

# Human Resource for Health in Cambodia

## The Ninth AAAH Conference

24th-28th October 2016, Colombo, Sri Lanka

Mr PHENG Visoth,

Master of Health Administration (MHA)

Email: [soth2004@yahoo.com](mailto:soth2004@yahoo.com)

Deputy Head, In-Service Education Bureau

Human Resource Development Department

Ministry of Health

PHNOM PENH

Cambodia

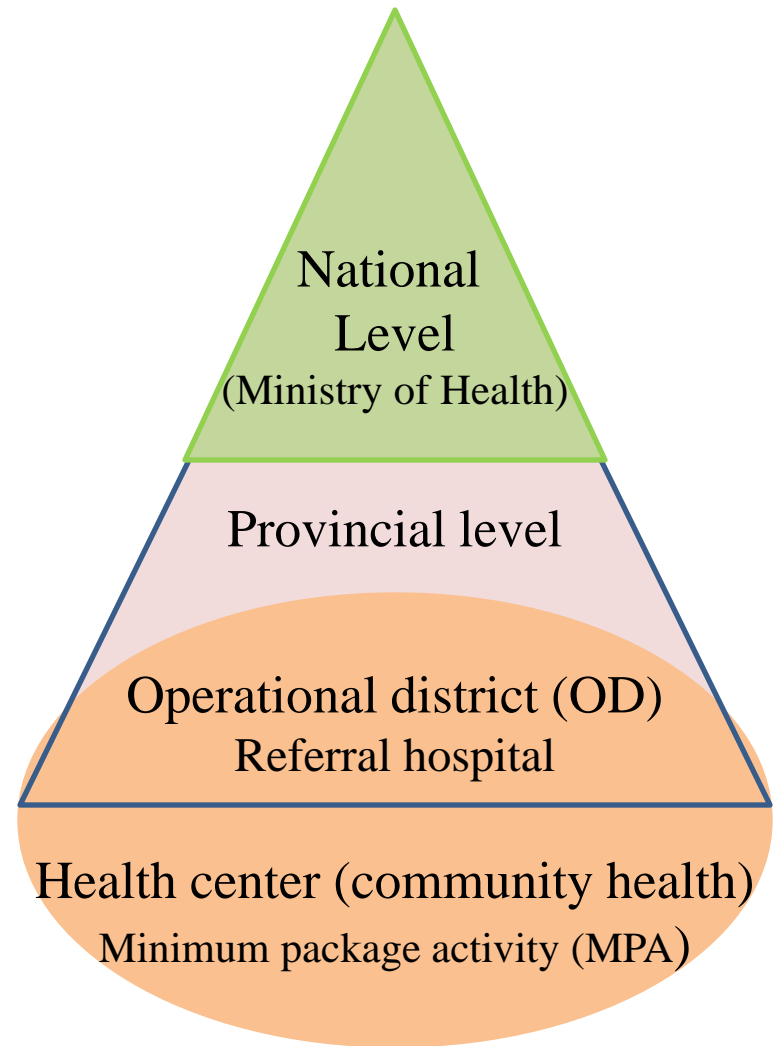
# Acknowledgment

- Associate Professor Darunee Rujkorakarn, EdD
- Dr. Thuntita Wisaijohn, AAAH Secretariate
- Mr. Peter Miller, WHO Consultant in HRH Cambodia
- Dr Vijith Gunasekera, Ministry of Health, Sri Lanka



# Health System Organization

- **Central:** where national health policy, strategy planning, is established and distributed, HIS, monitoring, evaluation, research,... and resources mobilization and allocation
- **Intermediate Support-** (via AOP)
  - Province & Operational District Managers and Implementers
- **Referral hospitals.** Provide special services treatment for complex health problems and support health centres in clinical training and supervision.
- **Community,** engages local leaders, encourages community participation and ensures financial, geographically accessible and culturally appropriate services.

