



# Human Resources for Health in Vietnam

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# Outlines

- **Summary of Age structure of Health workforce**
- **Density of HWs per 1000 population**
- **Distribution of HWs across 6 regions of Vietnam**
- **Achievements of 2011-2015 five-year Plan to develop the health workforce**
- **Key challenges**
- **Policy initiatives**



## Age structure of health workforce by the type of health setting

Age groups	Hospital		Health centre		General clinic		CHS		Others	
	n	%	n	%	n	%	n	%	n	%
<b>&lt;= 34</b>	116 567	50.83	25 861	85.13	1032	10.91	32 324	45	12 762	30.3
<b>35–55</b>	104 261	45.46	2951	9.71	7274	76.93	38 821	54	23 186	55.1
<b>55–60</b>	7639	3.33	1511	4.97	751	7.94	1239	2	3124	7.4
<b>60+</b>	859	0.37	54	0.18	398	4.21	37	0	3044	7.2
<b>Total</b>	229 326	100.00	30 377	100.00	9455	100.00	72 421	100	42 116	100.0

Source: (GSO, 2014)

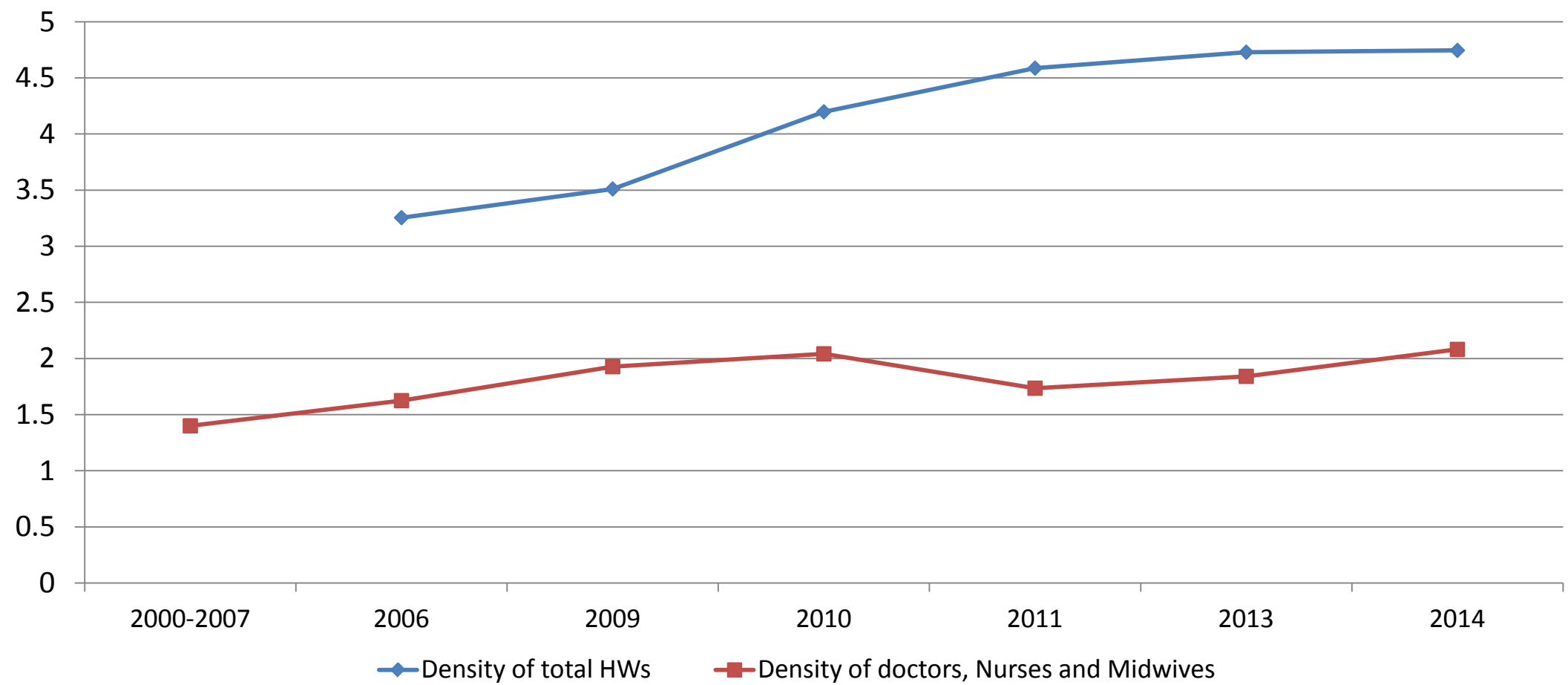
# Density of HWs per population

Density of health professional categories	2006	2008	2009	2010	2011	2012	2013
People per one doctor	1589	1534	1518	1390	1378	1363	1315
Doctors per 1000 people	0.63	0.65	0.66	0.72	0.73	0.73	0.76
Doctors and assistant doctors per 1000 people	1.33	1.22	1.25	1.34	1.34	1.35	1.38
Nurses per 1000 people	0.84	0.78	0.88	0.94	1.00	1.04	1.08
University pharmacists/1000 people	0.13	0.15	0.18	0.18	0.19	0.20	0.21

Sources: Health Statistics Year book 2010, 2011, 2013, 2014



# Density of HWs per 1000 population over 2006-2014

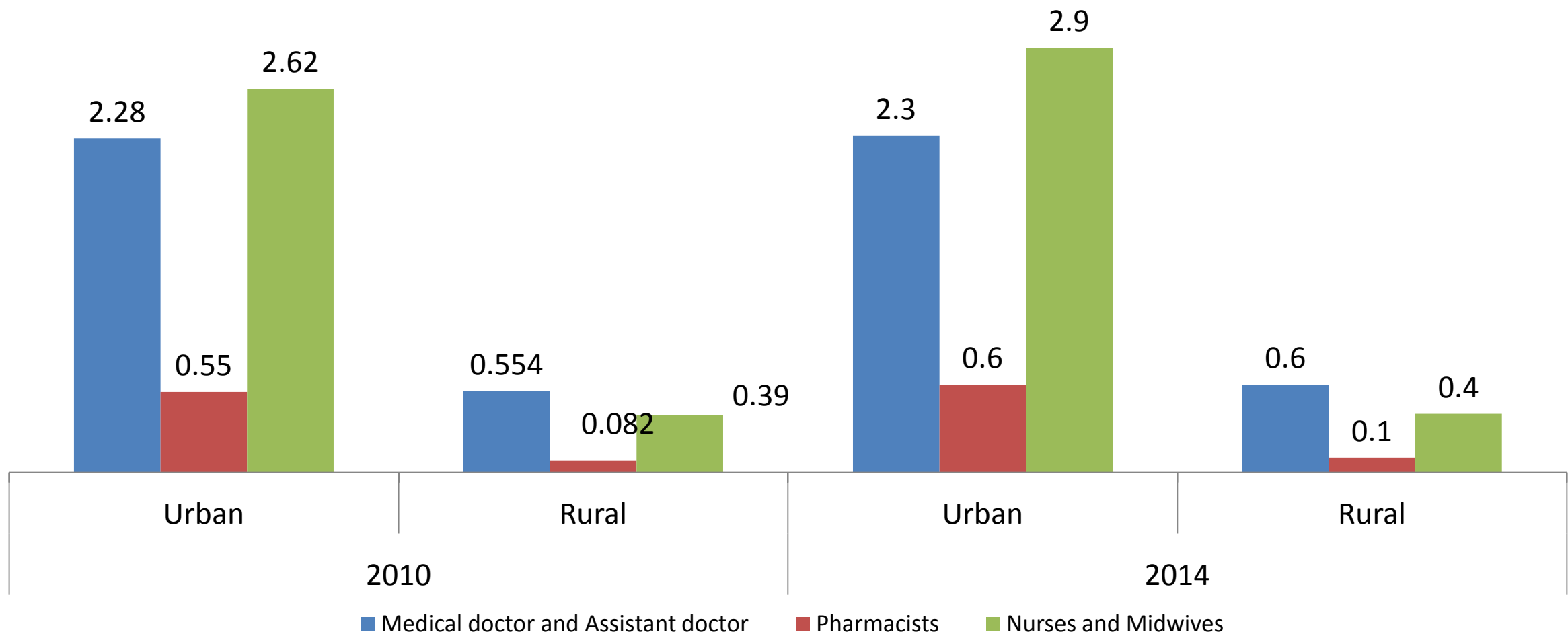


Sources: Health Statistics Year book 2010, 2011, 2013, 2014

Kanchanachitra C. et al. (2011). Human resources for health in southeast Asia: shortages, distributional challenges, and international trade in health services. *The Lancet*. 377:769-81

