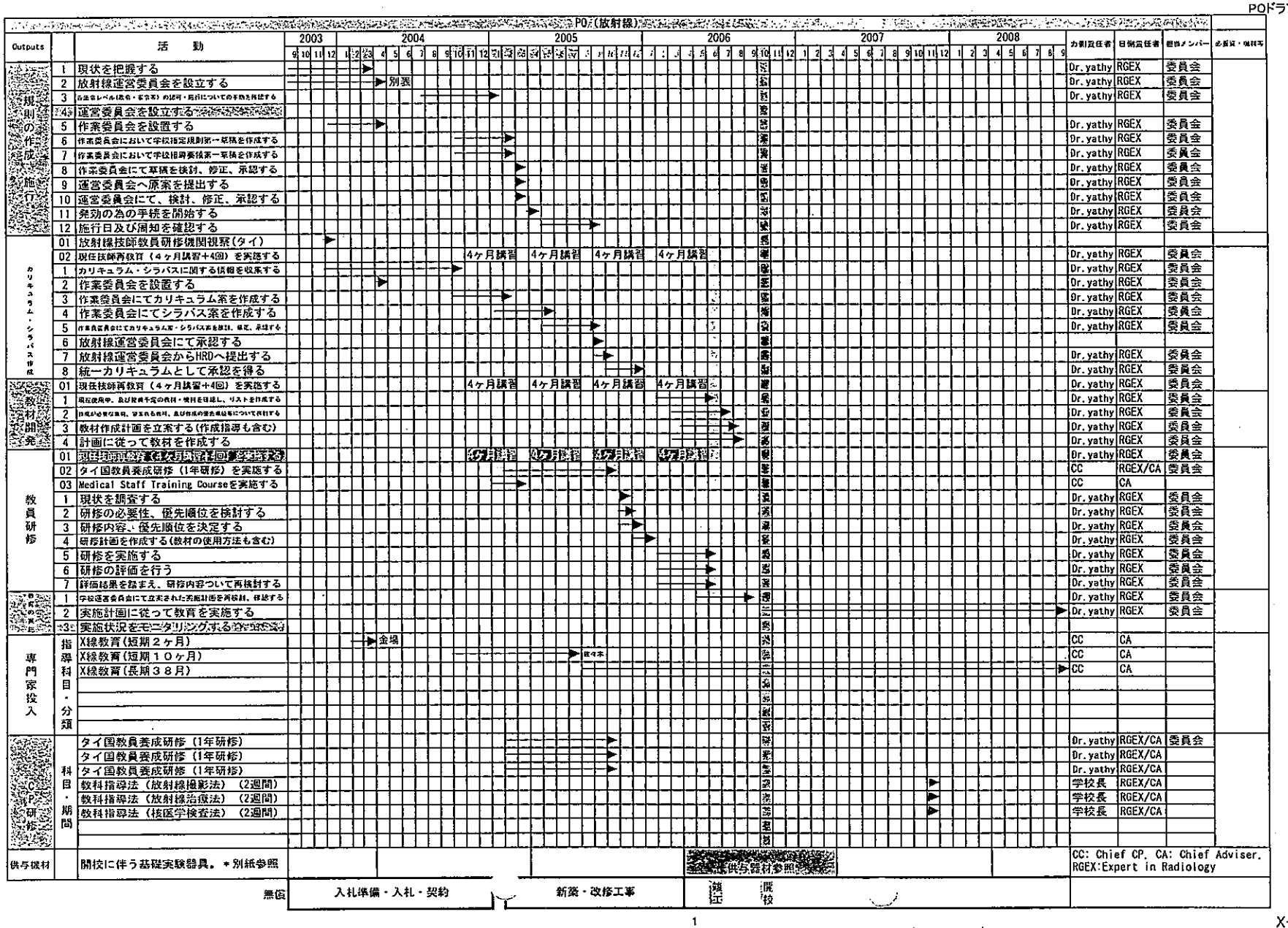
資料4
POドラフト5

PO（放射線）

Outputs		活動	2003	2004	2005	2006	2007	2008	力測定任者	日側定任者	担当メンバー	必要資・機材等
規則の作成・施行	1	現状を把握する							Dr. yathy	RGEX	委員会	
	2	放射線運営委員会を設立する		別表					Dr. yathy	RGEX	委員会	
	3	各運営レベル（政府・省令等）の認可・施行についての手順を確認する							Dr. yathy	RGEX	委員会	
	4	運営委員会を設立する										
	5	作業委員会を設置する							Dr. yathy	RGEX	委員会	
	6	作業委員会において学校指定規則第一草稿を作成する							Dr. yathy	RGEX	委員会	
	7	作業委員会において学校指導要領第一草稿を作成する							Dr. yathy	RGEX	委員会	
	8	作業委員会にて草稿を検討、修正、承認する							Dr. yathy	RGEX	委員会	
	9	運営委員会へ原案を提出する							Dr. yathy	RGEX	委員会	
	10	運営委員会にて、検討、修正、承認する							Dr. yathy	RGEX	委員会	
	11	発効の為の手続を開始する							Dr. yathy	RGEX	委員会	
	12	施行日及び周知を確認する							Dr. yathy	RGEX	委員会	
カリキュラム・シラバス作成	01	放射線技師教員研修機関視察（タイ）										
	02	現任技師再教育（４ヶ月講習＋4回）を実施する		4ヶ月講習	4ヶ月講習	4ヶ月講習	4ヶ月講習		Dr. yathy	RGEX	委員会	
	1	カリキュラム・シラバスに関する情報を収集する							Dr. yathy	RGEX	委員会	
	2	作業委員会を設置する							Dr. yathy	RGEX	委員会	
	3	作業委員会にてカリキュラム案を作成する							Dr. yathy	RGEX	委員会	
	4	作業委員会にてシラバス案を作成する							Dr. yathy	RGEX	委員会	
	5	作業委員会にてカリキュラム案・シラバス案を検討、修正、承認する							Dr. yathy	RGEX	委員会	
	6	放射線運営委員会にて承認する										
	7	放射線運営委員会からHRDへ提出する							Dr. yathy	RGEX	委員会	
	8	統一カリキュラムとして承認を得る							Dr. yathy	RGEX	委員会	
教材開発	01	現任技師再教育（４ヶ月講習＋4回）を実施する		4ヶ月講習	4ヶ月講習	4ヶ月講習	4ヶ月講習		Dr. yathy	RGEX	委員会	
	1	現在使用中、及び投資予定の教材・機材を確認し、リストを作成する							Dr. yathy	RGEX	委員会	
	2	作成が必要な教材、要求される教材、及び作成の優先順位等について検討する							Dr. yathy	RGEX	委員会	
	3	教材作成計画を立案する（作成指導も含む）							Dr. yathy	RGEX	委員会	
	4	計画に従って教材を作成する							Dr. yathy	RGEX	委員会	
教員研修	01	現任技師再教育（４ヶ月講習＋4回）を実施する		4ヶ月講習	4ヶ月講習	4ヶ月講習	4ヶ月講習		Dr. yathy	RGEX	委員会	
	02	タイ国教員養成研修（1年研修）を実施する							CC	RGEX/CA	委員会	
	03	Medical Staff Training Courseを実施する							CC	CA		
	1	現状を調査する							Dr. yathy	RGEX	委員会	
	2	研修の必要性、優先順位を検討する							Dr. yathy	RGEX	委員会	
	3	研修内容、優先順位を決定する							Dr. yathy	RGEX	委員会	
	4	研修計画を作成する（教材の使用方法も含む）							Dr. yathy	RGEX	委員会	
	5	研修を実施する							Dr. yathy	RGEX	委員会	
	6	研修の評価を行う							Dr. yathy	RGEX	委員会	
	7	評価結果を踏まえ、研修内容ついて再検討する							Dr. yathy	RGEX	委員会	
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する							Dr. yathy	RGEX	委員会	
	2	実施計画に従って教育を実施する							Dr. yathy	RGEX	委員会	
	3	実施状況をモニタリングする										
専門家投入	指導科目・分類	X線教育（短期２ヶ月）		金場					CC	CA		
		X線教育（短期１０ヶ月）				鉄々木			CC	CA		
		X線教育（長期３８月）							CC	CA		
CP研修	科目・期間	タイ国教員養成研修（1年研修）							Dr. yathy	RGEX/CA	委員会	
		タイ国教員養成研修（1年研修）							Dr. yathy	RGEX/CA		
		タイ国教員養成研修（1年研修）							Dr. yathy	RGEX/CA		
		教科指導法（放射線撮影法）（2週間）							学校長	RGEX/CA		
		教科指導法（放射線治療法）（2週間）							学校長	RGEX/CA		
		教科指導法（核医学検査法）（2週間）							学校長	RGEX/CA		
供与機材		開校に伴う基礎実験器具。＊別紙参照				供与器材参照			CC: Chief CP, CA: Chief Adviser, RGEX:Expert in Radiology			



無償　入札準備・入札・契約　新築・改修工事　竣工　開校

1

X-ray

Technical Warking Group(放射線運営委員会)		
1,Dr Or Wanda	Calmette Hospital	
2,Dr Yathy	HRD	
3,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital	
4,Dr Lim Huy	HRD	
5,Mr,Chhor Kimsreng	CENAT	
6,Dr Tanchantara	Preahbath Norodom Sihanouk Hospital	
7,Dr Lay Kimthong	NMCH	
8,Dr Yath Yathy	HRD	Chair
9,Mr Thun Kao	Preahbath Norodom Sianouk Hospital	
10,Mr Muth Samphan	Calmette Hospital	

各作業委員会

Technical Warking Group for curruculum development		
1,Dr Or Wanda	Calmette Hospital	Chair
2,Dr Yathy	HRD	Vice-chair
3,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital	Member
4,Dr Lim Huy	HRD	Member
5,Mr,Chhor Kimsreng	CENAT	Member

Technical Working group for technical book development		
1,Dr Tanchantara	Preahbath Norodom Sihanouk Hospital	Chair
2,Dr Lay Kimthong	NMCH	Vice-chair
3,Dr Yath Yathy	HRD	Member
4,Mr Thun Kao	Preahbath Norodom Sianouk Hospital	Member
5,Mr Muth Samphan	Calmette Hospital	Member

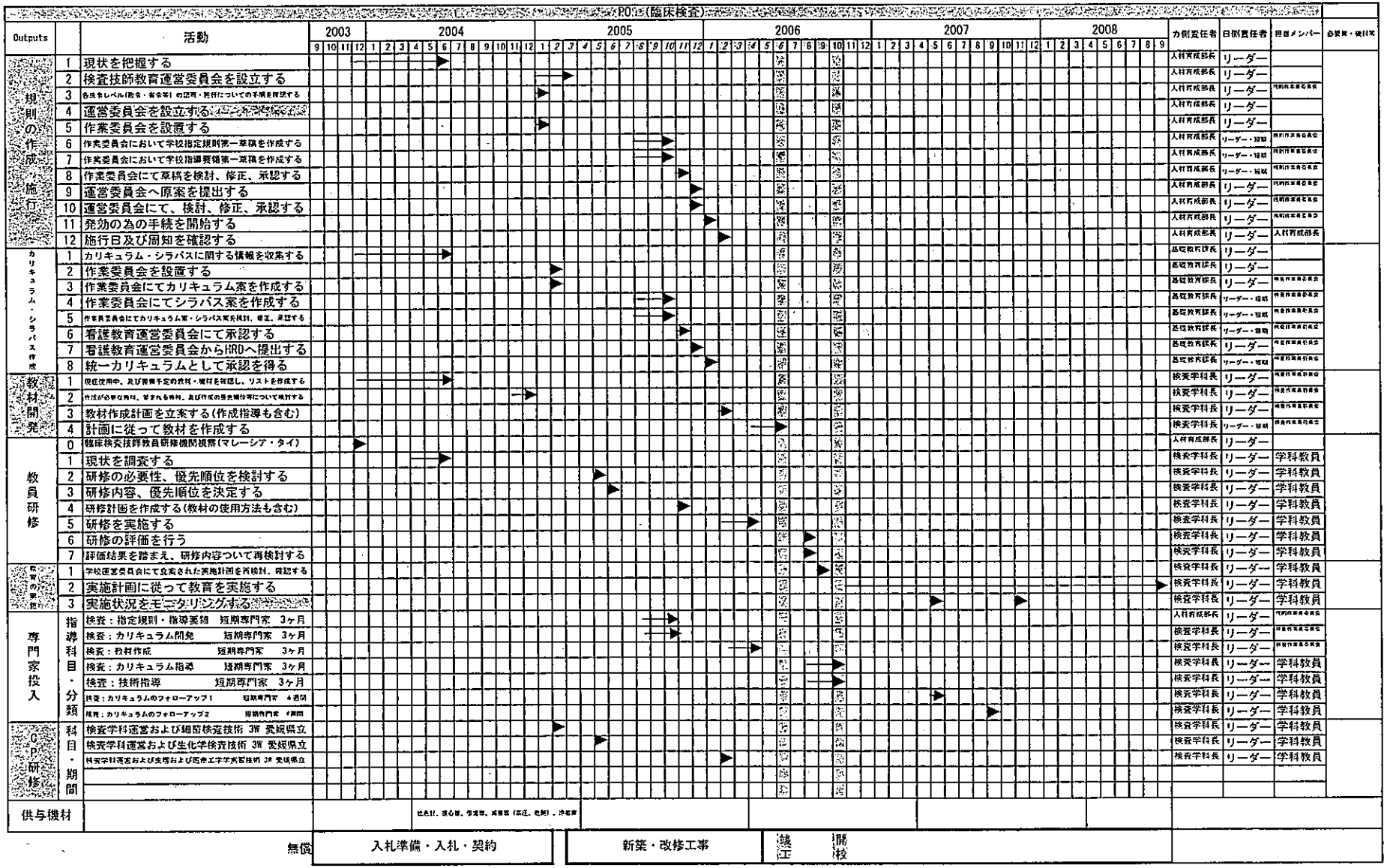
Advisory group	
1,Phs.Keat Phuong	Director of HRD Deparment
2,Dr Or Wanda	Calmette Hospital
3,Mr Mam Bunsong	CIM

X-Ray 4 month course,List Lectures	
1,Dr Or Wanda	Calmette Hospital
2,Dr Yathy	HRD
3,Dr Lay Kimthong	NMCH
4,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital
5,Dr Im Tham	Preahbath Norodom Sihanouk Hospital
6,Dr Ban Say	Preahbath Norodom Sihanouk Hospital
7,Dr Phy Raddian	Hospital department,MoH
8,Mr,Chhor Kimsreng	CENAT
9,Mr Thun Kao	Preahbath Norodom Sianouk Hospital
10,Mr Muth Samphan	Calmette Hospital
11,Hab Sok Samnang	NMCH
12,Mr Mam Bunsong	CIM

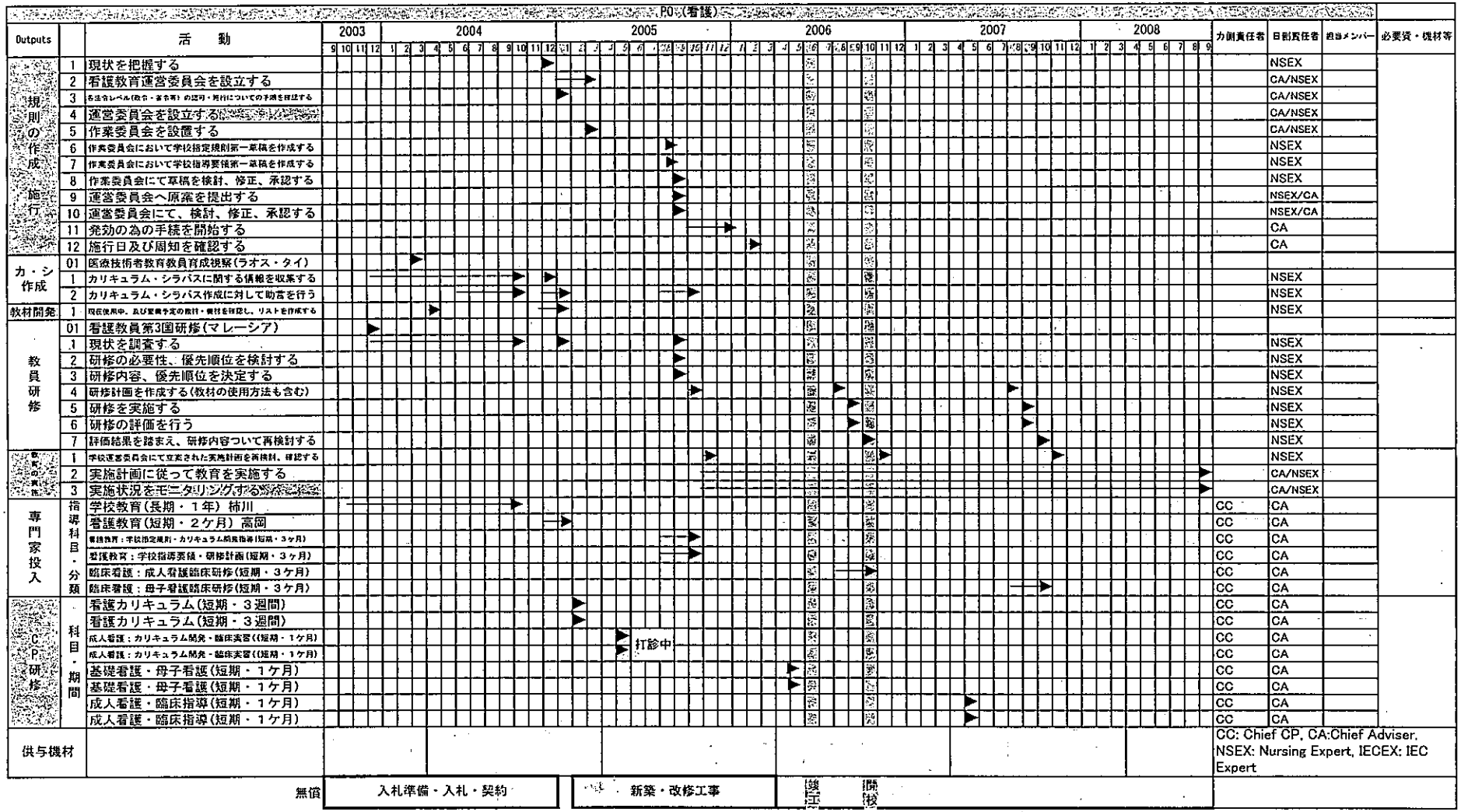
資料4
POドラフト5

PO（臨床検査）

Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則の作成・施行	1	現状を把握する							人材育成部長	リーダー		
	2	検査技師教育運営委員会を設立する							人材育成部長	リーダー		
	3	各生命レベル（教会・省会等）の認可・資材についての手順を確認する							人材育成部長	リーダー	規則作業委員会	
	4	運営委員会を設立する							人材育成部長	リーダー		
	5	作業委員会を設置する							人材育成部長	リーダー		
	6	作業委員会において学校指定規則第一草稿を作成する							人材育成部長	リーダー・短期	規則作業委員会	
	7	作業委員会において学校指導要領第一草稿を作成する							人材育成部長	リーダー・短期	規則作業委員会	
	8	作業委員会にて草稿を検討、修正、承認する							人材育成部長	リーダー・短期	規則作業委員会	
	9	運営委員会へ原案を提出する							人材育成部長	リーダー	規則作業委員会	
	10	運営委員会にて、検討、修正、承認する							人材育成部長	リーダー	規則作業委員会	
	11	発効の為の手続を開始する							人材育成部長	リーダー	規則作業委員会	
	12	施行日及び周知を確認する							人材育成部長	リーダー	人材育成部長	
カリキュラム・シラバス作成	1	カリキュラム・シラバスに関する情報を収集する							基礎教育課長	リーダー		
	2	作業委員会を設置する							基礎教育課長	リーダー		
	3	作業委員会にてカリキュラム案を作成する							基礎教育課長	リーダー	検査作業委員会	
	4	作業委員会にてシラバス案を作成する							基礎教育課長	リーダー・短期	検査作業委員会	
	5	作業委員会にてカリキュラム案・シラバス案を検討、修正、承認する							基礎教育課長	リーダー・短期	検査作業委員会	
	6	看護教育運営委員会にて承認する							基礎教育課長	リーダー・短期	検査作業委員会	
	7	看護教育運営委員会からHRDへ提出する							基礎教育課長	リーダー	検査作業委員会	
	8	統一カリキュラムとして承認を得る							基礎教育課長	リーダー・短期	検査作業委員会	
教材開発	1	現在使用中、及び要求予定の教材・機材を確認し、リストを作成する							検査学科長	リーダー	検査作業委員会	
	2	作成が必要な教材、等まれる教材、及び作成の優先順位等について検討する							検査学科長	リーダー	検査作業委員会	
	3	教材作成計画を立案する（作成指導も含む）							検査学科長	リーダー	検査作業委員会	
	4	計画に従って教材を作成する							検査学科長	リーダー・短期	検査作業委員会	
教員研修	0	臨床検査技師教員研修機関視察（マレーシア・タイ）							人材育成部長	リーダー		
	1	現状を調査する							検査学科長	リーダー	学科教員	
	2	研修の必要性、優先順位を検討する							検査学科長	リーダー	学科教員	
	3	研修内容、優先順位を決定する							検査学科長	リーダー	学科教員	
	4	研修計画を作成する（教材の使用方法も含む）							検査学科長	リーダー	学科教員	
	5	研修を実施する							検査学科長	リーダー	学科教員	
	6	研修の評価を行う							検査学科長	リーダー	学科教員	
	7	評価結果を踏まえ、研修内容ついて再検討する							検査学科長	リーダー	学科教員	
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する							検査学科長	リーダー	学科教員	
	2	実施計画に従って教育を実施する							検査学科長	リーダー	学科教員	
	3	実施状況をモニタリングする							検査学科長	リーダー	学科教員	
専門家投入	指導科目・分類	検査：指定規則・指導要領　短期専門家　3ヶ月							人材育成部長	リーダー	規則作業委員会	
		検査：カリキュラム開発　短期専門家　3ヶ月							検査学科長	リーダー	検査作業委員会	
		検査：教材作成　短期専門家　3ヶ月							検査学科長	リーダー	検査作業委員会	
		検査：カリキュラム指導　短期専門家　3ヶ月							検査学科長	リーダー	学科教員	
		検査：技術指導　短期専門家　3ヶ月							検査学科長	リーダー	学科教員	
		検査：カリキュラムのフォローアップ1　短期専門家　4週間							検査学科長	リーダー	学科教員	
		検査：カリキュラムのフォローアップ2　短期専門家　4週間							検査学科長	リーダー	学科教員	
CP研修	科目・期間	検査学科運営および細菌検査技術 3W 愛媛県立							検査学科長	リーダー	学科教員	
		検査学科運営および生化学検査技術 3W 愛媛県立							検査学科長	リーダー	学科教員	
		検査学科運営および生理および医療工学学術習技術 3W 愛媛県立							検査学科長	リーダー	学科教員	
供与機材				比色計、遠心器、保護器、減菌器（高圧、乾熱）、冷蔵庫								



無償　入札準備・入札・契約　新築・改修工事　竣工　開校


PO（看護）
2003
2004
2005
2006
2007
2008
Outputs
活　動
力側責任者
日側責任者
担当メンバー
必要資・機材等
規則の作成・施行
1 現状を把握する NSEX
2 看護教育運営委員会を設立する CA/NSEX
3 各法令レベル(政令・省令等)の認可・発行についての予測を検証する CA/NSEX
4 運営委員会を設立する CA/NSEX
5 作業委員会を設置する CA/NSEX
6 作業委員会において学校指定規則第一草稿を作成する NSEX
7 作業委員会において学校指導要領第一草稿を作成する NSEX
8 作業委員会にて草稿を検討、修正、承認する NSEX
9 運営委員会へ原案を提出する NSEX/CA
10 運営委員会にて、検討、修正、承認する NSEX/CA
11 発効の為の手続を開始する CA
12 施行日及び周知を確認する CA
カ・シ作成
01 医療技術者教育教員育成視察(ラオス・タイ)
1 カリキュラム・シラバスに関する情報を収集する NSEX
2 カリキュラム・シラバス作成に対して助言を行う NSEX
教材開発
1 現在使用中、及び策定予定の教材・機材を検証し、リストを作成する NSEX
教員研修
01 看護教員第3国研修(マレーシア)
1 現状を調査する NSEX
2 研修の必要性、優先順位を検討する NSEX
3 研修内容、優先順位を決定する NSEX
4 研修計画を作成する(教材の使用方法も含む) NSEX
5 研修を実施する NSEX
6 研修の評価を行う NSEX
7 評価結果を踏まえ、研修内容ついて再検討する NSEX
教育の実施
1 学校運営委員会にて立案された実施計画を再検討、確認する NSEX
2 実施計画に従って教育を実施する CA/NSEX
3 実施状況をモニタリングする CA/NSEX
専門家投入
指導科目・分類
学校教育（長期・１年）柿川 CC CA
看護教育（短期・２ケ月）高岡 CC CA
看護教育：学校指定規則・カリキュラム開発指導（短期・３ケ月） CC CA
看護教育：学校指導要領・研修計画（短期・３ケ月） CC CA
臨床看護：成人看護臨床研修（短期・３ケ月） CC CA
臨床看護：母子看護臨床研修（短期・３ケ月） CC CA
C/P研修
科目・期間
看護カリキュラム（短期・３週間） CC CA
看護カリキュラム（短期・３週間） CC CA
成人看護：カリキュラム開発・臨床実習（（短期・１ケ月） CC CA
成人看護：カリキュラム開発・臨床実習（（短期・１ケ月） CC CA
基礎看護・母子看護（短期・１ケ月） CC CA
基礎看護・母子看護（短期・１ケ月） CC CA
成人看護・臨床指導（短期・１ケ月） CC CA
成人看護・臨床指導（短期・１ケ月） CC CA
打診中
供与機材
CC: Chief CP, CA:Chief Adviser,
NSEX: Nursing Expert, IECEX: IEC Expert
無償
入札準備・入札・契約
新築・改修工事
開校

PO（看護）

Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則の作成・施行	1	現状を把握する								NSEX		
	2	看護教育運営委員会を設立する								CA/NSEX		
	3	各法令レベル（政令・省令等）の認可・施行についての手順を確認する								CA/NSEX		
	4	運営委員会を設立する								CA/NSEX		
	5	作業委員会を設置する								CA/NSEX		
	6	作業委員会において学校指定規則第一草稿を作成する								NSEX		
	7	作業委員会において学校指導要領第一草稿を作成する								NSEX		
	8	作業委員会にて草稿を検討、修正、承認する								NSEX		
	9	運営委員会へ原案を提出する								NSEX/CA		
	10	運営委員会にて、検討、修正、承認する								NSEX/CA		
	11	発効の為の手続を開始する								CA		
	12	施行日及び周知を確認する								CA		
カ・シ作成	01	医療技術者教育教員育成視察（ラオス・タイ）										
	1	カリキュラム・シラバスに関する情報を収集する								NSEX		
	2	カリキュラム・シラバス作成に対して助言を行う								NSEX		
教材開発	1	現在使用中、及び提案予定の教材・機材を確認し、リストを作成する								NSEX		
教員研修	01	看護教員第3国研修（マレーシア）										
	1	現状を調査する								NSEX		
	2	研修の必要性、優先順位を検討する								NSEX		
	3	研修内容、優先順位を決定する								NSEX		
	4	研修計画を作成する（教材の使用方法も含む）								NSEX		
	5	研修を実施する								NSEX		
	6	研修の評価を行う								NSEX		
	7	評価結果を踏まえ、研修内容ついて再検討する								NSEX		
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する								NSEX		
	2	実施計画に従って教育を実施する								CA/NSEX		
	3	実施状況をモニタリングする								CA/NSEX		
専門家投入	指導科目・分類	学校教育（長期・１年）柿川							CC	CA		
		看護教育（短期・２ケ月）高岡							CC	CA		
		看護研修計画（短期・３ヶ月）							CC	CA		
		看護教育：規則策定情報調査（短期・２ヶ月）							CC	CA		
		看護教育：規則策定（短期・２ヶ月）										
		看護研修：成人か母子（短期・２ケ月）							CC	CA		
		看護研修：成人か母子（短期・２ケ月）							CC	CA		
CP研修	科目・期間	看護カリキュラム（短期・３週間）							CC	CA		
		看護カリキュラム（短期・３週間）							CC	CA		
		成人看護：カリキュラム開発・臨床実習（短期・１ケ月）			打診中				CC	CA		
		成人看護：カリキュラム開発・臨床実習（短期・１ケ月）							CC	CA		
		基礎看護・母子看護（短期・１ケ月）							CC	CA		
		基礎看護・母子看護（短期・１ケ月）							CC	CA		
		成人看護・臨床指導（短期・１ケ月）							CC	CA		
		成人看護・臨床指導（短期・１ケ月）							CC	CA		
供与機材									CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC Expert			

