

How to implement global HRH strategies

Vietnam

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Top Priorities of Mile Stones

1.1

By 2020, all countries will have established accreditation mechanism for health training institutions

- Uneven entry criteria for training
- Uneven training facilities
- Teachers
- Student assessment
- Accreditation is mandated by Vietnam Law on Education (2005) and Law on Higher education (2012)

Top Priorities of Mile Stones

3.2

- By 2020, all countries will have HRH unit with responsibility to develop and monitor policies and plans.
 - In ministry, two divisions: One is in charge of HRH management and the other is in charge in HRH development
 - Lack of authority in HRH regulation
 - Staff – poor competence in HRH regulation and management

Top Priorities of Mile Stones

- 4.1.
- By 2020, all countries will have made progress to establish registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration.
 - Now only few disciplines have registers: Doctors, nurses, midwives, MLTs, traditional healers through licensing procedure
 - License- life time, no system of renewals.
 - No national data base on HRH – unable to track workforce stock, education, distribution

Plan for effective implementation (Steps and key stakeholders to involve)

- 1.1:
 - Accreditation criteria available but not specific for Health Professional Education and Training (MoH lead, MOET).
 - Internal Review/ assessment already in place. Need reinforcement (MOET).
 - Establish accrediting agency – (MOET lead, MOH).
 - Implement accreditation for all Health Professional Education and Training institutions and programs.

Plan for effective implementation (Steps and key stakeholders to involve)

- 3.2:
 - Develop legal document to assign MoH to supervise the Health Professional Education and Training in collaboration with MOET (MoH, MOET)
 - Legal assignment for MoH to supervise postgraduate education in HRH: developing curricula, accreditation tools, quality assurance.
 - Strengthening capacity for the MoH staff in order to do the supervision and monitoring.

Plan for effective implementation (Steps and key stakeholders to involve)

- 4.1:
 - Amend the existing law on examination and treatment which control over the licensing of healthcare professionals: Renewal of license, National examination for licensing (MoH, National assembly/Parliament, Government).
 - Establish national database on HRH and register all categories (MoH).

Plan for effective implementation

(How to monitor and evaluate the progress of implementation)

- Consultation workshops, feedback reports, dashboards from each activity.
- Draft law amendment proposal (end of 2016).
- Draft law submission to government (2017, 1st Quarter).
- Draft law submission to parliament (2017, 4th Quarter).

Challenges

- Funding
- Resistance from stakeholders: doctors, nurses, training institutes, other ministries (MoET)
- Inter-ministerial, inter-MOH department collaboration.

Thank you for your attention

Key success factors for implementation

1. Commitment of leadership
2. Advocacy networking
3. Availability Expertise of focal personals
4. Allocation of time and resources and designated staff.
4. Engagement and communication with provincial authorities.
5. Support from national and international stockholders.