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# Innovative Project Stories

## Viet Nam Health Human Resources Sector

### Development Program and Project

## Day 2 group session

For Better Quality Health Services.

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# Project and Program description

## 1. Health Human Resources Sector Development Program

Sector Development Program comprising \$31 million policy-based loan (2 tranches), \$30 million investment loan, and \$11 million grant from Government of Australia.

Implementation period January 2011 – June 2017

Deliverables / activities:

- Support to health human resources policy reforms (budgetary support)

- Construction and equipment of health facilities under the loan and grant

## 2. Second Health Human Resources Development Project

Investment project comprising \$80 million loan, and \$3 million grant from Japan Fund for Poverty Reduction

Board approval December 2018.

Deliverables / activities:

- Expansion the 2 national medical university campuses

- Development of IT-based distance learning for health staff working in remote areas



# 1. Issues

Lack of health staff in quantity and quality

Teaching institutions are under equipped and lack the production capacity for health professionals

Inappropriate incentives for health services providers

Low staff motivation and moral: absenteeism, under the table payments.

# 2. Innovations

Support to government's reforms through two successive projects leading to an improvement of health human resources in Viet Nam.

Earmarking of government budget for rehabilitation of health facilities

Utilization of IT technologies for (i) health staff registration and accreditation of health facilities; and (ii) distance learning

Climate change resilient building design for university campuses.



### 3. Approach / Solution

SPD modality combines flexible support to a complex reforms, including provider payment mechanisms and staff assignment to remote areas.

### 4. Story behind the story

The project promoted innovative approaches for health care delivery (clinical pathway) and pioneered the costing of medical procedures for health insurance disbursement purposes.

Government budget earmarking of the policy based loan proceeds.

Innovative approach for IT based distance learning.

Green design building integrated during project preparation.



## 5. Lessons learnt

Strong government ownership for success of reforms.

Stakeholders Involvement is essential.

Governments are reluctant to finance pilot experiments under investment loans.

Importance of the leading teaching institutions in the improvement of the health care quality.

Importance of strengthening implementation capacity of the line ministries, aligning with the government procedures.

