

# **Cambodia HRH Project Matrix**

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## **Core problem: HRH Development & Management policies inadequate & not well implemented**

### **5 KRAs:**

- Effective HRH policies implemented
- **Have adequate high quality staff in selected health facilities (HCs)**
- HRH networks in Cambodia & across AAAH member countries
- Accreditation of training institutions across AAAH member countries
- Mutual recognition of HRH

## **KRA: Have adequate high quality staff in selected health facilities (HCs)**

- 1<sup>st</sup> Strategy: Increase capacity production of training institutions
- 2<sup>nd</sup> Strategy: Provision of appropriate knowledge & skill to HCs based on MoH service package guidelines
- **3<sup>rd</sup> Strategy: Vacant post at HCs filled up based on MoH Standard staffing level**
- 4<sup>th</sup> Strategy: Improve remuneration for staff working at remote HCs based on identified MoH Criteria

## Form 1

Logical Frame Work				
Program: Rapid scaling up Nurses & Midwives at primary level		Team: HRD Dpt, P Dpt, Planning Dpt, Training Institutions, MoEYS, Public Function, MEF, CAR		
No	Narrative summary	OVI	MOV	Assumptions/Risks
1	<b>Goal:</b> Full functioning of HCs with complete nursing and midwifery staff	70% of HCs deliver MPA Services by 2015	<ul style="list-style-type: none"> <li>• HIS</li> <li>• Evaluation reports</li> </ul>	<ul style="list-style-type: none"> <li>• Gvt. provide enough post according to MoH request</li> <li>• Adequate production capacity as planned</li> </ul>
2	<b>Purpose:</b> Provide equity access of MPA Services to communities	<ul style="list-style-type: none"> <li>• Number out patients increased by 70%</li> </ul>	<ul style="list-style-type: none"> <li>• Patient registry report or statistic</li> </ul>	<ul style="list-style-type: none"> <li>• Adequate production capacity as planned</li> </ul>

## Form 1(cont.)

No	Narrative summary	OVI	MOV	Assumptions / Risks
3	<p>Component Objectives:</p> <p>1-Strengthen recruitment &amp; employment policies</p> <p>2-Improve HCs staff remuneration</p> <p>3-Ensure staff retention</p>	<ul style="list-style-type: none"> <li>•Policies adopted &amp; disseminated</li> <li>•70% of HCs filled with Nurses &amp; MWs according to standard formulated in HHRIS</li> </ul> <p>Staff salary increased &gt;15% /year</p> <p>% of staff mvt. decreased by 30%</p>	<p>Personnel Dpt reports</p> <p>Payroll report</p> <p>Personnel Dpt. report</p>	<ul style="list-style-type: none"> <li>• Gvt. provide enough post according to MoH request</li> <li>•Adequate production capacity as planned</li> </ul> <p>Gvt. provide 15% increases salary annually</p> <p>MoH regulations are well implemented</p>

## Form 2

Logical Frame Work				
Component Objectives 1-Strengthen recruitment & employment policies				
Program: Rapid scaling up Nurses & Midwives at primary level		Team: HRD Dpt, P Dpt, Planning Dpt, Training Institutions, MoEYS, Public Function, MEF, CAR		
N	O	OVI	MOV	Assumptions / Risks
1	<b>Policy Development Committee established</b>	<b>TOR of Committee</b>	<b>Nomination letter</b>	<b>Strong political and stakeholders endorsement</b>
2	<b>Budget proposal for policies development approved</b>	<b>Budget available</b>	<b>•MOU with partners/agencies and approved AOP</b>	<b>100% of request budget approved</b>
3	<b>Recruitment &amp; employment policies reviewed</b>	<b>New recruit. &amp; employment policies available</b>	<b>Number of meeting with specific output</b>	<b>Strong commitment of committee members</b>

## Form 2 (cont.)

No	Narrative summary ( output )	OVI	MOV	Assumptions / Risks
4	Recruitment & employment policies disseminated	<ul style="list-style-type: none"> <li>•# disseminat. WS</li> <li>•# of participants</li> </ul>	<ul style="list-style-type: none"> <li>• WS reports</li> </ul>	No time constraint
5	Policies implemented	70% of HCs filled with Nurses & MWs according to staffing standard listed in HHRIS	Personnel report	<ul style="list-style-type: none"> <li>•Gvt. provide enough post according to MoH request</li> <li>•Adequate production capacity as planned</li> </ul>
6	Policies implementation monitored & evaluated	<ul style="list-style-type: none"> <li>•M&amp;E team established</li> </ul>	M&E reports	Strong political endorsement

## Activity Form

Project element	Indicators	Assumptions
<p><b>Development Objective:</b> Have adequate high quality staff in selected health facilities (HCs) by 2015</p>	<p>By 2015, 70% of HCs are filled with competent &amp; highly motivated Nurses &amp; MWs according to staffing standard</p>	<ul style="list-style-type: none"> <li>•Gvt. provide enough post according to MoH request</li> <li>•Adequate production capacity as planned</li> <li>•Gvt. provide 15% increases salary annually</li> </ul>
<p><b>Immediate Objective:</b> Strengthen recruitment &amp; employment policies</p>	<p>By 2010, 30% of HCs will equip with nurses and MWs according to standard</p>	<ul style="list-style-type: none"> <li>•Gvt. provide enough post according to MoH request</li> <li>•Adequate production capacity as planned</li> </ul>

## Activity Form (cont.)

Project element	Indicators	Assumptions
<p><b>Outputs:</b>  <b>Recruitment &amp; employment policies implemented</b></p>	<p>By 2010, 30% of HCs will equip with nurses and MWs according to standard</p>	<ul style="list-style-type: none"> <li>•Gvt. provide enough post according to MoH request</li> <li>•Adequate production capacity as planned</li> </ul>
<p>Activities:</p> <ol style="list-style-type: none"> <li>1. Strengthen HHRIS system</li> <li>2. Identify vacant post in line with staffing standard</li> <li>3. Submit # of post to be equipped with nurses &amp; MWs and estimated budgets to Gvt.</li> </ol>	<p>Accurated HRH data</p> <p># of vacant post identified by 30 March</p> <p># of vacant post &amp; estimated budget submitted by 30 April</p>	<p>HHRIS used &amp; updated at all level</p> <p>Staffing standard followed by each level of all stakeholders</p> <p>Gvt approved post based on staffing standard</p>

## Activity Form (cont.)

Project element	Indicators	Assumptions
<p>Activities (cont.):</p> <p>4. Conduct recruit. exam according to # of post approved</p> <p>5. Allocate staff to vacant post</p> <p>6. M&amp;E on staff allocation at HCs level</p>	<p>Recruitment exam conducted before the end of June</p> <p># of vacant posts equipped with staff</p> <p># of selected HCs monitored &amp; Evaluated</p>	<p>Budget and resources available</p> <p>Local authorities followed MoH allocation policies</p> <p>Availability of resources and time</p>