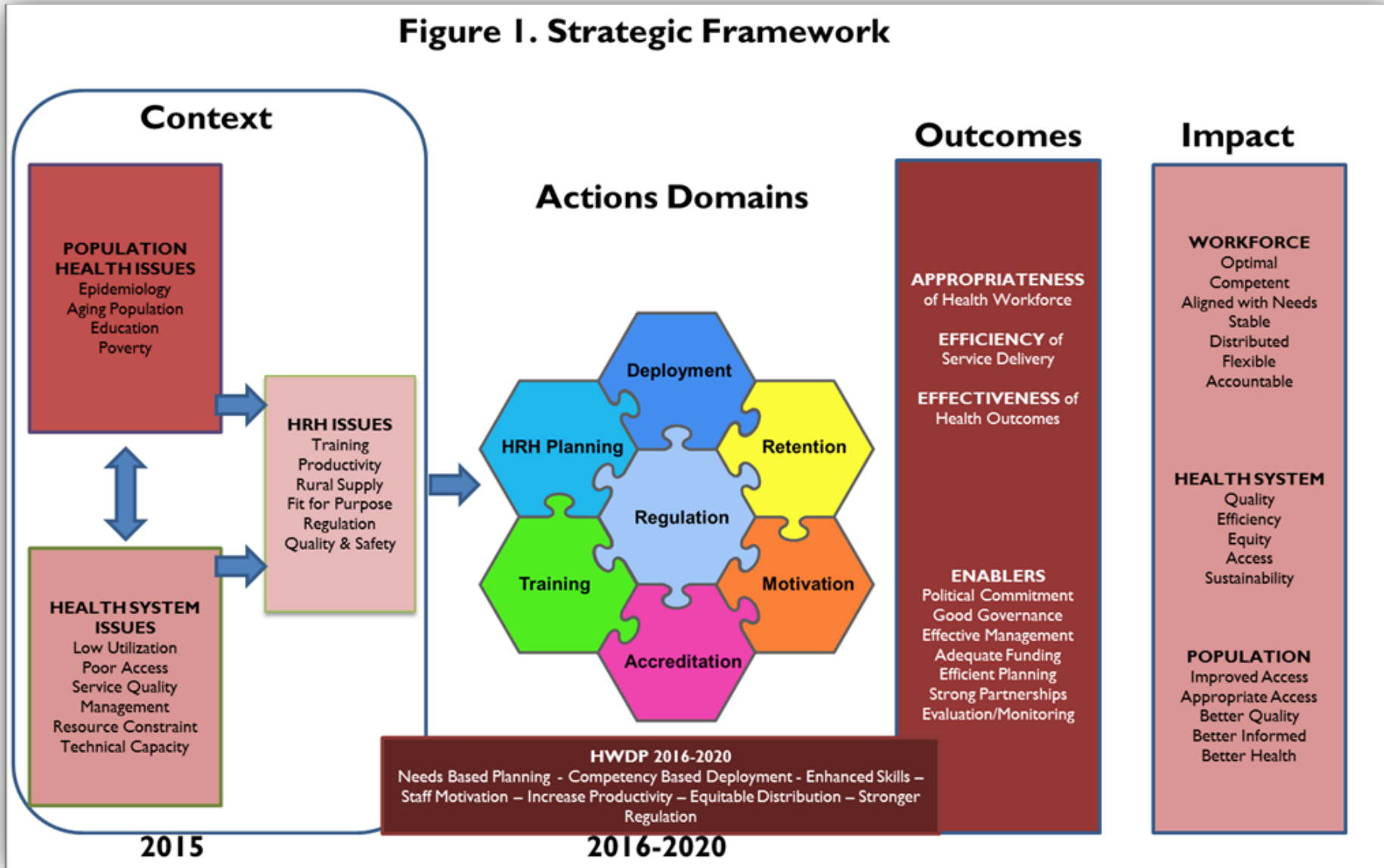


# 3 milestone priorities

1. **Established accreditation mechanism for health training institution (Milestone 1.1)**
2. By 2020 Cambodia will have made progress to establish registry to track HWF stock, education, distribution, flow, demand, capacity, and remuneration **(Milestone 4.1)**.
3. By 2020 Cambodia will have inclusive institutional mechanisms in place to coordinate an intersectoral HWF agenda **(Milestone 3.1)**.

# Health Workforce Development Plan 2016-2020

Figure I. Strategic Framework



# Milestone 1.1

Steps	Stakeholders
<b>Develop the legal and policy framework</b> for the establishment of the system	HRD, ACC, TIH
Develop <b>a roadmap for accreditation</b>	HRD, ACC, TIH
Identify role and responsibilities for the key stakeholder	HRD, ACC, TIH
<b>Establish a Taskforce</b> with participation of the key stakeholder both public and private <b>to guide the accreditation process</b>	HRD, ACC, TIH, HPC
Designate a committee responsible for accreditation	HRD, ACC, TIH
<b>Utilize/adapt the existing ACC procedures for the accreditation</b> of health training institutions	HRD, ACC, TIH, HPC
<b>Organize regular Taskforce meeting</b> to review accreditation resulted and agreed follow up actions	HRD, ACC, TIH, HPC

