

Human Resource for Health in Cambodia

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OUTLINE

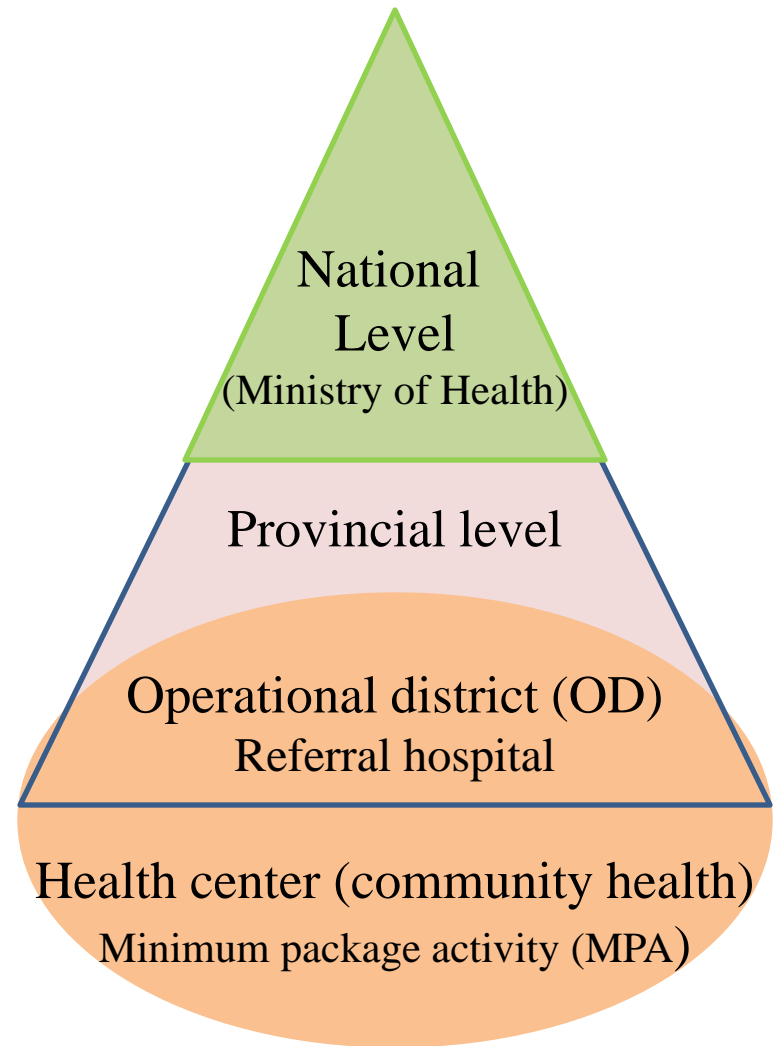
- National Health System Organization
- HRH Size and Composition
- HRH Distribution
- HRH Production
- HRH Regulation
- Health Workforce Development Plan (2016-2020)

