

Core Problem:

Shortage of health workers, especially Skilled Health Workers at district and community level;

Key Results Areas

By the year 2010, 33% of district hospitals and HCs have 4 categories of skilled health professional (Pediatric, OB-GY, Surgery and Internal Medicine)

Strategies:

1. Develop a contracting system for the recruitment, training and allocation of pupils and health staff with clear penalties and obligation
2. Strengthen HRH management capacity at all levels

Action Plan

Activities	Time frame	Responsible person	remark
1. Set up working teams to draft a contracting for the recruitment, training and allocation	July, 2008	DOP, MOH	From National HRH conference
2. Workshop to review HRH situation and agreed objectives	August, 2008	WT	
3. Consultation meetings	Oct-Nov, 2008	WT and Stakeholders	
4. Conduct a survey to identify the quantity and quality of staff	Dec,08-Mar, 09	WT	
5. Formulate contracting forms and regulations	April, 2009	WT	
6. Consensus meeting	June, 2009	WT+ Stakeholders+ Partners	
7. Submit for approval	July, 2009	WT	
8. Dissemination meetings	August, 2009	WT+ related agencies	
9. Implementation in pilot areas	Oct-Nov, 2009	WT+ related agencies	
10. Evaluation	December, 2009	WT	
11. Extension in the whole country	2010	WT and Stakeholders	

Logical Framework

Program:			Team:	
NO	Narrative Summary	Objectively verifiable indicator (OVI)	Means of verification (MOV)	Important Assumption/Risks
	<p>Goal:</p> <ul style="list-style-type: none"> -To strengthen the ability of the health care system to provide access to regularly available, appropriate, affordable, and good quality essential health service that are responsive to people's need and expectation, especially for those who are currently underserved or unserved and -To improve the quality, productivity and effectiveness of health care workers in the Lao PDR system 	Number of OPD and IPD increase by comparing with previous years	<ul style="list-style-type: none"> -Annual report -Patient records 	<ul style="list-style-type: none"> -8th Party congress Resolution and the 6th National-economic Development Plan, -National Growth Poverty Elimination Strategy - Health Sector Master Plan by year 2020
	<p>Purpose:</p> <ul style="list-style-type: none"> - District hospital and Health center have sufficient health skilled-mix 	By the year 2010, 33% of district hospitals and HCs have 4 categories of skilled health professional (Pediatric, OB-GY, Surgery and Internal Medicine)	Allocation of 4 categories health workforce is realized	Health Sector Master Plan by the year 2020
	<p>Component Objective:</p> <ul style="list-style-type: none"> - Increase salary and incentives - Develop career path and opportunities - Improve environment and working conditions 	<ul style="list-style-type: none"> -Increase the salaries to ensure a living wage - Promote or give opportunity to upgrade - Provide appropriate facilities 	<ul style="list-style-type: none"> - Annual personnel report 	<ul style="list-style-type: none"> - percentage of health expenditure - GDP

Workshop 3

A) The step to be taken to establish a country net work:

1. Identify core group
2. Review HRH situation Analysis
3. Set up HRH committee assigned by the Minister of Health
4. Set up HRH Working Group assigned by the Minister of Health
5. Identify stakeholders
6. Stakeholders Consultation workshop

B) Identify the policy instrument that would ensure the ensure the authority and functionality of the country net work:

1. National HRH policy approved by Prime Minister

2.

Project Element	Project Element Indicators	Assumption
<p><u>Development objective:</u> The district hospitals and health centers have enough skilled professional health workers to provide health care service.</p>	<p>By the year 2010, 33% of district hospitals and HCs have 4 categories of skilled health professional (Pediatric, OB-GY, Surgery and Internal Medicine)</p>	
<p>1 <u>Immediate Objective:</u></p> <ul style="list-style-type: none">- Establishing Contracting System,- National Personnel Standard Selection- Establish a regulatory framework for the accreditation of educational and training institutions base on basic international standard and the licensing of all categories of health workers to practice and provide health care		

Out put:

Activities:

