

Viet Nam HHR information: What the decision makers need to know?

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Country information

- A Southeast Asia/Western Pacific country
- 330,000 km²
- 91 million population, density 274.km²
- Mixed culture: 54 ethnic groups
- GDP/capital/year: 2200 USD
- Life expectancy at birth: 70/76 (M/F)
- IMR 15.3, UMR 23.1, MMR 65
- Health expenditure 6.3% GDP
- Health workforce: 400,000; doctor about 70,000 (7.8/10,000 pop)

What HHR information used for?

- Planning health services: recruitment, adjustment, HHR development
- Planning for education: number of enrollment by category, open new school, gov. education funding...
- Policy development: attraction to low staffed areas, sector
- Project design: to develop project target, strategies, HHR solution...
- Some are indicators of target in master plan: eg. doctor, nurse.../10,000 population
- Health system evaluation/assessment: routine, or by program, project

What the policy maker needs on HHR information?

- Number of health workforce: total, by categories, administration division, socioeconomic region...
- Health workforce density: number of each category over 10,000 population
- Health workforce ratios: between categories, eg. Nurse/doctor ratio, pharmacist/doctor ratio
- Density and ratio may be calculated for regions or provinces
- Number of workforce graduated from education sector
- Educational unit cost by HHR category; training unit cost for some specific program (licensing internship, clinical training...)
- Specialist densities
- HHR related employment rates
- ...

Sources of information (1)

- Routine report and collecting system:
 - Health reporting system: collect health data, including HHR from grass root level, along with the health management system
 - Government statistics system: collect data along the administrative system, multi-sector data, including health with some HHR data
 - Educational system: number of graduates annually, including HHR.

Sources of information (2)

- Survey:
 - Government statistics survey, including census done every 5 or 10 years
 - Ministry of Health: survey of its subsector which may have HHR information, eg. Health service system, preventive health system, maternal and child health care system, population and family planning system
 - Survey conducted by provinces
 - Survey of programs, projects that collect baseline or final data.

Challenges in collecting HHR information

- Difficult to access: unpublished data, data for internal use only of each project/program
- Not shared on the electronic system: difficult to retrieve
- Not provided with desired classification: eg. education data does not show the number of graduates of each HHR category
- Classification of HHR data may not be similar among sources: eg. nurse and midwife may be one category in some sources but may be separated in others.
- Health system data lacks classified details: eg. Nurses should be separated in educational levels (4-year, 3-year, 2-year training) but usually it is not well separated in health data

What about the future?

- Vietnam HHR education in transition: reduced 2-year education program for health workforce, the health workforce categories restructured, new professionalism
- Tools for HHR data management: shared databases, internet-based HHR data collection
- New system established: health professionals licensing will provide a source of HHR data.
- Some HHR related indicators will be provided: education financing, unemployment...

Thank you for your attention!
Please ask questions or comments.