

Project Completion Report

**The Project for Sustainable
Development and Quality
Assurance of Healthcare
Professionals
in Lao PDR**

Vientiane, December 2023

Japan International Cooperation Agency (JICA)

HM
JR
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Project Completion Report

I. Basic Information of the Project

1. Country

The Lao People's Democratic Republic

2. Title of the Project

The Project for Sustainable Development and Quality Assurance of Healthcare Professionals

3. Duration of the Project (Planned and Actual)

[Planned] The 23rd July 2018 – the 22nd July 2023 (5 years)

[Actual] The 23rd July 2018 – the 22nd December 2023 (5 years and 5 months)

4. Background (from Record of Discussions(R/D))

According to the official report of the Ministry of Health (hereinafter referred to as MoH) in Lao People's Democratic Republic (hereinafter referred to as Lao PDR) in 2013, the number of medical doctors, dentists, nurses, and midwives was 0.8 person per 1,000 population. This number shows that the Lao PDR is one of the countries with a shortage of human resources in the health sector. In addition, there is the problem of uneven distribution and inadequate quality of human resources. Moreover, Lao PDR government signed the Association of South-East Nations (ASEAN) mutual recognition arrangements in 2006. The focal point from the MoH, participated the ASEAN Joint Coordinating Committee on Medical Practitioners, Dental Practitioners, and Nursing, learned establishing a registration and licensing system was an urgent agenda.

To address these needs, the Law on Healthcare was amended in 2014, stipulating that the Healthcare Professional Council (HPC) was as responsible body to manage and supervise. By January 2016, the Strategy for the Healthcare Professional Licensing and Registration System in Lao PDR 2016-2025 (hereinafter referred to as Strategy) was developed through a collaboration between the MoH and Japan International Cooperation Agency (JICA). The Strategy consists of six pillars as 1) strengthening organizational capacity of HPC, 2) developing the legal and regulatory framework, 3) implementing national licensure examination, 4) formulating standard and procedures of the registration and licensing system, 5) developing Continuing Professional Development (CPD) system for the renewal of license, and 6) developing the information management system and strengthening public communications.

By February 2017, HPC was reappointed with new leadership members, and the Ministerial Decision on the Licensing and Registration of Healthcare Professionals in Lao PDR (No.1307/MoH) was adapted. The Project aims to support MoH/HPC to implement the Strategy, especially for the pillars 2), 3), and 4) to commence the system, which is the first trial for the country.

5. Overall Goal and Project Purpose (from Record of Discussions(R/D))

5-1. Overall Goal

[PDM Ver 1.0, From R/D]

Quality of healthcare professionals is improved in order to deliver better healthcare services in Lao PDR.

[PDM Ver 2.0, Revised in November 2021]

Licensing system for new graduates (including nurses and midwives) are continuously implemented.

5-2. Project purpose

Licensing system to ensure quality of healthcare professionals is developed in Lao PDR.

6. Implementing Agency

- Healthcare Professional Bureau (HPB), Department of Healthcare and Rehabilitation (DHR), Ministry of Health (MoH)
- The Nursing and Midwifery Board (Board), Healthcare Professional Council (HPC)

II. Results of the Project

1. Results of the Project

1-1 Input by the Japanese side (Planned and Actual):

1-1-1. Amount of input by the Japanese side (in thousand Japanese Yen)

- Planned: 380,000
- Actual as end of September 2023: 497,247

1-1-2. Expert dispatch: 16 in total

- 9 Long-term Experts
 - 2 Chief Advisors (August 2018- December 2023)
 - 3 Long-term experts responsible for the National Examination (July 2018- July 2023)
 - 2 Long-term experts responsible for the Professional Internship Program (September 2019- December 2023)
 - 2 Project Coordinators (From August 2018- December 2023)

Japanese experts worked from Japan from April – November 2020 due to COVID-19 pandemic.

- 7 Short-term Experts
 - 1 Legislative Specialist, the project advisor
 - 1 National Examination Specialist, the project advisor
 - 1 Nursing Management Specialist (4 times)
 - 1 Operational Management

1-1-3. Receipt of trainees in Japan:

- One participated in “Enhancement of Nursing Management Towards Universal Health Coverage (KCCP course)” online.

1-1-4. Equipment provision: 17,584 (in thousand Japanese Yen)

- Office supply (e.g., PC, Printer, LCD, Copy machine, Scanner, etc.,)
- IT equipment such as computer, projector, microphone for teleconference for educational institutions and hospitals
- Professional Internship Program for Nurses (PIP) equipment (Patient care Simulator, Little Anne QCPR, Patient bed) for hospitals

1-1-5. Equipment for COVID-19 support outside of PDM activities: 95,554 (in thousand Japanese Yen)

- Bedding for isolation facilities
- Tents, chairs, fans, desks, shelves
- PCs, printers, ink
- PPE, N95 masks, surgical masks, shoe covers, caps, disinfection gel, pulse oximeter,

oxygen flow generator, oxygen tank

- Cold room

1-1-6. Local Activities Cost: 91,758 (in thousand Japanese Yen)

- Meeting, training, and workshop
- National examination
- Monitoring of PIPN
- PIPN Equipment (consumable)
- Establishment of HPC website

1-2 Input by the Laotian side (Planned and Actual) :

1-2-1. Counterpart assignment: 46 persons

1-2-2. Provision of project office: from July 2018 to December 2023 by the MoH

The new office moved to the first floor of the extension building (former medicine supply center), sharing with other JICA projects.

1-2-3. Other input by the Laotian side:

- Examination fee for the National Examination for Nurses and Midwives
- Registration fee for the Full License for Nurse

1-3 Activities (Planned and Actual)

Activities Planned (PDM Ver 2.0)	Actual
1.1. Develop an operational plan of Healthcare Professional Council (HPC), Boards and technical working groups in order to implement the "Decision on Licensing and Registration of Healthcare Professionals".	The operational plan was developed in January 2019 and was reconfirmed in September 2019.
1.2. Clarify legislation documents necessary to be developed and/or revised for the implementation of the licensing system.	HPC clarified in 2019 that developing its necessary rules .
1.3. Develop and/or revise legislation documents necessary	PDM 2.0 specified the subject of the legislation to cover new graduates only ¹ .

¹ HPC developed legislation for existing healthcare professionals (No.0182/HPC, November 2019 and No. 0123/HPC, November 2022), and foreign healthcare professionals (No. 0114, December 2021) by

<p>for the implementation of the licensing system for new graduates.</p>	<p>The Technical Working Group for legislation on licensing and registration was established in 2019 and holds various meetings. HPC’s “Instruction for implementing registration and licensing across healthcare professionals” (No. 0108/HPC) was signed and issued in November 2020. They were shared with relevant health offices, educational institutions, and clinical institutions (In total 2000 copies), and shared on the HPC website.</p>
<p>1.4. Develop and/or revise legislation documents necessary for implementation of “National Examination for Nurses and Midwives”.</p>	<p>PDM 2.0 revised that the Project support implementing the National Examination for Nurses and Midwives. HPC issued the “Decision on Approval of the National Examination for Nurses and Midwives” annually. The first, second, and third documents were issued in January 2021 (No. 0007/HPC), February 2022 (No. 0008/HPC), and January 2023 (No. 0003/HPC), respectively.</p>
<p>1.5. Develop and/or revise legislation documents necessary for implementation of “Professional Internship Program for Nurses”.</p>	<p>PDM 2.0 was revised to use agreed terminology such as PIPN in the licensing and registration system among counterparts. HPC issued the “Decision on Approval of the implementation of Professional Internship Program for Nurses (No. 0016/HPC)” in December 2021.</p>
<p>1.6. Develop necessary documents to issue the Initial License for those who passed the “National Examination for Nurses and Midwives”.</p>	<p>The activity was newly added in PDM 2.0 to support following the procedure in the “Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025.”</p> <p>Healthcare Professional Bureau (HPB) developed an application form with a biography and continued to modify it both in paper-based and online forms. A dissemination meeting was held in 2021, and another meeting was held in 2023 to improve the situation in provinces.</p> <p>From the 3rd National Examination, the HPB merged applications for the examination and Initial License to</p>

themselves.

	ensure application compliance.
1.7. Develop necessary documents to issue the Full License for those who completed the "Professional Internship Program for Nurses".	<p>The activity was newly added in PDM 2.0 to support following the procedure in the “Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025.”</p> <p>HPB developed an application form with a biography and continued to modify it both in paper-based and online forms. In December 2022 and May 2023, the full license handover ceremony was held with the attendance of the Japanese Ambassador and JICA Laos Chief Representative.</p> <p>In August 2023, the Nursing and Midwifery Board (Board) agreed and proposed HPC to modify the regulatory system of registration and licensing from a dual licensing system to a mono licensing system. HPC agreed to review the Strategy and make the final decision to modify the system.</p>
1.8. Improve database for registration and licensing in consideration to other databases by different entities.	<p>The activity was newly added in PDM 2.0 to support following the procedure in the “Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025.” The Project analyzed the gaps in licensing (e.g., numbers who passed the National Examination, who hold Initial Licenses, and who took the PIPN) and considered the countermeasures.</p> <p>From 2022, the Project supported the development of HPC’s website to disseminate the registration and licensing system nationally and internationally. HPC also requested supporting online registration from the HPC’s website. However, the HPB and the Department of Health Personnel² need to discuss further how to consolidate databases related to healthcare professionals.</p>

² There are three databases related to human resources for health. HPB manages the registration and licensing database of healthcare professionals in MoH, the Ministry of Defense, and the Ministry of Public Security and private sectors. Department of Health Personnel utilizes Health Personnel Information Management, which captures all data of civil servants in the health sector, and another Training Information System for compiling training at the provincial level.

<p>2.1. Collecting relevant information including national examinations of other healthcare professionals in Lao PDR, exit examination of health professional education institutions, and national examinations of other ASEAN countries.</p>	<p>The Project observed and collected information about the National Entrance Examination of health professionals, which would be similar to National Examinations. National examination advisors shared relevant Japanese documents in order to improve the quality of the blueprint and question creation method.</p>
<p>2.2. Set up the National Examination Committee for nurses under the HPC Nursing and Midwifery Board.</p>	<p>HPC appointed the Technical Working Committee (TWC) for each “National Examination for Nurses and Midwives” (No.0001/HPC October 2017; No.0009/HPC, January 2021; No. 0007/HPC, February 2022; No. 0004/HPC, January 2023).</p>
<p>2.3. Decide implementation schedule until the issuance of certificate of passing the “National Examination for Nurses and Midwives”.</p>	<p>HPC decided the implementation schedule according to the academic program. However, the COVID-19 pandemic affected the program schedule, causing delays of several months each year.</p>
<p>2.4. Decide outlines of “National Examination for Nurses and Midwives” including the subjects of examination, criteria, question format, number of questions etc.</p>	<p>The outline³was discussed at the “Creation of the Outline of the National Examination” in January 2019. Subsequently, based on feedback from the “Evaluation of the National Examination for Nurses and Midwives, the number of exam days, exam sites, and exam subjects were modified.</p>
<p>2.5. Decide the passing criteria and scoring method of “National Examination for Nurses and Midwives”.</p>	<p>The passing criteria and scoring method were developed in August 2019. Japanese experts and an advisor on the National Examination provided technical input to decide the passing criteria according to the results every year, especially in the “Workshop on the concept of passing criteria for National Examination” in February 2023.</p>
<p>2.6. Prepare blueprint and questions for “National Examination for Nurses and</p>	<p>In PDM 2.0, developing the blueprint was added as an activity, a preliminary step to preparing the questions for the national examination.</p>

³ Outline of the National Examination for Nurses and Midwives consists of organizer, frequency, duration, date, examination site, examination type, subjects, number of MCQ questions, qualification, application, application fee, scoring, and passing criteria (HPC, Implementation Manual of National Examination for Nurses and Midwives, 2023)

Midwives”.	<p>Every year (twice a year from 2019-2022 and once in 2023), the TWC updated the blueprint, modified questions based on indicators such as Multiple Choice Question (MCQ) quality (i.e., point biserial correlation) and MCQ difficulty (i.e., correct answer rate), and added new questions as following table 1.</p> <p>Meanwhile, Japanese experts analyzed the consistency between curriculum, syllabus, and blueprints. Subsequently, the Board modified the blueprint structure and analyzed the consistency between the MCQ questions and the blueprint for the 3rd National Examination.</p> <p>Table 1 Number of new and modified questions for nurses and midwives.</p> <table border="1" data-bbox="694 952 1297 1254"> <thead> <tr> <th rowspan="2">National Examination</th> <th colspan="2">Nurse</th> <th colspan="2">Midwife</th> </tr> <tr> <th>New</th> <th>Modified</th> <th>New</th> <th>Modified</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>240</td> <td>-</td> <td>240</td> <td>-</td> </tr> <tr> <td>2020</td> <td>130</td> <td>85</td> <td>130</td> <td>93</td> </tr> <tr> <td>2021</td> <td>-</td> <td>63</td> <td>-</td> <td>49</td> </tr> <tr> <td>2022</td> <td>138</td> <td>89</td> <td>138</td> <td>57</td> </tr> <tr> <td>2023</td> <td>120</td> <td>34</td> <td>120</td> <td>52</td> </tr> </tbody> </table>	National Examination	Nurse		Midwife		New	Modified	New	Modified	2019	240	-	240	-	2020	130	85	130	93	2021	-	63	-	49	2022	138	89	138	57	2023	120	34	120	52
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2.7. Implement pilot of “National Examination for Nurses and Midwives” on a small scale.	The pilot National Examination was implemented at three examination sites (e.g., the University of Health Science in Vientiane capital, Luang Prabang College, Champasak College) in September 2019. About 320 students took the “National Examination for Nurses and Midwives”.																																		
2.8. Reflect the pilot results in improving “National Examination for Nurses and Midwives”.	HPC approved recommendations (i.e., increasing the orientation sessions on examination site and dissemination activities) during the evaluation meeting in December 2019.																																		
2.9. Conduct orientation sessions and dissemination activities of national examination to stakeholders.	<p>In April and May 2019, orientation sessions and dissemination activities were conducted in the capital and two provinces.</p> <p>For 1st National Examination, HPC conducted nine sessions in each site, including an additional five</p>																																		

provinces collaborating with the Lao JICA office⁴. For the 2nd and 3rd National Examination, HPC organized the orientation sessions for educational institutions online. The HPB delegated administrative tasks (i.e., collecting application forms and issuing examination tickets) to the educational institutions.

2.10. Implement “National Examination for Nurses and Midwives” in cooperation with nursing educational institutions including re-examination.

In PDM 2.0, “re-examination” was added to ensure the procedure for those failed examinees. HPC issued the “Notice on Retake examinees” annually, disseminated through educational institutions and the HPC website. The students who took the National Examination for Nurses and Midwives are on the table 2.

Table 2 Numbers of nurses and midwives who took the National Examination

National Examination	Nurse		Midwife	
	New (% of graduate)	Retake (% of failed examinees*)	New (% of graduate)	Retake (% of failed examinees*)
1 st	450(97%)	-	242(99%)	-
2 nd	440 (ND)	43 (38%)	181 (ND)	8 (47%)
3 rd	376 (87%)	47 (26%)	181 (95%)	13 (52%)

*Total failed examinees were accumulated from the previous years.

2.11. Organize judgement meeting and issue the results.

In PDM 2.0, the activity was added to support following the procedure in the instruction on the Implementation of Registration and Licensing of Healthcare Professionals (No. 0108/HPC, 27 November 2020).

HPC organized the judgment meeting annually after the National Examination from 2019 until 2023. Initially, the passing criteria were decided by 50%. However, HPC adjusted according to the results. In particular, the distribution of scores (-2SD) was added for the passing criteria since retaking examinees only take failed subjects.

⁴ Due to COVID-19 pandemic, Japanese experts were in Japan. Therefore, the Lao JICA office supported in the operation by the Project National Staff.

- Pilot: at least 50% of total score for Nurses and Midwives
- 1st : at least 45% of total score for Nurses and Midwives
- 2nd:at least 43% of total score and above-2SD for Nurses (new graduate), at least 45% of total score and above-2SD for Midwives (new graduate)
Above-2SD of new graduates (retake examinees of Nurses and Midwives)
- 3rd :at least 50 % of total score for Nurses (new graduate)
55% of total score for Midwives
Above-2SD of new graduates (retake examinees of Nurses and Midwives)

The number of passed examinees as following table3.

Table 3 Number of passed examinees by new and retake.

National Examination	Nurse		Midwife	
	New (passing rate)	Retake (passing rate)	New (passing rate)	Retake (passing rate)
Pilot	13 (5%)	-	8 (7%)	-
1 st	248(55%)	-	195(81%)	-
2 nd	362 (82%)	35 (81%)	169 (93%)	6 (74%)
3 rd	365 (97%)	43 (90%)	181 (100%)	13 (100%)

Based on the decision of the judgment meeting, HPC published the results (No. 0028 and No.0029/HPC, April 2022; No0038/HPC, March 2023). It was widely published on the HPC's website and Facebook.

2.12. Reflect the evaluation of the examination practice in the next national examination(s).

HPC conducted evaluation meetings annually to review the preparation, implementation, and finalization phase process to improve from 2019 until 2023. The Board reflected agreed issues (i.e., new subjects, revision of application form, adding an online application) in the revised "Implementation Manual of the National Examination" Ver2.0 and 3.0.

2.13. Improve the question quality

In PDM 2.0, the activity was newly added to ensure the

<p>by analyzing the result and develop question bank.</p>	<p>quality of questions in the question bank⁵. Japanese experts supported developing the question bank in 2021 to utilize selecting questions. Subsequently, HPB improved the contents (i.e., master numbers) to select questions systematically.</p>
<p>2.14. Create necessary manuals of the “National Examination for Nurses and Midwives”.</p>	<p>In PDM 2.0, the implementation manual and MCQ question creation manual were added. The implementation manual of National Examination for Nurses and Midwives was developed and modified up to Ver. 3.0. MCQ question creation manual was developed and modified up to Ver. 2.0. They were shared with relevant educational and clinical institutions, including medical and dental practitioners (In total 600 copies).</p>
<p>3.1. Set up a task force on “Professional Internship Program for Nurses” under the Nursing and Midwifery Board of HPC with other relevant groups.</p>	<p>From July until October 2021, the details of the committee were discussed separately at the central and provincial levels. HPC issued the Decision to appoint a committee for PIPN in central hospitals (No. 0015/HPC, December 2021). Each provincial health office issued decisions for provincial hospitals between August and October 2022.</p>
<p>3.2. Collect relevant information for “Professional Internship Program for Nurses”.</p>	<p>From February to June 2019, the Project team visited the central hospitals, provincial health departments, provincial hospitals, district hospitals, and health professional educational institutions to collect relevant information to draft the outlines of the program. PDM 2.0 revised the activity to generalize the purpose of information collecting. The Project team visited five provinces' provincial health offices, hospitals, and educational institutions, and five central hospitals in March and April 2021. The results of the site visits were compiled as the report “Information Gathering about the Professional Internship Program for Nurses”, and shared with relevant educational</p>

⁵ Question bank consists of question ID, evaluation level (recall or apply), quality of the MCQ (good MCQ or not), question and answer options, correct answer, date of last change, year of creation (HPC, Manual of Multiple Choice Question, 2023).

	<p>institutions and clinical institutions, including medical and dental practitioners (In total 170 copies).</p> <p>Japanese experts visited provincial hospitals in Champasak, Salavan, and Luang Prabang provinces to review the PIPN curriculum in 2022.</p> <p>Furthermore, the Project team conducted site visits in new 5 provinces (including Vientiane capital) and 3 current provinces to consider transforming PIPN into a module-basis program to expand its coverage.</p>
<p>3.3. Draw up outlines of “Professional Internship Program for Nurses” including implementing schedule for the issuance of certificate of completing the program to Initial license holders.</p>	<p>The outlines (i.e., core subjects and facility criteria) was discussed initially in February 2020 based on the site visits. Furthermore, they were updated after the site visits in 2021. During the “Dissemination and General Orientation of PIPN in five central hospitals” in December 2021, the status of trainees (i.e. salary) were discussed.</p> <p>After starting the PIPN, each central hospital took measures to accept trainees, such as hiring as contract status, preparing dormitory, providing COVID-19 prevention equipments, etc. However, discussion among the MoH did not happen.</p>
<p>3.4. Prepare facility criteria of hospitals to accept “Professional Internship Program for Nurses” (such as implementation structure of in-service training, qualification of trainers etc.).</p>	<p>Based on the results of the site visits in 2021, the Board appointed thirteen hospitals (five central⁶ and eight provincial hospitals) as implementing facilities, where the target school of the National Examination for Nurses and Midwives locate in July 2021.</p>
<p>3.5. Revise “National Competencies for Licensed Nurses in Lao PDR (1132/MoH, issued on June6, 2013) ”.</p>	<p>The activity was newly added in PDM 2.0 to support fundamental documents to develop a curriculum for the PIPN. The Board revised according to the ASEAN core competency framework, and it was discussed and approved in July 2021 and signed by the HPC president in October 2021. The Board disseminated at the “Celebration of International Nurse Day in Lao PDR” in</p>

⁶ Currently, there is no PIPN at Mother and Child Hospital.

	<p>June 2022, and shared with relevant educational and clinical institutions (in total 300 copies) and shared through the HPC website.</p>
<p>3.6. Develop curriculum for “Professional Internship Program for Nurses”.</p>	<p>The Board organized the workshop twice in 2021 to develop a curriculum abiding by the existing “Scope of Nursing Practice” and “National Competencies for Licensed Nurses in Lao PDR”. It was validated and approved in July 2021.</p>
<p>3.7. Organize teaching-learning materials of “Professional Internship Program for Nurses”.</p>	<p>In PDM 2.0, the activity was revised to consolidate and maximize existing resources to implement the program instead of developing newly.</p> <p>In 2022 and 2023, the Board organized technical meetings to develop demonstration training materials for instructing 12 nursing skills in the curriculum four times in 2022 and 2023. Some lecture contents in general orientation for trainees (e.g., 5 goods 1 satisfaction policy, health insurance, etc.) were made as e-learning materials to upload on the HPC website in the future. Furthermore, the Board discussed with the LUPIC project by the Inje University, Korea in July 2023, to upload their ICT online materials on core nursing skills on the HPC website.</p>
<p>3.8. Conduct dissemination activities of “Professional Internship Program for Nurses” to collaborating agencies (hospitals, provincial health departments and educational institutions, etc.).</p>	<p>The collaborating hospitals, educational institutions, and provincial health offices joined in the discussions on the establishment of a "Nurse Professional Internship Program" committee in the capital and provinces in August and September 2021.</p> <p>In July 2022, the Project organized two-day study tours at central hospitals for eight provincial hospitals’ representatives before commencing the PIPN in provinces.</p>
<p>3.9. Conduct Training of Trainers (ToT) on “Professional Internship Program for Nurses” for Clinical Teachers.</p>	<p>In PDM 2.0, the activity was newly added to build the capacity of the Clinical Teacher who supervise and mentor the trainee.</p> <p>The Board organized ToT for clinical teachers at central and provincial hospitals six times from 2021 until 2023.</p>

The Japanese experts suggested that the Board decide the main topic of the training according to the monitoring and evaluation of each cohort.

3.10. Conduct “Professional Internship Program for Nurses” in collaborating hospitals.

The PIPN have been conducted in four central and eight provincial hospitals as following table 4.
 The Board organized the general orientation seminar for each cohort a total of three times from 2021 until 2023. Before the commencement of the PIPN, the Project supported necessary medical equipment, such as a Mannequin for fundamental nursing and Cardiopulmonary resuscitation mannequins and IT equipment, to all collaborating hospitals.

Table 4 Place and date of start by PIPN cohort

PIP N	Place	Date of start from
1 st cohort	4 central	December 2021
2 nd cohort	8 provincial	September 2022
3 rd cohort	3 central	May 2023
	1 central	June 2023
4 th cohort	6 provincial	August 2023

3.11. Conduct monitoring and evaluation of “Professional Internship Program for Nurses” by committees.

PDM 2.0, the activity was newly added to ensure the program's quality through supervision by each level of committees.
 The Board organized the experience-sharing meeting 6 times among central and provincial hospitals from 2022 until 2023. In addition, the Board and central hospital teams visited Provincial hospitals in August and November 2022, and February and September 2023. The last experience-sharing were organized at provincial hospitals to learn good practices among Northern and Southern regions in September 2023.
 Japanese short-term expert conducted quantitative and qualitative evaluations from a trainer and trainees’ perspectives among the 1st and 2nd cohorts of PIPN. The representative of the Board presented the trainees’ outcome of PIPN at an academic conference in Ubon Rachatani University, Thailand in August 2023. The

	Japanese expert will present the trainers' outcome of PIPN at an academic conference in Tokyo, Japan.
3.12. Issue certificate of completing "Professional Internship Program for Nurses".	<p>In PDM 2.0, the activity was added to support following the procedure in the instruction on the Implementation of Registration and Licensing of Healthcare Professionals (No. 0108/HPC, 27 November 2020).</p> <p>The HPC issued the certificate of completing the "PIP" upon completion. Moreover, the workshop was organized to reflect trainees' experiences at the end of 1st cohort in December 2022.</p>
3.13. Reflect results of "Professional Internship Program for Nurses" into guidelines and manual developed in activities 3.6.	<p>In PDM 2.0, the activity was added to ensure the quality of the PIPN.</p> <p>The Board modified the curriculum according to PIPN implementation, such as the program duration and schedules, checklists, and learning recording (Version 2). They have been printed and distributed to 300 clinical teachers and 300 trainees.</p>
3.14. Review the "Professional Internship Program for Nurses" in the registration and licensure system by considering CPD system.	<p>In PDM 2.0, the activity was newly added to determine the experience of the PIPN in implementing the "Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025."</p> <p>In July 2022, the Project supported Department of Health Personnel to organize the Technical Working Group meeting for Human Resources for Health to share the current situation of the CPD system, co-sponsored with WHO. The Board members participated in the online CPD workshop, a partnership project for Global Health and Universal Health Coverage (GLO+UHC) phase 2, to share the current CPD situation and future among 13 participating countries in 2022 and 2023 (four times in total). In June 2023, 11 CPD committee delegates participated in the "CPD forum" in Bangkok, Thailand, to analyze the country's status and challenges, explore ways to utilize the lessons, and strengthen the network among Thailand, Vietnam, and Lao PDR. Then, higher officials of the Department of Health Personnel and</p>

Department of Healthcare and Rehabilitation discussed with the Thai Nursing and Midwifery Council and agreed on the Minutes of the Meeting for further collaboration on the CPD system establishment in September 2023. The Japanese experts provided technical advices in several meetings on developing “Ministerial Decision on CPD” in 2023.

2. Achievements of the Project

2-1 Outputs and indicators

Output 1: Licensing system for new graduates is legislated.

HPC issued the overarching legislation documents across new graduate of healthcare professionals. Consequently, systems to issue initial and full licenses for nurses and midwives are legislated, and the HPB has overseen administrative management. Additionally, the Project supported the development of an HPC website to disseminate the new system nationally and internationally.

Indicators (PDM Ver 2.0)	Achievement
1-1. The overarching legislation document(s) required for implementing licensing system for new graduates is approved by MoH.	【High】 HPC issued an official document (No 0108/HPC, 2020) required for implementing the licensing system across healthcare professionals.
1-2. Legislation document(s) necessary for implementing “National Examination for Nurses and Midwives” is approved by MoH.	【High】 HPC issued official documents for implementing the “National Examination for Nurses and Midwives” every year.
1-3. Legislation document(s) necessary for implementing "Professional Internship Program for Nurses" is approved by MoH.	【High】 HPC issued an official document for implementing the “PIP” in five central hospitals. This decision keeps covering the following PIPN cohorts.

Output 2: “National Examination for Nurses and Midwives” is implemented.

The first “National Examination for Nurses and Midwives” was organized in 2021, after the pilot examination 2019. The Board and Technical Working Committee (TWC) for each “National Examination for Nurses and Midwives” consists of faculty members, clinical nurse

leaders, and administrative officers developed and revised the blueprint and MCQ questions. The Board and the HPB have been committed to improving the National Examination implementation and MCQ questions' quality. The implementation manual of National Examination for Nurses and Midwives was developed and modified.

Indicators (PDM Ver 2.0)	Achievement
<p>2-1. "National Examination for Nurses and Midwives" is initiated in 2020.</p> <p>(Revised: implement "National examination for Nurses and Midwives")</p>	<p>【Fair】 HPC organized the first "National Examination for Nurses and Midwives" in January 2021. Because the academic program at the educational institution has been delayed due to the COVID-19. Therefore, the schedule of the first official examination was postponed to January 2021.</p>
<p>2-2. Certificate of passing the "National Examination for Nurses and Midwives" is issued.</p> <p>(Revised: implement "National examination for Nurses and Midwives")</p>	<p>【High】 HPC issued certificates of passing the "National Examination for Nurses and Midwives" for the first and second examinations in July 2021 and June 2022, respectively. From the third, HPC merged the certificates into the Initial Licenses.</p>
<p>2-3. Blueprint and question bank of the "National Examination for Nurses and Midwives" are developed/revised.</p> <p>(Added: measure the necessary preparation for the implementation of the national examination)</p>	<p>【High】 The Board revised blueprints every year. HPB updated the question bank according to the creation/revision of MCQ questions.</p>

Output 3: "Professional Internship Program for Nurses (PIPn) " is implemented in collaborating hospitals.

The "Professional Internship Program for Nurses" in four central and eight provincial hospitals have been conducted since 2021 and 2022 respectively.

For the preparation of PIPn, the Board revised "National Competencies for Licensed Nurses in Lao PDR", and developed the PIPn curriculum and teaching and learning materials. Six ToTs for 163 clinical teachers were conducted including study tour for representatives from each hospital and provincial offices. Moreover, the Board organized experience sharing meeting and supportive supervision. Each collaborating hospital took its initiative to improve PIPn implementation.

Furthermore, the Project coordinated with a partnership project for Global Health and Universal Health Coverage (GLO+UHC) phase 2 in Thailand to assist the Thai Nursing and Midwifery Council in establishing CPD system in Lao PDR.

Indicators (PDM Ver 2.0)	Achievement
3-1. “Professional Internship Program for Nurses” is initiated in 2021. (Revised: include the necessary criteria to start the program)	【High】 Four central hospitals initiated the PIPN in December 2021, and eight provincial hospitals began in September 2022. The Board separated the start timing in provincial hospitals following central hospitals.
3-2. Certificate of completing “Professional Internship Program for Nurses” is issued. (Revised: not to measure quantitatively because it includes bias due to external conditions such as the COVID-19 pandemic, financial barriers, etc.)	【High】 The Board issued the certificates for 37 nurses who completed the “PIP” in central hospitals and 96 in eight provincial hospitals.
3-3. Certificate of completing Training on Trainers (ToT) on “Professional Internship Program for Nurses” is issued for more than 50% of clinical teachers. (Added: clinical teachers’ quality is crucial to ensure the sustainable implementation of the Program)	【High】 The Board conducted ToT in August 2021, July 2022, and July 2023. They issued certificates of completing ToT to 66 clinical teachers (91.7%) in four central hospitals and 97 clinical teachers (50.8%) in provincial hospitals. ⁷
3-4. The curriculum of “Professional Internship Program for Nurses” is developed. (Added: measure the necessary preparation for the program implementation)	【High】 The Board developed the PIPN curriculum. Later, they revised the duration from a 12-month to an 8-month program according to the feasibility.

2-2 Project Purpose and indicators

Licensing system to ensure quality of healthcare professionals is developed in Lao PDR.

The new registration and licensing system following the Strategy was developed in Lao PDR, incorporating various stakeholder capacities development, such as the HPC, the Board, the HPB, the Technical Working Committee (TWC) for each “National Examination for Nurses and Midwives”, and collaborating hospitals for PIPN, which enhance the quality of healthcare

⁷ Number of clinical teachers (denominator) is those involved in PIPN. The Board did not issue Certificate of completing ToT in October 2021.

professionals in clinical, education, and administration.

However, it is required to modify the registration and licensing system to ensure the sustainability of the system.

Indicators (PDM Ver 2.0)	Achievement
1: Initial license for nurses and midwives who passed the national examination is issued.	【High】 Initial Licenses were issued for each passed National Examinees as following table 5. Since some graduates failed to apply for the Initial License although they passed the examination, thus the HPB modified to combine the application process for the National Examination and the Initial License from the 3 rd National Examination. However, 130 nurses and 90 midwives who passed the 1st and 2nd National Examinations still needed to apply for the Initial License if they worked in healthcare institutions.
2: Full license for nurses who completed the Professional Internship Program is issued.	【Fair】 Full Licenses were issued for nurses who completed the PIPN as following table 6. The nurses expected to receive the full license was limited to 27% among those passed the National Examination and hold initial license. Due to the characteristic of the Program (e.g., long-term training with preceptorship ⁸), the training capacity must be limited.

Table 5 Numbers of nurses and midwives who received the Initial License

National Examination (Date of exam)	Nurses	Midwives	Date of issue
1 st (January/2021)	260 (77%)	173 (77%)	June 2022
2 nd (February/2022)	344 (87%)	156 (80%)	September 2022
3 rd (February/2023)	408 (100%)	189 (100%)	June 2023
TOTAL	1012	518	

Table 6 Numbers of nurses who received the Full License

PIP N	Nurses	Date of issue
1 st cohort	37	December 2022

⁸ Trainee and Trainer ratio is 1:1.

2 nd cohort	96	June 2022
3 rd cohort	57	Expected to finish in December 2023
4 th cohort	87	Expected to finish in 2024
TOTAL	277 (27% of Initial License holders)	

3. History of PDM Modification

The Project's Record of Discussion (R/D) was signed on 7th December 2017. First PDM revision was on the 15th March 2019 and second was agreed on the 9th November 2021.

The main revisions of PDM 1.0 were:

- Project period (starting from February 2018 to July 2018)
- Followingly, the expected month of major activities such as the pilot national examination, first national examination, initial license, and full license were postponed.

The main revisions of PDM 2.0 were:

- The target group (focusing on nurses and midwives).
- Overall goals and indicators (above mentioned).
- Project purpose indicators (above mentioned).
- Output 1, indicators were revised, specifying licensing system for new graduates. Activities were added related to developing the necessary documents to issue the Initial License and Full License and improving the database for registration and licensing.
- Output2, "National Examination for Nurses and Midwives" was revised throughout the revised PDM. An indicator related to developing and revising the blueprint and questions bank was added. Activities were added related to organization judgment meetings, improving question quality, and developing a question bank.
- Output3, "Professional Internship Program for Nurses" were stated throughout the revised PDM. Indicators were modified as its initiation, issuing completion certificate, ToT certificate for clinical teachers, and developing curriculum. Activities were added related to modifying the National Competency framework, conducting ToT for clinical teachers, monitoring and evaluation, issuing completion certificates, and reviewing the PIPN by considering the CPD system.

The project period was extended five months to implement the activities (e.g., PIPN and issuing full licenses), which were affected by the COVID-19 responses, and then the approval letter from the Ministry of Planning and Investment was issued on 23rd January 2023.

4. Others

4-1 Results of Environmental and Social Considerations (if applicable)

Not applicable

4-2 Results of Considerations on Gender/Peace Building/Poverty Reduction, Disability, Disease infection, Social System, Human Wellbeing, Human Right, and Gender Equality (if applicable)

Due to the COVID-19 pandemic, the MoH paid full attention on the treatment, prevention, surveillance, and communication. It also caused major changes in delivery of activities for online styles after 2020. Therefore, the Project faced difficulties in disseminating new system in registration and licensing in Lao PDR, and communication among stakeholders.

III. Results of Joint Review

1. Results of Review based on Development Assistance Committee (DAC) Evaluation Criteria

1-1. Relevance: Self-rating 4 out of 4

Key Perspective	Joint Review Results
Consistency with development policy	The Project aligns with the Lao government's policy on strengthening the Human Resources for Health in the Health Sector Reform Framework (2014) and 8th Health Sector Development Plan (2016). Moreover, the Strategy stipulated in order to ensure and improve the qualifications and performance of healthcare professionals to meet national demands from Lao populations and regional demands as ASEAN member to align with Mutual Recognition Arrangement.
Consistency with development needs	The need for interventions to improve the quality of healthcare professionals is high, because it ensures the quality of healthcare services. The COVID-19 pandemic highlighted that nurses and midwives are at the heart of responses to recover and rebuild health systems impacted in Lao PDR and worldwide.
Appropriateness of project plan and approach	The Project supported the implementation of the Strategy mentioned above. After the Mid-term Review of the Strategy, overall goals and indicators and project purpose indicators were modified to clarify the project focus in PDM 2.0.

1-2. Coherence: Self-rating 4 out of 4

Key Perspective	Joint Review Results
Collaboration with JICA's other projects	The Project aligns with the Japanese government's priority to support improving the quality of healthcare services in Lao PDR. This Project is the third one supporting the development of nurses and midwives human resources in Lao PDR since 2005. The Strategy mentioned above was developed by the support of the Project for Sustainable Development of Human Resources for Health to Improve Maternal,

Neonatal, and Child Health Services (2012-2016).

The Project cooperated with the Health Policy Advisor, analyzing the situation of Human Resources for Health, and conducting the Mid-term review of the Strategy, significantly strengthening the HPC governance. Furthermore, the Project for improving the quality of healthcare services and financial management of the hospitals (2022-2025) has synergy to support human resources at the provincial and district levels to improve the quality of health service from the service delivery and financial management aspects. Coordination between national, provincial, and district levels is crucial to strengthen the registration and licensing system enforcement. Thus, under its activities of output2, the situational analysis on registration and licensing at provincial and district levels is planned and coordinated with the HPB.

Communication with JOCV and NGOs gave insight into actual service delivery; however, it was limited due to the COVID-19 pandemic.

Collaboration with other projects

The Project had close communication with Development Partners such as WHO and UNFPA. With WHO, the Human Resources for Health- Technical Working Group meeting was organized in 2022. The Project also co-hosted the TWC activities for the “National Examination for Nurses and Midwives” with UNFPA. Furthermore, Japanese experts initiated to form an informal technical working group for nurses and midwives to share the information and coordinate among several donors, including the Laos Association for Midwives

The Project coordinated with the intervention by the LUPIC project at the Health Sciences University in Vientiane Capital, uploading e-learning contents on nursing education (i.e., MCQ and Nursing core skills) at the HPC website.

Consistency with global frameworks

The Project supports the implementation of the Strategy, which promotes the mutual recognition arrangement as ASEAN member states. Strengthening the regulation of healthcare professionals aligns with the WHO’s Global Strategy on Human Resources for Health: Workforce 2030 (2016) and Global Strategies Directions for Nursing and Midwifery 2021-2025 (2020). Moreover, the Project aligns the themes of the International Council of Nurses for International Nurse Day in 2022 and 2023.

1-3. Effectiveness: Self-rating 3 out of 4

Key Perspective	Joint Review Results
Degree of the achievement of the project purpose	<p>Two indicators of the Project Purpose are achieved at the high and middle level, respectively.</p> <p>As an establishment of the registration and licensing system, both initial and full licenses were successfully issued. The initial license coverage has been improved yearly by changing the application and issuance procedure. However, the number of issuing full licenses has been challenging due to the limited nature of the PIPN.</p>

1-4. Efficiency: Self-rating 3 out of 4

Key Perspective	Joint Review Results
Project cost	<p>As of September 2023, the final cost estimated as of Project Completion will likely remain 117,247 (in thousand Japanese Yen) larger at as the amount evaluated ex-ante. Excluding the amount of money for equipment for COVID-19 support, the project cost has exceeded 9% of the planned project cost due to the extended project period. Including the amount of money for equipment for COVID-19 support, the project cost has exceeded 31% of the planned project cost.</p>
Project period	<p>Taking into account the evacuation period of Japanese experts for 8 months due to the COVID-19 pandemic, the project period has been extended for 5 months to secure the necessary period for implementing activities in Output 1 and 3 (108% of the planned duration).</p>
Causal relationship	<p>The HPC took financial ownership to reduce project costs by 30% every time implementing the “National Examination for Nurses and Midwives.” Moreover, the collaborating hospitals covered the expenditure for human resources of the PIPN, besides the Project’s support for resources such as printing necessary documents and stationaries, etc.</p> <p>The impact of the COVID-19 pandemic not only affected the inputs from the Japanese side (i.e., Experts’ in-country period) but also severely limited the in-field activities of Laotian counterpart during the whole year of 2020 and 2021.</p>

1-5. Impact: Self-rating 4 out of 4

Key Perspective	Joint Review Results
Prospect to achieve overall goal	<p>Overall Goal Indicator, “Full license for newly graduated nurses and midwives are issued” are expected to be attained.</p> <p>The current initial and full license shall be merged into a professional license in the registration and licensing system. Thus, more nurses and midwives shall receive professional licenses and work on CPD activities for license renewal, which promote ensuring the quality of human resources for health.</p>
Causal relationship	<p>Overall Goal and Project Purpose are theoretically logical. The important assumption as “Approval process within HPC/MoH of relevant legislation documents/guidelines progresses smoothly” remains the same. However, the current economic crisis is seriously impacting health service delivery, which may adversely affect the MoH's priorities for the quality of the health workforce.</p>
Ripple effects	<p>The Project has enhanced the capacity of the Board as regulator as well as the nursing faculty members and clinical teachers at the collaborating hospitals to implement the National Examination and PIPN.</p> <p>Moreover, the Medical, Dental, and Pharmacist board learned from the Project’s intervention (i.e., the National Examination).</p> <p>National Examination caused challenges for students from an ethnic minority group; therefore, the Project improved the quality of questions applicable to any participants (i.e., readability of the question).</p>

1-6. Sustainability: Self-rating 3 out of 4

Key Perspective	Joint Review Results
Policy and system	<p>The registration and licensing system for healthcare professionals will continue to be enshrined by the MoH in the new Law on Public Health, and the future revised Law on Healthcare.</p>
Institutional and organizational aspects	<p>Strengthening the administrative capacity of the HPB is an urging matter, while HPC has more roles as an autonomous entity.</p> <p>The Board increased members from 15 to 32 in 2023 and drafted their roles and responsibilities, including origination structure. Therefore, it is expected further to strengthen their capacity in each unit’s responsibility. The concern raises over the administrative burden of further implementation, such as registration and licensing under the</p>

	bachelor's degree, developing a CPD system, and quality assurance activity.
Technical aspects	The Board possesses sufficient skills for the continued project effect, especially in the National Examination, while they continued following the Quality Improvement Cycle of the National Examination. It will contribute to the capacity building of Technical Working Group members for the National Examination. However, more capacity building of clinical teachers at a provincial level is required.
Financial aspect	While the continuation of the project effect seems feasible, the concern raises the future financial burden in order to continue activities to keep the Quality Improvement Cycle of the National Examination.

2. Key Factors Affecting Implementation and Outcomes

From the Mid-term review of the Strategy, five challenges and things to be addressed were confirmed at the 2nd JCC.

- 1) Feasible and sustainable PIPN implementation system.
1st PIPN cohort was carried out following the initial idea of 1year program, then shortened to 8 months program from 2nd cohort. However, 27% of eligible trainees participated in the PIPN until 4th cohort. Based on these experiences, the Board shall propose the New Graduate Transitions Program, which will be on a module basis as a part of CPD and expected to cover more nurses working at district hospitals and health center levels.
- 2) Strengthen regulatory framework of licensing and registration and its enforcement.
Although the registration and licensing system is to regulate individual healthcare professionals, the regulation had to be issued to managers of healthcare facilities, employers of healthcare providers, and supervisors of healthcare facilities for recruiting those who have professional licenses. Therefore, the amendment of the Law on Healthcare is an urgent agenda to provide a rationale for those regulations.
- 3) Smooth implementation of Strategy on Healthcare Professional Licensing and Registration in Lao 2016-25
Although the HPC developed various regulations and established the registration and licensing system, they needed milestones (or Action plans) to implement the Strategy strategically. After reviewing the Strategy, creating the action plan under the recently signed Human Resources for Health Development strategy is expected. Thus, the activities

will be consolidated under the Specific Priority for registration and licensing in the Human Resources for Health Development strategy.

- 4) Financial resources for the National Examination and PIPN
HPC and the HPB organized the National Examination under a limited financial budget from the MoH. However, organizing activities to prepare for the National Examination, a vital process to maintain the quality of the MCQ questions may need financial assistance. HPC may mitigate by collaborating with some donors, such as the Asian Development Bank or considering to increase the Examination Fee.
For PIPN, donors hesitated to provide financial support due to the unique registration and licensing system, which is considered a lack of sustainability. Therefore, it is urgent to modify the registration and licensing system that PIPN to be one of the CPD activities. For the management of PIPN equipment⁹, approximately 46 USD annually (6892 JPY as of September 2023) is required for each collaborating hospital.
- 5) Governance issues
Revising HPC's role and responsibilities (No.2233/HPC, Aug/2022) and developing its internal regulation (No.0001/HPC, January 2023) solved most fundamental HPC's governance issues. Moreover, the Board is expanding its role and responsibilities with a more explicit organizational structure. However, MoH may need further time to clarify HPB's roles and responsibilities that follow the Lao government's guidance.

3. Evaluation on the results of the Project Risk Management

3-1. Risk Management Results

See 2. Above.

3-2. Results of the Use of Lessons Learnt

- Reference Project at Project Design:
JICA Project for Sustainable Development of Human Resources for Health to improve Maternal, Neonatal and Child health services in Lao PDR (2012-2016).
JICA Project for Strengthening Human Resources Development of Co-medicals in Cambodia (2010-2015).
- Lessons learnt: The Project needs to involve a national legislative expert in developing the legislation for registration and licensing. The Project must also involve various stakeholders in developing the new system, such as the National examination and PIPN.
- Utilization: The Project always invited the Medicine, Dental, and Pharmacist Boards to implement the activities of the Board. Also, the HPC actively communicated with higher officials within and beyond the Ministry to establish registration and licensing, especially for

⁹ For maintenance of mannequin, olive oil, lubricant, urinary valve, and injection pad are required.

the governance of the HPC.

4. Lessons Learnt

Lessons learnt follows the policy triangle framework (Walt and Gilson, 1994) such as 1) context, 2) actors, 3) content, and 4) process.

- 1) Context: This Project aligns with the Lao government's policy on strengthening Human Resources for Health and the regional stream under the ASEAN MRA to ensure the quality of healthcare professionals. During the COVID-19 pandemic, the society recognized the importance of the Human Resources for Health.
- 2) Actors: HPC's strong commitment and leadership enabled it to make decisions in each step of the Strategy implementation. The connectedness of nurse leaders in administration, education, and clinical is also a driving factor in implementing activities such as the National Examination and Professional Internship Program. Moreover, sharing experiences among four boards under the HPC brought ripple effects.
- 3) Content: Project activities were explicit because the Project followed the Strategy. To implement the new system, the Project learned the process from the existing National Examinations, such as the Entrance National Examination for healthcare professionals, to develop more feasible implementation. Furthermore, there were various learning opportunities from other experiences to adapt to the Laotian context, such as Japan's National Examination and legislation and CPD in Thailand.
- 4) Process: For the capacity development of various stakeholders, "try and improvement" was applied through a continuous implementation cycle. For instance, TWC for the National Examination consists of nursing faculty members and clinical leaders who followed the Quality Improvement Cycle of the National Examination and revealed significant improvement in the quality of questions by the third National Examination. HPB modified application forms and procedures to improve the Initial License coverage. PIPN was controversial due to the unprotected trainees' status that it might be another official volunteer to substitute for human resources. Therefore, the Project aimed to develop a training program with content that could be adjusted as a CPD program in the near future. The Project expanded support to revise the National Competency for Licensed Nurses, one of the official documents to develop the CPD program. The PIPN was started on a small scale at the Central Hospitals. The clinical teachers at central hospitals played a crucial role in elaborating teaching learning contents in the curriculum and mentoring the PIPN implementation at the provincial levels. Focusing on the good practices at the implementing hospitals during the monitoring and experience sharing opportunities gained clinical teacher's capacity which contributed to improve new graduate's competency and

confidence in nursing fundamental skills.

5. Performance

- Conducting the Mid-term review of the “Strategy on Healthcare Professional Licensing and Registration System in Lao PDR 2016-2025”, which the Health Policy advisor and JICA headquarters led, was very much appreciated by the HPC.
- The Lao Government’s request for the Project on developing CPD system for nurses and midwives was approved by the Japanese Government and has been prepared to start seamlessly from the Project.
- The Project involved advisors from Japan who has rich experiences in the National Examination and Legislation. They provided various inputs through discussion with long-term experts and online meetings with the counterparts during the COVID-19 pandemic.
- Collaboration with a partnership project for Global Health and Universal Health Coverage (GLO+UHC) phase 2 on CPD system development has been timely input to the Lao Government’s direction following the Strategy. The whole process shall be shared at the Asia Pacific Action Alliance on Human Resources for Health meeting to be held at Lao PDR in 2024; starting from information sharing among several countries in 2022-2023, face-to-face onsite CPD forum at Bangkok in June 2023, meeting of higher officials from the MoH and Thai Nursing and Midwifery Council to agree further collaboration in September 2023.

6. Additionality

- Japanese experts published the “Establishment of the Quality Assurance Mechanisms for Nurses in Low-and Middle- Income countries-creation and implication of the National Licensure Examination in Lao PDR” (in Japanese) in 2022.
https://kyokuhp.ncgm.go.jp/library/tech_doc/PDF_JPG/technical_ReportVol14.pdf
- Japanese experts and Laotian counterparts presented “Evaluation of the implementation of the National Examination for Nurses in Lao PDR” at the 7th International Nursing Research Conference of World Academy of Nursing Science (WANS) in Taiwan (virtual) in October 2022.
- Laotian counterpart presented “The outcomes of the professional internship program for new graduate nurses in Lao PDR” at the national and international conference on research and innovation at the Ubon Ratchathani university in July 2023.
- Japanese experts and Laotian counterparts published “International cooperation for nursing human resource development in Lao PDR: Investing in nursing leadership” in Global Health and Medicine, August 2023.
https://www.istage.ist.go.jp/article/ghm/advpub/0/advpub_2023.01031/_pdf/-char/en

- Japanese expert will present “Establishing effective training implementation system based on the experience of introducing professional internship program for new graduate nurses in Lao PDR” (in Japanese) at the Congress of Japan Association for International Health in November 2023.
- Japanese experts and Laotian counterparts are drafting the manuscript the “Quality Improvement of the National Examination for Nurses and Midwives”(draft) in 2023.

IV. For the Achievement of Overall Goals after the Project Completion

1. Prospects to achieve Overall Goal

Overall Goal is Licensing system for new graduates (including nurses and midwives) are continuously implemented. Its Indicator, “Full license for newly graduated nurses and midwives are issued” is expected to be attained.

In addition, in a dual licensing system, the initial and full license shall be merged into a mono licensing system as a professional license in the registration and licensing system. Therefore, “Professional licenses for newly graduated nurses and midwives are issued” would be a suitable indicator to be measured three years after the Project completion.

2. Plan of Operation and Implementation Structure of the Lao PDR side to achieve Overall Goal

First, the Lao MoH will conduct a review of the Strategy. Based on the lesson learned from 2016-2025, the action plan under the strategic priority for registration and licensing in the Human Resources for Health Development strategy will be incorporated as part of the Human Resources for Health Development strategy.

Second, establishing the CPD system is the next step in the Strategy after issuing the full license to healthcare professionals. After the revision of the registration and licensing system, as mentioned above, more nurses and midwives receive professional licenses and work on CPD activities for license renewal, which ensures the quality of human resources for health. Therefore, the Board will modify the PIPN into the new graduate transition program to cover more nurses in district hospitals and health center levels.

At last, the MoH is finalizing the amendment of the Law on Healthcare to align the registration and licensing system. Subsequently, MoH shall strengthen the enforcement of the system; the regulation had to be issued to managers of healthcare facilities, employers of healthcare providers, and supervisors of healthcare facilities to recruit those with professional licenses. Furthermore, nursing and midwifery regulation will be revised, stipulating the licensing and registration to align.

3. Recommendations for the Lao PDR side

For the revision of PIPN, the Board shall finalize the demonstration training plan and related

teaching and learning materials within the Project period, and some contents shall be considered e-learning sources. Moreover, the Board shall draft the module for the new graduate transition program, which would be implemented during the upcoming Project for developing a CPD system for nurses and midwives.

It is desirable if the HPC accelerates issuing the regulation reinforcing the registration and licensing system at the provincial levels (i.e., appointing a committee for registration and licensing).

Furthermore, it is recommended that the MoH accelerate the modification of the role and responsibility of HPB by clarifying the mechanisms in registration and licensing, including CPD and quality assurance of health personnel. Defining the demarcation between HPB and other relevant departments, such as the Department of Health Personnel, would be necessary.

4. Monitoring Plan from the end of the Project to Ex-post Evaluation

In order for JICA to properly assess the impact and the sustainability of the Project at the ex-post evaluation 3 years after the Project completion, the next project implementation will be closely monitored.

ANNEX 1: Results of the Project

- Annex 1-1: List of Dispatched Experts
- Annex 1-2: List of Counterparts
- Annex 1-3: List of Trainings (with photo)
- Annex 1-4: List of Equipment Provision

ANNEX 2: List of Products Produced by the Project

ANNEX 3: PDM (All versions of PDM)

Annex 1-1: List of Dispatched Experts

Long Term Experts

No	Name	Title/responsible	Period	Duration	Remarks
1	Mr. Toyomitsu Tamura	Nursing Management (output2)	23 July 2018 – 31 January 2020	18 Months	
2	Mr. Yoshikazu Matsubara	Chief Advisor (output1)	20 August 2018 – 19 August 2020	24 Months	Evacuated in Japan since April-August 2020
3	Ms. Kazune Takashima	Project Coordinator	20 August 2018 – 28 September 2019	13 Months	
4	Mr. Makoto Oguma	Project Coordinator	9 September 2019 – 22 December 2023	52 Months	Evacuated in Japan since April-November 2020
5	Ms. Yuka Ohaku	Nursing Education (output3)	1 September 2019 – 31 August 2021	24 Months	
6	Mr. Kazuki Miyazaki	Nursing Management (output2)	28 January 2020 – 27 January 2022	24 Months	
7	Dr. Kyoko Koto- Shimada	Chief Advisor (output1)	19 December 2020- 22 December 2023	37 Months	Assigned from 1 August – 18 December 2020
8	Ms. Shikino Kikuchi	Nursing Education/Management (output3)	17 July 2021 – 22 December 2023	29 Months	
9	Ms. Shiori Nagatani	Nursing Education/Administration (output2)	20 February 2022 – 22 July 2023	17 Months	Assigned from 10 January – 18 Februarys 2022

Short Term Experts

No	Name	Title	Period	Duration	Organization
JFY 2019					
1	Ms. Shikino Kikuchi	Operational management	22 September – 10 October 2019	3 weeks	National Center for Global Health Medicine, Japan
JFY 2021					
1	Dr. Junko Matsuo	Monitoring and Evaluation	18 November 2021- 22 January 2022	2 months	-
JFY 2022					

1	Dr. Junko Matsuo	Monitoring and Evaluation	6 May 2022 – 30 July 2022	3 months	-
2	Dr. Junko Matsuo	Monitoring and Evaluation	3 December 2022 - 25 December 2022	3 weeks	-
3	Dr. Makiko Mori	Nursing Education/National Examination	17 February 2023 - 26 February 2023	10 days	National College of Nursing, Japan
JFY 2023					
1	Dr. Junko Matsuo	Monitoring and Evaluation	19 April 2023 – 30 June 2023	3 months	-
2	Dr. Yayoi Tamura	Nursing Legislation	31 July 2023- 5 August 2023	6 days	Japan Visiting Nursing Foundation

Annex 1-2: List of Counterparts

No	Name	Title, Department/Designation	Assigned Period
Project Director			
1	Assoc. Prof. Dr. Bounnack Saysanasongkham	Director General of the Department of Healthcare and Rehabilitation	23 July 2018 – January 2020
2	Dr. Khamphua SUTHISONVATH	Director General of the Department of Healthcare and Rehabilitation	14 January 2020 – 5 November 2021
3	Dr. Khamsay Dethleusay	Director General of the Department of Healthcare and Rehabilitation	25 January 2022 – 22 December 2023
Project Manager			
1	Dr. Thongsavanh SENKONGDALA	Head of Healthcare Professional Bureau	23 July 2018 – 31 July 2021
2	Dr. Nophavanh PHANOUSIT	Vice-Head of Healthcare Professional Bureau	1 August 2021- 22 December 2023
Healthcare Professional Council			
1	Prof. Dr. Ponemek DALALOY	Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
2	Prof. Dr. Chanpheng THAMMAVONG	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
3	Prof. Dr. Bounkong SIHAVONG	Vice Present of Healthcare Professional Council	6 April 2023 – 22 December 2023
4	Assoc.Prof. Dr. Niran PHOUMINR	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
5	Assoc.Prof. Dr. Phouthon VANGKONEVILAY	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
6	Dr. Champomma VONGSAMPHANH	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
7	Assoc. Prof. Dr. Bounnack Saysanasongkham	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
8	Assoc.Prof. Dr. Vanliem BOURAVONG	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
9	Assoc.Prof. Dr. Sengphuvanh NGONPHADY	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
10	Ms. Phengdy INTHAPHANITH	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023

11	Prof. Dr. Thanom INTHASAM	Vice Present of Healthcare Professional Council	23 July 2018 – 22 December 2023
The Nursing and Midwifery Board			
1	Ms. Mimala PATHOUMSATH	Vice Head of Nursing Board	23 July 2018 – 22 December 2023
2	Mr. Souksavanh PHANOASEUTH	Vice Head of Nursing Board	23 July 2018 – 22 December 2023
3	Ms. Sengmany KHAMBOUNHEANG	Vice Head of Nursing Board	23 July 2018 – 22 December 2023
4	Dr. Anousone SISULATH	Member of Nursing Board	23 July 2018 – 22 December 2023
5	Ms. Khampoxay PHOMMATHANSY	Head of Midwifery Dept., FON, UHS Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
6	Ms. Bouavanh PATHOUMTHONG	Vice Director of Mahosot Hospital, Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
7	Ms. Khamlar SIOUDOM	Vice Director of Setthathirath Hospital, Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
8	Ms. Thiplany CHOUMMANYVONG	Vice Director of MCH Hospital, Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
9	Ms. Leuthmany SISOUPHANTHAVONG	Head of Nursing Dept., Mittaphab Hospital Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
10	Ms. Bounmala SORPASEUTH	Head of Nursing Dept., Children Hospital Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
11	Ms. Orlaphim PHOUTTHAVONG	Vice Head of Nursing and Midwifery Division, DHR Member of Nursing Board	23 July 2018 – 22 December 2023
12	Ms. Neophachan SIHAVONG	Vice Head of Nursing and Midwifery Division, DHR Member of Nursing and Midwifery	23 July 2018 – 22 December 2023
13	Ms. Manivone SILIVANH	Technical officer of Division of Management and Training of Health Personel, DHP. Secretariat of Nursing and Midwifery.	23 July 2018 – 22 December 2023
14	Mr. Vone KEOMANY	Vice Dean of FON, UHS Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
15	Dr. Lamngeun SILAVONG	Acting Head of Nursing Dept. Mahosot	10 February 2023-

		Hospital Member of Nursing and Midwifery.	22 December 2023
16	Mr. Ammalin PHONGSAVATH	Vice Head of Quality Assurance of Education, DHP. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
17	Mr. Phonesavanh THAMMAVONGSA	Vice Head of Division of Management and Training of Health Personnel, DHP. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
18	Ms. Phanthong PHOUXAY	Vice Head of Evaluation of Civil Servant, DHP. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
19	Ms. Syvanh SIBOUNHEUANG	Vice Head of Nursing Dept. Mittaphab Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
20	Ms. Pinkeo CANNALATSAMEE	Vice Head of Nursing Dept. Mittaphab Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
21	Ms. Phengphan BOUNPHAYONG	Vice Head of Nursing Dept. Mittaphab Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
22	Ms. Xayyaphet KINSADA	Vice Head of Nursing Dept. Setththirath Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
23	Ms. Souvanhna HUANGSONBAT	Vice Head of Nursing Dept. Children Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
24	Ms. Kongchit VONGDEUN	Technical of Obstetric unit, Setthathirath Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
25	Ms. Nisom BANGBOULAPHA	Technical of OBGY Division, Mahosot Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
26	Ms. Duangchan XAYYALIN	Vice Head of ICU for Pediatrics Division, Mahosot Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
27	Ms. Sakhone INTAPHONEDETH	Technical of Obstetric Division,	10 February 2023-

		Setthathirath Hospital. Member of Nursing and Midwifery.	22 December 2023
28	Mr. Pin THONGPHARD	Technical Officer of DHR. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
29	Ms. Hongsamout PHOMMACHAN	Head of Delivery-Post Partum Subject, FON, UHS. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
30	Ms. Phongphet HADAOHEUANG	Technical Officer of Management and Training of Health Personnel, DHP. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
31	Ms. Soukdavone SOUKSAVATH	Technical of OBGY Division, Mahosot Hospital. Member of Nursing and Midwifery.	10 February 2023- 22 December 2023
Healthcare Professional Bureau			
1	Mr. Bounpasith KHAMKONG	Technical staff, Healthcare Professional Bureau	23 July 2018 – 22 December 2023
2	Dr. Lek SIDAVONG	Technical staff, Healthcare Professional Bureau	23 July 2018 – 22 December 2023
3	Ms Vongdeuane SAVANHSAK	Technical staff, Healthcare Professional Bureau	23 July 2018 – 22 December 2023
4	Dr. Ton BUPHA	Volunteer staff, Healthcare Professional Bureau	28 August 2022 – 22 December 2023
5	Dr. Chansuda PANYAXAI	Volunteer staff, Healthcare Professional Bureau	28 August 2022 – 22 December 2023

Annex 1-3: List of meetings and workshops

No	Output	Name of Meeting and Workshop	Period	Place	Number of participants
JFY 2018					
1	Overall	Kickoff meeting	20 th November 2018	Vientiane capital	45 persons
2	Output 2	Creation of the outline of the National Examination	21 st – 23 rd January 2019	Vientiane capital	Jan21:37 persons Jan22:35 persons Jan23:36 persons
3	Output 3	Brainstorming about the internship program	29 th January 2019	Vientiane capital	45 persons
4	Overall	1 st Joint Coordination Committee (JCC) Meeting	15 th March 2019	Vientiane capital	57 persons
JFY 2019					
5	Output 2	Dissemination of the pilot National Examination	23 rd April 2019	Luang Prabang province	144 persons
			13 th May 2019	Champasak province	159 persons
			16 th May 2019	Vientiane capital	230 persons
6	Output 2	Workshop on the creation of blueprint and questions for the pilot National Examination	20 th – 24 th May 2019	Vientiane capital	May20:40 persons May21:35 persons May22:35 persons May23:32 persons May24:32 persons
7	Output 2	Workshop on the creation of the questions for the pilot National Examination	15 th – 19 th July 2019	Vientiane capital	Jul.15:39 persons Jul.16:31 persons Jul.19:32 persons
8	Output 2 Output 1	Dissemination of the pilot National Examination and Kick-off meeting for Technical Working Group of the legislation document	12 th September 2019	Vientiane capital	45 persons
9	Output 2	Orientation meeting of the pilot National Examination	27 th September 2019	Vientiane capital	25 persons
			27 th September 2019	Luang Prabang province	17 persons
			27 th September	Champasak	30 persons

			2019	province	
10	Output 2	Pilot National Examination	28 th September 2019	Vientiane capital and 2 provinces	16 persons (from Central)
11	Output 1	Technical Working Group for legislation on licensing and Registration	17 th October 2019	Vientiane capital	17 persons
12	Output 2	Judgement meeting of the pilot National Examination	12 th November 2019	Vientiane capital	27 persons
13	Output 2	Evaluation meeting of the pilot National Examination	19 th – 20 th December 2019	Vientiane capital	Dec.19:62 persons Dec.20:37 persons
14	Output 3	1st Technical Meeting of the Nurse Internship Program	26 th February 2020	Vientiane capital	44 persons
JFY 2020					
15	Output 2	Dissemination for the National Examination for Nurses and Midwives in 2020	12 th June 2020	Vientiane capital	148 persons
			17 th July 2020	Vientiane Province	114 persons
			21 st July 2020	Savannakhet Province	118 persons
			23 rd July 2020	Xieng Khouang Province	118 persons
			4 rd Aug 2020	Khammouan Province	118 persons
			7 th Aug 2020	Oudomxay Province	114 persons
			11 st Aug 2020	Luangprabang Province	109 persons
			18 th Aug 2020	Salavan Province	82 persons
			20 th Aug 2020	Champasak Province	113 persons
16	Output 1	Second Meeting of Technical Working Groups for Legislation on Healthcare Professionals	14 th August 2020	Vientiane Province	52 persons (onsite) 7 persons (online)
17	Output 2	1 st Workshop on Reviewing and Creation of MCQ of the National Examination for Nurses and Midwives in 2020	14 th – 18 th September 2020	Vientiane Province	70 persons

18	Output 2	2 nd Workshop on Reviewing and Creation of MCQ of the National Examination for Nurses and Midwives in 2020	9 th – 13 rd November 2020	Vientiane Province	74 persons
19	Output 3	Workshop on Review and Approval of National Competencies for Licensed Nurses	9 th – 12 th November 2020	Vientiane Province	64 persons
20	Output 2	The 1 st National Examination for Nurses and Midwives	23 rd – 24 th January 2021	Vientiane Capital and 5 provinces (Luangprabang, Oudomxay, Xieng Khouang, Savannakhet and Champasak)	16 persons (from Central)
21	Output 3	Workshop on Curriculum Development of Professional Internship Program for Nurses (PIP N)	11 st – 12 nd February 2021	Vientiane Province	Feb.11:53 persons Feb.12:52 persons
22	Output 2	Judgement Meeting on the Results of the 2 nd National Examination for Nurses and Midwives	26 th February 2021	Vientiane Capital	46 persons
JFY 2021					
23	Output 3	2 nd Workshop on Curriculum Development of PIP N	26 th – 30 th April 2021	Vientiane Province	66 persons
24	Overall	2 nd Joint Coordination Committee (JCC) Meeting	16 th June 2021	Vientiane Capital	10 persons(onsite) 22 persons(online)
25	Output 3	Meeting on Revised National Competency for Nurses	8 th – 9 th July 2021	Vientiane Capital	11 persons
26	Output 1 Output 3	Dissemination of applying for Initial License and PIP N	12 th July 2021	Vientiane Capital	10 persons onsite
27	Output 2	Evaluation Meeting for the National Examination for Nurses and Midwives	14 th July 2021	Vientiane Capital	25 persons(onsite) 72 Persons(online)

28	Output 3	Validation Meeting on Revised National Competency for Nurses and Curriculum of PIPN	21 st July 2021	Vientiane Capital	32 persons(onsite) 76 persons(online)
29	Output 3	Meeting on Discussion of Appointing Committee for PIPN	13 th August 2021	Vientiane Capital	39 persons(onsite) 26 persons(online)
30	Output 3	TOT for PIPN Clinical Teachers	19 th – 20 th August 2021	Vientiane Capital	Aug.19:53 persons Aug.20:47 persons
			25 th – 26 th August 2021	Vientiane Capital	Aug.25:48 persons Aug.26:46 persons
31	Output 3	Meeting on Discussion of Appointing for Provincial Committee for PIPN and	9 th September 2021	Vientiane Capital	15persons (onsite) 89persons (online)
	Output 2	Dissemination of the 2 nd National Examination for Nurses and Midwives for Northern provinces and Southern provinces	10 th September 2021	Vientiane Capital	17persons (onsite) 51persons (online)
32	Overall	3 rd Joint Coordination Committee (JCC) Meeting	9 th November 2021	Vientiane Capital	12persons (onsite) 32persons (online)
33	Output 3	TOT for PIPN Clinical Teachers	15 th – 16 th November 2021	Vientiane Capital	Nov.15:14 persons 11 persons(online) Nov.16:13 persons 14 persons(online)
34	Output 3	Meeting on the rotation schedule for PIPN	19 th November 2021	Vientiane Capital	17 persons(onsite) 4 persons(online)
35	Output 2	1 st Technical Working Committee for updating Blueprint of National Examination for Nurses and Midwives	22 nd – 23 rd November 2021	Vientiane Capital	Nov.22:16 persons Nov.23:17 persons 44 persons(online)
36	Output 2	2 nd Technical Working Committee for updating Blueprint and MCQ of National Examination for Nurses and Midwives	29 th November- 1 st December 2021	Vientiane Capital	Nov.29:13 persons Nov.30:13 persons Dec. 1:12 persons
37	Output 3	Dissemination of PIPN and General orientation seminar	21 st – 23 rd December 2021	Vientiane Capital	51 persons (onsite) 35 persons (online)
38	Output 3	1 st Technical meeting on sharing experience of PIPN among 5 central hospitals	13 rd January 2022	Vientiane Capital	19 persons (onsite) 29 persons (online)
39	Output 2	Meeting on the Multiple Choice	20 th January	Vientiane	10 persons

		Question Selection for the 2 nd National Examination for Nurses and Midwives	2022	Capital	
40	Output 2	Orientation Meeting for the 2 nd National Examination for Nurses and Midwives	15 th February 2022	Vientiane Capital	23 persons (onsite) 89 persons (online)
41	Output 2	The 2 nd National Examination in 2022	19 th – 20 th February 2022	Vientiane Capital and 8 Provinces (Luangprabang, Oudomxay, Xieng Khouang, Savannakhet, Champasak, Vientiane, Salavanh, and Khammuan)	25 persons (from Central)
42	Output 3	1 st Online Workshop Series on Continuing Professional Development for Nurses by the Partnership Project for Global Health and Universal Health Coverage Phase 2	7 th – 9 th March 2022	Vientiane Capital	9 persons
43	Output 2	Judgement Meeting on the results of the National Examination for Nurses and Midwives in 2021	23 rd March 2022	Vientiane Capital	13 persons (onsite) 19 persons (online)
JFY 2022					
44	Output 3	2 nd Technical meeting on sharing experience of PIPN and Demonstration training plan among 5 central hospitals	7 th – 8 th April 2022	Vientiane Capital	32 persons (onsite) 4 persons (online)
45	Overall	4 th Joint Coordination Committee (JCC) Meeting	16 th May 2022	Vientiane Capital	30 persons (onsite) 16 persons (online)
46	Output 3	2 nd Online Workshop Series on Continuing Professional Development for Nurses by the Partnership Project for Global Health and Universal Health Coverage Phase 2	18 th May 2022	Vientiane Capital	13 persons (online)

47	Overall Output 3	Celebration for International Nurses Day and Dissemination of the National Competency for Nurses	2 nd June 2022	Vientiane Capital	44 persons (onsite) 51 persons (online)
48	Output 3	Technical meeting among 5 central hospitals on Demonstration training plan	2 nd – 3 rd June 2022	Vientiane Capital	Jun2:44 persons Jun2:41 persons
49	Output 3	Refresher TOT for Clinical Teachers for PIPN	15 th – 17 th June 2022	Vientiane Capital	Jun15:41 persons Jun.16:63 persons Jun17:41 persons
50	Output 2	Orientation of Initial License and Professional Intern ship Program for Nurses(2 nd cohort)	22 rd June 2022	Vientiane Capital	7 persons (onsite) 65 persons (online)
51	Output 1	Decision on Organization and Operation of Healthcare Professional Council	23 rd – 24 th June 2022	Vientiane Province	Join by Online
52	Output 3	Technical Working Group on Demonstration training for PIPN	30 th June– 1 st July 2022	Vientiane Capital	Jun.30:26 persons Jul.1:22 persons
53	Output 3	Preparation Meeting for Study tour and TOT for Provincial committees of PIPN	13 th July 2022	Vientiane Capital	18 persons
54	Output 3	Study tour for Provincial committees of PIPN (Northern Provinces)	18 th – 19 th July 2022	Vientiane Capital	Jul.18:54 persons Jul.19:59 persons
55	Output 3	TOT for PIPN Clinical teachers at Provincial hospitals	20 th – 22 nd July 2022	Vientiane Capital	Jul.20:46 persons Jul.22:48 persons
56	Overall	HRH Technical Working Group meeting for Sub-SWG on HRH	21 st July 2022	Vientiane Capital	
57	Output 3	Study tour for Provincial committees of PIPN (Southern Provinces)	25 th – 26 th July 2022	Vientiane Capital	Jul.25:57 persons Jul.26:56 persons
58	Output 3	TOT for PIPN Clinical teachers at Provincial hospitals (Southern Provinces)	27 th – 29 th July 2022	Vientiane Capital	Jul.27:50 persons Jul.29:48 persons
59	Output 3	Preparation meeting on monitoring trip to the provinces for PIPN	2 nd August 2022	Vientiane Capital	30 persons (onsite)
60	Output 3	General orientation seminar for PIPN 2 nd cohort (8 provincial hospital)	20 th – 21 st September 2022	Vientiane Capital	Sep.20:24 persons Sep.21:15 persons
61	Output 3	3 rd Online Workshop Series on Continuing Professional Development for Nurses by the Partnership Project for	29 th September 2022	Vientiane Capital	13 persons (online)

		Global Health and Universal Health Coverage Phase 2			
62	Output 3	3rd Technical meeting on Sharing experience of PIPN among 4 central hospitals and 8 provincial hospitals	4 th October 2022	Vientiane Capital	35 persons
63	Output 2	Evaluation Meeting for the 2 nd National Examination for Nurses and Midwives	24 th October 2022	Vientiane Capital	75 persons (onsite) 31 persons (online)
64	Output 2	Technical Working Committee for Blueprint for the 3 rd National Examination for Nurses and Midwives	25 th – 26 th October 2022	Vientiane Capital	Oct.25:76 persons Oct.26:76 persons
65	Output 1	HPC Website Consultative Meeting	17 th November 2022	Vientiane Capital	18 persons (onsite)
66	Output 3	Workshop for Reflection on the PIPN with 1 st cohort trainees	1 st December 2022	Vientiane Capital	60 persons (onsite)
67	Output 3	Technical Working Committee for MCQ for the 3 rd National Examination for Nurses and Midwives	5 th – 9 th December 2022	Vientiane Province	Dec.5:78 persons Dec.6:78 persons Dec.7:79 persons Dec.8:80 persons Dec.9:77 persons
68	Output 1	Full-Licenses Handover Ceremony	16 th December 2022	Vientiane Capital	
69	Output 3	4 th Technical meeting on sharing experience of the PIPN	20 th – 22 nd December 2022	Vientiane Capital	Dec.20:69 persons Dec.21:74 persons Dec.22:72 persons
70	Output 2	MCQ review and selection meeting for the 3 rd National Examination for Nurses and Midwives	9 th – 31 st January 2023	Vientiane Capital	Total 69 persons
71	Output 2	Orientation Meeting for the 3 rd National Examination for Nurses and Midwives	27 th January 2023	Vientiane Capital	30 persons (onsite) 38 persons (online)
72	Output 1	Dissemination Meeting on Application and Issuance Process for the Initial License for New Graduated Nurses and Midwives	3 rd February 2023	Vientiane Capital and 8 provinces	89 persons (online)
73	Output 2	The 3rd National Examination in 2022	4 th – 5 th February 2023	Vientiane Capital and 8 provinces	31 persons (from Central)
74	Output 3	4 th Online Workshop Series on Continuing Professional Development	16 th February 2023	Vientiane Capital	13 persons (online)

		for Nurses by the Partnership Project for Global Health and Universal Health Coverage Phase 2			
75	Output 2	Workshop on the Concept of Passing Criteria for National Examination	23 rd February 2023	Vientiane Capital	46 persons (onsite) 58 persons (online)
76	Output 1	Website Training on information dissemination of HPC website	1 st March 2023	Vientiane Capital	10 persons
77	Output 2	The Judgement Meeting of the 3 rd National Examination for Nurses and Midwives	3 rd March 2023	Vientiane Capital	46 persons
JFY 2023					
78	Overall	5 th Joint Coordination Committee (JCC) Meeting	3 rd April 2023	Vientiane Capital	34 persons (onsite) 21 persons (online)
79	Output 3	Preparation meeting for PIPN 3 rd cohort	7 th April 2023	Vientiane Capital	21 persons (onsite)
80	Output 3	General orientation seminar for PIPN 3 rd cohort (4 central hospitals)	20 th – 21 st April 2023	Vientiane Capital	Apr.20:20 persons Apr.21:13 persons
81	Output 2	Technical Working Committee for Blueprints and MCQ for the National Examination for Nurses and Midwives	8 th – 12 nd May 2023	Vientiane Province	90 persons (onsite) 8 persons (online)
82	Output 3	5 th Technical meeting on sharing experience of PIPN	24 th – 25 th May 2023	Vientiane Capital	May.24:73 persons May25:72 persons
83	Overall Output 1	Celebration for International Nurses Day and Full License Handover Ceremony	26 th May 2023	Vientiane Capital	121 persons (onsite) 54 persons (online)
84	Output 3	Continuing Professional Development (CPD) Forum by the Partnership Project for Global Health and Universal Health Coverage Phase 2	6 th – 9 th June 2023	Bangkok, Thailand	14 persons (onsite) 7 persons (online)
85	Output 2	Evaluation Meeting for the 3 rd National Examination for Nurses and Midwives	15 th June 2023	Vientiane Capital	48 persons (onsite) 35 persons (online)
86	Output 3	Facilitation meeting on demonstration training in Training of Trainers (TOT)	22 nd June 2023	Vientiane Capital	24 persons (onsite)
87	Output 3	Training of trainers (TOT) for Clinical Teachers for Northern and Southern provinces	10 th -12 th July 2023	Vientiane Capital	Jul.10:56 persons Jul.11:51 persons Jul.12:56 persons
			17 th -19 th July 2023	Vientiane Capital	Jul.17:57 persons Jul.18:43 persons

					Jul.19:55 persons
88	Output 1	Registration and Licensing System for Nurses and Midwives and Discussion on ToR of the Nursing and Midwifery Board	2 nd August 2023	Vientiane Capital	36 persons (onsite)
89	Output 1	Registration and Licensing System for Nurses and Midwives and Disciplinary Function of the Healthcare Professional Council	4 th August 2023	Vientiane Capital	29 persons
90	Output 3	General orientation seminar for the PIPN 4 th cohort	17 th -18 th August 2023	Vientiane Capital	12 persons (onsite) 130 persons (online)
91	Output 3	6 th Technical Meeting on sharing experience of PIPN in Southern Provinces and Northern Provinces	6 th -7 th September 2023	Savanakhet	Sep.6:27 Persons Sep.7:27 Persons
			25 th -26 th September 2023	Luang Prabang	Sep.25:38 Persons Sep.26:38 Persons
92	Output 3	Meeting on further collaboration with Thai Nursing and Midwifery Council	6 th -7 th September 2023	Bangkok, Thailand	5 persons
93	Overall	Developing Role and Responsibilities and Action Plan of the Nursing and Midwifery Board	16 th October 2023	Vientiane Capital	30 persons
94	Overall	6 th Joint Coordination Committee (JCC) Meeting	25 th October 2023	Vientiane Capital	66 persons (onsite) 5 persons (online)
95	Output 3	Technical Working Group on Demonstration training for PIPN	13 th -15 th October	Vientiane Province	Oct.13:35 persons Oct.14:35 persons Oct.15:34 persons

*Besides the activities above, the Project conducted regular meetings 135 times as of November 31, 2023.

Annex 1-3: Meetings and workshops Photo



1. Kickoff meeting (November 2018)



2. Creation of the outline of the National Examination (January 2019)



10. Pilot National Examination (September 2019)



14. 1st Technical Meeting on Nurse Internship Program (February 2020)



16. Second Meeting of Technical Working Groups for Legislation on Healthcare Professionals (August 2020)



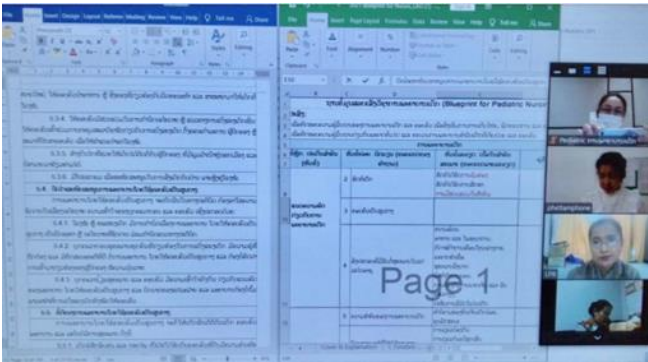
20. The 1st National Examination for Nurses and Midwives (January 2021)



21. Workshop on Curriculum Development of PIPN (February 2021)



30 TOT for PIPN Clinical Teachers (August 2021)



35. 1st Technical Working Committee for updating Blueprint of National Examination for Nurses and Midwives (November 2021)



54. Study tour for Provincial committees of PIPN (Northern Provinces) (July 2022)



68. Full-Licenses Handover Ceremony (December 2022)



73. The 3rd National Examination in 2022 (February 2023)



75. Workshop on the Concept of Passing Criteria for National Examination (February 2023)



83. Celebration for International Nurses Day and Full License Handover Ceremony (May 2023)



84. Continuing Professional Development (CPD) Forum by the Partnership Project for Global Health and Universal Health Coverage Phase 2 (June 2023)



89. Registration and Licensing System for Nurses and Midwives and Disciplinary Function of the Healthcare Professional Council (August 2023)



91. 6th Technical Meeting on sharing experience of PIPN in Southern Provinces and Northern Provinces (September 2023)





92. Meeting on further collaboration with Thai Nursing and Midwifery Council (September 2023)



94. 6th Joint Coordination Committee (JCC) Meeting (October 2023)

Annex 1-4: List of Equipment Procured for the project (National Examination)

No.	NAME(Specification)	Model	Qty	Total Price (US\$)	Total Price (KIP)	Date of Arrival	Installed at:	Remarks
Equipment								
1	Digital Duplicator	RICOH DD5450 +ARDF7010	1	7.841,00		February 18, 2018	Ministry of Health HPC	For National Exam
2	Document Scanner A3	Fujitsu fi-7700 AU2AA00960	1	8.470,00		December 24, 2020	Ministry of Health HPC	For National Exam
3	Notebook PC	Acer Predator PH315-53-728M/T004	1	2.420,00		December 24, 2020	Ministry of Health Project Office	For National Exam
4	Notebook PC	Lenovo IdealPad 3 15IIL0 81EW00YYTA	3	3.151,50		December 24, 2020	Ministry of Health HPC	For National Exam
5	Notebook PC	Lenovo ideapad 51	11	6.930,00		July 13, 2021	Ministry of Health Hospitals	For National Exam
6	LCD Projector	Epson EBW05 WXGA	11	5.830,00		July 13, 2021	Ministry of Health Hospitals	For National Exam
7	Notebook PC	Lenovo ideapad 51	2	1.260,00		July 15, 2021	Ministry of Health Hospitals	For National Exam
8	LCD Projector	Epson EBW05 WXGA	2	1.060,00		July 15, 2021	Ministry of Health Hospitals	For National Exam
9	Notebook PC	Lenovo IdeaPad Slim3	9	6.210,00		November 17, 2021	UHS, College, Public Health School	For National Exam
Consumables								
1	Pocket WIFI	HUAWEI E5577Fs-932	11		8.580.000	June 23, 2021	Ministry of Health Hospitals	For National Exam
2	Pocket WIFI	HUAWEI E5577Fs-932	2		1.560.000	June 29, 2021	Ministry of Health Hospitals	For National Exam
3	Speaker	Jabra Speak 410MS	13	1.989,00		July 15, 2021	Ministry of Health Hospitals	For National Exam

Annex 1-4: List of Equipment Procured for the project (office supply)

No.	NAME(Specification)	Model	Qty	Total Price (US\$)	Total Price (KIP)	Date of Arrival	Installed at:	Remarks
Equipment								
1	Air conditioner	GREE 18,000 BTU	3		15.105.000	September 4, 2018	Ministry of Health Project Office	
2	Safe	Leeco	1	260,00		September 10, 2018	Ministry of Health Project Office	
3	LCD Projector	Epson WB-W05	1	795,00		September 18, 2018	Ministry of Health Project Office	
4	Desktop PC	HP Prodesk 280 G3	2	2.090,00		September 18, 2018	Ministry of Health Project Office	
5	Color Copy	Kyocera Taskalfa2552	1	3.580,00		September 25, 2018	Ministry of Health Project Office	Disposal
6	Notebook PC	HP 14S-CF0046TX	3	2.925,00		February 6, 2019	Ministry of Health Project Office	
7	Shredder	HSM SECURIO B22	1	759,00		February 12, 2019	Ministry of Health Project Office	Disposal
8	Shredder	HSM SECURIO B32	1	2.318,00		February 17, 2020	Ministry of Health Project Office	
9	Shredder	HSM SECURIO B32	1	2.318,00		February 17, 2020	Ministry of Health HPC	
10	Sliding door cabinet	Steel	4		11.188.000	February 21, 2020	Ministry of Health HPC	
11	Desktop PC	HP Pavilion 570-p088d	1	895,00		March 12, 2020	Ministry of Health Project Office	
12	Notebook PC	Acer Predator PH315-53-728M/T004	1	2.420,00		December 24, 2020	Ministry of Health Project Office	
13	Notebook PC	Lenovo IdealPad 3 15ILO 81EW00YYTA	3	3.151,50		December 24, 2020	Ministry of Health Project Office	
14	Monitor	Samsung 43"UHD	1		5.935.000	July 15, 2021	Ministry of Health HPC	
15	Air Cleaner	HITACHI 22MM	1	594,28		September 20, 2021	Ministry of Health Project Office	
16	Air Cleaner	HITACHI 33MM	1					
17	Notebook PC	Acer A315-23-R8AAT00T	1	710,00		November 10, 2021	Ministry of Health Project Office	
18	Air Conditioner	GREE 18,000 BTU	2		6.665.000	April 22, 2022	Ministry of Health Project Office	
19	Air Conditioner	GREE 36,000 BTU	2		13.700.000	April 22, 2022	Ministry of Health Project Office	
20	Steel Shelf		1	138,00		June 30, 2023	Ministry of Health Project Office	
21	PC		1	3.000,00		September, 2023	Ministry of Health HPC	
22	Steel Shelf		1	400,00		September, 2024	Ministry of Health HPC	
23	Audio system for meeting room		1	1.250,00		September, 2025	Ministry of Health HPC	

Consumables								
1	Portable WIFI	HUAWEI E5573Fs-853	1		560.000	September 4, 2018	Ministry of Health Project Office	
2	Printer	HP Laserjet M102A	1	130,00		September 12, 2018	Ministry of Health Project Office	
3	Recorder	Philip VTR5100	2		2.200.000	January 17, 2019	Ministry of Health Project Office	
4	Stabilizer 1000W		1		570.000	October 3, 2019	Ministry of Health Project Office	
5	Eternal HDD	WD 1TB	1	135,00		March 5, 2020	Ministry of Health Project Office	
6	Printer	Canon PIXMA			3.500.000	March 12, 2020	Ministry of Health Project Office	
7	Scanner	Canon DR-F120	1		5.900.000	March 12, 2020	Ministry of Health Project Office	
8	Portable WIFI	HUAWEI E5577Fs-932	1		590.000	March 13, 2020	Ministry of Health Project Office	
9	Webcam, Camera tripod(Height 2m)	Logitech C920	1	191,00		January 4, 2021	Ministry of Health Project Office	
10	Portable WIFI	HUAWEI IME	2		1.560.000	January 18, 2021	Ministry of Health Project Office	
11	HDD	Western Digital, My Passport	2	176,00		February 22, 2022	Ministry of Health Project Office	
12	Pocket WIFI	D-link DWR-932C	1		1.240.000	August 17, 2023	Ministry of Health Project Office	

Annex 1-4: List of Equipment Procured for the project (PIP/N)

No.	NAME(Specification)	Model	Qty	Total Price (US\$)	Total Price (KIP)	Date of Arrival	Installed at:
Equipment							
1	Patient Care Simulator	Yaye, Kyoto Kagaku	11	74.800,00		July 30, 2021	Ministry of Health Hospitals
2	Patient Bed	Paramount 2 Cranks bed	11	7.700,00		August 12, 2021	Ministry of Health Hospitals

Consumables

1	Gauze 3"x3, 4"x4	Compress	1		7.000	July 1, 2021	Ministry of Health Hospitals
2	Cotton Ball, Tape		1		10.000	July 1, 2021	Ministry of Health Hospitals
3	Gauze 7.5"x7.5		1		5.000	July 1, 2021	Ministry of Health Hospitals
4	Stainless Stand 5.5x11.4cm		1		126.000	July 1, 2021	Ministry of Health Hospitals
5	Stainless case for Sterilized medical equipment 5x20.5x30cm		1		67.000	July 1, 2021	Ministry of Health Hospitals
6	Iodine Cup		2		80.000	July 1, 2021	Ministry of Health Hospitals
7	Small Basin Kidney 8in		1		60.000	July 1, 2021	Ministry of Health Hospitals
8	Infrared Thermometer	YUWELL YT-2	1		385.000	July 1, 2021	Ministry of Health Hospitals
9	Medium Basin Kidney 25.5x12cm		1		106.000	July 1, 2021	Ministry of Health Hospitals
10	Tape 4.5m		1		5.000	July 1, 2021	Ministry of Health Hospitals
11	Sterilized cloths 50x50cm		1		35.000	July 1, 2021	Ministry of Health Hospitals
12	Tape Measure 150cm		1		8.000	July 1, 2021	Ministry of Health Hospitals
13	Sterilized cloths 60x60cm		1		62.000	July 1, 2021	Ministry of Health Hospitals
14	Stainless Tray 34x24cm 13in		1		126.000	July 1, 2021	Ministry of Health Hospitals
15	Stainless Tray 16x22cm 9in		1		67.000	July 1, 2021	Ministry of Health Hospitals
16	Forceps dressing standard 25.5cm		1		55.000	July 1, 2021	Ministry of Health Hospitals
17	Forceps hemo artery straight 16.5cm		1		31.000	July 1, 2021	Ministry of Health Hospitals
18	Forceps hemo artery curve 18cm		1		30.000	July 1, 2021	Ministry of Health Hospitals
19	Scissors mayo dissecting 16cm		1		27.000	July 1, 2021	Ministry of Health Hospitals
20	Forceps dressing standard 18cm		1		42.000	July 1, 2021	Ministry of Health Hospitals
21	Forceps dressing standard 20cm		1		47.000	July 1, 2021	Ministry of Health Hospitals
22	Surgical Drape		1		40.000	July 15, 2021	Ministry of Health Hospitals
23	Sphygmomanometer Adult	Spirit	55		26.400.000	July 16, 2021	Ministry of Health Hospitals
24	Sphygmomanometer Pediatric Cuff	Spirit	33		15.840.000	July 16, 2021	Ministry of Health Hospitals
25	Foley Catheter N14		33		1.650.000	July 16, 2021	Ministry of Health Hospitals
26	Foley Catheter N16		33		1.650.000	July 16, 2021	Ministry of Health Hospitals

27	Scissor 14.5cm		1		40.000	July 22, 2021	Ministry of Health Hospitals
28	Scissor 16cm		1		25.000	July 22, 2021	Ministry of Health Hospitals
29	Oximeter		88		30.800.000	July 22, 2021	Ministry of Health Hospitals
30	Duodenal Tube N.14		33		165.000	July 22, 2021	Ministry of Health Hospitals
31	Duodenal Tube N.18		33		165.000	July 22, 2021	Ministry of Health Hospitals
32	Enteral Nutrition Bag		33		495.000	July 22, 2021	Ministry of Health Hospitals
33	Urine Bag 2000ml		33		1.650.000	July 22, 2021	Ministry of Health Hospitals
34	Syringe with needle 10ml		33		3.960.000	July 22, 2021	Ministry of Health Hospitals
35	Glove Motex N6		33		9.075.000	July 22, 2021	Ministry of Health Hospitals
36	Glove Motex N6.5		33		9.075.000	July 22, 2021	Ministry of Health Hospitals
37	Glove Motex N7		33		9.075.000	July 22, 2021	Ministry of Health Hospitals
38	Glove Motex N7.5		33		9.075.000	July 22, 2021	Ministry of Health Hospitals
39	Saction Catherter N:F16		10		1.400.000	July 22, 2021	Ministry of Health Hospitals
40	Saction Catherter N:F12		12		1.680.000	July 22, 2021	Ministry of Health Hospitals
41	Saction Catherter N:F14		30		4.200.000	July 22, 2021	Ministry of Health Hospitals
42	Oxygen Regulator F20		33		17.985.000	July 22, 2021	Ministry of Health Hospitals
43	Surgical Drape 180x220mm		32		1.280.000	Jul-23	Ministry of Health Hospitals
44	Gauze 3"x3	Compress	32		990.000	July 23, 2021	Ministry of Health Hospitals
45	Gauze 4"x4	Compress	32		1.320.000	July 23, 2021	Ministry of Health Hospitals
46	Suction Machine	YUWELL 7E-C	33	3.630,00		July 28, 2021	Ministry of Health Hospitals
47	IV Stand		33	924,00		July 28, 2021	Ministry of Health Hospitals
48	Infrared Thermometer	YUWELL YT-2	88		33.880.000	July 28, 2021	Ministry of Health Hospitals
49	Compressor Nebulizer	OMRON NE-C900	33	3.300,00		July 30, 2021	Ministry of Health Hospitals
50	Feeding Bag		33		11.220.000	July 30, 2021	Ministry of Health Hospitals
51	Feeding Tube 14		33		9.900.000	July 30, 2021	Ministry of Health Hospitals
52	Feeding Tube 18		33		9.900.000	July 30, 2021	Ministry of Health Hospitals
53	Plastic Box		10		1.150.000	August 2, 2021	Ministry of Health Hospitals
54	Stainless bowl (6OZ)		33				
55	Forceps dressing standard(25.5cm)		6	484,70		August 3, 2021	Ministry of Health Hospitals
56	Tape measure		31				
57	Stainless Stand		32				
58	Stainless case for sterilized medical equipment		32				
59	Stainless bowl (6OZ)		31				
60	Swab		32				

61	Basin kidney (Medium 8in)		32								
62	Basin kidney (Medium 6in)		32								
63	Surgical Paper Tape	Neopore	33								
64	Sterilized cloths (50cmx50cm)		32								
65	Sterilized cloths (60cmx60cm)		32								
66	Stainless Tray (Medium 34cmx24cm)		32	4.356,04		August 3, 2021	Ministry of Health Hospitals				
67	Stainless Tray (Medium 16cmx22cm)		32								
68	Forceps dressing standard(25.5cm)		26								
69	Forceps hemo artery (Straight: 16.5cm)		32								
70	Forceps hemo artery (Straight: 18cm)		32								
71	Scissors mayo dissecting(16 cm)		32								
72	Forceps dressing standard(18cm)		32								
73	Forceps dressing standard(20cm)		32								
74	Cotton Ball (40g)		33								
75	Surgical Paper Tape	Neotap Red	33								
76	Scissor Metzen Baum 14.5 cm		32								
77	Tape measure		2								
78	Ambu bag		5						2.250.000	August 3, 2021	Ministry of Health Hospitals
79	Feeding Support Set: tube for feeding bag		9						3.060.000	August 9, 2021	Ministry of Health Hospitals
80	Little Anne QCPR Manikin	Laerdal Medical	22	13.640,00		August 10, 2021	Ministry of Health Hospitals				
81	Ambu bag		12		5.400.000	August 11, 2021	Ministry of Health Hospitals				
82	Suction Set: Tube (12fr)		21	687,13		August 12, 2021	Ministry of Health Hospitals				
83	Suction Set: Tube (14fr)		3								
84	Suction Set: Tube (16fr)		23								
85	Stethoscope (Adult)	Sprit Adult Model	55	2.814,33		August 12, 2021	Ministry of Health Hospitals				
86	Oxygen Mask		33		726.000	August 18, 2021	Ministry of Health Hospitals				
87	Stethoscope (Children)	Sprit Children Model	33	1.687,89		August 23, 2021	Ministry of Health Hospitals				
88	Plastic Box		22		2.607.000	August 24, 2021	Ministry of Health Hospitals				
89	Ambu bag		5		2.250.000	August 17, 2021	Ministry of Health Hospitals				
90	Dressing Trolley	BS 390-1	11	4.400,00		September 8, 2021	Ministry of Health Hospitals				
91	Mouthpiece	Yae Parts	33	892,32		October 4, 2021	Ministry of Health Hospitals				
92	Face Mask,Glove,Cap		5		720.000	December 20, 2021	1 Hospital in Vientiane Capitals				
93	Face Mask,Glove,Cap		20		2.880.000	December 24, 2021	4 Hospitals in Vientiane Capitals				
94	Lubricant for Training ModelsYae Parts	Yae Parts	11	39,00		November 30, 2022	Ministry of Health Hospitals				
95	Male genitalia for NW 25	Yae Parts	11	450,00		November 30, 2022	Ministry of Health Hospitals				
96	Drain bag	Yae Parts	11	46,00		November 30, 2022	Ministry of Health Hospitals				
97	Valves for Urinary bladder for MW25	Yae Parts	6	220,00		July 26, 2023	Ministry of Health Hospitals				

Annex 2: List of Products Produced by the Project

1. Reports

No.	Title
1	Progress Report on the creation of the outline of the National Examination for Nurses (January 2019)
2	Progress Report on the National Examination for Nurses regarding the Dissemination and Application procedures (June 2019)
3	Progress Report on the observation of the operational management of the Entrance Examination of the College of Health Sciences (August 2019)
4	Progress Report on the Creation of the Questions of the National Examination for Nurses (September 2019)
5	Progress Report on the Implementation of the Pilot National Examination for Nurses (December 2019)
6	Report of Site Visit "Information Gathering about the Professional Internship Program for Nurses" (June 2021)

2. Legal Documents

No.	Title
1	Instruction of Registration and Licensing of Healthcare Professionals (No. 0108/HPC, 22 nd November 2020)
2	Initial License for Nurse and Midwife
3	Full License for Nurse
4	National Competencies for Licensed Nurses in Lao PDR (Revised Version) (No. 0104/HPC, 26 th October 2021)

3. Manuals, curriculums, and training materials

No.	Title
1	Implementation Manual of the National Examination for Nurses and Midwives in Lao PDR (3 rd edition, July 2023)
2	MCQ Creation and Evaluation Manual of the National Examination for Nurses and Midwives in Lao PDR (2 nd edition, July 2023)
3	Curriculum of the Professional Internship Program for Nurses (2 nd edition, November 2023)
4	Demonstration training plans and materials of Professional Internship Program for Nurses (1 st edition, November 2023)

4. Promotion materials

No.	Type of materials and title
1	Project brochure
2	Healthcare Professional Council (HPC) Website

5. Academic presentations and manuscripts

No.	Title
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1	Establishment of the Quality Assurance Mechanisms for Nurses in Low-and Middle- Income countries -creation and implication of the National Licensure Examination in Lao PDR” (in Japanese)
2	Evaluation of the implementation of the National Examination for Nurses in Lao PDR
3	The outcomes of the professional internship program for new graduate nurses in Lao PDR
4	International cooperation for nursing human resource development in Lao PDR: Investing in nursing leadership (Global Health and Medicine, accepted August 3, 2023)
5	Quality Improvement of the National Examination for Nurses and Midwives in Lao People’s Democratic Republic (draft, submitted to Bulletin of WHO in October)

Project period: 23 July 2018 – 22 July 2023 (5 years)

Counterpart (C/P) organizations:

Ministry of Health (MOH) Healthcare Professional Council (HPC), and Department of Healthcare and Rehabilitation (DHR)

(Direct) Target group:

Nurses and midwives ⁽¹⁾

Collaborating agency:

- 1) MOH Cabinet, Department of Health Personnel (DHP), Department of Health Professional Education (DHPE), Department of Planning and Cooperation (DPC), and Department of Finance (DOF)
- 2) Collaborating Hospitals
- 3) Health Professional Educational Institutions
- 4) Other relevant institutions and local health authorities

Ver 2.0 (As of Nov 2021)

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumptions
Overall Goal			
Licensing system for new graduates (including nurses and midwives) are continuously implemented.	Full license for newly graduated nurses and midwives are issued.	Annual report of HPC	
Project Purpose			
Licensing system to ensure quality of healthcare professionals is developed in Lao P.D.R.	1. Initial license for nurses and midwives who passed the national examination is issued. 2. Full license for nurses who completed the Professional Internship Program is issued.	1. Annual report of HPC 2. Annual report of HPC	
Outputs			
<p>1. Licensing system for new graduates is legislated.</p> <p>2. "National Examination for Nurses and Midwives" is implemented.</p> <p>3. "Professional Internship Program for Nurses" is implemented in collaborating hospitals.</p>	<p>1-1 The overarching legislation document(s) required for implementing licensing system for new graduates is approved by MOH.</p> <p>1-2 Legislation document(s) necessary for implementing "National Examination for Nurses and Midwives" is approved by MOH.</p> <p>1-3 Legislation document(s) necessary for implementing "Professional Internship Program for Nurses" is approved by MOH.</p> <p>2-1 "National Examination for Nurses and Midwives" is initiated in 2020.</p> <p>2-2 Certificate of passing the "National Examination for Nurses and Midwives" is issued.</p> <p>2-3 Blueprint and question bank of the "National Examination for Nurses and Midwives" are developed/ revised.</p> <p>3-1 "Professional Internship Program for Nurses" is initiated in 2021.</p> <p>3-2 Certificate of completing "Professional Internship Program for Nurses" is issued.</p> <p>3-3 Certificate of completing Training on Trainers (ToT) on "Professional Internship Program for Nurses" is issued for more than 50% of clinical teachers.</p> <p>3-4 The curriculum of "Professional Internship Program for Nurses" is developed.</p>	<p>1-1 Record from MOH Cabinet 1-2 Record from MOH Cabinet 1-3 Record from MOH Cabinet</p> <p>2-1 Annual report of HPC 2-2 Annual report of HPC 2-3 Project report</p> <p>3-1 Record from collaborating hospitals, Annual report of HPC 3-2 Record from collaborating hospitals, Annual report of HPC 3-3 Record from collaborating hospitals, Site visit report 3-4 Project report</p>	<p>• Approval process within HPC/MOH of relevant legislation documents/ guidelines progresses smoothly.</p>
Activities	Inputs		Pre-Condition
<p>1.1 Develop an operational plan of HPC, boards, and technical working groups in order to implement the "Decision on Licensing and Registration of Healthcare Professionals".</p> <p>1.2 Clarify legislation documents necessary to be developed and/or revised for the implementation of the licensing system.</p> <p>1.3 Develop and/or revise legislation documents necessary for the licensing system for new graduates.</p> <p>1.4 Develop and/or revise legislation documents necessary for implementation of "National Examination for Nurses and Midwives".</p> <p>1.5 Develop and/or revise legislation documents necessary for implementation of "Professional Internship Program for Nurses".</p> <p>1.6 Develop necessary documents to issue the Initial License for those who passed the "National Examination for Nurses and Midwives".</p> <p>1.7 Develop necessary documents to issue the Full License for those who completed the</p>	<p>Lao side</p> <p>1. Counterpart</p> <p>(1) Project Director</p> <p>(2) Project Manager</p> <p>(3) Staff in HP Bureau, Nursing and Midwifery Board</p> <p>(4) Staff in DHC of MOH</p> <p>(5) Legal professional</p> <p>(6) Other necessary for the implementation of the Project</p> <p>2. Project office</p> <p>Necessary utilities such as electricity and water supply as well as facilities such as furniture</p> <p>3. Equipment</p> <p>Necessary meeting space, equipment, materials and its maintenance</p>		<p>• MOH keeps the policy in favor of the development of the licensing system for healthcare professionals.</p> <p>• Role and responsibilities of relevant entities are clarified, and responsible entity has their authority in decision making.</p>

"Professional Internship Program for Nurses".

1.8 Improve database for registration and licensing in consideration to other databases by different entities.

2.1 Collecting relevant information including national examinations of other healthcare professionals in Lao PDR, exit examination of health professional education institutions, and national examinations of other ASEAN countries.

2.2 Set up the National Board Examination Committee for nurses and midwives under the HPC Nursing and Midwifery Board.

2.3 Decide implementation schedule [2] until the issuance of certificate of passing the "National Examination for Nurses and Midwives".

2.4 Decide outlines of "National Examination for Nurses and Midwives" including the subjects of examination, criteria, question format, number of questions etc.

2.5 Decide the pass criteria and scoring method of "National Examination for Nurses and Midwives".

2.6 Prepare blueprint and questions for the "National Examination for Nurses and Midwives". [3]

2.7 Implement pilot of "National Examination for Nurses and Midwives" on a small scale.

2.8 Reflect the pilot results in improving "National Examination for Nurses and Midwives".

2.9 Conduct orientation sessions and dissemination activities of national examination to stakeholders.

2.10 Implement "National Examination for Nurses and Midwives" in cooperation with nursing educational institutions including re-examination.

2.11 Organize judgement meeting and issue the results.

2.12 Reflect the evaluation of the examination practice in the next national examination(s).

2.13 Improve the question quality by analyzing the result and develop question bank.

2.14 Create necessary manuals of the "National Examination for Nurses and Midwives".

3.1 Set up a task force on "Professional Internship Program for Nurses" under the Nursing and Midwifery Board of HPC with other relevant groups.

3.2 Collect relevant information for "Professional Internship Program for Nurses".

3.3 Draw up outlines of "Professional Internship Program for Nurses" including implementing schedule for the issuance of certificate of completing the program.

3.4 Prepare facility criteria of hospitals to accept "Professional Internship Program for Nurses" (such as implementation structure of in-service training, qualification of trainers etc.)

3.5 Revise "National Competencies for Licensed Nurses in Laos PDR (1132/MoH, issued on June6, 2013)".[4]

3.6 Develop curriculum for "Professional Internship Program for Nurses".

3.7 Organize teaching-learning materials of "Professional Internship Program for Nurses".

3.8 Conduct dissemination activities of "Professional Internship Program for Nurses" to collaborating agencies (hospitals, provincial health departments and educational institutions, etc.).

3.9 Conduct Training of Trainers (ToT) on "Professional Internship Program for Nurses" for Clinical Teachers.

3.10 Conduct "Professional Internship Program for Nurses" in collaborating hospitals .

3.11 Conduct monitoring and evaluation of "Professional Internship Program for Nurses" by committees.

3.12 Issue certificate of completing "Professional Internship Program for Nurses".

3.13 Reflect results of "Professional Internship Program for Nurses" into curriculum in activity 3.6 and teaching-learning materials in activity 3.7.

3.14 Review the "Professional Internship Program for Nurses" in the registration and licensure system by considering CPD system.

Japan side

1. Dispatch of Japanese Experts

(1) Long-Term experts

* Chief Advisor /Legislation (1)

* Nursing Management

* Nursing Education

* Project Coordinator

(2) Short-term experts

* National Examination

* Training Management

* Legislation (2)

* Public Relations/Dissemination

2. Equipment

* Equipment for nurse training program

3. Training overseas

* National Examination System

* Training Management

* Others

[1] The Project scope includes Initial and Full licenses, and Temporary license is excluded the project scope.

[2] Implementation schedule includes i) announcement of exam dates, ii) distribution of application form, iii) exam admission card; iv) schedule for implementation.

[3] National Examination for Nurses and Midwives includes only MCQ, but not OSCE for Midwives.

[4] Competencies are defined as "A set of competencies that are considered to be "basic", i.e. those that should be an expected outcome of a healthcare profession pre-service education. (Article 2, "Decision of the Minister of Health on Licensing and Registration of Healthcare Professionals in the Lao PDR", final draft as of 24 May 2017).

ໄລຍະເວລາໂຄງການ: 23 ກໍລະກົດ 2018 – 22 ກໍລະກົດ 2023 (5 ປີ)

ຄຣ່ວນການ (C/P) ອົງການ: ກະຊວງສາທາລະນະສຸກ (ສພ) ສະພາຄົມຄອງວິຊາຊີບປັນປົວ (ສອບ), ແລະ ກົມປັນປົວ ແລະ ຝັນແຜນທີ່ການ (ກຸຝ)

ກົມເບົາໝາຍ : ພະຍາບານ ແລະ ຜະດຸງຄົນ1

ໜ່ວຍງານຕ່າງໆທີ່ກ່ຽວຂ້ອງ: 1) ໜ່ວຍງານກະຊວງສາທາລະນະສຸກ, ກົມຈັດຕັ້ງພະນັກງານ (ກຸຝ), ກົມການເຮັກສາ ສາທາລະນະສຸກ (ກສສ), ກົມແຜນການ ແລະ ການຮ່ວມມື (DPC), ແລະກົມການຕົ້ນ (ກກາ)

ສະບັບທີ 2.0 (ພະຈິກ 2021)

2) ໂຮງໝໍ

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3) ສະຖານການເຮັກສາ ສາທາລະນະສຸກ

4) ສະຖາບັນອື່ນໆກ່ຽວຂ້ອງ ແລະ ເຈົ້າໜ້າທີ່ສາທາລະນະສຸກທີ່ອາໄສ

ສະຫຼຸບໂດຍຫຍໍ້	ຕົວຊີ້ບອກການກວດສອບຕາມຈຸດປະສົງ	ວິທີກວດສອບ	ສົມມຸດຖານທີ່ສໍາຄັນ
ເບົາໝາຍລວມ:			
ວະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວສໍາລັບນັກສຶກສາຈົບໃໝ່ ສໍາລັບພະຍາບານແລະ ຜະດຸງຄົນ ໄດ້ຖືກຈັດຕັ້ງປະຕິບັດຢ່າງດີເລີຍ.	ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວສໍາລັບນັກສຶກສາຈົບໃໝ່ ສໍາລັບພະຍາບານແລະຜະດຸງຄົນ	ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ	
ເບົາໝາຍໂຄງການ			
ຄຸນນະພາບຂອງຜູ້ປະກອບວິຊາຊີບປັນປົວໄດ້ຮັບການປັບປຸງເພື່ອໃຫ້ການບໍລິການດ້ານສາທາລະນະສຸກທີ່ດີຂຶ້ນໃນສປປລາວ.	1. ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວເບື້ອງຕົ້ນສໍາລັບຜູ້ທີ່ຜ່ານການສອບເສັງວະດັບຊາດ. 2. ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວສົມບູນສໍາລັບຜູ້ທີ່ຜ່ານການຝຶກງານວິຊາຊີບສໍາລັບພະຍາບານ	1. ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ 2. ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ	
ຜົນໄດ້ຮັບ			
<p>1. ວະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວສໍາລັບຜູ້ຈົບໃໝ່ໄດ້ຖືກຮັບຮອງ.</p> <p>2. "ການສອບເສັງວະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົນ" ໄດ້ຖືກຈັດຂຶ້ນ.</p> <p>3. "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ແມ່ນໄດ້ຖືກຈັດຕັ້ງປະຕິບັດ ໂດຍຮ່ວມມືກັບໂຮງໝໍ.</p>	<p>1-1 ເອກະສານນິຕິກຳລວມ ທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ ວະບົບການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປັນປົວ ສໍາລັບຜູ້ຈົບໃໝ່ ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>1-2 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ການສອບເສັງວະດັບຊາດ ສໍາລັບພະຍາບານ ແລະ ຜະດຸງຄົນ" ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>1-3 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດແຜນການຝຶກງານສໍາລັບພະຍາບານ"ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>2-1 "ການສອບເສັງວະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົນ" ອົງທາອິດ ແມ່ນຈັດຕັ້ງປະຕິບັດໃນປີ 2020.</p> <p>2-2 ໄດ້ມີການອອກໃບຍິງຢືນການສອບເສັງວະດັບຊາດຜ່ານໄດ້ສໍາລັບພະຍາບານ ແລະ ຜະດຸງຄົນ ຜູ້ທີ່ເສັງຜ່ານ.</p> <p>2-3 ແຜນເຕົ້າ ແລະ ສໍາຄໍາການເຂົ້າ "ການເສຍເຮົາວະດັບຊາດສໍາລັບ ພະຍາບານ ແລະ ຜະດຸງຄົນ" ໄດ້ຖືກ</p> <p>3-1. "ແຜນການຝຶກຫັດດ້ານຄວິດສາລະພະຍາບານ" ໄດ້ລົງໂທດໃນປີ 2021.</p> <p>3-2. ໄດ້ອອກໃບຍິງຢືນການສໍາລັບ "ແຜນການຝຶກຫັດດ້ານຄວິດສາລະພະຍາບານ"</p> <p>3-3. ອອກໃບຍິງຢືນການສໍາລັບ ການຝຶກອົບຮົມຄູຄວິດ (TOT) ສໍາລັບ "ແຜນການຝຶກຫັດດ້ານຄວິດສາລະພະຍາບານ" ຫຼາຍກວ່າ 50% ຂອງຄູຄວິດສາລະພະຍາບານ.</p> <p>3-4. ໄດ້ສ້າງຫຼັກຊຸດ "ແຜນການຝຶກຫັດດ້ານຄວິດສາລະພະຍາບານ" .</p>	<p>1-1 ບົດບັນທຶກຂອງໜ່ວຍງານກະຊວງສາທາລະນະສຸກ</p> <p>1-2 ບົດບັນທຶກຂອງໜ່ວຍງານກະຊວງສາທາລະນະສຸກ</p> <p>1-3 ບົດບັນທຶກຂອງໜ່ວຍງານກະຊວງສາທາລະນະສຸກ</p> <p>2-1 ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ</p> <p>2-2 ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ</p> <p>2-3 ບົດລາຍງານໂຄງການ</p> <p>3-1 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ,ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ</p> <p>3-2 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ,ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ</p> <p>3-3 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ກ່ຽວຂ້ອງຈາກໂຮງໝໍ,ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວ</p> <p>3-4 ບົດລາຍງານໂຄງການ</p>	<p>•ຂັ້ນຕອນການອະນຸມັດພາຍໃນສະພາຄົມຄອງວິຊາຊີບປັນປົວ/ກະຊວງສາທາລະນະສຸກຂອງເອກະສານນິຕິກຳ/ບົດແນະນຳທີ່ກ່ຽວຂ້ອງແມ່ນມີການດຳເນີນຢ່າງສະດວກ.</p>
ກົດຈະກຳ	ໜ້າວຽກ		ຕົ້ນໄຂວ່ອງໜ້າ :
<p>1.1 ສ້າງແຜນງານຂອງສະພາຄົມຄອງວິຊາຊີບປັນປົວອອດແລະຄະນະປະສານງານດ້ານນິຕິກຳເພື່ອຮ່າງ "ຂໍ້ຕົກລົງ ວະບົບການອອກໃບອະນຸຍາດ ແລະເຄື່ອນໄຫວວິຊາຊີບປັນປົວ".</p> <p>1.2.ກຳນົດລາຍການເອກະສານນິຕິກຳພື້ນຖານທີ່ຈະສ້າງຂຶ້ນຫຼືປັບປຸງເພື່ອຈັດຕັ້ງປະຕິບັດນິຕິກຳຮັບຮອງ ວະບົບການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປັນປົວ.</p> <p>1.3 ສ້າງ ແລະ/ປັບປຸງເອກະສານທີ່ຈໍາເປັນສໍາລັບວະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັນປົວສໍາລັບຜູ້ຈົບໃໝ່.</p> <p>1.4 ສ້າງ ແລະ/ປັບປຸງເອກະສານທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ການສອບເສັງວະດັບຊາດ ສໍາລັບພະຍາບານແລະຜະດຸງຄົນ".</p> <p>1.5 ສ້າງ ແລະ/ປັບປຸງເອກະສານທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ</p>	<p>1. ການແຕ່ງຕັ້ງບຸກຄະລາກອນ</p> <p>(1) ຫົວໜ້າຄະນະຊີ້ນຳການຈັດຕັ້ງປະຕິບັດໂຄງການ</p> <p>(2) ຜູ້ຈັດການໂຄງການ</p> <p>(3) ພະນັກງານ ຫ້ອງການຄົມຄອງວິຊາຊີບປັນປົວ ແລະ ບອດພະຍາບານ-ຜະດຸງຄົນ</p> <p>(4) ພະນັກງານ ກຸຝ ຂອງ ກະຊວງສາທາລະນະສຸກ</p> <p>(5) ຜູ້ຊ່ວຍດ້ານກົດໝາຍ</p> <p>(6) ອົງທ່ານທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດໂຄງການ</p>		<p>•ກະຊວງສາທາລະນະສຸກສຶກສາສາຍໄຂອາຍເພື່ອສະໜັບສະໜູນການພັດທະນາວະບົບການອອກໃບອະນຸຍາດສໍາລັບຜູ້ປະກອບວິຊາຊີບປັນປົວ</p> <p>ບົດບາດແລະຄວາມຮັບຜິດຊອບຂອງໜ່ວຍງານທີ່ກ່ຽວຂ້ອງແມ່ນຈະແຈ້ງແລະໜ່ວຍງານທີ່ຮັບຜິດຊອບມີສິດ ອໍາ ບາດຂອງຕົນໃນການຕັດສິນໃຈ..</p>

ສຳລັບຜະຍາບານ"

- 1.6 ສ້າງ ແລະປັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບການ ການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປົນປົດ ຕົວຢ່າງ ສຳລັບຜູ້ທີ່ສອບເສັງຜ່ານ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານແລະຜະດຸງຄົ້ນ"
- 1.7 ສ້າງ ເອກະສານທີ່ຈຳເປັນສຳລັບການ ການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປົນປົດສົມບູນ ສຳລັບຜູ້ທີ່ສຳເລັດ "ແຜນການຝຶກການດ້ານວິຊາຊີບສຳລັບຜະຍາບານ"
- 1.8 ປັບປຸງຖານຂໍ້ມູນການຂຶ້ນທະບຽນແລະການອອກໃບອະນຸຍາດ ໃດຍຜິຈາວະນະເຖິງຖານຂໍ້ມູນອື່ນໂດຍ ໜ້ອຍໜຶ່ງແຕກຕ່າງກັນ.

- 2. ຫ້ອງການໂຄງການ ການສະໜອງເຄື່ອງໃຊ້ທີ່ຈຳເປັນ ເຊັ່ນ: ໄຟຟ້າ ແລະ ນໍ້າ, ສ້າງສ່ວນອອກມາສະໜອງຕ່າງໆ ເຊັ່ນ: ເພີ່ມເຕີ
- 3. ອຸປະກອນ ຜົນທີ່ປະຊາຊົນທີ່ຈຳເປັນ, ອຸປະກອນ, ວັດສະດຸ ແລະ ການບຳລຸງຮັກສາ

2.1 ເກັບກຳຂໍ້ມູນທີ່ກ່ຽວຂ້ອງ ວ່າມາດທຳການສອບເສັງວະດັບຊາດຂອງວິຊາຊີບປົນປົດອື່ນໆໃນ ສປປລາວ, ການສອບເສັງຈົບຊັ້ນຂອງສະຖານການສຶກສາ, ແລະ ການສອບເສັງວະດັບຊາດຂອງບັນດາປະເທດຕ່າງໆໃນ ອາຊຽນ

2.2 ແຕ່ງຕັ້ງຄະນະກຳມະການສອບເສັງວະດັບຊາດ ສຳລັບຜະຍາບານ ແລະຜະດຸງຄົ້ນ ພາຍໃຕ້ສະພາຄຸ້ມ ຄອງວິຊາຊີບປົນປົດ

2.3 ກຳນົດຕາຕະລາງແຜນການໃນການຈັດຕັ້ງປະຕິບັດຈົບຮອດການອອກໃບຢັ້ງຢືນການເສັງຜ່ານ "ການ ສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ".

2.4 ກຳນົດກອບໂຄງຮ່າງຂອງ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ" ວ່າມາດທຳວິຊາ ສອບເສັງ, ຕົວອະໄຫວການເສັງຜ່ານ, ຮູບແບບຄຳຖາມ, ຈຳນວນຄຳຖາມ ແລະ ອື່ນໆ.

2.5 ການດັດສິນເງື່ອນໄຂການເສັງຜ່ານແລະວິທີການໃຫ້ທະແນນການ "ການສອບເສັງວະດັບຊາດສຳລັບ ຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ"

2.6 ການກະກຽມ ແຜນຜັງ ແລະ ຄຳຖາມ ສຳລັບ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ"[9]

2.7 ການຈັດຕັ້ງປະຕິບັດການທົດລອງ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ" ໃນ ວະດັບນ້ອຍ

2.8 ການຕົວຈິງອາຈານຜູ້ມີຄວາມສອບເສັງທົດລອງໃນການປັບປຸງ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ"

2.9 ດຳເນີນ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ" ໃນການຮ່ວມມືກັບສະຖາບັນ ການສຶກສາພະຍາບານວ່າມາດທຳ ການສອບເສັງຄົ້ນໃໝ່.

2.10 ດຳເນີນ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ" ໃນການຮ່ວມມືກັບສະຖາບັນ ການສຶກສາພະຍາບານວ່າມາດທຳ ການສອບເສັງຄົ້ນໃໝ່.

2.11 ຈັດກອງປະຊຸມຕົວຕົນແລະປະກາດຜົນການສອບເສັງ.

2.12 ຕົວຈິງອາຈານຜູ້ມີຄວາມສອບເສັງວະດັບຊາດເພື່ອການຈັດຕັ້ງການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານໃນ ອັງຕ໌ໄປ

2.13 ປັບປຸງອຸປະກອນຂອງຄຳຖາມໂດຍການວິເຄາະແລະປັບປຸງຄັ້ງຄຳຖາມ

2.14 ສ້າງຄູ່ມືທີ່ຈຳເປັນສຳລັບ "ການສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ"

3.1 ການແຕ່ງຕັ້ງຄະນະກຳມະການຮັບຜິດຊອບ "ແຜນການຝຶກທັດຕ້ານຄວາມຮັບຜິດຊອບສຳລັບຜະ ຍາບານ" ຈາກບອດພະຍາບານ-ຜະດຸງຄົ້ນພາຍໃຕ້ສະພາຄຸ້ມຄອງວິຊາຊີບປົນປົດ ແລະ ພາກສ່ວນທີ່ກ່ຽວຂ້ອງ.

3.2 ເກັບກຳຂໍ້ມູນທີ່ກ່ຽວຂ້ອງແລະກຳນົດຂັ້ນຕອນການຈັດຕັ້ງປະຕິບັດ "ແຜນການຝຶກ ທັດຕ້ານຄວາມຮັບຜິດຊອບສຳລັບຜະຍາບານ"

3.3 ສ້າງບັນດາໂຄງຮ່າງສຳລັບ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບຜະຍາບານ" ວ່າມາດທຳກິດ ການຈັດຕັ້ງປະຕິບັດ ການອອກໃບຢັ້ງຢືນສຳເລັດແຜນການຝຶກທັດ

3.4 ກະກຽມເງື່ອນໄຂຂອງສະຖານທີ່ບໍລິການທີ່ຈະຮອງຮັບ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບ ຜະຍາບານ" (ເຊັ່ນ: ໂຄງສ້າງການຈັດຕັ້ງປະຕິບັດການຝຶກທັດຮັບໃບໃນການບໍລິການ, ອຸນດຸດທີ່ຂອງຄູ່ຝຶກ ແລະ

3.5 ປັບປຸງ" ສິດທິການສາມາດແຫ່ງຊາດສຳລັບຜະຍາບານ ໃນສປປລາວ (ເວກທີ1132/ກສ ວົງວັນທີ 6 ມິຖຸນາ 2013).[4]

3.6 ສ້າງຜັກສູດ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບຜະຍາບານ"

3.7 ຈັດອຸປະກອນການຮຽນ-ການສອນສຳລັບ "ແຜນການຝຶກການດ້ານວິຊາຊີບສຳລັບຜະຍາບານ"

3.8 ດຳເນີນການເຜີຍແຜ່ສຳລັບ "ແຜນການຝຶກການດ້ານວິຊາຊີບສຳລັບຜະຍາບານ" ໃຫ້ ໜ່ວຍງານຕ່າງໆທີ່ກ່ຽວຂ້ອງ (ໂຮງໝໍ, ພະແນກສາທາລະນະສຸກແຂວງ, ສະຖານການສຶກສາ ແລະອື່ນໆ)

3.9 ຈັດຝຶກອົບຮົມຄູ່ຝຶກ (ToT) ສຳລັບ "ແຜນການຝຶກການດ້ານວິຊາຊີບສຳລັບຜະຍາບານ" ໃຫ້ຄູ່ຄວາມຮັບຜິດຊອບ

3.10 ດຳເນີນ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບຜະຍາບານ" ໃດຍຮ່ວມມືກັບໂຮງໝໍ.