無償　入札準備・入札・契約　新築・改修工事　竣工　開校

PO（看護）

Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則	1	現状を把握する								NSEX		
	2	規定作成に対して助言を行う								CA/NSEX		
	3	各法令レベル（政令・省令等）の認可・施行についての手順を確認する								CA/NSEX		
カ・シ作成	01	医療技術者教育教員育成視察（ラオス・タイ）										
	1	カリキュラム・シラバスに関する情報を収集する								NSEX		
	2	カリキュラム・シラバス作成に対して助言を行う								NSEX		
教材開発	1	現在使用中、及び登録予定の教材・機材を確認し、リストを作成する								NSEX		
教員研修	01	看護教員第3国研修（マレーシア）										
	1	現状を調査する								NSEX		
	2	研修の必要性、優先順位を検討する								NSEX		
	3	研修内容、優先順位を決定する								NSEX		
	4	研修計画を作成する（教材の使用方法も含む）								NSEX		
	5	研修を実施する								NSEX		
	6	研修の評価を行う								NSEX		
	7	評価結果を踏まえ、研修内容ついて再検討する								NSEX		
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する								NSEX		
	2	実施計画に従って教育を実施する								CA/NSEX		
	3	実施状況をモニタリングする								CA/NSEX		
専門家投入	指導科目・分類	学校教育（長期・１年）柿川							CC	CA		
		看護教育（短期・２ケ月）高岡							CC	CA		
		看護研修：計画実施：成人か母子・（短期・4.5ヶ月）							CC	CA		
		看護教育：規則策定情報調査（短期・1ヶ月）							CC	CA		
		看護教育：規則策定指導（短期・３W）										
		看護研修：成人か母子（短期・２ケ月）							CC	CA		
		看護研修：成人か母子（短期・２ケ月）							CC	CA		
CP研修	科目・期間	看護カリキュラム（短期・３週間）							CC	CA		
		看護カリキュラム（短期・３週間）							CC	CA		
		成人看護：カリキュラム開発・臨床実習（（短期・１ケ月）			打診中				CC	CA		
		成人看護：カリキュラム開発・臨床実習（（短期・１ケ月）							CC	CA		
		基礎看護・母子看護（短期・１ケ月）							CC	CA		
		基礎看護・母子看護（短期・１ケ月）							CC	CA		
		成人看護・臨床指導（短期・１ケ月）							CC	CA		
		成人看護・臨床指導（短期・１ケ月）							CC	CA		
供与機材									CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC Expert			

無償　入札準備・入札・契約　新築・改修工事　竣工　開校

PO(理学)

Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則の作成・施行	1	現状を把握する								PTEX		
	2	理学療法運営委員会を設立する								CA		
	3	各法令レベル(政令・省令等)の認可・施行についての手順を確認する								CA		
	4	運営委員会を設立する								CA		
	5	作業委員会を設置する								PTEX		
	6	作業委員会において学校指定規則第一草稿を作成する								PTEX		
	7	作業委員会において学校指導要領第一草稿を作成する								PTEX		
	8	作業委員会にて草稿を検討、修正、承認する								CA/PTEX		
	9	運営委員会へ原案を提出する								CA/PTEX		
	10	運営委員会にて、検討、修正、承認する								CA/PTEX		
	11	発効の為の手続を開始する								CA/PTEX		
	12	施行日及び周知を確認する								CA		
教員研修	1	現状を調査する								CA/PTEX		
	2	研修の必要性、優先順位を検討する										
	3	研修内容、優先順位を決定する										
	4	研修計画を作成する(教材の使用方法も含む)										
	5	研修を実施する										
	6	研修の評価を行う										
	7	評価結果を踏まえ、研修内容ついて再検討する										
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する								PTEX		
	2	実施計画に従って教育を実施する								CA/PTEX		
	3	実施状況をモニタリングする								CA/PTEX		
専門家投入	教科目・分野	理学療法：規則、研修計画　(短期・4ヶ月)							CC	CA		
		理学療法：教員研修　(短期・1ケ月)										
CP研修	科目・期間	理学療法(短期・4週間)							CC	CA		
		理学療法(短期・4週間)							CC	CA		
供与機材									CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert			
		無償	入札準備・入札・契約		新築・改修工事	竣工	開校					

資料4
POドラフト5
理学PlanB

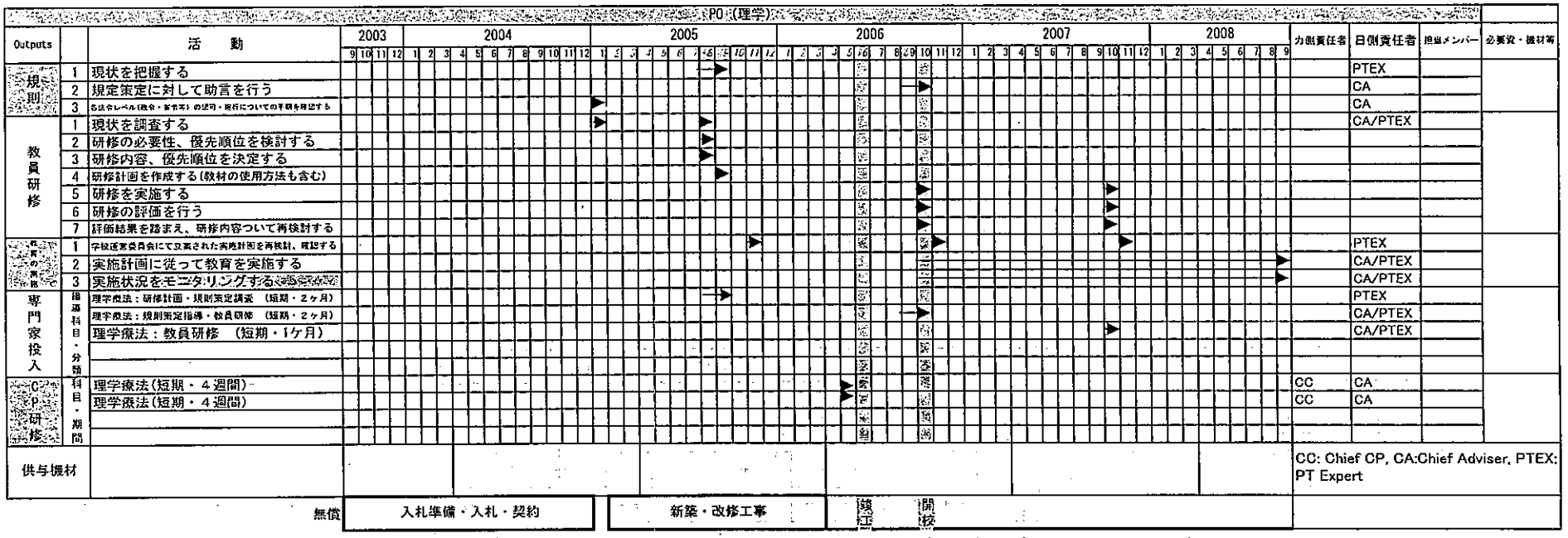
PO（理学）

Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則の作成・施行	1	現状を把握する								PTEX		
	2	理学療法運営委員会を設立する								CA		
	3	各法令レベル（政令・省令等）の認可・施行についての手順を確認する								CA		
	4	運営委員会を設立する								CA		
	5	作業委員会を設置する								PTEX		
	6	作業委員会において学校指定規則第一草稿を作成する								PTEX		
	7	作業委員会において学校指導要領第一草稿を作成する								PTEX		
	8	作業委員会にて草稿を検討、修正、承認する								CA/PTEX		
	9	運営委員会へ原案を提出する								CA/PTEX		
	10	運営委員会にて、検討、修正、承認する								CA/PTEX		
	11	発効の為の手続を開始する								CA/PTEX		
	12	施行日及び周知を確認する								CA		
教員研修	1	現状を調査する								CA/PTEX		
	2	研修の必要性、優先順位を検討する										
	3	研修内容、優先順位を決定する										
	4	研修計画を作成する（教材の使用方法も含む）										
	5	研修を実施する										
	6	研修の評価を行う										
	7	評価結果を踏まえ、研修内容ついて再検討する										
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する								PTEX		
	2	実施計画に従って教育を実施する								CA/PTEX		
	3	実施状況をモニタリングする								CA/PTEX		
専門家投入	指導科目・分類	理学療法：研修計画・規則策定調査　（短期・２ヶ月）							CC	CA		
		理学療法：規則策定　（短期・２ヶ月）										
		理学療法：教員研修　（短期・1ケ月）										
CP研修	科目・期間	理学療法（短期・４週間）							CC	CA		
		理学療法（短期・４週間）							CC	CA		
供与機材									CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert			

