

Cambodia Action Plan
AAAH Health Planning WS, Manila, 5-9 May 2008
Keat Phuong,Phar.,MPH; Mey Sambo,MD; Touch Sokneang,MD,MMA

No.	Activities	Time Frame	RResp. Person	Remark
1	Situation analysis (SA)	Q3-08 to Q2-09		USD 1,900
	Set up SA team		SA- HRD Dpt, Personnel Dpt, Planning Dpt, Training Institutions	May have time constraint due to: - Q3-08 is an Election Period - Q1-09 is National Health Congress activity
	Improve HHRIS system	Q3-08 to Q1-09	HRD Dpt, Personnel Dpt, AAAH	Need AAAH assistance in the strengthening the HHRIS
	Data collection in using the data from the HHRIS		SA team	Conduct SA when HHRIS is strengthening
	Bring the data into the WWPT to have data analysis		SA team	
	Set up country team (CT) and secure budget for running activities		CT - HRD Dpt, Personnel Dpt, Planning Dpt, Training Institutions, Health Professional Board, MoEYS, Public Function, MEF, Councils for Administrative Reform	Secure budget from WPRO and AAAH
	Consultative meetings to present the SA result & set up ToR of CT		CT, Health Professional Boards, Health development Partners	
2	Decide on goal of HRH Master plan	Q2-09		USD 1,900
	Setting goal based on the whole health strategic plan 2008-2015 and the result of SA		CT	Consult with AAAH may needed
3.	Decide on planning framework	Q2-09		USD 3,800
	Consultative meeting to consolidate the planning framework		CT	Adapt WHO framework and the Philippines framework
	Planning framework approved		CT, MoH	Need endorsement from MoH

4	Identify key issues that need to be addressed by master plan	Q2-09		USD 3,800
	Consultative meeting to identify key issues for long term plan 2008-2015		CT	
	Consultative meeting to select and prioritize key objectives for the short term plan 2008-2010		CT	
5	Identify KRAs of the plan	Q2-09		USD 1,900
	Consultative meeting to identify KRAs for medium & long term plan		CT	
6	Craft effective objectives & appropriated strategies	Q2-09		USD 3,800
	Consultative meeting to identify key strategic objectives for long term plan 2008-2015		CT	Need endorsement from MoH
	Consultative meeting to select and prioritize key strategic objectives for the mid term plan 2008-2010		CT	Need endorsement from MoH
7	Accomplish operational plan	Q3-09		USD 6,000
	Identify immediate strategic objectives to be addressed for annual operational plan		HRD Dpt, Personnel Dpt, Planning Dpt, Training Institutions, Provincial Health Departments	
	Draft, consultative meeting & Adopt operational plan		CT, MoH	Need endorsement from MoH
	Draft, consultative meeting on medium term plan		CT, MoH	
	Finalize & Adopt medium term plan 2008-2010		CT, MoH	Need endorsement from MoH
8	Identify key policies & programs to support plan	Q3-09		USD 7,600
	Consultative meeting on outlines of key policies & programs		CT, AAAH, WPRO	
	Review existing policies & programs		CT	
	Institutionalize new policies & programs		CT	
	Adopt key policies & programs		CT, MoH	

9	Implementation of the operational plan	Q3-09		
10	Craft M&E scheme	Q4-09		USD 3,800
	Conduct quarterly M&E against action plan of developing Cambodian HRH master plan	Q4-09	Provincial Health Dpt and training institutions	
	Consultative meeting to adjust result of evaluation with the remaining operational plan activities	after M&E	CT	
11	Plan for annual plan review	Q4-09		USD 5,700
	Consultative meeting to review & adjust the operational plan in line with M&E results		CT	
	Consultative meeting to review & adjust the medium term plan 2008-2010 in line with M&E results		CT, AAAH, WPRO	AAAH & WPRO cost are not included
	Consultative meeting to review & adjust the long term plan 2008-2015 in line with M&E results		CT, AAAH, WPRO	AAAH & WPRO cost are not included
12	Ensure adoption of master plan by the Gvt	Q4-09		USD 1,900
	Draft master plan through consultative meeting		CT	Accessibility to the budget is guaranteed
	Circulate the final draft		CT, Health development partners, AAAH, WPRO	
	Adoption of Master Plan		MoH, Gvt	
13	Ensure buy-in by various stakeholders	Q1-10		
	Launching & disseminate master plan		Gvt, MoH, CT, Health development partners	
	Call for action for buy-in by various stakeholders		Gvt, MoH, CT, Health development partners, AAAH, WPRO	
Sub total				USD 42,100
Miscellaneous (5%)				USD 2,100
Total				USD 44,200