3.11 ດຳເນີນການຕິດຕາມແລະປະເມີນຜົນຂອງ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບຜະຍາບານ" ໂດຍ ຄະນະກຳມະການ

3.12 ອອກໃບຢັ້ງຢືນການສຳເລັດ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບຜະຍາບານ"

3.13 ຕົວຈິງອາຈານຜູ້ມີຄວາມສອບເສັງວະດັບຊາດສຳລັບຜະຍາບານ ແລະ ຜະດຸງຄົ້ນ ເຂົ້າໃນການສ້າງຜັກສູດ ໃນກິດຈະກຳ 3.6 ແລະສຶກສາການຮຽນ-ການສອນຢູ່ໃນກິດຈະກຳ 3.7.

3.14 ທົບທວນ "ແຜນການຝຶກການດ້ານວິຊາຊີບສຳລັບຜະຍາບານ" ໃນວະດັບການຂຶ້ນທະບຽນແລະການອອກໃບ ອະນຸຍາດໂດຍຜິຈາວະນະວິບວະປັບການພັດທະນາວິຊາຊີບແບບຕໍ່ເນື່ອງ.

- ຝ່າຍຂັ້ນປຸງ
- ຝ່າຍຂັ້ນປຸງ
- 1. ການນຳສ້າງຊ່ວຍເຫຼືອຂັ້ນປຸງ
- (1) ຊ່ວຍເຫຼືອໄລຍະ ຍາວ

- * ຫ້ອນທີ່ປັບປຸງໂຄງການ/ດ້ານນິຕິກຳ (1)
- * ຊ່ວຍເຫຼືອ ດ້ານການບໍລິ ພະຍາບານ
- * ຊ່ວຍເຫຼືອ ດ້ານການສຶກສາພະຍາບານ
- * ຊ່ວຍເຫຼືອດ້ານການປະສານງານໂຄງການ (2) ຊ່ວຍເຫຼືອໄລຍະ ສັ້ນ

- * ການສອບເສັງວະດັບຊາດ
- * ການບໍລິຫານການຝຶກອົບຮົມ
- * ຕ້ານນິຕິກຳ (2)
- * ການປະຊຸມສຳພັນ/ການເຜີຍແຜ່
- 2. ອຸປະກອນ
- * ອຸປະກອນສຳລັບແຜນການຝຶກອົບຮົມສຳລັບ ຜະຍາບານ

[1] ສອບເສັງຂອງໂຄງການປະກອບມີ ໃນອະນຸຍາດປະກອບວິຊາຊີບປົນປົດຕົວຢ່າງ ແລະ ສົມບູນ, ແລະ ໃນອະນຸຍາດຊົດທຳແມ່ນີ້ໄດ້ວ່າມີໃນອະນຸຍາດໂຄງການ.

[2] ຕາຕະລາງການຈັດຕັ້ງປະຕິບັດວ່າມີ i) ການປະກາດມີສອບເສັງ, ii) ການປະກາດມີສອບເສັງ, iii) ບັດເອົາສິ່ງເສັງ, iv) ຕາຕະລາງວ່າຈັດຕັ້ງປະຕິບັດ.

[3] ການສອບເສັງວະດັບຊາດສຳ ລັບຜະຍາບານແລະຜະດຸງຄົ້ນປະກອບມີພຽງ ຄຳຖາມ(MCQ), ແຕ່ແມ່ນ OSCE ສຳ ລັບຜະດຸງຄົ້ນ.

[4] ສິດທິການສາມາດ: ໝາຍເຖິງ "ຮູບຂອງສິດທິການສາມາດດ້ານວິຊາຊີບປົນປົດ ຊຶ່ງຖືກເປັນ "ຜົນຖານ", ຕ່ອນຢາງ ຄວບເປັນຜົນໄດ້ຮັບທີ່ ຄາດຄະເນໄດ້ຈາກການສຶກສາອາດມີການຝຶກແກ່ວິຊາຊີບປົນປົດ (ມາດຕາ 2, ສິດທິກຳວິຊາຊີບມີຕົກລຽນສາທາລະນະສຸກ ຜຳດັບສາມາດ ສອກໃນອະນຸຍາດປະກອບວິຊາຊີບປົນປົດ ແລະ ການຂຶ້ນທະບຽນສຳລັບຜະຍາບານວິຊາຊີບປົນປົດໃນ ສປປ ລາວ. ສ່ຽງວະດັບສູດທ້ອ ວັນທີ 24 ກໍລະກົດ 2017.

Plan of Operations

Project Title: Project for sustainable development and quality assurance of healthcare professionals in Lao PDR

Counterpart: Department of Health Care (DHC) of MOH, Healthcare Professional Bureau (HP Bureau) of Healthcare Professional Council (HPC)

Target group: Medical doctors, dentists and nurses

Inputs	Plan Actua	2018				2019				2020				2021				2022				2023				Remarks
		Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec			
Experts																										
Chief Advisor /Legislation (1)	Plan																									
	Actua																									
Chief Advisor	Plan																									
	Actua																									
Nursing Management	Plan																									
	Actua																									
Nursing Education	Plan																									
	Actua																									
Nursing Education/ Nursing Management	Plan																									
	Actua																									
Project Coordinator	Plan																									
	Actua																									
National Examination	Plan																									
	Actua																									
Professional Internship Program Management	Plan																									
	Actua																									
Legislation (2)	Plan																									
	Actua																									
Public Relations	Plan																									
	Actua																									
Equipment																										
Equipment for nurse training program	Plan																									
	Actua																									
Training overseas																										
National Examination System	Plan																									
	Actua																									
Professional Internship Program Management	Plan																									
	Actua																									
Others	Plan																									
	Actua																									

Activities	Plan Actua	2018				2019				2020				2021				2022				2023				Responsible Organization											
		Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Jan -Mar	Apr -Jun	Jul -Sep	Oct -Dec	Japan	Lao PDR												
Output 1: Licensing system is legislated.																								First National Exam				First Initial License				First Full License					
1.1 Develop an operational plan of HPC, boards, and technical working groups in order to implement the "Decision on Licensing and Registration of Healthcare Professionals".	Plan																								JICA	HP Bureau											
1.2 Clarify legislation documents necessary to be developed and/or revised for the implementation of the licensing system.	Plan																								JICA	HP Bureau											
1.3 Develop and/or revise legislation documents necessary for the licensing system for new graduates.	Plan																								JICA	HP Bureau											
1.4 Develop and/or revise legislation documents necessary for implementation of "National Examination for Nurses and Midwives".	Plan																								JICA	HP Bureau											
1.5 Develop and/or revise legislation documents necessary for implementation of "Professional Internship Program for Nurses".	Plan																								JICA	HP Bureau											
1.6 Develop necessary documents to issue the Initial License for those who passed the "National Examination for Nurses and Midwives".	Plan																								JICA	HP Bureau											
1.7 Develop necessary documents to issue the Full License for those who completed the "Professional Internship Program for Nurses".	Plan																								JICA	HP Bureau											
1.8 Improve database for registration and licensing in consideration to other databases by different entities.	Plan																								JICA	HP Bureau											
Output 2: National examination is implemented to assure quality of nurses.																																					
2.1 Collecting relevant information including national examinations of other healthcare professionals in Lao PDR, exit examination of health professional education institutions, and national examinations of other ASEAN countries.	Plan																								JICA	HP Bureau											
2.2 Set up the National Board Examination Committee for nurses and midwives under the HPC Nursing and Midwifery Board.	Plan																								JICA	HP Bureau											
2.3 Decide implementation schedule until the issuance of certificate of passing the "National Examination for Nurses and Midwives".	Plan																								JICA	HP Bureau											
2.4 Decide outlines of "National Examination for Nurses and Midwives" including the subjects of examination criteria.	Plan																								JICA	HP Bureau											

Modified Sections and the Reasons to Modify between PDM Version 1 and Version 2					
After Revision (Version 2.0)			Before Revision (Version. 1.0)		Reasons/ Remarks
Target group					
1	New	Nurses and Midwives (1)	Old	Medical doctors, dentists, nurses and midwives	To specify the direct target group of the project
Overall goals:					
2	New	<u>Licensing system for new graduates (including nurses and midwives) are continuously implemented.</u>	Old	Quality of healthcare professionals is improved in order to deliver better healthcare services in Lao PDR.	To describe the direct impact of the project on other healthcare professionals.
Overall goals: Indicators of Objectively Verifiable Indicators (OVIs)					
3	New	<u>Full license for newly graduated nurses and midwives are issued.</u>	Old	1.Full license for medical doctors, dentists, nurses and midwives are issued in accordance with legislation documents developed by the Project. 2.National examination, “nurse internship program” and renewal of license for nurses are continuously implemented. 3.“Nurse internship program” based on the criteria are implemented nationwide.	To measure the impact of the project on other healthcare professionals.
Overall goals: Means of verification					
4	New	<u>Annual report of HPC</u>	Old	1. Interview with Medical Board, Dentist Boards, and Nursing and Midwifery Board 2. HPC Records 3. Interview with HPC	To utilize same means of verification which utilized by the Healthcare Professional Council.
Project purpose: Indicators of Objectively Verifiable Indicators (OVIs)					
5	New	<u>1. Initial license for nurses and midwives who passed the national examination is issued.</u> <u>2. Full license for nurses who completed the Professional Internship Program is issued.</u>	Old	1.MOH documents necessary for implementing licensing system are developed. 2.National examination for nurses is regularly implemented. 3.“Nurse internship program” as procedures of issuing the Full license is implemented in collaborating hospitals.	Within the licensing system, issuing the initial and full license is the purpose to conduct the "National Examination" and "Professional Internship Program".
Project purpose: Means of verification					
6	New 1-2	<u>1. Annual report of HPC</u> <u>2. Annual report of HPC</u>	Old 1-3	1. Record of MoH Cabinet, Project report 2. Project report 3. Interview with collaborating hospitals, Project report	
Important assumptions for Project Purpose					
7	New	Delete	Old	National examinations for medical doctors and dentists are initiated within the Project period.	Following the "National Examinations for Nurses and Midwives," the exams for medical doctors and dentists began in 2020 already started; therefore, it is unnecessary to write this as an assumption.
Outputs					
8	New 1-3	1. Licensing system for new graduates is legislated. 2. “National Examination for Nurses and Midwives” is implemented. 3.“Professional Internship Program for Nurse” is implemented in collaborating hospitals.	Old 1-3	1. Licensing system is legislated. 2. National examination is implemented to assure quality of nurses. 3. “Nurse internship program” is implemented in collaborating hospitals, in follow of procedures to issue the Full license for nurses.	1. To specify the subject of the legislation by the project. 2. To implement together the national examination for nurses and midwives by the Nurse and Midwifery Board. 3. To use agreed terminology in the licensing and registration system among counterparts.

Indicators of Output 1					
9	New 1.1-1.3	1-1 The <u>overarching</u> legislation document(s) required for implementing licensing system <u>for new graduates</u> is approved by MOH. 1-2 Legislation document(s) necessary for implementing " <u>National Examination for Nurses and Midwives</u> " is approved by MOH. 1-3 Legislation document(s) necessary for implementing " <u>Professional Internship Program for Nurses</u> " is approved by MOH.	Old 1.1-1.3	1-1 The most indispensable legislation document(s) required for implementing licensing system is approved by MOH. 1-2 Legislation document(s) necessary for implementing national examination for nurses is approved by MOH. 1-3 Legislation document(s) necessary for implementing "Nurse internship program" is approved by MOH.	1-1 To specify the subject of the legislation by the project. 1-2 To implement together the national examination for nurses and midwives by the Nurse and Midwifery Board. 1-3 To use agreed terminology in the licensing and registration system among counterparts.
Indicators of Output 2					
10	New 2.1-2.3	2-1 " <u>National Examination for Nurses and Midwives</u> " is initiated in 2020. 2-2 Certificate of passing the " <u>National Examination for Nurses and Midwives</u> " is issued. 2-3 <u>Blueprint and question bank of the "National Examination for Nurses and Midwives"</u> are developed/ revised.	Old 2.1-2.2	2-1 National examination for nurses and midwives is initiated in 2020. 2-2 Certificate of passing the national examination for nurses is issued.	2-1 and 2-2. To implement together the national examination for nurses and midwives by the Nurse and Midwifery Board. 2-3. To measure the necessary preparation for the implementation of the national examination.
Means of verification of Output 2					
11	New 2-3	2-1 Annual report of HPC 2-2 <u>Annual report of HPC</u> 2-3 Project report	Old 2-3	2-1 Annual report of HPC 2-2 HPC record 2-3 None	2-2 To utilize same means of verification which utilized by the Healthcare Professional Council. 2-3 To add new indicators
Indicators of Output 3					
12	New 3.1-3.4	3-1. " <u>Professional Internship Program for Nurses</u> " is initiated in 2021. 3-2. <u>Certificate of completing "Professional Internship Program for Nurses"</u> is issued. 3-3. <u>Certificate of completing Training on Trainers (ToT) on "Professional Internship Program for Nurses"</u> is issued for <u>more than 50% of clinical teachers</u> . 3-4. <u>The curriculum of "Professional Internship Program for Nurses"</u> is developed.	Old 3.1-3.2	3-1. Number of nurses who completed the "nurse internship program" (XX people). 3-2. Revised criteria for "nurse internship program" are approved by HPC	3-1. Criteria for "nurse internship program" is a part of the comprehensive plan of the program. Therefore, the commencement of the program includes setting a criterion for implementing hospitals, establishing the committees, developing a curriculum, providing capacity building of the trainers, and preparing the necessary equipment. 3-2. This indicator is not measured quantitatively because it is subject to bias due to external conditions (e.g., the COVID-19 pandemic, financial barriers to implementation). 3-3. Clinical teachers' quality is crucial to ensure the sustainable implementation of the "Professional Internship Program for nurses". 3-4. To measure the necessary preparation for the implementation of the " <u>Professional Internship Program for Nurses</u> "
Means of verification of Output 3					
13	New 2-4	3-1 Record from collaborating hospitals, Annual report of HPC 3-2 <u>Record from collaborating hospitals, Annual report of HPC</u> 3-3 <u>Record from collaborating hospitals, Site visit report</u> 3-4 Project report	Old 2-4	3-1 Record from collaborating hospitals; Annual report of HPC 3-2 Interview HPC, Annual report of HPC 3-3 None 3-4 None	3-3, 3-4 To add new indicators
Activities					
14	New 1.3	Develop and/or revise legislation documents necessary for the licensing system <u>for new graduates</u> .	Old 1.3	Develop and/or revise legislation documents necessary for the licensing system.	To specify the subject of the legislation by the project.
15	New 1.4	Develop and/or revise legislation documents necessary for implementation of " <u>National Examination for Nurses and Midwives</u> ".	Old 1.4	Develop and/or revise legislation documents necessary for implementation of national examination.	To implement together the national examination for nurses and midwives by the Nurse and Midwifery Board.
16	New 1.5	Develop and/or revise legislation documents necessary for implementation of " <u>Professional Internship Program for Nurses</u> ".	Old 1.5	Develop and/or revise legislation documents necessary for implementation of "nurse internship program".	To use agreed terminology in the licensing and registration system among counterparts.
17	New 1.6	Develop necessary documents to issue the Initial License for those who <u>passed the "National Examination for Nurses and Midwives"</u> .		None	

18	New1.7	<u>Develop necessary documents to issue the Full License for those who completed the "Professional Internship Program for Nurses".</u>		None	To support following the procedure in the "Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025 (No.2098/MOH 3 December 2015)".
19	New1.8	<u>Improve database for registration and licensing in consideration to other databases by different entities.</u>		None	
20	New2.2	Set up the National Board Examination Committee for nurses <u>and midwives</u> under the HPC Nursing and Midwifery Board.	Old2.2	Set up the National Board Examination Committee for nurses under the HPC Nursing and Midwifery Board.	To implement together the "National Examination for Nurses and Midwives" by the Nurse and Midwifery Board.
21	New2.3	Decide implementation schedule until the issuance of certificate of passing the " <u>National Examination for Nurses and Midwives</u> ".	Old2.3	Decide implementation schedule until the issuance of certificate of passing the national examination for nurses.	
22	New2.4	Decide outlines of " <u>National Examination for Nurses and Midwives</u> " including the subjects of examination, criteria, question format, number of questions etc.	Old2.4	Decide outlines of national examination for nurses including the subjects of examination, criteria, question format, number of questions etc.	
23	New2.5	Decide the pass criteria and scoring method of the " <u>National Examination for Nurses and Midwives</u> ".	Old2.5	Decide the pass criteria and scoring method of national examination for nurses.	
24	New2.6	Prepare <u>blueprint and</u> questions for the " <u>National Examination for Nurses and Midwives</u> ".	Old2.6	Prepare questions for a national examination for nurses.	
25	New2.7	Implement pilot of " <u>National Examination for Nurses and Midwives</u> " on a small scale.	Old2.7	Implement pilot of national examination for nurses on a small scale.	To implement together the "National Examination for Nurses and Midwives" by the Nurse and Midwifery Board.
26	New2.8	Reflect the pilot results in improving " <u>National Examination for Nurses and Midwives</u> ".	Old2.8	Reflect the pilot results in improving national examination for nurses.	
27	New2.10	Implement " <u>National Examination for Nurses and Midwives</u> " in cooperation with nursing educational institutions <u>including re-examination</u> .	Old2.10	Implement national examination(s) in cooperation with nursing educational institutions.	To ensure the procedure for those failed examinees.
28	New2.11	<u>Organize judgement meeting and issue the results.</u>			To support following the procedure in the instruction on Implementation of Registration and Licensing of Healthcare Professionals (No. 0108/HPC, 27 November 2020).
29	<u>New2.12</u>	Reflect the evaluation of the examination practice in the next national examination(s).	Old2.11	Reflect the evaluation of the examination practice in the next national examination(s).	
30	New2.13	<u>Improve the question quality by analyzing the result and develop question bank.</u>			To ensure the quality of questions in the question bank.
31	New2.14	Create <u>necessary manuals</u> of the " <u>National Examination for Nurses and Midwives</u> ".	Old2.12	Create an implementation manual of the national examination for nurses	To develop not only implementation manual but also question creation manual and so on.
32	New3.1	Set up a task force on " <u>Professional Internship Program for Nurses</u> " under the Nursing and Midwifery Board of HPC with other relevant groups.	Old3.1	Set up a task force on "Nurse Internship Program" under the Nursing and Midwifery Board of HPC with other relevant groups.	To use agreed terminology in the licensing and registration system among counterparts.
33	New3.2	<u>Collect relevant information</u> for " <u>Professional Internship Program for Nurses</u> ".	Old3.2	Collect relevant information and draft a concept-note-for " <u>Professional Internship Program for Nurses</u> " for new graduate nurses as requirement of issuing the Full license.	To generalize the purpose of information collecting and to use agreed terminology in the licensing and registration system among counterparts.

34	New3.3	Draw up outlines of “ <u>Professional Internship Program for Nurses</u> ” including implementing schedule for the issuance of certificate of <u>completing the program</u> .	Old3.3	Draw up outlines of “Nurse Internship Program” including implementing schedule for the issuance of certificate of completing the program to Initial license holders.	To use agreed terminology in the licensing and registration system among counterparts.
35	New3.4	Prepare facility criteria of hospitals to accept “ <u>Professional Internship Program for Nurses</u> ” (such as implementation structure of in-service training, qualification of trainers etc.)	Old3.4	Prepare facility criteria of hospitals to accept “Nurse Internship Program” (such as implementation structure of in-service training, qualification of trainers etc.)	
36	New3.5	Revise “ <u>National Competencies for Licensed Nurses in Laos PDR (1132/MoH, issued on June 6, 2013)</u> ”.			To support fundamental document to develop curriculum for “Professional internship program for nurses”.
37	New3.6	Develop curriculum for “ <u>Professional Internship Program for Nurses</u> ”.	Old3.5	Work out contents of “nurse internship program” (such as training curriculum, evaluation method to trainees and completing criteria for trainees).	To develop a curriculum abiding by the existing “Scope of Nursing Practice (726/MoH, 7 April 2015)” and “National Competencies for Licensed Nurses in Laos PDR (revised version)”.
38	New3.7	<u>Organize teaching-learning materials</u> of “ <u>Professional Internship Program for Nurses</u> ”.	Old3.6	Develop implementation guidelines and manual of “nurse internship program”	To consolidate and maximize existing resources to implement the program.
39	New3.8	Conduct dissemination activities of “ <u>Professional Internship Program for Nurses</u> ” to collaborating agencies (hospitals, provincial health departments and educational institutions, etc.).	Old3.7	Conduct dissemination activities of “ <u>Professional Internship Program for Nurses</u> ” to collaborating agencies (hospitals, provincial health departments etc.)	To include educational institutions as an important counterpart for the “ <u>Professional Internship Program for Nurses</u> ”.
40	New3.9	<u>Conduct Training on Trainers (ToT)</u> of “ <u>Professional Internship Program for Nurses</u> ” for Clinical Teachers.			To build the capacity of the Clinical Teachers who supervise the program.
41	New3.10	Conduct “ <u>Professional Internship Program for Nurses</u> ” in collaborating hospitals	Old3.8	Conduct “Nurse Internship Program” in collaborating hospitals	To use agreed terminology in the licensing and registration system among counterparts.
42	New3.11	<u>Conduct monitoring and evaluation</u> of “ <u>Professional Internship Program for Nurses</u> ” by committees.			To ensure the quality of the program through supervision by each level of committees.
43	New3.12	Issue certificate of completing “ <u>Professional Internship Program for Nurses</u> ”.			To support following the procedure in the instruction on Implementation of Registration and Licensing of Healthcare Professionals (No. 0108/HPC, 27 November 2020).
44	New3.13	Reflect results of “ <u>Professional Internship Program for Nurses</u> ” into <u>developed curriculum in activity 3.6 and teaching-learning materials in activity 3.7</u> .	Old3.9	Reflect results of “nurse internship program” into guidelines and manual developed in activity 3.6.	To ensure the quality of the program.
45	New3.14	<u>Review the “Professional Internship Program for Nurses” in the registration and licensure system by considering CPD system</u> .			To determine the experience of the “Professional Internship Program for Nurses” in the implementation of the “Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025 (No.2098/MOH 3 December 2015)”.
Explanatory note					
46	New	(1) The Project scope includes Initial and Full licenses, and Temporary license is excluded the project scope. (2) Implementation schedule includes i) announcement of exam dates, ii) distribution of application form, iii) exam admission card; iv) schedule for implementation. (3) National Examination for Nurses and Midwives includes only MCQ, but not OSCE for Midwives. (4) Competencies are defined as "A set of competencies that are considered to be "basic", i.e. those that should be an expected outcome of a healthcare profession pre-service education. (Article 2, "Decision of the Minister of Health on Licensing and Registration of Healthcare Professionals in the Lao PDR", final draft as of 24 May 2017)	Old	(1) The Project scope includes Initial and Full license, and Temporary license is excluded the project scope. (2) Competencies are defined as "A set of competencies that are considered to be "basic", i.e. those that should be an expected outcome of a healthcare profession pre-service education. (Article 2, "Decision of the Minister of Health on Licensing and Registration of Healthcare Professionals in the Lao PDR", final draft as of 24 May 2017). (3) Implementation schedule includes i) announcement of exam dates, ii) distribution of application form, iii) exam admission card; iv) schedule for implementation. (4) Duration of “Professional Internship Program for Nurses” is planned for one year	(3) OSCE for midwives is under discussion whether to include in the "National Examination" or part of the final examination during the pre-service education. Old (4) Duration of “Professional Internship Program for Nurses” is stated in the curriculum.