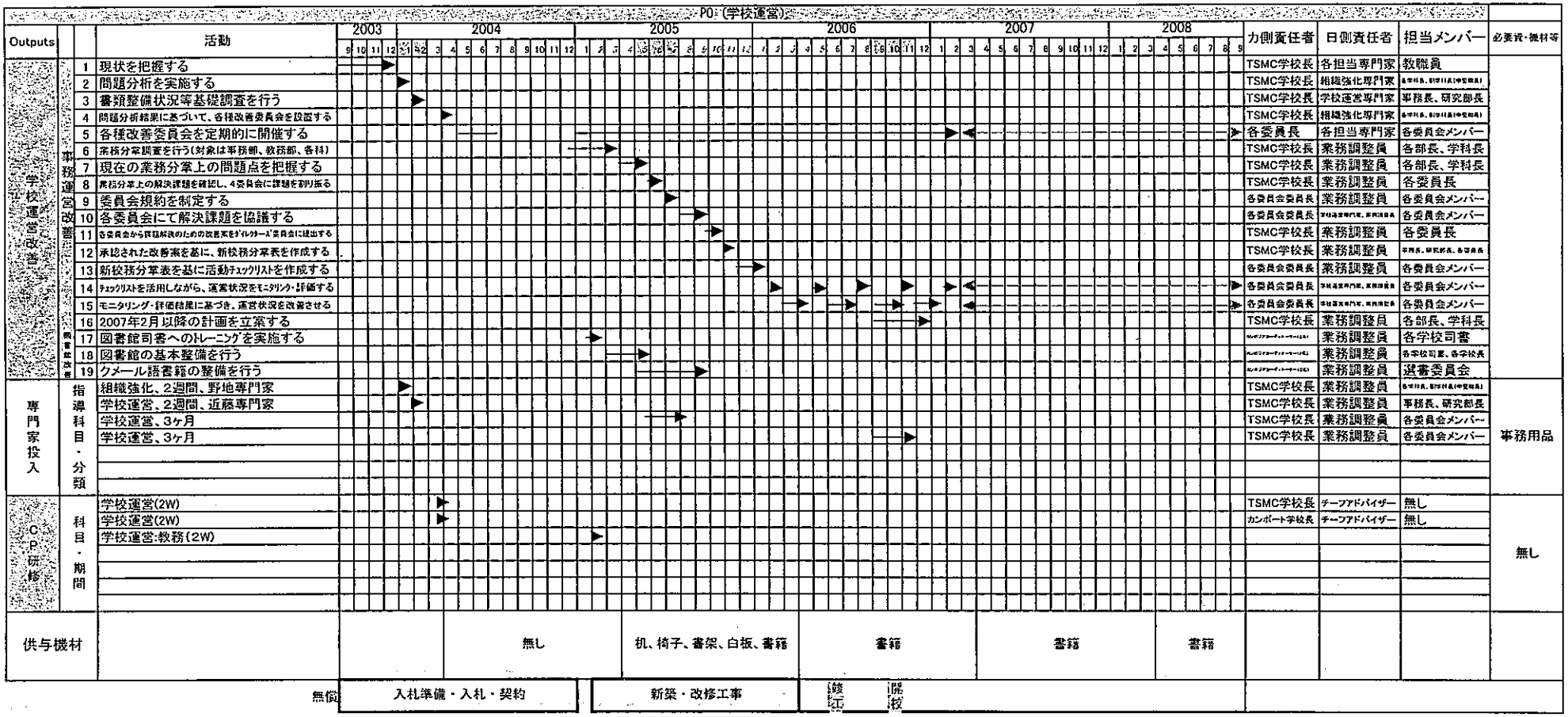
無償　入札準備・入札・契約　新築・改修工事　竣工　開校

PT:PlanB

PO（理学）

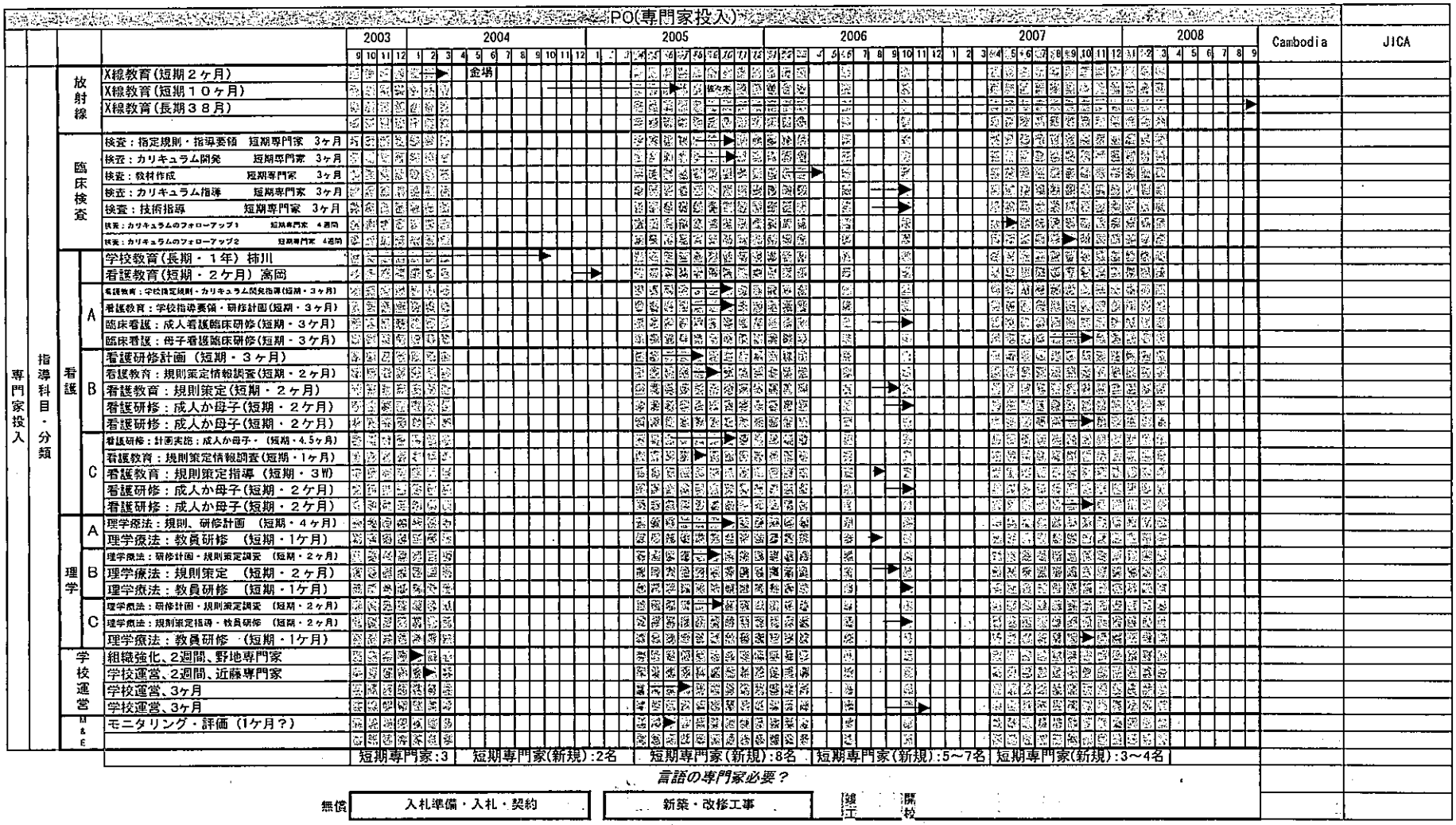


Outputs		活動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
規則	1	現状を把握する								PTEX		
	2	規定策定に対して助言を行う								CA		
	3	各法令レベル（政令・省令等）の認可・施行についての手順を確認する								CA		
教員研修	1	現状を調査する								CA/PTEX		
	2	研修の必要性、優先順位を検討する										
	3	研修内容、優先順位を決定する										
	4	研修計画を作成する（教材の使用方法も含む）										
	5	研修を実施する										
	6	研修の評価を行う										
	7	評価結果を踏まえ、研修内容ついて再検討する										
教育の実施	1	学校運営委員会にて立案された実施計画を再検討、確認する								PTEX		
	2	実施計画に従って教育を実施する								CA/PTEX		
	3	実施状況をモニタリングする								CA/PTEX		
専門家投入	指導科目・分類	理学療法：研修計画・規則策定調査　（短期・2ヶ月）								PTEX		
		理学療法：規則策定指導・教員研修　（短期・2ヶ月）								CA/PTEX		
		理学療法：教員研修　（短期・1ケ月）								CA/PTEX		
CP研修	科目・期間	理学療法（短期・4週間）							CC	CA		
		理学療法（短期・4週間）							CC	CA		
供与機材									CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert			
		無償	入札準備・入札・契約		新築・改修工事	竣工	開校					


PO: (学校運営)
2003
2004
2005
2006
2007
2008
Outputs
活動
力側責任者
日側責任者
担当メンバー
必要資・機材等
学校運営改善
事務運営改善
1 現状を把握する
2 問題分析を実施する
3 書類整備状況等基礎調査を行う
4 問題分析結果に基づいて、各種改善委員会を設置する
5 各種改善委員会を定期的に開催する
6 業務分掌調査を行う(対象は事務部、教務部、各科)
7 現在の業務分掌上の問題点を把握する
8 業務分掌上の解決課題を確認し、4委員会に課題を割り振る
9 委員会規約を制定する
10 各委員会にて解決課題を協議する
11 各委員会から課題解決のための改善案をディレクターズ委員会に提出する
12 承認された改善案を基に、新校務分掌表を作成する
13 新校務分掌表を基に活動チェックリストを作成する
14 チェックリストを活用しながら、運営状況をモニタリング・評価する
15 モニタリング・評価結果に基づき、運営状況を改善させる
16 2007年2月以降の計画を立案する
17 図書館司書へのトレーニングを実施する
18 図書館の基本整備を行う
19 クメール語書籍の整備を行う
図書館改善
専門家投入
指導科目・分類
組織強化、2週間、野地専門家
学校運営、2週間、近藤専門家
学校運営、3ヶ月
学校運営、3ヶ月
TSMC学校長
業務調整員
事務用品
C/P研修
科目・期間
学校運営(2W)
学校運営(2W)
学校運営:教務(2W)
TSMC学校長
チーフアドバイザー
無し
カンボート学校長
供与機材
無し
机、椅子、書架、白板、書籍
書籍
書籍
書籍
無償
入札準備・入札・契約
新築・改修工事
竣工
開校

PO-(M&E)

Outputs		活　動	2003	2004	2005	2006	2007	2008	力側責任者	日側責任者	担当メンバー	必要資・機材等
モニタリング・評価	1	モニタリング・評価計画を立案する							人材育成部長	リーダー	JCC/PCC	
	2	基礎データを収集する							人材育成部長	リーダー	JCC/PCC	
	3	モニタリングを実施する							人材育成部長	リーダー	JCC/PCC	
	4	評価をする							人材育成部長	リーダー	JCC/PCC	
	5	JCCを開催する							人材育成部長	リーダー	JCC/PCC	
	6	PCCを開催する							人材育成部長	リーダー	JCC/PCC	
	7	必要に応じてプロジェクトの活動内容等を修正する							人材育成部長	リーダー	JCC/PCC	
専門家投入	技術指導・分析	モニタリング・評価　(1ケ月？)							人材育成部長	リーダー		
		無償	入札準備・入札・契約		新築・改修工事	竣工	開校					


PO(専門家投入)
2003
2004
2005
2006
2007
2008
Cambodia
JICA
専門家投入
指導科目・分類
放射線
X線教育(短期２ヶ月)
金場
X線教育(短期１０ヶ月)
X線教育(長期３８月)
臨床検査
検査：指定規則・指導要領 短期専門家 3ヶ月
検査：カリキュラム開発 短期専門家 3ヶ月
検査：教材作成 短期専門家 3ヶ月
検査：カリキュラム指導 短期専門家 3ヶ月
検査：技術指導 短期専門家 3ヶ月
検査：カリキュラムのフォローアップ1 短期専門家 4週間
検査：カリキュラムのフォローアップ2 短期専門家 4週間
看護
学校教育(長期・１年) 柿川
看護教育(短期・２ヶ月) 高岡
A
看護教育：学校指定規則・カリキュラム開発指導(短期・3ヶ月)
看護教育：学校指導要領・研修計画(短期・３ヶ月)
臨床看護：成人看護臨床研修(短期・３ヶ月)
臨床看護：母子看護臨床研修(短期・３ヶ月)
B
看護研修計画 (短期・３ヶ月)
看護教育：規則策定情報調査(短期・２ヶ月)
看護教育：規則策定(短期・２ヶ月)
看護研修：成人か母子(短期・２ヶ月)
看護研修：成人か母子(短期・２ヶ月)
C
看護研修：計画実施：成人か母子・ (短期・4.5ヶ月)
看護教育：規則策定情報調査(短期・1ヶ月)
看護教育：規則策定指導 (短期・3W)
看護研修：成人か母子(短期・２ヶ月)
看護研修：成人か母子(短期・２ヶ月)
理学
A
理学療法：規則、研修計画 (短期・４ヶ月)
理学療法：教員研修 (短期・1ヶ月)
B
理学療法：研修計画・規則策定調査 (短期・２ヶ月)
理学療法：規則策定 (短期・２ヶ月)
理学療法：教員研修 (短期・1ヶ月)
C
理学療法：研修計画・規則策定調査 (短期・２ヶ月)
理学療法：規則策定指導・教員研修 (短期・２ヶ月)
理学療法：教員研修 (短期・1ヶ月)
学校運営
組織強化、2週間、野地専門家
学校運営、2週間、近藤専門家
学校運営、3ヶ月
学校運営、3ヶ月
M&E
モニタリング・評価 (1ヶ月？)
短期専門家:3
短期専門家(新規):2名
短期専門家(新規):8名
短期専門家(新規):5～7名
短期専門家(新規):3～4名
言語の専門家必要？
無償
入札準備・入札・契約
新築・改修工事
建設

PO(CP研修)

CP研修	科目・期間			力側責任者	日側責任者
		全般	人材育成（2週間）		
			人材育成（2週間）		
		放射線	タイ国教員養成研修（1年研修）	CC	CA
			タイ国教員養成研修（1年研修）	CC	CA
			タイ国教員養成研修（1年研修）	CC	CA
			教科指導法（放射線撮影法）（2週間）	CC	CA
			教科指導法（放射線治療法）（2週間）	CC	CA
			教科指導法（核医学検査法）（2週間）	CC	CA
		臨床検査	検査学科運営および細菌検査技術 3W 愛媛県立	CC	CA
			検査学科運営および生化学検査技術 3W 愛媛県立	CC	CA
			検査学科運営および生理および医療工学学実習技術 3W 愛媛県立	CC	CA
		看護	看護カリキュラム(短期・3週間)	CC	CA
			看護カリキュラム(短期・3週間)	CC	CA
			成人看護：カリキュラム開発・臨床実習((短期・1ケ月)	CC	CA
			成人看護：カリキュラム開発・臨床実習((短期・1ケ月)	CC	CA
			基礎看護・母子看護(短期・1ケ月)	CC	CA
			基礎看護・母子看護(短期・1ケ月)	CC	CA
			成人看護・臨床指導(短期・1ケ月)	CC	CA
			成人看護・臨床指導(短期・1ケ月)	CC	CA
		理学	理学療法(短期・4週間)	CC	CA
			理学療法(短期・4週間)	CC	CA
		運営	学校運営(2週間)	CC	CA
			学校運営(2週間)	CC	CA
			学校運営:教務(2週間)		

2003 9 10 11 12 / 2004 1 2 3 4 5 6 7 8 9 10 11 12 / 2005 1 2 3 4 5 6 7 8 9 10 11 12 / 2006 1 2 3 4 5 6 7 8 9 10 11 12 / 2007 1 2 3 4 5 6 7 8 9 10 11 12 / 2008 1 2 3 4 5 6 7 8 9

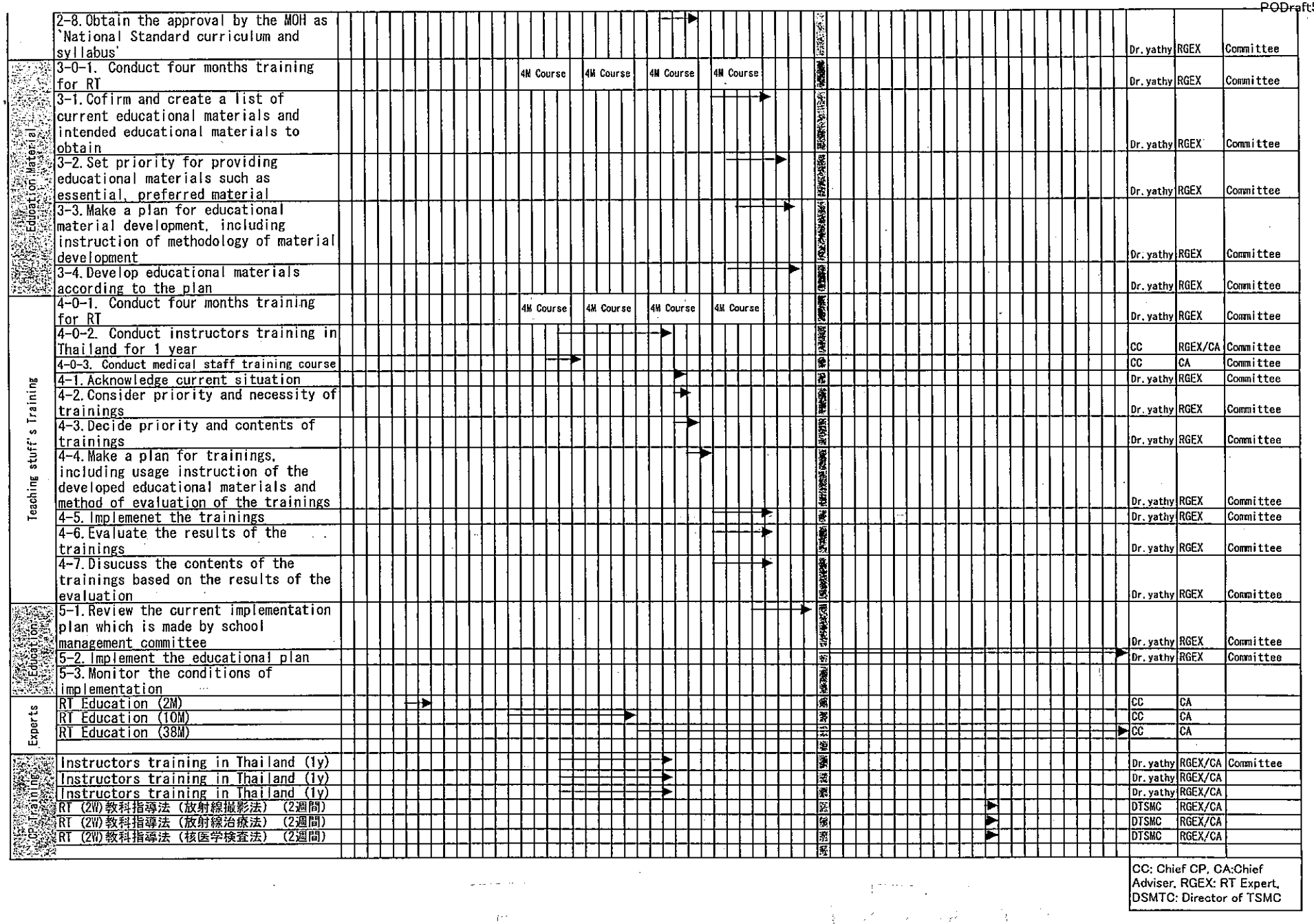
4名 / 4名(+3) / 4名 / 4名 / 5名

無償 入札準備・入札・契約 / 新築・改修工事 / 竣工 / 開校

CP研修

PO: (RT)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation			
	1-2. Establish RT educational committee	Dr. yathy	RGEX	Committee
	1-3. Confirm the process of approval and execution of the draft of regulations	Dr. yathy	RGEX	Committee
	1-4. Establish `Regulation Steering Committee'	Dr. yathy	RGEX	Committee
	1-5. Set working groups up			Committee
	1-6. The first draft of "School approval criteria for accrediting school" is provided and submitted to RT educational committee by the working groups	Dr. yathy	RGEX	Committee
	1-7. The first draft of "Guideline for accrediting school" is provided and submitted to RT educational committee by the working groups	Dr. yathy	RGEX	Committee
	1-8. The drafts are discussed, modified, and confirmed by RT educational committee	Dr. yathy	RGEX	Committee
	1-9. The confirmed drafts are submitted to `Regulation Steering Committee' by RT educational committee	Dr. yathy	RGEX	Committee
	1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee	Dr. yathy	RGEX	Committee
	1-11. Start the process of execution	Dr. yathy	RGEX	Committee
	1-12. Confirm the execution and acknowledgement	Dr. yathy	RGEX	Committee
Curriculum & syllabus	2-0-1. Visit training institution of RT in Thailand			Committee
	2-0-2. Conduct four months training for RT (4M Course / 4M Course / 4M Course / 4M Course)	Dr. yathy	RGEX	Committee
	2-1. Obtain information of curriculum and syllabus	Dr. yathy	RGEX	Committee
	2-2. Set working groups up	Dr. yathy	RGEX	Committee
	2-3. Provide draft of curriculum at working groups	Dr. yathy	RGEX	Committee
	2-4. Provide draft of syllabus at working groups	Dr. yathy	RGEX	Committee
	2-5. The drafts of curriculum and syllabus are discussed, modified, confirmed and submitted to RT educational committee by the working groups	Dr. yathy	RGEX	Committee
	2-6. The drafts of curriculum and syllabus are discussed, modified and confirmed by RT educational committee			
	2-7. Submit the approved drafts of curriculum and syllabus to HRD by the RT educational committee	Dr. yathy	RGEX	Committee


2-8. Obtain the approval by the MOH as 'National Standard curriculum and syllabus'
Dr. yathy RGEX Committee
Education Material
3-0-1. Conduct four months training for RT
4M Course 4M Course 4M Course 4M Course
Dr. yathy RGEX Committee
3-1. Cofirm and create a list of current educational materials and intended educational materials to obtain
Dr. yathy RGEX Committee
3-2. Set priority for providing educational materials such as essential, preferred material
Dr. yathy RGEX Committee
3-3. Make a plan for educational material development, including instruction of methodology of material development
Dr. yathy RGEX Committee
3-4. Develop educational materials according to the plan
Dr. yathy RGEX Committee
Teaching stuff's Training
4-0-1. Conduct four months training for RT
4M Course 4M Course 4M Course 4M Course
Dr. yathy RGEX Committee
4-0-2. Conduct instructors training in Thailand for 1 year
CC RGEX/CA Committee
4-0-3. Conduct medical staff training course
CC CA Committee
4-1. Acknowledge current situation
Dr. yathy RGEX Committee
4-2. Consider priority and necessity of trainings
Dr. yathy RGEX Committee
4-3. Decide priority and contents of trainings
Dr. yathy RGEX Committee
4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings
Dr. yathy RGEX Committee
4-5. Implemenet the trainings
Dr. yathy RGEX Committee
4-6. Evaluate the results of the trainings
Dr. yathy RGEX Committee
4-7. Disucuss the contents of the trainings based on the results of the evaluation
Dr. yathy RGEX Committee
Education
5-1. Review the current implementation plan which is made by school management committee
Dr. yathy RGEX Committee
5-2. Implement the educational plan
Dr. yathy RGEX Committee
5-3. Monitor the conditions of implementation
Experts
RT Education (2M)
CC CA
RT Education (10M)
CC CA
RT Education (38M)
CC CA
Training
Instructors training in Thailand (1y)
Dr. yathy RGEX/CA Committee
Instructors training in Thailand (1y)
Dr. yathy RGEX/CA
Instructors training in Thailand (1y)
Dr. yathy RGEX/CA
RT (2W)教科指導法 (放射線撮影法) (2週間)
DTSMC RGEX/CA
RT (2W)教科指導法 (放射線治療法) (2週間)
DTSMC RGEX/CA
RT (2W)教科指導法 (核医学検査法) (2週間)
DTSMC RGEX/CA
CC: Chief CP, CA:Chief Adviser, RGEX: RT Expert, DSMTC: Director of TSMC

Technical Warking Group(放射線運営委員会)		
1,Dr Or Wanda	Calmette Hospital	
2,Dr Yathy	HRD	
3,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital	
4,Dr Lim Huy	HRD	
5,Mr,Chhor Kimsreng	CENAT	
6,Dr Tanchantara	Preahbath Norodom Sihanouk Hospital	
7,Dr Lay Kimthong	NMCH	
8,Dr Yath Yathy	HRD	Chair
9,Mr Thun Kao	Preahbath Norodom Sianouk Hospital	
10,Mr Muth Samphan	Calmette Hospital	

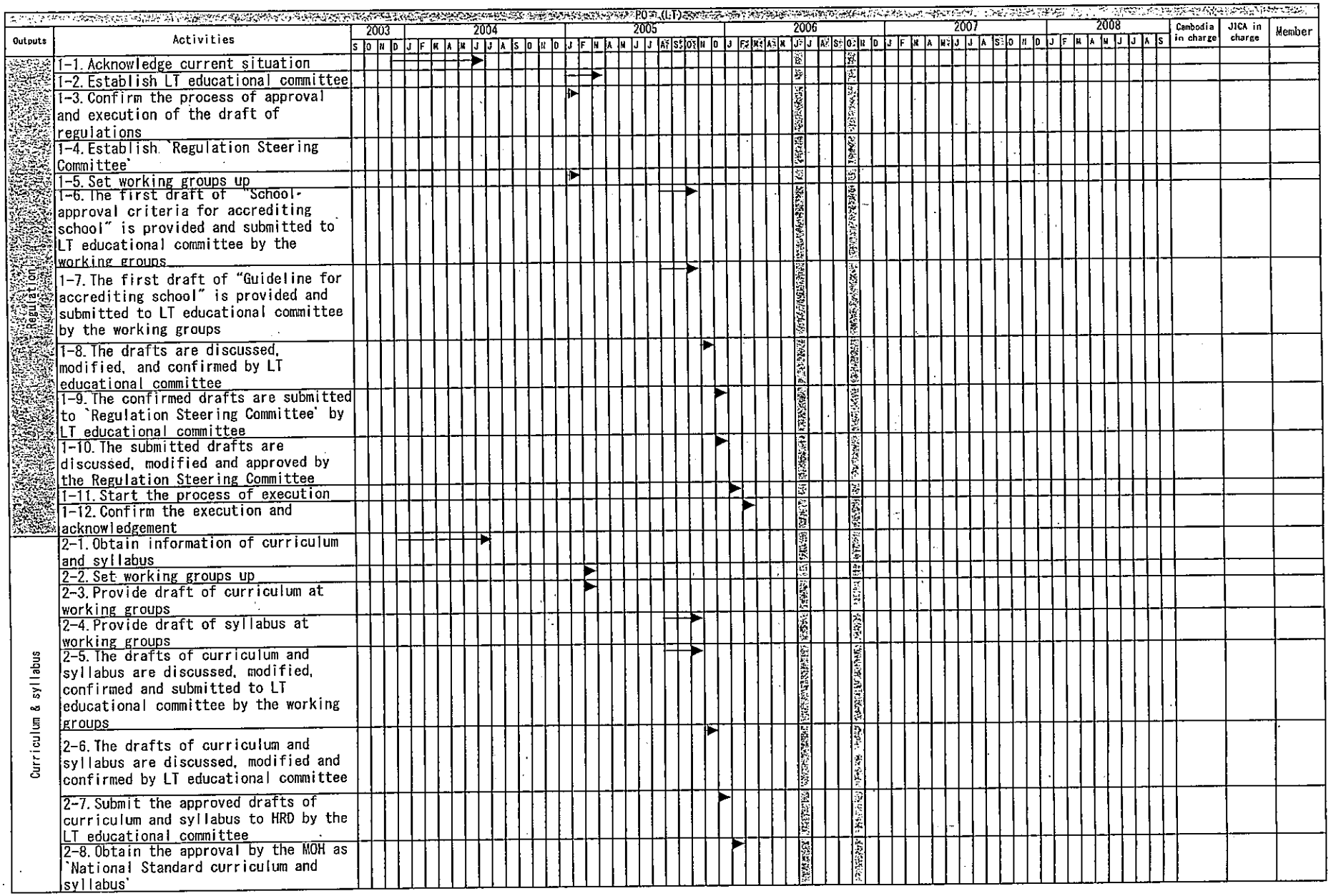
各作業委員会

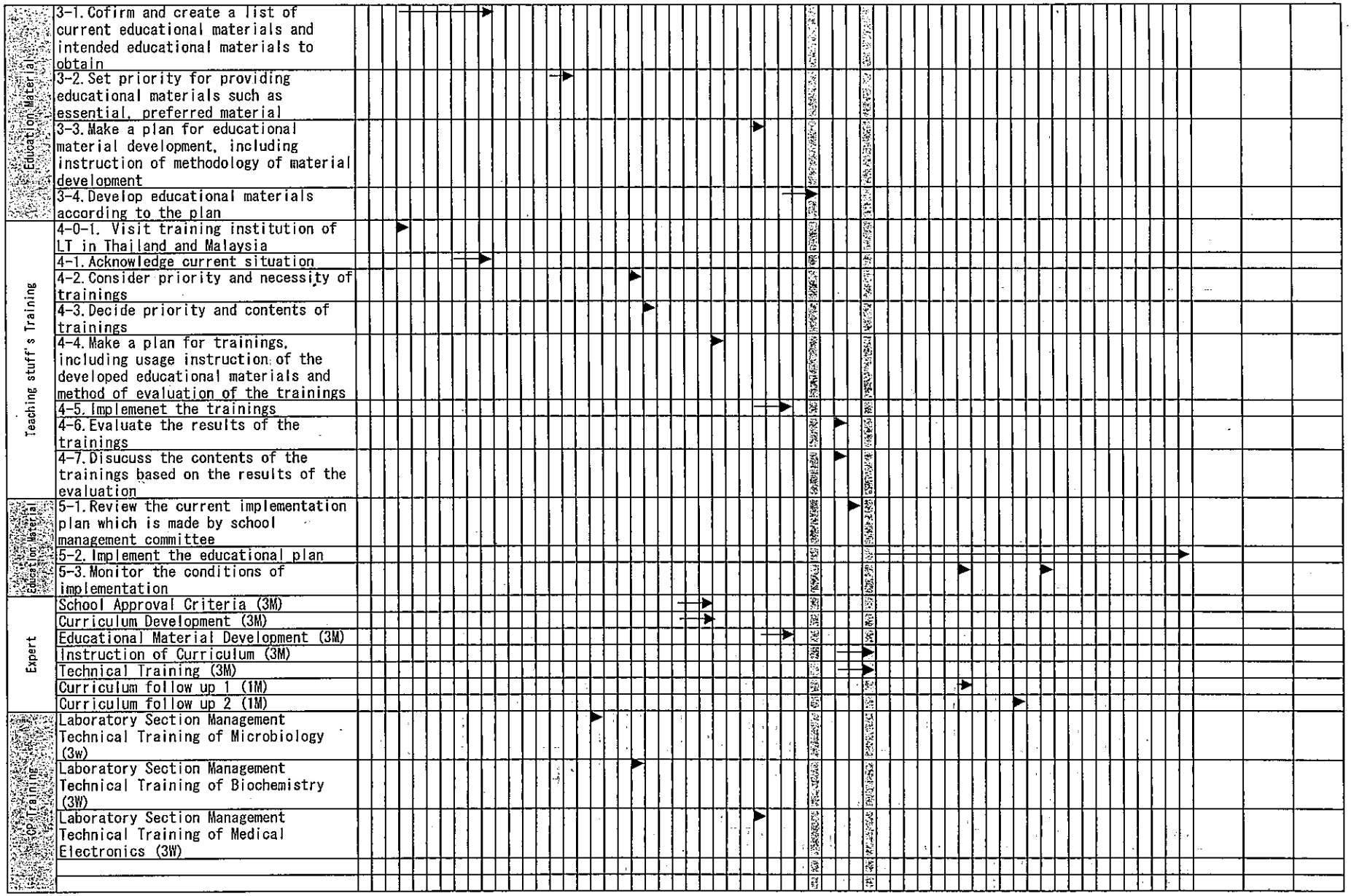
Technical Warking Group for currculum development		
1,Dr Or Wanda	Calmette Hospital	Chair
2,Dr Yathy	HRD	Vice-chair
3,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital	Member
4,Dr Lim Huy	HRD	Member
5,Mr,Chhor Kimsreng	CENAT	Member

Technical Working group for technical book development		
1,Dr Tanchantara	Preahbath Norodom Sihanouk Hospital	Chair
2,Dr Lay Kimthong	NMCH	Vice-chair
3,Dr Yath Yathy	HRD	Member
4,Mr Thun Kao	Preahbath Norodom Sianouk Hospital	Member
5,Mr Muth Samphan	Calmette Hospital	Member

Advisory group	
1,Phs.Keat Phuong	Director of HRD Deparment
2,Dr Or Wanda	Calmette Hospital
3,Mr Mam Bunsong	CIM