Kingdom of Cambodia

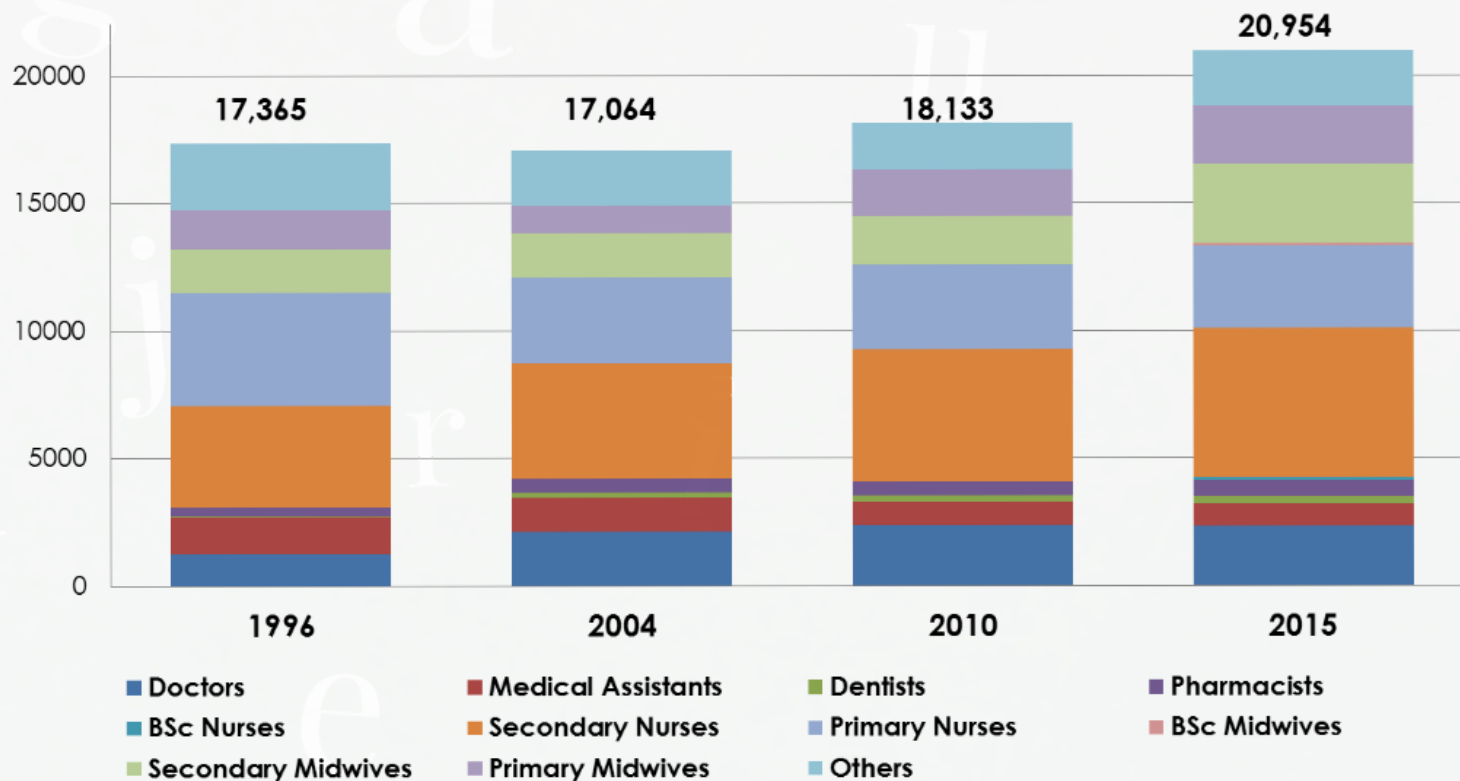


Health System Organization

- **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.



HRH Size and Composition**



** Refers to only public sector health workforce

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Source: HWDP 1996-2005; HWDP 2006-2015; DOP