Important assumptions for activities :					
47	New	Delete	Old	<p>National register of existing health professionals is implemented in accordance with rules and regulations of HPC.</p> <p>Core competencies are equipped for students of health professional educational institutions.</p>	<p>The project focus on the registration and licensing of the new graduates.</p> <p>Revising “National Competencies for Licensed Nurses in Laos PDR is a fundamental activity to develop the curriculum for “Professional Internship Program for Nurses” in activity 3.5.</p>
Pre-conditions :					
48	New	<p>MOH keeps the policy in favor of the development of the licensing system for healthcare professionals.</p> <p><u>Role and responsibilities of relevant entities are clarified, and responsible entity has their authority in decision making.</u></p>	Old	<p>MOH keeps the policy in favor of the development of the licensing system for healthcare professionals.</p>	<p>Governance issue of the Healthcare Professional Council is crucial to implement the “Strategy on Healthcare Professional Licensing and Registration System in the Lao PDR 2016-2025 (No.2098/MOH 3 December 2015)”.</p>

ພາກສ່ວນການປັບແກ້ແຜນງານໂຄງການ ສະບັບທີ 01 ແລະ ສະບັບທີ 02

ຫຼັງຈາກການປັບແກ້(ສະບັບທີ 2.0)		ກ່ອນການປັບແກ້(ສະບັບທີ 1.0)		ເຫດຜົນ/ ໝາຍເຫດ	
1	ໃໝ່	ພະຍາບານ ແລະ ຜະດຸງຄັນ (1)	ເກົ່າ	ແຜນ, ທັນຕະແຜນ ແລະ ພະຍາບານ ແລະ ຜະດຸງຄັນ	ພ້ອມພຸ້ນໜ້າໜ້າໂດຍກົງຂອງໂຄງການ
ເບົ້າໝາຍລວມ:					
2	ໃໝ່	<u>ລະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວສໍາລັບນັກສຶກສາຈົບໃໝ່ (ສໍາລັບ ພະຍາບານ ແລະ ຜະດຸງຄັນ ໄດ້ຖືກຈັດຕັ້ງປະຕິບັດຢ່າງຕໍ່ເນື່ອງ.</u>	ເກົ່າ	ຄຸນະພາບຂອງຜູ້ປະກອບວິຊາຊີບປິ່ນປົວໄດ້ຮັບການປັບປຸງເພື່ອໃຫ້ການບໍລິການດ້ານສາທາລະນະສຸກທີ່ດີຂຶ້ນ ໃນສປປລາວ.	ເພື່ອອະທິບາຍຜົນຂອງໂຄງການຕໍ່ກັບຜູ້ປະກອບວິຊາຊີບປິ່ນປົວ
ຕົວຊີ້ບອກການກວດສອບຕາມຈຸດປະສົງ (OVIs)					
3	ໃໝ່	<u>ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວສໍາລັບນັກສຶກສາຈົບໃໝ່ ສໍາລັບ ພະຍາບານ ແລະ ຜະດຸງຄັນ</u>	ເກົ່າ	1.ການອອກໃບປະກອບວິຊາຊີບປິ່ນປົວສົມບູນ ສໍາລັບ ແຜນ, ທັນຕະແຜນ, ພະຍາບານ ແລະ ຜະດຸງຄັນ ໄດ້ຮັບໃສ່ເອກະສານນິຕິກຳທີ່ຖືກສ້າງຂຶ້ນໂດຍໂຄງການ. 2.ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານ, "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ແລະ ການຕໍ່ອາຍໃບອະນຸຍາດປະກອບວິຊາຊີບປິ່ນປົວ ສໍາລັບພະຍາບານ ແມ່ນໄດ້ຖືກຈັດຕັ້ງປະຕິບັດຢ່າງຕໍ່ເນື່ອງ.	ເພື່ອວັດແທກຜົນຂອງໂຄງການຕໍ່ກັບຜູ້ປະກອບວິຊາຊີບປິ່ນປົວ
ວິທີກວດສອບ					
4	ໃໝ່	<u>ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ</u>	ເກົ່າ	1. ການສໍາເລັດບອດການແຜນ, ບອດທັນຕະ, ແລະບອດພະຍາບານແລະຜະດຸງຄັນ 2. ບົດບັນທຶກຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ 3. ການສໍາເລັດສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ	ເພື່ອນໍາໃຊ້ວິທີການກວດສອບອັນດຽວກັນທີ່ ນໍາໃຊ້ໂດຍສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ
ຕົວຊີ້ບອກ ຂອງ ຕົວຊີ້ບອກການກວດສອບຕາມຈຸດປະສົງ(OVIs)					
5	ໃໝ່	<u>1. ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວເບື້ອງຕົ້ນສໍາລັບຜູ້ທີ່ຜ່ານການສອບເສັງລະດັບຊາດ.</u> <u>2. ອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວສົມບູນສໍາລັບຜູ້ທີ່ຜ່ານການຝຶກງານວິຊາຊີບສໍາລັບພະຍາບານ</u>	ເກົ່າ	1.ເອກະສານສາທາລະນະສຸກທີ່ຈໍາເປັນສໍາລັບລະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວ ໄດ້ຖືກສ້າງຂຶ້ນ. 2.ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານໄດ້ຖືກຈັດຂຶ້ນເປັນປະຈໍາ. 3."ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ເຊິ່ງເປັນໜຶ່ງໃນຂັ້ນຕອນການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປິ່ນປົວສົມບູນ ແມ່ນໄດ້ຖືກຈັດຕັ້ງປະຕິບັດໂດຍຮ່ວມມືກັບໂຮງໝໍ.	ພາຍໃນລະບົບການອອກໃບອະນຸຍາດ, ການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປິ່ນປົວເບື້ອງຕົ້ນແລະສົມບູນແມ່ນຈຸດປະສົງເພື່ອດໍາເນີນການ "ການສອບເສັງລະດັບຊາດ" ແລະ "ແຜນການຝຶກງານວິຊາຊີບສໍາລັບພະຍາບານ".
ວິທີກວດສອບ					
6	ໃໝ່ 1-2	<u>1. ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ</u> <u>2. ບົດລາຍງານປະຈໍາປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປິ່ນປົວ</u>	ເກົ່າ 1-3	1. ບົດບັນທຶກຂອງໜັງສືການກະຊວງສາທາລະນະສຸກ, ບົດລາຍງານຂອງໂຄງການ 2.ບົດລາຍງານຂອງໂຄງການ 3.ການສໍາເລັດໜ່ວຍງານໂຮງໝໍທີ່ກ່ຽວຂ້ອງ, ບົດລາຍງານຂອງໂຄງການ	
ສົມມຸດຕິຖານທີ່ສໍາຄັນສໍາລັບຈຸດປະສົງຂອງໂຄງການ					
7	ໃໝ່	ລົບອອກ	ເກົ່າ	ການສອບເສັງລະດັບຊາດສໍາລັບແຜນແລະທັນຕະແຜນແມ່ນໄດ້ເລີ່ມພາຍໃນໄລຍະໂຄງການ.	ປະຕິບັດຕາມ "ການສອບເສັງລະດັບຊາດ ສໍາ ລັບພະຍາບານແລະຜະດຸງຄັນ", ການສອບເສັງສໍາລັບແຜນແລະທັນຕະແຜນໄດ້ເລີ່ມຂຶ້ນໃນປີ 2020; ສະນັ້ນ, ຈົ່ງບໍ່ຈໍາ ເປັນຂຽນຂໍ້ສົມມຸດຖານ.
ຜົນໄດ້ຮັບ					

8	ໃໝ່ 1-3	<p>1. ລະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິດສໍາລັບຜູ້ຈັບໃໝ່ໄດ້ຖືກຮັບຮອງ.</p> <p>2. "ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນ" ໄດ້ຖືກຈັດຂຶ້ນ.</p> <p>3. "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ແມ່ນໄດ້ຖືກຈັດຕັ້ງປະຕິບັດ ໂດຍຮ່ວມມືກັບໂຮງໝໍ.</p>	ຕົ້ນ 1-3	<p>1. ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບລະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິດ ໄດ້ຖືກສ້າງຂຶ້ນ.</p> <p>2. ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານໄດ້ຖືກຈັດຂຶ້ນເປັນປະຈໍາ.</p> <p>3. "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ເຊິ່ງເປັນໜຶ່ງໃນຂັ້ນຕອນການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປັ້ນປິດສົມບູນ ແມ່ນໄດ້ຖືກຈັດຕັ້ງປະຕິບັດໂດຍຮ່ວມມືກັບໂຮງໝໍ.</p>	<p>1. ເພື່ອລະບຸຫົວຂໍ້ຂອງນິຕິກຳໂດຍໂຄງການ.</p> <p>2. ເພື່ອຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນໂດຍບອດພະຍາບານແລະຜະດຸງຄົ້ນ.</p> <p>3. ນໍາໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂຶ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ.</p>
ຕົວຊີ້ວັດ ຜົນໄດ້ຮັບ 1					
9	ໃໝ່ 1.1-1.3	<p>1-1 ເອກະສານນິຕິກຳວອມ ທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ ລະບົບການການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປັ້ນປິດ ສໍາລັບຜູ້ຈັບໃໝ່ ແມ່ນຖືກຮັບຮອງໂດຍກະຊວງສາທາລະນະສຸກ.</p> <p>1-2 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ການສອບເສັງລະດັບຊາດ ສໍາລັບພະຍາບານ ແລະ ຜະດຸງຄົ້ນ" ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>1-3 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ແຜນການຝຶກງານສໍາລັບພະຍາບານ" ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p>	ຕົ້ນ 1.1-1.3	<p>1-1 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດລະບົບການການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປັ້ນປິດ ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>1-2 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານ ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p> <p>1-3 ເອກະສານນິຕິກຳທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ແຜນການຝຶກງານສໍາລັບພະຍາບານ" ແມ່ນຖືກຮັບຮອງໂດຍ ກະຊວງສາທາລະນະສຸກ.</p>	<p>1-1 ເພື່ອລະບຸຫົວຂໍ້ຂອງນິຕິກຳໂດຍໂຄງການ.</p> <p>1-2 ເພື່ອຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນໂດຍບອດພະຍາບານແລະຜະດຸງຄົ້ນ.</p> <p>1-3 ນໍາໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂຶ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ.</p>
ຕົວຊີ້ວັດ ຜົນໄດ້ຮັບ 2					
10	ໃໝ່ 2.1-2.3	<p>2-1 "ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນ" ຄຳທ້າອັດ ແມ່ນຈັດຕັ້ງປະຕິບັດໃນປີ 2020.</p> <p>2-2 ໄດ້ມີການອອກໃບຍົກຍົກການສອບເສັງລະດັບຊາດຜ່ານໄດ້ສໍາລັບພະຍາບານແລະ ຜະດຸງຄົ້ນ ຜູ້ທີ່ເສັງຜ່ານ.</p> <p>2-3 ແຜນຜັງ ແລະ ຄຳຄຳຖາມຂອງ "ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນ" ໄດ້ຖືກສ້າງຂຶ້ນ/ປັບປຸງ.</p>	ຕົ້ນ 2.1-2.2	<p>2-1 ການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານຄັ້ງທໍາອິດ ແມ່ນຈັດຕັ້ງປະຕິບັດໃນປີ 2020.</p> <p>2-2 ໄດ້ມີການອອກໃບຍົກຍົກການສອບເສັງລະດັບຊາດຜ່ານໄດ້ສໍາລັບພະຍາບານຜູ້ທີ່ເສັງຜ່ານ.</p>	<p>2-1 ແລະ 2-2. ເພື່ອຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດສໍາລັບພະຍາບານແລະຜະດຸງຄົ້ນໂດຍບອດພະຍາບານແລະຜະດຸງຄົ້ນ.</p> <p>2-3. ເພື່ອຈັດແຕກການກະກຽມທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດ.</p>
ວິທີກວດສອບ ຜົນໄດ້ຮັບ 2					
11	ໃໝ່ 2-3	<p>2-1 ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>2-2 ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>2-3 ບົດວາຍງານໂຄງການ</p>	ຕົ້ນ 2-3	<p>2-1. ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>2-2. ບົດບັນທຶກຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>2-3. ບໍ່ມີ</p>	<p>2-2 ເພື່ອນໍາໃຊ້ວິທີການກວດສອບອັນດຽວກັນທີ່ ນໍາໃຊ້ໂດຍສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>2-3 ເພື່ອເພີ່ມຕົວຊີ້ວັດໃໝ່</p>
ຕົວຊີ້ວັດ ຜົນໄດ້ຮັບ 3					
12	ໃໝ່ 3.1-3.4	<p>3-1. "ແຜນການຝຶກຫັດດ້ານຄວິດສໍາລັບພະຍາບານ" ໄດ້ວິເລີ້ມໃນປີ 2021.</p> <p>3-2. ໄດ້ອອກໃບຍົກຍົກການສໍາເລັດ "ແຜນການຝຶກຫັດດ້ານຄວິດສໍາລັບພະຍາບານ"</p> <p>3-3. ອອກໃບຍົກຍົກການສໍາເລັດ ການຝຶກອົບຮົມຄວິດສໍາລັບ (ToT) ສໍາລັບ "ແຜນການຝຶກຫັດດ້ານຄວິດສໍາລັບພະຍາບານ" ຫາຍກວ່າ 50% ຂອງຄອບຄົວຄວິດສໍາລັບພະຍາບານ.</p> <p>3-4. ໄດ້ສ້າງຫັກສດ "ແຜນການຝຶກຫັດດ້ານຄວິດສໍາລັບພະຍາບານ".</p>	ຕົ້ນ 3.1-3.2	<p>3-1 ຈໍານວນຂອງພະຍາບານທີ່ສໍາເລັດ "ແຜນການຝຶກຫັດດ້ານຄວິດສໍາລັບພະຍາບານ" (XX ຄົນ). (ຍັງບໍ່ທັນໄດ້ຕັດສິນ)</p> <p>3-2 ການດັດແກ້ເງື່ອນໄຂ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສໍາລັບພະຍາບານ" ແມ່ນຖືກຮັບຮອງໂດຍ ສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ.</p>	<p>3-1. ຕ້ອນໄຂສາລະບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບສໍາລັບພະຍາບານ" ແມ່ນພາກສ່ວນ ໜຶ່ງ ຂອງແຜນການຫຼັກຂອງໂຄງການ. ສະນັ້ນ, ການເລີ່ມຕົ້ນຂອງແຜນງານວອມມິການກໍານົດເກນການຈັດຕັ້ງປະຕິບັດໂຮງໝໍ, ການສ້າງຕັ້ງຄະນະກຳມະການ, ການສ້າງຫຼັກສູດ, ການສ້າງຄວາມອາດສາມາດຂອງຄູ່ຮຽນ, ແລະການກະກຽມອຸປະກອນທີ່ຈໍາເປັນ.</p> <p>3-2. ຕົວຊີ້ວັດນີ້ບໍ່ໄດ້ອັດແທກທາງປະລິມານເນື່ອງຈາກມັນມີຄວາມວ່າວາງເນື່ອງຈາກສະພາບການພາຍນອກ (ຕົວຢ່າງ: ການແຜ່ລະບາດຂອງ COVID-19, ອຸປະສັກທາງດ້ານການຈັດຕັ້ງປະຕິບັດ).</p> <p>3-3. ຄຸນະພາບຂອງຄູ່ຮຽນຄວິດສໍາລັບພະຍາບານ ສໍາຄັນຫຼາຍເພື່ອຮັບປະກັນການຈັດຕັ້ງປະຕິບັດແບບຍືນຍົງ "ແຜນການຝຶກງານວິຊາຊີບສໍາລັບພະຍາບານ".</p> <p>3-4. ເພື່ອຈັດແຕກການກະກຽມທີ່ຈໍາເປັນສໍາລັບການຈັດຕັ້ງປະຕິບັດ "ແຜນການຝຶກງານວິຊາຊີບສໍາລັບພະຍາບານ"</p>
ວິທີກວດສອບ ຜົນໄດ້ຮັບ 3					
13	ໃໝ່ 2-4	<p>3-1 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ, ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>3-2 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ, ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>3-3 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ, ບົດວາຍງານການຢຽນຢາມສະຖານທີ່</p> <p>3-4 ບົດວາຍງານໂຄງການ</p>	ຕົ້ນ 2-4	<p>3-1 ບົດບັນທຶກຈາກໜ່ວຍງານທີ່ ກ່ຽວຂ້ອງຈາກໂຮງໝໍ, ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>3-2 ການສໍາເລັດ ສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ, ບົດວາຍງານປະຈຳປີ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິດ</p> <p>3-3 ບໍ່ມີ</p> <p>3-4 ບໍ່ມີ</p>	<p>3-3, 3-4 ເພື່ອເພີ່ມຕົວຊີ້ວັດໃໝ່</p>

ກິດຈະກຳ					
14	ໃໝ່1.3	ສ້າງ ແລະ/ບັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບວະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິ້ວ ສຳລັບຜູ້ຈັບໃໝ່.	ຕໍາ 1.3	ສ້າງບັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບວະບົບການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິ້ວ.	ເພື່ອລະບຸຫົວຂໍ້ຂອງນິຕິກຳໂດຍໂຄງການ.
15	ໃໝ່1.4	ສ້າງ ແລະ/ບັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບການຈັດຕັ້ງປະຕິບັດ "ການສອບເສັງລະດັບຊາດ ສຳລັບພະຍາບານແລະຜະດຸງຄົນ".	ຕໍາ 1.4	ສ້າງບັບປຸງເອກະສານນິຕິກຳທີ່ຈຳເປັນສຳລັບການຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດ.	ເພື່ອຈັດຕັ້ງປະຕິບັດການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານແລະຜະດຸງຄົນໂດຍບອດພະຍາບານແລະຜະດຸງຄົນ.
16	ໃໝ່1.5	ສ້າງ ແລະ/ບັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບການຈັດຕັ້ງປະຕິບັດ " <u>ແຜນການຝຶກການດຳເນີນວິຊາຊີບສຳລັບພະຍາບານ</u> ".	ຕໍາ 1.5	ສ້າງບັບປຸງເອກະສານນິຕິກຳທີ່ຈຳເປັນສຳລັບການຈັດຕັ້ງປະຕິບັດ"ແຜນການຝຶກການດຳເນີນວິຊາຊີບສຳລັບພະຍາບານ"	ນຳໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນວະບົບການອອກໃບອະນຸຍາດແລະການຂຶ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ.
17	ໃໝ່1.6	ສ້າງ ແລະ/ບັບປຸງເອກະສານທີ່ຈຳເປັນສຳລັບການ ການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິ້ວເບື້ອງຕົ້ນ ສຳລັບຜູ້ທີ່ສອບເສັງຜ່ານ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານແລະຜະດຸງຄົນ"		ບໍ່ມີ	
18	ໃໝ່1.7	ສ້າງ ເອກະສານທີ່ຈຳເປັນສຳລັບການ ການອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປັ້ນປິ້ວສົມບູນ ສຳລັບຜູ້ທີ່ສຳເລັດ " <u>ແຜນການຝຶກການດຳເນີນວິຊາຊີບສຳລັບພະຍາບານ</u> ".		ບໍ່ມີ	ເພື່ອສະໜັບສະໜູນ ການປະຕິບັດຕາມຂັ້ນຕອນຢູ່ໃນ "ຂຸດທະສາດວ່າດ້ວຍການອອກໃບອະນຸຍາດວິຊາຊີບປັ້ນປິ້ວແລະການຂຶ້ນທະບຽນຂອງ ສປປລາວ 2016-2025 (ເລກທີ. 2098/ສທ 3 ທັນວາ 2015)".
19	ໃໝ່1.8	ບັບປຸງຖານຂໍ້ມູນການຂຶ້ນທະບຽນແລະການອອກໃບອະນຸຍາດ ໂດຍພິຈາລະນາ ເຖິງຖານຂໍ້ມູນອື່ນໂດຍ ໜ່ວຍງານທີ່ແຕກຕ່າງກັນ.		ບໍ່ມີ	
20	ໃໝ່2.2	ແຕ່ງຕັ້ງຄະນະກຳມະການສອບເສັງລະດັບຊາດ ສຳລັບພະຍາບານ ແລະຜະດຸງຄົນ ພາຍໃຕ້ສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິ້ວ	ຕໍາ2.2	ແຕ່ງຕັ້ງຄະນະກຳມະການສອບເສັງລະດັບຊາດ ພາຍໃຕ້ສະພາຄຸ້ມຄອງວິຊາຊີບປັ້ນປິ້ວ	
21	ໃໝ່2.3	ກຳນົດຕາຕະລາງແຜນການໃນການຈັດຕັ້ງປະຕິບັດຈົນຮອດການອອກໃບຍັ້ງຢືນການເສັງຜ່ານ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ".	ຕໍາ2.3	ກຳນົດຕາຕະລາງແຜນການໃນການຈັດຕັ້ງປະຕິບັດຈົນຮອດການອອກໃບຍັ້ງຢືນການເສັງຜ່ານການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ.	
22	ໃໝ່2.4	ກຳນົດກອບໂຄງຮ່າງຂອງ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ" ວອມທັງວິຊາສອບເສັງ, ເງື່ອນໄຂການເສັງຜ່ານ, ຮູບແບບຄຳຖາມ, ຈຳນວນຄຳຖາມ ແລະ ອື່ນໆ.	ຕໍາ2.4	ກຳນົດກອບໂຄງຮ່າງຂອງການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານວອມທັງວິຊາສອບເສັງ, ເງື່ອນໄຂການເສັງຜ່ານ, ຮູບແບບຄຳຖາມ, ຈຳນວນຄຳຖາມ ແລະ ອື່ນໆ.	ເພື່ອຈັດຕັ້ງປະຕິບັດພ້ອມກັບ"ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານແລະຜະດຸງຄົນ" ໂດຍບອດພະຍາບານແລະຜະດຸງຄົນ.
23	ໃໝ່2.5	ການຕັດສິນເງື່ອນໄຂການເສັງຜ່ານແລະວິທີການໃຫ້ຄະແນນການ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ"	ຕໍາ2.5	ການຕັດສິນເງື່ອນໄຂການເສັງຜ່ານແລະວິທີການໃຫ້ຄະແນນການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ.	
24	ໃໝ່2.6	ການກະກຽມ ແຜນຜັງ ແລະ ຄຳຖາມ ສຳລັບ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ"	ຕໍາ2.6	ການກະກຽມຄຳຖາມ ສຳລັບການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ.	ເພີ່ມການສ້າງແຜນຜັງ, ເຊິ່ງເປັນຂັ້ນຕອນເບື້ອງຕົ້ນໃນການກະກຽມຄຳຖາມສຳລັບການສອບເສັງລະດັບຊາດ.
25	ໃໝ່2.7	ການຈັດຕັ້ງປະຕິບັດການທົດລອງ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ" ໃນລະດັບນ້ອຍ	ຕໍາ2.7	ການຈັດຕັ້ງປະຕິບັດການທົດລອງສອບເສັງລະດັບຊາດສຳລັບພະຍາບານໃນລະດັບນ້ອຍ.	ເພື່ອຈັດຕັ້ງປະຕິບັດພ້ອມກັບ"ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານແລະຜະດຸງຄົນ" ໂດຍບອດພະຍາບານແລະຜະດຸງຄົນ.
26	ໃໝ່2.8	ການຕີລາຄາຈາກຜົນການສອບເສັງທົດລອງໃນການບັບປຸງ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ"	ຕໍາ2.8	ການຕີລາຄາຈາກຜົນການສອບເສັງທົດລອງໃນການບັບປຸງການສອບເສັງ.	
27	ໃໝ່2.10	ດຳເນີນ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ" ໃນການຮ່ວມມືກັບສະຖາບັນການສຶກສາພະຍາບານວອມທັງ ການສອບເສັງຄົນໃໝ່.	ຕໍາ2.10	ດຳເນີນການແນະນຳ ແລະ ເຜີຍແຜ່ ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນໃຫ້ກຸ່ມເບື້ອງຕົ້ນ.	ເພື່ອຮັບປະກັນຂັ້ນຕອນສຳລັບຜູ້ສອບເສັງບໍ່ຜ່ານ.

