

Session 6

HRH priorities, strategic planning and challenges

Lao PDR

Team

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Background

- Approved costed Health Personnel Development strategy 2011-2020
- Midterm review of the HRH strategy in progress
- Workforce increase from 14,000 to 20,000
- HRH data based strengthened and utilizes
- Projection tool developed and utilized
- Data on utilization and productivity used in provincial planning
- Annual statistical report.
- Better distribution to rural area
- Decentralize HRH planning to provinces commenced.

Background

- Compulsory service of graduates 3 years
- Community midwives for Health Centers
- Upgrade low level health workers to mid level (Midwives and nurses and PHC workers
- Competency framework for Doctors, nurses and Dentists
- Established EDC
- Strategy for licensing approved
- Good collaboration and partnership with stakeholders and development partners .

HRH top priorities of milestones

- Milestone 1.1:
 - Develop licensing, national examination, registration and accreditation system
- Milestone 3.2:
 - Strengthening the HRH monitoring and evaluation system
- Milestone 4.1:
 - Strengthening HRH information management system by 2020

Action plans

- Milestone 1.1:
 - Revise and update Core competencies and curriculum by UHS, MOH and partners
 - Upgrade teachers from health institutes by MOH and partners
 - Upgrade clinical teachers/supervisors from hospitals by DTR
 - Improve facilities to promote better teaching-learning process
 - Improve collaboration between training institutes and medical teaching hospitals
 - Expand licensing and registration system to MD, Nurse, Dentist, and etc. (Pharmacist)

Action plans

- Milestone 3.2:
 - Review roles, functions, organizational structure including TORs and JD
 - Develop core indicators, guidelines and checklist to track progression
 - Capacity building on HRH management at all levels
- Milestone 4.1:
 - Capacity building on HRH database management of all levels
 - Develop the national database for health professional students
 - Strengthening capacity on data use of health managers of all level
 - Link HRH database with the national projection and productivity tools
 - Expand the database to cover contract staffs, volunteers and HW in private sector (including foreign HW working in Laos)
 - Expand the implementation of the online HRH database to provincial and district level

Planning and measuring of progressions

- Roadmap with goal, objectives and timeline
- Set up indicators, and monitoring and evaluation framework
- Identify key stakeholders (MOH and national and international partners)
- Costing and identify potential funding support (national and/or subnational authorities, private sector, development partners, etc.)

Challenges

- Capacity of professional staff and managers at all levels limited
- Investment in training institutions and HRH in general insufficient
- Insufficient support for graduates allocated to rural area with limited clinical skills.
- Improve clinical setting for learning in hospitals and community settings.
- Incentives and living and working environment for health workers
- Coordination and engagement with Provinces need to be strengthened
- Inconsistent allocation of quota from government
- Shift emphasis from quantity to quality

Key success factors

- Governance and leadership of the policy makers
- Political commitment
- Ownership of key stakeholders
- Sustainable funding support