# Milestone 4.1

Steps	Stakeholders
<b>Develop an integrated national HRH data and planning system</b>	PD, HRD, HSD, HPCs
<b>Used HRH database to project the HRH needs</b> based on the population health need and service delivery levels	PD, HRD, HSD, HPCs
<b>Provide tools and guidelines to sub-national level</b> to undertake workforce needs analysis and determine skill mix and numbers to meet their health service needs	PD, HRD
<b>Encourage the analysis and use the HRH database at the sub-national level</b> to determine the staffing gap and deployment strategies	PD/PHD
<b>Use the annual HRH plans prepared by the sub-national level</b> as the basis for HWF recruitment and deployment	PD
<b>Prepare a consolidated HRH recruitment plan</b> based on the sub-national plan for consideration and approval by the Ministry of Civil Service and Finance	PD
<b>Support sub-national teams in prioritizing deployment to health facilities</b> based on staffing gap and high patient load to ensure accessibility of service	PD, PHD/OD



# Milestone 3.1

Steps	Stakeholders
<b>Continue to maintain the role of the high-level HRH Oversight Committee</b> to provide guidance on HRH Planning, management, development & financing	MOH, HPC, training institutions in health and development partners

## Plan for effective implementation

Develop and monitor indicators for each milestone

# Challenges I

- Still inadequate numbers
- Skewed deployment of skill in rural and urban areas
- Under regulated practitioners
- Unplanned production of skilled HRH

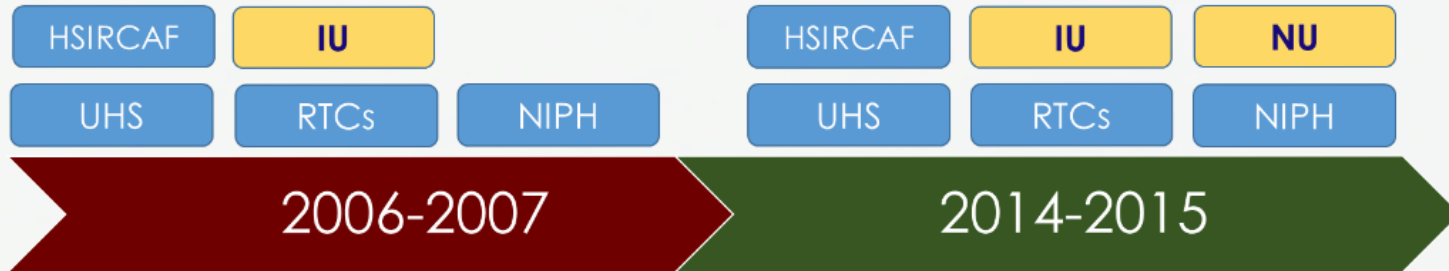
# Timeline of Health Training Institution Established: 2006-2015

Public Institution

Private Institution



Government circular to stop establishment of new and branches of existing private institution



UHS: University of Health Sciences; RTC: Regional Training Center; NIPH: National Institute of Public Health; HSIRCAF: Health Science Institute of Royal Cambodia Armed Forces; IU: International University; PU: Bolino University; UP: University Puthisastra; NU: Norton University; CLU: Chenla University; BBCLU: Battambang Chenla University; LU: Life University; PPI: Phnom Penh Paramedical Institute; AIS: Asia International School; KCU: Kampong Cham University;

1. UHS : University of Health Science
2. HSIRCAF : Health Science Institute for Royal Cambodia Arm Force
3. RTCs : Regional Training School
4. NIPH : National Institute for Public Health
5. IU : International University
6. PPI : Phnom Penh Paramedical Institute

7. AIS : Asia Institute University
8. CLU : Chenla University
9. BBCLU : Battambang Chenla University
10. KCU : Kampong Cham University
11. NU : Norton University
12. UP : University of Putisastra
13. LU : Life University
14. BI : Battambang Institute

# Challenges II

- Permitted dual sector practice
- Private sector preference and attraction
- Informal practitioners
- ASEAN mutual recognition arrangements

# Key Success

- Commitment of the government (MOH) for the HWF development by bringing key concerned ministers to work.
- Existing governance structure, high level oversight committee for HRH.
- HWF development is part of the national health strategic plan 2016-2020.



Thanks for Your Attention