Health Professionals Density in 2015

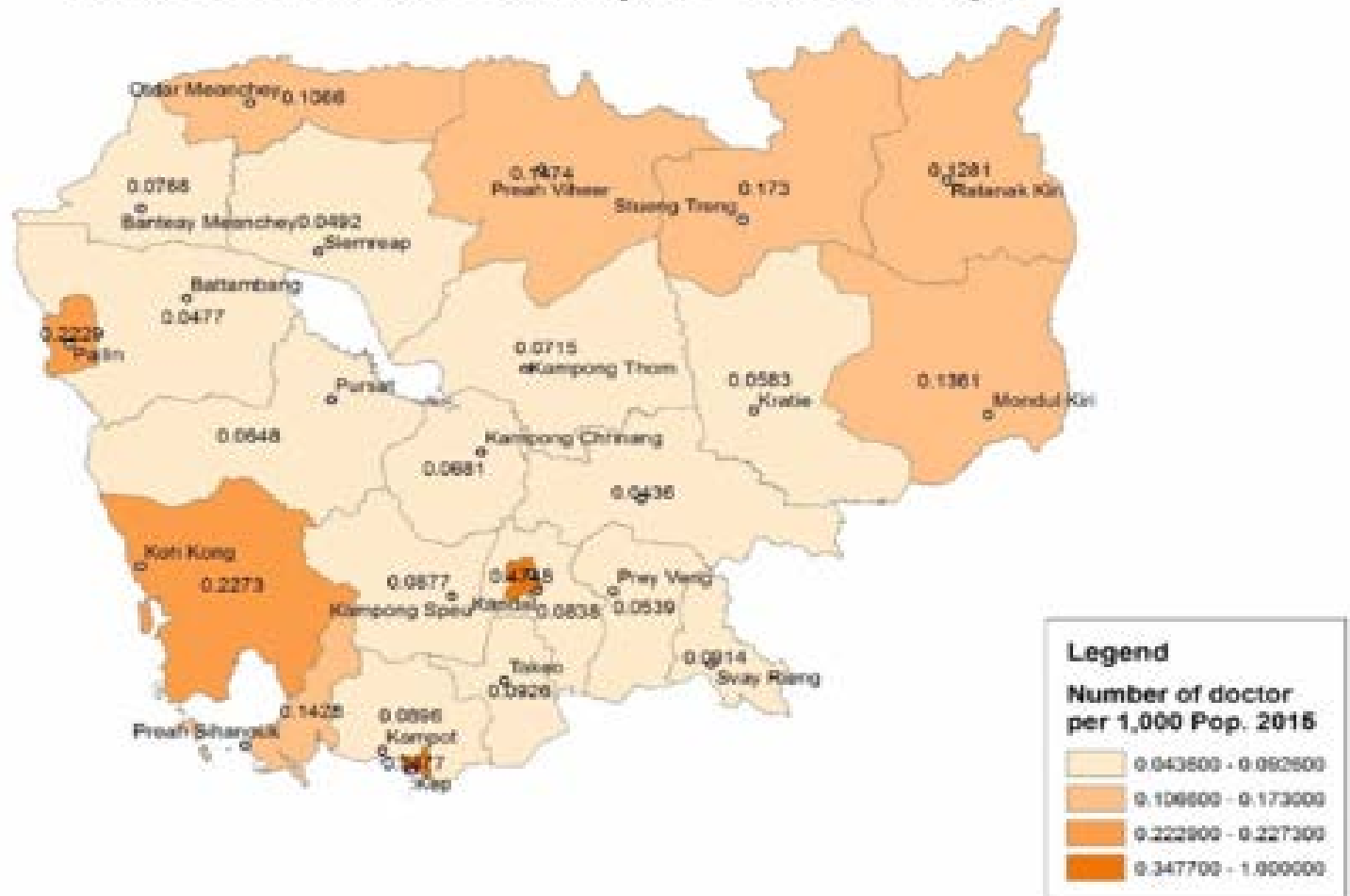
(Public Sector only)

- 0.208 Physicians per 1,000 pop.
- 0.59 Nurses per 1,000 pop.
- 0.36 Midwives per 1,000 pop.

Total = 1.158 per 1,000 pop.

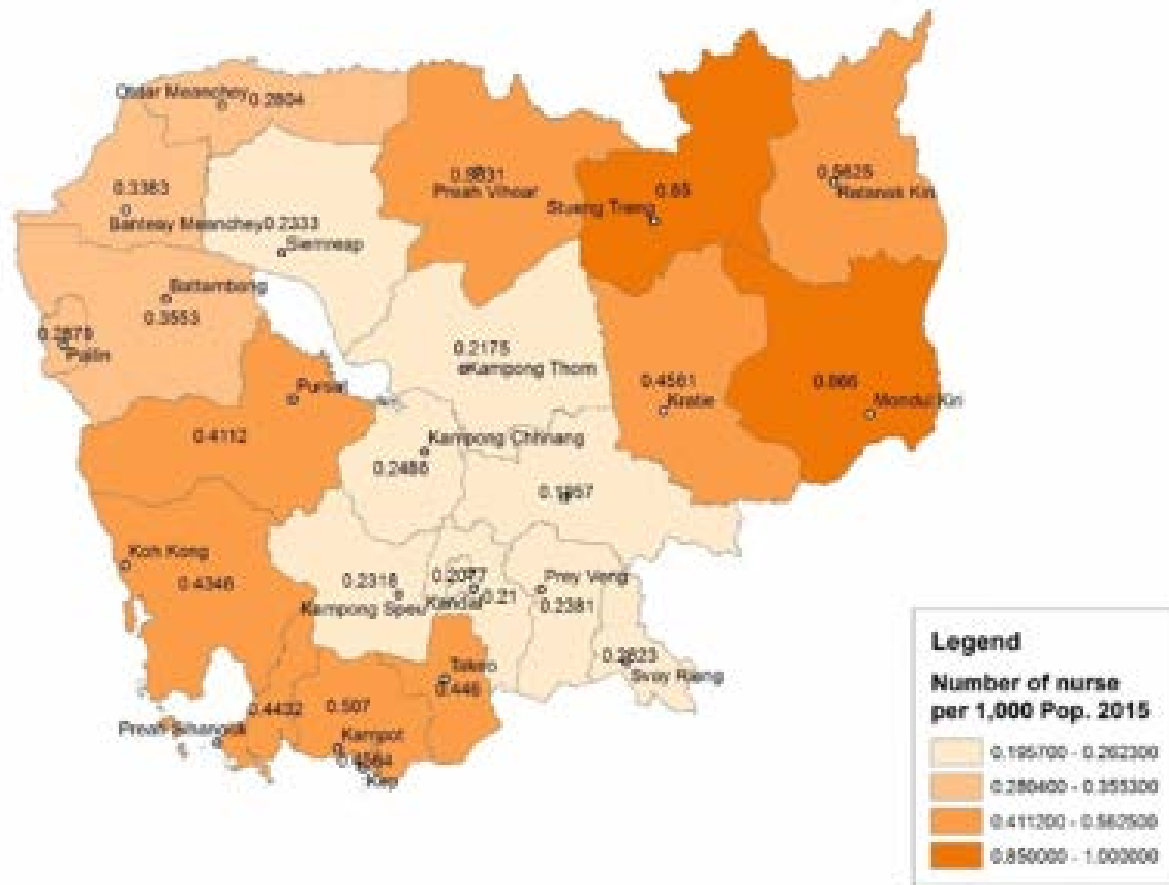
Ratio of Nurses and Midwives to Physicians = 4.54

Number of doctors per 1,000 Pop.



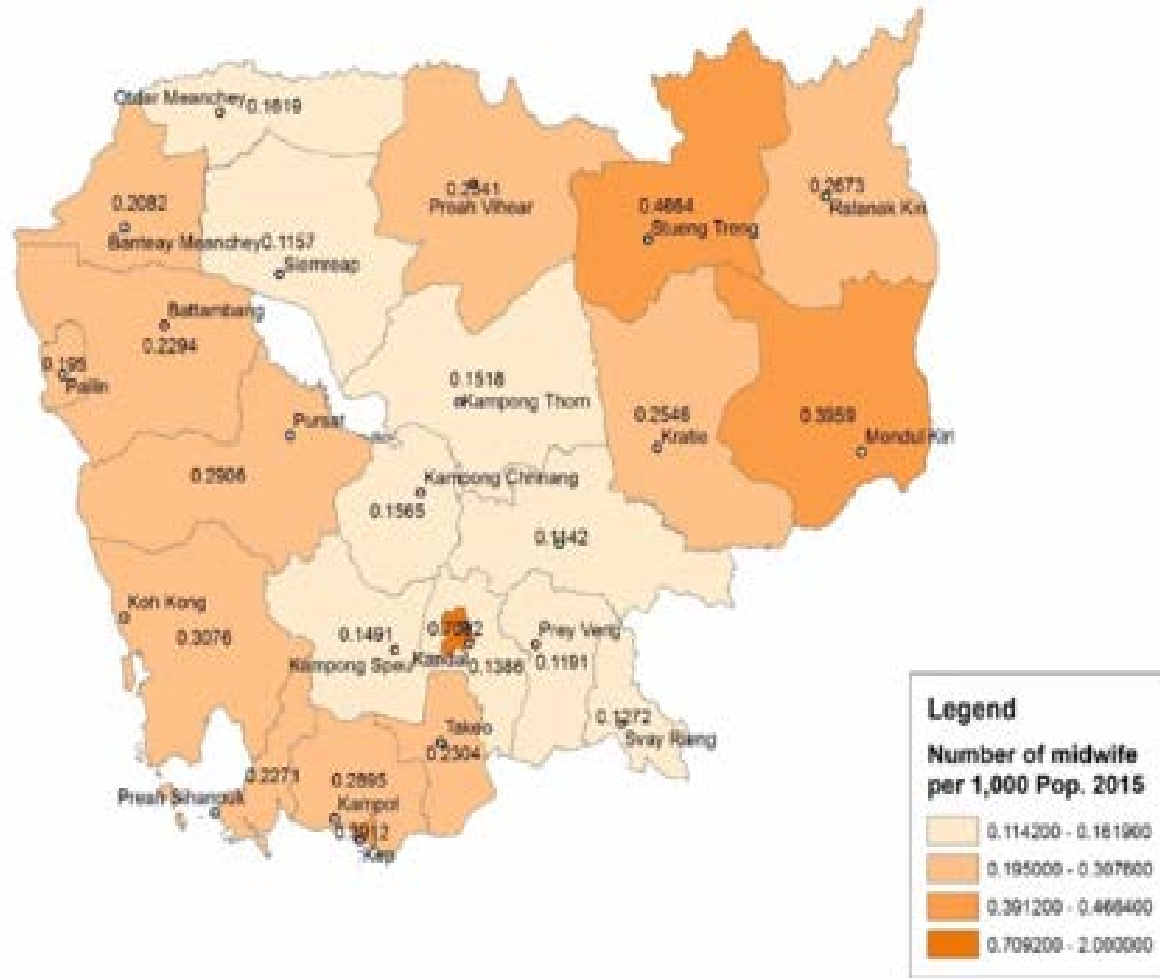
Physicians per 1,000 : 0.208

Number of nurses per 1,000 Pop.



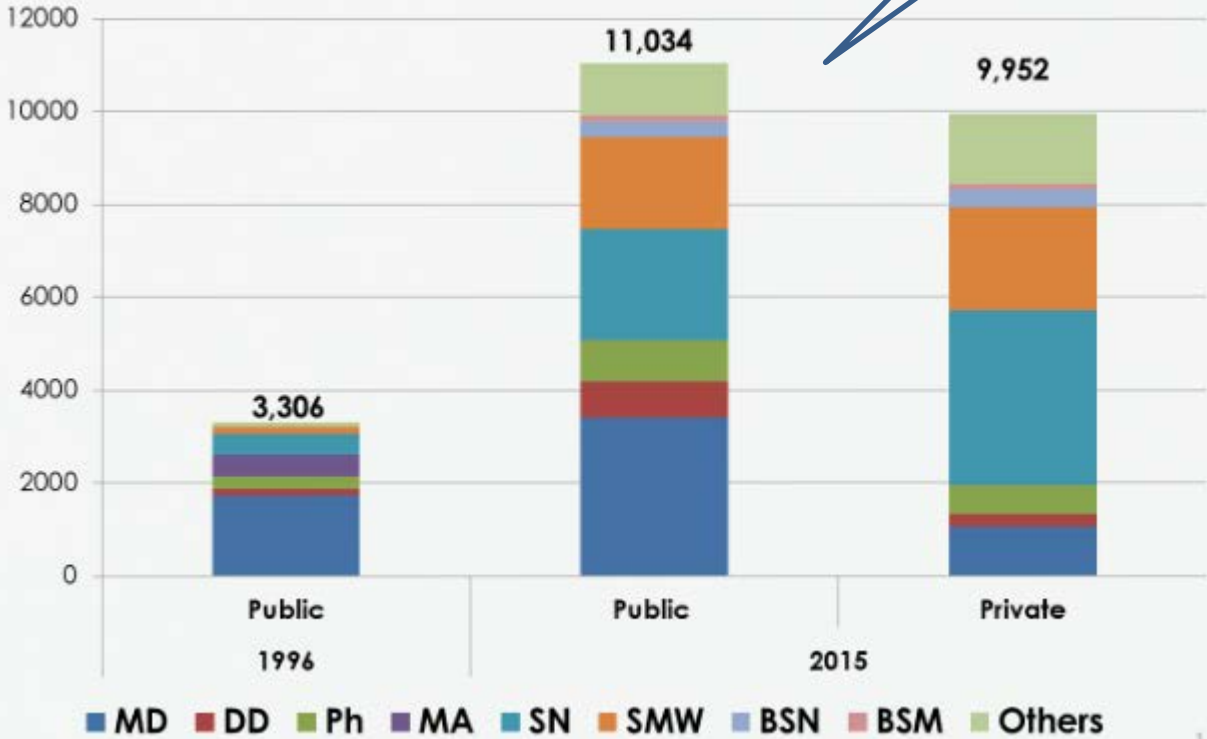
Nurses per 1,000 : 0.59

Number of midwives per 1,000 Pop.



Midwives per 1,000 : 0.36

HRH Production



Source: HWDP 1996-2005; HRDD

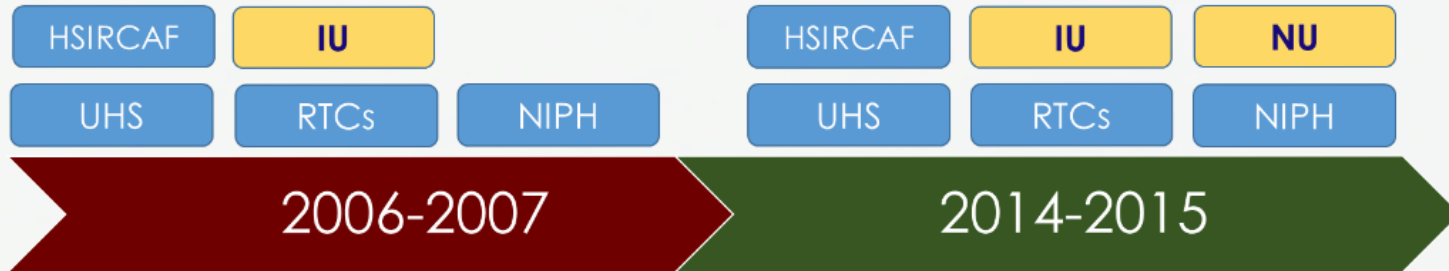
Timeline of Health Training Institution Established: 2006-2015

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
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11. NU : Norton University
12. UP : University of Putisastra
13. LU : Life University
14. BI : Battambang Institute

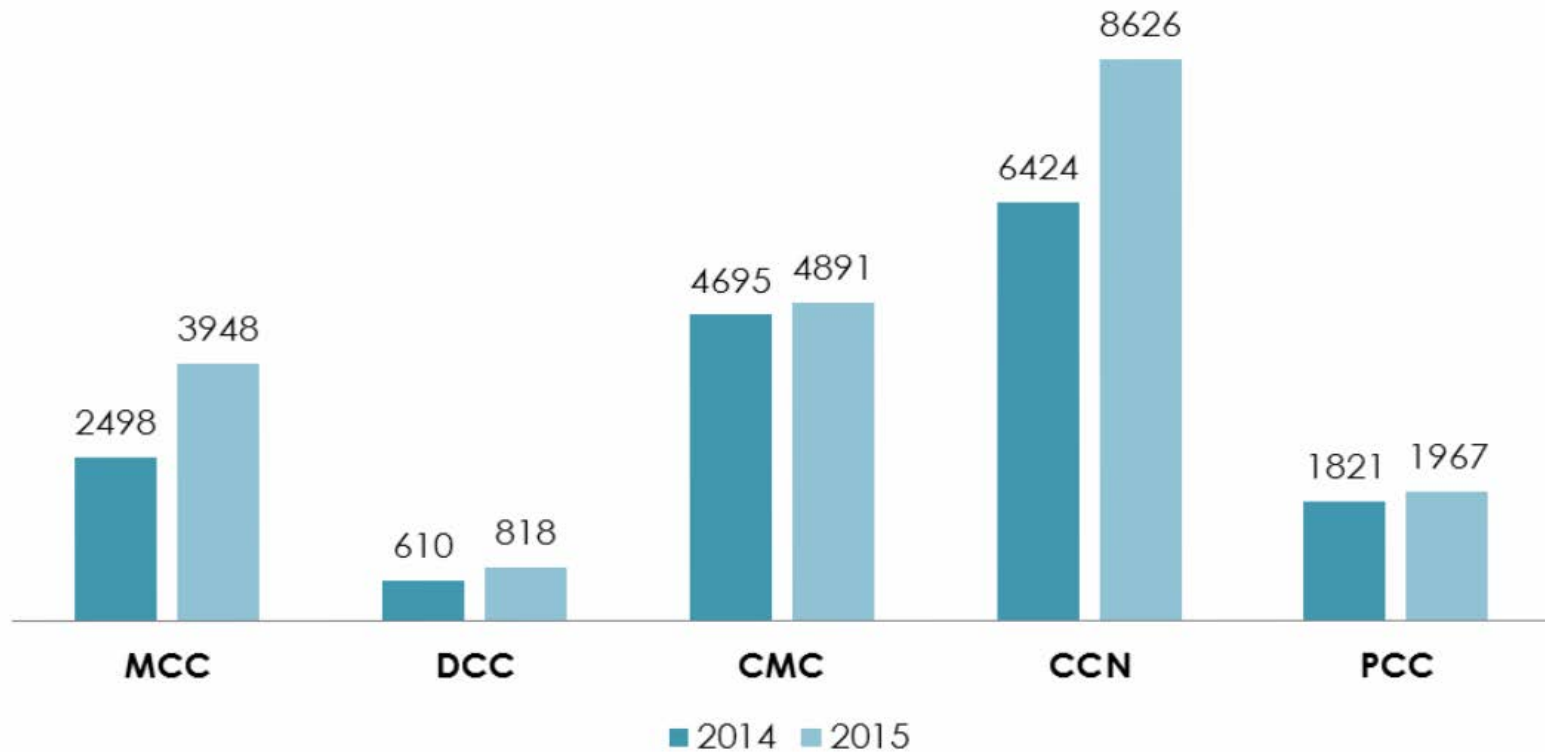
Total number of annual enrollment/graduates/attrition by category in 2014 and 2015

| Category | Sub-Category | 2014-2015* | |
|-------------------------------------|---|-------------------|-----------------|
| | | Annual enrollment | Annual graduate |
| Medical practitioners | General medical practitioners | 708 | 575 |
| Dental practitioners | Dentists | 335 | 199 |
| | Dental nurses | 240 | 140 |
| Pharmacy practitioners | Pharmacists | 424 | 389 |
| Nursing and midwifery practitioners | Nursing-Midwifery Professionals | 927 | 757 |
| | Nursing-Midwifery associate Professionals | 5305 | 3709 |
| Total | | 7939 | 5769 |

Source of data: Ministry of Health 2016. Annual health workforce report, 2015. Human resources for health committee, Phnom Penh, Royal Government of Cambodia

Note: * Includes Public and Private Enrollment and Graduate

Health Profession Registration



MCC: Medical Council of Cambodia

DCC: Dental Council of Cambodia

CMC: Cambodian Midwives Council

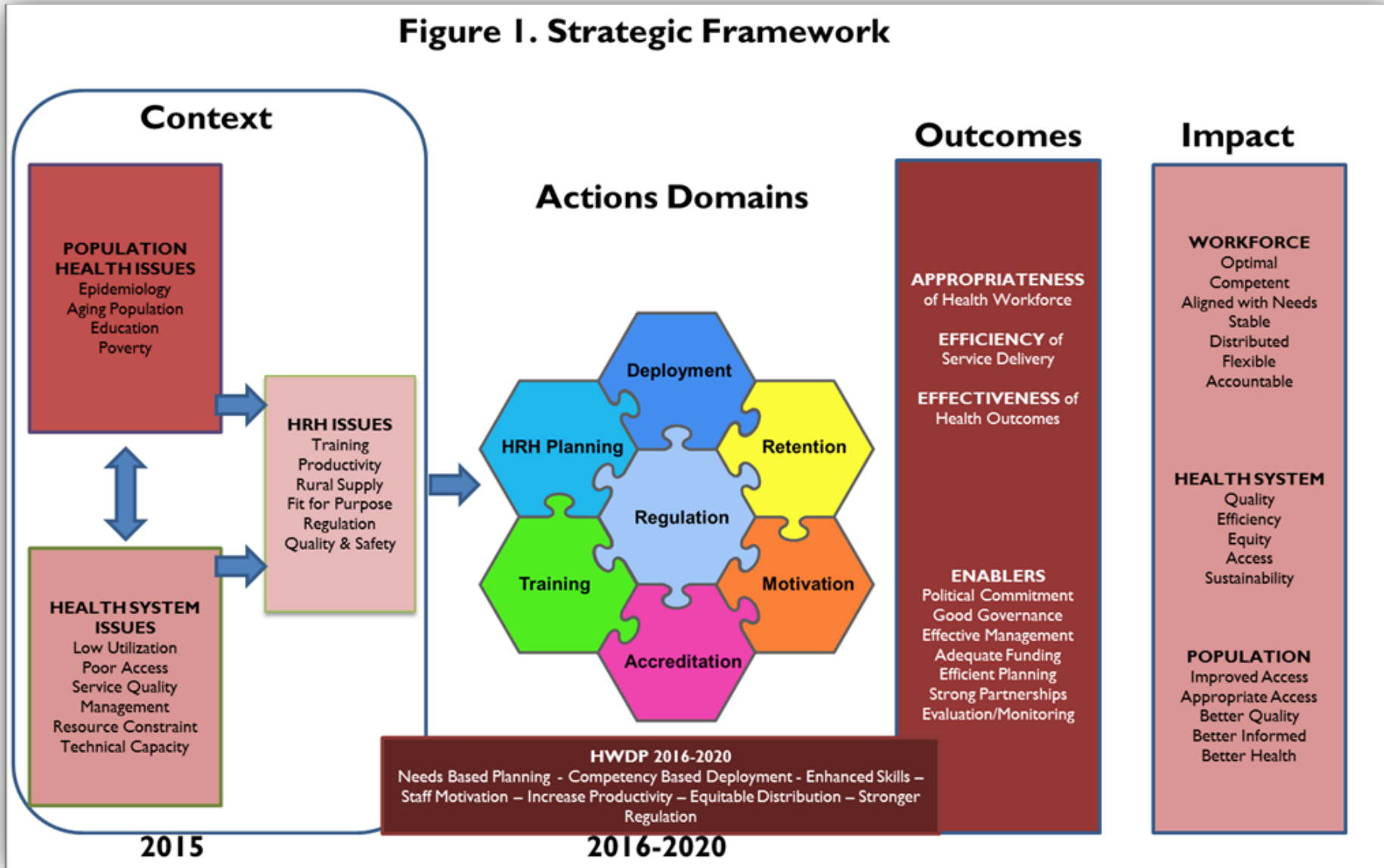
CCN: Cambodia Council of Nurse

PCC: Pharmacy Council of Cambodia

Data source: USAID Assist Project

Health Workforce Development Plan 2016-2020

Figure I. Strategic Framework





Thanks for Your Attention