28	ໃໝ່2.11	ຈັດກອບປະຊຸມຕັດສິນແລະປະກາດຜົນການສອບເສັງ.			ເພື່ອສະໜັບສະໜູນການປະຕິບັດຕາມຂັ້ນຕອນໃນ ຄຳແນະນຳວ່າດ້ວຍການການຂັ້ນທະບຽນແລະອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປີ້ນປິວ (ເລກທີ. 0108/ສວບ, 27 ພະຈິກ 2020).
29	ໃໝ່2.12	ຕົວລາຄາຜົນການສອບເສັງລະດັບຊາດເພື່ອການຈັດຕັ້ງການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານໃນຄັ້ງຕໍ່ໄປ	ຕໍາກິດ2.11	ຕົວລາຄາຜົນການສອບເສັງລະດັບຊາດເພື່ອການຈັດຕັ້ງການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານໃນຄັ້ງຕໍ່ໄປ	
30	ໃໝ່2.13	ປັບປຸງຄຸນນະພາບຂອບເຂດຄຳຖາມໂດຍການວິເຄາະແລະປັບປຸງຄຳຖາມ			ເພື່ອຮັບປະກັນຄຸນນະພາບຂອງຄຳຖາມຢູ່ໃນຄັ້ງຄຳຖາມ.
31	ໃໝ່2.14	ສ້າງຄູ່ມືທີ່ຈຳເປັນສຳລັບ "ການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ ແລະ ຜະດຸງຄົນ"	ຕໍາກິດ2.12	ສ້າງຄູ່ມືການຈັດຕັ້ງປະຕິບັດສຳລັບການສອບເສັງລະດັບຊາດສຳລັບພະຍາບານ.	ບໍ່ພຽງແຕ່ພັດທະນາຄູ່ມືການຈັດຕັ້ງປະຕິບັດເທົ່ານັ້ນແຕ່ຍັງພັດທະນາຄູ່ມືການສ້າງຄຳຖາມແລະອື່ນໆ.
32	ໃໝ່3.1	ການແຕ່ງຕັ້ງຄະນະກຳມະການຮັບຜິດຊອບ "ແຜນການຝຶກຫັດດ້ານຄວິດວິນິກສຳລັບພະຍາບານ" ຈາກບອດພະຍາບານ-ຜະດຸງຄົນພາຍໃຕ້ສະພາຄຸ້ມຄອງວິຊາຊີບປີ້ນປິວ ແລະ ພາກສ່ວນທີ່ກ່ຽວຂ້ອງ.	ຕໍາກິດ3.1	ການແຕ່ງຕັ້ງຄະນະກຳມະການຮັບຜິດຊອບ"ແຜນການຝຶກຫັດດ້ານຄວິດວິນິກສຳລັບພະຍາບານ" ຈາກບອດພະຍາບານ-ຜະດຸງຄົນພາຍໃຕ້ສະພາຄຸ້ມຄອງວິຊາຊີບປີ້ນປິວ ແລະ ພາກສ່ວນທີ່ກ່ຽວຂ້ອງ.	ນຳໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂັ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ
33	ໃໝ່3.2	ເກັບກຳຂໍ້ມູນທີ່ກ່ຽວຂ້ອງແລະກຳນົດຂັ້ນຕອນການຈັດຕັ້ງປະຕິບັດ"ແຜນການຝຶກຫັດດ້ານຄວິດວິນິກສຳລັບພະຍາບານ"	ຕໍາກິດ3.2	ເກັບກຳຂໍ້ມູນທີ່ກ່ຽວຂ້ອງແລະກຳນົດຂັ້ນຕອນການຈັດຕັ້ງປະຕິບັດ"ແຜນການຝຶກຫັດດ້ານຄວິດວິນິກສຳລັບພະຍາບານ" ສຳລັບພະຍາບານຈົບໃໝ່ ທີ່ຕ້ອງການໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປີ້ນປິວສົມບູນ.	ໂດຍທົ່ວໄປແລ້ວຈຸດປະສົງຂອງການເກັບກຳຂໍ້ມູນແລະການນຳໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂັ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ.
34	ໃໝ່3.3	ສ້າງບັນດາໂຄງຮ່າງສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ລວມທັງກຳນົດການຈັດຕັ້ງປະຕິບັດ ການອອກໃບຍັ້ງຢືນສຳເລັດແຜນການຝຶກຫັດ	ຕໍາກິດ3.3	ສ້າງບັນດາໂຄງຮ່າງສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ລວມທັງກຳນົດການຈັດຕັ້ງປະຕິບັດ ການອອກໃບຍັ້ງຢືນສຳເລັດແຜນການຝຶກຫັດໃຫ້ເຊິ່ງປະກອບວິຊາຊີບເບື້ອງຕົ້ນ.	ນຳໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂັ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ
35	ໃໝ່3.4	ກະກຽມເງື່ອນໄຂຂອງສະຖານທີ່ບໍລິການທີ່ຈະຮອງຮັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" (ເຊັ່ນ: ໂຄງສ້າງການຈັດຕັ້ງປະຕິບັດການຝຶກອົບຮົມໃນການບໍລິການ, ຄຸນນະພາບຂອງຄູ່ຝຶກ ແລະ ອື່ນໆ.)	ຕໍາກິດ3.4	ກະກຽມເງື່ອນໄຂຂອງສະຖານທີ່ບໍລິການທີ່ຈະຮອງຮັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" (ເຊັ່ນ: ໂຄງສ້າງການຈັດຕັ້ງປະຕິບັດການຝຶກອົບຮົມໃນການບໍລິການ, ຄຸນນະພາບຂອງຄູ່ຝຶກ ແລະ ອື່ນໆ.)	
36	ໃໝ່3.5	ປັບປຸງ" ຂີດຄວາມສາມາດແຫ່ງຊາດສຳລັບພະຍາບານ ໃນສປປລາວ (ເລກທີ 1132/ກສ ລົງວັນທີ 6 ມິຖຸນາ 2013).			ເພື່ອສະໜັບສະໜູນເອກະສານເພີ່ມທຸກເພື່ອພັດທະນາຫຼັກສູດການຮຽນສຳລັບ "ແຜນການຝຶກງານວິຊາຊີບສຳລັບພະຍາບານ".
37	ໃໝ່3.6	ສ້າງຫຼັກສູດ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ"	ຕໍາກິດ3.5	ການກຳນົດເນື້ອໃນຂອງ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ"(ເຊັ່ນ ຫຼັກສູດການຝຶກອົບຮົມ, ວິທີການປະເມີນຜົນ ແລະ ສຳເລັດການຝຶກຕາມເງື່ອນໄຂ).	ເພື່ອພັດທະນາຫຼັກສູດຕາມຫຼັກສູດທີ່ມີຢູ່ "ຂອບເຂດການຝຶກປະຕິບັດການພະຍາບານ (726/ສທ, 7 ເມສາ 2015)" ແລະ "ຂີດຄວາມສາມາດ ສຳລັບພະຍາບານອາຊີບໃນສປປລາວ (ສະບັບປັບປຸງ)".
38	ໃໝ່3.7	ຈັດອຸປະກອນການຮຽນ-ການສອນສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ"	ຕໍາກິດ3.6	ສ້າງບັນດາເນື້ອໃນການຈັດຕັ້ງປະຕິບັດແລະຄູ່ມືສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ".	ເພື່ອສ້າງລວມແລະນຳໃຊ້ຄູ່ມືພະຍາກອນທີ່ມີຢູ່ໃຫ້ຫຼາຍທີ່ສຸດເພື່ອຈັດຕັ້ງປະຕິບັດແຜນງານ.
39	ໃໝ່3.8	ດຳເນີນການເຜີຍແຜ່ສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບສຳລັບພະຍາບານ" ໃຫ້ໜ່ວຍງານຕ່າງໆທີ່ກ່ຽວຂ້ອງ (ໂຮງໝໍ, ພະແນກສາທາລະນະສຸກແຂວງ, ສະຖານການສຶກສາ ແລະອື່ນໆ)	ຕໍາກິດ3.7	ດຳເນີນການເຜີຍແຜ່ສຳລັບ "ແຜນການຝຶກງານ ສຳລັບພະຍາບານ" ໃຫ້ໜ່ວຍງານຕ່າງໆທີ່ກ່ຽວຂ້ອງ (ໂຮງໝໍ, ພະແນກສາທາລະນະສຸກແຂວງແລະອື່ນໆ)	ເພື່ອລວມເອົາສະຖານການສຶກສາເປັນຄູ່ຮ່ວມງານທີ່ສຳຄັນສຳລັບ "ແຜນການຝຶກງານວິຊາຊີບສຳລັບພະຍາບານ".
40	ໃໝ່3.9	ຈັດຝຶກອົບຮົມຄູ່ຝຶກ (ToT) ສຳລັບ "ແຜນການຝຶກງານດ້ານວິຊາຊີບສຳລັບພະຍາບານ" ໃຫ້ຄວາມສາມາດ			ເພື່ອສ້າງຄວາມສາມາດຂອງຄູ່ສອນຄວິດວິນິກສູ່ນຳພາແຜນການຝຶກງານ
41	ໃໝ່3.10	ດຳເນີນ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ໂດຍຮ່ວມມືກັບໂຮງໝໍ.	ຕໍາກິດ3.8	ດຳເນີນ "ແຜນການຝຶກງານດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ໂດຍຮ່ວມມືກັບໂຮງໝໍ.	ນຳໃຊ້ຄຳສັບທີ່ໄດ້ຕົກລົງກັນໄວ້ໃນລະບົບການອອກໃບອະນຸຍາດແລະການຂັ້ນທະບຽນລະຫວ່າງຄູ່ຮ່ວມງານ

42	ໃໝ່3.11	ດຳເນີນການຕັດຕາມແລະປະເມີນຜົນຂອງ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ໂດຍຄະນະກຳມະການ			ເພື່ອຮັບປະກັນຄຸນນະພາບຂອງແຜນງານໂດຍຜ່ານການຊີ້ນຳໂດຍຄະນະກຳມະການແຕ່ລະຂັ້ນ.
43	ໃໝ່3.12	ອອກໃບຢັ້ງຢືນການສຳເລັດ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ"			ເພື່ອສະໜັບສະໜູນການປະຕິບັດຕາມຂັ້ນຕອນໃນ ຄຳແນະນຳວ່າດ້ວຍການ ການຂຶ້ນທະບຽນແລະອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປີ້ນປິ້ວ (ເລກທີ. 0108/ສປປ, 27 ພະຈິກ 2020).
44	ໃໝ່3.13	ຕີລາຄາຜົນການດຳເນີນງານ "ແຜນການຝຶກການວິຊາຊີບສຳລັບພະຍາບານ" ເຂົ້າ ໃນການສ້າງຫຼັກສູດໃນກົດຈະກຳ 3.6 ແລະສື່ການຮຽນ-ການສອນຢູ່ໃນກົດຈະກຳ 3.7.	ຕົກ້າ3.9	ຕີລາຄາຜົນການດຳເນີນງານ "ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບພະຍາບານ" ເຂົ້າໃນການສ້າງບົດບົດແນະນຳ ແລະ ປຶ້ມຄຸມ ໃນກົດຈະກຳ 3.6	ເພື່ອຮັບປະກັນຄຸນນະພາບຂອງແຜນງານ
45	ໃໝ່3.14	ທົບທວນ "ແຜນການຝຶກການວິຊາຊີບສຳລັບພະຍາບານ" ໃນລະບົບການຂຶ້ນ ທະບຽນແລະການອອກໃບອະນຸຍາດໂດຍພິຈາລະນາລະບົບລະບົບການພັດທະນາ ວິຊາຊີບແບບຕໍ່ເນື່ອງ.			ເພື່ອກຳນົດປະສົບການຂອງ " ແຜນການຝຶກການດ້ານວິຊາຊີບ ສຳລັບ ພະຍາບານ" ໃນການຈັດຕັ້ງປະຕິບັດຕາມ "ຍຸດທະສາດວ່າດ້ວຍການອອກໃບ ປະກອບວິຊາຊີບປີ້ນປິ້ວແລະການຂຶ້ນທະບຽນຂອງ ສປປລາວ 2016-2025 (ເລກທີ.2098/ສທ 3 ທັນວາ 2015)".

ໝາຍເຫດ

46	ໃໝ່	(1)ຂອບເຂດຂອງໂຄງການປະກອບມີ ໃບອະນຸຍາດປະກອບວິຊາຊີບປີ້ນປິ້ວເບື້ອງ ຕົ້ນ ແລະ ສົມບູນ, ແລະ ໃບອະນຸຍາດຊົ່ວຄາວແມ່ນບໍ່ໄດ້ວອມໃນຂອບເຂດໂຄງການ. (2) ຕາຕະລາງການຈັດຕັ້ງປະຕິບັດວອມມີ i) ການປະກາດມັສອບເສັງ, ii ການແຈກຢາຍແບບພອມສະໝັກ, iii) ບັດເຂົ້າຫ້ອງເສັງ; iv) ຕາຕະລາງເວລາຈັດ ຕັ້ງປະຕິບັດ. (3) . ການສອບເສັງລະດັບຊາດສຳ ລັບພະຍາບານແລະຜະດຸງຄົ້ນປະກອບມີພຽງ ຄຳຖາມMCQ, ແຕ່ບໍ່ແມ່ນ OSCE ສຳ ລັບຜະດຸງຄົ້ນ. (4) ຂັດຄວາມສາມາດ: ໝາຍເຖິງ "ຊຸດຂອງຂັດຄວາມສາມາດດ້ານວິຊາຊີບປີ້ນປິ້ວ ຊຶ່ງຖືວ່າເປັນ "ພື້ນຖານ", ຕົວຢ່າງ ຄວນເປັນຜົນໄດ້ຮັບທີ່ຄາດຄະເນໄວ້ຈາກການ ສຶກສາກ່ອນການບໍລິການດ້ານວິຊາຊີບປີ້ນປິ້ນ (ມາດຕາ 2, "ຂໍ້ຕົກລົງລັດຖະມົນຕີ ກະຊວງສາທາລະນະສຸກ ວ່າດ້ວຍການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປີ້ນປິ້ວ ແລະ ການຂຶ້ນທະບຽນສຳລັບຜູ້ປະກອບວິຊາຊີບປີ້ນປິ້ວໃນ ສປປ ລາວ. ຮ່າງສະບັບ ສຸດທ້າຍ ວັນທີ 24 ກໍລະກົດ 2017.	ຕົກ້າ	1.ຂອບເຂດຂອງໂຄງການປະກອບມີ ໃບອະນຸຍາດປະກອບວິຊາຊີບປີ້ນປິ້ວເບື້ອງຕາມ ແລະ ສົມບູນ, ແລະ ໃບອະນຸຍາດຊົ່ວຄາວແມ່ນບໍ່ໄດ້ວອມໃນຂອບເຂດໂຄງການ. 2.ຂັດຄວາມສາມາດ: ໝາຍເຖິງ "ຊຸດຂອງຂັດຄວາມສາມາດດ້ານວິຊາຊີບປີ້ນປິ້ວ ຊຶ່ງຖືວ່າເປັນ "ພື້ນຖານ", ຕົວຢ່າງ ຄວນເປັນຜົນໄດ້ຮັບທີ່ຄາດຄະເນໄວ້ຈາກການ ສຶກສາກ່ອນການບໍລິການດ້ານວິຊາຊີບປີ້ນປິ້ນ (ມາດຕາ 2, "ຂໍ້ຕົກລົງລັດຖະມົນຕີ ກະຊວງສາທາລະນະສຸກ ວ່າດ້ວຍການອອກໃບອະນຸຍາດປະກອບວິຊາຊີບປີ້ນປິ້ວ ແລະ ການຂຶ້ນທະບຽນສຳລັບຜູ້ປະກອບວິຊາຊີບປີ້ນປິ້ວໃນ ສປປ ລາວ. ຮ່າງສະບັບ ສຸດທ້າຍ ວັນທີ 24 ກໍລະກົດ 2017. 3.ຕາຕະລາງການຈັດຕັ້ງປະຕິບັດປະກອບມີ i) ປະກາດວັນສອບເສັງ, ii) ການແຈກຢາຍໃບສະໝັກສອບເສັງ, iii) ບັດເຂົ້າຫ້ອງສອບເສັງ; iv) ຕາຕະລາງ ການຈັດຕັ້ງປະຕິບັດ; 4.ໄລຍະເວລາຂອງ "ແຜນການຝຶກທັດດ້ານຄວິດສາລາສຳລັບພະຍາບານ" ພິຈາລະນາ ປີ 1.	OSCE ສຳລັບຜະດຸງຄົ້ນແມ່ນຢູ່ພາຍໃຕ້ການສົນທະນາວ່າຈະວອມຢູ່ໃນ "ການສອບເສັງ ລະດັບຊາດ" ທີ່ ເປັນສ່ວນໜຶ່ງ ຂອງການສອບເສັງຈົບລົບລະຫວ່າງການສຶກສາກ່ອນ (pre-service education).
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ສົມມຸດຖານທີ່ສຳຄັນສຳລັບກົດຈະກຳ

47	ໃໝ່	ລົບອອກ	ຕົກ້າ	ການຂຶ້ນທະບຽນແຫ່ງຊາດສຳລັບຜູ້ປະກອບວິຊາຊີບປີ້ນປິ້ວໃນໄລຍະຂ້າມຜ່ານແມ່ນຖືກຈັດ ຕັ້ງປະຕິບັດຕາມກົດລະບຽບແລະຄຳແນະນຳຂອງ ສະພາຄຸ້ມຄອງວິຊາຊີບປີ້ນປິ້ວ. ຄວາມສາມາດຫຼັກແມ່ນມີຄວາມພ້ອມໃຫ້ກັບບັນຊີສຶກສາຂອງສະຖານການສຶກສາວິຊາຊີບ.	ໂຄງການສຸມໃສ່ການຂຶ້ນທະບຽນແລະອອກໃບອະນຸຍາດເຄື່ອນໄຫວວິຊາຊີບປີ້ນປິ້ວ ສຳລັບຜູ້ຈົບໃໝ່ ອໍ. ການປັບປຸງ "ຂັດຄວາມສາມາດແຫ່ງຊາດສຳລັບພະຍາບານ ໃນສປປລາວ ແມ່ນເປັນກົດຈະກຳ ພື້ນຖານ ເພື່ອພັດທະນາຫຼັກສູດ ສຳລັບ "ແຜນການຝຶກການວິຊາຊີບສຳລັບພະຍາບານ" ໃນ ກົດຈະກຳ 3.5.
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ຕົ້ອນໄຂວ່ງໜ້າ :

48	ໃໝ່	ກະຊວງສາທາລະນະສຸກຮັກສາຄວາມເປັນໄປຕາມຜົນສະໜັບສະໜູນການພັດທະນາລະບົບການ ອອກໃບອະນຸຍາດສຳລັບຜູ້ປະກອບວິຊາຊີບປີ້ນປິ້ວ . ບົດບາດແລະຄວາມຮັບຜິດຊອບຂອງໜ່ວຍງານທີ່ກ່ຽວຂ້ອງແມ່ນຈະແຈ້ງແລະໜ່ວຍງານ ທີ່ຮັບຜິດຊອບມີສິດ ອຳ ນາດຂອງຕົນໃນການຕັດສິນໃຈ.	ຕົກ້າ	ກະຊວງສາທາລະນະສຸກຮັກສາຄວາມເປັນໄປຕາມຜົນສະໜັບສະໜູນການພັດທະນາລະບົບການ ອອກໃບອະນຸຍາດສຳລັບຜູ້ປະກອບວິຊາຊີບປີ້ນປິ້ວ	ບັນຫາທາງດ້ານພາລະບົດບາດ ຂອງສະພາຄຸ້ມຄອງວິຊາຊີບປີ້ນປິ້ວ ແມ່ນສຳຄັນເພື່ອຈັດຕັ້ງປະຕິບັດ "ຍຸດທະສາດວ່າດ້ວຍການອອກໃບປະກອບວິຊາຊີບປີ້ນປິ້ວແລະການຂຶ້ນທະບຽນຂອງ ສປປລາວ 2016-2025 (ເລກທີ.2098/ສທ 3 ທັນວາ 2015)".
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Project Design Matrix

Project title: Project for Sustainable Development and Quality Assurance of Healthcare Professionals in Lao People’s Democratic Republic (Lao P.D.R.)

Project period: 23 July 2018 – 22 July 2023 (5 years)

Counterpart (C/P) organizations: Ministry of Health (MOH) Healthcare Professional Council (HPC) ,and Department of Healthcare and Rehabilitation (DHR)

Target Group: Medical doctors, dentists, nurses and midwives ¹

Collaborating agency: 1) MOH Cabinet, Department of Health Personnel (DHP), Department of Health Professional Education (DHPE), Department of Planning and Cooperation (DPC), and Department of Finance (DOF)
 2) Collaborating Hospitals
 3) Health Professional Educational Institutions
 4) Other relevant institutions and local health authorities

Ver.1.0 (as of 15 March 2019)

Narrative Summary	Objectively verifiable indicators	Means of verification	Important assumptions
<p>Overall goals: Quality of healthcare professionals is improved in order to deliver better healthcare services in Lao PDR.</p>	<ol style="list-style-type: none"> 1. Full license for medical doctors, dentists, nurses and midwives are issued in accordance with legislation documents developed by the Project. 2. National examination, “nurse internship program” and renewal of license for nurses are continuously implemented. 3. “Nurse internship program” based on the criteria are implemented nationwide. 	<ol style="list-style-type: none"> 1. Interview with Medical Board, Dentist Board, and Nursing and Midwifery Board 2. HPC Records 3. Interview with HPC 	
<p>Project purpose: Licensing system to ensure quality of healthcare professionals is developed in Lao P.D.R.</p>	<ol style="list-style-type: none"> 1. MOH documents necessary for implementing licensing system are developed. 2. National examination for nurses is regularly 	<ol style="list-style-type: none"> 1. Record of MOH Cabinet, Project report 2. Project report 	<ul style="list-style-type: none"> • National examinations for medical doctors and dentists are initiated

	implemented.		within the Project period.
	3. "Nurse internship program" as procedures of issuing the Full license is implemented in collaborating hospitals.	3. Interview with collaborating hospitals, Project report	
Outputs:			
1. Licensing system is legislated.	1-1 The most indispensable legislation document(s) required for implementing licensing system is approved by MOH. 1-2 Legislation document(s) necessary for implementing national examination for nurses is approved by MOH. 1-3 Legislation document(s) necessary for implementing "nurse internship program" is approved by MOH.	1-1 Record from MOH Cabinet 1-2 Record from MOH Cabinet 1-3 Record from MOH Cabinet	<ul style="list-style-type: none"> Approval process within HPC/MOH of relevant legislation documents/ guidelines progresses smoothly.
2. National examination is implemented to assure quality of nurses.	2-1 National examination for nurses is initiated in 2020. 2-2 Certificate of passing the national examination for nurses is issued.	2-1 Annual report of HPC 2-2 HPC record	
3. "Nurse internship program" is implemented in collaborating hospitals, in follow of procedures to issue the Full license for nurses.	3-1 Number of nurses who completed the "nurse internship program" (XX people). (TBD) 3-2 Revised criteria for "nurse internship program" are approved by HPC.	3-1 Record from collaborating hospitals; Annual report of HPC 3-2 Interview HPC, Annual report of HPC	
Activities:			
1.1. Develop an operational plan of HPC, boards, and technical working groups in order to implement the "Decision on	Input: <u>Lao side</u> 1. Assignment of Personnel (1) Project Director		<ul style="list-style-type: none"> National register of existing health professionals is implemented in

<p>Licensing and Registration of Healthcare Professionals”.</p> <p>1.2. Clarify legislation documents necessary to be developed and/or revised for the implementation of the licensing system.</p> <p>1.3. Develop and/or revise legislation documents necessary for the licensing system.</p> <p>1.4. Develop and/or revise legislation documents necessary for implementation of national examination for nurses.</p> <p>1.5. Develop and/or revise legislation documents necessary for implementation of "nurse internship program".</p> <p>2.1 Collecting relevant information including national examinations of other healthcare professionals in Lao PDR, exit examination of health professional education institutions, and national examinations of other ASEAN countries.</p> <p>2.2 Set up the National Board Examination Committee for nurses under the HPC Nursing and Midwifery Board.</p> <p>2.3 Decide implementation schedule ³ until the issuance of certificate of passing the national examination for nurses.</p> <p>2.4 Decide outlines of national examination for nurses including the subjects of examination, criteria, question format, number of questions etc.</p> <p>2.5 Decide the pass criteria and scoring</p>	<p>(2) Project Manager (3) Staff in HP Bureau, Nursing and Midwifery Board (4) Staff in DHC of MOH (5) Legal professional (6) Other necessary for the implementation of the Project</p> <p>2. Project office Necessary utilities such as electricity and water supply as well as facilities such as furniture</p> <p>3. Equipment Necessary meeting space, equipment, materials and its maintenance</p> <p><u>Japanese side</u></p> <p>1. Dispatch of Japanese Experts (1) Long-Term experts * Chief Advisor /Legislation (1) * Nursing Management * Nursing Education * Project Coordinator</p> <p>(2) Short-term experts * National Examination * Training Management * Legislation (2) * Public Relations/Dissemination</p> <p>2. Equipment * Equipment for nurse training program</p>	<p>accordance with rules and regulations of HPC.</p> <ul style="list-style-type: none"> Core competencies ² are equipped for students of health professional educational institutions <p>Pre-conditions:</p> <ul style="list-style-type: none"> MOH keeps the policy in favor of the development of the licensing system for healthcare professionals.
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<p>method of national examination for nurses.</p> <p>2.6 Prepare questions for a national examination for nurses.</p> <p>2.7 Implement pilot of national examination for nurses on a small scale.</p> <p>2.8 Reflect the pilot results in improving national examination.</p> <p>2.9 Conduct orientation sessions and dissemination activities of national examination to stakeholders.</p> <p>2.10 Implement national examination(s) in cooperation with nursing educational institutions.</p> <p>2.11 Reflect the evaluation of the examination practice in the next national examination(s).</p> <p>2.12 Create an implementation manual of the national examination for nurses.</p> <p>3.1 Set up a task force on “nurse internship program” under the Nursing and Midwifery Board of HPC with other relevant groups.</p> <p>3.2 Collect relevant information and draft a concept-note for "nurse internship program" for new graduate nurses as requirement of issuing the Full license.</p> <p>3.3 Draw up outlines of "nurse internship program" including implementing schedule for the issuance of certificate of completing the program to Initial license holders.</p> <p>3.4 Prepare facility criteria of hospitals to accept “nurse internship program” (such as implementation structure of in-service</p>	<p>3.Training overseas</p> <ul style="list-style-type: none"> * National Examination System * Training Management * Others <p>4. Local Activity Expense</p>	
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<p>training, qualification of trainers etc.)</p> <p>3.5 Work out contents of “nurse internship program” (such as training curriculum, evaluation method to trainees and completing criteria for trainees).</p> <p>3.6 Develop implementation guidelines and manual of "nurse internship program".</p> <p>3.7 Conduct dissemination activities of “nurse internship program” to collaborating agencies (hospitals, provincial health departments etc.).</p> <p>3.8 Conduct “nurse internship program” in collaborating hospitals ⁴.</p> <p>3.9 Reflect results of “nurse internship program” into guidelines and manual developed in activity 3.6.</p>		
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Notes:

1. The Project scope includes Initial and Full license, and Temporary license is excluded the project scope.
2. Core competencies are defined as "A set of competencies that are considered to be "basic", i.e. those that should be an expected outcome of a healthcare profession pre-service education. (Article 2, "Decision of the Minister of Health on Licensing and Registration of Healthcare Professionals in the Lao PDR", final draft as of 24 May 2017).
3. Implementation schedule includes i) announcement of exam dates, ii) distribution of application form, iii) exam admission card; iv) schedule for implementation;
4. Duration of “nurse internship program” is considered to be one year.