦ Entered students data in decentralized approaches
    ♦ RNM data entered based on student's data
    ♦ DGNM-PMIS data entered based on RNM's data

4. **Developed ownership**
    ♦ Every nurse has unique ID and password
    ♦ Nurses entered their own data through this interface

5. **Validated RNMs database**
    ♦ Interface can re-validate the data into BNMC database
    ♦ Scope to update at BNMC database, if needed

Bangladesh's innovative web-based electronic model is expected to strengthen the operational mechanism between DGNM, BNMC and the Ministry of Health & Family Welfare in order to support more effective short and long-term human resources planning and workforce management of nursing workforce, leading to improved quality of care.

New interface in DGNM-PMIS software: