

MODULE 3. FINANCIAL ADMINISTRATION

Hospital (Code & Name)	Budget Item	Year						
		1990	1991	1992	1993	1994	1995	
	Others (2..)	20,240	20,240	20,240	29,536	20,240	0%	
	Materials and supplies	1,754,231	1,754,231	1,754,231	1,754,231	203,217	5%	
	Food (310)	115,000	115,000	115,000	115,000	258,000	6%	
	Fuel and lubricants (361)	17,700	17,700	17,700	17,700	20,000	0%	
	Med pharm products(365)	962,217	962,217	962,217	962,217	962,217	23%	
	Surgical equipment(397)	544,314	544,314	544,314	544,314	56,000	1%	
	Others (3..)	115,000	115,000	115,000	115,000	232,000	5%	
	Machinery and equipment	6,840	6,840	6,840	6,840	12,000	0%	
	Construction	0	0	0	0	0	0%	
	Donations	0	0	0	0	0	0	
	Food	0	0	0	0	0	0	
	Medicines	0	0	0	0	0	0	
	Material&supplies	0	0	0	0	0	0	
	Equipment	0	0	0	0	0	0	
	Others (4..)	0	0	0	0	0	0	
	Outpatient consultations	0	0	0	0	0	0	
	Hospitalized patients	32,724	175,105	183,012	224,286	262,333		
	1302 CHA Tocoa	Requested budget				1,849,100	5,304,479	
		Assigned budget	1,193,866	1,241,282	1,763,182	2,967,343	4,853,846	92%
		Executed budget	1,080,650	1,187,317	1,731,038	2,943,468	4,653,447	96%
	Personal services	710,106	724,876	901,371	927,022	2,879,446	59%	
	NonPersonal services	0	0	22,480	23,200	0	0%	
	Maintenance (280)	19,980	19,980	2,500	2,500	18,900	0%	
	Others (2..)	22,480	22,480	19,980	20,700	21,400	0%	
	Materials and supplies	378,000	439,936	505,201	683,501	1,948,000	40%	
	Food (310)	70,000	70,000	70,000	84,500	400,000	8%	
	Fuel and lubricants (361)	8,000	8,000	8,000	9,800	20,000	0%	
	Med pharm products(365)	160,000	187,926	199,201	299,201	865,000	18%	
	Surgical equipment(397)	140,000	160,000	160,000	21,000	465,000	10%	
	Others (3..)	68,000	68,000	68,000	80,000	198,000	4%	
	Machinery and equipment	15,280	0	0	0	0	0%	
	Construction	0	0	0	0	0	0%	
	Donations	0	0	0	0	0	0	
	Food	0	0	0	0	0	0	
	Medicines	0	0	0	0	0	0	
	Material&supplies	0	0	0	0	0	0	
	Equipment	0	0	0	0	0	0	
	Others (4..)	0	0	0	0	0	0	
	Outpatient consultations	19,991	23,819	21,363	24,732	45,850		
	Hospitalized patients	12,821	21,191	31,042	48,494	65,359		
1303 Hospital Salvador Parades	Requested budget			2,176,352				
	Assigned budget	627,285	704,812	2,244,177	2,778,332	3,204,067		
	Executed budget			1,376,667		4,363,676	136%	
	Personal services	0	0	1,130,824	1,828,692	2,014,030	63%	
	NonPersonal services	10,385	9,575	9,575	8,760	8,760	0%	
	Maintenance (280)	29,000	20,000	20,000	20,000	20,000	1%	
	Others (2..)	10,405	10,425	10,425	11,240	14,240	0%	
	Materials and supplies	0	0	0	0	0	0%	
	Food (310)	70,000	70,000	85,000	10,000	200,000	6%	
	Fuel and lubricants (361)	7,000	7,000	7,000	7,000	20,000	1%	
	Med pharm products(365)	290,000	290,000	307,400	507,400	507,400	16%	
	Surgical equipment(397)	140,000	174,000	174,000	224,000	300,000	9%	
	Others (3..)	0	0	0	0	0	0%	
	Machinery and equipment	48,340	48,340	0	0	27,900	1%	
	Construction	0	0	0	0	0	0%	
	Donations	0	0	0	0	0	0	
	Food	0	0	0	0	0	0	
	Medicines	0	0	0	0	0	0	
	Material&supplies	0	0	0	0	0	0	
	Equipment	0	0	0	0	0	0	
	Others (4..)	0	0	0	0	0	0	
	Outpatient consultations	0	0	0	0	0	0	
	Hospitalized patients	0	0	0	0	0	0	
1304 CHA Puerto Cortes	Requested budget			1,366,035	5,286,345	6,217,771		
	Assigned budget			2,751,015	33,486,611	3,691,206	59%	
	Executed budget			2,751,015	3,486,611	3,691,206	100%	
	Personal services			0	1,669,090	1,653,454	45%	
	NonPersonal services			0	0	25,600	1%	
	Maintenance (280)			10,000	15,600	10,000	0%	
	Others (2..)			12,000	0	15,600	0%	
	Materials and supplies			0	0	0	0%	
	Food (310)			96,000	130,100	180,000	5%	
	Fuel and lubricants (361)			15,000	15,000	50,000	1%	
	Med pharm products(365)			123,408	183,408	183,408	5%	
	Surgical equipment(397)			433,893	550,000	600,000	16%	
	Others (3..)			120,000	150,000	236,000	6%	
	Machinery and equipment			15,200	24,900	100,000	3%	
	Construction			0	1,500	800	0%	
	Donations			0	0	0	0	
	Food			0	0	0	0	
	Medicines			0	0	0	0	
	Material&supplies			0	0	0	0	
	Equipment			0	0	0	0	
	Others (4..)			0	0	0	0	
	Outpatient consultations			15,773	17,751	18,768		
	Hospitalized patients			90,646	85,502	120,159		
1305 Hospital Gabriela Anarado	Requested budget					66,043,226		
	Assigned budget					1,315,381	2%	
	Executed budget					1,519,607	116%	
	Personal services					9,579	1%	
	NonPersonal services					35,271	3%	
	Maintenance (280)					29,302	2%	
	Others (2..)					5,969	0%	
	Materials and supplies					1,474,753	112%	
	Food (310)					240,917	18%	

Hospital (Code & Name)	Budget Item	Year						
		1990	1991	1991	1993			1994
	Fuel and lubricants (361)					28,263	2%	
	Medi-pharm products(365)					370,299	28%	
	Surgical equipment(397)					594,311	45%	
	Others (3..)					240,965	18%	
	Machinery and equipment					0	0%	
	Construction					0	0%	
	Donations					0		
	Food					0		
	Medicines					0		
	Material&supplies					0		
	Equipment					0		
	Others (4..)					0		
	Outpatient consultations					19,763		
	Hospitalized patients					64,308		
	1306 Hospital de Roatan	Requested budget				2,587,423	3,078,068	95%
		Assigned budget				0	2,569,135	83%
		Executed budget				1,114,900	1,438,660	47%
	Personal services				0	0	0%	
	NonPersonal services				10,000	10,000	0%	
	Maintenance (280)				218,643	289,683	9%	
	Others (2..)				0	0	0%	
	Materials and supplies				0	0	0%	
	Food (310)				105,000	139,000	5%	
	Fuel and lubricants (361)				47,195	60,000	2%	
	Medi-pharm products(365)				641,725	641,725	21%	
	Surgical equipment(397)				300,635	335,000	11%	
	Others (3..)				153,325	174,000	6%	
	Machinery and equipment				0	0	0%	
	Construction				0	0	0%	
	Donations				0	0		
	Food				0	0		
	Medicines				0	0		
	Material&supplies				0	0		
	Equipment				0	0		
	Others (4..)				0	0		
	Outpatient consultations				11,871	19,312		
	Hospitalized patients				11,939	14,685		
1307 Hospital e. Aguilar Carrato	Requested budget			0	671,750	9,944,000		
	Assigned budget			481,757	634,445	1,198	0%	
	Executed budget			0	0	0	0%	
	Personal services				57,842	130,330	19%	
	NonPersonal services				0	0	0%	
	Maintenance (280)				57,842	130,330	19%	
	Others (2..)				346,633	407,883	61%	
	Materials and supplies				115,647	116,859	17%	
	Food (310)				9,943	35,500	5%	
	Fuel and lubricants (361)				10,740	44,134	7%	
	Medi-pharm products(365)				94,462	207,825	31%	
	Surgical equipment(397)				151,841	96,261	14%	
	Others (3..)				0	0	0%	
	Machinery and equipment				0	0	0%	
	Construction				0	0	0%	
	Donations				0	0		
	Food				0	0		
	Medicines				0	0		
	Material&supplies				0	0		
	Equipment				0	0		
	Others (4..)				0	0		
	Outpatient consultations				37,646	187,546	301,923	
	Hospitalized patients				72,230	573,792	1,065,819	
1308 Hospital R. Suazo Cordova	Requested budget	2,169,127	807,529	2,051,932	3,355,132	4,035,481		
	Assigned budget				2,293,836	3,375,822	84%	
	Executed budget	634,600	807,529	3,321,235	3,979,282	3,381,433	100%	
	Personal services	1,136,731	1,238,217	1,464,045	1,695,382	1,149,125	34%	
	NonPersonal services	7,500	7,500	0	159,340	0	0%	
	Maintenance (280)	2,500	2,500	5,000	6,500	6,500	0%	
	Others (2..)	5,000	5,000	7,500	9,000	9,000	0%	
	Materials and supplies	618,000	827,594	693,394	0	1,626,744	48%	
	Food (310)	93,000	93,000	123,000	5,000	250,000	7%	
	Fuel and lubricants (361)	5,000	5,000	5,000	755,744	5,000	0%	
	Medi-pharm products(365)	400,000	429,944	155,744	36,000	755,744	22%	
	Surgical equipment(397)	190,000	279,650	279,650	155,000	600,000	12%	
	Others (3..)	130,000	130,000	130,000	1,111,684	216,000	6%	
	Machinery and equipment	0	30,000	30,000	30,000	18,000	1%	
	Construction	0	0	0	0	0	0%	
	Donations	0	0	0	0	0		
	Food	0	0	0	0	0		
	Medicines	0	0	0	0	0		
	Material&supplies	0	0	0	0	0		
	Equipment	0	0	0	0	0		
	Others (4..)	0	0	0	0	0		
	Outpatient consultations	19,411	23,027	24,231	21,140	47,332		
	Hospitalized patients	20,973	33,125	39,201	45,661	64,741		

MODULE 3 FINANCIAL ADMINISTRATION

Hospital (Code & Name)	Budget Item	Year				
		1998	1991	1992	1993	1994
1309 Hospital Dr. J.M. Galvez	Requested budget					
	Assigned budget			2,356,620	2,830,770	3,193,106
	Executed budget			2,356,620 100%	2,830,770 100%	3,193,106 100%
	Personal services			1,621,620 69%	1,759,020 62%	1,573,823 49%
	NonPersonal services			0 0%	0 0%	167,400 5%
	Maintenance (280)			110,000 5%	140,750 5%	0 0%
	Others (2..)			110,000 5%	140,750 5%	167,400 5%
	Materials and supplies			625,000 27%	911,000 32%	1,451,883 45%
	Food (310)			115,000 5%	140,000 5%	250,000 8%
	Fuel and lubricants (361)			20,000 1%	20,000 1%	70,000 2%
	Med.pharm.products(365)			230,000 10%	441,000 16%	441,000 14%
	Surgical equipment(397)			160,000 7%	210,000 7%	470,046 15%
	Others (3..)			100,000 4%	100,000 4%	220,837 7%
	Machinery and equipment			0 0%	20,000 1%	0 0%
	Construction			0 0%	0 0%	0 0%
	Donations			0	0	0
	Food			0	0	0
	Medicines			0	0	0
	Material&supplies			0	0	0
	Equipment			0	0	0
	Others (4..)			0	0	0
Outpatient consultations			0	77,691	202,696	
Hospitalized patients			0	193,620	551,720	
1310 CHA San Marcos O.	Requested budget					
	Assigned budget				2,774,770	3,044,520
	Executed budget				0 0%	0 0%
	Personal services				0 0%	1,752,120 58%
	NonPersonal services				0 0%	167,400 5%
	Maintenance (280)				0 0%	0 0%
	Others (2..)				0 0%	167,400 5%
	Materials and supplies				0 0%	0 0%
	Food (310)				0 0%	200,000 7%
	Fuel and lubricants (361)				0 0%	69,999 2%
	Med.pharm.products(365)				0 0%	430,000 14%
	Surgical equipment(397)				0 0%	226,868 7%
	Others (3..)				0 0%	157,264 5%
	Machinery and equipment				0 0%	0 0%
	Construction				0 0%	0 0%
	Donations				0	0
	Food				0	0
	Medicines				0	0
	Material&supplies				0	0
	Equipment				0	0
	Others (4..)				0	0
Outpatient consultations				0	87,107	
Hospitalized patients				0	0	
1311 CHA Santa Barbara	Requested budget					
	Assigned budget			3,759,955	4,556,990	4,959,488
	Executed budget			0 0%	4,993,666 110%	5,263,620 106%
	Personal services			2,249,752 60%	2,761,191 61%	2,885,910 58%
	NonPersonal services			0 0%	0 0%	15,235 0%
	Maintenance (280)			0 0%	6,250 0%	8,550 0%
	Others (2..)			0 0%	14,800 0%	6,685 0%
	Materials and supplies			0 0%	2,189,545 48%	2,344,545 47%
	Food (310)			0 0%	280,000 6%	345,000 7%
	Fuel and lubricants (361)			0 0%	25,000 1%	25,000 1%
	Med.pharm.products(365)			0 0%	1,124,545 25%	1,124,545 23%
	Surgical equipment(397)			0 0%	550,000 12%	550,000 11%
	Others (3..)			0 0%	210,000 5%	300,000 6%
	Machinery and equipment			0 0%	27,930 1%	18,000 0%
	Construction			0 0%	0 0%	0 0%
	Donations			0	0	0
	Food			0	0	0
	Medicines			0	0	0
	Material&supplies			0	0	0
	Equipment			0	0	0
	Others (4..)			0	0	0
Outpatient consultations			55,078	49,527	78,955	
Hospitalized patients			55,079	46,528	78,956	
1312 CHA Sao Lorenzo	Requested budget					
	Assigned budget					1,982,597
	Executed budget					3,500,779 177%
	Personal services					3,448,137 98%
	NonPersonal services					2,563,710 68%
	Maintenance (280)					1,344,500 38%
	Others (2..)					700 0%
	Materials and supplies					12,745 0%
	Food (310)					0 0%
	Fuel and lubricants (361)					207,845 6%
	Med.pharm.products(365)					27,907 1%
	Surgical equipment(397)					166,240 5%
	Others (3..)					399,545 11%
	Machinery and equipment					251,589 7%
	Construction					40,423 1%
	Donations					0 0%
	Food					0
	Medicines					0
	Material&supplies					0
	Equipment					0
	Others (4..)					0
Outpatient consultations					149,746	
Hospitalized patients					99,439	

MODULE 3. FINANCIAL ADMINISTRATION

Hospital (Code & Name)	Budget Item	Year				
		1998	1999	2000	2001	2002
1313 CHA El Progreso	Requested budget		5,875,915	6,500,813	4,361,314	5,514,682
	Assigned budget	3,095,503	3,285,410 56%	3,175,217 49%	4,203,918 96%	4,906,114 89%
	Executed budget	2,999,321 97%	3,039,756 93%	2,751,602 87%	3,675,641 87%	4,152,054 85%
	Personal services	1,934,419 62%	1,926,860 59%	2,024,860 64%	2,397,151 57%	2,345,711 48%
	NonPersonal services	22,000 1%	22,000 1%	22,000 1%	0 0%	23,000 0%
	Maintenance (280)	5,000 0%	5,000 0%	5,000 0%	20,000 0%	5,000 0%
	Others (2..)	17,000 1%	17,000 1%	17,000 1%	25,000 1%	18,000 0%
	Materials and supplies	1,116,767 36%	1,314,235 40%	1,429,235 45%	1,781,767 42%	2,515,088 51%
	Food (310)	145,000 5%	145,000 4%	225,000 7%	240,000 6%	393,715 8%
	Fuel and lubricants (361)	21,767 1%	21,767 1%	21,767 1%	21,767 1%	81,767 2%
	Medi-pharm products(365)	560,000 18%	682,468 21%	723,468 23%	950,000 23%	95,000 2%
	Surgical equipment(397)	280,000 9%	355,000 11%	349,000 11%	450,000 11%	771,606 16%
	Others (3..)	110,000 4%	110,000 3%	110,000 3%	12,000 0%	318,000 6%
	Machinery and equipment	22,315 1%	22,315 1%	22,315 1%	0 0%	22,315 0%
	Construction	0 0%	0 0%	0 0%	0 0%	0 0%
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipments	0	0	0	0	0
	Others (4..)	0	0	0	0	0
	Outpatient consultations	13,241	15,415	11,365	11,665	11,146
	Hospitalized patients	42,941	53,579	71,959	68,025	94,171
1314 CHA Olanchito	Requested budget					5,433,768
	Assigned budget					5,621,221 104%
	Executed budget					5,621,221 100%
	Personal services					2,376,396 47%
	NonPersonal services					71,160 1%
	Maintenance (280)					20,000 0%
	Others (2..)					51,160 1%
	Materials and supplies					3,133,865 56%
	Food (310)					450,628 8%
	Fuel and lubricants (361)					30,483 1%
	Medi-pharm products(365)					1,167,090 21%
	Surgical equipment(397)					849,916 15%
	Others (3..)					665,748 12%
	Machinery and equipment					15,000 0%
	Construction					0 0%
	Donations					0
	Food					0
	Medicines					0
	Material&supplies					0
	Equipment					0
	Others (4..)					0
	Outpatient consultations					65,893
	Hospitalized patients					129,060
1315 Hospital M. de J. Subirana	Requested budget				3,702,474	4,114,149
	Assigned budget			2,852,696	3,476,984 94%	3,718,555 90%
	Executed budget			2,724,300 95%	3,063,994 88%	3,847,098 103%
	Personal services			1,447,580 51%	1,644,928 47%	1,817,946 49%
	NonPersonal services			0 0%	0 0%	0 0%
	Maintenance (280)			20,730 1%	23,707 1%	25,192 1%
	Others (2..)			0 0%	0 0%	0 0%
	Materials and supplies			6,074 0%	6,046 0%	0 0%
	Food (310)			222,246 8%	262,231 8%	403,995 11%
	Fuel and lubricants (361)			53,884 2%	53,638 2%	172,450 5%
	Medi-pharm products(365)			445,549 16%	445,807 13%	625,675 17%
	Surgical equipment(397)			332,887 12%	479,975 14%	589,068 16%
	Others (3..)			195,262 7%	147,762 4%	205,772 6%
	Machinery and equipment			6,074 0%	6,046 0%	0 0%
	Construction			0 0%	0 0%	0 0%
	Donations			0	0	0
	Food			0	0	0
	Medicines			0	0	0
	Material&supplies			0	0	0
	Equipment			0	0	0
	Others (4..)			0	0	0
	Outpatient consultations			0	0	0
	Hospitalized patients			0	0	0
1316 CHA Pueno Limpia	Requested budget		1,042,902	892,532	1,627,037	1,911,027
	Assigned budget	997,201		475,951 53%	1,605,265 99%	1,613,953 84%
	Executed budget	882,598 89%	576,764 55%			
	Personal services	0 0%	0 0%	0 0%	0 0%	0 0%
	NonPersonal services	34,040 3%	34,040 3%	34,040 4%	47,040 3%	47,040 2%
	Maintenance (280)	6,040 1%	6,040 1%	6,040 1%	6,040 0%	6,040 0%
	Others (2..)	28,000 3%	28,000 3%	28,000 3%	36,000 2%	36,000 2%
	Materials and supplies	483,720 49%	521,632 50%	536,622 60%	808,312 50%	935,312 49%
	Food (310)	28,320 3%	28,320 3%	28,310 3%	40,000 2%	5,000 0%
	Fuel and lubricants (361)	83,400 8%	83,400 8%	83,400 9%	83,400 5%	83,400 4%
	Medi-pharm products(365)	208,000 21%	245,912 24%	260,912 29%	460,912 28%	460,912 24%
	Surgical equipment(397)	104,000 11%	104,000 10%	104,000 12%	154,000 9%	300,000 16%
	Others (3..)	60,000 6%	60,000 6%	60,000 7%	70,000 4%	86,000 5%
	Machinery and equipment	51,670 5%	51,670 5%	51,600 6%	51,670 3%	51,670 3%
	Construction	0 0%	0 0%	0 0%	0 0%	0 0%
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
	Others (4..)	0	0	0	0	0
	Outpatient consultations	29,306	29,811	23,374	23,835	9,000
	Hospitalized patients	547	675	725	809	834

Hospital (Code & Name)	Budget Item	Year				
		1990	1991	1992	1993	1994
2201 Hospital Noroccidental	Requested budget					
	Assigned budget					
	Executed budget					
	Personal services	3,412,623	3,984,993	5,210,204	15,963,372	19,298,714
	NonPersonal services	110,231	46,521	83,627	201,648	143,701
	Maintenance (280)	65,697	40,165	56,895	153,361	81,472
	Others (2..)	44,534	6,356	26,732	48,287	59,229
	Materials and supplies	2,899,388	3,476,270	3,594,307	9,516,251	7,183,292
	Food (310)	1,448,987	1,831,108	2,005,230	2,411,382	1,983,362
	Fuel and lubricants (361)	75,696	99,793	31,134	107,864	143,745
	Med pharm products(365)	1,315,377	1,366,882	1,415,221	5,170,244	3,298,896
	Surgical equipment(377)	8,738	109,529	109,817	1,751,853	1,616,270
	Others (3..)	50,590	68,958	32,905	74,908	141,019
	Machinery and equipment	0	0	0	0	0
	Construction	0	0	0	0	0
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
Others (4..)	0	0	0	0	0	
Outpatient consultations	0	0	0	0	0	
Hospitalized patients	0	0	0	0	0	
2202 Hospital BISS (MO)	Requested budget					
	Assigned budget	36,273,600	50,423,100	62,299,500	50,484,000	66,768,800
	Executed budget	41,945,500	76,944,500	56,587,300	67,599,100	74,150,900
	Personal services	20,404,300	29,359,600	32,600,900	32,123,400	44,580,400
	NonPersonal services	0	0	0	0	0
	Maintenance (280)	3,484,800	0	0	0	0
	Others (2..)	0	4,854,200	4,492,400	4,956,700	4,316,200
	Materials and supplies	0	0	0	0	0
	Food (310)	0	0	0	0	0
	Fuel and lubricants (361)	0	0	0	0	0
	Med pharm products(365)	0	0	0	0	0
	Surgical equipment(377)	13,092,600	37,275,700	14,696,400	25,706,200	22,818,000
	Others (3..)	0	0	0	0	0
	Machinery and equipment	306,500	78,400	1,068,400	1,321,900	1,846,300
	Construction	0	0	0	124,000	0
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
Others (4..)	0	0	0	0	0	
Outpatient consultations	0	0	0	0	0	
Hospitalized patients	0	0	0	0	0	
3001 Hospital V. d'Antoni	Requested budget	7,995,500	11,574,092	20,355,894	19,419,495	24,528,048
	Assigned budget	7,995,500	11,574,092	20,355,894	19,419,495	24,528,048
	Executed budget	11,511,600	1,554,246	17,197,923	20,468,336	26,243,955
	Personal services	3,395,494	3,942,753	4,745,807	5,712,664	7,016,964
	NonPersonal services	0	0	0	0	0
	Maintenance (280)	153,175	123,137	360,370	701,327	1,041,389
	Others (2..)	0	0	0	0	0
	Materials and supplies	0	0	0	0	0
	Food (310)	136,161	206,268	211,844	242,719	312,302
	Fuel and lubricants (361)	41,082	58,553	92,526	80,235	162,753
	Med pharm products(365)	4,076,647	4,328,645	580,887	6,060,803	8,141,363
	Surgical equipment(377)	0	0	0	0	0
	Others (3..)	0	0	0	0	0
	Machinery and equipment	208,149	97,282	308,540	125,500	70,625
	Construction	0	43,724	0	313,246	0
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
Others (4..)	0	0	0	0	0	
Outpatient consultations	0	0	0	0	0	
Hospitalized patients	0	0	0	0	0	
3004 Centro Medico Quirurgico	Requested budget					
	Assigned budget					933,000
	Executed budget					300,000
	Personal services					0
	NonPersonal services					0
	Maintenance (280)					1,200
	Others (2..)					0
	Materials and supplies					0
	Food (310)					60,000
	Fuel and lubricants (361)					6,000
	Med pharm products(365)					540,000
	Surgical equipment(377)					20,000
	Others (3..)					0
	Machinery and equipment					0
Construction					0	
Donations					0	
Food					0	
Medicines					0	
Material&supplies					0	
Equipment					0	
Others (4..)					0	
Outpatient consultations					400,000	
Hospitalized patients					400,000	

MODULE 3. FINANCIAL ADMINISTRATION

Hospital (Code / Name)	Budget Item	Year					
		1990	1991	1992	1993	1994	
3005 Hospital Tela Railroad Co.	Requested budget				17,563,300	19,775,000	
	Assigned budget				16,894,900	18,675,000	96%
	Executed budget				16,871,800	18,921,000	101%
	Personal services				9,091,100	10,002,200	54%
	NonPersonal services				659,900	420,400	2%
	Maintenance (280)				659,900	420,400	2%
	Others (2..)				0	0	0%
	Materials and supplies				10,084,400	12,042,500	64%
	Food (310)				466,700	463,500	2%
	Fuel and lubricants (361)				311,100	306,100	2%
	Med/pharm products(365)				6,213,800	7,424,000	40%
	Surgical equipment(397)				692,300	532,300	3%
	Others (3..)				2,400,500	3,316,600	18%
	Machinery and equipment				60,900	60,000	0%
	Construction				0	0	0%
	Donations				0	0	0
	Food				0	0	0
	Medicines				0	0	0
	Material & supplies				0	0	0
	Equipment				0	0	0
	Others (4..)				0	0	0
	Outpatient consultations				0	0	0
	Hospitalized patients				3,024,300	3,604,100	
3006 Hospital Militar	Requested budget				10,000,000	11,000,000	
	Assigned budget				5,000,000	6,000,000	50%
	Executed budget				5,600,000	8,250,000	138%
	Personal services				0	0	0%
	NonPersonal services				0	0	0%
	Maintenance (280)				216,000	216,000	4%
	Others (2..)				0	0	0%
	Materials and supplies				0	0	0%
	Food (310)				216,000	310,000	5%
	Fuel and lubricants (361)				216,000	360,000	6%
	Med/pharm products(365)				584,000	670,400	11%
	Surgical equipment(397)				268,000	368,000	6%
	Others (3..)				315,260	315,260	5%
	Machinery and equipment				0	0	0%
	Construction				0	230,000	4%
	Donations				0	0	0
	Food				0	0	0
	Medicines				0	0	0
	Material & supplies				0	0	0
	Equipment				1,151,000	0	0
	Others (4..)				0	0	0
	Outpatient consultations				56,605	374,679	
	Hospitalized patients				1,156,000	2,185,000	
3008 Hospital Centro Medico	Requested budget						
	Assigned budget						
	Executed budget					4,695,462	
	Personal services					518,868	
	NonPersonal services					195,469	
	Maintenance (280)					93,563	
	Others (2..)					186,116	
	Materials and supplies					1,235,925	
	Food (310)					110,037	
	Fuel and lubricants (361)					63,042	
	Med/pharm products(365)					1,016,451	
	Surgical equipment(397)					0	
	Others (3..)					43,293	
	Machinery and equipment					403,379	
	Construction					99,809	
	Donations					0	
	Food					0	
	Medicines					0	
	Material & supplies					0	
	Equipment					0	
	Others (4..)					0	
	Outpatient consultations					0	
	Hospitalized patients					0	
3009 Hospital Medicasa	Requested budget						
	Assigned budget						
	Executed budget	498,671	849,890	2,852,893	1,443,917	2,652,893	
	Personal services	268,635	262,668	376,988	266,371	378,958	
	NonPersonal services	0	0	0	0	0	
	Maintenance (280)	0	0	322,519	0	0	
	Others (2..)	4,462	8,818	0	298,840	322,519	
	Materials and supplies	225,574	578,404	2,151,386	0	2,151,386	
	Food (310)	0	0	0	0	0	
	Fuel and lubricants (361)	0	0	0	0	0	
	Med/pharm products(365)	0	0	0	0	0	
	Surgical equipment(397)	0	0	0	0	0	
	Others (3..)	0	0	0	0	0	
	Machinery and equipment	0	0	0	0	0	
	Construction	0	0	0	0	0	
	Donations	0	0	0	0	0	
	Food	0	0	0	0	0	
	Medicines	0	0	0	0	0	
	Material & supplies	0	0	0	0	0	
	Equipment	0	0	0	0	0	
	Others (4..)	0	0	0	0	0	
	Outpatient consultations	0	0	0	0	0	
	Hospitalized patients	0	0	0	0	0	

MODULE 3. FINANCIAL ADMINISTRATION

Hospital (Code & Name)	Budget Item	Year									
		1990		1991		1992		1993		1994	
3010 Clinica Santa Lucia	Requested budget										
	Assigned budget					20,000		24,000		30,000	
	Executed budget					0	0%	0	0%	0	0%
	Personal services					1,500	8%	18,000	75%	21,000	70%
	NonPersonal services					0	0%	0	0%	0	0%
	Maintenance (280)					0	0%	0	0%	0	0%
	Others (2..)					0	0%	0	0%	0	0%
	Materials and supplies					0	0%	0	0%	0	0%
	Food (310)					4,000	20%	4,800	20%	6,000	20%
	Fuel and lubricants (361)					0	0%	0	0%	0	0%
	Med pharm products(365)					0	0%	0	0%	0	0%
	Surgical equipment(397)					600	3%	800	3%	1,200	4%
	Others (3..)					0	0%	0	0%	0	0%
	Machinery and equipment					0	0%	0	0%	0	0%
	Construction					0	0%	500	2%	0	0%
	Donations					0		0		0	
	Food					0		0		0	
	Medicines					0		0		0	
	Material&supplies					0		0		0	
	Equipment					0		0		0	
	Others (4..)					0		0		0	
	Outpatient consultations					0		0		32,500	
	Hospitalized patients					0		0		32,500	
3011 Clinica Medica Cristiana	Requested budget	650,000		700,000		750,000		800,000		850,000	
	Assigned budget	650,000	100%	700,000	100%	790,000	105%	800,000	100%	85,000	10%
	Executed budget	1,064,167	164%	1,237,000	177%	437,000	55%	130,623	16%	1,069,950	1235%
	Personal services	475,000	73%	481,287	69%	481,287	61%	536,940	67%	304,187	358%
	NonPersonal services	0	0%	0	0%	0	0%	0	0%	0	0%
	Maintenance (280)	198,667	31%	279,913	40%	198,667	25%	316,144	40%	106,619	125%
	Others (2..)	0	0%	0	0%	0	0%	0	0%	0	0%
	Materials and supplies	0	0%	0	0%	0	0%	0	0%	0	0%
	Food (310)	169,596	26%	169,872	24%	167,596	21%	215,983	27%	83,406	98%
	Fuel and lubricants (361)	25,399	4%	28,230	4%	25,399	3%	32,961	4%	11,013	13%
	Med pharm products(365)	82,212	13%	75,584	11%	73,500	9%	84,338	11%	168,470	198%
	Surgical equipment(397)	3,900	1%	3,500	1%	3,900	0%	4,465	1%	0	0%
	Others (3..)	0	0%	0	0%	0	0%	0	0%	0	0%
	Machinery and equipment	16,740	3%	17,735	3%	16,740	2%	10,137	1%	0	0%
	Construction	307,955	47%	319,493	46%	10,004	1%	381,375	48%	0	0%
	Donations	0		0		0		0		0	
	Food	0		0		0		0		0	
	Medicines	0		0		0		0		0	
	Material&supplies	0		0		0		0		0	
	Equipment	0		0		0		0		0	
	Others (4..)	0		0		0		0		0	
	Outpatient consultations	0		0		0		0		0	
	Hospitalized patients	0		0		0		0		0	
3012 Hospital Adv. Valle de Ang.	Requested budget										
	Assigned budget	2,400		1,900							
	Executed budget	2,387	99%	2,012,473	109078%						
	Personal services	0	0%	0	0%						
	NonPersonal services	44,195	1841%	45,648	2403%						
	Maintenance (280)	44,195	1841%	45,648	2403%						
	Others (2..)	0	0%	0	0%						
	Materials and supplies	462,797	19283%	297,405	15653%						
	Food (310)	177,625	7401%	143,391	7547%						
	Fuel and lubricants (361)	2,786	116%	3,806	200%						
	Med pharm products(365)	282,386	11766%	150,808	7906%						
	Surgical equipment(397)	0	0%	0	0%						
	Others (3..)	0	0%	0	0%						
	Machinery and equipment	154,365	6432%	130,569	6588%						
	Construction	0	0%	0	0%						
	Donations	1,892		314							
	Food	0		0							
	Medicines	0		0							
	Material&supplies	0		0							
	Equipment	0		0							
	Others (4..)	1,892		314							
	Outpatient consultations	0		0							
	Hospitalized patients	0		0							

H. FINANCIAL MANAGEMENT
2. Budget: Chart 8 (2) (by Type of Hospital)

MODULE 3. FINANCIAL ADMINISTRATION

(Unit: Lempira)

Type of Hospital	Budget Items	Year				
		1990	1991	1992	1993	1994
1 National MSP	Requested budget	100,796,876	122,704,061	140,512,834	212,028,258	74,839,265
	Assigned budget	104,141,282	132,511,353	132,526,492	178,801,677	205,262,384
	Executed budget	108,420,346	114,802,053	130,576,249	148,239,328	189,294,766
	Personal services	58,845,530	68,989,447	78,484,671	88,663,607	189,598,042
	NonPersonal services	4,103,734	4,643,864	4,498,065	2,280,371	5,687,460
	Maintenance (280)	86,385	1,895,943	1,964,090	4,185,006	2,743,345
	Others (2..)	4,018,713	6,409,839	6,308,047	6,564,685	8,252,973
	Materials and supplies	48,297,105	35,111,484	43,499,824	53,262,372	53,317,036
	Food (310)	6,065,808	9,641,844	12,150,789	10,472,378	10,731,191
	Fuel and lubricants	253,582	677,388	639,777	469,552	5,685,703
	Med pharm products	21,985,283	8,492,836	11,713,402	12,259,802	13,302,063
	Surgical equipment	12,735,716	7,160,406	10,737,290	17,259,241	16,248,682
	Others (3..)	7,256,716	8,801,764	10,198,566	12,801,397	17,856,375
	Machinery and equipment	126,175	137,370	535,318	473,874	20,838,572
	Construction	100,000	4,100,000	0	0	0
	Donations	0	0	3,760,906	4,143,734	1,770,192
	Food	0	0	578,984	216,934	70,021
	Medicines	0	0	1,789,149	467,086	167,009
	Material&supplies	0	0	155,740	455,632	207,754
	Equipment	0	0	646,220	2,377,626	656,432
	others (4..)	0	0	3,249,402	616,450	1,019,041
	Outpatient consultations	5,481,013	6,138,009	1,237,873	6,958,658	6,962,376
	Hospitalized patients	5,870,249	6,506,729	1,604,547	7,377,908	7,479,507
2 Regional MSP	Requested budget	5,535,469	11,546,834	9,377,796	7,554,362	54,410,833
	Assigned budget	9,291,448	7,780,810	10,508,942	26,539,010	32,139,256
	Executed budget	8,247,208	7,028,817	9,793,938	8,765,680	26,958,595
	Personal services	3,587,423	3,483,463	6,139,524	4,820,629	14,663,473
	NonPersonal services	79,330	69,170	69,160	109,413	155,312
	Maintenance (280)	56,164	38,000	38,000	56,329	58,000
	Others (2..)	67,814	52,490	52,480	96,004	225,607
	Materials and supplies	3,748,210	2,176,660	2,233,160	3,555,455	14,150,036
	Food (310)	928,508	860,022	871,451	1,260,015	928,105
	Fuel and lubricants	78,999	55,999	61,636	65,936	10,972,111
	Med pharm products	2,136,967	1,146,831	1,376,159	1,865,414	96,836,980
	Surgical equipment	2,144,586	1,740,705	1,713,234	2,999,821	17,735,659
	Others (3..)	564,962	607,444	652,464	1,220,861	46,941,113
	Machinery and equipment	58,208	22,350	0	42,782	174,576
	Construction	0	0	0	18,529	10,000
	Donations	0	0	0	0	0
	Food	0	0	0	0	18,562
	Medicines	0	0	0	0	953
	Material&supplies	0	0	0	0	14,535
	Equipment	0	0	0	0	0
	others (4..)	0	0	0	0	0
	Outpatient consultations	152,493	492,940	670,464	827,773	987,737
	Hospitalized patients	234,936	686,239	824,305	952,996	970,043
3 Area MSP	Requested budget	5,875,915	12,094,332	18,554,365	106,105,049	106,105,049
	Assigned budget	11,807,409	10,846,362	23,559,821	68,020,191	64,567,092
	Executed budget	9,361,596	9,375,793	21,804,812	30,978,069	51,598,853
	Personal services	5,764,372	6,873,569	12,823,168	17,780,492	26,436,079
	NonPersonal services	103,461	102,651	175,473	363,670	2,144,055
	Maintenance (280)	71,816	62,816	188,566	271,587	169,480
	Others (2..)	163,125	103,145	282,987	635,999	1,043,675
	Materials and supplies	4,350,718	4,911,618	5,806,390	8,542,285	16,646,496
	Food (310)	521,320	521,320	1,195,203	1,528,690	4,218,598
	Fuel and lubricants	142,667	142,667	241,694	1,091,744	853,811
	Med pharm products	2,580,217	2,798,467	3,418,639	5,233,349	8,863,124
	Surgical equipment	1,398,314	1,616,964	2,632,206	3,846,749	7,196,020
	Others (3..)	483,000	483,000	1,050,203	2,245,432	3,745,693
	Machinery and equipment	144,445	159,165	132,029	167,386	305,308
	Construction	0	0	0	1,500	800
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
	others (4..)	0	0	0	0	0
	Outpatient consultations	81,949	92,972	188,800	420,698	1,057,498
	Hospitalized patients	110,006	283,675	543,894	1,305,650	2,611,654
4 IHSS	Requested budget	36,273,600	50,423,100	62,299,500	50,484,000	66,768,800
	Assigned budget	41,945,500	76,944,500	56,587,300	67,599,100	74,150,900
	Executed budget	23,816,923	33,344,593	37,811,104	48,086,772	63,879,114
	Personal services	110,231	46,521	83,627	201,648	143,701
	NonPersonal services	3,550,497	40,165	56,895	153,361	84,472
	Maintenance (280)	4,434	4,860,556	4,519,132	5,004,987	4,325,429
	Others (2..)	2,829,388	3,476,270	3,594,307	9,516,251	7,183,292
	Materials and supplies	1,448,987	1,831,108	2,005,230	2,411,382	1,983,362
	Food (310)	75,696	99,793	31,134	107,264	143,745
	Fuel and lubricants	1,315,377	1,366,882	1,415,221	5,170,244	3,298,896
	Med pharm products	13,101,338	37,385,229	14,806,217	27,458,053	24,434,270
	Surgical equipment	50,590	68,958	32,905	74,908	141,019
	Others (3..)	306,500	78,400	1,068,400	1,321,900	1,846,300
	Machinery and equipment	0	0	0	124,000	0
	Construction	0	0	0	0	0
	Donations	0	0	0	0	0
	Food	0	0	0	0	0
	Medicines	0	0	0	0	0
	Material&supplies	0	0	0	0	0
	Equipment	0	0	0	0	0
	others (4..)	0	0	0	0	0
	Outpatient consultations	0	0	0	0	0
	Hospitalized patients	0	0	0	0	0

MODULE 3. FINANCIAL ADMINISTRATION

Type of Hospital	Budget Item	Year									
		1990		1991		1992		1993		1994	
5 Private (nonprofit)	Requested budget	7,995,500		11,574,092		20,355,894		36,982,795		43,303,048	
	Assigned budget	7,997,900	100%	11,575,992	100%	20,355,894	100%	36,314,375	98%	43,203,048	98%
	Executed budget	11,513,987	144%	3,626,719	31%	17,197,923	84%	37,340,136	103%	45,164,955	105%
	Personal services	3,395,494	42%	3,042,753	34%	4,745,807	23%	14,803,764	41%	17,019,164	39%
	Non-Personal services	44,195	1%	45,648	0%	0	0%	639,900	2%	420,400	1%
	Maintenance (280)	197,570	2%	166,785	1%	360,370	2%	1,361,227	4%	1,461,789	3%
	Others (2..)	0	0%	0	0%	0	0%	0	0%	0	0%
	Materials and supplies	462,797	6%	297,405	3%	0	0%	10,084,400	28%	12,042,500	28%
	Food (310)	313,786	4%	347,659	3%	211,844	1%	709,419	2%	775,802	2%
	Fuel and lubricants	43,868	1%	62,359	1%	92,526	0%	391,335	1%	468,853	1%
	Med-pharm products	4,359,033	55%	4,478,853	39%	580,887	3%	12,294,603	34%	15,565,363	36%
	Surgical equipment	0	0%	0	0%	0	0%	692,300	2%	532,300	1%
	Others (3..)	0	0%	0	0%	0	0%	2,400,500	7%	3,316,600	8%
	Machinery and equipment	362,514	5%	228,151	2%	308,540	2%	186,400	1%	130,625	0%
	Construction	0	0%	43,724	0%	0	0%	313,246	1%	0	0%
	Donations	1,892		314		0		0		0	
	Food	0		0		0		0		0	
	Medicines	0		0		0		0		0	
	Material&supplies	0		0		0		0		0	
	Equipment	0		0		0		0		0	
	Others (4..)	1,892		314		0		0		0	
	Outpatient consultations	0		0		0		0		0	
	Hospitalized patients	0		0		0		3,024,300		3,604,100	
6 Private (for profit)	Requested budget	650,000		700,000		750,000		800,000		850,000	
	Assigned budget	650,000	100%	700,000	100%	810,000	108%	824,000	103%	115,000	14%
	Executed budget	1,562,838	240%	2,086,890	298%	3,289,893	406%	1,574,540	191%	9,531,305	828%
	Personal services	743,635	114%	743,955	106%	861,775	106%	821,311	100%	1,523,043	132%
	Non-Personal services	0	0%	0	0%	0	0%	0	0%	195,469	170%
	Maintenance (280)	198,667	31%	279,913	40%	521,166	64%	316,744	38%	207,382	18%
	Others (2..)	4,462	1%	8,818	1%	0	0%	298,840	36%	508,635	44%
	Materials and supplies	225,574	35%	578,404	83%	2,151,386	266%	0	0%	3,387,311	2945%
	Food (310)	167,596	26%	169,872	24%	173,596	21%	220,783	21%	259,443	22%
	Fuel and lubricants	25,399	4%	26,230	4%	25,399	3%	32,961	4%	78,055	6%
	Med-pharm products	82,212	13%	75,584	11%	73,500	9%	84,138	10%	1,724,921	1500%
	Surgical equipment	3,900	1%	3,500	1%	4,500	1%	5,265	1%	21,200	18%
	Others (3..)	0	0%	0	0%	0	0%	0	0%	48,293	4%
	Machinery and equipment	16,740	3%	17,735	3%	16,740	2%	10,137	1%	403,379	351%
	Construction	307,955		319,493		10,004		381,875		99,809	
	Donations	0		0		0		0		0	
	Food	0		0		0		0		0	
	Medicines	0		0		0		0		0	
	Material&supplies	0		0		0		0		0	
	Equipment	0		0		0		0		0	
	Others (4..)	0		0		0		0		0	
	Outpatient consultations	0		0		0		300,000		432,500	
	Hospitalized patients	0		0		0		300,000		432,500	
7 Military	Requested budget						10,000,000		11,000,000		
	Assigned budget						5,000,000	50%	6,000,000	55%	
	Executed budget						5,600,000	112%	8,250,000	138%	
	Personal services						0	0%	0	0%	
	Non-Personal services						0	0%	0	0%	
	Maintenance (280)						216,000	4%	216,000	4%	
	Others (2..)						0	0%	0	0%	
	Materials and supplies						0	0%	0	0%	
	Food (310)						216,000	4%	310,000	5%	
	Fuel and lubricants						216,000	4%	360,000	6%	
	Med-pharm products						584,000	12%	670,400	11%	
	Surgical equipment						268,000	5%	368,000	6%	
	Others (3..)						315,260	6%	315,260	5%	
	Machinery and equipment						0	0%	0	0%	
	Construction						0	0%	230,000	4%	
	Donations						0		0		
	Food						0		0		
	Medicines						0		0		
	Material&supplies						0		0		
	Equipment						1,151,000		0		
	Others (4..)						0		0		
	Outpatient consultations						56,605		374,679		
	Hospitalized patients						1,156,000		2,185,000		