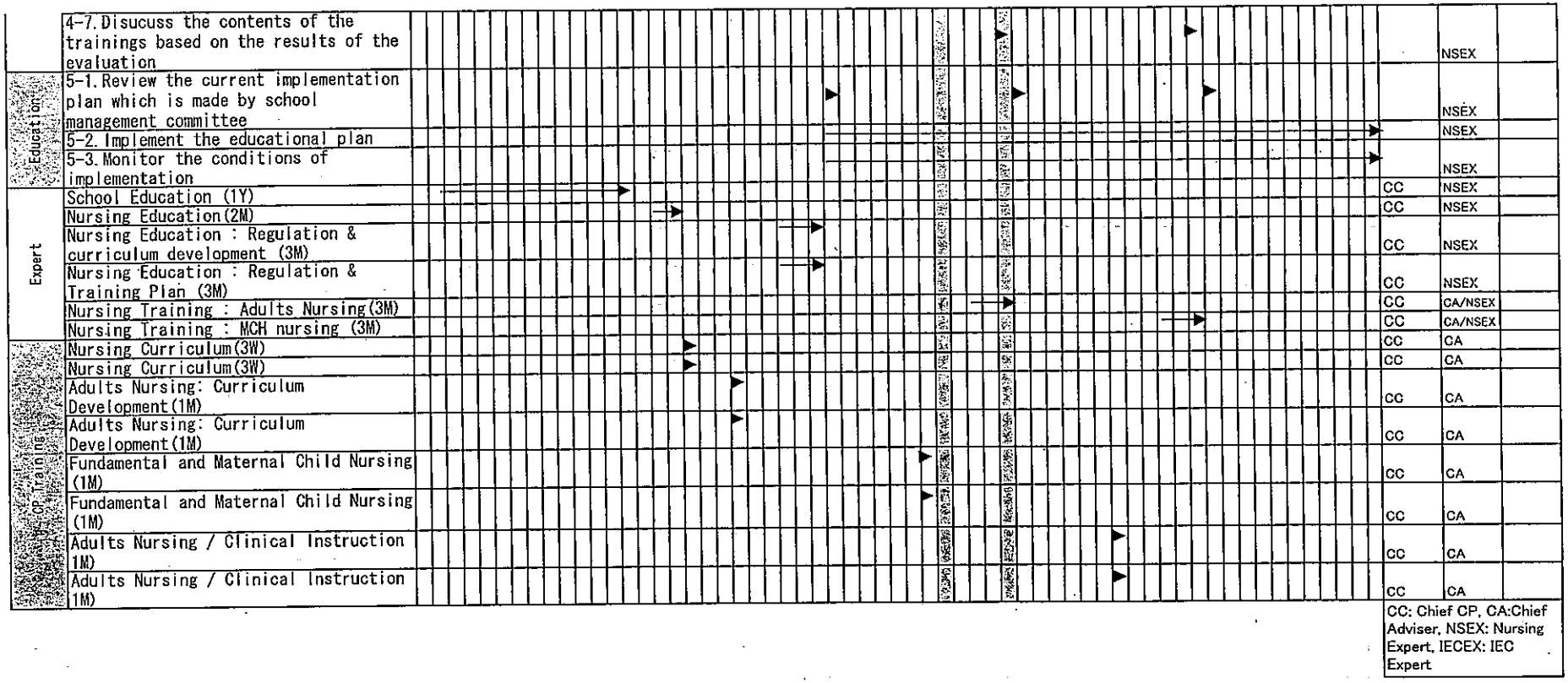
X-Ray 4 month course,List Lectures	
1,Dr Or Wanda	Calmette Hospital
2,Dr Yathy	HRD
3,Dr Lay Kimthong	NMCH
4,Dr Tan Chantara	Preahbath Norodom Sihanouk Hospital
5,Dr Im Tham	Preahbath Norodom Sihanouk Hospital
6,Dr Ban Say	Preahbath Norodom Sihanouk Hospital
7,Dr Phy Raddian	Hospital department,MoH
8,Mr,Chhor Kimsreng	CENAT
9,Mr Thun Kao	Preahbath Norodom Sianouk Hospital
10,Mr Muth Samphan	Calmette Hospital
11,Hab Sok Samnang	NMCH
12,Mr Mam Bunsong	CIM


PO (LT)
2003
2004
2005
2006
2007
2008
Outputs
Activities
Cambodia in charge
JICA in charge
Member
Regulation
Curriculum & syllabus
1-1. Acknowledge current situation
1-2. Establish LT educational committee
1-3. Confirm the process of approval and execution of the draft of regulations
1-4. Establish `Regulation Steering Committee`
1-5. Set working groups up
1-6. The first draft of "School-approval criteria for accrediting school" is provided and submitted to LT educational committee by the working groups
1-7. The first draft of "Guideline for accrediting school" is provided and submitted to LT educational committee by the working groups
1-8. The drafts are discussed, modified, and confirmed by LT educational committee
1-9. The confirmed drafts are submitted to `Regulation Steering Committee` by LT educational committee
1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee
1-11. Start the process of execution
1-12. Confirm the execution and acknowledgement
2-1. Obtain information of curriculum and syllabus
2-2. Set working groups up
2-3. Provide draft of curriculum at working groups
2-4. Provide draft of syllabus at working groups
2-5. The drafts of curriculum and syllabus are discussed, modified, confirmed and submitted to LT educational committee by the working groups
2-6. The drafts of curriculum and syllabus are discussed, modified and confirmed by LT educational committee
2-7. Submit the approved drafts of curriculum and syllabus to HRD by the LT educational committee
2-8. Obtain the approval by the MOH as `National Standard curriculum and syllabus`


Education Material
3-1. Cofirm and create a list of current educational materials and intended educational materials to obtain
3-2. Set priority for providing educational materials such as essential, preferred material
3-3. Make a plan for educational material development, including instruction of methodology of material development
3-4. Develop educational materials according to the plan
Teaching stuff's Training
4-0-1. Visit training institution of LT in Thailand and Malaysia
4-1. Acknowledge current situation
4-2. Consider priority and necessity of trainings
4-3. Decide priority and contents of trainings
4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings
4-5. Implemenet the trainings
4-6. Evaluate the results of the trainings
4-7. Disucuss the contents of the trainings based on the results of the evaluation
Education Material
5-1. Review the current implementation plan which is made by school management committee
5-2. Implement the educational plan
5-3. Monitor the conditions of implementation
Expert
School Approval Criteria (3M)
Curriculum Development (3M)
Educational Material Development (3M)
Instruction of Curriculum (3M)
Technical Training (3M)
Curriculum follow up 1 (1M)
Curriculum follow up 2 (1M)
OJT Training
Laboratory Section Management Technical Training of Microbiology (3w)
Laboratory Section Management Technical Training of Biochemistry (3W)
Laboratory Section Management Technical Training of Medical Electronics (3W)

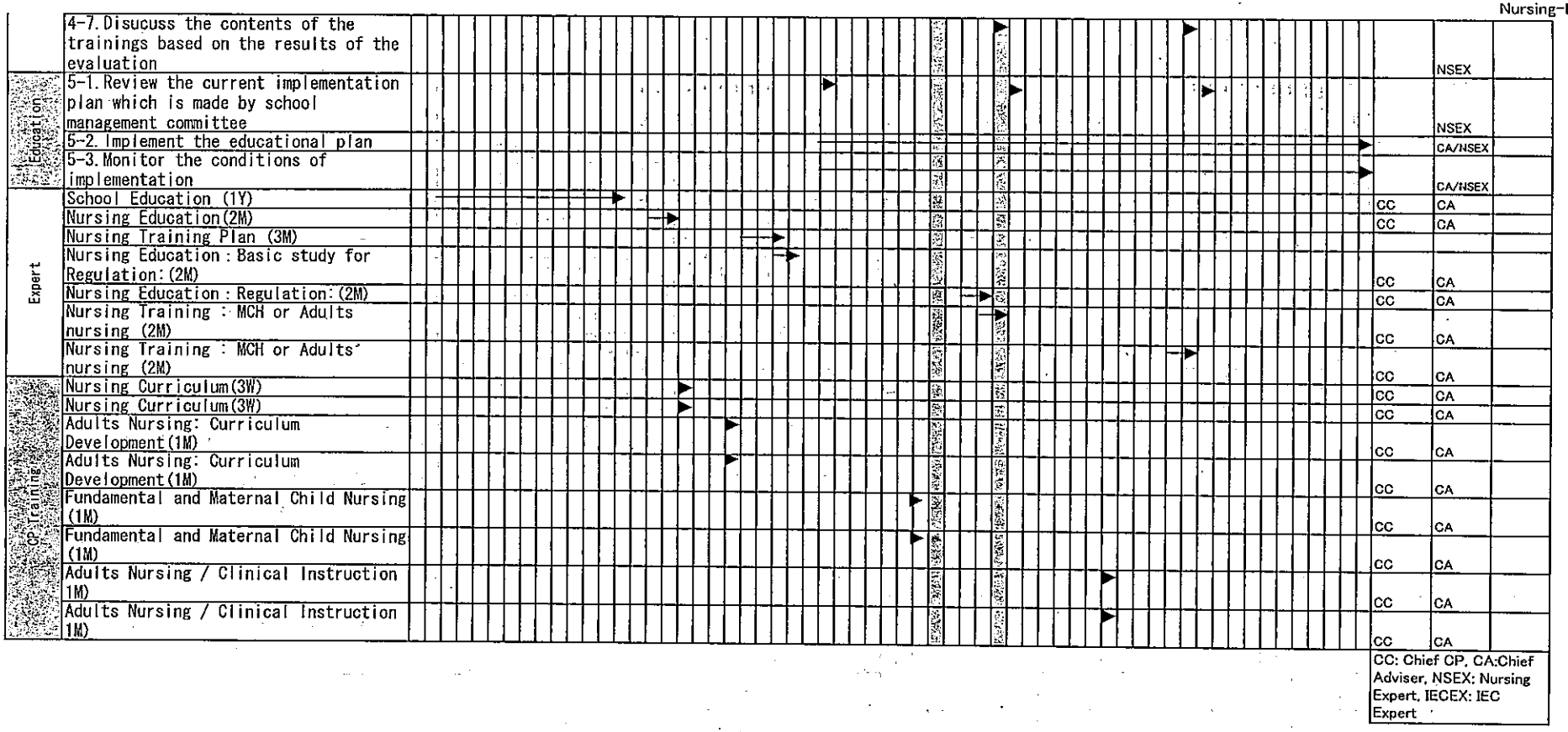
PO: (NS)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation		NSEX	
	1-2. Establish NS educational committee		CA/NSEX	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA/NSEX	
	1-4. Establish `Regulation Steering Committee'		CA/NSEX	
	1-5. Set working groups up		CA/NSEX	
	1-6. The first draft of "School approval criteria for accrediting school" is provided and submitted to NS educational committee by the working groups		NSEX	
	1-7. The first draft of "Guideline for accrediting school" is provided and submitted to NS educational committee by the working groups		NSEX	
	1-8. The drafts are discussed, modified, and confirmed by NS educational committee		NSEX	
	1-9. The confirmed drafts are submitted to `Regulation Steering Committee' by NS educational committee		NSEX/CA	
	1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee		NSEX/CA	
	1-11. Start the process of execution		CA	
	1-12. Confirm the execution and acknowledgement		CA	
Curriculum and Syllabus	2-0-1. Visit training institution of Nursing Educator in Thailand and Laos			
	2-1. Obtain information of Curriculums and syllabuses		NSEX	
	2-2-0. Provide advices for curriculum and syllabus development if requested		CA	
Educational Material	3-1. Cofirm and create a list of current educational materials and intended educational materials to obtain		NSEX	
Teaching stuff's Training	4-0-1. Conduct Third Country Training in Malaysia for Nursing Educators		NSEX	
	4-1. Acknowledge current situation		NSEX	
	4-2. Consider priority and necessity of trainings		CA/NSEX	
	4-3. Decide priority and contents of trainings		CA/NSEX	
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings		CA/NSEX	
	4-5. Implemenet the trainings		NSEX	
	4-6. Evaluate the results of the trainings			


4-7. Disucuss the contents of the trainings based on the results of the evaluation
Education
5-1. Review the current implementation plan which is made by school management committee
5-2. Implement the educational plan
5-3. Monitor the conditions of implementation
Expert
School Education (1Y)
Nursing Education(2M)
Nursing Education : Regulation & curriculum development (3M)
Nursing Education : Regulation & Training Plan (3M)
Nursing Training : Adults Nursing(3M)
Nursing Training : MCH nursing (3M)
JICA CP Training (1M)
Nursing Curriculum(3W)
Nursing Curriculum(3W)
Adults Nursing: Curriculum Development(1M)
Adults Nursing: Curriculum Development(1M)
Fundamental and Maternal Child Nursing (1M)
Fundamental and Maternal Child Nursing (1M)
Adults Nursing / Clinical Instruction 1M)
Adults Nursing / Clinical Instruction 1M)
NSEX
NSEX
NSEX
NSEX
CC NSEX
CC NSEX
CC NSEX
CC NSEX
CC CA/NSEX
CC CA/NSEX
CC CA
CC CA
CC CA
CC CA
CC CA
CC CA
CC CA
CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC Expert

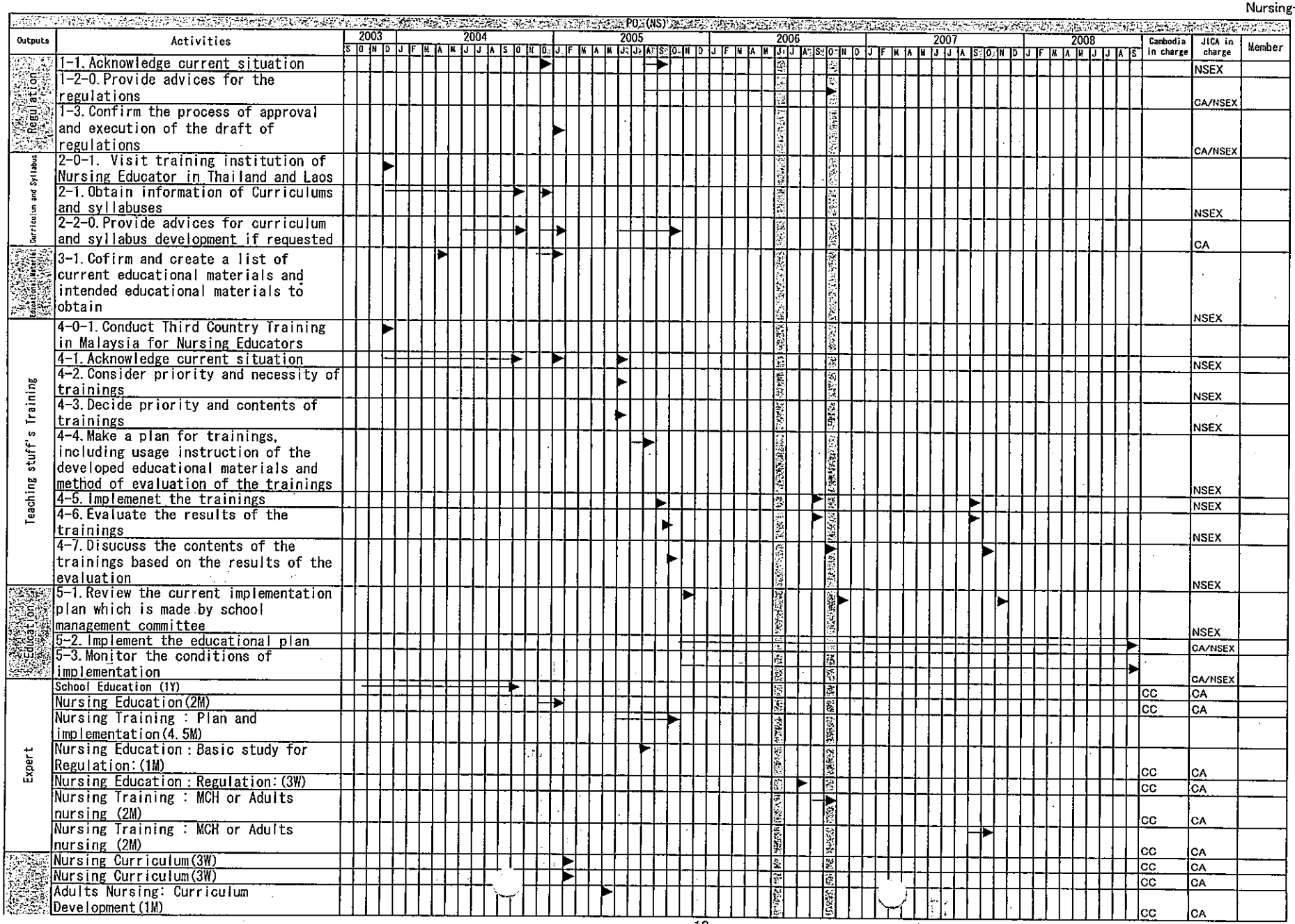
PO (NS)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation		NSEX	
	1-2. Establish NS educational committee		CA/NSEX	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA/NSEX	
	1-4. Establish 'Regulation Steering Committee'		CA/NSEX	
	1-5. Set working groups up		CA/NSEX	
	1-6. The first draft of "School approval criteria for accrediting school" is provided and submitted to NS educational committee by the working groups		NSEX	
	1-7. The first draft of "Guideline for accrediting school" is provided and submitted to NS educational committee by the working groups		NSEX	
	1-8. The drafts are discussed, modified, and confirmed by NS educational committee		NSEX	
	1-9. The confirmed drafts are submitted to 'Regulation Steering Committee' by NS educational committee		NSEX/CA	
	1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee		NSEX/CA	
	1-11. Start the process of execution		CA	
	1-12. Confirm the execution and acknowledgement		CA	
Curriculum and Syllabus	2-0-1. Visit training institution of Nursing Educator in Thailand and Laos			
	2-1. Obtain information of Curriculums and syllabuses		NSEX	
	2-2-0. Provide advices for curriculum and syllabus development if requested		CA	
Educational Material	3-1. Cofirm and create a list of current educational materials and intended educational materials to obtain		NSEX	
Teaching stuff's Training	4-0-1. Conduct Third Country Training in Malaysia for Nursing Educators			
	4-1. Acknowledge current situation		NSEX	
	4-2. Consider priority and necessity of trainings		NSEX	
	4-3. Decide priority and contents of trainings		NSEX	
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings		NSEX	
	4-5. Implemenet the trainings		NSEX	
	4-6. Evaluate the results of the trainings		NSEX	



	4-7. Disucuss the contents of the trainings based on the results of the evaluation		NSEX	
Education	5-1. Review the current implementation plan which is made by school management committee		NSEX	
Education	5-2. Implement the educational plan		CA/NSEX	
Education	5-3. Monitor the conditions of implementation		CA/NSEX	
Expert	School Education (1Y)	CC	CA	
Expert	Nursing Education(2M)	CC	CA	
Expert	Nursing Training Plan (3M)			
Expert	Nursing Education : Basic study for Regulation: (2M)	CC	CA	
Expert	Nursing Education : Regulation: (2M)	CC	CA	
Expert	Nursing Training : MCH or Adults nursing (2M)	CC	CA	
Expert	Nursing Training : MCH or Adults nursing (2M)	CC	CA	
CP training	Nursing Curriculum(3W)	CC	CA	
CP training	Nursing Curriculum(3W)	CC	CA	
CP training	Adults Nursing: Curriculum Development(1M)	CC	CA	
CP training	Adults Nursing: Curriculum Development(1M)	CC	CA	
CP training	Fundamental and Maternal Child Nursing (1M)	CC	CA	
CP training	Fundamental and Maternal Child Nursing (1M)	CC	CA	
CP training	Adults Nursing / Clinical Instruction 1M)	CC	CA	
CP training	Adults Nursing / Clinical Instruction 1M)	CC	CA	

CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC Expert



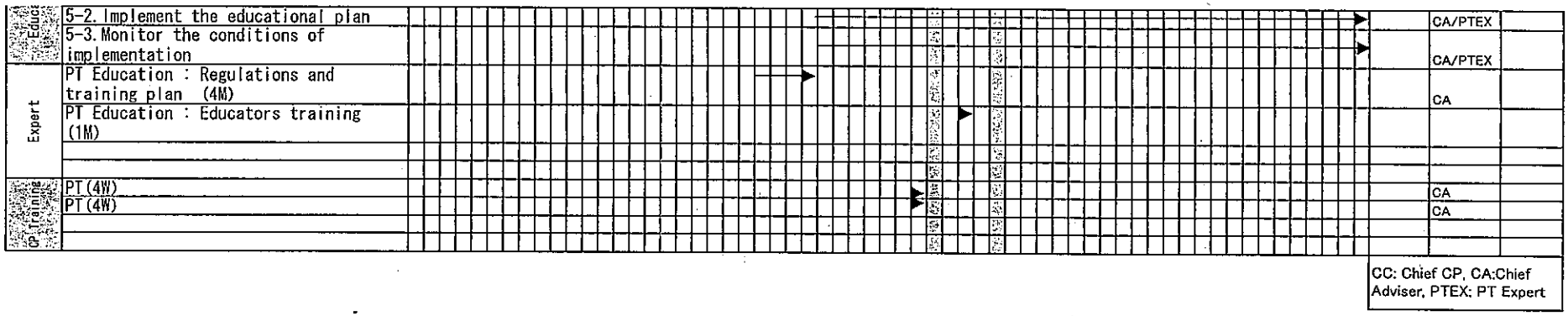
Outputs	Activities	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation		NSEX	
	1-2-0. Provide advices for the regulations		CA/NSEX	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA/NSEX	
Curriculum and Syllabus	2-0-1. Visit training institution of Nursing Educator in Thailand and Laos			
	2-1. Obtain information of Curriculums and syllabuses		NSEX	
	2-2-0. Provide advices for curriculum and syllabus development if requested		CA	
Educational Material	3-1. Cofirm and create a list of current educational materials and intended educational materials to obtain		NSEX	
Teaching stuff's Training	4-0-1. Conduct Third Country Training in Malaysia for Nursing Educators			
	4-1. Acknowledge current situation		NSEX	
	4-2. Consider priority and necessity of trainings		NSEX	
	4-3. Decide priority and contents of trainings		NSEX	
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings		NSEX	
	4-5. Implemenet the trainings		NSEX	
	4-6. Evaluate the results of the trainings		NSEX	
	4-7. Disucuss the contents of the trainings based on the results of the evaluation		NSEX	
School Education	5-1. Review the current implementation plan which is made by school management committee		NSEX	
	5-2. Implement the educational plan		CA/NSEX	
	5-3. Monitor the conditions of implementation		CA/NSEX	
Expert	School Education (1Y)	CC	CA	
	Nursing Education(2M)	CC	CA	
	Nursing Training : Plan and implementation(4.5M)			
	Nursing Education : Basic study for Regulation: (1M)	CC	CA	
	Nursing Education : Regulation: (3W)	CC	CA	
	Nursing Training : MCH or Adults nursing (2M)	CC	CA	
	Nursing Training : MCH or Adults nursing (2M)	CC	CA	
	Nursing Curriculum(3W)	CC	CA	
	Nursing Curriculum(3W)	CC	CA	
	Adults Nursing: Curriculum Development(1M)	CC	CA	

CP Training	Adults Nursing: Curriculum Development(1M)	CC	CA	
	Fundamental and Maternal Child Nursing (1M)	CC	CA	
	Fundamental and Maternal Child Nursing (1M)	CC	CA	
	Adults Nursing / Clinical Instruction 1M)	CC	CA	
	Adults Nursing / Clinical Instruction 1M)	CC	CA	

CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC

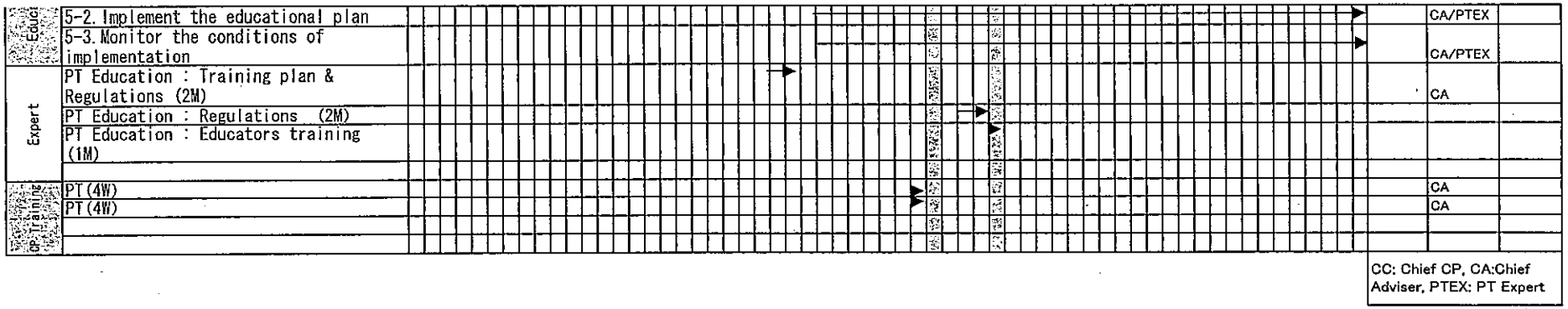
PO (PT)

Outputs	Activates	Cambodia in charge	JICA in charge	Member
1. Regulation	1-1. Acknowledge current situation		PTEX	
	1-2. Establish PT educational committee		CA	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA	
	1-4. Establish `Regulation Steering Committee'		CA	
	1-5. Set working groups up		PTEX	
	1-6. The first draft of "School approval criteria for accrediting school" is provided and submitted to PT educational committee by the working groups		PTEX	
	1-7. The first draft of "Guideline for accrediting school" is provided and submitted to PT educational committee by the working groups		PTEX	
	1-8. The drafts are discussed, modified, and confirmed by PT educational committee		CA/PTEX	
	1-9. The confirmed drafts are submitted to `Regulation Steering Committee' by PT educational committee		CA/PTEX	
	1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee		CA/PTEX	
	1-11. Start the process of execution		CA/PTEX	
	1-12. Confirm the execution and acknowledgement		CA	
4. Teaching stuff's Training	4-1. Acknowledge current situation		CA/PTEX	
	4-2. Consider priority and necessity of trainings			
	4-3. Decide priority and contents of trainings			
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings			
	4-5. Implemenet the trainings			
	4-6. Evaluate the results of the trainings			
	4-7. Disucuss the contents of the trainings based on the results of the evaluation		PTEX	
5. Implementation	5-1. Review the current implementation plan which is made by school management committee		PTEX	


Educ
5-2. Implement the educational plan
5-3. Monitor the conditions of implementation
Expert
PT Education : Regulations and training plan (4M)
PT Education : Educators training (1M)
CP Training
PT(4W)
PT(4W)
CA/PTEX
CA/PTEX
CA
CA
CA
CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert

PO (PT)

Outputs	Activates	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation		PTEX	
	1-2. Establish PT educational committee		CA	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA	
	1-4. Establish `Regulation Steering Committee'		CA	
	1-5. Set working groups up		PTEX	
	1-6. The first draft of "School approval criteria for accrediting school" is provided and submitted to PT educational committee by the working groups		PTEX	
	1-7. The first draft of "Guideline for accrediting school" is provided and submitted to PT educational committee by the working groups		PTEX	
	1-8. The drafts are discussed, modified, and confirmed by PT educational committee		CA/PTEX	
	1-9. The confirmed drafts are submitted to `Regulation Steering Committee' by PT educational committee		CA/PTEX	
	1-10. The submitted drafts are discussed, modified and approved by the Regulation Steering Committee		CA/PTEX	
	1-11. Start the process of execution		CA/PTEX	
	1-12. Confirm the execution and acknowledgement		CA	
Teaching stuff's Training	4-1. Acknowledge current situation		CA/PTEX	
	4-2. Consider priority and necessity of trainings			
	4-3. Decide priority and contents of trainings			
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings			
	4-5. Implemenet the trainings			
	4-6. Evaluate the results of the trainings			
	4-7. Disucuss the contents of the trainings based on the results of the evaluation		PTEX	
tion	5-1. Review the current implementation plan which is made by school management committee		PTEX	


Educ
5-2. Implement the educational plan
5-3. Monitor the conditions of implementation
Expert
PT Education : Training plan & Regulations (2M)
PT Education : Regulations (2M)
PT Education : Educators training (1M)
CP Training
PT(4W)
PT(4W)
CA/PTEX
CA/PTEX
CA
CA
CA
CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert

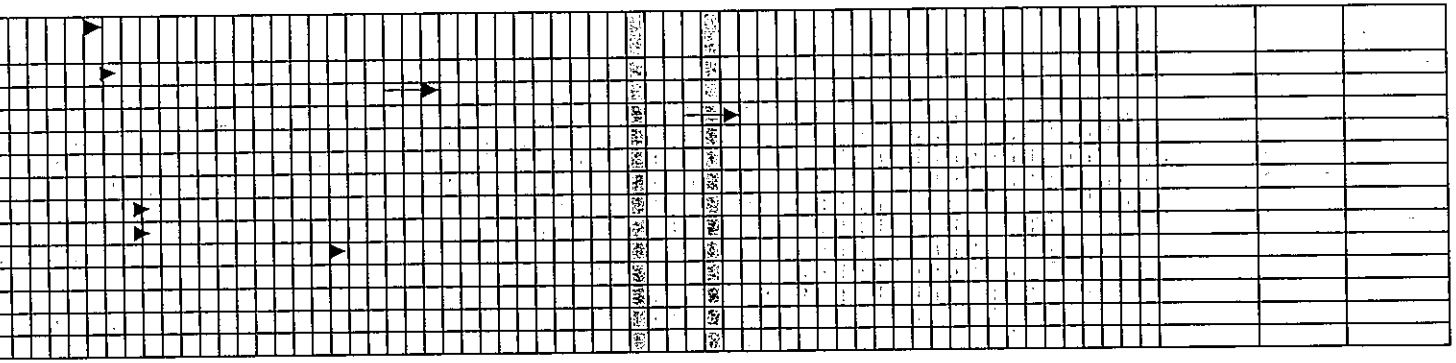
PO (PT)

Outputs	Activates	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Acknowledge current situation		PTEX	
	1-2-0. Provide advices for the regulations		CA	
	1-3. Confirm the process of approval and execution of the draft of regulations		CA	
Teaching stuff's Training	4-1. Acknowledge current situation		CA/PTEX	
	4-2. Consider priority and necessity of trainings			
	4-3. Decide priority and contents of trainings			
	4-4. Make a plan for trainings, including usage instruction of the developed educational materials and method of evaluation of the trainings			
	4-5. Implemenet the trainings			
	4-6. Evaluate the results of the trainings			
	4-7. Disucuss the contents of the trainings based on the results of the evaluation		PTEX	
Education	5-1. Review the current implementation plan which is made by school management committee		PTEX	
	5-2. Implement the educational plan		CA/PTEX	
	5-3. Monitor the conditions of implementation		CA/PTEX	
Expert	PT Education : Training plan & Regulations (2M)		CA	
	PT Education : Regulations & training (2M)			
	PT Education : Educators training (1M)			
C/Training	PT(4W)		CA	
	PT(4W)		CA	

CC: Chief CP, CA:Chief Adviser, PTEX: PT Expert ..