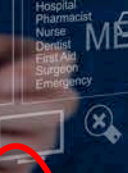


# Density of HWs by population by urban and rural



Sources: Health Statistics Year book 2010 and 2014

# Distribution of health workers by geographic region in 2013



Health workers professional categories	Total	Red River Delta	Northern midlands and mountain	North Central area and Central coast	Central Highland	South East	Mekong River Delta
Total No of HWs	305 147	61 085	51 237	65 288	18382	51 147	58 008
HW density							
PhD in medicine	321	113	11	41	27	108	21
Masters in medicine	3827	1264	446	903	125	806	283
Pharmacists with Master or PhD	217	84	21	28	3	50	31
Medical doctor	47 718	10 313	8217	9845	2869	7579	8895
Dentist	608	105	34	109	17	200	143
Pharmacist	3906	776	635	715	237	653	890
Public health Specialist (BPH and MPH)	1308	478	156	225	56	198	194
University nurse	6811	2052	1220	1325	390	973	851
University med. technician	2106	243	94	643	183	647	296
University midwives	1262	173	152	309	54	271	303
Assistant doctor	54 158	9423	12 583	11 969	2876	5656	11 651
Medical technician	11 003	2054	2130	2879	660	1776	1504
Phar. Technician	19 447	3152	3203	3602	1110	2970	5410
second degree nurse	71 140	16 048	10 851	14 350	4099	13 472	12 320



# Challenges of Human resources for health (HRH) in Vietnamese health sector

1. **Numeric shortage:**

2. **Imbalance and maldistribution:**

*Overall supply/demand:* surplus of assistant doctors and secondary nurses.

*Profession/specialty:*

*Institutional imbalances:* the curative vs preventive medicine functions, the public and private sectors

*Geographic:* the urban vs the remote areas





# Challenges of HRH in Vietnamese health sector

## 3. Limited of quality of health workforce :

- Qualification: high proportion of health staff have secondary or junior college degree, and elementary level (more than 70%).
- Limited training opportunities for health workers, particularly in district and commune levels.
- Multiple responsibilities: Managerial and Clinical skills

## 4. Management and Utilization of HRH:

- Lack of HR information system
- Inadequate planning for HRH: not based on the needs.
- Monitoring and management of the health workforce has not been standardized.



## Progress from 2010 to 2015 towards achieving the 2015 HRH targets

Indicators	2010	2011	2012	2013	2014 (estimated)	2015 targets
Doctors/1000 people	0.72	0.733	0.746	0.761	0.78	0.8
University-trained pharmacists/1000 people	0.176	0.19	0.196	0.212	0.19	0.18
Percentage of villages served by village health workers	97.5	96.9	96.6	96.0	95.0	90
Percentage of commune health stations served by a doctor	70.0	71.9	73.5	75.0	78	80
Percentage of commune health stations with midwife or obstetric-pediatric assistant doctor	95.6	95.3	96.4	96.0	98.0	>95.0

Sources: Joint Annual Health Report 2015



# Policies to attract and retain HWs in rural areas

- Decree No.43 grants autonomy to public health facilities
- Decree No.64 on preferential and attraction allowance in disadvantaged areas
- Decision No.75 on allowance for village health worker
- Decision No.73 on peculiar allowance for health worker
- Decree No.117/Govt: officially recognizes commune health staff as indicated by Law on civil servant



- Decision No.1544 on training under nominated regime

Decree No.116 on allowance for cadres and civil servants in disadvantaged areas

- Circular No.22/MOH on continuous medical education for HWs



Thank you