H. FINANCIAL MANAGEMENT

2. Budget : Chart 8 (3) (Budget for Each Budget Item by Type of Hospital: % of Total Budget)

Budget and Spending	Type of Hospital	% of Total Budget				
		1990	1991	1992	1993	1994
Personal services	1 National MSP	104.1%	87.4%	108.3%	119.0%	46.7%
	2 Regional MSP	59.6%	153.5%	89.2%	28.4%	169.3%
	3 Area MSP	0.0%	54.2%	51.3%	27.3%	167.3%
	4 IHSS	0.0%	0.0%	0.0%	0.0%	0.0%
	5 Private (non-profit)	100.0%	100.0%	100.0%	101.8%	102.5%
	6 Private (for profit)	100.0%	100.0%	92.6%	97.1%	739.1%
	7 Military	-	-	-	200.0%	183.3%
Maintenance	1 National MSP	0.0%	0.6%	0.8%	1.1%	0.8%
	2 Regional MSP	0.2%	0.5%	0.4%	0.1%	0.1%
	3 Area MSP	0.1%	0.1%	0.1%	0.0%	0.0%
	4 IHSS	4.9%	0.1%	0.1%	0.3%	0.1%
	5 Private (non-profit)	1.2%	0.7%	1.8%	1.9%	1.7%
	6 Private (for profit)	30.6%	40.0%	32.2%	38.4%	60.1%
	7 Military	-	-	-	4.3%	3.6%
Med/pham products	1 National MSP	7.8%	1.7%	2.0%	1.5%	1.7%
	2 Regional MSP	5.7%	4.9%	4.4%	2.3%	50.2%
	3 Area MSP	3.6%	4.3%	1.5%	0.8%	1.0%
	4 IHSS	3.6%	2.7%	2.3%	10.2%	4.9%
	5 Private (non-profit)	27.3%	19.3%	2.9%	16.9%	18.0%
	6 Private (for profit)	12.6%	10.8%	9.1%	10.2%	500.0%
	7 Military	-	-	-	11.7%	11.2%
Surgical equipment	1 National MSP	4.2%	1.3%	1.9%	2.4%	1.9%
	2 Regional MSP	5.8%	7.5%	5.4%	2.8%	9.2%
	3 Area MSP	2.0%	2.5%	1.1%	0.5%	0.7%
	4 IHSS	18.1%	37.1%	11.9%	27.2%	18.3%
	5 Private (non-profit)	-	-	-	1.9%	1.2%
	6 Private (for profit)	0.6%	0.5%	0.3%	0.3%	6.1%
	7 Military	-	-	-	5.4%	6.1%
Donations	1 National MSP	0.0%	0.0%	0.6%	0.5%	0.2%
	2 Regional MSP	0.0%	0.0%	0.0%	0.0%	0.0%
	3 Area MSP	0.0%	0.0%	0.0%	0.0%	0.0%
	4 IHSS	0.0%	0.0%	0.0%	0.0%	0.0%
	5 Private (non-profit)	0.0%	0.0%	0.0%	0.0%	0.0%
	6 Private (for profit)	0.0%	0.0%	0.0%	0.0%	0.0%
	7 Military	-	-	-	23.0%	0.0%
Outpatient consultations	1 National MSP	2.6%	2.0%	0.2%	1.6%	1.4%
	2 Regional MSP	0.8%	2.1%	2.1%	0.8%	0.6%
	3 Area MSP	0.2%	0.2%	0.1%	0.1%	0.1%
	4 IHSS	0.0%	0.0%	0.0%	0.0%	0.0%
	5 Private (non-profit)	0.0%	0.0%	-	-	-
	6 Private (for profit)	-	-	-	36.4%	188.0%
	7 Military	-	-	-	1.1%	6.2%
Hospitalized patients	1 National MSP	2.7%	2.0%	0.3%	1.7%	1.4%
	2 Regional MSP	1.3%	2.9%	2.6%	0.9%	0.6%
	3 Area MSP	0.2%	0.5%	0.3%	0.2%	0.4%
	4 IHSS	0.0%	0.0%	0.0%	0.0%	0.0%
	5 Private (non-profit)	0.0%	0.0%	-	8.3%	8.3%
	6 Private (for profit)	-	-	-	36.4%	188.0%
	7 Military	-	-	-	23.1%	36.4%

II. FINANCIAL MANAGEMENT

2. Budget: Chart 8b (1) (Use of Recuperated Funds by Type of Hospital)

Type of Hospital	Budget Item	Amount spent	
		1994	% as of July 1995
Total	Recuperated fund	2,063,236	100%
	spend		
	200 Other non-personnel services	140,383	7%
	230 Travel expenses	7,381	0%
	280 Building maintenance/repairs	0	0%
	300 Various materials and supplies	383,020	19%
	310 Food	140,523	7%
	361 Fuel and lubricants	14,217	4%
	365 Med pharmaceutical products	79,190	2%
	397 Med surgical equipment	36,882	1%
	400 Machinery and equipment	17,211	1%
Spent Total	1,033,649	61,15%	
National MSP	Recuperated fund	326,297	100%
	spend		
	200 Other non-personnel services	152,374	47%
	230 Travel expenses	13,079	4%
	280 Building maintenance/repairs	32,465	10%
	300 Various materials and supplies	125,781	39%
	310 Food	68,506	21%
	361 Fuel and lubricants	17,963	5%
	365 Med pharmaceutical products	49,975	15%
	397 Med surgical equipment	164,819	2%
	400 Machinery and equipment	7,110	6%
Spent Total	71,313	33,33%	
Regional MSP	Recuperated fund	229,322	100%
	spend		
	200 Other non-personnel services	40,656	18%
	230 Travel expenses	6,765	3%
	280 Building maintenance/repairs	2,772	1%
	300 Various materials and supplies	65,158	28%
	310 Food	41,027	18%
	361 Fuel and lubricants	27,515	12%
	365 Med pharmaceutical products	30,329	13%
	397 Med surgical equipment	33,262	4%
	400 Machinery and equipment	9,954	12%
Spent Total	30,445	13,24%	
Area MSP	Recuperated fund	2,539,679	100%
	spend		
	280 Building maintenance/repairs	300,000	12%
	300 Various materials and supplies	430,085	16%
	361 Fuel and lubricants	360,000	14%
	397 Med surgical equipment	369,000	14%
Spent Total	419,697	16,53%	

Hospital	Transfers		
	Area level	Regional level	Central level
1105 Instituto del Torax		5,153	
1203 Hospital del Occidente		7,380	
1205 Hospital del sur			483,928
1301 Hospital Tehu Integrado		24,236	11,899
1304 CHA Puerto Cortes			4,225
1306 Hospital de Rinalta		18,567	10,375
1307 Hospital e. Aguilar Carrato	4,800		
1308 Hospital R. Suazo Cordova	1,277	2,878	
1309 Hospital Dr. J.M. Galvez			352,800
1312 CHA San Lorenzo		3,640	
1313 CHA El Progreso			464,321
1315 Hospital M. de J. Subirana		1,768	575,000

H. FINANCIAL MANAGEMENT

2. Budget : Chart 8 (4) (Budget for Each Budget Item by Hospital: % of Total Budget)

Budget Item	Hospital (Code & Name)	% of Total Budget				
		1990	1991	1992	1993	1994
Personnel services	1101 Mario Catarino Rivas	-	40.6%	43.7%	31.7%	375.0%
	1103 Santa Rosita	-	-	-	-	57.4%
	1104 Mario Mendoza	58.1%	55.6%	59.7%	58.6%	61.9%
	1105 Instituto del Torax	-	59.7%	64.4%	60.5%	61.0%
	1106 Hospital Escuela (BMI)	52.5%	53.4%	57.3%	51.2%	58.3%
	1201 Hospital Atlantida	63.0%	60.4%	61.8%	62.1%	60.0%
	1202 Hospital Santa Teresa	-	-	-	0.0%	0.0%
	1203 Hospital del Occidente	-	-	-	-	75.1%
	1204 Leonardo Martínez	-	-	-	0.0%	0.0%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	55.7%	0.8%	53.8%	-	50.4%
	1301 Hospital Tela Integrado	52.7%	79.2%	52.7%	52.7%	51.2%
	1302 CIA Tocoa	59.5%	58.4%	51.1%	31.2%	59.3%
	1303 Hospital Salvador Paredes	0.0%	0.0%	50.4%	65.8%	62.9%
	1304 CIA Puerto Cortes	-	-	0.0%	5.0%	44.8%
	1305 Hospital Gabriela Alvarado	-	-	-	-	0.7%
	1306 Hospital de Roatan	-	-	-	43.1%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	0.0%	0.0%
	1308 Hospital R. Suazo Cordova	52.4%	153.4%	-	73.9%	34.0%
	1309 Hospital Dr. J.M. Galvez	-	-	68.8%	62.1%	49.3%
	1310 CIA San Marcos O.	-	-	-	0.0%	57.5%
	1311 CIA Santa Barbara	-	-	59.8%	60.6%	58.2%
	1312 CIA San Lorenzo	-	-	-	-	67.5%
	1313 CIA El Progreso	62.5%	58.6%	63.8%	57.0%	47.8%
	1314 CIA Olanchito	-	-	-	-	42.3%
	1315 Hospital M. de J. Subirana	-	-	50.7%	47.3%	43.9%
	1316 CIA Puerto Lempira	0.0%	0.0%	0.0%	0.0%	0.0%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	56.3%	58.2%	52.3%	63.6%	66.8%
	3001 Hospital V. d'Antoni	42.5%	34.1%	23.3%	29.4%	28.6%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	53.8%	53.6%
3006 Hospital Militar	-	-	-	0.0%	0.0%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	7.5%	75.0%	70.0%	
3011 Clinica Medica Cristiana	73.1%	68.8%	60.9%	67.1%	357.9%	
3012 Hospital Adv. Valle de Ang.	0.0%	0.0%	-	-	-	
Maintenance	1101 Mario Catarino Rivas	-	0.1%	0.2%	0.0%	0.1%
	1103 Santa Rosita	-	-	-	-	0.0%
	1104 Mario Mendoza	0.3%	0.3%	0.3%	0.3%	0.0%
	1105 Instituto del Torax	-	0.2%	0.0%	0.0%	0.0%
	1106 Hospital Escuela (BMI)	0.0%	3.8%	3.7%	3.2%	3.7%
	1201 Hospital Atlantida	0.7%	0.7%	0.6%	0.5%	0.4%
	1202 Hospital Santa Teresa	-	-	-	0.0%	0.0%
	1203 Hospital del Occidente	-	-	-	-	0.0%
	1204 Leonardo Martínez	-	-	-	0.2%	1.1%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	0.2%	0.0%	0.0%	-	0.0%
	1301 Hospital Tela Integrado	0.2%	0.2%	0.2%	0.5%	0.2%
	1302 CIA Tocoa	1.7%	1.6%	0.1%	0.1%	0.4%
	1303 Hospital Salvador Paredes	4.6%	2.8%	0.9%	0.7%	0.6%
	1304 CIA Puerto Cortes	-	-	0.4%	0.0%	0.3%
	1305 Hospital Gabriela Alvarado	-	-	-	-	2.2%
	1306 Hospital de Roatan	-	-	-	0.4%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	0.0%	0.0%
	1308 Hospital R. Suazo Cordova	0.1%	0.3%	-	0.5%	0.2%
	1309 Hospital Dr. J.M. Galvez	-	-	4.7%	5.0%	0.0%
	1310 CIA San Marcos O.	-	-	-	0.0%	0.0%
	1311 CIA Santa Barbara	-	-	0.0%	0.1%	0.2%
	1312 CIA San Lorenzo	-	-	-	-	0.0%
	1313 CIA El Progreso	0.2%	0.2%	0.2%	0.5%	0.1%
	1314 CIA Olanchito	-	-	-	-	0.4%
	1315 Hospital M. de J. Subirana	-	-	0.7%	0.7%	0.7%
	1316 CIA Puerto Lempira	0.6%	0.6%	0.7%	0.4%	0.3%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	9.6%	0.0%	0.0%	0.0%	0.0%
	3001 Hospital V. d'Antoni	1.9%	1.0%	1.8%	3.6%	4.2%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	3.9%	2.3%
3006 Hospital Militar	-	-	-	4.3%	3.6%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	0.0%	0.0%	0.0%	
3011 Clinica Medica Cristiana	30.6%	40.0%	25.1%	39.6%	125.4%	
3012 Hospital Adv. Valle de Ang.	1841.4%	2402.5%	-	-	-	

Budget Item	Hospital (Code & Name)	% of Total Budget				
		1990	1991	1992	1993	1994
Med pharun products	1101 Mario Catarino Rivas	-	2.1%	4.6%	0.6%	10.6%
	1103 Santa Rosita	-	-	-	-	3.9%
	1104 Mario Mendoza	25.5%	29.1%	28.9%	37.6%	36.7%
	1105 Instituto del Torax	-	19.6%	25.0%	24.9%	19.1%
	1106 Hospital Escuela (BMI)	20.5%	4.3%	4.9%	3.0%	4.5%
	1201 Hospital Atlantida	15.6%	16.4%	16.5%	16.7%	14.8%
	1202 Hospital Santa Teresa	-	-	-	0.0%	1185.4%
	1203 Hospital del Occidente	-	-	-	-	15.8%
	1204 Leonardo Martinez	-	-	-	0.0%	4.5%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	0.1%	3.1%	3.4%	-	3.9%
	1301 Hospital Tela Integrado	25.6%	25.6%	25.6%	25.6%	22.6%
	1302 CHA Tocoa	13.4%	15.1%	11.3%	10.1%	17.8%
	1303 Hospital Salvador Paredes	46.2%	41.1%	13.7%	18.3%	15.8%
	1304 CHA Puerto Cortes	-	-	4.5%	0.5%	5.0%
	1305 Hospital Gabriela Alvarado	-	-	-	-	28.2%
	1306 Hospital de Roatan	-	-	-	24.8%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	6.6%	0.7%
	1308 Hospital R. Suazo Cordova	18.4%	53.2%	-	15.7%	22.4%
	1309 Hospital Dr. J.M. Galvez	-	-	9.8%	15.6%	13.8%
	1310 CHA San Marcos O.	-	-	-	0.0%	14.1%
	1311 CHA Santa Barbara	-	-	0.0%	24.7%	22.7%
	1312 CHA San Lorenzo	-	-	-	-	4.7%
	1313 CHA El Progreso	18.1%	20.8%	22.8%	22.6%	19.4%
	1314 CHA Olanchito	-	-	-	-	20.8%
	1315 Hospital M. de J. Subirana	-	-	15.6%	12.9%	16.8%
	1316 CHA Puerto Lempira	21.1%	23.6%	29.2%	28.3%	24.1%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	0.0%	0.0%	0.0%	0.0%	0.0%
	3001 Hospital V. d'Antoni	51.0%	37.4%	2.9%	31.3%	33.2%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	36.8%	39.8%
3006 Hospital Militar	-	-	-	11.7%	11.2%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	0.0%	0.0%	0.0%	
3011 Clinica Medica Cristiana	12.6%	10.8%	9.3%	10.5%	198.2%	
3012 Hospital Adv. Valle de Arg.	11765.1%	7905.7%	-	-	-	
Machinery & Equipment	1101 Mario Catarino Rivas	-	0.0%	0.0%	0.0%	0.0%
	1103 Santa Rosita	-	-	-	-	0.0%
	1104 Mario Mendoza	1.1%	1.1%	1.1%	0.9%	0.8%
	1105 Instituto del Torax	-	0.9%	0.8%	0.7%	0.3%
	1106 Hospital Escuela (BMI)	0.0%	0.0%	0.3%	0.2%	0.0%
	1201 Hospital Atlantida	0.4%	0.4%	0.0%	0.0%	0.1%
	1202 Hospital Santa Teresa	-	-	-	0.0%	0.0%
	1203 Hospital del Occidente	-	-	-	-	0.0%
	1204 Leonardo Martinez	-	-	-	0.4%	15.9%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	0.5%	0.0%	0.0%	-	0.0%
	1301 Hospital Tela Integrado	0.2%	0.2%	0.2%	0.2%	0.3%
	1302 CHA Tocoa	1.3%	0.0%	0.0%	0.0%	0.0%
	1303 Hospital Salvador Paredes	7.7%	5.9%	0.0%	0.0%	0.9%
	1304 CHA Puerto Cortes	-	-	0.6%	0.1%	2.7%
	1305 Hospital Gabriela Alvarado	-	-	-	-	0.0%
	1306 Hospital de Roatan	-	-	-	0.0%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	0.0%	0.0%
	1308 Hospital R. Suazo Cordova	0.0%	3.7%	-	1.3%	0.5%
	1309 Hospital Dr. J.M. Galvez	-	-	0.0%	0.7%	0.0%
	1310 CHA San Marcos O.	-	-	-	0.0%	0.0%
	1311 CHA Santa Barbara	-	-	0.0%	0.6%	0.4%
	1312 CHA San Lorenzo	-	-	-	-	1.2%
	1313 CHA El Progreso	0.7%	0.7%	0.7%	0.0%	0.5%
	1314 CHA Olanchito	-	-	-	-	0.3%
	1315 Hospital M. de J. Subirana	-	-	0.2%	0.2%	0.0%
	1316 CHA Puerto Lempira	5.2%	5.0%	5.8%	3.2%	2.7%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	0.8%	0.2%	1.7%	2.6%	2.8%
	3001 Hospital V. d'Antoni	2.6%	0.8%	1.5%	0.6%	0.3%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	0.4%	0.3%
3006 Hospital Militar	-	-	-	0.0%	0.0%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	0.0%	0.0%	0.0%	
3011 Clinica Medica Cristiana	2.6%	2.5%	2.1%	1.3%	0.0%	
3012 Hospital Adv. Valle de Arg.	6431.5%	6687.8%	-	-	-	

Budget Item	Hospital (Code & Name)	% of Total Budget				
		1990	1991	1992	1993	1994
Outpatient consultations	1101 Mario Catarino Rivas	-	0.5%	0.5%	0.2%	0.1%
	1103 Santa Rosita	-	-	-	-	0.0%
	1104 Mario Mendoza	126.2%	132.8%	1.5%	128.9%	124.6%
	1105 Instituto del Torax	-	1.9%	1.7%	1.4%	1.3%
	1106 Hospital Escuela (BM)	0.9%	1.0%	1.0%	0.9%	0.8%
	1201 Hospital Atlántida	2.0%	7.0%	9.0%	8.6%	6.6%
	1202 Hospital Santa Teresa	-	-	-	0.0%	1.8%
	1203 Hospital del Occidente	-	-	-	-	0.7%
	1204 Leonardo Martínez	-	-	-	0.3%	11.5%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	1.1%	2.2%	1.5%	-	1.6%
	1301 Hospital Tela Integrado	0.0%	0.0%	0.0%	0.0%	0.0%
	1302 CHA Tocoa	1.7%	1.9%	1.2%	0.8%	0.9%
	1303 Hospital Salvador Parodes	0.0%	0.0%	0.0%	0.0%	0.0%
	1304 CHA Puerto Cortes	-	-	0.6%	0.0%	0.5%
	1305 Hospital Gabriela Alvarado	-	-	-	-	1.5%
	1306 Hospital de Roatan	-	-	-	0.5%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	27.9%	3.0%
	1308 Hospital R. Suazo Cordova	0.9%	2.9%	-	0.9%	1.4%
	1309 Hospital Dr. J.M. Galvez	-	-	0.0%	2.7%	6.3%
	1310 CHA San Marcos O.	-	-	-	0.0%	2.9%
	1311 CHA Santa Barbara	-	-	0.0%	0.0%	0.0%
	1312 CHA San Lorenzo	-	-	-	-	4.3%
	1313 CHA El Progreso	0.4%	0.5%	0.4%	0.3%	0.2%
	1314 CHA Olanchite	-	-	-	-	1.2%
	1315 Hospital M. de J. Subirana	-	-	0.0%	0.0%	0.0%
	1316 CHA Puerto Lempira	3.0%	2.9%	2.6%	1.5%	0.5%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	0.0%	0.0%	0.0%	0.0%	0.0%
	3001 Hospital V. d'Antoni	0.0%	0.0%	0.0%	0.0%	0.0%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	0.0%	0.0%
3006 Hospital Militar	-	-	-	1.1%	6.2%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	0.0%	0.0%	108.3%	
3011 Clinica Medica Cristiana	0.0%	0.0%	0.0%	0.0%	0.0%	
3012 Hospital Adv. Valle de Ang.	0.0%	0.0%	-	-	-	
Hospitalized patients	1101 Mario Catarino Rivas	-	0.2%	0.2%	0.1%	0.1%
	1103 Santa Rosita	-	-	-	-	0.0%
	1104 Mario Mendoza	126.2%	132.8%	1.5%	128.9%	124.6%
	1105 Instituto del Torax	-	0.5%	0.6%	0.7%	0.7%
	1106 Hospital Escuela (BM)	1.4%	1.5%	1.5%	1.2%	1.2%
	1201 Hospital Atlántida	2.0%	7.0%	9.0%	8.6%	6.6%
	1202 Hospital Santa Teresa	-	-	-	0.0%	1.0%
	1203 Hospital del Occidente	-	-	-	-	1.6%
	1204 Leonardo Martínez	-	-	-	0.0%	0.0%
	1205 Hospital del sur	-	-	-	-	-
	1206 Hospital San Francisco	3.2%	7.0%	3.5%	-	2.8%
	1301 Hospital Tela Integrado	0.9%	4.7%	4.9%	6.0%	6.2%
	1302 CHA Tocoa	1.1%	1.7%	1.8%	1.6%	1.3%
	1303 Hospital Salvador Parodes	0.0%	0.0%	0.0%	0.0%	0.0%
	1304 CHA Puerto Cortes	-	-	3.3%	0.3%	3.3%
	1305 Hospital Gabriela Alvarado	-	-	-	-	4.9%
	1306 Hospital de Roatan	-	-	-	0.5%	-
	1307 Hospital e. Aguilar Cerrato	-	-	-	86.0%	10.7%
	1308 Hospital R. Suazo Cordova	1.0%	4.1%	-	2.1%	1.9%
	1309 Hospital Dr. J.M. Galvez	-	-	0.0%	6.8%	17.3%
	1310 CHA San Marcos O.	-	-	-	0.0%	0.0%
	1311 CHA Santa Barbara	-	-	0.0%	0.0%	0.0%
	1312 CHA San Lorenzo	-	-	-	-	2.8%
	1313 CHA El Progreso	1.4%	1.6%	2.3%	1.5%	1.9%
	1314 CHA Olanchite	-	-	-	-	2.3%
	1315 Hospital M. de J. Subirana	-	-	0.0%	0.0%	0.0%
	1316 CHA Puerto Lempira	0.1%	0.1%	0.1%	0.0%	0.0%
	2201 Hospital Noroccidental	-	-	-	-	-
	2202 Hospital BISS (MO)	0.0%	0.0%	0.0%	0.0%	0.0%
	3001 Hospital V. d'Antoni	0.0%	0.0%	0.0%	0.0%	0.0%
	3004 Centro Medico Quirurgico	-	-	-	-	-
	3005 Hospital Tela Railroad Co.	-	-	-	17.9%	19.3%
3006 Hospital Militar	-	-	-	23.1%	36.4%	
3008 Hospital Centro Medico	-	-	-	-	-	
3009 Hospital Medicasa	-	-	-	-	-	
3010 Clinica Santa Lucia	-	-	0.0%	0.0%	108.3%	
3011 Clinica Medica Cristiana	0.0%	0.0%	0.0%	0.0%	0.0%	
3012 Hospital Adv. Valle de Ang.	0.0%	0.0%	-	-	-	

H. FINANCIAL MANAGEMENT

2. Budget Chart 8b (2) (Use of Recovered Funds by Hospital)

Code & Name of Hospital	Budget Item	Amount spent		as of July 1993
		1994	%	
1101 Mario Catarino Rivas	Recovered fund	33,742	100%	0
	spend			
	200 Other non-personnel services	186,946	349%	92,965
	230 Travel expenses	29,410	55%	52,332
	280 Building maintenance/repairs	0	0%	35,250
	300 Various materials and supplies	670,984	1249%	233,176
	310 Food	30,589	57%	20,790
	361 Fuel and lubricants	15,505	29%	1,141
	365 Med pharmaceutical products	105,423	196%	70,765
	397 Med surgical equipment	72,499	135%	9,729
	400 Machinery and equipment	38,839	72%	12,580
spend Total		1,150,195		528,748
1102 San Felipe	Recovered fund	0	100%	0
	spend			
	200 Other non-personnel services	16,046	-	22,275
	230 Travel expenses	112	-	0
	280 Building maintenance/repairs	0	-	0
	300 Various materials and supplies	94,304	-	51,914
	310 Food	141,282	-	125,287
	361 Fuel and lubricants	12,336	-	2,880
	365 Med pharmaceutical products	8,706	-	6,361
	397 Med surgical equipment	1,930	-	0
	400 Machinery and equipment	10,503	-	0
spend Total		285,219		208,732
1103 Santa Rosa	Recovered fund	0	100%	0
	spend			
	200 Other non-personnel services	0	-	131
	230 Travel expenses	0	-	3,045
	280 Building maintenance/repairs	0	-	75,863
	300 Various materials and supplies	0	-	25,464
	310 Food	0	-	8,104
	361 Fuel and lubricants	0	-	8,104
	365 Med pharmaceutical products	0	-	2,622
	397 Med surgical equipment	0	-	1,099
	400 Machinery and equipment	0	-	26,421
spend Total		0		150,853
1104 Mario Mendoza	Recovered fund	11,291,384	100%	0
	spend			
	200 Other non-personnel services	5,851	0%	2,901
	230 Travel expenses	0	0%	0
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	44,654	0%	33,104
	310 Food	30,475	0%	56,458
	361 Fuel and lubricants	1,496	0%	4,145
	365 Med pharmaceutical products	20,139	0%	616
	397 Med surgical equipment	605	0%	300
	400 Machinery and equipment	0	0%	0
spend Total		103,220		97,524
1105 Instituto del Torax	Recovered fund	248,137	100%	0
	spend			
	200 Other non-personnel services	32,747	13%	0
	230 Travel expenses	0	0%	0
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	165,431	67%	0
	310 Food	23,832	10%	0
	361 Fuel and lubricants	413	0%	0
	365 Med pharmaceutical products	17,529	7%	0
	397 Med surgical equipment	3,139	1%	0
	400 Machinery and equipment	7,266	3%	0
spend Total		250,359		0
1106 Hospital Escuela (BMC)	Recovered fund	1,424,310	100%	0
	spend			
	200 Other non-personnel services	300,353	21%	101,917
	230 Travel expenses	0	0%	0
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	661,374	46%	534,347
	310 Food	308,479	22%	232,561
	361 Fuel and lubricants	27,774	2%	547
	365 Med pharmaceutical products	161,671	11%	54,642
	397 Med surgical equipment	71,559	5%	13,315
	400 Machinery and equipment	14,723	1%	7,901
spend Total		1,545,933		944,230
1107 Hospital Escuela (BMC)	Recovered fund	1,424,310	100%	0
	spend			
	200 Other non-personnel services	300,353	21%	101,917
	230 Travel expenses	0	0%	0
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	661,374	46%	534,347
	310 Food	308,479	22%	232,561
	361 Fuel and lubricants	27,774	2%	547
	365 Med pharmaceutical products	161,671	11%	54,642
	397 Med surgical equipment	71,559	5%	13,315
	400 Machinery and equipment	14,723	1%	7,901
spend Total		1,545,933		944,230
1201 Hospital Atlantida	Recovered fund	1,160,540	100%	0
	spend			
	200 Other non-personnel services	208,263	18%	247,466
	230 Travel expenses	10,535	1%	21,331
	280 Building maintenance/repairs	96,925	8%	61,208
	300 Various materials and supplies	112,364	10%	55,068
	310 Food	28,841	2%	22,343
	361 Fuel and lubricants	11,949	1%	13,453
	365 Med pharmaceutical products	7,466	1%	14,000
	397 Med surgical equipment	0	0%	0
	400 Machinery and equipment	0	0%	0
spend Total		476,343		436,869

Code & Name of Hospital	Budget Item	Amount spent		
		1994	%	as of July 1995
1202 Hospital Santa Teresa	Recoverated fu	220,653	100%	0
	spend			
	200 Other non-personnel services	33,414	15%	25,536
	230 Travel expenses	4,622	2%	18,230
	280 Building maintenance/repairs	470	0%	0
	300 Various materials and supplies	11,806	5%	101,252
	310 Food	34,174	15%	33,282
	361 Fuel and lubricants	27,222	13%	9,276
	365 Med pharmaceutical products	4,117	2%	6,084
	397 Med surgical equipment	0	0%	80
	400 Machinery and equipment	6,234	3%	0
	spend Total	122,539		193,720
1203 Hospital del Occidente	Recoverated fu	190,577	100%	0
	spend			
	200 Other non-personnel services	14,635	8%	6,011
	230 Travel expenses	32,677	17%	33,460
	280 Building maintenance/repairs	0	0%	1,500
	300 Various materials and supplies	73,395	39%	34,684
	310 Food	25,640	13%	20,362
	361 Fuel and lubricants	31,723	17%	11,494
	365 Med pharmaceutical products	9,835	5%	9,496
	397 Med surgical equipment	0	0%	0
	400 Machinery and equipment	0	0%	2,600
	spend Total	187,905		112,607
1204 Leonardo Martinez	Recoverated fu	106,035	100%	0
	spend			
	200 Other non-personnel services	12,151	11%	4,491
	230 Travel expenses	14,054	13%	18,642
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	65,572	61%	37,219
	310 Food	170	0%	134
	361 Fuel and lubricants	145	0%	0
	365 Med pharmaceutical products	817	1%	7437
	397 Med surgical equipment	1,568	1%	2,294
	400 Machinery and equipment	9,002	8%	3,010
	spend Total	103,478		73,226
1205 Hospital del sur	Recoverated fu	0	100%	0
	spend			
	200 Other non-personnel services	20,880	-	0
	230 Travel expenses	5,879	-	0
	280 Building maintenance/repairs	0	-	0
	300 Various materials and supplies	154,967	-	0
	310 Food	11,472	-	0
	361 Fuel and lubricants	6,244	-	0
	365 Med pharmaceutical products	32,373	-	0
	397 Med surgical equipment	2,136	-	0
	400 Machinery and equipment	13,202	-	0
	spend Total	247,155		0
1206 Hospital San Francisco	Recoverated fu	277,975	100%	0
	spend			
	200 Other non-personnel services	624,900	225%	0
	230 Travel expenses	10,710	4%	2,165
	280 Building maintenance/repairs	0	0%	0
	300 Various materials and supplies	336,583	121%	217,125
	310 Food	311,278	112%	402,749
	361 Fuel and lubricants	29,994	11%	15,323
	365 Med pharmaceutical products	245,242	88%	42,689
	397 Med surgical equipment	655,572	236%	576,622
	400 Machinery and equipment	0	0%	0
	spend Total	2,216,279		1,256,673
1301 Hospital Tela Integrada	Recoverated fu	262,333	100%	0
	spend			
	200 Other non-personnel services	41,833	16%	27,996
	230 Travel expenses	3,090	1%	4,678
	280 Building maintenance/repairs	9,952	4%	8,330
	300 Various materials and supplies	123,593	47%	48,737
	310 Food	25,659	10%	2,938
	361 Fuel and lubricants	4,257	2%	2,450
	365 Med pharmaceutical products	11,046	4%	7,610
	397 Med surgical equipment	513	0%	1,745
	400 Machinery and equipment	29,928	11%	0
	spend Total	249,921		104,484
1302 CIA Tocca	Recoverated fu	111,209	100%	0
	spend			
	200 Other non-personnel services	26,128	23%	3,529
	230 Travel expenses	396	0%	396
	280 Building maintenance/repairs	300	0%	0
	300 Various materials and supplies	80,718	73%	20,831
	310 Food	48,448	44%	15,874
	361 Fuel and lubricants	17,668	16%	3,009
	365 Med pharmaceutical products	20,909	19%	11,332
	397 Med surgical equipment	0	0%	0
	400 Machinery and equipment	9,378	8%	0
	spend Total	203,945		54,971
1303 Hospital Salvador Par...	Recoverated fu	0	100%	0
	spend			
	200 Other non-personnel services	3,999	-	430
	230 Travel expenses	6,133	-	18,307
	280 Building maintenance/repairs	150	-	11,955
	300 Various materials and supplies	21,317	-	27,395
	310 Food	3,905	-	1,132
	361 Fuel and lubricants	11,639	-	1,254
	365 Med pharmaceutical products	426	-	100
	397 Med surgical equipment	0	-	0
	400 Machinery and equipment	0	-	0
	spend Total	47,569		60,577

Code & Name of Hospital	Budget Item		Actual Spent		
			1994	%	as of July 1995
1304 CHA Puerto Cortes	Recoverated fu		138,927	100%	0
	spend	200 Other non-personnel services	48,952	35%	15,096
		230 Travel expenses	2,855	2%	7,382
		280 Building maintenance/repairs	430	0%	0
		300 Various materials and supplies	87,064	63%	42,474
		310 Food	25,272	18%	3,449
		361 Fuel and lubricants	26,750	19%	9,911
		365 Med/pharmaceutical products	14,274	10%	16,933
		397 Med/surgical equipment	1,152	1%	3,913
		400 Machinery and equipment	15,497	11%	4,779
spend Total		272,746		100,637	
1305 Hospital Gabriela Alva	Recoverated fu		64,071	100%	0
	spend	200 Other non-personnel services	18,867	22%	18,951
		230 Travel expenses	3,818	5%	2,525
		280 Building maintenance/repairs	0	0%	0
		300 Various materials and supplies	99,973	112%	65,055
		310 Food	16,900	20%	19,588
		361 Fuel and lubricants	28,263	34%	17,860
		365 Med/pharmaceutical products	26,862	32%	8,472
		397 Med/surgical equipment	12,649	15%	3,350
		400 Machinery and equipment	16,258	19%	7,370
spend Total		217,582		143,572	
1306 Hospital de Roatan	Recoverated fu		33,997	100%	0
	spend	200 Other non-personnel services	0	0%	0
		230 Travel expenses	494	1%	540
		280 Building maintenance/repairs	4,888	14%	1,200
		300 Various materials and supplies	0	0%	0
		310 Food	72,735	214%	47,444
		361 Fuel and lubricants	3,270	10%	1,856
		365 Med/pharmaceutical products	10,293	30%	18,445
		397 Med/surgical equipment	4,533	13%	32
		400 Machinery and equipment	0	0%	0
spend Total		96,313		69,517	
1307 Hospital n. Aguilar Cor	Recoverated fu		1,367,742	100%	0
	spend	200 Other non-personnel services	21,292	2%	13,436
		230 Travel expenses	6,842	1%	10,705
		280 Building maintenance/repairs	0	0%	0
		300 Various materials and supplies	39,230	3%	48,056
		310 Food	4,653	0%	0
		361 Fuel and lubricants	19,098	1%	8,177
		365 Med/pharmaceutical products	14,623	1%	11,993
		397 Med/surgical equipment	25,026	2%	27,390
		400 Machinery and equipment	1,068	0%	0
spend Total		131,832		119,759	
1308 Hospital R. Scazo Cor	Recoverated fu		112,080	100%	0
	spend	200 Other non-personnel services	38,225	34%	40,443
		230 Travel expenses	13,700	12%	25,504
		280 Building maintenance/repairs	0	0%	0
		300 Various materials and supplies	99,271	89%	66,410
		310 Food	10,032	9%	0
		361 Fuel and lubricants	13,514	12%	15,128
		365 Med/pharmaceutical products	17,337	15%	8,210
		397 Med/surgical equipment	5,544	5%	1,121
		400 Machinery and equipment	8,761	8%	1,674
spend Total		206,385		158,489	
1309 Hospital Dr. J.M. Galv	Recoverated fu		754,486	100%	0
	spend	200 Other non-personnel services	185,400	25%	12,598
		230 Travel expenses	3,005	0%	4,255
		280 Building maintenance/repairs	0	0%	0
		300 Various materials and supplies	34,750	5%	21,022
		310 Food	310,000	41%	0
		361 Fuel and lubricants	110,000	15%	0
		365 Med/pharmaceutical products	288,200	38%	5,068
		397 Med/surgical equipment	363,748	48%	0
		400 Machinery and equipment	0	0%	0
spend Total		1,292,103		42,963	
1310 CHA San Marcos O.	Recoverated fu		87,102	100%	0
	spend	200 Other non-personnel services	22,419	26%	12,452
		230 Travel expenses	13,999	16%	29,768
		280 Building maintenance/repairs	0	0%	0
		300 Various materials and supplies	26,547	30%	23,238
		310 Food	1,689	2%	6,505
		361 Fuel and lubricants	39,780	46%	4,498
		365 Med/pharmaceutical products	6,068	7%	4,770
		397 Med/surgical equipment	0	0%	0
		400 Machinery and equipment	0	0%	0
spend Total		110,493		81,231	
1311 CHA Santa Barbara	Recoverated fund		157,911	100%	0
	spend	200 Other non-personnel services	5,490	3%	19,244
		230 Travel expenses	10,875	7%	16,552
		280 Building maintenance/repairs	440	0%	7,836
		300 Various materials and supplies	69,736	44%	50,079
		310 Food	5,198	3%	6,461
		361 Fuel and lubricants	208	0%	61
		365 Med/pharmaceutical products	13,031	8%	19,412
		397 Med/surgical equipment	0	0%	371
		400 Machinery and equipment	0	0%	0
spend Total		104,978		120,012	

Code & Name of Hospital	Budget Item	Amount spent		
		1994	%	as of July 1995
1312 CHA San Lorenzo	Recoverated fund	249,185	100%	0
	spend			
	200	43,658	18%	11,413
	230	7,592	3%	7,710
	280	0	0%	1,175
	300	98,556	40%	43,135
	310	13,804	6%	44,442
	361	16,665	7%	6,041
	365	8,089	3%	6,843
	397	14,008	6%	12,882
	400	9,851	4%	17,479
spend Total	212,313		150,830	
1313 CHA El Progreso	Recoverated fund	105,317	100%	0
	spend			
	200	39,584	38%	13,297
	230	7,750	7%	4,320
	280	0	0%	1,852
	300	65,592	62%	50,611
	310	3,919	4%	3,429
	361	70,811	67%	5,057
	365	7,301	7%	8,020
	397	7,620	7%	17,415
	400	0	0%	175
spend Total	202,577		104,777	
1314 CHA Olanchito	Recoverated fund	194,953	100%	0
	spend			
	200	65,277	33%	74,369
	230	16,144	8%	41,043
	280	6,612	3%	1,854
	300	31,239	16%	49,711
	310	4,113	2%	2,411
	361	23,193	12%	27,590
	365	10,693	5%	12,585
	397	615	0%	2,582
	400	8,750	4%	11,811
spend Total	166,036		223,954	
1315 Hospital M. de J. Sahn	Recoverated fund	0	100%	0
	spend			
	200	8,065	-	23,263
	230	4,780	-	975
	280	0	-	0
	300	40,625	-	11,995
	310	68,923	-	19,967
	361	0	-	0
	365	5,786	-	2,242
	397	0	-	0
	400	0	-	0
spend Total	128,249		58,442	
1316 CHA Puerto Lempira	Recoverated fund	9,834	100%	0
	spend			
	200	0	0%	7,263
	230	0	0%	3,001
	280	0	0%	0
	300	0	0%	3,517
	310	0	0%	4,431
	361	0	0%	0
	365	0	0%	0
	397	0	0%	0
	400	0	0%	0
spend Total	0		18,212	
3006 Hospital Militar	Recoverated fund	2,599,679	100%	0
	spend			
	200	0	0%	0
	230	0	0%	0
	280	300,000	12%	0
	300	400,085	16%	0
	310	0	0%	0
	361	360,000	14%	0
	365	670,400	26%	0
	397	368,000	14%	0
	400	0	0%	0
spend Total	2,098,485		0	
3010 Clinica Santa Lucia	Recoverated fund	65,000	100%	0
	spend			
	200	0	0%	0
	230	0	0%	0
	280	0	0%	0
	300	0	0%	0
	310	0	0%	5,000
	361	0	0%	0
	365	0	0%	0
	397	0	0%	0
	400	0	0%	0
spend Total	0		5,000	

H. FINANCIAL MANAGEMENT

MODULE 3. FINANCIAL ADMINISTRATION

3. Personnel Salaries: Chart 9(1) (Range of Personnel Salaries by Type of Hospital)

Type of Hospital	Category	Number of Person	(US\$ of Salary: Lempiira)		
			Highest salary (Lempiira)	Lowest salary (Lempiira)	Average salary (Lempiira)
Total	1 Medical specialists	28	5,893	4,104	4,822
	2 General practitioners	10	4,668	3,128	3,856
	3 Residents	73	3,990	3,990	3,990
	4 Social service doctors	4	1,752	1,748	1,671
	5 Interns	69	1,427	1,427	1,427
	6 Odontologists	2	2,973	2,264	2,528
	7 Microbiologists	2	2,555	2,259	2,407
	8 Pharmacists	1	2,410	2,119	2,264
	9 Professional nurses	20	2,585	1,917	2,251
	10 Auxiliary nurses	119	1,607	1,084	1,332
	11 Nutritionists	2	1,790	1,578	1,684
	12 X-ray, lab, anesth. technicians	25	2,026	1,298	1,668
	13 Nutritionists	4	2,445	2,331	2,388
	14 Other technicians	17	1,733	1,374	1,553
	15 Social service personnel	4	1,159	843	1,001
	16 Pharmacy/warehouse	8	1,821	1,060	1,426
	17 Administration	8	3,569	2,178	2,840
	18 Maintenance	60	1,901	1,112	1,506
	19 General services	29	1,795	1,018	1,407
	20 Additional administrative (doctors)	53	1,450	914	1,182
	21 Additional administrative (nurses)	3	1,939	1,171	1,514
National MSP	1 Medical specialists	97	5,909	2,938	4,424
	2 General practitioners	12	4,144	3,181	3,662
	3 Residents	95	3,990	3,990	3,990
	4 Social service doctors	2	1,811	1,811	1,811
	5 Interns	77	1,427	1,427	1,427
	6 Odontologists	2	3,039	1,448	2,243
	7 Microbiologists	6	2,750	1,829	2,290
	8 Pharmacists	2	2,958	1,958	2,458
	9 Professional nurses	63	2,561	2,150	2,355
	10 Auxiliary nurses	361	1,745	1,248	1,497
	11 Nutritionists	6	2,248	1,025	1,637
	12 X-ray, lab, anesth. technicians	58	2,090	1,450	1,770
	13 Nutritionists	7	2,628	2,434	2,531
	14 Other technicians	30	2,118	1,778	1,948
	15 Social service personnel	2	1,682	1,182	1,432
	16 Pharmacy/warehouse	14	2,703	1,224	1,964
	17 Administration	22	3,583	1,888	2,735
	18 Maintenance	217	2,092	1,326	1,709
	19 General services	18	1,920	1,063	1,502
	20 Additional administrative (doctors)	145	1,580	923	1,252
	21 Additional administrative (nurses)	5	1,681	225	953
Regional MSP	1 Medical specialists	14	5,957	4,606	5,329
	2 General practitioners	11	5,119	3,135	4,127
	3 Residents	-	-	-	-
	4 Social service doctors	6	1,800	1,800	1,800
	5 Interns	38	-	-	-
	6 Odontologists	1	2,750	2,500	2,625
	7 Microbiologists	1	1,765	1,765	1,765
	8 Pharmacists	1	2,028	1,950	1,989
	9 Professional nurses	14	2,508	2,098	2,303
	10 Auxiliary nurses	101	1,789	1,220	1,505
	11 Nutritionists	2	1,630	1,652	1,641
	12 X-ray, lab, anesth. technicians	49	1,818	1,515	1,666
	13 Nutritionists	1	2,325	2,325	2,325
	14 Other technicians	1	1,275	1,275	1,275
	15 Social service personnel	6	1,041	823	932
	16 Pharmacy/warehouse	11	1,805	1,019	1,411
	17 Administration	3	2,975	1,749	2,362
	18 Maintenance	27	1,733	1,192	1,463
	19 General services	15	1,682	1,131	1,407
	20 Additional administrative (doctors)	39	1,377	1,039	1,206
	21 Additional administrative (nurses)	1	1,392	1,352	1,372
Area MSP	1 Medical specialists	5	5,213	4,475	4,684
	2 General practitioners	6	4,122	2,970	3,546
	3 Residents	-	-	-	-
	4 Social service doctors	3	1,724	1,711	1,595
	5 Interns	-	-	-	-
	6 Odontologists	1	2,840	2,540	2,584
	7 Microbiologists	1	2,189	2,160	2,175
	8 Pharmacists	1	1,856	1,756	1,806
	9 Professional nurses	7	2,425	1,837	2,131
	10 Auxiliary nurses	50	1,601	1,136	1,369
	11 Nutritionists	1	1,600	1,600	1,600
	12 X-ray, lab, anesth. technicians	8	1,917	1,268	1,608
	13 Nutritionists	1	2,260	2,190	2,225
	14 Other technicians	1	1,113	1,113	1,113
	15 Social service personnel	4	919	687	803
	16 Pharmacy/warehouse	5	1,350	1,022	1,186
	17 Administration	4	2,478	1,505	1,929
	18 Maintenance	13	1,644	1,088	1,366
	19 General services	10	1,649	1,034	1,342
	20 Additional administrative (doctors)	30	1,308	965	1,137
	21 Additional administrative (nurses)	2	1,303	1,020	1,083

(Unit of Salary: Lempias)

MODULE 3. FINANCIAL ADMINISTRATION

Type of Hospital	Category	Number of Person	Highest salary (Lempira)	Lowest salary (Lempira)	Average salary (Lempira)
HSS	1 Medical specialists	85	9,128	3,517	6,322
	2 General practitioners	42	6,270	2,987	4,628
	3 Residents	-	-	-	-
	4 Social service doctors	-	-	-	-
	5 Interns	-	-	-	-
	6 Odontologists	12	3,693	2,445	3,069
	7 Microbiologists	3	2,651	2,177	2,414
	8 Pharmacists	1	2,410	2,410	2,410
	9 Professional nurses	67	2,356	1,536	1,945
	10 Auxiliary nurses	307	1,834	660	1,247
	11 Nutritionists	1	2,663	2,663	2,663
	12 X-ray, lab, anesht. technicians	57	2,215	1,197	1,706
	11 Nutritionists	9	2,681	2,390	2,535
	14 Other technicians	71	2,025	1,331	1,678
	15 Social service personnel	-	-	-	-
	16 Pharmacy/warehouse	29	2,661	813	1,737
	17 Administration	20	6,305	2,036	4,171
	18 Maintenance	152	1,885	1,009	1,447
	19 General services	28	2,203	1,181	1,692
	20 Additional administrative (doctors)	112	1,966	757	1,361
	21 Additional administrative (nurses)	16	1,212	398	805
Private (non-profit)	1 Medical specialists	5	7,393	3,778	5,113
	2 General practitioners	13	6,013	3,293	4,653
	3 Residents	5	-	-	-
	4 Social service doctors	-	-	-	-
	5 Interns	-	-	-	-
	6 Odontologists	1	3,650	-	1,825
	7 Microbiologists	1	3,927	3,478	3,702
	8 Pharmacists	1	2,600	2,600	2,600
	9 Professional nurses	6	4,113	2,016	3,065
	10 Auxiliary nurses	52	2,116	1,004	1,560
	11 Nutritionists	1	1,525	1,525	1,525
	12 X-ray, lab, anesht. technicians	10	3,550	1,347	2,449
	11 Nutritionists	-	3,515	2,515	2,515
	14 Other technicians	1	2,373	1,635	2,004
	15 Social service personnel	4	1,750	1,000	1,375
	16 Pharmacy/warehouse	6	3,016	1,496	2,256
	17 Administration	1	5,475	5,475	5,475
	18 Maintenance	12	3,253	1,140	2,196
	19 General services	8	2,490	935	1,712
	20 Additional administrative (doctors)	17	1,978	862	1,420
	21 Additional administrative (nurses)	4	9,213	5,065	7,139
Private (for profit)	1 Medical specialists	10	5,100	7,200	4,350
	2 General practitioners	3	5,053	3,730	3,770
	3 Residents	-	-	-	-
	4 Social service doctors	-	-	-	-
	5 Interns	-	-	-	-
	6 Odontologists	1	-	-	-
	7 Microbiologists	2	1,525	1,525	1,525
	8 Pharmacists	1	3,500	3,500	3,500
	9 Professional nurses	3	1,275	1,275	1,275
	10 Auxiliary nurses	18	881	768	738
	11 Nutritionists	1	1,150	1,150	1,150
	12 X-ray, lab, anesht. technicians	4	1,213	886	1,050
	11 Nutritionists	-	-	-	-
	14 Other technicians	6	1,175	800	988
	15 Social service personnel	-	-	-	-
	16 Pharmacy/warehouse	2	775	733	663
	17 Administration	8	4,740	1,465	3,103
	18 Maintenance	10	1,150	742	946
	19 General services	127	825	662	744
	20 Additional administrative (doctors)	12	1,091	680	885
	21 Additional administrative (nurses)	1	-	-	-
Military	1 Medical specialists	22	4,000	1,800	2,900
	2 General practitioners	12	3,550	3,550	3,550
	3 Residents	2	3,000	2,000	2,500
	4 Social service doctors	1	2,950	2,950	2,950
	5 Interns	1	2,300	2,300	2,300
	6 Odontologists	21	2,400	2,200	2,300
	7 Microbiologists	52	1,000	1,000	1,000
	8 Pharmacists	1	1,200	1,200	1,200
	9 Professional nurses	19	2,100	1,600	1,850
	10 Auxiliary nurses	1	2,100	2,100	2,100
	11 Nutritionists	11	1,100	1,100	1,100
	12 X-ray, lab, anesht. technicians	6	2,300	800	1,550
	11 Nutritionists	1	7,000	7,000	7,000
	14 Other technicians	75	2,500	900	1,700
	15 Social service personnel	6	3,000	900	1,950
	16 Pharmacy/warehouse	-	-	-	-
	17 Administration	-	-	-	-
	18 Maintenance	-	-	-	-
	19 General services	-	-	-	-
	20 Additional administrative (doctors)	-	-	-	-
	21 Additional administrative (nurses)	-	-	-	-

11. FINANCIAL MANAGEMENT

3. Personnel Salaries: Chart 9(2) (Range of Personnel Salaries by Hospital)

Hospital (Code & Name)	Category	Number of Person	(Unit of Salary: Lempias)		
			Highest salary	Lowest salary	Average salary
1101 Mario Catarino Rivas	1 Medical specialists	26	5,792	3,000	4,396
	2 General practitioners	44	4,655	2,500	3,578
	3 Residents				
	4 Social service doctors				
	5 Interns	12	1,476	1,476	1,476
	6 Odontologists				
	7 Microbiologists	2	2,700	825	1,763
	8 Pharmacists	2	3,320	2,160	2,740
	9 Professional nurses	79	2,870	1,890	2,380
	10 Auxiliary nurses	287	1,360	1,075	1,228
	11 Nutritionists	13	1,305	755	1,030
	12 X-ray, lab, anessth. technicians	8	1,735	1,340	1,538
	11 Social workers	6	2,870	2,370	2,620
	14 Other technicians				
	15 Social service personnel				
	15 Pharmacy/warehouse	7	3,320	1,170	2,245
	17 Administration	119	3,330	1,155	2,243
	18 Maintenance	3	2,120	1,050	1,585
	19 General services		3,060	960	2,010
	20 Additional administrative (doctors)	28	1,355	835	1,095
	21 Additional administrative (nurses)	2	400	300	350
1103 Santa Rosa	1 Medical specialists	6	5,967	2,920	4,444
	2 General practitioners	6	5,119	4,969	5,044
	3 Residents				
	4 Social service doctors	2	1,811	1,811	1,811
	5 Interns				
	6 Odontologists	1	851	851	851
	7 Microbiologists				
	8 Pharmacists	1	2,630	2,630	2,630
	9 Professional nurses	12	2,520	2,270	2,395
	10 Auxiliary nurses	81	1,835	1,205	1,520
	11 Nutritionists				
	12 X-ray, lab, anessth. technicians	1	1,800	1,800	1,800
	11 Social workers	2	2,630	2,010	2,320
	14 Other technicians	18	1,830	1,260	1,545
	15 Social service personnel				
	16 Pharmacy/warehouse	4	2,630	1,410	2,020
	17 Administration	3	2,920	1,640	2,280
	18 Maintenance	41	1,995	1,360	1,678
	19 General services	12	1,765	1,395	1,580
	20 Additional administrative (doctors)	103	1,665	1,060	1,363
	21 Additional administrative (nurses)	6	1,776	200	988
1104 Mario Mendoza	1 Medical specialists	11	5,792	5,566	5,679
	2 General practitioners	4	4,969	4,655	4,812
	3 Residents	3	4,969	4,969	4,969
	4 Social service doctors				
	5 Interns	4	1,411	1,411	1,411
	6 Odontologists	1	758	758	758
	7 Microbiologists	1	2,690	2,690	2,690
	8 Pharmacists				
	9 Professional nurses	4	2,465	2,350	2,408
	10 Auxiliary nurses	52	1,795	1,395	1,595
	11 Nutritionists				
	12 X-ray, lab, anessth. technicians	2	2,690	1,765	2,228
	13 Social workers				
	14 Other technicians	4	2,620	2,420	2,520
	15 Social service personnel				
	16 Pharmacy/warehouse				
	17 Administration	1	2,560	2,560	2,560
	18 Maintenance	27	1,920	1,420	1,670
	19 General services	5	1,765	1,340	1,553
	20 Additional administrative (doctors)	17	1,455	1,160	1,308
	21 Additional administrative (nurses)		2,277	150	1,214
1105 Instituto del Torax	1 Medical specialists	38	5,967	2,156	4,062
	2 General practitioners	4	5,119	1,962	3,541
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	1	2,000	2,000	2,000
	7 Microbiologists	2	2,780	2,250	2,515
	8 Pharmacists	1	2,560	2,560	2,560
	9 Professional nurses	25	2,610	2,190	2,400
	10 Auxiliary nurses	110	1,795	1,155	1,475
	11 Nutritionists				
	12 X-ray, lab, anessth. technicians	19	2,185	1,315	1,750
	13 Social workers	3	2,540	2,370	2,455
	14 Other technicians				
	15 Social service personnel	1	515	515	515
	16 Pharmacy/warehouse	2	1,965	1,320	1,643
	17 Administration	4	5,967	2,340	4,154
	18 Maintenance	25	1,615	1,435	1,625
	19 General services	12	1,810	1,035	1,423
	20 Additional administrative (doctors)	142	1,885	1,135	1,510
	21 Additional administrative (nurses)	7	1,876	300	1,088

Hospital (Code & Name)	Category	Number of Person	(Unit of Salary: Lempias)		
			Hight of salary	Lowest salary	Average salary
1106 Hospital Escuela (BME)	1 Medical specialists	250	5,967	1,994	3,981
	2 General practitioners	6	2,500	2,500	2,500
	3 Residents	141	3,500	3,500	3,500
	4 Social service doctors				
	5 Interns	145	1,411	1,411	1,411
	6 Odontologists	3	5,792	1,815	3,804
	7 Microbiologists	13	2,790	1,690	2,240
	8 Pharmacists	2	3,140	1,220	2,180
	9 Professional nurses	128	2,450	2,100	2,275
	10 Auxiliary nurses	817	1,835	1,330	1,583
	11 Nutritionists	2	2,720	1,160	1,940
	12 X-ray, lab, anesth. technicians	158	2,065	1,240	1,653
	13 Social workers	13	2,550	2,710	2,630
	14 Other technicians	48	2,010	1,715	1,863
	15 Social service personnel	2	2,265	1,515	1,890
	16 Pharmacy/warehouse	29	2,800	1,110	1,955
	17 Administration	3	3,360	1,815	2,588
	18 Maintenance	603	2,350	1,345	1,848
	19 General services	30	1,560	885	1,223
	20 Additional administrative (doctors)	293	1,560	675	1,118
	21 Additional administrative (nurses)		1,878	200	1,039
1107 Hospital Escuela (BMO)	1 Medical specialists	250	5,967	1,994	3,981
	2 General practitioners	6	2,500	2,500	2,500
	3 Residents	141	3,500	3,500	3,500
	4 Social service doctors				
	5 Interns	145	1,411	1,411	1,411
	6 Odontologists	3	5,792	1,815	3,804
	7 Microbiologists	13	2,790	1,690	2,240
	8 Pharmacists	2	3,140	1,220	2,180
	9 Professional nurses	128	2,450	2,100	2,275
	10 Auxiliary nurses	817	1,835	1,330	1,583
	11 Nutritionists	2	2,720	1,160	1,940
	12 X-ray, lab, anesth. technicians	158	2,065	1,240	1,653
	13 Social workers	13	2,550	2,710	2,630
	14 Other technicians	48	2,010	1,715	1,863
	15 Social service personnel	2	2,265	1,515	1,890
	16 Pharmacy/warehouse	29	2,800	1,110	1,955
	17 Administration	3	3,360	1,815	2,588
	18 Maintenance	603	2,350	1,345	1,848
	19 General services	30	1,560	885	1,223
	20 Additional administrative (doctors)	293	1,560	675	1,118
	21 Additional administrative (nurses)		1,878	200	1,039
1201 Hospital Atlántida	1 Medical specialists	27	5,967	5,967	5,967
	2 General practitioners	8	5,119	2,921	4,020
	3 Residents				
	4 Social service doctors	5	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	2	3,000	2,000	2,500
	7 Microbiologists				
	8 Pharmacists	1	2,240	2,240	2,240
	9 Professional nurses	25	2,560	2,370	2,465
	10 Auxiliary nurses	128	1,670	785	1,228
	11 Nutritionists				
	12 X-ray, lab, anesth. technicians	13	1,800	1,450	1,625
	13 Social workers	1	2,800	2,800	2,800
	14 Other technicians	1	1,275	1,275	1,275
	15 Social service personnel	1	840	840	840
	16 Pharmacy/warehouse	13	1,475	1,310	1,392
	17 Administration	1	2,070	2,070	2,070
	18 Maintenance	70	1,920	1,235	1,578
	19 General services	18			
	20 Additional administrative (doctors)	62	920	610	765
	21 Additional administrative (nurses)	1	2,077	2,077	2,077
1202 Hospital Santa Teresa	1 Medical specialists	13	5,968	5,868	5,918
	2 General practitioners	3	5,120	5,120	5,120
	3 Residents				
	4 Social service doctors	8	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	1	2,690	2,690	2,690
	8 Pharmacists	1	2,000	2,000	2,000
	9 Professional nurses	12	2,520	1,780	1,950
	10 Auxiliary nurses	120	1,930	1,275	1,603
	11 Nutritionists	2	1,630	1,475	1,553
	12 X-ray, lab, anesth. technicians	19	2,265	1,650	1,958
	13 Social workers	1	2,450	2,450	2,450
	14 Other technicians				
	15 Social service personnel	16	1,500	650	1,075
	16 Pharmacy/warehouse	14	2,000	1,110	1,555
	17 Administration	2	5,500	1,635	3,568
	18 Maintenance	3	1,650	1,315	1,483
	19 General services	5	1,665	1,060	1,363
	20 Additional administrative (doctors)				
	21 Additional administrative (nurses)	1	1,505	1,505	1,505

MODULE 3. FINANCIAL ADMINISTRATION

(Unit of Salary: Lempes)						
Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary	
1203 Hospital del Occidente	1 Medical specialists	12	5,967	5,967	5,967	
	2 General practitioners	18	5,119	2,500	3,810	
	3 Residents					
	4 Social service doctors					
	5 Interns	38				
	6 Odontologists					
	7 Microbiologists	1				
	8 Pharmacists					
	9 Professional nurses	12	2,520	2,100	2,310	
	10 Auxiliary nurses	118	1,795	1,515	1,655	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	23	2,345	1,490	1,913	
	13 Social workers					
	14 Other technicians					
	15 Social service personnel	2	864	840	852	
	16 Pharmacy/warehouse	12	1,660	1,335	1,498	
	17 Administration	3	2,500	1,640	2,070	
	18 Maintenance	25	1,635	1,160	1,398	
	19 General services	15	1,700	1,070	1,385	
	20 Additional administrative (doctors)	56	1,475	1,045	1,260	
	21 Additional administrative (nurses)	1	1,344	1,344	1,344	
1204 Leonardo Martínez	1 Medical specialists	2	5,967	2,221	4,094	
	2 General practitioners	13	5,119	2,500	3,810	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists					
	7 Microbiologists	1				
	8 Pharmacists	1	1,470	1,160	1,315	
	9 Professional nurses	13	2,530	2,270	2,400	
	10 Auxiliary nurses	58	1,795	1,635	1,715	
	11 Nutritionists	1				
	12 X-ray, lab, anesth. technicians	10	1,967	1,572	1,770	
	13 Social workers	1				
	14 Other technicians					
	15 Social service personnel					
	16 Pharmacy/warehouse	3	1,635	120	878	
	17 Administration	4	4,139	1,800	2,970	
	18 Maintenance	36	1,925	1,245	1,585	
	19 General services	8	1,765	1,265	1,515	
	20 Additional administrative (doctors)	26	1,455	1,210	1,333	
	21 Additional administrative (nurses)	1	1,428	1,428	1,428	
1205 Hospital del sur	1 Medical specialists	11	5,967	5,119	5,543	
	2 General practitioners	11	5,119	3,271	4,195	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists	1	2,000	2,000	2,000	
	7 Microbiologists					
	8 Pharmacists					
	9 Professional nurses	5	2,520	2,280	2,400	
	10 Auxiliary nurses	76	1,715	1,115	1,415	
	11 Nutritionists	2	1,680	1,630	1,655	
	12 X-ray, lab, anesth. technicians	15	2,265	1,900	2,083	
	13 Social workers					
	14 Other technicians					
	15 Social service personnel					
	16 Pharmacy/warehouse	14	1,660	1,210	1,435	
	17 Administration	2	1,620	1,570	1,595	
	18 Maintenance	10	1,715	1,395	1,555	
	19 General services	22	1,500	950	1,225	
	20 Additional administrative (doctors)	32	1,522	1,260	1,391	
	21 Additional administrative (nurses)	1	1,500	1,260	1,380	
1206 Hospital San Francisco	1 Medical specialists	21	5,967	3,000	4,484	
	2 General practitioners	13	5,119	2,500	3,810	
	3 Residents					
	4 Social service doctors	5	1,800	1,800	1,800	
	5 Interns					
	6 Odontologists	1	3,000	3,000	3,000	
	7 Microbiologists	1	840	840	840	
	8 Pharmacists	1	2,400	2,400	2,400	
	9 Professional nurses	15	2,400	2,190	2,295	
	10 Auxiliary nurses	104	1,830	995	1,413	
	11 Nutritionists	1	1,580	1,850	1,715	
	12 X-ray, lab, anesth. technicians	212	265	1,035	650	
	13 Social workers	1	1,715	1,715	1,715	
	14 Other technicians					
	15 Social service personnel	1	960	960	960	
	16 Pharmacy/warehouse	7	2,400	1,020	1,710	
	17 Administration	5	2,030	1,790	1,900	
	18 Maintenance	17	1,555	800	1,178	
	19 General services	21	1,280	1,310	1,545	
	20 Additional administrative (doctors)	19	1,515	1,070	1,293	
	21 Additional administrative (nurses)	1	500	500	500	

(Unit of Salary: Lempiás)						
Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary	
1301 Hospital Tela Integrado	1 Medical specialists	7	5,967	5,792	5,880	
	2 General practitioners	4	5,119	4,156	4,638	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists	1	2,585	2,585	2,585	
	7 Microbiologists	1	2,589	2,589	2,589	
	8 Pharmacists	1	1,540	1,540	1,540	
	9 Professional nurses	4	2,520	2,270	2,395	
	10 Auxiliary nurses	37	1,675	1,435	1,555	
	11 Nutritionists	1	1,580	1,580	1,580	
	12 X-ray, lab, anesth. technicians	11	1,945	1,065	1,505	
	13 Social workers					
	14 Other technicians	1	1,310	1,310	1,310	
	15 Social service personnel					
	16 Pharmacy/warehouse	4	1,540	1,110	1,325	
	17 Administration					
	18 Maintenance	17	1,920	1,040	1,480	
	19 General services	2	1,470	1,365	1,418	
	20 Additional administrative (doctors)	24	1,555	1,120	1,338	
	21 Additional administrative (nurses)					
1302 CIA Tocoa	1 Medical specialists	4	3,600	3,600	3,600	
	2 General practitioners	10	5,119	2,900	4,010	
	3 Residents					
	4 Social service doctors	2				
	5 Interns					
	6 Odontologists	2	3,000	1,370	2,185	
	7 Microbiologists	1	2,150	2,150	2,150	
	8 Pharmacists	1	2,120	2,120	2,120	
	9 Professional nurses	14	2,520	1,910	2,215	
	10 Auxiliary nurses	70	1,595	985	1,290	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	11	1,545	1,245	1,395	
	13 Social workers	2	2,200	1,920	2,060	
	14 Other technicians	1	835	835	835	
	15 Social service personnel	9	635	635	635	
	16 Pharmacy/warehouse	9	1,320	845	1,083	
	17 Administration					
	18 Maintenance	21	1,920	965	1,443	
	19 General services	5	1,755	955	1,355	
	20 Additional administrative (doctors)	49	1,360	775	1,068	
	21 Additional administrative (nurses)		1,500	1,500	1,500	
1303 Hospital Salvador Paréds	1 Medical specialists	4	5,967		2,984	
	2 General practitioners	3	3,372	2,500	2,936	
	3 Residents					
	4 Social service doctors	4	1,600		900	
	5 Interns					
	6 Odontologists					
	7 Microbiologists					
	8 Pharmacists					
	9 Professional nurses	5	2,520	1,740	2,130	
	10 Auxiliary nurses	27	1,820	1,315	1,473	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	4	1,965	1,500	1,965	
	13 Social workers					
	14 Other technicians					
	15 Social service personnel	6	1,050	515	783	
	16 Pharmacy/warehouse	4	1,435	1,120	1,278	
	17 Administration	3	2,500	1,780	2,140	
	18 Maintenance	6	1,625	1,315	1,470	
	19 General services	20	1,715	1,025	1,370	
	20 Additional administrative (doctors)	12	1,410	1,045	1,228	
	21 Additional administrative (nurses)	1	1,676		836	
1304 CIA Puerto Cortes	1 Medical specialists	9	5,967	4,310	5,139	
	2 General practitioners	6	5,119	5,119	5,119	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists					
	7 Microbiologists					
	8 Pharmacists					
	9 Professional nurses	5	2,520	2,270	2,395	
	10 Auxiliary nurses	27	1,880	1,475	1,678	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	8	1,875	1,430	1,653	
	13 Social workers	1	2,460	2,460	2,460	
	14 Other technicians					
	15 Social service personnel					
	16 Pharmacy/warehouse	2	1,395	1,260	1,328	
	17 Administration	4	2,970	1,500	2,235	
	18 Maintenance	10	1,650	1,395	1,523	
	19 General services	9	1,615	1,145	1,380	
	20 Additional administrative (doctors)	16	1,455	1,135	1,300	
	21 Additional administrative (nurses)	100	100	100	100	

(Unit of Salary: Lempias)

Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary
1305 Hospital Gabriela Abarca	1 Medical specialists	7	4,993	4,824	4,929
	2 General practitioners	4	4,284	1,120	2,702
	3 Residents				
	4 Social service doctors	5	1,985	1,985	1,985
	5 Interns				
	6 Odontologists	1	3,000	2,480	2,740
	7 Microbiologists				
	8 Pharmacists	3	1,620	1,121	1,371
	9 Professional nurses	8	2,520	2,185	2,353
	10 Auxiliary nurses	66	1,755	1,000	1,378
	11 Nutritionists	1	1,680	1,680	1,680
	12 X-ray, lab, ansth. technicians	2	1,945	1,000	1,473
	13 Social workers				
	14 Other technicians				
	15 Social service personnel	1	875	875	875
	16 Pharmacy/warehouse	2	1,550	1,260	1,405
	17 Administration	1	2,040	2,040	2,040
	18 Maintenance	3	1,750	1,580	1,665
	19 General services	1	1,715	1,715	1,715
	20 Additional administrative (doctors)	5	1,585	1,330	1,458
	21 Additional administrative (nurses)	5	100	100	100
1306 Hospital de Routan	1 Medical specialists	2	4,818	4,818	4,818
	2 General practitioners	3	4,015	4,015	4,015
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	1	2,430	2,430	2,430
	8 Pharmacists				
	9 Professional nurses	6	2,700	1,130	1,915
	10 Auxiliary nurses	22	1,275	955	1,115
	11 Nutritionists				
	12 X-ray, lab, ansth. technicians	2	1,735	1,480	1,606
	13 Social workers				
	14 Other technicians	1	1,480	1,480	1,480
	15 Social service personnel				
	16 Pharmacy/warehouse	3	1,300	1,295	1,298
	17 Administration	17	1,970	1,505	1,738
	18 Maintenance	10	1,300	1,155	1,228
	19 General services				
	20 Additional administrative (doctors)	22	1,130	895	1,013
	21 Additional administrative (nurses)	1	1,494	1,494	1,494
1307 Hospital E. Aguilar Cerrato	1 Medical specialists	9	4,818	3,480	4,149
	2 General practitioners	7	4,015	2,500	3,258
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	2	2,240	1,980	2,110
	8 Pharmacists				
	9 Professional nurses	9	2,250	1,920	2,085
	10 Auxiliary nurses	66	1,115	685	900
	11 Nutritionists				
	12 X-ray, lab, ansth. technicians	12	1,705	1,270	1,468
	13 Social workers				
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	3	785	685	735
	17 Administration	8	1,700	770	1,235
	18 Maintenance	14	1,250	810	1,030
	19 General services	30	1,755	685	1,220
	20 Additional administrative (doctors)	21	1,035	745	890
	21 Additional administrative (nurses)	1	1,494	1,494	1,494
1308 Hospital R. Suarez Cordova	1 Medical specialists	6	5,968	5,968	5,968
	2 General practitioners	5	5,110	2,500	3,805
	3 Residents				
	4 Social service doctors	6	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	1	2,500	2,500	2,500
	7 Microbiologists	1	865	865	865
	8 Pharmacists				
	9 Professional nurses	6	2,520	1,290	1,905
	10 Auxiliary nurses	63	1,295	685	1,240
	11 Nutritionists	1	1,700	1,700	1,700
	12 X-ray, lab, ansth. technicians	9	2,185	1,475	1,830
	13 Social workers	1	2,450	2,450	2,450
	14 Other technicians				
	15 Social service personnel	1	915	915	915
	16 Pharmacy/warehouse	9	1,785	1,060	1,423
	17 Administration	3	1,920	1,845	1,883
	18 Maintenance	10	1,735	1,300	1,516
	19 General services	4	1,315	750	1,033
	20 Additional administrative (doctors)	45	1,260	600	930
	21 Additional administrative (nurses)	2	1,567	500	1,034

(Unit of Salary: Lempias)

Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary
1309 Hospital Dr. J.M. Gabez	1 Medical specialists	1	4,032	4,032	4,032
	2 General practitioners	6	2,500	2,500	2,500
	3 Residents				
	4 Social service doctors	1	1,080	1,080	1,080
	5 Interns				
	6 Odontologists	1	2,000	2,000	2,000
	7 Microbiologists	1			
	8 Pharmacists				
	9 Professional nurses	8	2,000	1,920	1,960
	10 Auxiliary nurses	69	1,280	1,115	1,195
	11 Nutritionists				
	12 X-ray, lab, anesth. technicians	10	1,705	1,270	1,488
	13 Social workers	1			
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	6	855	785	820
	17 Administration	3	3,000	1,500	2,250
	18 Maintenance	24	1,310	810	1,060
	19 General services	5	1,750	1,080	1,415
	20 Additional administrative (doctors)	43	1,035	745	890
	21 Additional administrative (nurses)	1	1,887	1,887	1,887
1310 CHA San Marcos O.	1 Medical specialists	3	4,818	3,000	3,909
	2 General practitioners	5	4,015	4,015	4,015
	3 Residents				
	4 Social service doctors	1			
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	1	1,980	1,960	1,980
	8 Pharmacists				
	9 Professional nurses	5	2,250	1,740	1,995
	10 Auxiliary nurses	65	1,280	835	1,058
	11 Nutritionists				
	12 X-ray, lab, anesth. technicians	8	1,705	810	1,258
	13 Social workers				
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	9	1,085	785	935
	17 Administration	3	4,015	1,220	2,618
	18 Maintenance	30	1,500	785	1,143
	19 General services	3	1,755	1,080	1,418
	20 Additional administrative (doctors)	39	1,035	770	903
	21 Additional administrative (nurses)	1	1,239	1,239	1,239
1311 CHA Santa Barbara	1 Medical specialists	5	6,788	5,165	5,977
	2 General practitioners	8	3,588	2,749	3,169
	3 Residents				
	4 Social service doctors	2	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	1	2,000	2,000	2,000
	7 Microbiologists				
	8 Pharmacists	1	2,240	2,240	2,240
	9 Professional nurses	5	2,520	1,910	2,215
	10 Auxiliary nurses	64	1,830	1,115	1,473
	11 Nutritionists	1	1,630	1,630	1,630
	12 X-ray, lab, anesth. technicians	9	2,745	1,700	2,223
	13 Social workers				
	14 Other technicians				
	15 Social service personnel	1	840	840	840
	16 Pharmacy/warehouse	7	1,470	995	1,233
	17 Administration	3	4,434	1,640	3,037
	18 Maintenance	2	1,750	1,620	1,685
	19 General services	4	1,715	1,360	1,538
	20 Additional administrative (doctors)		1,630	1,210	1,420
	21 Additional administrative (nurses)	1	1,767	1,767	1,767
1313 CHA El Progreso	1 Medical specialists	8	5,792	3,915	4,854
	2 General practitioners	8	4,969	2,500	3,735
	3 Residents				
	4 Social service doctors	6	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	1	2,780	2,780	2,780
	8 Pharmacists				
	9 Professional nurses	5	2,520	2,270	2,395
	10 Auxiliary nurses	58	1,755	1,475	1,615
	11 Nutritionists	1	1,680	1,680	1,680
	12 X-ray, lab, anesth. technicians	8	1,575	1,705	1,790
	13 Social workers	1			
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	4	1,555	1,505	1,530
	17 Administration	1	1,300	1,830	1,565
	18 Maintenance	5	1,750	695	1,223
	19 General services	23	1,715	685	1,200
	20 Additional administrative (doctors)	47	1,500	1,120	1,310
	21 Additional administrative (nurses)		1,200	100	658

(Unit of Salary: Lempias)

Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary
1314 CHA Olanchito	1 Medical specialists	5	3,480	3,480	3,480
	2 General practitioners	6	2,980	2,980	2,980
	3 Residents				
	4 Social service doctors	3	1,800	1,800	1,800
	5 Interns				
	6 Odontologists	1	3,000	3,000	3,000
	7 Microbiologists	1	2,170	2,170	2,170
	8 Pharmacists	1	1,760	1,760	1,760
	9 Professional nurses	14	2,070	1,650	1,850
	10 Auxiliary nurses	50	955	635	795
	11 Nutritionists				
	12 X-ray, lab, anesth. technicians	12	1,225	955	1,095
	13 Social workers	1	1,920	1,920	1,920
	14 Other technicians	2	825	825	825
	15 Social service personnel				
	16 Pharmacy/warehouse	7	1,060	845	953
	17 Administration				
	18 Maintenance	26	1,690	785	1,236
	19 General services	4	1,735	610	1,173
	20 Additional administrative (doctors)	48	965	785	875
	21 Additional administrative (nurses)		1,239	1,039	1,139
1315 Hospital M. de J. Subirana	1 Medical specialists	4	5,967	5,792	5,880
	2 General practitioners	4	5,119	2,500	3,810
	3 Residents				
	4 Social service doctors	4			
	5 Interns				
	6 Odontologists	1	4,000		2,000
	7 Microbiologists				
	8 Pharmacists				
	9 Professional nurses	2	2,520	1,515	2,018
	10 Auxiliary nurses				
	11 Nutritionists				
	12 X-ray, lab, anesth. technicians	7	2,105	1,395	1,750
	13 Social workers				
	14 Other technicians				
	15 Social service personnel	5	1,600	515	1,058
	16 Pharmacy/warehouse	3	1,635	1,185	1,410
	17 Administration	1	1,800		900
	18 Maintenance	8	2,040	1,120	1,580
	19 General services	22	1,615	965	1,290
	20 Additional administrative (doctors)	14	1,545	1,145	1,345
	21 Additional administrative (nurses)	1	1,676		838
1316 CHA Puerto Lempira	1 Medical specialists				
	2 General practitioners	10	2,500	2,500	2,500
	3 Residents				
	4 Social service doctors	3			
	5 Interns				
	6 Odontologists				
	7 Microbiologists	1	2,500	2,500	2,500
	8 Pharmacists				
	9 Professional nurses	3			
	10 Auxiliary nurses	21	2,400	2,400	2,400
	11 Nutritionists		1,330	1,330	1,330
	12 X-ray, lab, anesth. technicians		2,560	710	1,685
	13 Social workers				
	14 Other technicians				
	15 Social service personnel		515	515	515
	16 Pharmacy/warehouse		1,480	600	1,040
	17 Administration		2,090	925	1,508
	18 Maintenance		1,475	950	1,213
	19 General services		1,460	1,060	1,260
	20 Additional administrative (doctors)		1,110	1,060	1,085
	21 Additional administrative (nurses)				
2201 Hospital Noroccidental	1 Medical specialists	87	11,789	4,895	8,342
	2 General practitioners	54	5,033	2,987	4,010
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	8	3,695	1,198	2,447
	7 Microbiologists	3	2,651	2,177	2,414
	8 Pharmacists	1	2,410	2,410	2,410
	9 Professional nurses	36	2,356	1,594	1,975
	10 Auxiliary nurses	162	1,856	660	1,256
	11 Nutritionists	1	2,526	2,526	2,526
	12 X-ray, lab, anesth. technicians	29	2,215	1,382	1,799
	13 Social workers	3	2,561	2,279	2,420
	14 Other technicians	62	1,786	895	1,341
	15 Social service personnel				
	16 Pharmacy/warehouse	21	1,747	660	1,204
	17 Administration	20	6,305	2,036	4,171
	18 Maintenance	132	1,805	1,012	1,409
	19 General services	17	1,754	1,163	1,459
	20 Additional administrative (doctors)	75	1,754	705	1,230
	21 Additional administrative (nurses)	2	1,924	596	1,260

(Unit of Salary: Lempias)					
Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary
2202 Hospital IHSS (MQ)	1 Medical specialists	83	6,468	3,138	4,302
	2 General practitioners	29	7,506	2,987	5,247
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	15	3,691	3,691	3,691
	7 Microbiologists				
	8 Pharmacist				
	9 Professional nurses	97	2,358	1,478	1,917
	10 Auxiliary nurses	451	1,811	660	1,236
	11 Nutritionists	1	2,800	2,800	2,800
	12 X-ray, lab, anesht. technicians	84	2,215	1,012	1,614
	13 Social workers	15	2,800	2,500	2,650
	14 Other technicians	60	2,263	1,766	2,015
	15 Social service personnel				
	16 Pharmacy/warehouse	36	3,575	965	2,270
	17 Administration				
	18 Maintenance	171	1,965	1,005	1,485
	19 General services	39	2,651	1,198	1,925
	20 Additional administrative (doctors)	149	2,172	803	1,493
	21 Additional administrative (nurses)	30	500	200	350
3001 Hospital V. d'Antoni	1 Medical specialists		14,398	7,047	10,722
	2 General practitioners		5,876	4,027	4,953
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists				
	7 Microbiologists		4,311	2,514	3,413
	8 Pharmacists				
	9 Professional nurses		6,309	1,971	4,140
	10 Auxiliary nurses		1,352	1,165	1,259
	11 Nutritionists				
	12 X-ray, lab, anesht. technicians		6,450	1,183	3,817
	13 Social workers		2,515	2,515	2,515
	14 Other technicians		2,518	1,739	2,129
	15 Social service personnel				
	16 Pharmacy/warehouse		3,034	1,134	2,084
	17 Administration				
	18 Maintenance		4,245	1,228	2,737
	19 General services		1,368	1,171	1,270
	20 Additional administrative (doctors)		4,173	1,119	2,646
	21 Additional administrative (nurses)				
3003 Hospital Evangelico	1 Medical specialists	1	7,800		3,900
	2 General practitioners	7	6,000	3,300	4,650
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	1	3,650		1,825
	7 Microbiologists	1	4,600	4,600	4,600
	8 Pharmacists	1	1,300	1,300	1,300
	9 Professional nurses	4	3,335	1,300	2,318
	10 Auxiliary nurses	27	1,580	800	1,190
	11 Nutritionists	1	1,525	1,525	1,525
	12 X-ray, lab, anesht. technicians	7	1,320	800	1,060
	13 Social workers				
	14 Other technicians	1	900	900	900
	15 Social service personnel				
	16 Pharmacy/warehouse	3	1,380	800	1,090
	17 Administration	1	4,025	4,025	4,025
	18 Maintenance	12	1,340	500	965
	19 General services	14	2,415	588	1,502
	20 Additional administrative (doctors)	11	810	720	765
	21 Additional administrative (nurses)				
3005 Hospital Tela Railroad Co.	1 Medical specialists	14	6,472	3,366	4,929
	2 General practitioners	29	7,274	1,645	4,460
	3 Residents	5			
	4 Social service doctors				
	5 Interns				
	6 Odontologists				
	7 Microbiologists	1	4,372	4,372	4,372
	8 Pharmacists	1	3,500	3,500	3,500
	9 Professional nurses	11	4,057	2,369	3,213
	10 Auxiliary nurses	116	3,783	1,050	2,417
	11 Nutritionists				
	12 X-ray, lab, anesht. technicians	19	4,006	980	2,493
	13 Social workers				
	14 Other technicians	2	5,175	3,000	4,068
	15 Social service personnel				
	16 Pharmacy/warehouse	13	4,650	1,050	2,850
	17 Administration	1	9,700	9,700	9,700
	18 Maintenance	22	5,175	1,240	3,208
	19 General services	8	5,175	980	3,078
	20 Additional administrative (doctors)	37	2,300	980	1,640
	21 Additional administrative (nurses)	3	16,000	9,500	12,750

(Unit of Salary: Lempias)						
Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary	
3012 Hospital Adv. Valle de Abasco	1 Medical specialists	1	900	900	900	
	2 General practitioners	3	4,900	4,200	4,550	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists	1				
	7 Microbiologists	1	2,425	2,425	2,425	
	8 Pharmacists	1	3,000	3,000	3,000	
	9 Professional nurses	4	2,750	2,425	2,588	
	10 Auxiliary nurses	12	1,750	1,000	1,375	
	11 Nutritionists	1				
	12 X-ray, lab, anesth. technicians	3	2,425	2,425	2,425	
	13 Social workers					
	14 Other technicians	1	900	900	900	
	15 Social service personnel	4	1,750	1,000	1,375	
	16 Pharmacy/warehouse	2	3,000	3,000	3,000	
	17 Administration	1	2,700	2,700	2,700	
	18 Maintenance	3	2,250	1,500	1,875	
	19 General services	3	1,000	1,000	1,000	
	20 Additional administrative (doctors)	3	630	630	630	
	21 Additional administrative (nurses)	4	2,425	630	1,528	
3004 Centro Medico Quirúrgico	1 Medical specialists					
	2 General practitioners	2				
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists					
	7 Microbiologists	2				
	8 Pharmacists					
	9 Professional nurses	1				
	10 Auxiliary nurses	20	1,200	900	1,050	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	6				
	13 Social workers					
	14 Other technicians					
	15 Social service personnel					
	16 Pharmacy/warehouse					
	17 Administration	3				
	18 Maintenance	5	1,200	900	1,050	
	19 General services	1				
	20 Additional administrative (doctors)	7	2,000	850	1,425	
	21 Additional administrative (nurses)					
3007 Policlínica San Rafael	1 Medical specialists	10				
	2 General practitioners	5				
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists					
	7 Microbiologists					
	8 Pharmacists					
	9 Professional nurses	1				
	10 Auxiliary nurses	4	1,084	900	992	
	11 Nutritionists					
	12 X-ray, lab, anesth. technicians	4	654	930	897	
	13 Social workers					
	14 Other technicians					
	15 Social service personnel					
	16 Pharmacy/warehouse	2				
	17 Administration	5	1,410	416	913	
	18 Maintenance					
	19 General services	2				
	20 Additional administrative (doctors)	4				
	21 Additional administrative (nurses)	1				
3008 Hospital Centro Medico	1 Medical specialists					
	2 General practitioners	4	3,900	3,900	3,900	
	3 Residents					
	4 Social service doctors					
	5 Interns					
	6 Odontologists	1				
	7 Microbiologists	1	1,550	1,550	1,550	
	8 Pharmacists					
	9 Professional nurses	8	1,150	1,150	1,150	
	10 Auxiliary nurses	43	648	645	647	
	11 Nutritionists	1	1,150	1,150	1,150	
	12 X-ray, lab, anesth. technicians	4	1,053	600	827	
	13 Social workers					
	14 Other technicians	9	1,100	800	950	
	15 Social service personnel					
	16 Pharmacy/warehouse	3	800	800	800	
	17 Administration	27	10,750	645	5,698	
	18 Maintenance					
	19 General services	2	1,150	762	956	
	20 Additional administrative (doctors)	27	762	645	704	
	21 Additional administrative (nurses)					

(Unit of Salary: Lempias)

Hospital (Code & Name)	Category	Number of Person	Highest salary	Lowest salary	Average salary
3009 Hospital Medicaa	1 Medical specialists				
	2 General practitioners				
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists				
	7 Microbiologists	2	1,500	1,500	1,500
	8 Pharmacists				
	9 Professional nurses	2	1,400	1,400	1,400
	10 Auxiliary nurses	21	775	625	700
	11 Nutritionists				
	12 X-ray, lab, anesih. technicians	1	900	900	900
	13 Social workers				
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	1	700	700	700
	17 Administration	2	4,000	2,000	3,000
	18 Maintenance	22	1,000	625	813
	19 General services	625	625	625	625
	20 Additional administrative (doctors)	9	650	625	658
	21 Additional administrative (nurses)				
3010 Clínica Santa Lucia	1 Medical specialists	1	3,000		1,500
	2 General practitioners	2	4,000		2,000
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists				
	7 Microbiologists				
	8 Pharmacists				
	9 Professional nurses				
	10 Auxiliary nurses	2	600		300
	11 Nutritionists				
	12 X-ray, lab, anesih. technicians	2	2,000	1,200	1,600
	13 Social workers				
	14 Other technicians				
	15 Social service personnel				
	16 Pharmacy/warehouse	1	600		300
	17 Administration				
	18 Maintenance				
	19 General services				
	20 Additional administrative (doctors)				
	21 Additional administrative (nurses)				
3011 Clínica Medica Cristiana	1 Medical specialists	18	7,200	7,200	7,200
	2 General practitioners	2	7,200	3,500	5,350
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists				
	7 Microbiologists				
	8 Pharmacists	1	3,500	3,500	3,500
	9 Professional nurses				
	10 Auxiliary nurses				
	11 Nutritionists				
	12 X-ray, lab, anesih. technicians	4	1,250	800	1,025
	13 Social workers				
	14 Other technicians	2	1,250	800	1,025
	15 Social service personnel				
	16 Pharmacy/warehouse	2	1,000	700	850
	17 Administration	1	2,800	2,800	2,800
	18 Maintenance	4	1,250	700	975
	19 General services	3	700	600	650
	20 Additional administrative (doctors)	13	950	600	775
	21 Additional administrative (nurses)				
3006 Hospital Moral	1 Medical specialists	22	4,000	1,800	2,900
	2 General practitioners	12	3,550	3,550	3,550
	3 Residents				
	4 Social service doctors				
	5 Interns				
	6 Odontologists	2	3,000	2,000	2,500
	7 Microbiologists	1	2,950	2,950	2,950
	8 Pharmacists	1	2,300	2,300	2,300
	9 Professional nurses	21	2,400	2,200	2,300
	10 Auxiliary nurses	52	1,000	1,000	1,000
	11 Nutritionists	1	1,200	1,200	1,200
	12 X-ray, lab, anesih. technicians	19	2,100	1,600	1,850
	13 Social workers	1	2,100	2,100	2,100
	14 Other technicians	11	1,100	1,100	1,100
	15 Social service personnel				
	16 Pharmacy/warehouse	6	2,300	800	1,550
	17 Administration	1	7,000	7,000	7,000
	18 Maintenance	75	2,500	900	1,700
	19 General services	6	3,000	900	1,950
	20 Additional administrative (doctors)	33	1,300	900	1,100
	21 Additional administrative (nurses)				

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)

Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary
1 Medical specialists	Total	21	5,828	4,045	4,570
2 General practitioners		10	4,738	3,096	3,585
3 Residents		15	1,995	2,992	997
4 Social service doctors		3	1,606	1,456	967
5 Interns		21	816	952	519
6 Odontologists		2	2,723	2,210	2,236
7 Microbiologists		2	2,359	2,277	1,946
8 Pharmacists		1	2,167	1,998	1,916
9 Professional nurses		17	2,564	1,908	2,121
10 Auxiliary nurses		101	1,584	1,071	1,314
11 Nutritionists		2	1,572	1,465	1,312
12 X-ray, lab, anesth. technicians		21	2,010	1,297	1,619
13 Nutritionists		3	2,165	2,170	1,823
14 Other technicians		12	1,491	1,217	1,265
15 Social service personnel		3	979	729	759
16 Pharmacy/warehouse		8	1,773	1,036	1,403
17 Administration		8	3,590	2,166	2,688
18 Maintenance		43	1,904	1,108	1,506
19 General services		33	1,741	1,017	1,308
20 Additional administrative (doctors)		49	1,428	917	1,172
21 Additional administrative (nurses)		24	1,831	1,111	1,406
1 Medical specialists	National MSP	64	5,919	2,896	4,407
	Regional MSP	14	5,967	4,690	5,329
	Area MSP	5	5,097	4,404	4,604
	IHSS	85	9,128	3,517	6,322
	Private (non-profit)	5	7,393	3,778	5,113
	Private (for profit)	7	5,100	5,100	2,550
	Military	22	4,000	1,800	2,900
2 General practitioners	National MSP	15	4,580	2,987	3,781
	Regional MSP	11	5,119	3,135	4,127
	Area MSP	6	4,322	2,970	3,546
	IHSS	42	6,270	2,987	4,628
	Private (non-profit)	13	6,013	3,293	4,653
	Private (for profit)	3	5,053	3,730	1,885
	Military	12	3,550	3,550	3,550
3 Residents	National MSP	50	3,990	3,990	2,992
	Regional MSP	0	0	-	0
	Area MSP	0	0	-	0
	IHSS	0	-	-	0
	Private (non-profit)	3	0	0	0
	Private (for profit)	0	-	-	0
	Military	-	-	-	-
4 Social service doctors	National MSP	1	906	1,811	906
	Regional MSP	6	1,800	1,800	1,800
	Area MSP	3	1,724	1,466	1,015
	IHSS	0	-	-	0
	Private (non-profit)	-	-	-	0
	Private (for profit)	0	-	0	0
	Military	-	-	-	-
5 Interns	National MSP	43	1,427	1,427	1,427
	Regional MSP	19	0	0	0
	Area MSP	0	0	0	0
	IHSS	0	-	-	0
	Private (non-profit)	-	-	-	0
	Private (for profit)	0	-	-	0
	Military	-	-	-	-
6 Odontologists	National MSP	2	2,280	1,485	1,883
	Regional MSP	1	2,750	2,500	2,625
	Area MSP	1	2,853	2,578	2,616
	IHSS	12	3,693	2,445	3,069
	Private (non-profit)	1	3,650	-	913
	Private (for profit)	1	0	0	0
	Military	2	3,000	2,000	2,500
7 Microbiologists	National MSP	4	2,786	1,941	2,364
	Regional MSP	1	1,177	1,765	706
	Area MSP	1	1,989	2,161	1,812
	IHSS	3	2,651	2,177	2,414
	Private (non-profit)	1	3,927	3,478	3,702
	Private (for profit)	2	1,525	1,525	1,017
	Military	1	2,950	2,950	2,950
8 Pharmacists	National MSP	1	2,874	2,258	2,566
	Regional MSP	1	2,028	1,950	1,989
	Area MSP	1	1,623	1,552	1,389
	IHSS	1	2,410	2,410	1,205
	Private (non-profit)	1	2,600	2,600	2,600
	Private (for profit)	1	1,750	1,750	1,750
	Military	1	2,300	2,300	2,300
9 Professional nurses	National MSP	44	2,588	2,028	2,308
	Regional MSP	14	2,508	2,098	2,303
	Area MSP	7	2,457	1,908	2,046
	IHSS	67	2,356	1,536	1,946
	Private (non-profit)	6	4,113	2,016	3,065
	Private (for profit)	3	1,289	1,289	967
	Military	21	2,400	2,200	2,300
10 Auxiliary nurses	National MSP	258	1,739	1,233	1,486
	Regional MSP	101	1,789	1,220	1,505
	Area MSP	52	1,545	1,106	1,326
	IHSS	307	1,834	660	1,247
	Private (non-profit)	52	2,116	1,004	1,560
	Private (for profit)	18	861	768	738
	Military	52	1,000	1,000	1,000
11 Nutritionists	National MSP	5	2,062	1,358	1,710
	Regional MSP	1	1,223	1,239	985
	Area MSP	1	1,600	1,600	1,371
	IHSS	1	2,663	2,663	2,663
	Private (non-profit)	1	1,525	1,525	763
	Private (for profit)	1	575	575	575
	Military	1	1,200	1,200	1,200

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)

Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary
12 X-ray, lab, anesht. technicians	National MSP	34	2,121	1,498	1,810
	Regional MSP	49	1,818	1,515	1,666
	Area MSP	8	1,874	1,250	1,577
	IHSS	57	2,215	1,197	1,706
	Private (non-profit)	10	3,550	1,347	2,449
	Private (for profit)	4	1,213	886	875
	Military	19	2,100	1,600	1,850
13 Social workers	National MSP	6	2,644	2,402	2,523
	Regional MSP	1	2,325	2,325	1,744
	Area MSP	1	1,827	2,136	1,353
	IHSS	9	2,681	2,390	2,535
	Private (non-profit)	-	2,515	2,515	2,515
	Private (for profit)	0	0	0	0
	Military	1	2,100	2,100	2,100
14 Other technicians	National MSP	20	2,149	1,678	1,913
	Regional MSP	1	1,275	1,275	1,275
	Area MSP	1	742	890	636
	IHSS	71	2,025	1,331	1,678
	Private (non-profit)	1	2,373	1,635	2,004
	Private (for profit)	4	783	533	658
	Military	11	1,100	1,100	1,100
15 Social service personnel	National MSP	2	1,390	1,015	1,203
	Regional MSP	6	1,041	823	932
	Area MSP	3	871	688	684
	IHSS	0	-	-	0
	Private (non-profit)	4	1,750	1,000	1,375
	Private (for profit)	0	0	0	0
	Military	-	-	-	-
16 Pharmacy/warehouse	National MSP	13	2,667	1,233	1,970
	Regional MSP	11	1,805	1,018	1,411
	Area MSP	5	1,332	1,001	1,167
	IHSS	29	2,661	813	1,737
	Private (non-profit)	6	3,016	1,496	2,256
	Private (for profit)	2	780	720	750
	Military	6	2,300	800	1,550
17 Administration	National MSP	22	4,017	1,932	2,975
	Regional MSP	3	2,975	1,749	2,362
	Area MSP	4	2,418	1,505	1,903
	IHSS	20	6,305	2,036	2,085
	Private (non-profit)	1	5,475	5,475	5,475
	Private (for profit)	8	4,740	1,465	2,482
	Military	1	7,000	7,000	7,000
18 Maintenance	National MSP	119	2,109	1,306	1,708
	Regional MSP	27	1,733	1,192	1,463
	Area MSP	13	1,644	1,088	1,366
	IHSS	152	1,885	1,009	1,447
	Private (non-profit)	12	3,253	1,140	2,196
	Private (for profit)	10	1,150	742	946
	Military	25	2,500	900	1,700
19 General services	National MSP	46	1,788	1,146	1,467
	Regional MSP	15	1,682	1,131	1,172
	Area MSP	11	1,635	1,011	1,323
	IHSS	28	2,203	1,181	1,692
	Private (non-profit)	8	2,490	935	1,712
	Private (for profit)	127	852	730	633
	Military	6	3,000	900	1,950
20 Additional administrative (doctors)	National MSP	126	1,585	980	1,283
	Regional MSP	39	1,377	1,039	1,208
	Area MSP	30	1,308	965	1,137
	IHSS	112	1,966	757	1,361
	Private (non-profit)	17	1,978	862	1,420
	Private (for profit)	12	1,016	688	852
	Military	33	1,300	900	1,100
21 Additional administrative (nurses)	National MSP	6	1,637	217	927
	Regional MSP	1	1,392	1,352	1,372
	Area MSP	57	1,264	1,012	1,012
	IHSS	16	1,212	398	805
	Private (non-profit)	4	9,213	5,065	7,139
	Private (for profit)	1	374	374	374
	Military	-	-	-	-

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

Type of Personnel	Type of Hospital	Number of Person	(Unit of Salary: Lempires)		
			Highest salary	Lowest salary	Average salary
1 Medical specialists	1101 Mario Catarino Rivas	26	5,792	3,000	4,396
	1102 San Felipe	51	6,028	1,740	3,884
	1103 Santa Rosita	6	5,967	2,920	4,444
	1104 Mario Mendoza	11	5,792	5,566	5,679
	1105 Instituto del Torax	38	5,967	2,156	4,062
	1106 Hospital Escuela (BMI)	250	5,967	1,994	3,981
	1201 Hospital Atlántida	27	5,967	5,967	5,967
	1202 Hospital Santa Teresa	13	5,968	5,868	5,918
	1203 Hospital del Occidente	12	5,967	5,967	5,967
	1204 Leonardo Martínez	2	5,967	2,221	4,094
	1205 Hospital del sur	11	5,967	5,119	5,543
	1206 Hospital San Francisco	21	5,967	3,000	4,484
	1301 Hospital Tela Integrado	7	5,967	5,792	5,880
	1302 CHA Tocoa	4	3,600	3,600	3,600
	1303 Hospital Salvador Paredes	4	5,967	0	2,984
	1304 CHA Puerto Cortes	9	5,967	4,310	5,139
	1305 Hospital Gabriela Alvarado	7	4,993	4,824	4,909
	1306 Hospital de Roatan	2	4,818	4,818	4,818
	1307 Hospital e. Aguilar Cerrato	9	4,818	3,480	4,149
	1308 Hospital R. Suazo Cordova	6	5,968	5,968	5,968
	1309 Hospital Dr. J.M. Galvez	1	4,032	4,032	4,032
	1310 CHA San Marcos O.	3	4,818	3,000	3,909
	1311 CHA Santa Barbara	5	6,788	5,165	5,977
	1312 CHA San Lorenzo	4	3,480	3,480	3,480
	1313 CHA El Progreso	8	5,792	3,915	4,854
	1314 CHA Olanchito	5	3,480	3,480	3,480
	1315 Hospital M. de J. Subirana	4	5,967	5,792	5,880
	2201 Hospital Noroccidental	87	11,789	4,895	8,342
	2202 Hospital IHSS (MQ)	83	6,466	2,138	4,302
	3001 Hospital V. d'Antoni	0	14,398	7,047	10,722
	3003 Hospital Evangelico	1	7,800	0	3,900
	3005 Hospital Tela Railroad Co.	14	6,472	3,386	4,929
	3006 Hospital Militar	22	4,000	1,800	2,900
	3007 Policlínica San Rafael	10	0	0	0
	3009 Hospital Medicasa	0	0	0	0
	3010 Clínica Santa Lucía	1	3,000	3,000	3,000
3011 Clínica Médica Cristiana	18	7,200	7,200	7,200	
3012 Hospital Adv. Valle de Ang.	1	900	900	900	
2 General practitioners	1101 Mario Catarino Rivas	44	4,655	2,500	3,578
	1102 San Felipe	24	5,119	1,338	3,229
	1103 Santa Rosita	6	5,119	4,969	5,044
	1104 Mario Mendoza	4	4,969	4,655	4,812
	1105 Instituto del Torax	4	5,119	1,962	3,541
	1106 Hospital Escuela (BMI)	6	2,500	2,500	2,500
	1201 Hospital Atlántida	8	5,119	2,921	4,020
	1202 Hospital Santa Teresa	3	5,120	5,120	5,120
	1203 Hospital del Occidente	18	5,119	2,500	3,810
	1204 Leonardo Martínez	13	5,119	2,500	3,810
	1205 Hospital del sur	11	5,119	3,271	4,195
	1206 Hospital San Francisco	13	5,119	2,500	3,810
	1301 Hospital Tela Integrado	4	5,119	4,156	4,638
	1302 CHA Tocoa	10	5,119	2,900	4,010
	1303 Hospital Salvador Paredes	3	3,372	2,500	2,936
	1304 CHA Puerto Cortes	6	5,119	5,119	5,119
	1305 Hospital Gabriela Alvarado	4	4,284	1,120	2,702
	1306 Hospital de Roatan	3	4,015	4,015	4,015
	1307 Hospital e. Aguilar Cerrato	7	4,015	2,500	3,258
	1308 Hospital R. Suazo Cordova	5	5,110	2,500	3,805
	1309 Hospital Dr. J.M. Galvez	6	2,500	2,500	2,500
	1310 CHA San Marcos O.	5	4,015	4,015	4,015
	1311 CHA Santa Barbara	8	3,588	2,749	3,169
	1313 CHA El Progreso	8	4,969	2,500	3,735
	1314 CHA Olanchito	6	2,980	2,980	2,980
	1315 Hospital M. de J. Subirana	4	5,119	2,500	3,810
	1316 CHA Puerto Lempita	10	2,500	2,500	2,500
	2201 Hospital Noroccidental	54	5,033	2,987	4,010
	2202 Hospital IHSS (MQ)	29	7,506	2,987	5,247
	3001 Hospital V. d'Antoni	0	5,878	4,027	4,953
	3003 Hospital Evangelico	7	6,000	3,300	4,650
	3004 Centro Médico Quirúrgico	2	0	0	0
	3005 Hospital Tela Railroad Co.	29	7,274	1,645	4,460
	3006 Hospital Militar	12	3,550	3,550	3,550
	3007 Policlínica San Rafael	5	0	0	0
	3008 Hospital Centro Médico	4	3,960	3,960	3,960
3009 Hospital Medicasa	0	0	0	0	
3010 Clínica Santa Lucía	2	4,000	0	2,000	
3011 Clínica Médica Cristiana	2	7,200	3,500	5,350	
3012 Hospital Adv. Valle de Ang.	3	4,900	4,200	4,550	
3 Residents	1102 San Felipe	5	3,500	3,500	3,500
	1103 Santa Rosita	0	0	0	0
	1104 Mario Mendoza	3	4,969	4,969	4,969
	1106 Hospital Escuela (BMI)	141	3,500	3,500	3,500
	1201 Hospital Atlántida	0	0	0	0
	1305 Hospital Gabriela Alvarado	0	0	0	0
	1309 Hospital Dr. J.M. Galvez	0	0	0	0
	1315 Hospital M. de J. Subirana	0	0	0	0
	2202 Hospital IHSS (MQ)	0	0	0	0
	3005 Hospital Tela Railroad Co.	5	0	0	0
	3009 Hospital Medicasa	0	0	0	0
	3012 Hospital Adv. Valle de Ang.	0	0	0	0

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)

Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary	
4 Social service doctors	1103 Santa Rosita	2	1,811	1,811	1,811	
	1106 Hospital Escuela (BMI)	0	0	0	0	
	1201 Hospital Atlántida	5	1,800	1,800	1,800	
	1292 Hospital Santa Teresa	8	1,800	1,800	1,800	
	1206 Hospital San Francisco	5	1,800	1,800	1,800	
	1302 CHA Tocoa	2	0	0	0	
	1303 Hospital Salvador Paredes	4	1,800	0	900	
	1305 Hospital Gabriela Alvarado	5	1,985	1,985	1,985	
	1308 Hospital R. Suazo Cordova	6	1,800	1,800	1,800	
	1309 Hospital Dr. J.M. Galvez	1	1,080	1,080	1,080	
	1310 CHA San Marcos O.	1	0	0	0	
	1311 CHA Santa Barbara	2	1,800	1,800	1,800	
	1313 CHA El Progreso	6	1,800	1,800	1,800	
	1314 CHA Olanchito	3	1,800	1,800	1,800	
	1315 Hospital M. de J. Subirana	4	0	0	0	
	1316 CHA Puerto Lempira	3	0	0	0	
	2202 Hospital IHSS (MO)	0	0	0	0	
	3009 Hospital Medicasa	0	0	0	0	
	3012 Hospital Adv. Valle de Ang.	0	0	0	0	
	5 Interns	1101 Mario Catarino Rivas	12	1,476	1,476	1,476
1102 San Felipe		12	1,411	1,411	1,411	
1104 Mario Mendoza		4	1,411	1,411	1,411	
1106 Hospital Escuela (BMI)		145	1,411	1,411	1,411	
1201 Hospital Atlántida		0	0	0	0	
1203 Hospital del Occidente		38	0	0	0	
1305 Hospital Gabriela Alvarado		0	0	0	0	
1308 Hospital R. Suazo Cordova		0	0	0	0	
2202 Hospital IHSS (MO)		0	0	0	0	
3009 Hospital Medicasa		0	0	0	0	
3012 Hospital Adv. Valle de Ang.		0	0	0	0	
6 Odontologists		1102 San Felipe	2	2,000	2,000	2,000
		1103 Santa Rosita	1	851	851	851
	1104 Mario Mendoza	1	758	758	758	
	1105 Instituto del Torax	1	2,000	2,000	2,000	
	1106 Hospital Escuela (BMI)	3	5,792	1,815	3,804	
	1201 Hospital Atlántida	2	3,000	2,000	2,500	
	1202 Hospital Santa Teresa	1	3,000	3,000	3,000	
	1205 Hospital del sur	1	2,000	2,000	2,000	
	1206 Hospital San Francisco	1	3,000	3,000	3,000	
	1301 Hospital Tela Integrado	1	2,585	2,585	2,585	
	1302 CHA Tocoa	2	3,000	1,370	2,185	
	1305 Hospital Gabriela Alvarado	1	3,000	2,480	2,740	
	1306 Hospital de Roatan	1	3,000	3,000	3,000	
	1307 Hospital e. Aguilar Cerrato	1	3,000	3,000	3,000	
	1308 Hospital R. Suazo Cordova	1	2,500	2,500	2,500	
	1309 Hospital Dr. J.M. Galvez	1	2,000	2,000	2,000	
	1310 CHA San Marcos O.	1	3,000	3,000	3,000	
	1311 CHA Santa Barbara	1	2,000	2,000	2,000	
	1312 CHA San Lorenzo	1	3,000	3,000	3,000	
	1313 CHA El Progreso	1	3,000	3,000	3,000	
	1314 CHA Olanchito	1	3,000	3,000	3,000	
	1315 Hospital M. de J. Subirana	1	4,000	0	2,000	
	2201 Hospital Noroccidental	8	3,695	1,198	2,447	
	2202 Hospital IHSS (MO)	15	3,691	3,691	3,691	
	3003 Hospital Evangelico	1	3,650	0	1,825	
	3006 Hospital Mdiral	2	3,000	2,000	2,500	
	3008 Hospital Centru Medico	1	0	0	0	
	3009 Hospital Medicasa	0	0	0	0	
	3012 Hospital Adv. Valle de Ang.	1	0	0	0	

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

Type of Personnel	Type of Hospital	Number of Person	(Unit of Salary: Lempiras)			
			Highest salary	Lowest salary	Average salary	
7 Microbiologists	1101 Mario Catarino Rivas	2	2,700	825	1,763	
	1102 San Felipe	4	2,970	2,250	2,610	
	1104 Mario Mendoza	1	2,690	2,690	2,690	
	1105 Instituto del Torax	2	2,780	2,250	2,515	
	1106 Hospital Escuela (BMI)	13	2,790	1,690	2,240	
	1201 Hospital Atlántida	0	0	0	0	
	1202 Hospital Santa Teresa	1	2,690	2,690	2,690	
	1203 Hospital del Occidente	1	0	0	0	
	1204 Leonardo Martínez	1	0	0	0	
	1206 Hospital San Francisco	1	840	840	840	
	1301 Hospital Tela Integrado	1	2,589	2,589	2,589	
	1302 CIA Tocoa	1	2,150	2,150	2,150	
	1305 Hospital Gabriela Alvarado	0	0	0	0	
	1306 Hospital de Roatan	1	2,430	2,430	2,430	
	1307 Hospital e. Aguilar Cerrato	2	2,240	1,980	2,110	
	1308 Hospital R. Suazo Cordova	1	865	865	865	
	1309 Hospital Dr. J.M. Galvez	1	0	0	0	
	1310 CIA San Marcos O.	1	1,980	1,980	1,980	
	1312 CIA San Lorenzo	1	2,170	2,170	2,170	
	3005 Hospital Tela Railroad Co.	1	4,372	4,372	4,372	
	3006 Hospital Militar	1	2,950	2,950	2,950	
	3008 Hospital Centro Medico	1	1,550	1,550	1,550	
	3009 Hospital Medicasa	2	1,500	1,500	1,500	
	3012 Hospital Adv. Valle de Ang.	1	2,425	2,425	2,425	
	8 Pharmacists	1101 Mario Catarino Rivas	2	3,320	2,160	2,740
		1102 San Felipe	1	2,720	2,720	2,720
		1103 Santa Rosita	1	2,630	2,630	2,630
		1105 Instituto del Torax	1	2,560	2,560	2,560
		1106 Hospital Escuela (BMI)	2	3,140	1,220	2,180
		1201 Hospital Atlántida	1	2,240	2,240	2,240
		1202 Hospital Santa Teresa	1	2,000	2,000	2,000
		1204 Leonardo Martínez	1	1,470	1,160	1,315
1206 Hospital San Francisco		1	2,400	2,400	2,400	
1301 Hospital Tela Integrado		1	1,540	1,540	1,540	
1302 CIA Tocoa		1	2,120	2,120	2,120	
1305 Hospital Gabriela Alvarado		3	1,620	1,121	1,371	
1308 Hospital R. Suazo Cordova		0	0	0	0	
1309 Hospital Dr. J.M. Galvez		0	0	0	0	
1311 CIA Santa Barbara		1	2,240	2,240	2,240	
1312 CIA San Lorenzo		1	2,080	2,080	2,080	
1314 CIA Olanchito		1	1,760	1,760	1,760	
2201 Hospital Noroccidental		1	2,410	2,410	2,410	
2202 Hospital IHSS (MQ)		0	0	0	0	
3003 Hospital Evangelico		1	1,300	1,300	1,300	
3005 Hospital Tela Railroad Co.		1	3,500	3,500	3,500	
3006 Hospital Militar		1	2,300	2,300	2,300	
3009 Hospital Medicasa		0	0	0	0	
3011 Clínica Medica Cristiana		1	3,500	3,500	3,500	
3012 Hospital Adv. Valle de Ang.		1	3,000	3,000	3,000	
9 Professional nurses		1101 Mario Catarino Rivas	29	2,870	1,890	2,380
		1102 San Felipe	15	2,610	1,370	1,990
		1103 Santa Rosita	12	2,520	2,270	2,395
		1104 Mario Mendoza	4	2,465	2,350	2,408
		1105 Instituto del Torax	25	2,610	2,190	2,400
		1106 Hospital Escuela (BMI)	128	2,450	2,100	2,275
		1201 Hospital Atlántida	25	2,560	2,370	2,465
	1202 Hospital Santa Teresa	12	2,520	1,380	1,950	
	1203 Hospital del Occidente	12	2,520	2,100	2,310	
	1204 Leonardo Martínez	13	2,530	2,270	2,400	
	1205 Hospital del sur	5	2,520	2,280	2,400	
	1206 Hospital San Francisco	15	2,400	2,190	2,295	
	1301 Hospital Tela Integrado	4	2,520	2,270	2,395	
	1302 CIA Tocoa	14	2,520	1,910	2,215	
	1303 Hospital Salvador Parcedes	5	2,520	1,740	2,130	
	1304 CIA Puerto Cortes	5	2,520	2,270	2,395	
	1305 Hospital Gabriela Alvarado	8	2,520	2,185	2,353	
	1306 Hospital de Roatan	6	2,700	1,130	1,915	
	1307 Hospital e. Aguilar Cerrato	9	2,250	1,920	2,085	
	1308 Hospital R. Suazo Cordova	6	2,520	1,290	1,905	
	1309 Hospital Dr. J.M. Galvez	8	2,000	1,920	1,960	
	1310 CIA San Marcos O.	5	2,250	1,740	1,995	
	1311 CIA Santa Barbara	5	2,520	1,910	2,215	
	1312 CIA San Lorenzo	9	2,900	2,900	2,900	
	1313 CIA El Progreso	5	2,520	2,270	2,395	
	1314 CIA Olanchito	14	2,070	1,650	1,860	
	1315 Hospital M. de J. Subirana	2	2,520	1,515	2,018	
	1316 CIA Puerto Lempira	3	0	0	0	
	2201 Hospital Noroccidental	36	2,356	1,594	1,975	
	2202 Hospital IHSS (MQ)	97	2,356	1,478	1,917	
	3001 Hospital V. d'Antoni	0	6,309	1,971	4,140	
	3003 Hospital Evangelico	4	3,335	1,300	2,318	
	3004 Centro Medico Quirurgico	1	0	0	0	
	3005 Hospital Tela Railroad Co.	11	4,057	2,369	3,213	
	3006 Hospital Militar	21	2,400	2,200	2,300	
	3007 Policlínica San Rafael	1	1,316	1,316	1,316	
	3008 Hospital Centro Medico	8	1,150	1,150	1,150	
	3009 Hospital Medicasa	2	1,400	1,400	1,400	
	3012 Hospital Adv. Valle de Ang.	4	2,750	2,425	2,588	

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

Type of Personnel	Type of Hospital	Number of Person	(Unit of Salary: Lempires)		
			Highest salary	Lowest salary	Average salary
10 Auxiliary nurses	1101 Mario Catarino Rivas	247	1,380	1,075	1,228
	1102 San Felipe	202	1,795	1,235	1,515
	1103 Santa Rosita	81	1,835	1,205	1,520
	1104 Mario Mendoza	52	1,795	1,395	1,595
	1105 Instituto del Torax	110	1,795	1,155	1,475
	1106 Hospital Escuela (BMD)	817	1,835	1,330	1,583
	1201 Hospital Atlántida	128	1,670	785	1,228
	1202 Hospital Santa Teresa	120	1,930	1,275	1,603
	1203 Hospital del Occidente	118	1,795	1,515	1,655
	1204 Leonardo Martínez	58	1,795	1,635	1,715
	1205 Hospital del sur	76	1,715	1,115	1,415
	1206 Hospital San Francisco	104	1,830	995	1,413
	1301 Hospital Tela Integrado	37	1,675	1,435	1,555
	1302 CHA Tocoa	70	1,595	985	1,290
	1303 Hospital Salvador Paredes	27	1,830	1,115	1,473
	1304 CHA Puerto Cortes	27	1,880	1,475	1,678
	1305 Hospital Gabriela Alvarado	66	1,755	1,000	1,378
	1306 Hospital de Roatan	22	1,275	955	1,115
	1307 Hospital c. Aguilar Cerrato	66	1,115	685	900
	1308 Hospital R. Suazo Cordova	63	1,795	685	1,240
	1309 Hospital Dr. J.M. Galvez	69	1,280	1,115	1,198
	1310 CHA San Marcos O.	65	1,280	835	1,058
	1311 CHA Santa Barbara	64	1,830	1,115	1,473
	1312 CHA San Lorenzo	72	750	685	718
	1313 CHA El Progreso	58	1,755	1,475	1,615
	1314 CHA Olanchito	50	955	635	795
	1316 CHA Puerto Lempira	21	2,400	2,400	2,400
	2201 Hospital Noroccidental	162	1,856	660	1,258
	2202 Hospital IHSS (MO)	451	1,811	660	1,236
	3001 Hospital V. d'Antoni	0	1,352	1,165	1,259
	3003 Hospital Evangelico	27	1,580	800	1,190
	3004 Centro Medico Quirurgico	20	1,200	900	1,050
3005 Hospital Tela Railroad Co.	118	3,783	1,050	2,447	
3006 Hospital Militar	52	1,000	1,000	1,000	
3007 Policlínica San Rafael	4	1,084	900	992	
3008 Hospital Centro Medico	43	648	645	647	
3009 Hospital Medicasa	21	725	625	700	
3010 Clínica Santa Lucía	2	600	0	300	
3012 Hospital Adv. Valle de Ang.	12	1,750	1,000	1,375	
11 Nutritionists	1101 Mario Catarino Rivas	13	1,305	755	1,030
	1102 San Felipe	1	2,160	2,160	2,160
	1106 Hospital Escuela (BMD)	2	2,720	1,160	1,940
	1201 Hospital Atlántida	0	0	0	0
	1202 Hospital Santa Teresa	2	1,630	1,475	1,553
	1204 Leonardo Martínez	1	0	0	0
	1205 Hospital del sur	2	1,680	1,630	1,655
	1206 Hospital San Francisco	1	1,580	1,850	1,715
	1301 Hospital Tela Integrado	1	1,580	1,580	1,580
	1305 Hospital Gabriela Alvarado	1	1,680	1,680	1,680
	1308 Hospital R. Suazo Cordova	1	1,700	1,700	1,700
	1309 Hospital Dr. J.M. Galvez	0	0	0	0
	1311 CHA Santa Barbara	1	1,630	1,630	1,630
	1313 CHA El Progreso	1	1,680	1,680	1,680
	1316 CHA Puerto Lempira	0	1,330	1,330	1,330
	2201 Hospital Noroccidental	1	2,526	2,526	2,526
	2202 Hospital IHSS (MO)	1	2,800	2,800	2,800
	3003 Hospital Evangelico	1	1,525	1,525	1,525
	3006 Hospital Militar	1	1,200	1,200	1,200
	3008 Hospital Centro Medico	1	1,150	1,150	1,150
3009 Hospital Medicasa	0	0	0	0	
3012 Hospital Adv. Valle de Ang.	1	0	0	0	

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)					
Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary
12 X-ray, lab, aneuth. technicians	1101 Mario Catarino Rivas	8	1,735	1,340	1,538
	1102 San Felipe	18	2,250	1,530	1,890
	1103 Santa Rosita	1	1,800	1,800	1,800
	1104 Mario Mendoza	2	2,690	1,765	2,228
	1105 Instituto del Torax	19	2,185	1,315	1,750
	1106 Hospital Escuela (BMI)	158	2,065	1,240	1,653
	1201 Hospital Atlantida	13	1,800	1,450	1,625
	1202 Hospital Santa Teresa	19	2,265	1,650	1,958
	1203 Hospital del Occidente	23	2,345	1,480	1,913
	1204 Leonardo Martinez	10	1,967	1,572	1,770
	1205 Hospital del sur	15	2,265	1,900	2,083
	1206 Hospital San Francisco	212	265	1,035	650
	1301 Hospital Tela Integrado	11	1,945	1,065	1,505
	1302 CHA Tocoa	11	1,545	1,245	1,395
	1303 Hospital Salvador Paredes	4	1,965	1,500	1,965
	1304 CHA Puerto Cortes	8	1,875	1,430	1,653
	1305 Hospital Gabriela Alvarado	2	1,945	1,000	1,473
	1306 Hospital de Roatan	2	1,735	1,480	1,608
	1307 Hospital e. Aguilar Cerrato	12	1,705	1,270	1,488
	1308 Hospital R. Suazo Cordova	9	2,185	1,475	1,830
	1309 Hospital Dr. J.M. Galvez	10	1,705	1,270	1,488
	1310 CHA San Marcos O.	8	1,705	810	1,258
	1311 CHA Santa Barbara	9	2,745	1,700	2,223
	1312 CHA San Lorenzo	10	1,225	985	1,105
	1313 CHA El Progreso	8	1,875	1,705	1,790
	1314 CHA Olanchito	12	1,225	965	1,095
	1315 Hospital M. de J. Subirana	7	2,105	1,395	1,750
	1316 CHA Puerto Lempira	0	2,500	710	1,605
	2201 Hospital Noroccidental	29	2,215	1,382	1,799
	2202 Hospital IHSS (MQ)	84	2,215	1,012	1,614
	3001 Hospital V. d'Antoni	0	6,450	1,183	3,817
	3003 Hospital Evangelico	7	1,320	800	1,060
3004 Centro Medico Quirurgico	8	0	0	0	
3005 Hospital Tela Railroad Co.	19	4,006	980	2,493	
3006 Hospital Militar	19	2,100	1,600	1,850	
3007 Policinica San Rafael	4	864	930	897	
3008 Hospital Centro Medico	4	1,053	600	827	
3009 Hospital Medicasa	1	900	900	900	
3010 Clinica Santa Lucia	2	2,800	1,200	1,600	
3011 Clinica Medica Cristiana	4	1,250	800	1,025	
3012 Hospital Adv. Valle de Ang.	3	2,425	2,425	2,425	
13 Social workers	1101 Mario Catarino Rivas	6	2,870	2,370	2,620
	1102 San Felipe	4	2,630	2,550	2,590
	1103 Santa Rosita	2	2,630	2,010	2,320
	1105 Instituto del Torax	3	2,540	2,370	2,455
	1106 Hospital Escuela (BMI)	13	2,550	2,710	2,630
	1201 Hospital Atlantida	1	2,800	2,800	2,800
	1202 Hospital Santa Teresa	1	2,460	2,460	2,460
	1204 Leonardo Martinez	1	0	0	0
	1206 Hospital San Francisco	1	1,715	1,715	1,715
	1302 CHA Tocoa	2	2,200	1,920	2,060
	1304 CHA Puerto Cortes	1	2,460	2,460	2,460
	1305 Hospital Gabriela Alvarado	0	0	0	0
	1308 Hospital R. Suazo Cordova	1	2,460	2,460	2,460
	1309 Hospital Dr. J.M. Galvez	1	0	0	0
	1312 CHA San Lorenzo	1	1,920	1,920	1,920
	1313 CHA El Progreso	1	0	0	0
	1314 CHA Olanchito	1	1,920	1,920	1,920
	2201 Hospital Noroccidental	3	2,561	2,279	2,420
	2202 Hospital IHSS (MQ)	15	2,800	2,500	2,650
	3001 Hospital V. d'Antoni	0	2,515	2,515	2,515
3006 Hospital Militar	1	2,100	2,100	2,100	
3009 Hospital Medicasa	0	0	0	0	
14 Other technicians	1102 San Felipe	8	2,135	1,315	1,725
	1103 Santa Rosita	18	1,830	1,260	1,545
	1104 Mario Mendoza	4	2,620	2,420	2,520
	1106 Hospital Escuela (BMI)	48	2,010	1,715	1,863
	1201 Hospital Atlantida	1	1,275	1,275	1,275
	1301 Hospital Tela Integrado	1	1,310	1,310	1,310
	1302 CHA Tocoa	1	835	835	835
	1305 Hospital Gabriela Alvarado	0	0	0	0
	1306 Hospital de Roatan	1	1,480	1,480	1,480
	1308 Hospital R. Suazo Cordova	0	0	0	0
	1309 Hospital Dr. J.M. Galvez	0	0	0	0
	1314 CHA Olanchito	2	825	825	825
	2201 Hospital Noroccidental	62	1,786	895	1,341
	2202 Hospital IHSS (MQ)	80	2,263	1,766	2,015
	3001 Hospital V. d'Antoni	0	2,318	1,739	2,129
	3003 Hospital Evangelico	1	900	900	900
	3005 Hospital Tela Railroad Co.	2	5,175	3,000	4,088
	3006 Hospital Militar	11	1,100	1,100	1,100
	3008 Hospital Centro Medico	9	1,109	800	950
	3009 Hospital Medicasa	0	0	0	0
3011 Clinica Medica Cristiana	2	1,250	800	1,025	
3012 Hospital Adv. Valle de Ang.	1	900	900	900	

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)					
Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary
15 Social service personnel	1105 Instituto del Torax	1	515	515	515
	1106 Hospital Escuela (BMI)	2	2,265	1,515	1,890
	1201 Hospital Atlántida	1	840	840	840
	1202 Hospital Santa Teresa	18	1,500	650	1,075
	1203 Hospital del Occidente	2	864	840	852
	1206 Hospital San Francisco	1	960	960	960
	1302 CHA Tocoa	9	635	635	635
	1303 Hospital Salvador Paredes	6	1,050	515	783
	1305 Hospital Gabriela Alvarado	1	875	875	875
	1308 Hospital R. Suazo Cordova	1	915	915	915
	1309 Hospital Dr. J.M. Galvez	0	0	0	0
	1311 CHA Santa Barbara	1	840	840	840
	1312 CHA San Lorenzo	3	535	535	535
	1315 Hospital M. de J. Subirana	5	1,600	515	1,058
	1316 CHA Puerto Lempira	0	515	515	515
	2202 Hospital IHSS (MO)	0	0	0	0
3009 Hospital Medicasa	0	0	0	0	
3012 Hospital Adv. Valle de Ang.	4	1,750	1,000	1,375	
16 Pharmacy/warehouse	1101 Mario Catarino Rivas	7	3,320	1,170	2,243
	1102 San Felipe	22	2,720	1,255	1,988
	1103 Santa Rosita	4	2,630	1,410	2,020
	1105 Instituto del Torax	2	1,965	1,320	1,643
	1106 Hospital Escuela (BMI)	29	2,800	1,110	1,955
	1201 Hospital Atlántida	13	1,475	1,310	1,393
	1202 Hospital Santa Teresa	14	2,000	1,110	1,555
	1203 Hospital del Occidente	12	1,660	1,335	1,498
	1204 Leonardo Martínez	3	1,635	120	878
	1205 Hospital del sur	14	1,660	1,210	1,435
	1206 Hospital San Francisco	7	2,400	1,020	1,710
	1301 Hospital Tela Integrado	4	1,540	1,110	1,325
	1302 CHA Tocoa	9	1,320	845	1,083
	1303 Hospital Salvador Paredes	4	1,435	1,120	1,278
	1304 CHA Puerto Cortes	2	1,395	1,260	1,328
	1305 Hospital Gabriela Alvarado	2	1,550	1,260	1,405
	1306 Hospital de Roatan	3	1,300	1,295	1,298
	1307 Hospital e. Aguilar Cerrato	3	785	685	735
	1308 Hospital R. Suazo Cordova	9	1,785	1,060	1,423
	1309 Hospital Dr. J.M. Galvez	6	855	785	820
	1310 CHA San Marcos O.	9	1,085	785	935
	1311 CHA Santa Barbara	7	1,470	995	1,233
	1312 CHA San Lorenzo	7	1,060	685	873
	1313 CHA El Progreso	4	1,555	1,505	1,530
	1314 CHA Olanchito	7	1,060	845	953
	1315 Hospital M. de J. Subirana	3	1,635	1,185	1,410
	1316 CHA Puerto Lempira	0	1,480	600	1,040
	2201 Hospital Noroccidental	21	1,747	660	1,204
	2202 Hospital IHSS (MO)	36	3,575	965	2,270
	3001 Hospital V. d'Antoni	0	3,034	1,134	2,084
	3003 Hospital Evangelico	3	1,380	800	1,090
	3005 Hospital Tela Railroad Co.	13	4,650	1,050	2,850
3006 Hospital Militar	6	2,300	800	1,550	
3007 Policlínica San Rafael	2	798	798	798	
3008 Hospital Centro Medico	3	800	800	800	
3009 Hospital Medicasa	1	700	700	700	
3010 Clínica Santa Lucia	1	600	600	600	
3011 Clínica Medica Cristiana	2	1,000	700	850	
3012 Hospital Adv. Valle de Ang.	2	3,000	3,000	3,000	
17 Administration	1101 Mario Catarino Rivas	119	3,330	1,155	2,243
	1102 San Felipe	3	5,967	2,080	4,024
	1103 Santa Rosita	3	2,920	1,640	2,280
	1104 Mario Mendoza	1	2,560	2,560	2,560
	1105 Instituto del Torax	4	5,967	2,340	4,154
	1106 Hospital Escuela (BMI)	3	3,360	1,815	2,588
	1201 Hospital Atlántida	1	2,070	2,070	2,070
	1202 Hospital Santa Teresa	2	5,500	1,635	3,568
	1203 Hospital del Occidente	3	2,500	1,640	2,070
	1204 Leonardo Martínez	4	4,139	1,600	2,970
	1205 Hospital del sur	2	1,620	1,570	1,595
	1206 Hospital San Francisco	5	2,020	1,780	1,900
	1303 Hospital Salvador Paredes	3	2,560	1,780	2,140
	1304 CHA Puerto Cortes	4	2,970	1,500	2,235
	1305 Hospital Gabriela Alvarado	1	2,040	2,040	2,040
	1306 Hospital de Roatan	17	1,970	1,505	1,738
	1307 Hospital e. Aguilar Cerrato	8	1,700	770	1,235
	1308 Hospital R. Suazo Cordova	3	1,920	1,845	1,883
	1309 Hospital Dr. J.M. Galvez	3	3,000	1,500	2,250
	1310 CHA San Marcos O.	3	4,015	1,220	2,618
	1311 CHA Santa Barbara	3	4,434	1,640	3,037
	1312 CHA San Lorenzo	2	1,690	1,500	1,595
	1313 CHA El Progreso	1	1,300	1,830	1,565
	1315 Hospital M. de J. Subirana	1	1,600	0	900
	1316 CHA Puerto Lempira	0	2,090	925	1,508
	2201 Hospital Noroccidental	20	6,305	2,036	4,171
	2202 Hospital IHSS (MO)	0	0	0	0
	3003 Hospital Evangelico	1	4,025	4,025	4,025
	3004 Centro Medico Quirurgico	3	0	0	0
	3005 Hospital Tela Railroad Co.	1	9,700	9,700	9,700
	3006 Hospital Militar	1	7,000	7,000	7,000
	3007 Policlínica San Rafael	5	1,410	416	913
3008 Hospital Centro Medico	27	10,750	645	5,698	
3009 Hospital Medicasa	2	4,000	2,000	3,000	
3011 Clínica Medica Cristiana	1	2,800	2,800	2,800	
3012 Hospital Adv. Valle de Ang.	1	2,700	2,700	2,700	

3. Personnel Salaries: Chart 9 (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)

Type of Personnel	Type of Hospital	Number of Person	Highest salary	Low est salary	Average salary
18 Maintenance	1101 Mario Catarino Rivas	3	2,120	1,050	1,585
	1102 San Felipe	16	2,455	1,225	1,840
	1103 Santa Rosita	41	1,995	1,360	1,678
	1104 Mario Mendoza	27	1,920	1,420	1,670
	1105 Instituto del Torax	25	1,815	1,435	1,625
	1106 Hospital Escuela (BMI)	603	2,350	1,345	1,848
	1201 Hospital Atlantida	70	1,920	1,235	1,578
	1202 Hospital Santa Teresa	3	1,650	1,315	1,483
	1203 Hospital del Occidente	25	1,635	1,160	1,398
	1204 Leonardo Martínez	36	1,925	1,245	1,585
	1205 Hospital del sur	10	1,715	1,395	1,555
	1206 Hospital San Francisco	17	1,555	800	1,178
	1301 Hospital Tela Integrado	17	1,920	1,040	1,480
	1302 CHA Tocoa	21	1,920	965	1,443
	1303 Hospital Salvador Paredes	6	1,625	1,315	1,470
	1304 CHA Puerto Cortes	10	1,650	1,395	1,523
	1305 Hospital Gabriela Alvarado	3	1,750	1,580	1,665
	1306 Hospital de Roatan	10	1,300	1,155	1,228
	1307 Hospital e. Aguilar Cerrato	14	1,250	810	1,030
	1308 Hospital R. Suazo Cordova	10	1,735	1,300	1,518
	1309 Hospital Dr. J.M. Galvez	24	1,310	810	1,060
	1310 CHA San Marcos O.	30	1,500	785	1,143
	1311 CHA Santa Barbara	2	1,750	1,620	1,685
	1313 CHA El Progreso	5	1,750	695	1,223
	1314 CHA Olanchito	26	1,690	785	1,238
	1315 Hospital M. de J. Subirana	8	2,040	1,120	1,580
	1316 CHA Puerto Lempira	0	1,475	950	1,213
	2201 Hospital Noroccidental	132	1,805	1,012	1,409
	2202 Hospital IHSS (MQ)	171	1,965	1,005	1,485
	3001 Hospital V. d'Antoni	0	4,246	1,228	2,737
	3003 Hospital Evangelico	12	1,340	590	965
	3004 Centro Medico Quirurgico	5	1,200	900	1,050
3005 Hospital Tela Railroad Co.	22	5,175	1,240	3,208	
3006 Hospital Militar	75	2,500	900	1,700	
3009 Hospital Medicasa	22	1,000	625	813	
3011 Clinica Medica Cristiana	4	1,250	700	975	
3012 Hospital Adv. Valle de Ang.	3	2,250	1,500	1,875	
19 General services	1101 Mario Catarino Rivas	0	3,060	960	2,010
	1102 San Felipe	171	765	1,260	1,013
	1103 Santa Rosita	12	1,765	1,395	1,580
	1104 Mario Meadoza	5	1,765	1,340	1,553
	1105 Instituto del Torax	12	1,810	1,035	1,423
	1106 Hospital Escuela (BMI)	30	1,560	885	1,223
	1201 Hospital Atlantida	18	0	0	0
	1202 Hospital Santa Teresa	5	1,665	1,060	1,363
	1203 Hospital del Occidente	15	1,700	1,070	1,385
	1204 Leonardo Martínez	8	1,765	1,265	1,515
	1205 Hospital del sur	22	1,500	950	1,225
	1206 Hospital San Francisco	21	1,780	1,310	1,545
	1301 Hospital Tela Integrado	2	1,470	1,365	1,418
	1302 CHA Tocoa	5	1,755	955	1,355
	1303 Hospital Salvador Paredes	20	1,715	1,025	1,370
	1304 CHA Puerto Cortes	9	1,615	1,145	1,380
	1305 Hospital Gabriela Alvarado	1	1,715	1,715	1,715
	1307 Hospital e. Aguilar Cerrato	30	1,755	685	1,220
	1308 Hospital R. Suazo Cordova	4	1,315	750	1,033
	1309 Hospital Dr. J.M. Galvez	5	1,750	1,080	1,415
	1310 CHA San Marcos O.	3	1,755	1,080	1,418
	1314 CHA Santa Barbara	4	1,715	1,360	1,538
	1312 CHA San Lorenzo	19	1,435	685	1,060
	1313 CHA El Progreso	23	1,715	685	1,200
	1314 CHA Olanchito	4	1,735	610	1,173
	1315 Hospital M. de J. Subirana	22	1,615	965	1,290
	1316 CHA Puerto Lempira	0	1,460	1,060	1,260
	2201 Hospital Noroccidental	17	1,754	1,163	1,459
	2202 Hospital IHSS (MQ)	39	2,651	1,198	1,925
	3001 Hospital V. d'Antoni	0	1,368	1,171	1,270
	3003 Hospital Evangelico	14	2,415	588	1,502
	3004 Centro Medico Quirurgico	1	0	0	0
3005 Hospital Tela Railroad Co.	8	5,175	980	3,078	
3006 Hospital Militar	6	3,000	900	1,950	
3007 Policlínica San Rafael	2	932	932	932	
3008 Hospital Centro Medico	2	1,150	762	956	
3009 Hospital Medicasa	625	625	625	625	
3011 Clinica Medica Cristiana	3	700	600	650	
3012 Hospital Adv. Valle de Ang.	3	1,000	1,000	1,000	

3. Personnel Salaries: Chart (3) (Range of Personnel Salaries by Type of Personnel)

(Unit of Salary: Lempiras)

Type of Personnel	Type of Hospital	Number of Person	Highest salary	Lowest salary	Average salary	
20 Additional administrative (doctors)	1101 Mario Catarino Rivas	28	1,355	835	1,095	
	1102 San Felipe	172	1,595	1,015	1,305	
	1103 Santa Rosita	103	1,665	1,060	1,363	
	1104 Mario Mendoza	17	1,455	1,160	1,308	
	1105 Instituto del Torax	142	1,885	1,135	1,510	
	1106 Hospital Escuela (BMI)	293	1,560	675	1,118	
	1201 Hospital Atlántida	62	920	610	765	
	1203 Hospital del Occidente	56	1,475	1,045	1,260	
	1204 Leonardo Martínez	26	1,435	1,210	1,333	
	1205 Hospital del sur	32	1,522	1,260	1,391	
	1206 Hospital San Francisco	19	1,515	1,070	1,293	
	1301 Hospital Tela Integrado	24	1,555	1,120	1,335	
	1302 CHA Tocoa	49	1,360	775	1,066	
	1303 Hospital Salvador Paredes	12	1,410	1,045	1,228	
	1304 CHA Puerto Cortes	16	1,465	1,135	1,300	
	1305 Hospital Gabriela Alvarado	5	1,585	1,330	1,458	
	1306 Hospital de Routan	22	1,130	895	1,013	
	1307 Hospital e. Aguilar Cerrato	21	1,035	745	896	
	1308 Hospital R. Suazo Cordova	46	1,260	600	930	
	1309 Hospital Dr. J.M. Galvez	43	1,035	745	896	
	1310 CHA San Marcos O.	39	1,035	770	903	
	1311 CHA Santa Barbara	0	1,630	1,210	1,420	
	1313 CHA El Progreso	47	1,500	1,120	1,310	
	1314 CHA Olanchito	48	965	785	875	
	1315 Hospital M. de J. Subirana	14	1,545	1,145	1,345	
	1316 CHA Puerto Lempira	0	1,110	1,060	1,085	
	2201 Hospital Noroccidental	75	1,754	705	1,230	
	2202 Hospital IHSS (MQ)	149	2,177	808	1,493	
	3001 Hospital V. d'Antoni	0	4,173	1,119	2,646	
	3003 Hospital Evangelico	11	810	720	765	
	3004 Centro Medico Quiturgico	7	2,000	850	1,425	
	3005 Hospital Tela Railroad Co.	37	2,300	980	1,640	
	3006 Hospital Militar	33	1,300	900	1,100	
	3007 Policlínica San Rafael	4	720	720	720	
	3008 Hospital Centro Médico	27	762	645	704	
	3009 Hospital Medicasa	9	650	625	638	
	3011 Clínica Medica Cristiana	13	950	600	775	
	3012 Hospital Adv. Valle de Ang.	3	630	630	630	
	21 Additional administrative (nurses)	1101 Mario Catarino Rivas	2	400	300	350
		1102 San Felipe	8	1,614	150	882
		1103 Santa Rosita	6	1,776	200	988
		1104 Mario Mendoza	0	2,277	150	1,214
1105 Instituto del Torax		7	1,876	300	1,088	
1106 Hospital Escuela (BMI)		0	1,878	200	1,039	
1201 Hospital Atlántida		1	2,077	2,077	2,077	
1202 Hospital Santa Teresa		1	1,505	1,505	1,505	
1203 Hospital del Occidente		1	1,344	1,344	1,344	
1204 Leonardo Martínez		1	1,428	1,428	1,428	
1205 Hospital del sur		0	1,500	1,260	1,380	
1206 Hospital San Francisco		1	500	500	500	
1302 CHA Tocoa		0	1,500	1,500	1,500	
1303 Hospital Salvador Paredes		1	1,676	1,676	1,676	
1304 CHA Puerto Cortes		0	100	100	100	
1305 Hospital Gabriela Alvarado		5	100	100	100	
1306 Hospital de Routan		1	1,494	1,494	1,494	
1307 Hospital e. Aguilar Cerrato		1	1,494	1,494	1,494	
1308 Hospital R. Suazo Cordova		2	1,567	500	1,034	
1309 Hospital Dr. J.M. Galvez		1	1,887	1,887	1,887	
1310 CHA San Marcos O.		1	1,239	1,239	1,239	
1312 CHA San Lorenzo		500	0	0	0	
1313 CHA El Progreso		0	1,200	100	650	
1314 CHA Olanchito		0	1,239	1,039	1,139	
1315 Hospital M. de J. Subirana		1	1,676	0	838	
2201 Hospital Noroccidental		2	1,924	596	1,260	
2202 Hospital IHSS (MQ)		30	500	200	350	
3005 Hospital Tela Railroad Co.		3	16,000	9,500	12,750	
3007 Policlínica San Rafael		1	748	748	748	
3009 Hospital Medicasa		0	0	0	0	
3012 Hospital Adv. Valle de Ang.		4	2,425	630	1,528	
22		1106 Hospital Escuela (BMI)	0	0	0	0
	1201 Hospital Atlántida	0	0	0	0	
	1202 Hospital Santa Teresa	0	0	0	0	
	1204 Leonardo Martínez	0	0	0	0	
	1305 Hospital Gabriela Alvarado	0	0	0	0	
	1307 Hospital e. Aguilar Cerrato	1	2,250	2,250	2,250	
	1314 CHA Olanchito	0	0	0	0	
	1316 CHA Puerto Lempira	0	1,725	1,725	1,725	
	2201 Hospital Noroccidental	1	300	300	300	
	2202 Hospital IHSS (MQ)	35	300	200	250	
	3003 Hospital Evangelico	0	1,800	1,800	1,800	
	3005 Hospital Tela Railroad Co.	1	6,336	6,336	6,336	
	3009 Hospital Medicasa	0	0	0	0	



HOSP,

MODULE 4



MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

ME Medical specialist MG General practitioner RE Resident PT Other technical personnel MS Social service IN Intern EP Professional nurse
 MB Microbiologist NU Nutritionist PD Diagnostic technician FA Pharmacist warehouse MA Maintenance SG General services (Kitchen, maintenance)

Hospital	Department	Current human resources														Those necessary for adequate operation														Total		
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SC	ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD		MA	SC
1107 Hospital Escuela (BMO)	General surgery	34	14	13	3	46										17	2	19	34	23	115	11	5	4	4	14	7	22	292			
	General pediatrics	2	2	2	3											4	2	16	28	26	119	7	3	3	7	9	19	26	200			
	Ob-Gyn	7	12	26	11	93										5	117	16	27	28	26	119	7	3	3	7	9	19	26	200		
	Emergency	9	15	21	9	59										6	160	87	21											177		
	Outpatient consultation	84	22		2	45										131	11														187	
	Operating room	7	2	2	1	10										23	6	1													19	
	ORL	6	2	2	1	5										10	5	1													11	
	Oncology	4	1	4	2	22										45	5	8	7												61	
	Orthopedics	5	8	4	2	22										8	14	3													8	
	Other surg. spec.	14	9		4	46										81	14														95	
	Medical specialty	8	8		11	87										110	15														170	
	Intensive care	3	1	9	12											25	5														42	
	Diagnostics (lab, x-ray)	9														168	15	2													245	
	Tech. support (nurs, rehab)	1														22	2														25	
	Administration															311															495	
	General services (kitchen, laundry)															145															147	
	1201 Hospital Atlántida	General medicine	1	1	1	2	14									20	1	2													24	
General surgery		3	1	1	3	13									21	5	1														30	
General pediatrics		5	1	1	3	19									34	6	1	8													34	
Ob-Gyn		6	6	5	14										25	7	8	19													52	
Outpatient consultation		9	7		5	14									35	15	10														59	
Operating room		8			2	11									21	12															29	
Diagnostics (lab, x-ray)		1	1												19	12	1														10	
Administration		1													72																80	
General services (kitchen, laundry)															9																24	
1202 Hospital Santa Teresita		General pediatrics	2	1	1	1	3									4	2	2														11
		Ob-Gyn	1	2	1	1	15									20	1	2														23
		Emergency	1	5	3	1	8									18	1	5	4													27
		Outpatient consultation	6	4		3	56									12	12	8	4													25
		Operating room	8	4		2	30									21	12	8	4													124
		Operating room	2	2		2	30									3	39	2	2													53
		Tech. support (nurs, rehab)	1													31	1															37
		Administration														9																9
	General services (kitchen, laundry)														28																30	
	1203 Hospital del Océano	General medicine	2	1	7	1	23									34	4	1														35
		General surgery	3		2	2	22									27	4	2	1													29
		General pediatrics	3	3	5	3	32									16	16	5	4													58
		Ob-Gyn	3		1	1	12									16	16	15														15
		Emergency	2	2	8	1	11									26	4	4	8													36
		Operating room			1	1	24									25	1															28
		Tech. support (nurs, rehab)														30	1															41
		Administration														84																84
General services (kitchen, laundry)															113																109	
1204 Leonardo Martínez		General medicine	1	6	3	2	22									40	8	2														60
		General surgery	4	1	2	1										10	8	2														21
		Outpatient consultation	5	14	4	20	1									51	5															53
		Operating room	6	5		4	14									32	6	8														39
		Diagnostics (lab, x-ray)														8																12
		Tech. support (nurs, rehab)														4																7
		Administration	1													42	1	1														55
		General services (kitchen, laundry)														39																82

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources																Total (those necessary for adequate operation)																			
		ME				MG				NU				PD				RE				PT				FA				MA				SC			
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SC	ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SC	EP	Professional nurse				
1205 Hospital del Sur	General surgery	3	2	6	1	16										3	2	8	3	16													32				
	General pediatrics	4	1	2	1	17										4	1	2	2	22														31			
	ObGyn	4	1	3	1	16										4	1	3	1	20														29			
	Emergency	4	4	4	1	15										4	4	4	2	20														30			
	Outpatient consultation	15	16													1	2																	36			
	Operating room	3														3	4	7	2	27														36			
	Medical specialty	3														3	4	7	2	17														34			
	Diagnostics (lab, x-ray)	3														3	2	7	2	13														45			
	Administration	1														1	1																	40			
	General services (kitchen, laundry)																																	66			
	1206 Hospital San Francisco	General medicine	1													1	8																	9			
		General surgery	4													4	1	8																10			
General pediatrics		3													3	1	11																19				
ObGyn		4													4	2	19																8				
Emergency		4													4	1	11																31				
Outpatient consultation		4													4	2	15																10				
Operating room		1													1	1	13																16				
Diagnostics (lab, x-ray)		1													1	1	13																18				
Administration		1													1	2	1																27				
General services (kitchen, laundry)																																		29			
1207 Hospital Tellemegean		General medicine	4													4	5																	7			
		General surgery	2													2	1	9																15			
	General pediatrics	2													2	1	6																16				
	ObGyn	4													4	1	5																22				
	Emergency	4													4	3	2	7																28			
	Outpatient consultation	4													4	1	7																17				
	Operating room	3													3	1	5																13				
	Diagnostics (lab, x-ray)																																9				
	Administration																																22				
	General services (kitchen, laundry)																																	17			
	1208 CHA Trow	General pediatrics	1													1	12																	16			
		ObGyn	1													1	7																	10			
Emergency		1													1	1	1	14															26				
Outpatient consultation		3													3	5																	26				
Operating room																																	15				
Operating room																																	15				
Operating room																																	4				
Diagnostics (lab, x-ray)																																	20				
Administration																																	26				
General services (kitchen, laundry)																																	4				
1209 Hospital Salvador Paroles		General medicine	1													1	5																	9			
		General surgery	1													1	6																	11			
	General pediatrics	1													1	6																	11				
	ObGyn	1													1	6																	19				
	Emergency	3													3	4																	12				
	Outpatient consultation	2													2	4																	17				
	Operating room																																20				
	Diagnostics (lab, x-ray)																																15				
	Administration																																25				
	General services (kitchen, laundry)																																25				

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources													Those necessary for adequate operation													Total
		Current human resources													Those necessary for adequate operation													
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	FA	AD	MA	SG	ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	FA	AD	
1309 Hospital Dr. J.M. Guvez	General surgery	1					1	10							1	1	1	1	1	12								15
	General pediatrics	2					2	17							2	5	1	4	24									36
	ObGyn						2	15							17	5	1	4	19									27
	Emergency	1					1	10							13	2	2	2	12									34
	Outpatient consultation	2					1	3							6	5	2	1	4									10
	Operating room	1					1	14							16	2	2	1	14									17
	Operating room	1					1	10							12	1	1	1	12			3	12	11	1			35
	Diagnoses (lab, x-ray)	2									6	10			7													15
	Tech. support (nutr, rehab)												26		12	26												27
	Administration														26													27
	General services (kitchen, laundry)														44													57
	1310 CHA San Marlow O.	General medicine	1					1	9						10	1	1	1	11									12
	General surgery	1						1	9						11	1	1	1	11									13
General pediatrics	2						2	15						19	2	1	4	17									25	
ObGyn							2	15						17	2	1	2	17									21	
Emergency	3						1	11						18	1	2	1	15									19	
Outpatient consultation							1	2						7	4	1	1	3									10	
Operating room							1	15						14	1	3	15	9	2	1							22	
Diagnoses (lab, x-ray)											5	2		8	1	9	2	1									12	
Tech. support (nutr, rehab)											9	6		9	4	3	2	2	1								17	
Administration											6	30		37	4	3	2	2	1								43	
General services (kitchen, laundry)														30													40	
1311 CHA Santa Barbara	General medicine	1					1	8						11	3	1	1	1									5	
General surgery	1						1	8						11	1	1	1	1									5	
General pediatrics	2						2	13						21	4	2	4	20									43	
ObGyn	2						1	11						19	4	2	1	3	22								40	
Emergency	1						5	6						12	6	3	1	6									20	
Outpatient consultation	5						1	10						27	10	9	3	2	14								48	
Operating room	5						1	6						10	1	5	1	6									7	
Medical specialty							3	6						21	2	2	2	7									10	
Diagnoses (lab, x-ray)											7	5		10	1	5	5	1									6	
Tech. support (nutr, rehab)											5	14		5	3	5	14										6	
Administration														15	1	1	1	1									19	
General services (kitchen, laundry)														44													44	
1312 CHA San Lorenzo	General medicine	1					2	37						41	7	2	10	71									90	
General pediatrics							1	12						13	2	19	1	1									21	
Emergency	9						1	14						24	9	2	17	24									24	
Operating room							1	12						13	2	14	2	14									16	
Diagnoses (lab, x-ray)	1							6						10	2	8	4										14	
General services (kitchen, laundry)														21													26	
1313 CHA El Progreso	General medicine	3					1	10						16	5	3	22										30	
Emergency	3						1	10						14	4	3	7	14									24	
Outpatient consultation	1						2	5						9	8	7	3	15									30	
Operating room							1	11						16	11	9	3	26									49	
Diagnoses (lab, x-ray)											3	3		7	1	2	10	5	2								19	
Administration														19													31	
General services (kitchen, laundry)														18													19	
1314 CHA Quanchiu	General pediatrics	1					1	6						8	2	2	12										16	
ObGyn	2						2	16						21	5	3	15										22	
Emergency	5						3	10						15	12	2	2										14	
Outpatient consultation							1	9						16	12	10	10										22	
Operating room							1	9						10	1	6	1										8	
Diagnoses (lab, x-ray)	2						1	6						10	1	6	2	6									11	
Administration														26													31	
General services (kitchen, laundry)														41													47	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation																	Total
		ME	MC	RE	MS	IN	EP	AE	MB	NU	FD	PT	FA	AD	MA	SC	1/2%		
1101 Mario Cuelino Kivas	General medicine	81%	-	-	-	56%	65%	-	-	-	-	-	-	-	-	33%	72%		
	General surgery	60%	50%	-	-	100%	165%	-	-	-	-	-	-	-	-	-	130%		
	General pediatrics	18%	75%	-	-	134%	159%	-	-	-	100%	-	-	-	-	-	150%		
	GhCyn	40%	20%	-	-	143%	127%	-	-	-	-	-	-	-	-	50%	154%		
	Emergency	102%	22%	-	-	142%	77%	65%	-	-	-	-	-	-	-	-	117%		
	Outpatient consultation	361%	150%	-	-	40%	221%	-	-	-	50%	-	-	-	-	-	227%		
	Operating room	567%	-	-	-	33%	563%	-	-	-	200%	-	-	-	-	-	255%		
	Orthopedics	100%	100%	-	-	40%	257%	-	-	-	-	-	-	-	-	-	144%		
	Intensive care	50%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	288%		
	Diagnostics (lab, x-ray)	100%	-	-	-	-	75%	75%	-	-	213%	-	-	100%	-	-	142%		
	Tech. support (nurs, rehab)	-	-	-	-	-	-	-	-	-	189%	-	-	100%	-	-	209%		
	Administration	-	-	-	-	100%	-	-	-	-	-	-	-	232%	-	-	275%		
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	24%	-	-	-	-	-	56%		
1102 San Felipe	General medicine	67%	-	-	-	100%	33%	61%	-	-	100%	-	-	-	-	-	41%		
	General surgery	100%	-	-	-	67%	-	69%	-	-	-	-	-	-	-	25%	64%		
	General pediatrics	100%	-	-	-	100%	100%	79%	-	-	100%	-	-	-	-	-	87%		
	Outpatient consultation	85%	90%	-	-	60%	78%	-	-	-	200%	-	100%	-	-	29%	77%		
	Operating room	100%	-	-	-	50%	68%	-	-	-	83%	-	-	-	-	33%	68%		
	Operating room	100%	100%	-	-	50%	100%	85%	-	-	33%	-	-	-	-	67%	67%		
	Oncology	87%	-	-	-	100%	38%	63%	-	-	33%	-	-	-	-	36%	48%		
	Diagnostics (lab, x-ray)	59%	-	-	-	-	-	-	75%	-	-	-	67%	-	-	67%	48%		
	Tech. support (nurs, rehab)	67%	-	-	-	33%	60%	-	-	-	70%	-	-	-	-	63%	59%		
	Ophthalmology	100%	-	-	-	100%	100%	-	-	44%	-	-	-	-	-	-	100%		
	Administration	100%	-	-	-	-	-	-	-	-	-	-	-	100%	-	-	100%		
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	100%	100%	-	96%		
	1103 Santa Rosita	Psychiatry	1830%	350%	-	-	86%	-	54%	-	-	-	-	-	-	-	-	103%	
Tech. support (nurs, rehab)		-	-	-	-	81%	-	-	-	-	-	-	-	-	-	-	313%		
Administration		-	-	-	-	-	-	-	-	-	-	-	300%	-	-	-	300%		
General services (kitchen, laundry)		-	-	-	-	-	-	-	-	-	76%	-	-	-	-	-	76%		
1104 Mario Mendoza		General medicine	100%	33%	100%	-	-	-	71%	-	-	-	-	100%	-	-	-	39%	
		Emergency	133%	114%	100%	-	50%	71%	-	-	40%	-	-	100%	33%	50%	70%		
		Outpatient consultation	80%	100%	100%	-	67%	43%	133%	-	-	-	-	100%	100%	100%	100%	100%	
		Psychiatry	33%	40%	-	-	33%	75%	-	-	-	-	-	-	-	-	-	24%	
		Emergency	100%	67%	-	-	33%	30%	-	-	-	-	-	-	-	-	-	57%	
		Outpatient consultation	130%	67%	-	-	43%	63%	-	-	-	50%	-	-	-	400%	-	72%	
		Operating room	100%	-	-	-	100%	67%	-	-	-	-	-	-	-	-	-	62%	
		Other surg. spec.	100%	100%	-	-	25%	100%	67%	-	-	-	-	-	-	-	-	69%	
		Medical specialty	100%	100%	-	-	100%	57%	63%	-	-	-	-	-	-	-	-	93%	
	Pediatric specialist	100%	-	-	-	100%	79%	-	-	-	-	-	-	-	-	-	23%		
	Intensive care	67%	-	-	-	20%	44%	-	-	-	100%	-	-	-	-	-	85%		
	Diagnostics (lab, x-ray)	100%	-	-	-	70%	84%	-	-	-	86%	-	-	67%	-	-	81%		
	Tech. support (nurs, rehab)	-	-	-	-	-	-	-	-	-	100%	-	-	-	-	-	460%		
Administration	100%	-	-	-	-	-	-	-	-	-	-	100%	100%	77%	-	83%			
General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	133%			
1104 Hospital Escuela (HMI)	General pediatrics	44%	-	-	-	76%	48%	69%	-	-	-	-	-	-	-	23%	35%		
	GhCyn	-	-	-	-	-	-	-	-	-	-	-	36%	-	-	-	71%		
	Operating room	89%	74%	-	-	87%	57%	65%	-	-	-	-	33%	-	-	-	71%		
	Pediatric specialist	50%	-	-	-	-	-	-	61%	-	-	-	100%	-	-	-	86%		
	Diagnostics (lab, x-ray)	50%	-	-	-	-	-	-	-	75%	-	-	100%	-	-	-	71%		
	Tech. support (nurs, rehab)	50%	-	-	-	-	-	-	-	76%	-	-	-	-	-	-	86%		
	Administration	-	-	-	-	-	-	-	-	-	-	-	62%	-	-	-	63%		
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	99%		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation														100%		
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA		SG	
1107 Hospital Escuela (SMO)	General surgery	200%	-	-	-	-	27%	74%	-	-	-	-	-	-	-	-	116%	
	General pediatrics	-	-	-	-	-	-	75%	-	-	-	-	-	-	-	-	133%	
	ObGyn	-	-	63%	-	76%	48%	69%	-	-	-	-	-	36%	-	-	55%	
	Emergency	-	-	56%	-	75%	35%	50%	-	-	14%	-	-	36%	-	23%	12%	
	Outpatient consultation	97%	-	105%	-	-	67%	79%	-	-	-	-	-	-	-	75%	40%	
	Operating room	64%	-	-	-	-	75%	69%	-	-	74%	-	-	67%	-	-	90%	
	ORL	100%	-	-	-	-	50%	100%	-	-	-	-	-	-	-	-	121%	
	Oncology	80%	100%	-	-	-	-	100%	-	-	-	-	-	-	-	-	91%	
	Orthopedics	100%	-	-	-	57%	50%	73%	-	-	-	-	-	-	-	-	74%	
	Other surg. spec.	100%	-	300%	-	-	33%	82%	-	-	-	-	-	-	-	-	85%	
	Medical speciality	53%	-	-	-	-	41%	73%	-	-	-	-	-	-	-	-	65%	
	Intensive care	60%	-	-	-	-	113%	75%	-	-	-	-	-	-	-	-	60%	
	Diagnoses (lab, x-ray)	60%	-	-	-	-	-	-	-	-	79%	-	-	68%	-	-	69%	
	Tech. support (nurs, rehab)	50%	-	-	-	-	-	-	-	-	-	-	67%	-	-	-	88%	
	Administration	-	-	-	-	-	-	-	-	-	-	-	-	62%	-	-	63%	
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	99%	
	1201 Hospital Atlántida	General medicine	100%	50%	-	50%	-	40%	78%	-	-	-	-	-	-	-	-	71%
General surgery		60%	-	-	-	-	100%	68%	-	-	-	-	-	-	-	-	70%	
General pediatrics		83%	-	-	13%	-	75%	271%	-	-	50%	-	-	-	-	-	131%	
ObGyn		86%	-	-	-	-	63%	74%	-	-	-	-	-	-	-	-	74%	
Outpatient consultation		60%	70%	-	-	-	71%	70%	-	-	-	-	-	-	-	-	67%	
Operating room		67%	-	-	-	-	67%	79%	-	-	-	-	-	-	-	-	72%	
Diagnoses (lab, x-ray)		-	-	-	-	-	-	-	-	-	163%	-	-	-	-	-	190%	
Administration		-	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	90%	
General services (kitchen, laundry)		-	-	-	-	-	-	-	-	-	-	-	-	84%	-	-	90%	
1202 Hospital Santa Teresa		General pediatrics	-	-	-	-	-	-	-	-	-	-	-	-	-	100%	-	64%
		General surgery	100%	-	-	50%	-	100%	67%	-	-	-	-	-	-	-	-	73%
		ObGyn	100%	-	-	100%	-	100%	83%	-	-	-	-	-	-	-	-	87%
		Emergency	-	100%	-	75%	-	50%	57%	-	-	-	-	-	-	-	-	67%
		Outpatient consultation	50%	-	-	-	-	50%	50%	-	-	-	-	-	-	-	-	48%
		Operating room	67%	50%	-	-	-	27%	71%	-	-	40%	-	-	-	-	-	57%
		Operating room	100%	-	-	100%	-	100%	73%	-	-	-	-	-	-	-	-	74%
		Tech. support (nurs, rehab)	100%	-	-	-	-	100%	-	-	-	80%	100%	50%	-	-	-	84%
	Administration	-	-	-	-	-	-	-	-	-	100%	-	100%	-	-	-	100%	
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	100%	-	-	-	-	-	72%	
	1203 Hospital del Occidente	General medicine	50%	100%	-	-	-	33%	100%	-	-	-	-	-	-	-	-	97%
		General surgery	-	-	-	-	-	-	76%	-	-	-	-	-	-	-	-	93%
		General pediatrics	75%	-	-	-	-	60%	70%	-	-	-	-	-	-	-	-	74%
		ObGyn	-	-	-	-	-	-	80%	-	-	-	-	-	-	-	-	107%
		Emergency	-	50%	-	-	100%	50%	69%	-	-	-	-	-	-	-	-	72%
		Operating room	-	-	-	-	-	-	86%	-	-	-	-	-	-	-	-	89%
		Tech. support (nurs, rehab)	-	-	-	-	-	-	-	-	-	-	80%	-	-	-	-	73%
Administration		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	145%	
General services (kitchen, laundry)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	104%	
1204 Leonoruh Martínez		General medicine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67%
		General surgery	50%	50%	-	-	-	64%	92%	-	-	13%	-	-	-	-	-	48%
		General pediatrics	-	280%	-	-	-	133%	67%	-	-	27%	-	-	-	-	-	96%
		Outpatient consultation	100%	63%	-	-	-	64%	-	-	100%	-	-	-	-	-	-	82%
		Operating room	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67%
		Diagnoses (lab, x-ray)	-	-	-	-	-	-	-	-	67%	83%	-	-	-	-	-	32%
		Tech. support (nurs, rehab)	-	-	-	-	-	-	-	-	-	-	50%	100%	91%	-	-	57%
		Administration	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	76%
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	55%	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation														12/1%		
		ME	MC	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA		SC	Total
1205 Hospital del sur	General surgery	100%	-	-	100%	75%	33%	100%	-	-	-	-	-	-	-	-	84%	
	General pediatrics	100%	-	-	100%	100%	50%	77%	-	-	-	-	-	-	-	-	81%	
	ObGyn	100%	-	-	100%	100%	100%	80%	-	-	-	-	-	-	-	-	86%	
	Emergency	-	-	-	100%	100%	50%	75%	-	-	-	-	-	-	-	-	72%	
	Outpatient consultation	-	-	-	-	-	50%	13%	-	-	-	-	-	-	-	-	21%	
	Operating room	-	-	-	-	-	50%	93%	-	-	-	-	-	-	-	-	100%	
	Medical specialty	75%	-	-	50%	100%	100%	76%	-	-	-	-	-	-	-	-	79%	
	Diagnoses (lab, x-ray)	-	-	-	-	-	-	-	67%	-	-	-	-	-	-	-	78%	
	Administration	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90%	
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	100%	-	-	-	-	-	-	65%	
	1206 Hospital San Francisco	General medicine	33%	-	-	-	-	50%	200%	-	-	-	-	-	-	-	-	111%
		General surgery	400%	-	-	-	-	100%	100%	-	-	-	-	-	-	-	-	130%
General pediatrics		100%	-	-	-	-	50%	79%	-	-	-	-	-	-	-	-	79%	
ObGyn		400%	-	-	-	-	271%	-	-	-	-	-	-	-	-	-	313%	
Emergency		100%	100%	-	-	-	100%	52%	-	-	-	-	-	-	-	-	64%	
Outpatient consultation		-	-	-	-	-	100%	18%	-	-	-	-	-	-	-	-	170%	
Operating room		-	-	-	-	-	50%	130%	-	-	-	-	-	-	-	-	106%	
Diagnoses (lab, x-ray)		-	-	-	50%	-	-	-	-	50%	-	-	-	-	-	-	67%	
Administration		100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	96%	
General services (kitchen, laundry)		100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100%	
1201 Hospital Tola Integrado		General medicine	-	-	-	-	-	50%	100%	-	-	-	-	-	-	-	-	86%
		General surgery	67%	-	-	-	-	50%	71%	-	-	-	-	-	-	-	-	67%
	General pediatrics	50%	-	-	100%	-	50%	75%	-	-	-	-	-	-	-	-	70%	
	ObGyn	100%	-	-	-	-	33%	67%	-	-	-	-	-	-	-	-	63%	
	Emergency	67%	67%	-	-	-	50%	63%	-	-	-	-	-	-	-	-	64%	
	Outpatient consultation	100%	100%	-	100%	-	67%	64%	-	-	-	-	-	-	-	-	79%	
	Operating room	67%	-	-	-	-	100%	78%	-	-	-	-	-	-	-	-	76%	
	Operating room	75%	-	-	-	-	50%	71%	-	-	-	-	-	-	-	-	69%	
	Diagnoses (lab, x-ray)	-	-	-	-	-	-	-	50%	-	-	-	-	-	-	-	33%	
	Administration	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	59%	
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	71%	
	1302 CHA Toluca	General pediatrics	-	-	-	-	-	50%	86%	-	-	-	-	-	-	-	-	100%
ObGyn		-	-	-	-	-	100%	100%	-	-	-	-	-	-	-	-	100%	
Emergency		34%	50%	-	50%	-	50%	-	-	-	-	-	-	-	-	-	58%	
Outpatient consultation		-	-	-	-	-	50%	83%	-	-	-	-	-	-	-	-	80%	
Operating room		-	-	-	-	-	100%	333%	-	-	-	-	-	-	-	-	275%	
Diagnoses (lab, x-ray)		-	-	-	-	-	-	-	50%	-	-	-	-	-	-	-	40%	
Administration		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	81%	
General services (kitchen, laundry)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	73%	
1303 Hospital Salvador Parroles		General medicine	100%	-	-	100%	-	100%	83%	-	-	-	-	-	-	-	-	89%
		General surgery	100%	-	-	100%	-	100%	75%	-	-	-	-	-	-	-	-	82%
		General pediatrics	50%	-	-	100%	-	50%	50%	-	-	-	-	-	-	-	-	73%
		ObGyn	-	-	-	100%	-	50%	50%	-	-	-	-	-	-	-	-	58%
	Emergency	64%	50%	-	100%	-	100%	33%	-	-	-	-	-	-	-	-	67%	
	Outpatient consultation	50%	-	-	-	-	50%	-	-	-	-	-	-	-	-	-	59%	
	Operating room	-	-	-	-	-	-	50%	-	-	-	-	-	-	-	-	45%	
	Diagnoses (lab, x-ray)	-	-	-	-	-	-	-	-	50%	-	-	-	-	-	-	60%	
	Administration	-	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	87%	
	General services (kitchen, laundry)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	78%	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation																	Total
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SG			
1304 Hospital Puerto Ceres	General medicine	50%			50%		50%											50%	
	General surgery	50%			50%		50%											47%	
	General pediatrics	75%			50%		50%											63%	
	ObGyn				50%		50%											250%	
	Emergency	100%			50%		133%											100%	
	Outpatient consultation						17%											200%	
	Operating room						100%											76%	
	Diagnostics (lab, x-ray)																	42%	
	Tech. support (nurs, rehab)										50%							36%	
	Administration											45%						85%	
	General services (kitchen, laundry)													78%				75%	
	1305 Hospital Gabriela Alvarado	General medicine	100%			100%		50%											56%
	General surgery	67%			50%		50%												59%
General pediatrics	67%			33%		50%		40%										44%	
ObGyn	100%			100%		100%		100%										100%	
Emergency			50%	100%		50%												50%	
Outpatient consultation	50%			33%		50%		67%										58%	
Operating room						50%												70%	
Tech. support (nurs, rehab)										50%								61%	
Administration											100%							64%	
General services (kitchen, laundry)																		87%	
1306 Hospital de Rustan	General surgery	100%			100%		100%											87%	
General pediatrics	50%			100%		50%		89%										82%	
ObGyn	33%			100%		100%		64%										61%	
Emergency	100%			50%		100%		33%										61%	
Outpatient consultation	100%			83%		100%		100%										105%	
Operating room	100%					50%		40%										54%	
Diagnostics (lab, x-ray)																		63%	
Tech. support (nurs, rehab)										50%								74%	
Administration	100%																	72%	
General services (kitchen, laundry)																		94%	
1307 Hospital c. Aguilar Cerda	General pediatrics																	59%	
ObGyn	100%					100%		69%										70%	
Emergency	67%			50%		50%		75%										60%	
Operating room								60%										100%	
Operating room	100%					100%		100%										75%	
Diagnostics (lab, x-ray)																		92%	
Tech. support (nurs, rehab)																		78%	
Administration																		82%	
General services (kitchen, laundry)																		82%	
1308 Hospital R. Suarez Cordova	General pediatrics	50%			100%		100%											71%	
ObGyn	33%			25%		50%		76%										47%	
Emergency	27%			50%		50%		75%										53%	
Outpatient consultation	34%			75%		100%		85%										66%	
Operating room								69%										48%	
Operating room	50%			50%		33%		100%										50%	
Administration																		100%	
General services (kitchen, laundry)																		72%	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation																Total
		ME	MC	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SC		
1307 Hospital Dr. J.M. Calvez	General surgery	100%					100%	80%									80%	
	General pediatrics						50%	71%									54%	
	Ob-Gyn						50%	79%									63%	
	Emergency			50%			100%	10%									72%	
	Outpatient consultation						100%	75%									40%	
	Operating room			100%			100%	100%									94%	
	Operating room			100%			100%	10%									80%	
	Diagnoses (lab, x-ray)										50%							47%
	Tech. support (nurs, rehab)											91%						100%
	Administration												46%					94%
	General services (kitchen, laundry)																	77%
	General medicine							100%	100%									100%
	1310 CHA San Mateo O.	General surgery	100%					100%	82%									83%
General pediatrics		100%					50%	83%									85%	
Ob-Gyn							100%	80%									76%	
Emergency				50%			100%	70%									81%	
Outpatient consultation							100%	70%									93%	
Operating room							100%	67%									70%	
Diagnoses (lab, x-ray)											33%						34%	
Tech. support (nurs, rehab)													450%	3000%			75%	
Administration		25%																218%
General services (kitchen, laundry)																		70%
General medicine								100%	800%									220%
General surgery								100%	800%									550%
1311 CHA Santa Barbara		General pediatrics	50%					25%	65%									49%
	Ob-Gyn	50%					33%	50%	100%								49%	
	Emergency			167%			50%	100%			100%						40%	
	Outpatient consultation						100%	71%			100%						56%	
	Operating room						100%	100%									143%	
	Medical specialty																	
	Diagnoses (lab, x-ray)												100%				100%	
	Tech. support (nurs, rehab)													100%			100%	
	Administration																	100%
	General services (kitchen, laundry)																	1500%
	General medicine																	232%
	General surgery																	200%
	1312 CHA San Lorenzo	General pediatrics	14%					20%	80%									68%
Emergency							50%	60%									62%	
Operating room							50%	82%									86%	
Diagnoses (lab, x-ray)							50%	96%										81%
General services (kitchen, laundry)								75%										71%
General medicine																		81%
Emergency		60%					33%	42%									53%	
Outpatient consultation				33%			71%										50%	
Operating room				29%			33%	42%										25%
Diagnoses (lab, x-ray)							33%	42%			30%							53%
Administration													60%					37%
General services (kitchen, laundry)														61%				61%
General medicine																		95%
1314 CHA Olanchito	General pediatrics	50%					50%	107%									50%	
	Ob-Gyn						67%	83%										117%
	Emergency			60%			33%	50%			50%							68%
	Outpatient consultation						67%	90%										116%
	Operating room						50%	90%										82%
	Operating room						100%	100%			100%							125%
	Diagnoses (lab, x-ray)																	91%
	Administration																	84%
	General services (kitchen, laundry)													84%				94%
	General medicine																	98%

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation																	Total
		ME	MG	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SG			
1315 Hospital M. de J. Subirana	General surgery	50%															10%		
	ObGyn	50%			100%												9%		
	Outpatient consultation																75%		
	Operating room						65%				67%						62%		
	Medical specialty	50%				100%											17%		
	Pediatric specialist						59%										68%		
	Diagnosics (lab, x-ray)						50%		50%		75%		50%	100%			73%		
	Tech. support (nurs, rehab)							50%		50%	75%		50%	100%			73%		
	Administration	100%				100%						50%		100%			62%		
	General services (kitchen, laundry)														81%		82%		
	General medicine		100%														80%		
	Emergency		100%			50%		75%									71%		
	Outpatient consultation			100%													100%		
Operating room							100%									100%			
Diagnosics (lab, x-ray)								50%								50%			
Tech. support (nurs, rehab)							100%					100%				100%			
Administration											71%		67%			70%			
General services (kitchen, laundry)											100%					70%			
2301 Hospital Neurociental	General medicine	100%				100%	90%										83%		
	General surgery	100%	86%			46%	51%										65%		
	General pediatrics	100%	67%			100%	50%										62%		
	ObGyn	100%	50%			57%	70%										74%		
	Emergency	77%	58%			40%	54%						25%				54%		
	Outpatient consultation	100%	100%			100%	100%										100%		
	Operating room	100%				100%	100%										100%		
	Diagnosics (lab, x-ray)	100%				100%	75%										89%		
	Tech. support (nurs, rehab)	200%						120%			100%						100%		
	Administration										3000%						71%		
	General services (kitchen, laundry)	67%									67%						64%		
	Emergency	100%									250%						76%		
	Outpatient consultation	100%												100%			91%		
Operating room	225%															105%			
Orthopedics																7%			
Other surg. spec.	100%															100%			
Pediatric specialist																67%			
Intensive care	17%															59%			
Diagnosics (lab, x-ray)	75%															89%			
Tech. support (nurs, rehab)	200%									100%						100%			
Administration											100%					160%			
ObGyn	100%													540%		163%			
Emergency	100%															93%			
Outpatient consultation	83%															29%			
Operating room	100%	80%											75%			77%			
Intensive care	50%															69%			
Tech. support (nurs, rehab)	100%															83%			
Administration	100%															21%			
General surgery																127%			
General pediatrics																107%			
ObGyn																90%			
Emergency																100%			
Outpatient consultation																500%			
Operating room																			
Administration																			
General services (kitchen, laundry)																			
Diagnosics (lab, x-ray)																			
2302 Hospital IHSS (MO)	Emergency	100%															76%		
Outpatient consultation	100%																91%		
Operating room	225%																105%		
Orthopedics																	7%		
Other surg. spec.	100%																100%		
Pediatric specialist																	67%		
Intensive care	17%																59%		
Diagnosics (lab, x-ray)	75%																89%		
Tech. support (nurs, rehab)	200%																100%		
Administration																	160%		
ObGyn	100%																163%		
Emergency	100%																93%		
Outpatient consultation	83%																29%		
Operating room	100%	80%															77%		
Intensive care	50%																69%		
Tech. support (nurs, rehab)	100%																83%		
Administration	100%																21%		
General surgery																	127%		
General pediatrics																	107%		
ObGyn																	90%		
Emergency																	100%		
Outpatient consultation																	500%		
Operating room																			
Administration																			
General services (kitchen, laundry)																			
Diagnosics (lab, x-ray)																			
2303 Hospital Fontanillo	Emergency	100%															76%		
Outpatient consultation	100%																91%		
Operating room	225%																105%		
Orthopedics																	7%		
Other surg. spec.	100%																100%		
Pediatric specialist																	67%		
Intensive care	17%																59%		
Diagnosics (lab, x-ray)	75%																89%		
Tech. support (nurs, rehab)	200%																100%		
Administration																	160%		
ObGyn	100%																163%		
Emergency	100%																93%		
Outpatient consultation	83%																29%		
Operating room	100%	80%															77%		
Intensive care	50%																69%		
Tech. support (nurs, rehab)	100%																83%		
Administration	100%																21%		
General surgery																	127%		
General pediatrics																	107%		
ObGyn																	90%		
Emergency																	100%		
Outpatient consultation																	500%		
Operating room																			
Administration																			
General services (kitchen, laundry)																			
Diagnosics (lab, x-ray)																			

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation for adequate operation

Hospital	Department	Current human resources / those necessary for adequate operation														1/2%	
		ME	MG	RE	MS	IN	EP	AS	MB	NU	PD	PT	FA	AD	MA		SC
3004 Centro Médico Quirúrgico	General medicine	100%					100%	100%									100%
	Emergency	100%					60%										57%
	Operating room							100%									100%
	Operating room							100%									100%
	Diagnoses (lab, x-ray)										100%						71%
3005 Hospital Total Ruralnoal Co.	Tech. support (nurs, rehab)	100%															100%
	Administration	100%															100%
	General services (kitchen, laundry)	67%	75%				50%	50%									61%
	General medicine							70%									74%
	General surgery	50%	100%				100%	70%									74%
	General pediatrics	100%	100%				100%	80%									93%
	OB-Gyn							57%									70%
	Emergency	5%	100%														44%
	Outpatient consultation							75%									42%
	Operating room	100%							100%								77%
Diagnoses (lab, x-ray)										100%						75%	
Tech. support (nurs, rehab)								100%								97%	
Administration																97%	
General services (kitchen, laundry)																94%	
3006 Hospital Militar	OB-Gyn	100%	100%				100%	175%									127%
	Emergency	100%	100%					75%									75%
	Outpatient consultation							60%									97%
	Operating room	100%						100%									93%
	Operating room	100%						100%									113%
	Medical specialty	100%						100%									80%
	Invasive care	100%						100%									100%
	Diagnosis (lab, x-ray)																100%
	Tech. support (nurs, rehab)								100%								100%
	Administration																100%
3007 Policlínica San Rafael	General services (kitchen, laundry)																94%
	Administration																71%
	General services (kitchen, laundry)																73%
	OB-Gyn																83%
	Emergency	100%	100%					71%									100%
3008 Hospital Centro Médico	Outpatient consultation	100%						100%									100%
	Operating room	100%															79%
	Operating room	100%															100%
	Diagnoses (lab, x-ray)																80%
	Emergency	100%	100%					100%									100%
3009 Hospital Medicina	Outpatient consultation	100%						100%									44%
	Operating room	100%						33%									73%
	Operating room	100%						76%									44%
	Diagnoses (lab, x-ray)																25%
	Administration																2500%
3010 Clínica Santa Lucia	Outpatient consultation	100%	50%					50%									71%
	Operating room																-
	Diagnoses (lab, x-ray)																-
3011 Clínica Medicina Cristiana	Operating room																430%
	Diagnoses (lab, x-ray)																40%
	Administration																50%
	General services (kitchen, laundry)																84%
3012 Hospital Adv. Valle de Avy.	OB-Gyn	100%	100%					100%									100%
	Emergency	100%	100%					100%									100%
	Outpatient consultation																88%
	Operating room																100%
	Operating room																100%
Tech. support (nurs, rehab)																100%	
Administration																100%	
General services (kitchen, laundry)																100%	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Department
1101 Maria Cecilia Rivas	General medicine General surgery General pediatrics ObGyn Emergency Outpatient consultation Operating room Orthopedics Intensive care Diagnoses (lab, x-ray) Tech. support (nutr, rehab) Administration	1 General medicine 2 General surgery 3 General pediatrics 4 ObGyn 5 Emergency 6 Outpatient consultation 7 Operating room 11 Psychiatry 12 Ophthalmology 13 ORL 14 Oncology 15 Orthopedics 16 Other surg. spec. 17 Medical specialty 18 Pediatric specialist 19 Intensive care 21 Diagnostics (lab, x-ray) 22 Tech. support (nutr, rehab) 23 Administration 24 General services (kitchen, laundry)
1102 San Felipe	General medicine General surgery General pediatrics Outpatient consultation Operating room Operating room Oncology Diagnoses (lab, x-ray) Tech. support (nutr, rehab) Ophthalmology Administration	
1103 Santa Rosita	Psychiatry Tech. support (nutr, rehab) Administration	
1104 Maria Mendoza	General services (kitchen, laundry) Emergency Outpatient consultation Psychiatry	
1105 Instituto del Torax	Emergency Outpatient consultation Operating room Other surg. spec. Medical specialty Pediatric specialist Intensive care Diagnoses (lab, x-ray) Tech. support (nutr, rehab) Administration	
1106 Hospital Escuela (BMI)	General services (kitchen, laundry) General pediatrics ObGyn Operating room Pediatric specialist Diagnoses (lab, x-ray) Tech. support (nutr, rehab) Administration	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 10: Current human resources and those necessary for adequate operation

Hospital	Department	Current human resources												Those necessary for adequate operation												Total							
		ME				MC				RE				MA				EP				IN					SC						
		ME	MC	RE	MA	ME	MC	RE	MA	RE	PD	NU	PD	FA	AD	MA	SC	EP	MA	RE	MA	IN	EP	MA	RE		SC	MA	RE	MA			
1 National MSP	General medicine	4.3	1.0	1.0	1.0	6.5	2.0	17.5	4.0	6.9	5.0	2.0	2.0	4.0	4.3	24.0	1.0	2.0	4.0	2.0	2.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	4.0	4.0	4.0	4.0
	General surgery	4.4	1.0	2.0	1.0	4.0	2.0	3.0	1.0	5.9	2.8	1.5	3.0	3.0	3.0	2.3	14.8	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	General pediatrics	4.8	2.5	2.0	1.0	2.0	3.7	18.0	1.0	6.4	3.3	6.4	2.3	1.5	6.4	4.2	18.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	ObGyn	5.0	4.5	1.0	1.0	1.0	10.0	3.8	16.4	1.0	6.3	3.0	2.8	2.5	7.0	3.6	19.4	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Emergency	3.0	1.6	1.0	1.8	1.0	1.0	9.7	1.0	3.5	3.5	3.0	1.0	3.4	1.0	2.2	12.8	2.5	4.0	2.5	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
	Outpatient consultation	10.2	12.7	2.0	3.0	1.4	14.8	1.0	1.0	6.4	10.0	13.7	2.0	4.0	10.0	13.7	2.0	4.0	3.0	1.7	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Operating room	6.7	1.0	1.0	1.0	2.3	2.7	1.0	1.0	11.6	2.0	2.0	2.0	2.0	5.3	20.8	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Operating room	1.0	9.0	4.0	2.0	4.5	36.0	1.0	1.0	10.9	3.5	2.0	2.0	2.0	3.0	7.0	51.5	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Physiatry	20.5	4.5	2.0	4.0	5.0	3.0	32.0	1.0	11.3	16.0	8.0	1.0	8.0	2.0	19.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
	Ophthalmology	16.0	8.0	8.0	8.0	5.0	3.0	32.0	1.0	8.4	15.0	8.0	1.0	4.0	5.0	8.0	51.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Orthopedics	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	5.8	2.0	1.0	1.0	1.0	1.0	1.0	7.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Medical specialty	9.0	2.0	1.0	1.0	6.0	8.0	48.0	1.0	14.8	9.0	2.0	1.0	1.0	6.0	14.0	75.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Podiatric specialist	31.0	17.0	17.0	17.0	26.0	24.0	140.0	1.0	35.4	35.0	1.0	25.0	1.0	30.0	42.0	216.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Inpatient care	2.0	2.0	2.0	2.0	9.0	12.0	1.0	1.0	7.7	4.0	2.0	1.0	1.0	4.0	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Diagnoses (lab, x-ray)	5.0	5.0	5.0	5.0	6.5	10.7	1.0	1.0	18.7	9.0	2.0	6.0	4.7	9.0	2.0	11.5	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	Tech. support (nurs, rehab)	2.0	2.0	2.0	2.0	6.5	10.7	1.0	1.0	6.8	3.3	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0	3.3	6.0
	Administration	1.7	1.0	1.0	1.0	1.0	1.0	1.0	1.0	44.1	2.7	2.0	2.0	2.0	2.7	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
	General services (kitchen, laundry)	2.0	1.0	1.0	1.0	1.5	33.5	1.0	1.0	35.7	6.0	2.0	2.0	4.0	6.5	46.5	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	General medicine	11.7	1.0	1.0	1.0	13.0	3.0	46.0	1.0	14.4	9.5	6.5	34.0	1.0	6.5	34.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
	General pediatrics	1.0	2.0	2.0	2.0	2.0	1.0	7.0	1.0	3.2	2.0	2.0	1.0	1.0	2.0	1.5	12.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
ObGyn	4.5	0.5	12.0	2.0	26.0	8.0	67.5	1.0	16.2	11.5	19.0	1.0	5.0	34.0	12.5	73.5	11.0	3.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	
Emergency	9.0	2.5	15.0	2.5	21.0	3.7	19.8	1.0	8.7	16.0	5.0	27.0	2.5	28.0	6.7	29.3	7.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	
Outpatient consultation	31.5	4.2	22.0	1.7	1.3	12.8	1.0	1.0	2.7	8.0	8.0	21.0	5.0	2.4	17.5	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Operating room	6.0	4.0	6.0	6.0	2.3	26.5	1.0	1.0	10.1	9.0	8.0	6.5	2.0	2.0	4.4	38.4	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	
Operating room	2.0	2.0	2.0	2.0	2.0	1.0	10.0	1.0	7.8	2.0	2.0	1.0	1.0	2.0	4.0	10.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Orthopedics	4.0	1.0	4.0	4.0	4.0	2.0	5.0	1.0	3.3	6.0	1.0	1.0	1.0	3.0	5.0	5.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Other surg. spec.	5.0	5.0	5.0	5.0	4.0	2.0	22.0	1.0	7.5	5.0	8.0	8.0	4.0	7.0	4.0	30.0	8.0	7.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	
Medical specialty	8.5	9.0	9.0	9.0	1.0	2.5	27.0	1.0	10.4	5.0	1.0	12.0	1.0	4.0	1.0	12.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Podiatric specialist	3.0	3.0	3.0	3.0	2.0	6.0	1.0	1.0	3.3	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Pediatric specialist	2.5	1.0	3.0	3.0	1.0	1.0	12.5	1.0	4.2	4.0	3.0	1.0	2.0	3.0	1.5	18.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Inpatient care	2.0	2.0	2.0	2.0	1.0	1.0	8.0	1.0	3.7	3.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Diagnoses (lab, x-ray)	1.0	1.0	1.0	1.0	1.0	1.0	6.0	1.0	4.4	1.3	1.3	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Tech. support (nurs, rehab)	1.0	1.0	1.0	1.0	12.0	104.0	1.0	1.0	11.7	1.0	1.0	2.7	1.0	1.0	1.0	2.7	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Administration	2.0	1.0	2.0	2.0	1.0	1.0	1.0	1.0	29.9	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	
General services (kitchen, laundry)	2.0	1.0	2.0	2.0	1.0	1.0	1.0	1.0	29.9	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	

MODULE 4: DEPARTMENT AND SERVICE OBSERV.

Chart 10: Current human resources and those necessary /

Hospital	Department	Current human resources / those necessary for adequate operation																	1/2% Total		
		ME	MC	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SG	Total				
1. National MSP	Total	62%	61%	60%	58%	200%	45%	82%										72%	72%		
	General medicine	113%	78%	267%	96%	123%	63%	80%										50%	50%	81%	
	General pediatrics	103%	75%	53%	130%	74%	81%	15%										50%	50%	96%	
	ObGyn	81%	73%	69%	85%	83%	68%	82%	15%	100%	64%	36%	57%					25%	25%	31%	
	Emergency	116%	78%	68%	118%	118%	56%	62%	431%	117%	141%							50%	50%	76%	
	Outpatient consultation	92%	91%	150%	57%		67%	89%	200%	100%	58%	10%	77%					63%	63%	86%	
	Operating room	107%	95%				66%	82%			73%							100%	100%	86%	
	Operating room	219%	100%				56%	84%	100%		400%							164%	164%	107%	
	Operating room	86%	167%				80%	90%			100%							50%	50%	85%	
	Psychiatry	586%	225%	100%			64%	70%			100%							100%	100%	100%	
	Ophthalmology	100%	100%				100%	100%													
	ORL	100%					50%	100%													
	Oncology	85%	100%				100%	100%			33%							36%	36%	77%	
	Orthopedics	200%	100%				57%	55%	106%									100%	100%	99%	
	Other surg. spec.	100%	175%				25%	35%			200%							36%	36%	56%	
	Medical specialty	73%	133%				50%	100%	45%	71%								33%	33%	62%	
	Pediatric specialist	69%	100%				87%	70%	65%		40%							100%	100%	100%	
	Intensive care	41%					900%	72%	72%		75%	102%	61%	99%	31%			36%	36%	106%	
	Diagnostics (lab, x-ray)	100%					70%	71%	75%	76%	43%	18%	134%	82%	90%			90%	90%	87%	
	Tech. support (nurs, rehab)	14%	71%				104%	197%			85%	40%	74%	500%	500%			136%	136%	84%	
	Administration	80%					104%	197%			86%							80%	80%	89%	
	General services (kitchen, laundry)	100%					100%				100%							40%	40%	88%	
	2. Regional MSP	Total	87%				163%	46%	73%										40%	40%	
General medicine		160%	67%			133%	96%	105%										25%	25%	94%	
General pediatrics		148%	74%			100%	88%	99%	100%									75%	75%	121%	
ObGyn		167%	164%			143%	106%	82%	100%									50%	50%	116%	
Emergency		55%	53%			40%	46%	73%										75%	75%	79%	
Outpatient consultation		102%	93%			70%	77%											30%	30%	93%	
Operating room		333%					43%	133%										27%	27%	131%	
Operating room		100%	100%			50%	100%	85%										100%	100%	147%	
Psychiatry		540%	225%			67%	64%	70%										100%	100%	100%	
Ophthalmology		100%					100%	100%													
Oncology		87%					100%	100%													
Orthopedics		100%	100%				40%	257%										36%	36%	82%	
Medical specialty		100%	100%				100%	57%	65%												
Pediatric specialist		89%					87%	57%	65%												
Intensive care		50%																			
Diagnostics (lab, x-ray)		56%					72%	51%													
Tech. support (nurs, rehab)		60%																			
Administration		63%	50%				75%														
General services (kitchen, laundry)																					
3. Hospital		Total	33%	50%			23%	73%											83%	83%	36%
		General medicine	123%				46%	135%											50%	50%	93%
		General pediatrics	50%				50%	61%											23%	23%	52%
		ObGyn	34%				76%	64%	95%										20%	20%	75%
	Emergency	56%	47%			56%	68%											20%	20%	70%	
	Outpatient consultation	79%	53%			56%	75%											63%	63%	89%	
	Operating room	67%	50%			52%	64%											74%	74%	71%	
	Operating room	100%				100%	73%											50%	50%	74%	
	ORL	100%				50%	100%											69%	69%	69%	
	Oncology	40%	100%				100%														
	Orthopedics	100%				57%	50%	73%										67%	67%	86%	
	Other surg. spec.	263%				23%	250%	225%										400%	400%	249%	
	Medical specialty	150%				200%	75%														
	Pediatric specialist	63%				100%	67%	69%													
	Intensive care	67%				20%	44%														
	Diagnostics (lab, x-ray)	75%				71%	75%	69%													
	Tech. support (nurs, rehab)	100%				100%															
	Administration	100%																			
	General services (kitchen, laundry)																				

MODULE 4: DEPARTMENT AND SERVICE OBSERVY

Chart 10: Current human resources and their necessary f

Hospital	Department	Current human resources / those necessary for adequate operation																	1/2%
		ME	MG	RE	MS	IN	EP	AV	MB	NU	PD	PT	FA	AD	MA	SG	Total		
3 Area MSP	General medicine	64%	76%	50%	25%	330%	61%	100%	13%								113%	74%	
	General surgery	94%	86%	150%	75%	58%	68%		50%								67%	66%	
	General pediatrics	89%	86%	45%	175%	70%	77%		175%								100%	82%	
	ObGyn	91%	61%	113%	100%	69%	91%		50%				100%				42%	87%	
	Emergency	134%	72%	150%	68%	100%	56%	61%	250%				20%				55%	71%	
	Outpatient consultation	70%	104%	100%	100%	80%	75%	100%	41%								64%	82%	
	Operating room	103%	63%			83%	74%		81%								100%	83%	
	Operating room	67%		50%		60%	79%		100%								50%	75%	
	Orthopedics					100%	100%										40%	80%	
	Other surg. spec.	88%		125%		50%	63%		200%								40%	70%	
	Medical specialty	58%		100%		50%	100%	45%									50%	67%	
	Pediatric specialist			100%		83%											133%	133%	
	Intensive care	32%				74%	71%		112%								30%	85%	
	Diagnosics (lab, x-ray)	104%				50%	79%		88%	92%	42%	95%					163%	96%	
	Tech. support (nurs, rehab)	200%				50%	94%		52%	220%	88%	68%					40%	80%	
	Administration	88%	100%			94%			81%	109%	540%	99%					116%	99%	
	General services (kitchen, laundry)								100%								78%	85%	
4 IHSS	General medicine	60%		67%		64%											64%	64%	
	General surgery	60%		67%		63%											70%	70%	
	General pediatrics	200%		100%		82%											67%	67%	
	ObGyn	67%		50%		83%		100%									73%	73%	
	Emergency	200%		67%		35%											80%	80%	
	Outpatient consultation	75%		84%		40%		100%									86%	86%	
	Operating room	85%				75%		40%									180%	91%	
	Medical specialty	100%				100%			40%								100%	64%	
	Intensive care	100%				100%											100%	100%	
	Diagnosics (lab, x-ray)								36%	94%	213%						100%	70%	
	Tech. support (nurs, rehab)								87%	500%	74%						131%	91%	
	Administration			100%					74%								80%	80%	
	General services (kitchen, laundry)								100%								100%	100%	
	5 Private (non-profit)	General medicine	100%		100%		65%											65%	65%
		General surgery	67%		50%		58%											54%	54%
		General pediatrics	57%		33%		50%											51%	51%
		ObGyn	100%		100%		100%											102%	102%
Emergency		160%		125%		142%											133%	133%	
Outpatient consultation						17%											100%	100%	
Operating room		133%				63%											75%	75%	
Operating room		120%		250%		131%			50%	11%	100%						134%	49%	
Diagnosics (lab, x-ray)									53%	91%	143%						94%	94%	
Tech. support (nurs, rehab)																	112%	112%	
Administration		100%				100%											100%	100%	
General services (kitchen, laundry)																	95%	95%	
6 Private (for profit)		General pediatrics	50%		100%		89%											100%	82%
		ObGyn	40%		100%		70%											56%	56%
		Emergency	100%		50%		33%											61%	61%
		Outpatient consultation	100%		100%		100%											90%	90%
		Operating room	100%		100%		83%											67%	67%
	Pediatric specialist					50%											34%	34%	
	Diagnosics (lab, x-ray)			50%		59%			46%	240%	105%						150%	105%	
	Tech. support (nurs, rehab)								114%	415%	200%						150%	150%	
	Administration	100%				100%			200%								121%	121%	
	7 Military	General surgery	100%		100%		80%											100%	87%
		Emergency	322%		150%		33%											52%	52%
		Outpatient consultation			33%		44%			50%								259%	259%
		Operating room					50%											70%	70%
		Operating room					75%											50%	17%
		Diagnosics (lab, x-ray)																137%	137%
		Tech. support (nurs, rehab)																61%	61%
		General services (kitchen, laundry)																97%	97%

MODULE 4: DEPARTMENT AND SERVICE OBSERV.

Chart 10: Current human resources and those necessary /

Hospital	Department	Current human resources / those necessary for adequate operation																	17/2% Total
		ME	MC	RE	MS	IN	EP	AE	MB	NU	PD	PT	FA	AD	MA	SC			
3. Area MSP	General medicine	64%	74%	50%	25%	350%	61%	100%				13%				113%	74%		
	General surgery	94%	86%	150%	75%	35%	58%	66%				50%				67%	66%		
	General pediatrics	89%	86%	45%	175%	70%	77%					50%				100%	82%		
	ObGyn	94%	61%	90%	113%	100%	69%	91%				100%				42%	87%		
	Emergency	134%	75%	150%	64%	100%	54%	61%			250%	50%				55%	71%		
	Outpatient consultation	70%	104%	100%	100%	80%	75%	100%	100%			41%				64%	82%		
	Operating room	105%	65%			85%	74%					81%				100%	85%		
	Operating room	67%		50%		60%	79%					100%				50%	75%		
	Orthopedics					100%	100%					100%				7%	83%		
	Other surg. spec.	84%		125%		50%	63%	73%				200%				40%	70%		
	Medical specialty	54%				100%	45%	73%								50%	67%		
	Pediatric specialist			100%			80%									30%	85%		
	Intensive care	32%				74%	71%					92%				163%	94%		
	Diagnoses (lab, x-ray)	100%				50%	79%			112%		52%				40%	89%		
	Tech. support (nutr, rehab)	200%				94%						41%				116%	99%		
	Administration	84%	101%								100%	73%				85%	66%		
	4. HSS	General services (kitchen, laundry)	61%				67%	64%									64%	64%	
General medicine		60%				100%	63%									70%	70%		
General surgery		200%				100%	82%									67%	67%		
General pediatrics		67%				100%	72%				100%					73%	73%		
ObGyn		200%	74%			100%	35%									86%	86%		
Emergency		75%	94%			200%	40%				100%					91%	86%		
Outpatient consultation		85%				104%	73%				40%					180%	91%		
Operating room		100%				100%						100%				100%	64%		
Medical specialty		100%				100%	100%									100%	100%		
Intensive care		100%				100%	100%									100%	100%		
Diagnoses (lab, x-ray)										67%		94%				233%	70%		
Tech. support (nutr, rehab)												100%	500%			133%	133%		
Administration		100%				100%						87%				91%	91%		
General services (kitchen, laundry)												74%				82%	80%		
5. Private (non-profit)		General medicine	100%				100%											65%	
		General surgery	67%				50%	63%									54%	54%	
		General pediatrics	57%				50%	54%									51%	51%	
	ObGyn	100%				100%	100%									102%	102%		
	Emergency	160%	122%			75%	142%									135%	135%		
	Outpatient consultation					17%										100%	100%		
	Operating room	133%				67%	63%				50%					75%	75%		
	Operating room	120%	250%			131%	133%				220%					108%	108%		
	Diagnoses (lab, x-ray)									33%		11%				124%	124%		
	Tech. support (nutr, rehab)											91%				94%	94%		
	Administration					100%	100%					107%				112%	112%		
	General services (kitchen, laundry)	100%				100%	100%									92%	100%		
	6. Private (for profit)	General pediatrics	50%				50%	89%									100%	82%	
		ObGyn	40%	50%			30%	70%									58%	58%	
		Emergency	100%	50%			100%	33%									61%	61%	
		Outpatient consultation	100%	83%			100%	83%									90%	90%	
		Operating room	100%	100%			50%	59%									34%	34%	
Pediatric specialist						50%										105%	105%		
Diagnoses (lab, x-ray)										50%						150%	150%		
Tech. support (nutr, rehab)											46%					150%	150%		
Administration						100%										12%	12%		
General services (kitchen, laundry)		100%	100%			100%	80%									100%	87%		
7. Military		General surgery	32%	150%			44%	33%				50%					259%	52%	
		Emergency					50%	75%									70%	70%	
		Outpatient consultation															17%	17%	
		Operating room	100%				75%	75%				325%					137%	137%	
		Diagnoses (lab, x-ray)					100%										61%	61%	
		Tech. support (nutr, rehab)															92%	92%	
		Administration															25%	25%	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Hospital	Department	Kind of training	Personnel involved					Length		
			Doctors	Nurses	Technic.	Admn.	Service			
1101	Mario Catarina Rivas	General medicine	Seminarios/tallers	1		1	1		Depende de la necesidad/varia	1
			Educacion en servicio		1	1			Anual	5
		General pediatrics	Sesiones clinicas/revisiones HC	1		1			Depende de la necesidad/varia	30
			Seminarios/tallers	1					Depende de la necesidad/varia	1
		Ob/Gyn	Sesiones clinicas/revisiones HC	1					Mensual	1
			Reuniones tecnicas	1					Diario	1
		Emergency	Cursos	1					Diario	1
			Sesiones clinicas/revisiones HC	1					Depende de la necesidad/varia	5
		Outpatient consultation	Cursos	1	1	1			Depende de la necesidad/varia	9
			Seminarios/tallers	1					Diario	3
		Operating room	Reuniones tecnicas	1					Trimestral	8
			Sesiones administrativas	1	1	1			Anual	1
		Intensive care	Cursos	1					Semanal	2
			Sesiones administrativas	1					Mensual	7
		Diagnostics (lab, x-ray)	Cursos			1			Anual	1
Sesiones administrativas				1			Mensual	3		
Tech. support (nutr, rehab)	Comites			1	1		Semestral	1		
	Seminarios/tallers	1			1		Mensual	2		
Administration	Cursos			1			Anual	1		
	Sesiones administrativas	1			1		Semestral	4		
1102	San Felipe	General medicine	Sesiones administrativas		1			Mensual	1	
		General surgery	Sesiones clinicas/revisiones HC		1				Mensual	1
			Sesiones administrativas	1	1				Semanal	2
		General pediatrics	Sesiones clinicas/revisiones HC	1	1				Mensual	2
			Sesiones administrativas		1	1			Mensual	2
		Outpatient consultation	Sesiones administrativas		1	1			Bi-anual	1
			Sesiones clinicas/revisiones HC	1					Mensual	1
		Operating room	Sesiones administrativas	1	1	1			Mensual	1
			Seminarios/tallers	1			1		Mensual	1
		Operating room	Cursos		1	1			Mensual	1
			Seminarios/tallers	1	1				Mensual	1
		Ophthalmology	Sesiones clinicas/revisiones HC	1	1				Bimensual	
			Sesiones administrativas	1	1				Semanal	2
		Oncology	Sesiones administrativas	1	1				Semanal	2
			Sesiones administrativas		1				Mensual	1
Diagnostics (lab, x-ray)	Reuniones tecnicas			1	1		Mensual	1		
	Sesiones administrativas	1		1	1		Mensual	2		
Tech. support (nutr, rehab)	Reuniones tecnicas			1		1	Mensual	1		
	Comites			1			Diario	1		
General services (kitchen, laundry)	Sesiones administrativas	1	1	1			Semanal	1		
	Sesiones clinicas/revisiones HC				1		Mensual	2		
1103	Santa Rosita	Psychiatry	Sesiones administrativas	1				Semanal	2	
			Reuniones tecnicas		1				Anual	2
		Tech. support (nutr, rehab)	Seminarios/tallers	1	1				Semanal	1
			Sesiones clinicas/revisiones HC	1	1				Semanal	1
			Comites	1	1	1			Semanal	3
1104	Mario Mendoza	Outpatient consultation	Educacion en servicio	1				Bimensual	1	
			Sesiones clinicas/revisiones HC	1		1		Depende de la necesidad/varia	3	
		Psychiatry	Reuniones tecnicas	1	1				Semanal	1
1105	Instituto del Torax	Psychiatry	Seminarios/tallers	1	1			Semanal	1	
			Sesiones administrativas	1	1			Bimensual	2	
		Outpatient consultation	Sesiones clinicas/revisiones HC	1	1				Mensual	2
			Sesiones administrativas	1					Semanal	1
		Operating room	Reuniones tecnicas		1				Mensual	1
Cursos	1						Mensual	2		
Other surg. spec.	Charlas		1				Depende de la necesidad/varia			
	Sesiones clinicas/revisiones HC	1					Mensual	2		
Medical specialty	Sesiones administrativas	1					Semanal	2		
	Cursos	1	1				Anual	6		
Pediatric specialist	Seminarios/tallers			1			Diario	6		
	Educacion en servicio			1			Semanal	1		
Intensive care	Sesiones clinicas/revisiones HC			1			Diario	6		
	Sesiones administrativas	1					Semanal	1		
Diagnostics (lab, x-ray)	Seminarios/tallers			1			Mensual	1		
	Sesiones clinicas/revisiones HC	1					Anual	5		
Tech. support (nutr, rehab)	Cursos			1			Semanal	3		
	Seminarios/tallers			1	1		Anual	2		
Administration	Sesiones clinicas/revisiones HC			1			Semanal	8		
	Sesiones administrativas				1		Anual	2		
General services (kitchen, laundry)	Sesiones administrativas				1		Anual	15		
	Reuniones tecnicas			1	1		Mensual	2		
		Sesiones administrativas			1		Semanal	2		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Hospital	Department	Kind of training	Personnel involved					Length				
			Doctors	Nurses	Technic.	Admin.	Service					
1106	Hospital Escuela (BMI)	General pediatrics	Cursos		1	1			Mensual	5		
			Seminarios/talleres		1	1			Semestral	5		
			Sesiones administrativas		1	1			Trimestral	5		
		ObGyn	Cursos		1				Mensual	2		
			Sesiones clinicas/revisiones HC			1			Anual	3		
		Operating room	Sesiones administrativas	1	1				Semanal	2		
			Reuniones tecnicas	1	1			1	Mensual	3		
		Pediatric specialist	Comites	1	1				Diario	1		
			Cursos	1	1				Diario	2		
			Sesiones administrativas	1	1				Semanal	3		
		Diagnostics (lab, x-ray)	Sesiones clinicas/revisiones HC	1		1	1		Semanal	1		
			Tech. support (nutr, rehab)	Sesiones administrativas	1	1	1			Mensual	1	
		Tech. support (nutr, rehab)	Reuniones tecnicas		1				Semanal	3		
			Comites	1		1	1		Semanal	1		
			Cursos	1		1			Semanal	1		
			Seminarios/talleres	1		1	1	1	Trimestral	3		
			Sesiones administrativas	1	1	1	1		Mensual	5		
		Administration	Reuniones tecnicas				1		Mensual	2		
			Cursos				1		Anual	10		
			Sesiones administrativas				1		Anual	10		
		General services (kitchen, laundry)	Cursos			1	1	1	Mensual	2		
Seminarios/talleres						1	Anual	10				
Sesiones clinicas/revisiones HC						1	Anual	10				
1107	Hospital Escuela (BMO)	General surgery	Charlas	1					Depende de la necesidad/varia	1		
			Sesiones administrativas		1				Depende de la necesidad/varia	2		
		General pediatrics	Cursos		1	1			Mensual	5		
			Seminarios/talleres		1	1			Semestral	5		
			Sesiones administrativas		1	1			Trimestral	10		
		ObGyn	Sesiones clinicas/revisiones HC		1				Mensual	2		
			Emergency	Sesiones administrativas	1					Bimensual	2	
		Emergency	Cursos		1				Depende de la necesidad/varia	2		
			Sesiones administrativas		1				Trimestral	8		
		Outpatient consultation	Sesiones clinicas/revisiones HC		1				Mensual	1		
			Operating room	Sesiones administrativas		1				Anual	1	
		Operating room	Cursos	1					Semanal	1		
			Sesiones clinicas/revisiones HC		1				Bimensual	2		
			ORL	Sesiones administrativas	1					Semanal	3	
		ORL	Cursos		1				Mensual	2		
			Seminarios/talleres		1				Semestral	5		
			Sesiones clinicas/revisiones HC		1				Semestral	5		
		Oncology	Sesiones clinicas/revisiones HC	1					Semanal	1		
		Orthopedics	Sesiones clinicas/revisiones HC	1					Semanal	5		
		Other surg. spec.	Cursos		1	1	1		Depende de la necesidad/varia	1		
			Seminarios/talleres	1	1	1			Depende de la necesidad/varia	1		
			Sesiones clinicas/revisiones HC	1	1	1			Semanal	2		
		Medical specialty	Sesiones administrativas	1					Semanal	1		
			Reuniones tecnicas		1				Mensual	3		
			Sesiones clinicas/revisiones HC		1				Mensual	2		
		Intensive care	Sesiones administrativas		1				Mensual	1		
			Reuniones tecnicas		1				Mensual	2		
			Sesiones administrativas		1				Semanal	1		
		Diagnostics (lab, x-ray)	Sesiones clinicas/revisiones HC	1		1	1		Semanal	1		
			Tech. support (nutr, rehab)	Sesiones administrativas	1	1	1			Mensual	1	
		Tech. support (nutr, rehab)	Reuniones tecnicas		1				Semanal	3		
			Comites	1		1	1		Semanal	1		
			Cursos	1		1			Semanal	1		
			Seminarios/talleres	1		1	1	1	Trimestral	3		
			Sesiones administrativas	1	1	1	1		Mensual	5		
		Administration	Reuniones tecnicas				1		Mensual	2		
			Cursos				1		Mensual	10		
			Sesiones administrativas				1		Anual	10		
		General services (kitchen, laundry)	Cursos			1	1	1	Mensual	2		
			Seminarios/talleres					1	Anual	15		
			Sesiones clinicas/revisiones HC					1	Anual	10		
		1201	Hospital Atlántida	General medicine	Sesiones administrativas		1				Mensual	2
					Comites	1	1	1	1	1	Mensual	2
				General surgery	Sesiones clinicas/revisiones HC	1	1				Semanal	1
					Reuniones tecnicas	1					Mensual	2
				General pediatrics	Reuniones tecnicas		1				Mensual	2
					Reuniones tecnicas		1				Mensual	1
ObGyn	Reuniones tecnicas				1				Mensual	1		
	Cursos			1	1				Mensual	2		
Outpatient consultation	Reuniones tecnicas				1				Depende de la necesidad/varia	2		
	Sesiones clinicas/revisiones HC				1				Mensual	2		
Operating room	Sesiones administrativas			1	1	1			Mensual	2		
	Comites			1	1	1	1	1	Mensual	2		
Diagnostics (lab, x-ray)	Seminarios/talleres			1	1	1	1	1	Mensual	2		
	Sesiones administrativas			1					Bi-anual	2		
	Comites			1	1	1	1	1	Mensual	2		
Administration	Reuniones tecnicas			1	1	1	1	1	Trimestral	2		
	Cursos			1	1				Trimestral	3		
General services (kitchen, laundry)	Cursos			1	1				Trimestral	3		
	Cursos							1	Semestral	2		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Hospital	Department	Kind of training	Personnel involved					Length	
			Doctors	Nurses	Technic	Admin.	Service		
1202 Hospital Santa Teresa	Ob/Gyn	Sesiones clinicas/revisiones HC		1				Annual	3
	Emergency	Sesiones administrativas	1					Bimensual	1
		Sesiones clinicas/revisiones HC		1				Mensual	1
	Outpatient consultation	Reuniones tecnicas	1					Semanaal	1
	Operating room	Cursos	1	1		1	1	Mensual	
		Reuniones tecnicas	1	1		1			6
	Tech. support (nutr, rehab)	Cursos			1		1	Mensual	2
		Seminarios/tallers			1	1		Annual	4
		Charlas			1			Annual	3
		Sesiones clinicas/revisiones HC			1			Cada 2 años	1
1203 Hospital del Occidente	General medicine	Reuniones tecnicas	1	1				Mensual	3
		Sesiones clinicas/revisiones HC	1	1				Mensual	3
	General surgery	Sesiones administrativas	1	1				Mensual	3
		Reuniones tecnicas		1				Mensual	2
	General pediatrics	Cursos		1				Mensual	2
		Charlas		1				Mensual	2
		Sesiones clinicas/revisiones HC	1	1				Mensual	1
	Ob/Gyn	Seminarios/tallers	1	1				Mensual	2
		Reuniones tecnicas		1					2
	Emergency	Cursos	1	1			1	Mensual	2
	Operating room	Sesiones administrativas	1	1				Mensual	3
	Tech. support (nutr, rehab)	Reuniones tecnicas	1	1	1	1	1	Depende de la necesidad/varia	4
		Comites			1			Bimensual	1
		Cursos	1	1	1	1		Mensual	3
	Administration	Sesiones clinicas/revisiones HC							15
		Sesiones administrativas	1					Semanaal	1
		Reuniones tecnicas				1		Semanaal	1
		Sesiones administrativas				1	1	Semanaal	1
	General services (kitchen, laundry)	Reuniones tecnicas					1		1
		Seminarios/tallers					1	Mensual	2
1204 Leonardo Martinez	General medicine	Sesiones clinicas/revisiones HC	1	1	1			Mensual	1
		Seminarios/tallers	1					Semanaal	1
	General surgery	Sesiones clinicas/revisiones HC		1				Annual	1
		Sesiones administrativas	1					Semanaal	30
	Outpatient consultation	Seminarios/tallers	1	1				Mensual	1
		Sesiones administrativas	1	1				Annual	5
	Tech. support (nutr, rehab)	Reuniones tecnicas	1	1	1			Bimensual	1
		Charlas		1				Mensual	3
	Administration	Sesiones administrativas				1			
		Reuniones tecnicas				1		Semanaal	1
1205 Hospital del sur	General surgery	Sesiones clinicas/revisiones HC		1				Trimesnaal	3
		Reuniones tecnicas	1					Semanaal	1
General pediatrics	Sesiones clinicas/revisiones HC		1				Mensual	1	
	Reuniones tecnicas	1					Semanaal	1	
	Sesiones clinicas/revisiones HC		1				Mensual	2	
	Reuniones tecnicas	1					Semanaal	1	
Ob/Gyn	Sesiones clinicas/revisiones HC		1				Semanaal	2	
	Reuniones tecnicas	1					Semanaal	1	
Medical specialty	Sesiones administrativas	1					Semanaal	1	
Administration	Seminarios/tallers		1				Trimesnaal	2	
	Sesiones clinicas/revisiones HC		1				Trimesnaal	3	
1206 Hospital San Francisco	General medicine	Cursos	1	1					2
		Sesiones clinicas/revisiones HC		1					3
	General surgery	Sesiones clinicas/revisiones HC	1	1					
		Sesiones clinicas/revisiones HC	1	1					
	General pediatrics	Charlas	1	1					
		Seminarios/tallers						Diario	
	Ob/Gyn	Sesiones clinicas/revisiones HC		1					3
		Seminarios/tallers	1	1				Semanaal	1
	Emergency	Cursos	1	1				Mensual	3
	Operating room	Reuniones tecnicas		1					1
General services (kitchen, laundry)	Seminarios/tallers	1		1	1	1	Mensual	1	
1301 Hospital Tela Integrado	General medicine	Reuniones tecnicas	1	1				Trimesnaal	1
		Reuniones tecnicas		1				Bimensual	2
	General surgery	Reuniones tecnicas	1	1				Bimensual	2
		Reuniones tecnicas	1	1				Bimensual	2
	Ob/Gyn	Reuniones tecnicas	1	1				Bimensual	2
		Reuniones tecnicas	1	1				Mensual	2
	Outpatient consultation	Reuniones tecnicas		1				Bimensual	1
	Operating room	Reuniones tecnicas	1	1				Mensual	1
	Operating room	Sesiones administrativas	1	1				Annual	1
	Diagnostics (lab, x-ray)	Sesiones administrativas	1	1	1	1	1	Annual	2
Administration	Reuniones tecnicas	1	1	1	1	1	Annual	2	
General services (kitchen, laundry)	Reuniones tecnicas					1	Mensual	1	
1302 CHA Tocoa	General pediatrics	Sesiones clinicas/revisiones HC		1				Mensual	2
		Reuniones tecnicas	1	1				Semanaal	1
	Ob/Gyn	Sesiones administrativas	1	1				Bimensual	2
		Reuniones tecnicas	1	1	1	1	1	Mensual	1
	Emergency	Reuniones tecnicas		1				Mensual	1
	Outpatient consultation	Reuniones tecnicas		1				Mensual	2
	Operating room	Sesiones clinicas/revisiones HC		1				Mensual	3
	Operating room	Reuniones tecnicas	1	1				Mensual	1
	Diagnostics (lab, x-ray)	Sesiones clinicas/revisiones HC	1	1	1	1	1	Mensual	2
		Sesiones administrativas	1	1	1	1	1	Mensual	2
Tech. support (nutr, rehab)	Comites	1	1	1	1	1	Mensual	1	
	Sesiones administrativas	1	1				Semanaal	2	
Administration	Comites	1	1	1	1	1	Mensual	2	
	Sesiones administrativas	1	1				Semanaal	2	
General services (kitchen, laundry)	Reuniones tecnicas					1	Mensual	2	
	Sesiones clinicas/revisiones HC					1	Mensual	2	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart III: Internal training mechanisms

Hospital	Department	Kind of training	Personnel Involved					Length		
			Doctors	Nurses	Technic.	Admin.	Service			
1303 Hospital Salvador Paredes	General medicine	Sesiones clinicas/revisiones HC	1	1				Mensual	2	
	General surgery	Cursos	1	1				Semanal	1	
		Sesiones clinicas/revisiones HC	1	1				Mensual	3	
	General pediatrics	Cursos	1	1				Mensual	2	
		Cursos	1	1				Mensual	8	
	ObGyn	Seminarios/talleres	1	1	1			Mensual	40	
		Reuniones tecnicas	1	1				Mensual	16	
	Operating room	Reuniones tecnicas		1				Bimensual	4	
	Diagnostics (lab, x-ray)	Reuniones tecnicas	1					Mensual	2	
	Administration	Cursos				1		Ad hoc	1	
1304 CHA Puerto Cortes	General medicine	Reuniones tecnicas	1	1				Anual	21	
	General pediatrics	Sesiones administrativas		1				Mensual	2	
	Emergency	Comites	1	1				Trimestral	2	
	Tech. support (nutr, rehab)	Sesiones administrativas	1		1			Mensual	3	
	General services (kitchen, laundry)	Reuniones tecnicas				1	1	Trimestral	2	
	General medicine	Sesiones clinicas/revisiones HC	1	1				Bi-anual	4	
1305 Hospital Gabriela Alvarado	General surgery	Reuniones tecnicas	1	1	1	1	1	Diario	2	
		Sesiones clinicas/revisiones HC	1	1	1	1	1	Depende de la necesidad/varia	9	
	General pediatrics	Sesiones clinicas/revisiones HC	1	1	1			Diario	1	
		Reuniones tecnicas	1	1				Anual	7	
	ObGyn	Reuniones tecnicas	1	1				Anual	7	
		Sesiones clinicas/revisiones HC	1	1				Mensual	2	
	Emergency	Sesiones clinicas/revisiones HC	1	1				Mensual	2	
	Outpatient consultation	Seminarios/talleres	1					Diario	3	
		Seminarios/talleres		1				Depende de la necesidad/varia		
	Operating room	Cursos		1				Bi-anual	21	
		Seminarios/talleres			1			Depende de la necesidad/varia		
	Tech. support (nutr, rehab)	Sesiones clinicas/revisiones HC			1			Depende de la necesidad/varia		
		Reuniones tecnicas				1		Anual	70	
	Administration	Cursos				1		Bi-anual	2	
		Sesiones administrativas				1	1	Anual	14	
	1306 Hospital de Roatan	General services (kitchen, laundry)	Sesiones administrativas					1	Anual	14
		General pediatrics	Reuniones tecnicas		1				Mensual	2
			Sesiones administrativas		1				Semanal	1
Operating room		Reuniones tecnicas		1				Semanal	1	
		Sesiones administrativas		1				Mensual	2	
Tech. support (nutr, rehab)		Sesiones clinicas/revisiones HC	1	1	1	1		Trimestral	3	
Administration	Sesiones administrativas	1	1				Mensual	3		
1307 Hospital e. Aguilar Cerrato	General pediatrics	Reuniones tecnicas	1	1	1	1	1	Semanal	2	
		Sesiones clinicas/revisiones HC	1	1	1	1	1	Semanal	2	
	ObGyn	Seminarios/talleres	1	1				Mensual	1	
		Sesiones administrativas	1	1				Diario	1	
	Emergency	Reuniones tecnicas	1	1				Mensual	1	
	Operating room	Cursos		1				Mensual	1	
		Reuniones tecnicas		1				Anual	3	
	Administration	Evaluaciones mensuales				1		Caja 2 años	3	
		Charlas				1		Anual	3	
	1308 Hospital R. Suazo Cordova	ObGyn	Sesiones clinicas/revisiones HC	1	1				Semanal	1
Sesiones clinicas/revisiones HC			1	1				Semanal	1	
Emergency	Sesiones administrativas	1					Semanal	1		
	Educacion en servicio		1				Mensual	1		
Outpatient consultation	Cursos		1				Mensual	1		
	Seminarios/talleres		1					3		
Operating room	Sesiones clinicas/revisiones HC	1	1	1				5		
	Sesiones administrativas	1	1				Semanal	1		
1309 Hospital Dr. J.M. Galvez	Administration	Reuniones tecnicas				1		Mensual	1	
		Comites		1				Mensual	2	
	General surgery	Sesiones clinicas/revisiones HC		1				Mensual	3	
		Comites		1				Mensual	1	
	General pediatrics	Reuniones tecnicas		1				Mensual	1	
		Sesiones clinicas/revisiones HC		1				Mensual	2	
	ObGyn	Reuniones tecnicas	1	1				Mensual	2	
		Cursos	1	1				Mensual	2	
	Emergency	Reuniones tecnicas	1	1				Mensual	2	
		Cursos	1	1	1			Mensual	2	
	Outpatient consultation	Sesiones administrativas	1	1	1			Anual	1	
		Reuniones tecnicas		1				Mensual	3	
	Comites	Comites		1				Mensual	1	
		Cursos	1	1	1	1	1	Mensual	4	
	Sesiones clinicas/revisiones HC	Sesiones clinicas/revisiones HC	1	1	1	1	1	Semanal	40	
		Reuniones tecnicas	1	1	1			Bimensual	1	
	Operating room	Cursos	1	1	1			Bimensual	1	
		Sesiones clinicas/revisiones HC	1	1	1			Bimensual	1	
Operating room	Reuniones tecnicas	1	1				Mensual	3		
	Comites	1	1				Mensual	3		
Comites	Comites	1	1				Mensual	3		
	Cursos	1	1				Mensual	3		
Sesiones clinicas/revisiones HC	Sesiones clinicas/revisiones HC	1	1				Mensual	3		
	Reuniones tecnicas	1		1			Mensual	2		
Diagnostics (lab, x-ray)	Comites	1	1	1	1	1	Mensual	4		
	Seminarios/talleres	1	1	1	1	1	Mensual	6		
Evaluaciones mensuales	Evaluaciones mensuales	1	1	1	1	1	Anual	40		
	Comites	1	1	1	1	1	Mensual	4		
Tech. support (nutr, rehab)	Cursos	1	1	1	1	1	Mensual	7		
	Seminarios/talleres	1	1	1	1	1	Anual	2		
Administration	Sesiones administrativas	1	1	1	1	1	Trimestral	40		
	Reuniones tecnicas	1			1		Bimensual	2		
Comites	Comites		1				Mensual	2		
	Reuniones tecnicas	1			1		Trimestral	3		
General services (kitchen, laundry)	Seminarios/talleres					1	Mensual	2		
	Sesiones clinicas/revisiones HC					1	Anual	1		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart III: Internal training mechanisms

Hospital	Department	Kind of training	Personnel Involved					Length					
			Doctors	Nurses	Technic	Admin.	Service						
1310	CHA San Marcos O.	General medicine	Charlas	1					Mensual	2			
		Cursos		1					Mensual	1			
		General surgery	Sesiones clinicas/revisiones HC	1	1					Mensual	2		
		General pediatrics	Sesiones administrativas		1					Semanal	1		
			Reuniones tecnicas		1					Mensual	2		
			Comites		1					Mensual	2		
			Cursos	1	1					Mensual	6		
			Seminarios/talleres	1	1					Semanal	3		
			Charlas	1	1					Depende de la necesidad/vari	2		
		ObGyn	Sesiones clinicas/revisiones HC	1	1					Mensual	2		
		Emergency	Reuniones tecnicas	1	1					Mensual	3		
			Reuniones tecnicas	1	1					Mensual	3		
		Outpatient consultation	Sesiones administrativas		1					Bimensual	1		
		Diagnostics (lab, x-ray)	Comites	1	1	1	1	1		Semanal	6		
			Cursos	1	1	1	1	1		Semanal	4		
			Sesiones administrativas		1	1	1	1		Mensual	8		
		Tech. support (nutr, rehab)	Comites	1	1	1	1	1		Semanal	4		
			Sesiones clinicas/revisiones HC	1	1	1	1	1		Mensual	8		
		Administration	Sesiones administrativas	1	1					Mensual	2		
			Reuniones tecnicas	1	1					Bimensual	2		
			Sesiones administrativas							Semanal	1		
		General services (kitchen, laundry)	Reuniones tecnicas	1	1		1	1		Semanal	2		
			Comites					1					
			Cursos	1	1		1	1			2		
Sesiones clinicas/revisiones HC					1	1		Anual	5				
1311	CHA Santa Barbara	General medicine	Cursos	1	1					Bimensual	1		
			Seminarios/talleres	1	1					Bimensual	1		
			Sesiones clinicas/revisiones HC	1	1					Bimensual	2		
		General surgery	Cursos		1					Mensual	1		
			Sesiones clinicas/revisiones HC		1					Mensual	1		
		General pediatrics	Reuniones tecnicas	1	1					Mensual	2		
			Cursos		1					Trimensual	1		
			Sesiones clinicas/revisiones HC		1					Mensual	8		
		ObGyn	Sesiones administrativas	1						Semanal	2		
			Reuniones tecnicas	1						Semanal	2		
			Cursos	1	1					Mensual	3		
		Emergency	Sesiones clinicas/revisiones HC	1	1					Semanal	5		
			Reuniones tecnicas	1	1					Semanal	2		
		Outpatient consultation	Seminarios/talleres	1	1					Mensual	2		
			Sesiones clinicas/revisiones HC	1	1					Bimensual	1		
		Diagnostics (lab, x-ray)	Reuniones tecnicas				1			Mensual	1		
		Tech. support (nutr, rehab)	Sesiones clinicas/revisiones HC				1			Mensual	2		
		Administration	Reuniones tecnicas							Semanal	2		
			Seminarios/talleres	1						Semanal	1		
			Sesiones administrativas	1						Mensual	3		
			Reuniones tecnicas							Bimensual	1		
		General services (kitchen, laundry)	Sesiones clinicas/revisiones HC							Mensual	3		
			Reuniones tecnicas							Bimensual	1		
		1313	CHA El Progreso	General medicine	Sesiones clinicas/revisiones HC	1						Semanal	2
Operating room	Sesiones clinicas/revisiones HC			1						Semanal	2		
Diagnostics (lab, x-ray)	Sesiones administrativas			1	1	1	1	1		Semanal	2		
	Comites			1	1	1	1	1		Mensual	2		
Administration	Sesiones clinicas/revisiones HC			1	1	1	1	1		Mensual	2		
	Sesiones administrativas			1	1			1		Semanal	1		
	Reuniones tecnicas			1	1			1		Mensual	1		
General services (kitchen, laundry)	Comites			1	1		1	1		Mensual	1		
	Seminarios/talleres			1	1		1	1		Trimensual	5		
	Reuniones tecnicas			1	1		1	1		Trimensual	5		
1314	CHA Olanchito			General pediatrics	Reuniones tecnicas	1	1					Mensual	3
				ObGyn	Reuniones tecnicas		1					Mensual	2
		Emergency	Reuniones tecnicas		1					Mensual	2		
		Operating room	Reuniones tecnicas		1					Mensual	2		
		Operating room	Sesiones clinicas/revisiones HC	1	1	1				Mensual	1		
		Diagnostics (lab, x-ray)	Sesiones administrativas	1	1	1	1	1		Mensual	1		
			Sesiones administrativas	1	1	1	1	1		Mensual	1		
		Administration	Reuniones tecnicas	1	1	1	1	1		Mensual	1		
			Reuniones tecnicas	1	1	1	1	1		Semanal	1		
		General services (kitchen, laundry)	Reuniones tecnicas				1	1		Semanal	15		
		1315	Hospital M. de J. Subirana	General surgery	Cursos	1	1					Mensual	2
				Sesiones clinicas/revisiones HC	1	1	1				Semanal	1	
ObGyn	Reuniones tecnicas			1	1					Semanal	1		
Emergency	Sesiones clinicas/revisiones HC				1					Mensual	2		
Outpatient consultation	Cursos			1	1					Semanal	1		
	Sesiones clinicas/revisiones HC			1	1					Semanal	1		
Medical speciality	Seminarios/talleres			1	1	1				Semanal	1		
	Sesiones clinicas/revisiones HC			1	1					Mensual	1		
Pediatric specialist	Reuniones tecnicas			2	2					Cada 2 anos	16		
	Sesiones administrativas			2	2	2				Bimensual	16		
Administration	Reuniones tecnicas					1	1			Trimensual	1		
	Reuniones tecnicas			1	1	1				Semanal	1		
General services (kitchen, laundry)	Sesiones clinicas/revisiones HC							Bimensual	11				
1316	CHA Puerto Lempira	Outpatient consultation	Cursos							Anual	5		
			Reuniones tecnicas		1					Anual	2		
		Diagnostics (lab, x-ray)	Cursos			1				Diario	2		
		Tech. support (nutr, rehab)	Sesiones clinicas/revisiones HC		1					Anual	40		
General services (kitchen, laundry)	Cursos					1		Semanal	1				
		Sesiones clinicas/revisiones HC			1			Semanal	1				

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Hospital	Department	Kind of training	Personnel involved					Length		
			Doctors	Nurses	Technic.	Admva.	Service			
2201 Hospital Noroccidental	General medicine	Cursos	1					Semanal	2	
		Seminarios/talleres		1				Trimestral	7	
		Sesiones clinicas/revisiones HC		1				Cada 2 años	5	
	General surgery	Seminarios/talleres	1					Semanal	2	
		Cursos		1				Anual	1	
	General pediatrics	Seminarios/talleres		1				Bimestral	3	
		Cursos	1					Anual	5	
	ObGyn	Seminarios/talleres		1				Trimestral	3	
		Sesiones clinicas/revisiones HC		1				Anual	3	
	Emergency	Sesiones administrativas	1					Semanal	1	
		Reuniones tecnicas	1					Mensual	1	
	Outpatient consultation	Cursos	1					Semanal	1	
	Diagnosticos (lab, x-ray)	Sesiones administrativas			1			Anual	6	
	Tech. support (nutr, rehab)	Comites			1	1		Semanal	1	
Sesiones administrativas		1		1	1		Mensual	1		
Administration	Reuniones tecnicas				1		Semanal	1		
	Sesiones administrativas				1		Mensual	1		
2202 Hospital IHSS (MQ)	Emergency	Sesiones administrativas		1				Depende de la necesidad/varia	1	
		Outpatient consultation	1	1				Mensual	1	
	Operating room	Sesiones administrativas			1			Mensual	1	
	Orthopedics	Sesiones administrativas	1							
		Seminarios/talleres	1							
2203 Hospital IHSS (MI)	ObGyn	Sesiones clinicas/revisiones HC						Depende de la necesidad/varia		
		Sesiones administrativas	1					Depende de la necesidad/varia	1	
		Sesiones administrativas	1	1				Depende de la necesidad/varia	1	
	Emergency	Sesiones clinicas/revisiones HC		1				Mensual	1	
		Outpatient consultation	1	1	1			Semanal	2	
	Intensive care	Cursos	1	1		1			1	
		Seminarios/talleres	1	1	1				15	
		Sesiones administrativas		1	1				1	
	Tech. support (nutr, rehab)	Cursos		1				Mensual	1	
		Reuniones tecnicas				1		Semestral	10	
	3001 Hospital V. d'Antoni	General surgery	Sesiones clinicas/revisiones HC		1				Bimestral	
			Reuniones tecnicas	1					Semanal	2
		General pediatrics	Reuniones tecnicas		1				Semanal	30
			Reuniones tecnicas						Bimestral	1
ObGyn		Sesiones clinicas/revisiones HC		1				Semanal	1	
		Emergency	Reuniones tecnicas	1				Bimestral	1	
Outpatient consultation		Reuniones tecnicas		1				Semanal	1	
		Operating room	Sesiones administrativas		1				Semanal	1
Administration	Reuniones tecnicas	1	1	1	1	1	Mensual	1		
3003 Hospital Evangelico	Diagnosticos (lab, x-ray)	Cursos		1	1			Bimestral	1	
		Sesiones administrativas		1	1			Bimestral	1	
3004 Centro Medico Quirurgico	Emergency	Reuniones tecnicas	1	1		1		Trimestral	2	
		Cursos	1	1				Depende de la necesidad/varia	2	
		Sesiones administrativas	1	1				Mensual	2	
	Tech. support (nutr, rehab)	Reuniones tecnicas	1	1	1	1		Mensual	2	
		Cursos	1	1	1	1		Mensual	2	
3005 Hospital Tela Railroad Co.	General medicine	Seminarios/talleres		1				Anual	3	
		Cursos		1				Anual	1	
	General surgery	Seminarios/talleres		1				Anual		
		Cursos		1				Anual	24	
	General pediatrics	Seminarios/talleres		1				Anual	6	
		Seminarios/talleres		1				Anual	24	
	ObGyn	Cursos		1				Anual	3	
		Seminarios/talleres	1					Depende de la necesidad/varia	8	
	Emergency	Cursos	1					Anual		
		Seminarios/talleres	1	1				Anual	7	
	Outpatient consultation	Cursos	1	1				Anual	3	
		Seminarios/talleres	1	1				Anual		
	Operating room	Seminarios/talleres	1	1				Anual		
		Cursos	1	1	1	1	1	Anual		
	Diagnosticos (lab, x-ray)	Seminarios/talleres			1			Semanal	6	
		Seminarios/talleres	1		1			Anual	32	
Tech. support (nutr, rehab)	Seminarios/talleres			1			Anual	32		
	Reuniones tecnicas		1		1		Anual	168		
General services (kitchen, laundry)	Cursos				1		Depende de la necesidad/varia	3		
	Sesiones administrativas					1	Anual	3		
3006 Hospital Militar	ObGyn	Educacion en servicio	1	1				Mensual	1	
		Cursos	1	1				Semanal	4	
	Emergency	Cursos	1	1					1	
		Seminarios/talleres		1	1			Anual	5	
	Operating room	Educacion en servicio	1	1				Semestral	2	
		Cursos		1				Anual	6	
	Medical specialty	Charlas			1				1	
		Charlas			1				6	
	Intensive care	Sesiones administrativas	1	1				Ad hoc	15	
		Sesiones administrativas			1			Mensual	1	
Diagnosticos (lab, x-ray)	Sesiones administrativas			1			Mensual	3		
Administration	Sesiones administrativas				1		Mensual	3		
General services (kitchen, laundry)	Sesiones administrativas					1	Mensual	3		
3007 Policlínica San Rafael	Administration	Sesiones administrativas	1	1	1	1	1		1	
3008 Hospital Centro Medico	Emergency	Sesiones clinicas/revisiones HC		1				Mensual	2	
3009 Hospital Medica	Emergency	Charlas	1	1				Semanal	1	
		Sesiones clinicas/revisiones HC	1	1				Bi-anual	1	
	Operating room	Sesiones administrativas	1	1	1	1		Depende de la necesidad/varia	1	
Sesiones administrativas		1	1	1	1		Depende de la necesidad/varia	1		
Administration	Reuniones tecnicas	1	1		1		Semanal	2		
	Reuniones tecnicas	1	1		1		Ad hoc	3		
3010 Clínica Santa Lucia	Outpatient consultation	Reuniones tecnicas	1	1		1			3	
		Reuniones tecnicas	1	1		1				

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart II: Internal training mechanisms

Hospital	Department	Kind of training	Personnel Involved					Length			
			Doctors	Nurses	Technic.	Admin.	Service				
3011	Clínica Médica Cristiana	Operating room	Cursos	1	1			Depende de la necesidad/varia	2		
		Administración	Sesiones administrativas	1	1			Depende de la necesidad/varia	3		
	Administración	Comités				1		Mensual	1		
3012	Hospital Adv. Valle de Ang.	Emergency	Sesiones administrativas				1		Mensual	1	
			Cursos	1		1			Cada 2 años	1	
		Outpatient consultation	Sesiones clínicas/revisiones HC		1					Trimestral	2
			Reuniones técnicas	1	1					Anual	2
			Cursos	1	1					Mensual	2
		Operating room	Cursos	1	1	1	1	1		Semestral	21
		Tech. support (nutr, rehab)	Cursos		1					Semestral	7
General services (kitchen, laundry)	Cursos			1				Semanal	5		
	General services (kitchen, laundry)	Ninguna	1	1	1	1	1		Semestral	21	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal funding mechanisms

Category	Kind of funding	Personnel involved						Prequency (count)						Cada 2 años					
		Doctors	Nurses	Technic.	Admins.	Service	Other	Semanales	Bimestrales	Mesuales	Trimestrales	Semestrales	Anual		Ad hoc	Inactivo	Depende de la actividad	Bivamos	Diarlo
National MSP	Salarios clinicos/proveedores HC	24	13	8	3				17	2	4	30	2	2	3	1	1	2	
	Salarios administrativos	9	22	11	12	4			6	6	7	7	2	2	1			3	
	Recursos técnicos	9	7	7	6	1			7	5	1	5	1	1	1			1	
	Comites	4	2	4	4	1			4	1	1	4	1	1	4			1	
	Curios	12	12	8	6	4			3	1	1	4	5	8	4			1	
	Seminarios/talleres	10	11	11	2	2			2	2	5	2	1	7	1			1	
	Charlas	2	1	1	2	2			1	1	1	1	1	1	1			1	
	Educacion en servicio																		
	Salarios clinicos/proveedores HC	18	9	1	3				9	1	7								
	Salarios administrativos	5	9	6	6	5			2	1	6	1	2	1	1				
Recursos técnicos	6	14	4	2	7			2	1	14	2								
Comites	4	4	3	3	2			1		2	1								
Curios	2	7	2	2	1		1			2	1	1	3	1					
Seminarios/talleres	3	8	3	1	1					2	1	2	1	3			1		
Charlas	1	3																	
Area MSP	Salarios clinicos/proveedores HC	34	29	7	1	2			19	2	15	15	2	2	2			3	
	Salarios administrativos	20	22	13	19	15			6	2	15	4	2	2	1				
	Recursos técnicos	26	49	12	9	9			8	9	37	2	1	1	1			1	
	Comites	14	13	7	11	6			3	3	10	1							
	Curios	14	23	8	3	3			1	6	2	9	8	8	1				
	Seminarios/talleres	11	12	4	3	3			1	2	3	2	2	2	3			1	
	Educacion en servicio	1	1	1	2	1								1					
	Charlas	1	2																
	Educacion en servicio																		
	PHSS	Salarios clinicos/proveedores HC	5	1	1	1	1			4									
Salarios administrativos		6	6	2	3				2		5				2				
Recursos técnicos		1	1	1	1				1		1								
Comites		1	4	1	1						1								
Curios		1	4	2	1					1	1		2	1	1				
Seminarios/talleres		1	4	2	1														
Private (non-profit)		Salarios clinicos/proveedores HC	3	1	1	1	1			3									
		Salarios administrativos	2	1	2	1	1					1							1
		Recursos técnicos	1	8	2	1				3	4	1				1			
		Comites	4	10	5	2	3			2	1	1		1	3	6			
	Curios	4	7	3	2	1									10				
	Seminarios/talleres	4	7	3	2	1													
	Private (for profit)	Salarios clinicos/proveedores HC	2	2	1	1	1			1		3	1			1			
		Salarios administrativos	4	6	2	6	1			1		1				1			2
		Recursos técnicos	5	4	1	3						1							
		Comites	2	2		1						1				1			
Curios		1	1	1	1	1									1				
Seminarios/talleres		1	1	1	1	1													
Military		Salarios administrativos	1	1	1	1	1					4							
		Curios	1	2	2					2					1				
		Seminarios/talleres	1	1	1										1				1
		Charlas	1	1	1														
	Educacion en servicio	1	2																

MOBILE 4 DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training technicians

Category	Kind of training	Personnel involved						Frequency (count)						Depends on accident	Daily	Cada 2 años	
		Doctors	Nurses	Technic.	Airbnb	Service	Service	Semestral	Trimestral	Trimestral	Semestral	Anual	Ad hoc				Inactivo
1. General medicine	Neurología clínica/convulsiones HC	6	5					2	1	3							
	Respiratorio (tecnico)	4	3	1	1				1	1	1			1	1		
	Cardio	2	5						1	1	1						
	Seminarios/talleres	2	3	2					1	1	1						
	Charlas	1	1	1					1	1	1						
2. General surgery	Educación en servicios	8	5					4	2	2							
	Neurología clínica/convulsiones HC	1	2	1	1	1			2	2							
	Neurología administrativa	2	6	1	1	1			2	3				1			
	Respiratorio (tecnico)	1	2						1	1	1						
	Cardio	3	5	1					1	3				1	3		
3. General pediatrics	Seminarios/talleres	3	4	2					1	2				1	2		
	Charlas	1	2	1	1	1			1	1				1	1		
	Educación en servicios	9	6					4	4	4							
	Neurología clínica/convulsiones HC	2	12	2				2	1	8				1			
	Respiratorio (tecnico)	1	1						1	1	1						
4. Oncology	Cardio	8	4	2				1	1	3				2	1		
	Seminarios/talleres	3	4	2					1	2				1	2		
	Charlas	1	2	1	1	1			1	1				1	1		
	Educación en servicios	10	6					5	2	2							
	Neurología clínica/convulsiones HC	3	4						1	3							
5. Emergency	Respiratorio (tecnico)	7	10					1	3	5				1	1		
	Cardio	4	5	1					2	1				1	1		
	Seminarios/talleres	2	6						1	1				2	1		
	Charlas	1	1	1					1	1				1	1		
	Educación en servicios	11	3					7	2	1							
6. Outpatient consultation	Neurología clínica/convulsiones HC	6	9	2	2	1			1	6				2	2		
	Neurología administrativa	4	8	1	1	1			1	6				1	1		
	Respiratorio (tecnico)	5	3	1				1		2				1	2		
	Cardio	1	1							1				1	1		
	Seminarios/talleres	1	1	1					1	1				1	1		
7. Operating room	Charlas	4	4	1					1	1				1	1		
	Educación en servicios	4	3					2	1	1				1	1		
	Neurología clínica/convulsiones HC	2	2	1	1	1			2	1				1	1		
	Neurología administrativa	4	11	2	1	1			2	3				1	1		
	Respiratorio (tecnico)	7	9	3	1	1		1	2	1				2	1		
8. Operating room	Cardio	2	4	3	1	1			1	1				1	1		
	Seminarios/talleres	1	1	1					1	1				1	1		
	Charlas	1	1	1					1	1				1	1		
	Educación en servicios	1	1	1					1	1				1	1		
	Neurología clínica/convulsiones HC	1	1	1	1	1			1	1				1	1		
9. Operating room	Neurología administrativa	1	1											1	1		
	Respiratorio (tecnico)	2	2						1	1				1	1		
	Cardio	1	1						1	1				1	1		
	Seminarios/talleres	3	3					1	1	2				1	1		
	Respiratorio (tecnico)	4	4	2	1	1			4	4				1	1		
11. Psychiatry	Cardio	1	1						1	1				1	1		
	Seminarios/talleres	1	1						1	1				1	1		
	Educación en servicios	2	2					2	2	2				1	1		
	Neurología clínica/convulsiones HC	1	1						1	1				1	1		
	Respiratorio (tecnico)	1	2					2	2	2				1	1		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Category	Kind of training	Personnel involved						Frequency (count)						Cada 2 años		
		Doctors	Nurses	Technic.	Admin.	Service	Other	Semestral	Trimestral	Trimestral	Semestral	Trimestral	Trimestral		Trimestral	Depende de la necesidad
12 Ophthalmology	Naciones clinicas/consultas HC	1	1													
	Naciones administrativas	1														
	Naciones clinicas/consultas HC	1														
	Cursos	1														
13 OAL	Naciones clinicas/consultas HC	1														
	Naciones administrativas	1														
	Cursos	1														
	Seminarios/Workshops	1														
14 Oncology	Naciones clinicas/consultas HC	1														
	Naciones administrativas	1														
	Cursos	1														
	Seminarios/Workshops	1														
15 Orthopedics	Naciones clinicas/consultas HC	1														
	Naciones administrativas	1														
	Cursos	1														
	Seminarios/Workshops	1														
16 Other surg. spec.	Naciones clinicas/consultas HC	1														
	Naciones administrativas	1														
	Cursos	1														
	Seminarios/Workshops	1														
17 Medical specialty	Naciones clinicas/consultas HC	4	1													
	Naciones administrativas	1														
	Cursos	1														
	Seminarios/Workshops	1														
18 Pediatric specialist	Naciones clinicas/consultas HC	3	3													
	Naciones administrativas	1	1													
	Cursos	1	1													
	Seminarios/Workshops	1	1													
19 Intensive care	Naciones clinicas/consultas HC	1	1													
	Naciones administrativas	1	1													
	Cursos	1	1													
	Seminarios/Workshops	1	1													
20 Diagnostics (lab, x-ray)	Naciones clinicas/consultas HC	3	4	7												
	Naciones administrativas	8	6	11	9	6										
	Cursos	4	2	4	3	1										
	Seminarios/Workshops	4	2	5	1	1										
21 Tech. support (nurs, rehab)	Naciones clinicas/consultas HC	1	1	4	1	1										
	Naciones administrativas	3	3	3	1	1										
	Cursos	6	9	9	7	4										
	Seminarios/Workshops	3	2	7	3	1										
22 Administration	Naciones clinicas/consultas HC	10	5	9	6	1										
	Naciones administrativas	4	3	8	6	3										
	Cursos	3	4	7	3	1										
	Seminarios/Workshops	3	4	7	3	1										
23 General services (kitchen, laundry)	Naciones clinicas/consultas HC	3	3	3	1	2										
	Naciones administrativas	11	10	8	20	6										
	Cursos	4	5	2	10	1										
	Seminarios/Workshops	4	3	1	5	1										
24	Naciones clinicas/consultas HC	2	3													
	Naciones administrativas	1	1	3	6	8										
	Cursos	1	1	4	1	9										
	Seminarios/Workshops	1	1	2	2	7										

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS
Chart 11: Internal training mechanisms

Category	Kind of training	Length (Average)										Cada 2 años	
		Semestral	Trimestral	Trimestral	Semestral	Anual	Ad hoc	Inactivo	Depende de la necesidad	Bienial	Diverso		
National MSP	Salud pública/epidemiología HC	2.6	1.5	1.0	-	-	1.5	-	1.0	1.0	1.0	-	
	Salud administrativa	1.8	-	1.9	-	-	8.5	-	2.0	-	-	1.0	
	Recursos técnicos	1.1	-	3.6	-	-	10.0	-	1.0	-	-	1.0	
	Comités	1.0	-	2.0	-	-	-	-	5.0	-	-	2.0	
	Cursos	3.0	2.0	-	4.5	4.4	7.9	-	-	-	-	6.0	
	Seminarios/talleres	3.7	2.0	2.8	-	5.0	6.5	-	-	-	-	-	
	Charlas	1.0	-	2.0	-	-	-	-	2.0	-	-	-	
	Evaluación de servicios	-	-	-	-	-	-	-	16.5	-	-	-	6.0
	Regional MSP	Salud pública/epidemiología HC	4.2	1.0	2.3	-	-	-	-	-	-	-	-
		Salud administrativa	1.0	1.0	1.7	-	-	-	-	4.0	-	-	-
Recursos técnicos		1.5	1.0	1.9	-	-	-	-	-	-	-	-	
Comités		1.0	-	2.5	-	-	-	-	-	-	-	-	
Cursos		15.0	-	2.5	-	2.0	3.5	-	-	-	-	-	
Seminarios/talleres		-	-	2.0	-	3.0	3.9	-	-	2.0	-	-	
Charlas		-	-	1.0	-	-	-	-	-	-	-	1.0	
APMS MSP		Salud pública/epidemiología HC	1.3	1.0	1.9	-	-	28.5	-	8.0	-	-	2.0
		Salud administrativa	2.4	2.0	1.6	-	-	1.5	-	1.0	-	-	1.0
		Recursos técnicos	4.5	2.9	2.0	-	-	7.0	-	1.0	-	-	3.0
	Comités	2.7	-	4.5	-	-	-	-	-	-	-	-	
	Cursos	3.0	1.5	1.0	-	-	11.4	-	-	-	-	-	
	Seminarios/talleres	5.0	-	1.5	-	6.7	22.5	-	20.5	-	2.0	1.0	
	Evaluación de servicios	-	-	4.0	-	-	-	-	3.0	-	-	-	
	Charlas	-	-	1.5	-	-	-	-	-	-	-	-	
	Evaluación de servicios	-	-	1.0	-	-	-	-	-	-	-	-	
	IHSS	Salud pública/epidemiología HC	1.8	-	-	-	-	-	-	1.0	-	-	-
Salud administrativa		1.0	-	1.0	-	-	-	-	1.0	-	-	-	
Recursos técnicos		1.0	-	1.0	-	-	-	-	-	-	-	-	
Comités		-	-	1.0	-	-	-	-	-	-	-	-	
Cursos		-	3.0	-	5.0	10.0	6.0	-	-	-	-	-	
Seminarios/talleres		-	-	-	-	-	3.0	-	-	-	-	5.0	
Private (non-profit)		Salud pública/epidemiología HC	1.5	-	-	-	-	2.0	-	-	-	-	-
		Salud administrativa	-	-	1.0	-	-	-	-	3.0	-	-	1.0
		Recursos técnicos	15.5	1.0	2.0	-	-	-	-	-	-	-	-
		Comités	5.5	1.0	-	2.0	16.3	4.8	-	8.0	-	-	-
	Cursos	-	-	-	-	-	35.0	-	-	-	-	-	
	Private (for profit)	Salud pública/epidemiología HC	1.0	-	-	-	-	-	-	1.0	-	-	-
		Salud administrativa	2.0	-	1.7	-	-	2.0	-	-	-	-	-
		Recursos técnicos	-	-	2.0	-	-	-	3.0	-	-	-	-
		Comités	-	-	1.0	-	-	-	-	-	-	-	-
		Cursos	-	-	2.0	-	-	-	-	-	-	-	-
Military		Salud pública/epidemiología HC	-	-	-	-	-	-	-	-	-	-	-
		Salud administrativa	-	-	2.0	-	-	-	-	-	-	-	1.0
		Cursos	1.0	-	-	-	-	-	-	-	5.0	-	-
		Seminarios/talleres	6.0	-	-	-	2.0	-	-	-	-	-	-
		Charlas	-	-	-	-	-	-	15.0	-	-	-	-
	Evaluación de servicios	-	-	-	-	-	-	-	-	-	-	-	
	-	-	4.0	-	-	-	-	-	-	-	-	-	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 1.1: Internal training mechanisms

Category	Kind of training	Length (Average)										Cada 2 años								
		Semana	Bimensual	Trimestral	Semestral	Anual	Ad hoc	Inactivo	Deposito de la necesidad	Bi-annual	Diario									
1. General medicine	Neoncos clinicas/clinicas HC		2.0	1.0	2.2															
	Residencia tecnica			1.0																
	Cursos			1.0		3.0	1.0													
	Seminarios/talleres			2.0		1.0		7.0			12.0									3.0
2. General surgery	Edificacion en servicio					1.0														
	Neoncos clinicas/clinicas HC		1.5			2.0														2.0
	Residencia tecnica			2.0		1.5														
	Cursos		1.0			3.0														
3. General pediatrics	Residencia tecnica		1.0			2.0														
	Seminarios/talleres									8.7										
	Charlas																			
	Edificacion en servicio		1.5			1.8														1.0
4. GNGM	Neoncos clinicas/clinicas HC		1.2			2.0														
	Residencia tecnica		2.0			1.7														
	Cursos		5.0			21.0	3.0													
	Charlas					2.0														
5. Emergency	Neoncos clinicas/clinicas HC		1.7			3.0														
	Residencia tecnica			1.0		1.8														
	Cursos			2.0		3.0														
	Seminarios/talleres					3.0														
6. Outpatient consultation	Charlas					2.0														
	Neoncos clinicas/clinicas HC		7.0			1.0														1.0
	Residencia tecnica		1.0			1.8														
	Cursos		2.0			4.0														
7. Operating room	Neoncos clinicas/clinicas HC			1.0		1.0														
	Residencia tecnica																			
	Cursos																			
	Seminarios/talleres																			
8. Operating room	Edificacion en servicio					1.0														
	Neoncos clinicas/clinicas HC		1.5			1.0														
	Residencia tecnica		1.0			2.0														
	Cursos		3.0			1.5														
9. Operating room	Neoncos clinicas/clinicas HC					2.0														
	Residencia tecnica																			
	Cursos																			
	Seminarios/talleres																			
10. Psychiatry	Edificacion en servicio																			
	Neoncos clinicas/clinicas HC		1.5																	
	Residencia tecnica		1.0			2.0														
	Seminarios/talleres																			

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 11: Internal training mechanisms

Category	Kind of training	Length (Average)										Depende de la necesidad	Diario	Cada 2 años	
		Semana	Bimensual	Trimestral	Semestral	Anual	Ad hoc	Inactivo							
12. Ophthalmology	Secciones clinicas/clinicas HC	-	2.0	-	-	-	-	-	-	-	-	-	-	-	-
	Secciones administrativas	-	3.0	-	-	-	-	-	-	-	-	-	-	-	-
	Curso	-	-	2.0	-	5.0	-	-	-	-	-	-	-	-	-
	Seminarios/talleres	-	-	-	-	5.0	-	-	-	-	-	-	-	-	-
14. Oncology	Secciones clinicas/clinicas HC	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Secciones administrativas	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-
15. Orthopedics	Secciones administrativas	-	2.0	-	-	-	-	-	-	-	-	-	-	-	-
	Secciones clinicas/clinicas HC	-	2.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	-	2.0	-	-	-	-	-	-	-	-	-	-	-
	Curso	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17. Medical specialty	Secciones clinicas/clinicas HC	-	3.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	-	3.0	-	-	-	-	-	-	-	-	-	-	-
	Curso	1.0	-	2.0	-	-	-	-	6.0	-	-	-	-	-	-
	Seminarios/talleres	6.0	-	1.0	-	-	-	-	-	-	-	-	-	-	-
18. Pediatric specialty	Secciones clinicas/clinicas HC	-	2.0	-	-	-	-	-	-	-	-	-	-	-	-
	Secciones administrativas	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Curso	-	3.0	-	-	-	-	-	-	-	-	-	-	-	-
19. Radiology	Secciones clinicas/clinicas HC	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Curso	-	-	-	-	-	-	-	7.0	-	-	-	-	-	-
	Seminarios/talleres	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21. Diagnostic (lab, x-ray)	Secciones clinicas/clinicas HC	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	2.7	-	1.3	-	-	-	1.0	-	-	-	-	-	-
	Curso	-	4.0	-	3.0	-	-	-	-	-	-	-	-	-	2.0
	Seminarios/talleres	-	-	-	-	-	-	-	3.0	-	-	-	-	-	-
22. Tech. support (aut. rehab)	Secciones clinicas/clinicas HC	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	4.0	-	8.0	-	-	-	3.0	-	-	-	-	-	-
	Curso	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0
	Seminarios/talleres	-	-	-	-	-	-	-	25.7	-	-	-	-	-	-
23. Administrative	Secciones clinicas/clinicas HC	-	2.5	-	1.0	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	2.8	-	1.4	-	-	-	-	-	-	-	-	-	-
	Curso	-	1.0	-	2.0	-	-	-	-	-	-	-	-	-	1.0
	Seminarios/talleres	15.0	4.0	-	4.0	-	-	-	10.0	12.0	-	-	-	-	-
24. General services (lab, x-ray, laundry)	Secciones clinicas/clinicas HC	-	1.3	-	2.5	-	-	-	-	-	-	-	-	-	-
	Reuniones técnicas	-	1.4	-	1.6	-	-	-	36.0	-	-	-	-	-	-
	Curso	-	1.0	-	3.5	-	-	-	-	-	-	-	-	-	3.0
	Seminarios/talleres	-	2.0	-	1.0	-	-	-	4.0	10.0	-	-	-	-	-
24. General services (lab, x-ray, laundry)	Secciones clinicas/clinicas HC	-	1.0	-	-	-	-	-	3.0	-	-	-	-	-	-
	Reuniones técnicas	-	8.5	-	1.8	-	-	-	2.0	-	-	-	-	-	1.0
	Curso	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-
	Seminarios/talleres	-	-	-	-	-	-	-	11.5	9.4	-	-	-	-	-

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 12: Treating non-hospital persons or institutions in last year

Hospital	Department	Topic	Type	Length		Personnel involved							# participants	Institution	
				Hours	Days	Doctors	Nurses/other tech. pers.	Other tech. pers.	Executive admin.	Administrative pers.	Maintenance	General services			
1104 Marin Catalina Rivat	General surgery	Cap. en area tecnica especifica	Seminars/workshop	3									4	6	
		Cap. en area tecnica especifica	Outside course	0	7									6	
	General pediatrics	Cap. en area tecnica especifica	In-hospital course	6	3									10	3
		Cap. en area tecnica especifica	Outside course	53	93									63	5
	Ob-Gyn	Cap. en area tecnica especifica	Seminars/workshop	6	3								3	8	
	Outpatient consultation	Cap. en area tecnica especifica	Seminars/workshop	8	3								3	6	
		Cap. en area tecnica especifica	Seminars/workshop	8	3								22	6	
	Orthopedics	Cap. en area tecnica especifica	Seminars/workshop	6	3								1	3	
		Cap. en area tecnica especifica	Seminars/workshop	6	3								6	3	
	Intensive care	Cap. en area tecnica especifica	Outside course	6	7									1	3
		Multivicio	Seminars/workshop	6	6									3	3
	Atencion al paciente	Cap. en area tecnica especifica	In-hospital course	6	2									11	6
		Capacitacion general	Outside course	6	5									6	6
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Seminars/workshop	16	15									19	3
		Cap. en area tecnica especifica	Outside course	4	2									15	3
	Tech. support (nutr, rehab)	Cap. en area tecnica especifica	Outside course	6	2									1	3
		Administracion	In-hospital course	6	21									1	3
1105 San Felipe	General medicine	Cap. en area tecnica especifica	Outside course	7									1	6	
		Cap. en area tecnica especifica	Outside course	8										9	6
	Outpatient consultation	Cap. en area tecnica especifica	Outside course	8										5	4
		Cap. en area tecnica especifica	Outside course	8	14									1	6
	Operating room	Relaciones humanas	Outside course	5										8	4
		Cap. en area tecnica especifica	In-hospital course	5										22	6
	Atencion al paciente	Cap. en area tecnica especifica	In-hospital course	5										2	3
		Cap. en area tecnica especifica	Seminars/workshop	5										3	6
	Ophthalmology	Relaciones humanas	Seminars/workshop	5										5	1
		Atencion al paciente	In-hospital course	5										4	3
	Seguridad social	Cap. en area tecnica especifica	Outside course	5										3	6
		Administracion general	Outside course	5										3	5
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Outside course	5										1	6
		Cap. en area tecnica especifica	In-hospital course	5										3	3
	Tech. support (nutr, rehab)	Nutricion/dieta	In-hospital course	5										1	3
		Higiene/asepsia	Outside course	5										3	3
	1103 Santa Rosa	General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	3									18	6
Cap. en area tecnica especifica			In-hospital course	5										1	5
1104 Mario Mendoza	Outpatient consultation	Cap. en area tecnica especifica	Outside course	10	30								7	6	
		Cap. en area tecnica especifica	Outside course	10	30									6	3
1105 Instituto del Torax	Operating room	Cap. en area tecnica especifica	Outside course	16	5								2	4	
		Etica profesional	In-hospital course	24	5									6	3
	Autocuidado	Atencion al paciente	In-hospital course	24	5									8	1
		Cap. en area tecnica especifica	Outside course	16	5									6	3
	Nutricion/dieta	Cap. en area tecnica especifica	Outside course	16	5									5	1
		Cap. en area tecnica especifica	Outside course	24	5									1	5
	Autocuidado	Cap. en area tecnica especifica	In-hospital course	24	5									6	6
		Cap. en area tecnica especifica	Seminars/workshop	16	5									1	1
	Autocuidado	Cap. en area tecnica especifica	Seminars/workshop	16	5									6	6
		Cap. en area tecnica especifica	Seminars/workshop	16	5									3	6
	Pediatric specialist	Cap. en area tecnica especifica	In-hospital course	24	5									5	6
		Cap. en area tecnica especifica	In-hospital course	8										2	6
	Intensive care	Relaciones humanas	In-hospital course	40										1	1
		Cap. en area tecnica especifica	Seminars/workshop	20										3	3
	Diagnostica (lab, x-ray)	Etica profesional	Outside course	20										4	1
		Autocuidado	Seminars/workshop	10										1	1
	Administracion	Administracion de mtb	In-hospital course	10										4	3
Relaciones humanas		Outside course	10										1	6	
Sistema contable contad hospital	Cap. en area tecnica especifica	Outside course	10										2	1	
	Cap. en area tecnica especifica	Outside course	8	7									1	6	
Autocuidado	Cap. en area tecnica especifica	Outside course	48										2	6	
	Cap. en area tecnica especifica	Outside course	48	35									1	3	
1106 Hospital Escuela (BMS)	Ob-Gyn	Etica profesional	Outside course	3									20	6	
		Cap. en area tecnica especifica	In-hospital course	49										3	3
	Pediatric specialist	Administracion general	Outside course	24										3	3
		Etica profesional	Outside course	16	15									7	3
	Relaciones humanas	Cap. en area tecnica especifica	In-hospital course	16										7	3
		Multivicio	In-hospital course	40										4	4
	Leyes sociales	Cap. en area tecnica especifica	In-hospital course	40										4	4
		Cap. en area tecnica especifica	In-hospital course	16										2	2
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Outside course	39										40	4
		Cap. en area tecnica especifica	Outside course	39										143	6
	Tech. support (nutr, rehab)	Administracion de mtb	Outside course	3										20	
		Etica profesional	Outside course	3										20	
	Relaciones humanas	Cap. en area tecnica especifica	In-hospital course	3										16	
		Cap. en area tecnica especifica	Outside course	10										1	3
	Etica profesional	Cap. en area tecnica especifica	In-hospital course	4										1	3
		Relaciones humanas	Outside course	1										1	3
	Sistema contable contad hospital	Cap. en area tecnica especifica	Outside course	15										3	3
Higiene/asepsia		Outside course	10										15	1	
Capacitacion general	Cap. en area tecnica especifica	Outside course	10										3	3	
	Cap. en area tecnica especifica	Outside course	10										6	3	
General services (kitchen, laundry)	Relaciones humanas	In-hospital course	5										10	6	
	Atencion al paciente	Outside course	15										1	3	
Higiene/asepsia	Cap. en area tecnica especifica	Outside course	15										10	3	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 12: Training by non-hospital persons or institutions in last year

Hospital	Department	Topic	Type	Length		Personnel involved							# participants	In-Site
				Hours	Days	Doctors	Nurses/assistants	Other tech. pers.	Executive admin.	Administrative pers.	Maintenance	General services		
1107 Hospital Escuela (BMO)	General surgery	Relaciones humanas	In-hospital course	36			1						1	3
		Cap. en area tecnica especifica	Outside course		2								20	3
	OB-Gyn	Etica profesional	Outside course		3		1						20	3
	Emergency	Cap. en area tecnica especifica	In-hospital course	24			1						2	3
		Relaciones humanas	Outside course		32		1						4	3
	Outpatient consultation	Motivacion	Outside course	32			1						4	3
		Motivacion	Outside course	24			1						13	3
	Operating room	Cap. en area tecnica especifica	Outside course	24						1			1	4
		ORL	Etica profesional	Outside course	8								2	3
	Orthopedics	Relaciones humanas	Outside course	40			1						1	3
		Leyes sociales	In-hospital course	40			1						1	2
	Other surg. spec.	Cap. en area tecnica especifica	In-hospital course		3								1	4
		Etica profesional	Outside course		3								1	3
	Medical specialty	Cap. en area tecnica especifica	Outside course	24									16	3
		Administracion de nhs	Outside course	24									20	3
	Medical specialty	Etica profesional	Outside course	24			1						18	3
		Etica profesional	Outside course	24			1						110	3
	Intensive care	Relaciones humanas	Outside course	3			1						50	3
		Leyes sociales	Outside course	3			1						172	4
	Diagnostic (lab, x-ray)	Administracion	In-hospital course	24			1						21	3
		Administracion	Outside course	7					1				68	4
	Tech. support (nurs, tech)	Cap. en area tecnica especifica	Outside course	19		1			1				118	6
		Administracion de nhs	Outside course	3			1						20	3
	Administration	Etica profesional	Outside course	3			1						20	3
		Relaciones humanas	In-hospital course	3			1						16	3
	General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	10							1		1	3
		Etica profesional	In-hospital course	1									1	3
	General services (kitchen, laundry)	Relaciones humanas	Outside course	5									1	3
		Sistema contable de un hospital	Outside course	15									3	3
	General services (kitchen, laundry)	Higiene/asepsia	Outside course	10									15	1
		Copacitacion general	Outside course	3							1		3	3
	General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	10									6	3
Relaciones humanas		In-hospital course	5									1	6	
General services (kitchen, laundry)	Atencion al paciente	Outside course	15									1	3	
	Higiene/asepsia	Outside course	15									1	3	
1201 Hospital Asturias	General medicine	Cap. en area tecnica especifica	Outside course	16	2		1						7	6
		Cap. en area tecnica especifica	In-hospital course	8	1	1			1	1			9	6
	General surgery	Cap. en area tecnica especifica	In-hospital course	6	2								6	6
		Cap. en area tecnica especifica	In-hospital course	2	1								16	6
	OB-Gyn	Leyes sociales	In-hospital course	7	1								12	2
		Cap. en area tecnica especifica	Outside course	16	2								5	6
	Outpatient consultation	Administracion gerencia	Outside course	2	1								20	3
		Cap. en area tecnica especifica	In-hospital course	10	5								20	3
	Operating room	Relaciones humanas	In-hospital course	10	5								13	3
		Cap. en area tecnica especifica	In-hospital course	10	5								6	1
	Diagnostic (lab, x-ray)	Cap. en area tecnica especifica	Outside course	98	17				1				6	1
		Cap. en area tecnica especifica	Outside course	16	2	1			1	1			20	1
	Administration	Cap. en area tecnica especifica	Outside course	15	5								2	3
		Administracion gerencia	Outside course	40	5								1	1
	Administration	Nutricion dieta	Outside course	40	5								2	1
		Nutricion dieta	Outside course	40	5								1	1
	1202 Hospital Santa Teresa	General pediatrics	Relaciones humanas	In-hospital course	24			1						2
Autocritica			In-hospital course	24			1						2	3
OB-Gyn		Motivacion	In-hospital course	24	3								2	3
		Relaciones humanas	In-hospital course	24			1						8	3
Emergency		Motivacion	In-hospital course	24			1						8	3
		Control manejo de calidad	In-hospital course	0	2		1						4	3
Outpatient consultation		Relaciones humanas	In-hospital course	0	2		1						4	3
		Cap. en area tecnica especifica	In-hospital course	0	2		1						8	3
Operating room		Administracion gerencia	In-hospital course	0	2		1		1				1	2
		Control manejo de calidad	In-hospital course	0	2		1						5	3
Tech. support (nurs, tech)		Relaciones humanas	In-hospital course	3	1		1						8	3
		Motivacion	In-hospital course	3	1		1						7	3
Tech. support (nurs, tech)		Cap. en area tecnica especifica	Outside course	6									1	1
		Farmacologia terapautica	Outside course	12									1	1
Administration		Relaciones humanas	In-hospital course	24			1						10	3
		Motivacion	In-hospital course	0	5				1				2	3
Administration		Administracion gerencia	Outside course	0	1								20	3
		Relaciones humanas	Outside course	0	1								33	3
Administration		Motivacion	Outside course	0	1								35	3
		Motivacion	Outside course	18	3								1	4
General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	18	3								1	4	
	Cap. en area tecnica especifica	Outside course	18	3								1	4	
1203 Hospital del Occidente	General medicine	Cap. en area tecnica especifica	In-hospital course	20			1						2	5
		Cap. en area tecnica especifica	In-hospital course	4		1							4	6
	General surgery	Cap. en area tecnica especifica	Outside course	3		1			1				1	1
		Cap. en area tecnica especifica	In-hospital course	2		1							18	3
	OB-Gyn	Mantenimiento preventivo de equipo	In-hospital course	0	2	1							16	6
		Cap. en area tecnica especifica	Conferencia	0	2		1						8	6
	Emergency	Cap. en area tecnica especifica	In-hospital course	2			1						13	6
		Cap. en area tecnica especifica	In-hospital course	3			1						4	6
	Operating room	Cap. en area tecnica especifica	Outside course	3									3	6
		Cap. en area tecnica especifica	Outside course	3									3	6
	Tech. support (nurs, tech)	Mantenimiento preventivo de equipo	Outside course	3		1							3	6
		Mantenimiento preventivo de equipo	Outside course	3		1							3	6
	1204 Leonardo Martinez	General medicine	Cap. en area tecnica especifica	Conferencia	0	5		1		1				5
Nutricion dieta			In-hospital course	5	1		1		1				26	1
Outpatient consultation		Cap. en area tecnica especifica	Outside course	5	1		1						16	1
		Ninguna	Seminar/workshop	5	1		1						4	1
Operating room		Nutricion dieta	Seminar/workshop	5	1		1		1				26	6
		Cap. en area tecnica especifica	Outside course	1			1						10	1
Tech. support (nurs, tech)		Cap. en area tecnica especifica	Outside course	32					1				2	4
		Cap. en area tecnica especifica	In-hospital course	8	10		1						15	1
Administration		Cap. en area tecnica especifica	In-hospital course	1	15				1				4	1
		Farmacologia terapautica	In-hospital course	1	15								4	1
Administration	Nutricion dieta	In-hospital course	8	5		1						24	6	
	Nutricion dieta	In-hospital course	8	5		1						24	6	
1205 Hospital del sur	General pediatrics	Cap. en area tecnica especifica	In-hospital course	24	3		1						10	1
		Cap. en area tecnica especifica	In-hospital course	24	3		1						80	1
	OB-Gyn	Cap. en area tecnica especifica	Seminar/workshop	32	4	1							3	1
		Cap. en area tecnica especifica	Seminar/workshop	5									1	6
Administration	Cap. en area tecnica especifica	Seminar/workshop	5									1	6	
	Mantenimiento preventivo de equipo	Seminar/workshop	5									1	5	
1206 Hospital San Francisco	OB-Gyn	Motivacion	Outside course	8	5	1							11	1
		Cap. en area tecnica especifica	Outside course	8	5	1							15	1
	Diagnostic (lab, x-ray)	Cap. en area tecnica especifica	Outside course	16		1							1	1
		Control manejo de calidad	Outside course	15					1				1	1
	General services (kitchen, laundry)	Cap. en area tecnica especifica	Seminar/workshop	24	5	1							1	5
Relaciones humanas		Seminar/workshop	16									1	5	
General services (kitchen, laundry)	Motivacion	Seminar/workshop	24									1	5	
	Motivacion	Seminar/workshop	24									1	5	

MODULE 4. DEPARTMENT AND SERVICE OBSERVATIONS

Chart 12: Training by non-hospital persons or institutions in last year

Hospital	Department	Topic	Type	Length		Personnel involved							#participants	Facilitator	
				Hours	Days	Doctors	Nurses/nurses assistants	Other tech. pers.	Executive adm.	Administrative pers.	Maintenance	General services			
1301 Hospital Tels Integrado	General medicine	Cap. en area tecnica especifica	In-hospital course	24		1							5	3	
		Temas clinicos	Outside course	58		1							1	1	
	General surgery	Cap. en area tecnica especifica	In-hospital course	24			1						6	1	
		Leyes sociales	Outside course	24		1							3	3	
	General pediatrics	Temas clinicos	Outside course	32		1							1		
		Cap. en area tecnica especifica	Outside course	24		1	1						2	1	
	OB-Gyn	Cap. en area tecnica especifica	Outside course	8		1	1						6	1	
		Emergency	Outside course	24		1	1						1	1	
	Outpatient consultation	Cap. en area tecnica especifica	Outside course	24		1	1						4	1	
		Temas clinicos	Outside course	24		1	1		1				3	1	
	Operating room	Cap. en area tecnica especifica	Outside course	24			1						1	9	
		Operating room	Outside course		23		1						6	3	
	General services (kitchen, laundry)	Mantenimiento de equipo	Outside course	5								3	1	1	
1302 CHA Tema	General pediatrics	Cap. en area tecnica especifica	In-hospital course	45	6		1						13	1	
		Administracion de nrbh	In-hospital course	12	3		1						1	1	
	OB-Gyn	Cap. en area tecnica especifica	Outside course	40			1						2	5	
		Consejos	In-hospital course	16			1						5	1	
	Operating room	Cap. en area tecnica especifica	In-hospital course	45	6		1						12	1	
		Cap. en area tecnica especifica	In-hospital course	49			1						11	2	
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Seminar/workshop	24					1				1	1	
		Administracion	In-hospital course	14	7					1	1		21	3	
	General services (kitchen, laundry)	Mantenimiento de equipo	In-hospital course	24	3								22	3	
		Mantenimiento de equipo	Outside course										1	1	
	1303 Hospital Salvadora Paredes	OB-Gyn	Cap. en area tecnica especifica	Outside course	24			1		1				20	
			Operational consultation	Seminar/workshop	24			1						1	1
		Administracion	Cap. en area tecnica especifica	Seminar/workshop	40	5			1					1	1
Administracion/gerencia			Outside course		2						1		1	3	
General services (kitchen, laundry)		Relaciones humanas	In-hospital course	5								1	7	3	
		Mantenimiento de equipo	In-hospital course									1	1	3	
1304 CHA Puerto Cortes		General medicine	Cap. en area tecnica especifica	Outside course										2	1
			Diagnostica (lab, x-ray)	Outside course		5				1				1	3
		Tech. support (nutr, rehab)	Administracion/gerencia	Outside course		2				1				1	3
			Mantenimiento de equipo	Outside course		2				1				1	3
		General services (kitchen, laundry)	Mantenimiento de equipo	Outside course		5							1	2	1
			Nutricion diet	Seminar/workshop		7							1	10	3
		1305 Hospital Gabriela Alvarado	General pediatrics	Cap. en area tecnica especifica	In-hospital course	24			1						5
	Cap. en area tecnica especifica			Conference										1	6
	OB-Gyn		Cap. en area tecnica especifica	Outside course	4			1						2	1
			Operational consultation	Outside course	24			1						2	1
	Operating room		Seguridad y genero	Outside course	21			1						5	1
			Cap. en area tecnica especifica	In-hospital course	21			1						6	1
	Tech. support (nutr, rehab)		Cap. en area tecnica especifica	In-hospital course	21			1						1	1
Administracion			Seminar/workshop	40						1	1		4	1	
General services (kitchen, laundry)	Administracion/gerencia		In-hospital course	21									1	1	
	Mantenimiento de equipo		Outside course		15							1	1	1	
Nutricion diet	In-hospital course			16								1	6	1	
	Nutricion diet		In-hospital course		5								1	3	
1306 Hospital de Buzan	OB-Gyn		Cap. en area tecnica especifica	In-hospital course	12	5		1						1	3
		Relaciones humanas	In-hospital course	12			1						3	3	
	Operating room	Nutricion diet	In-hospital course	2	1		1						3	1	
		Cap. en area tecnica especifica	Outside course	24			1						2	5	
	Administracion/gerencia	In-hospital course	16			1							3	1	
		Nutricion diet	Seminar/workshop	4			1						3	1	
	Diagnostica (lab, x-ray)	Administracion de nrbh	In-hospital course	12	5								1	3	
		Relaciones humanas	In-hospital course	12			1						1	3	
	Tech. support (nutr, rehab)	Leyes sociales	In-hospital course	12			1						1	1	
		Cap. en area tecnica especifica	Outside course	8			1						4	1	
	Capacitacion general	Outside course	12				1						1	1	
		Cap. en area tecnica especifica	Seminar/workshop	24	11								20	5	
	1307 Hospital E. Aguilar Cento	OB-Gyn	Cap. en area tecnica especifica	In-hospital course	16	7								4	1
Diagnostica (lab, x-ray)			Seminar/workshop	12									8	5	
Tech. support (nutr, rehab)		Administracion/gerencia	Outside course	4			1						2	6	
		Administracion	Outside course		1		1						3	1	
General pediatrics		Cap. en area tecnica especifica	Outside course	1			1						3	1	
		Relaciones humanas	Outside course	1			1						3	4	
Outpatient consultation		Cap. en area tecnica especifica	Outside course	1			1						1	1	
		Cap. en area tecnica especifica	Outside course	49			1						11	3	
Operating room		Cap. en area tecnica especifica	Outside course	3			1						3	1	
		Administracion	Outside course	5			1						1	3	
1308 Hospital Dr. J.M. Galvez		General pediatrics	Cap. en area tecnica especifica	Outside course	10			1						4	3
			Temas clinicos	In-hospital course	10			1						10	5
		OB-Gyn	Cap. en area tecnica especifica	Seminar/workshop		43								10	1
	Consejos		Seminar/workshop		8								10	1	
	Emergency	Temas clinicos	In-hospital course	12			1						10	1	
		Atencion al paciente	In-hospital course	32			1						15	1	
	Outpatient consultation	Temas clinicos	In-hospital course	16			1						20	1	
		Temas clinicos	Outside course	24			1						2	1	
	Tech. support (nutr, rehab)	Mantenimiento de equipo	Outside course	40									9	2	
		Sistema protalectos hospital	In-hospital course	14									9	1	
	Administracion	Cap. en area tecnica especifica	In-hospital course	25			1						20	1	
		Administracion de nrbh	In-hospital course	21			1						20	1	
	1309 CHA San Marcos O.	General pediatrics	Cap. en area tecnica especifica	Seminar/workshop	16	5		1						1	1
Consejos			Seminar/workshop	16	2		1						2	1	
OB-Gyn		Cap. en area tecnica especifica	Outside course	16	2		1						4		
		Administracion/gerencia	Outside course	16	2		1						4		
Administracion		Administracion	Outside course	16	2		1						4		
		Atencion al paciente	In-hospital course	16	2		1			1	1		10		
Diagnostica (lab, x-ray)		Temas clinicos	In-hospital course	16	2		1						10		
		Cap. en area tecnica especifica	Outside course	24	3		1						4		
Administracion		Cap. en area tecnica especifica	Outside course	24	3		1						1	3	
		Cap. en area tecnica especifica	Seminar/workshop	20	4		1		1				15	1	
General services (kitchen, laundry)		Administracion/gerencia	Seminar/workshop	20	4		1		1				20	3	
		Mantenimiento de equipo	Seminar/workshop	20	4		1		1				1	3	
1310 CHA Santa Barbara		General medicine	Cap. en area tecnica especifica	Seminar/workshop	22			1						2	1
	Cap. en area tecnica especifica		Seminar/workshop		3		1						25	6	
	General pediatrics	Seguridad y genero	Seminar/workshop		3		1						6	3	
		Autoclima	Study trip		3		1						25	3	
	OB-Gyn	Seguridad y genero	Study trip		3		1						25	3	
		Cap. en area tecnica especifica	Seminar/workshop		2		1						13	1	
	Emergency	Autoclima	Outside course	24	3		1						24	3	
		Administracion/gerencia	Outside course		3		1						3	3	
	Outpatient consultation	Seguridad y genero	Outside course		3		1						3	3	
		Cap. en area tecnica especifica	Outside course	45	6				1				3	1	
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Outside course	48	6								3	3	
		Devalora	Outside course	48	6								3	3	
	General services (kitchen, laundry)	Multiclasica	In-hospital course	40	5								4	6	
Mantenimiento de equipo		Seminar/workshop	16			1						8	4		
CHA Sao Lourenco	Operating room	Mantenimiento de equipo		40								1	2		
	General services (kitchen, laundry)	Mantenimiento de equipo		40								2	5		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 12: Training by non-hospital persons in institutions in last year

Hospital	Department	Topic	Type	Length		Personnel involved								#participants	Instituted		
				Hour	Days	Doctors	Nurses/physicists	Other tech. pers.	Executive admn.	Administrative pers.	Maintenance	General services					
1311 CHA El Progreso	General medicine Emergency Outpatient consultation Operating room Diagnostics (lab, x-ray) Administration General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	10	5	1	1								11		
		Cap. en area tecnica especifica	Outside course	40	5	1	1								5	1	
		Cap. en area tecnica especifica	Outside course	40	5	1	1								4	1	
		Cap. en area tecnica especifica	Outside course	21	1										2	4	
		Cap. en area tecnica especifica	Outside course	32	5			1							3		
		Cap. en area tecnica especifica	Outside course	40	5				1	1					3		
		Relaciones humanas	Outside course	40	5				1	1					3		
		Comunicacion	Outside course	40	5				1	2					5	4	
		Manejo/mantenimiento de equipo	In-hospital course	3	5										1		
		1311 CHA Otachin	General pediatrics OH-Gyn Emergency Operating room Administration General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	24	3		1							1	1
Cap. en area tecnica especifica	Outside course			40	5	1	1							6	1		
Control/manejo de calidad	In-hospital course			4	1									5	6		
Cap. en area tecnica especifica	Outside course			40	5	1	1							2	1		
Control/manejo de calidad	In-hospital course			4	1									4	6		
Etica profesional	Outside course			24	3									5	6		
Comunicacion	Outside course			15	3					1				15	3		
Relaciones humanas	In-hospital course			15	3			1						15	3		
Control/manejo de calidad	In-hospital course			4	1									13	6		
1311 Hospital M. de J. Subirana	OH-Gyn Emergency Medical specialty General services (kitchen, laundry)			Cap. en area tecnica especifica	Outside course	3	1	1	1							3	1
		Cap. en area tecnica especifica	Seminar/workshop	2	1	1	1							80	5		
		Control/manejo de calidad	Outside course	3	1	1	1							50	1		
		Cap. en area tecnica especifica	In-hospital course	2	1	1	1							20	1		
		Manejo/mantenimiento de equipo	In-hospital course	5	1	1	1							1	3		
		Mantenimiento	In-hospital course	5	1									1	1		
		1316 CHA Puerto Limpia	Emergency Operating room Diagnostics (lab, x-ray) General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	1	1	1	1							1	1
				Cap. en area tecnica especifica	Seminar/workshop	2	5	1	1							20	5
				Cap. en area tecnica especifica	Seminar/workshop	2	5	1	1							4	1
				Seguridad social	Outside course	15	6			1						1	1
Seguridad social	Outside course			30	10									1	1		
Seguridad social	In-hospital course			2	2									1	1		
1301 Hospital Narcocentral	General pediatrics Outpatient consultation Diagnosis (lab, x-ray) Tech. support (nutr, rehab) Administration			Cap. en area tecnica especifica	Seminar/workshop	2	1		1							12	6
				Cap. en area tecnica especifica	Conference	1	1									22	1
				Lejes sociales	Seminar/workshop	1	5			1						3	4
				Temas clinicos	Conference	1	1									22	1
		Cap. en area tecnica especifica	Outside course	15	15			1						1	2		
		Cap. en area tecnica especifica	Outside course	5	3			1						3	6		
		Administracion de rnh	Outside course	4	10			1						1	3		
		Manejo de inventario/bodega, In	Outside course	4	3									1	4		
		Relaciones humanas	Outside course	4	10			1						1	3		
		Temas clinicos	Outside course	5	3			1						3	6		
1301 Hospital BISS (MO)	General medicine Operating room Orthopedics Other surg. spec. Pediatric specialist Intensive care Diagnostics (lab, x-ray) Tech. support (nutr, rehab) Administration	Cap. en area tecnica especifica	Outside course	5	5									2	3		
		Administracion de rnh	In-hospital course	14	2									4	3		
		Seguridad social	Outside course	20	20									5	3		
		Cap. en area tecnica especifica	Outside course	20	15		1							1	5		
		Autoestima	Conference	1	1									6	4		
		Seguridad social	Conference	20	20									1	3		
		Cap. en area tecnica especifica	Outside course	20	20									6	6		
		Manejo/mantenimiento de equipo	Outside course	2	2			1						1	5		
		Cap. en area tecnica especifica	Conference	2	2			1						16	3		
		Manejo/mantenimiento de equipo	In-hospital course	8	8									20	3		
1301 Hospital BISS (MI)	Emergency Outpatient consultation Operating room Intensive care Diagnostics (lab, x-ray)	Administracion/gerencia	Outside course	24	7				1					1	3		
		Seguridad social	In-hospital course	24	24									1	3		
		Cap. en area tecnica especifica	Outside course	5	5									1	4		
		Autoestima	In-hospital course	3	3									5	4		
		Seguridad social	Outside course	3	5									1	3		
		Cap. en area tecnica especifica	Outside course	60	60									2	4		
		Seguridad social	In-hospital course	14	14			1						2	3		
		Cap. en area tecnica especifica	Outside course	72	72			1						3	4		
		Other	Other	24	24									1	4		
		3001 Hospital V. de Arenal	General surgery General pediatrics OH-Gyn Emergency Outpatient consultation Operating room Administration General services (kitchen, laundry)	Administracion de rnh	Other				1							1	1
Control/manejo de calidad	In-hospital course			6	5	1	1							14	6		
Cap. en area tecnica especifica	Outside course			40	5	1	1							1	1		
Control/manejo de calidad	In-hospital course			6	2	1	1							22	6		
Control/manejo de calidad	In-hospital course			6	1	1	1							19	6		
Cap. en area tecnica especifica	In-hospital course			12	1	1	1							5	5		
Control/manejo de calidad	Outside course			10	10									10	3		
Control/manejo de calidad	In-hospital course			6	1	1	1							18	6		
Control/manejo de calidad	In-hospital course			6	1	1	1							19	6		
Cap. en area tecnica especifica	Outside course			21	1	1	1			1				10	1		
3003 Hospital Evangelico	Diagnostics (lab, x-ray)	Control/manejo de calidad	Outside course	10	10									1	3		
		Etica profesional	In-hospital course	6	6									5	3		
		Relaciones humanas	In-hospital course	6	10									10	3		
		Sistema contable/contabilidad	In-hospital course	18	18									3	3		
		Responsabilidad	In-hospital course	30	30									10	3		
		Cap. en area tecnica especifica	Outside course	24	24									1	6		
		Administracion de rnh	Outside course	24	24									1	6		
		Control/manejo de calidad	Outside course	24	24									28	6		
		Manejo de inventario/bodega, In	In-hospital course	24	30	1	1			1				1	6		
		Relaciones humanas	In-hospital course	24	24	1	1			1				40	6		
3004 Centro Medico Quirurgico	Emergency Tech. support (nutr, rehab) General services (kitchen, laundry)	Relaciones humanas	In-hospital course	5	1	1	1							5	3		
		Relaciones humanas	In-hospital course					1						6	3		
		Manejo/mantenimiento de equipo	In-hospital course	30	30									1	3		
		Relaciones humanas	In-hospital course	30	30								4	3			

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 42: Training by non-hospital persons or institutions in last year

Hospital	Department	Topic	Type	Length		Personnel involved							Participants	In Situ
				Hours	Days	Doctors	Nurses/alli- ciated	Other tech. pers.	Executiv/ admnls.	Administrati- on/te pers.	Maintena- nce	General services		
Hospital Tels. Railroad Co.	General medicine	Cap. en area tecnica especifica	Outside course	15		1							1	6
		General pediatria	In hospital course	99			1						1	6
	Emergency	Cap. en area tecnica especifica	Seminar/workshop	12									1	6
		Operative room	Continuacion de calidad	12									1	6
	Operating room	Leyes sociales	Seminar/workshop	12									1	6
		Temas clinicos	Conferece	9									1	6
	Diagnostica (lab, x-ray)	Cap. en area tecnica especifica	Study trip	90			1						1	6
		Continuacion de calidad	Seminar/workshop	12			1						1	6
	Tech support (nut, rehab)	Comunicacion	Seminar/workshop	12			1			1	1		1	6
		Capacitacion general	In hospital course	36				1					1	6
	Administrative	Cap. en area tecnica especifica	In hospital course	24									1	6
		Continuacion de calidad	Seminar/workshop	24									1	6
	General services (kitchen, laundry)	Comunicacion	Seminar/workshop	24									1	6
		Consejos	In hospital course	2									1	6
	Administrative	Cap. en area tecnica especifica	Outside course	90			1						1	6
		Continuacion de calidad	Seminar/workshop	2			1						1	6
	General services (kitchen, laundry)	Comunicacion	Seminar/workshop	3			1						1	6
		Cap. en area tecnica especifica	Seminar/workshop	24			1						1	6
	General services (kitchen, laundry)	Continuacion de calidad	Seminar/workshop	32			1						1	6
		Temas clinicos	Seminar/workshop	90									1	6
	Operating room	Administracion de mbh	In hospital course	15			1						1	6
		Continuacion de calidad	Seminar/workshop	12							1		1	6
	Operating room	Mantenimiento de equipo	Seminar/workshop	16									1	6
Nutricion/dieta		Seminar/workshop	7									1	6	
Administrative	Sistema contable/contahospital	In hospital course	30			1						1	6	
	Mantenimiento de equipo	In hospital course	24									1	6	
General services (kitchen, laundry)	Mantenimiento de equipo	In hospital course	15			1						1	6	
	Multivocion	In hospital course	7									1	6	
Operating room	Higiene/sepsis	Seminar/workshop	12									1	6	
	Comunicacion	Seminar/workshop	12									1	6	
Operating room	Cap. en area tecnica especifica	Mantenimiento de equipo	2					1				1	6	
	Relaciones humanas	Relaciones humanas	2					1				1	6	
Operating room	Cap. en area tecnica especifica	Seminar/workshop	3			1						1	6	
	Intensive care	Mantenimiento de equipo	5			1						1	6	
General services (kitchen, laundry)	Cap. en area tecnica especifica	Outside course	5									1	6	
	Relaciones humanas	Seminar/workshop	3							1		1	6	
Administrative	Cap. en area tecnica especifica	Seminar/workshop	5									1	6	
	Cap. en area tecnica especifica	Seminar/workshop	24							1		1	6	
Administrative	Cap. en area tecnica especifica	Seminar/workshop	40						1			1	6	
	Mantenimiento de equipo	Outside course	60									1	6	
Emergency	Cap. en area tecnica especifica	Outside course	1			1						1	6	
	Administrative	Relaciones humanas	40							1		1	6	
Diagnostica (lab, x-ray)	Sistema contable/contahospital	In hospital course	7									1	6	
	Cap. en area tecnica especifica	Outside course	2					1				1	6	
Operating room	Cap. en area tecnica especifica	In hospital course	15			1						1	6	
	Administrative	Administracion de mbh	30							1		1	6	
Outpatient evaluation	Farmacologia/terapeutica	In hospital course	8			1						1	6	
	Temas clinicos	In hospital course	2			1						1	6	
Operating room	Cap. en area tecnica especifica	In hospital course	3			1						1	6	
	Mantenimiento de equipo	In hospital course	1			1						1	6	
Tech support (nut, rehab)	Cap. en area tecnica especifica	In hospital course	6			1				1		1	6	
	Nutricion/dieta	Conferece	6			1						1	6	
General services (kitchen, laundry)	Cap. en area tecnica especifica	In hospital course	4									1	6	
	Mantenimiento de equipo	In hospital course	4									1	6	
General services (kitchen, laundry)	Higiene/sepsis	In hospital course	4									1	6	
	Higiene/sepsis	In hospital course	4									1	6	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 12: Personnel training in past year

Category	Topic	Count	Freq.	Personnel						
				Doctors	Nurses/nursing techs	Other technical	Executive/ administrative	Maintenance	General services	
National MSP	1 Cap. en area tecnica especifica	42	37%	14	25	15	4	5	2	
	2 Administracion de rnh	4	3%		3		1			
	3 Administracion/gerencia	3	3%		1	2	1			
	6 Etica profesional	13	11%		9			2		
	12 Relaciones humanas	15	13%	1	9	4		2	2	
	13 Nutricion/dieta	2	2%		1				1	
	14 Sistema contable/costos/hospital	3	3%					3		
	15 Autoestima	8	7%		7	1	1			
	19 Motivacion	3	3%	1	3	1				
	20 Leyes sociales	5	4%		4			1		
	22 Atencion al paciente	7	6%	1	4				2	
	24 Higiene/asepsia	5	4%					2	3	
	27 Capacitacion general	3	3%		1			2		
	28 Seguridad social	1	1%		1					
	36 Seguridad social	1	1%				1			
	National MSP Total		115		19	68	23	8	17	10
Regional MSP	1 Cap. en area tecnica especifica	31	45%	8	23	8	2	2	1	
	3 Administracion/gerencia	4	6%		1	1	1		1	
	5 Control/manejo de calidad	3	5%	1	2	1				
	8 Farmacologia terapeutica	2	3%		2			1		
	10 Manejo/mantenimiento de equipo	3	5%	2	1	1		2		
	11 Mercadeo	1	2%	1	1					
	12 Relaciones humanas	8	13%	1	6	1	2		2	
	13 Nutricion/dieta	4	6%	3	3	2			1	
	15 Autoestima	1	2%		1					
	19 Motivacion	6	9%	1	3	1	2		1	
20 Leyes sociales	1	2%		1						
Regional MSP Total		64		17	42	17	7	3	6	
Area MSP	1 Cap. en area tecnica especifica	61	45%	31	44	11	3	5	1	
	2 Administracion de rnh	3	2%	1	2	1				
	3 Administracion/gerencia	7	5%	2	4	2	1	2		
	4 Computacion	2	1%	1	1			1		
	5 Control/manejo de calidad	4	3%	1	3		1		1	
	6 Etica profesional	1	1%		1					
	9 Manejo de inventario/bodega, lo	2	1%			2				
	10 Manejo/mantenimiento de equipo	7	5%		1			2	3	
	11 Mercadeo	1	1%						1	
	12 Relaciones humanas	7	5%		4	2	2	3	1	
	13 Nutricion/dieta	4	3%		2				2	
	14 Sistema contable/costos/hospital	1	1%			1				
	15 Autoestima	4	3%	1	4					
	16 Sexualidad y genero	4	3%	1	4	1				
	17 Desastres	2	1%	1	1		1	1	2	
	18 Manejo de desechos/limpieza	3	2%			1			1	
	19 Motivacion	2	1%		1	1			2	
	20 Leyes sociales	2	1%		1	1				
	22 Atencion al paciente	2	1%	2	2					
	23 Temas clinicos	8	6%	7	6					
25 Comunicacion	1	1%		1		1	2			
26 Consejos	2	1%	1	2						
27 Capacitacion general	2	1%		1	1		1			
37 Seguridad social	1	1%								
39 Seguridad social	1	1%								
43 Seguridad social	1	1%						1		
Area MSP Total		135		49	84	24	9	15	11	
BSS	1 Cap. en area tecnica especifica	13	39%	2	6	4		1	2	
	2 Administracion de rnh	2	6%		1					
	3 Administracion/gerencia	1	3%				1			
	9 Manejo de inventario/bodega, lo	1	3%					1		
	10 Manejo/mantenimiento de equipo	2	6%		1					
	12 Relaciones humanas	2	6%		1	1		1		
	15 Autoestima	2	6%		1					
	20 Leyes sociales	1	3%			1				
	23 Temas clinicos	2	6%	1	1	1				
	35 Seguridad social	6	18%		4	1				
	45 Seguridad social	1	3%							
	BSS Total		33		3	12	9	1	2	1
	Private (non-profit)	1 Cap. en area tecnica especifica	12	21%	5	7	4	1	2	1
		2 Administracion de rnh	3	5%	1	1	1			
5 Control/manejo de calidad		14	25%	10	10	5	1	3	2	
6 Etica profesional		1	2%			1				
8 Farmacologia terapeutica		1	2%	1						
9 Manejo de inventario/bodega, lo		1	2%			1				
10 Manejo/mantenimiento de equipo		1	2%						1	
12 Relaciones humanas		2	4%	1	1	2	1		2	
13 Nutricion/dieta		2	4%							
14 Sistema contable/costos/hospital		2	4%	1						
18 Manejo de desechos/limpieza		3	5%	1	1	1	1	1	2	
19 Motivacion		1	2%	1	1					
20 Leyes sociales		1	2%		1				1	
21 Respostoria		1	2%			1				
23 Temas clinicos		3	5%	2						
24 Higiene/asepsia		2	4%						2	
25 Comunicacion		4	7%	3	2	3	1	2	1	
26 Consejos	1	2%	1	1						
27 Capacitacion general	1	2%		1						
Private (non-profit) Total		56		28	23	19	5	7	11	
Private (for profit)	1 Cap. en area tecnica especifica	4	31%	1	2	1		1		
	2 Administracion de rnh	1	8%				1			
	10 Manejo/mantenimiento de equipo	1	8%						1	
	12 Relaciones humanas	4	31%	1	1	2	1	1	1	
	14 Sistema contable/costos/hospital	1	8%				1	1		
	18 Manejo de desechos/limpieza	1	8%				1			
60 Seguridad social	1	8%					1			
Private (for profit) Total		13		2	3	3	4	4	2	
Military	1 Cap. en area tecnica especifica	4	50%	2	1	1		1		
	10 Manejo/mantenimiento de equipo	2	25%	1	1	1				
	12 Relaciones humanas	2	25%					1		
Military Total		8		3	2	3	1	2		

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 13: Training requirements

Hospital	Department	Personnel	Topics	Form
1101 Mario Catarino Rivas	1 General medicine	Medical specialist	Cap. en area tecnica especifica	Taller/seminario
		Professional nurses	Cap. en area tecnica especifica	Curso
		Auxiliary nurse	Cap. en area tecnica especifica	Curso
		Maintenance	Cap. en area tecnica especifica Nutricion/dieta	Curso Curso
	2 General surgery	Intern	Cap. en area tecnica especifica Mercadeo	Conferencia Conferencia
		Professional nurses	Cap. en area tecnica especifica Mercadeo	Curso Curso
		Auxiliary nurse	Cap. en area tecnica especifica Relaciones humanas	Taller/seminario Taller/seminario
	3 General pediatrics	General practitioner	Cap. en area tecnica especifica Manejo/mantenimiento de equipo Mercadeo	Taller/seminario Taller/seminario Taller/seminario
		Professional nurses	Cap. en area tecnica especifica Manejo/mantenimiento de equipo Mercadeo	Taller/seminario Taller/seminario Taller/seminario
		Auxiliary nurse	Cap. en area tecnica especifica	Taller/seminario
	4 ObGyn	Medical specialist	Cap. en area tecnica especifica	Taller/seminario
		General practitioner	Cap. en area tecnica especifica	Faller/seminario
		Intern	Cap. en area tecnica especifica Ninguna	Faller/seminario Practica
		Professional nurses	Cap. en area tecnica especifica Mercadeo	Taller/seminario Taller/seminario
	5 Emergency	Auxiliary nurse	Cap. en area tecnica especifica Ninguna	Taller/seminario Practica
		Medical specialist	Cap. en area tecnica especifica Ninguna	Curso Taller/seminario
		General practitioner	Cap. en area tecnica especifica Ninguna	Curso Coferencia
		Intern	Cap. en area tecnica especifica Ninguna	Curso Conferencia
	6 Outpatient consultation	Professional nurses	Cap. en area tecnica especifica	Taller/seminario
		Auxiliary nurse	Cap. en area tecnica especifica Mercadeo	Taller/seminario Taller/seminario
		Medical specialist	Cap. en area tecnica especifica Ninguna	Curso Practica
		General practitioner	Cap. en area tecnica especifica Ninguna	Curso Conferencia
		Professional nurses	Cap. en area tecnica especifica Administracion de rrhh Relaciones humanas	Taller/seminario Taller/seminario Taller/seminario
		Auxiliary nurse	Cap. en area tecnica especifica Mercadeo	Taller/seminario Taller/seminario
7 Operating room	Diagnostic technician	Cap. en area tecnica especifica Ninguna	Curso Taller/seminario	
	Other technical personnel	Cap. en area tecnica especifica Ninguna	Curso Taller/seminario	
	Medical specialist	Cap. en area tecnica especifica Ninguna	Conferencia Practica	
15 Orthopedics	Professional nurses	Cap. en area tecnica especifica Manejo/mantenimiento de equipo Cap. en area tecnica especifica	Practica Practica Practica	
	Auxiliary nurse	Cap. en area tecnica especifica Ninguna	Conferencia Conferencia	
	General practitioner	Cap. en area tecnica especifica Ninguna Mercadeo	Taller/seminario Taller/seminario Taller/seminario	
19 Intensive care	Professional nurses	Administracion de rrhh Mercadeo	Taller/seminario Taller/seminario	
	Auxiliary nurse	Relaciones humanas Autoestima	Taller/seminario Taller/seminario	
	Medical specialist	Cap. en area tecnica especifica Manejo/mantenimiento de equipo	Taller/seminario Taller/seminario	
	Professional nurses	Cap. en area tecnica especifica Administracion de rrhh Manejo/mantenimiento de equipo	Curso Curso Taller/seminario	
21 Diagnostics (lab, x-ray)	Auxiliary nurse	Cap. en area tecnica especifica Manejo/mantenimiento de equipo	Curso Curso	
	Diagnostic technician	Cap. en area tecnica especifica	Curso	
	Other technical personnel	Cap. en area tecnica especifica Ninguna	Curso Taller/seminario	
	Medical specialist	Cap. en area tecnica especifica Manejo/mantenimiento de equipo	Taller/seminario Curso	
	Auxiliary nurse	Cap. en area tecnica especifica	Curso	
22 Tech. support (nutr, rehab)	Other technical personnel	Cap. en area tecnica especifica Ninguna	Curso Taller/seminario	
23 Administration	Professional nurses	Cap. en area tecnica especifica Administracion/gerencia Relaciones humanas	Curso Taller/seminario Taller/seminario	
	Auxiliary nurse	Cap. en area tecnica especifica Relaciones humanas	Curso Curso	
	Other technical personnel	Cap. en area tecnica especifica Computacion	Curso Curso	
	Management	Cap. en area tecnica especifica Administracion/gerencia Computacion	Curso Curso Curso	
	Other Administration	Relaciones humanas Cap. en area tecnica especifica Computacion Comunicacion	Curso Curso Curso Curso	
	Maintenance	Cap. en area tecnica especifica	Curso	
24 General services (kitchen, laundry)	Maintenance	Cap. en area tecnica especifica	Curso	
	Maintenance	Atencion pacientes manejo de criticos Cap. en area tecnica especifica	Curso Curso	
	Maintenance	Relaciones humanas Nutricion/dieta	Curso Curso	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 13: Training requirements

Hospital	Department	Personnel	Topics	Form
1102 San Felipe	1 General medicine	Medical specialist	Administración de rhh	Curso
		Intern	Cap. en área técnica específica Farmacología terapéutica Relaciones humanas	Curso Curso Curso
		Professional nurses	Administración de rhh Control/manejo de calidad	Curso Curso
		Auxiliary nurse	Cap. en área técnica específica Relaciones humanas	Taller/seminario Curso
		Diagnostic technician	Ninguna Manejo/mantenimiento de equipo Autoestima	Taller/seminario Curso Curso
	2 General surgery	Medical specialist	Cap. en área técnica específica Ninguna	Curso Taller/seminario
		Intern	Cap. en área técnica específica Relaciones humanas	Taller/seminario Taller/seminario
		Professional nurses	Cap. en área técnica específica Autoestima Higiene/asepsia	Taller/seminario Curso Taller/seminario
		Auxiliary nurse	Cap. en área técnica específica	Curso
	3 General pediatrics	Intern	Cap. en área técnica específica Leyes sociales Mercadeo	Taller/seminario Curso Curso
		Professional nurses	Ninguna Cap. en área técnica específica Administración/gerencia	Taller/seminario Taller/seminario Taller/seminario
		Auxiliary nurse	Mercadeo	Curso
			Ética profesional Manejo de expedientes Relaciones humanas Leyes sociales	Curso Curso Curso Curso
	6 Outpatient consultation	General practitioner	Cap. en área técnica específica Leyes sociales	Curso Taller/seminario
		Intern	Cap. en área técnica específica	Curso
		Auxiliary nurse	Cap. en área técnica específica Ninguna Relaciones humanas	Curso Taller/seminario Curso
	7 Operating room	Medical specialist	Cap. en área técnica específica	Taller/seminario
		Professional nurses	Cap. en área técnica específica	Taller/seminario
	8 Operating room	Auxiliary nurse	Cap. en área técnica específica Ninguna	Curso Taller/seminario
		Other technical personnel	Cap. en área técnica específica	Taller/seminario
General practitioner			Cap. en área técnica específica Ninguna	Curso Taller/seminario
12 Ophthalmology	Professional nurses	Cap. en área técnica específica Cap. en área técnica específica	Taller/seminario Curso	
	Auxiliary nurse	Administración/gerencia Relaciones humanas Higiene/asepsia	Curso Taller/seminario Curso	
		Cap. en área técnica específica Relaciones humanas Mercadeo	Curso Taller/seminario Curso	
	14 Oncology	Intern	Cap. en área técnica específica	Taller/seminario
Professional nurses		Cap. en área técnica específica	Taller/seminario	
Auxiliary nurse		Cap. en área técnica específica	Taller/seminario	
21 Diagnostics (lab, x-ray)	Management	Cap. en área técnica específica	Taller/seminario	
	Diagnostic technician	Cap. en área técnica específica Ninguna Control/manejo de calidad Manejo/mantenimiento de equipo	Curso Taller/seminario Taller/seminario Conferencia	
	Other technical personnel	Relaciones humanas	Taller/seminario	
	Management	Motivación Administración de rhh Fontanería	Taller/seminario Taller/seminario Taller/seminario	
22 Tech. support (nutr, rehab)	Medical specialist	Cap. en área técnica específica Administración/gerencia	Taller/seminario Taller/seminario	
	Professional nurses	Cap. en área técnica específica Autoestima	Taller/seminario Taller/seminario	
	Auxiliary nurse	Cap. en área técnica específica Motivación	Curso Taller/seminario	
	Other technical personnel	Cap. en área técnica específica Motivación	Taller/seminario Taller/seminario	
		Respostería	Taller/seminario	
	Other Administration	Cap. en área técnica específica Ninguna Relaciones humanas	Curso Taller/seminario Taller/seminario	
23 Administration	Management	Computación Relaciones humanas Mercadeo	Curso Taller/seminario Taller/seminario	
	Other Administration	Ética profesional Relaciones humanas Leyes sociales	Taller/seminario Taller/seminario Taller/seminario	

MODULE 4: DEPARTMENT AND SERVICE OBSERVATIONS

Chart 13: Training requirements

Hospital	Department	Personnel	Topics	Form		
	24 General services (kitchen, laundry)	Management	Cap. en area tecnica especifica Administracion/gerencia Mercadeo	Curso Curso Curso		
		Other Administration	Consejos Computacion	Curso Curso		
		Maintenance	Farmacologia terapeutica Relaciones humanas Cap. en area tecnica especifica	Curso Curso Taller/seminario		
		Maintenance	Control/manejo de calidad	Sexualidad y genero	Taller/seminario	
			Cap. en area tecnica especifica		Curso	
			Ninguna		Taller/seminario	
			Relaciones humanas		Curso	
				Nutricion/dieta	Curso	
		1103 Santa Rosita	11 Psychiatry	Medical specialist	Administracion/gerencia	Curso
				General practitioner	Cap. en area tecnica especifica Administracion/gerencia	Curso Curso
Professional nurses	Mercadeo			Taller/seminario		
	Cap. en area tecnica especifica			Curso		
	Ninguna			Taller/seminario		
Auxiliary nurse	Mercadeo			Taller/seminario		
	Higiene/asepsia		Curso			
22 Tech. support (nutr, rehab)	Professional nurses		Cap. en area tecnica especifica	Curso		
			Auxiliary nurse	Administracion de rrhh	Taller/seminario	
	Diagnostic technician		Mercadeo	Taller/seminario		
		Cap. en area tecnica especifica	Taller/seminario			
Other technical personnel	Cap. en area tecnica especifica	Taller/seminario				
	Reparacion equipo	Taller/seminario				
Other Administration	Farmacologia/terapeutica	Taller/seminario				
23 Administration	Diagnostic technician	Sistema contable/costos/hospiti	Curso			
		Comunicacion	Curso			
	Management	Administracion de rrhh	Curso			
		Relaciones humanas	Curso			
	Other Administration	Fontaneria	Curso			
		Relaciones humanas	Curso			
1104 Mario Mendoza	5 Emergency	Medical specialist	Cap. en area tecnica especifica	Curso		
		General practitioner	Mercadeo	Curso		
		Intern	Cap. en area tecnica especifica	Curso		
	6 Outpatient consultation	Management	Administracion/gerencia	Curso		
		Medical specialist	Cap. en area tecnica especifica	Curso		
		General practitioner	Cap. en area tecnica especifica	Taller/seminario		
	11 Psychiatry	Intern	Ninguna	Curso		
			Cap. en area tecnica especifica	Taller/seminario		
		Auxiliary nurse	Ninguna	Curso		
			Cap. en area tecnica especifica	Taller/seminario		
Management	Cap. en area tecnica especifica	Taller/seminario				
	Administracion/gerencia	Taller/seminario				
	Medical specialist	Cap. en area tecnica especifica	Curso			
	Ninguna	Conferencia				
General practitioner	Cap. en area tecnica especifica	Curso				
	Administracion de rrhh	Taller/seminario				
Professional nurses	Relaciones humanas	Taller/seminario				
	Mercadeo	Taller/seminario				
Auxiliary nurse	Etica profesional	Curso				
	Relaciones humanas	Curso				
Management	Administracion/gerencia	Taller/seminario				
1105 Instituto del Torax	5 Emergency	General practitioner	Cap. en area tecnica especifica	Curso		
		Professional nurses	Cap. en area tecnica especifica	Taller/seminario		
		Mercadeo	Taller/seminario			
	6 Outpatient consultation	Management	Ninguna	Curso		
		Fontaneria	Taller/seminario			
		Professional nurses	Cap. en area tecnica especifica	Taller/seminario		
	7 Operating room	Auxiliary nurse	Cap. en area tecnica especifica	Taller/seminario		
			Administracion/gerencia	Curso		
		Medical specialist	Sistema contable/costos/hospiti	Curso		
			Ninguna	Curso		
Other technical personnel	Auxiliary nurse	Cap. en area tecnica especifica	Curso			
		Ninguna	Curso			
	Maintenance	Mercadeo	Curso			
		Ninguna	Curso			
16 Other surg. spec.	Other technical personnel	Cap. en area tecnica especifica	Curso			
		Ninguna	Taller/seminario			
	Maintenance	Manejo/mantenimiento de equipo	Taller/seminario			
		Manejo/mantenimiento de equipo	Taller/seminario			
Auxiliary nurse	Ninguna	Curso				
	Cap. en area tecnica especifica	Taller/seminario				
	Diagnostic technician	Cap. en area tecnica especifica	Curso			