



## **A WISN TOOLKIT**

**A TOOLKIT FOR IMPLEMENTING WORKLOAD  
INDICATORS OF STAFFING NEED (WISN) TO  
IMPROVE HEALTH WORKFORCE PLANNING AND  
MANAGEMENT IN DECENTRALIZED HEALTH  
SYSTEMS**

2009

This is a complete WISN tool kit developed and implemented in the provinces of Nusa Tenggara Timur (NTT) and Nusa Tenggara Barat (NTB) in Indonesia as part of the GTZ/EPOS Health HRD Project Strategies to Strengthen Human Resource Planning and Management Development Efforts. This tool kit is adapted from the WHO WISN Manual published in 1998 to be utilized in a decentralized health environment. This work was undertaken with permission from WHO.

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Components of the WISN Tool Kit for the Decentralized Level in Indonesia were developed in 2008 and consist of:

- Guide to Using the WISN Toolkit.
- Documentary Film.
- Case Study on WISN implementation in NTT province.
- Steering Committee Orientation presentation.
- User's Manual for Developing Workload Indicators of Staffing Need (WISN) to Improve Health Workforce Planning and Management.
- Outline of training of WISN trainers (Training of Trainers).

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