

What Cambodia Team has learnt from the AAAH Health Planning Workshop, 5-9 May 2008

- **Day 1**
 - Knowledge on the WPRO vision on HRH so that each member countries should adapt it with their own setting
 - Important key notes on leadership and Management
 - Refresh knowledge on SWOT and WOST in identifying problems
 - Differentiation of Strategic planning and operational planning
 - Provide opportunity at the Prestige Cruise, Manila Bay dinner to improve friendship among AAAH country members

- **Day 2**
 - Knowledge gained on process of HRH planning development
 - More clear on Philosophy of HRH Planning that the 1st day is less focus – the 9 Rs concepts
 - Importance of internal and external HRH situation analysis for HRH planning
 - Concept on problem tree and exercise on :
 - how to identify core problems and its causes and effects
 - how to identify objectives related to causes and effects that lead to have the Impact on the whole Health Care System
 - how to identify Key Strategic Issues and come up with identification of strategic key result area.
 - Possible to apply the exercise activities in the Planning process development

- **Day 3**
 - Sharing experiences and lesson learnt of HRH core problems in the AAAH member countries and ways to address the key issues based on countries' resources:
 - similar problems related to inadequate HRH policies and limitation of its implementation.
 - Issues on HRH management system – imbalance of health workforce urban vs rural
 - Shortage of adequate and highly motivated staff
 - Low productivity of skilled and motivated nurses and paramedics

- Harmonization among partnership, in country - inter-ministerial , partners - and AAAH, is limited
 - Educational issues
 - Issues on HHRIS system
 - Possible apply WWPT tool in HRH projection in Cambodia setting
 - Possible to apply the exercise activities in the development of logical framework and project matrix in the planning process
 - Challenge in identifying OVI & MOV
 - Workshop improve motivation in taking care of HRH master plan by all AAAH members countries with hard working till mid-night
- **Day 4**
 - Interesting presentation from the group on the logical framework and project matrix based on their KRAs and core problem
 - Importance key notes addressed on the need of having key policies and programs to supporting the development of HRH master plan
 - The need of conducting a regular and periodic M&E to monitor the implementation of the plan and adjust it
 - Learning by doing the action plan
 - Great assistance from WPRO & SEARO to AAAH country members
 - A lot of funs with cultural exchanges at farewell party
 - Interested visit at the Museum of the Philippines and window shopping
- **Conclusion & Recommendation**
 - Appreciate of having opportunity to exchange and sharing experience among AAAH countries
 - Suggest to continue to have the opportunity to learn and to link with the Global and Regional trends
 - Request the commitment and advocacy of WPRO to support the HRH in Cambodia that less support at presence
 - To invite the right people to the right meeting as at this workshop