PO (School Management)

Outputs			Activities	Cambodia in charge	JICA in charge	Member
School Management Improvement	Office Management	1	6-1. Acknowledge current situation			
		2	6-2. Anlyze current situation (Problem Analysis)			
		3	6-3. Conduct basic study for essential documents			
		4	6-4. Establish "4 Improvement Committees" based on the results of the problem analysis			
		5	6-5. Hold the Improvement Committees' meetings regularly			
		6	6-6. Conduct a study on assigned tasks of Administration/financial office, Technical/Research office and each educational section			
		7	6-7. Conduct analysis on the results of study to clarify problems for task assignment			
		8	6-8. Acknowlege problems on task assignment and assign problems to 4 Improvement Committees			
		9	6-9. Set up official regulation for each Improvement Committee			
		10	6-10. Discuss problems at each Improvement Committee for resolutions			
		11	6-11. Submitt resolutions to Directors' Committee from each Improvement Committee			
		12	6-12. Rearrange task assignment efficiently, based on the approved resolutions by Directors' Committee			
		13	6-13. Create activity checklists based on rearranged task assignment			
		14	6-14. Monitor and evaluate state of administration by utilizing created checklists			
		15	6-15. Make resolutions if necessity is emerged from monitoring and evaluations			
		16	6-16. Prepare the succeeding school administration improvement plan after February 2007			
	Library	17	6-17. Train librarians of TSMC and 4TRCs			
		18	6-18. Arrange each library for effective utilization			
		19	6-19. Provide text books and educational books in Khmer for each library			

Expert		School Management :Organization enforcement (2W)	
		School Management (2W)	
		School Management (3M)	
		School Management (3M)	
C/P Training		School Management(2w)	
		School Management(2w)	
		School Management: Office(2w)	

POF(M&E)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Monitoring & Evaluation	7-1. Set monitoring and evaluation plan	CC	CA	JCC/PCC
	7-2. Conduct survey to obtain baseline data for evaluation	CC	CA	JCC/PCC
	7-3. Monitor the project as planned	CC	CA	JCC/PCC
	7-4. Evaluate the project as planned	CC	CA	JCC/PCC
	7-5. Hold JCC as planned	CC	CA	JCC/PCC
	7-6. Hold PCC as planned	CC	CA	JCC/PCC
	7-7. Modify the project plan if necessity is emerged from monitoring and evaluation	CC	CA	JCC/PCC
Expert	Monitoring and Evaluation (1M)	CC	CA	

CC: Chief CP, CA:Chief Adviser

H17年度本邦研修要望表

1 種別

国別特設

2 研修科目

(和)成人看護:カリキュラム開発・臨床実習
(英)Adults Nursing : Curriculum development and clinical practice

3 研修開始時期及び研修期間

2005年5月頃から1ケ月間

4 使用言語

クメール語

5 プロジェクトにおける本研修の位置付け

カンボジア国では、内戦時に多くの知識階級が虐殺された為、その後残された僅かな人材から緊急措置的に教員を募集し採用した。現在、看護教員として職務についているのはほぼこの時採用された人材である。これらの看護教員は、看護教育は受けてはいるものの、殆どが臨床経験が無い為、臨床実習指導を充分には出来ず、また知識や技術の実践的指導を行う事が困難である。当プロジェクトは成果として、カリキュラム改訂、教員の指導力の向上を掲げており、現在、保健省人材育成部主導の下、正看護師課程カリキュラムの改訂が行われている。本研修により、カリキュラム開発の基本的な知識を得、現在進行中のカリキュラム改訂に活用し、更に臨床研修を通して、教員自らが知識を実践に結びつけることが可能になれば、臨床指導の改善、及び講義や演習での指導力の向上が見込まれる。

6 本研修に求める成果

(1)研修対象者及びその職務内容

医療技術学校及び地方看護学校の看護学科教員
職務内容は正看護師教育課程での教育

(2)対象者が本研修を通じ達成すべき目標

・カリキュラム開発についての基本的な知識を得る
・臨床技術の取得、及び指導力の向上

(3)対象者の現在のレベル

・看護学科教員としての経験が5年以上
・臨床経験無し
・カリキュラムが疾患別になっているので全人的な視点からの看護教育が行えない

(4)参加者に何が出来るようになって欲しいか

・カリキュラム開発の基本的な知識を得、カリキュラム改訂にその知識を反映できる
・臨床研修を通して、教員自らが知識を実践に結びつけることができ、その結果、臨床指導力、及び講義や演習での指導力が向上する。

(5)何を教えて欲しいのか

研修項目	具体的無い様・時間
成人看護論	成人看護領域のカリキュラムの成り立ち、シラバス(具体的内容):1日
臨床研修	成人看護分野の臨床研修:2週間
成人看護分野臨床指導	臨床指導の目的・方法、病院での臨床指導状況見学:1週間
成人看護学演習	演習指導の目的・方法、演習指導見学:3日

H17年度専門家派遣要望表:プランA

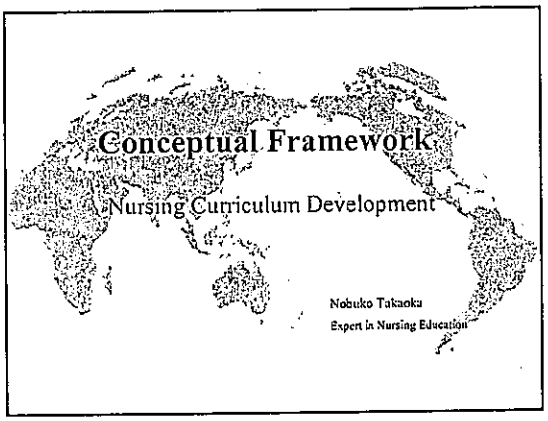
指導科目（和名）　看護教育:学校指定規則・カリキュラム開発指導
（英名）　Nursing Education : School Approval Criteria /Curriculum development
配属機関（和名）　保健省人材育成部
（英名）　Department of Human Resource Development, Ministry of Health
専門家派遣期間:2005年7月上旬より3ケ月
CP　Dr.Lim Huy
派遣の目的
学校指定規則の作成、及びカリキュラム改訂に関する助言を行う
期待される成果
学校指定規則の作成、及びカリキュラム改訂に必要な知識・技術がCPに移転される。
活動内容
成果1との関連:学校指定規則の法案作成に対する指導
1. 日本の指定規則を参考資料として提示する(英文)
2. 作業グループ内での法案作成指導
3. 看護教育委員会での承認、運営委員会での承認等、法案施行に至る活動への助言と指導
成果2との関連:カリキュラム改訂
正看護師課程カリキュラム改訂への助言

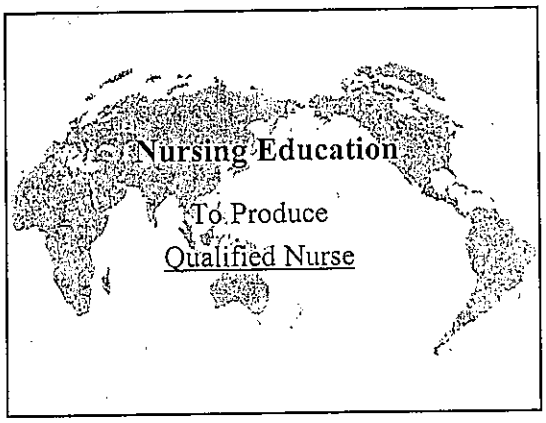
留意事項
学校指定規則あるいは、看護師養成校設立に関わった経験及び、途上国での看護状況に対する知識経験を数する事が望ましい。

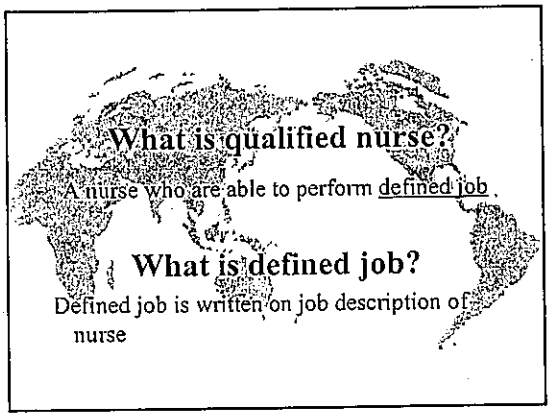
指導科目（和名）　看護教育:学校指導要領・研修計画
（英名）　Nursing Education : Guideline for accrediting school /Training Plan
配属機関（和名）　保健省人材育成部
（英名）　Department of Human Resource Development, Ministry of Health
専門家派遣期間:2005年7月上旬より3ケ月
CP　Dr.Lim Huy
派遣の目的
学校指導要領の作成および、研修計画案作成に関する優先順位等の決定
期待される成果
学校指導要領の作成に必要な知識・技術がカウンターパートに移転される。研修計画案作成の優先順位が決定する。
活動内容
成果1との関連:学校指導要領の法案作成に対する指導
1. 日本の指導要領を参考資料として提示する(英文)
2. 作業グループ内での法案作成指導
3. 看護教育委員会での承認、運営委員会での承認等、法案施行に至る活動への助言と指導
成果4との関連:教員研修
1. 正看護師課程教員研修計画作成の為の情報収集をする
2. CPと協議して研修項目の優先順位を決定する

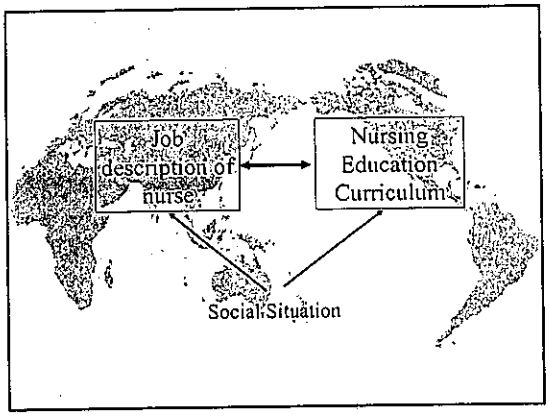
留意事項
学校指導要領あるいは、看護師養成校設立に関わった経験及び、途上国での看護状況に対する知識経験を有する事が望ましい。

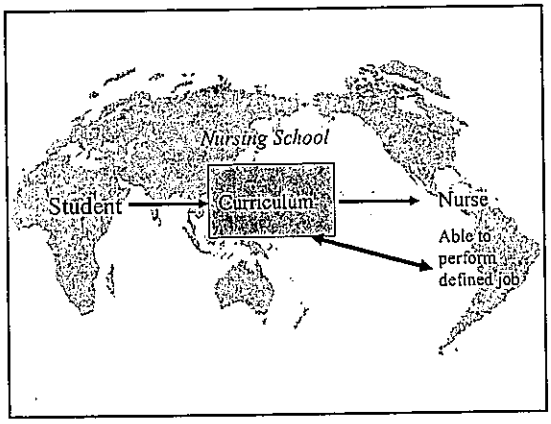
資料8

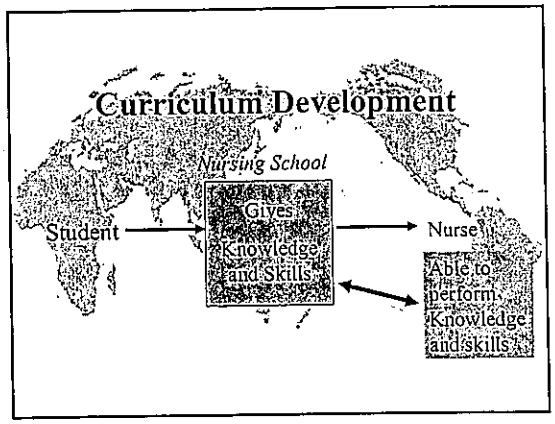

Conceptual Framework
Nursing Curriculum Development
Nobuko Takaoka
Expert in Nursing Education


Nursing Education
To Produce
Qualified Nurse

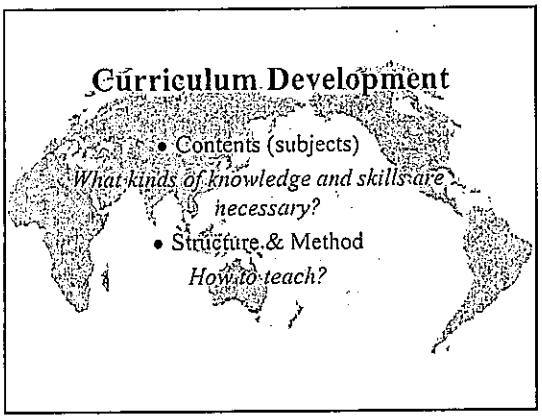

What is qualified nurse?
A nurse who are able to perform defined job
What is defined job?
Defined job is written on job description of nurse

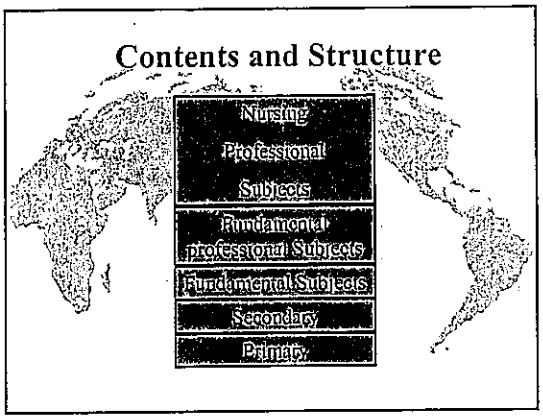

Job description of nurse
Nursing Education Curriculum
Social Situation

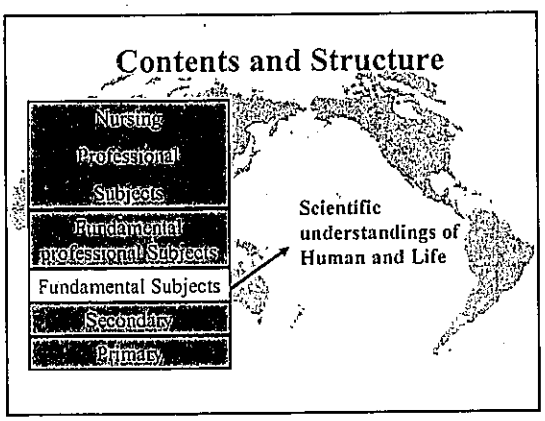

Nursing School
Student
Curriculum
Nurse
Able to perform defined job

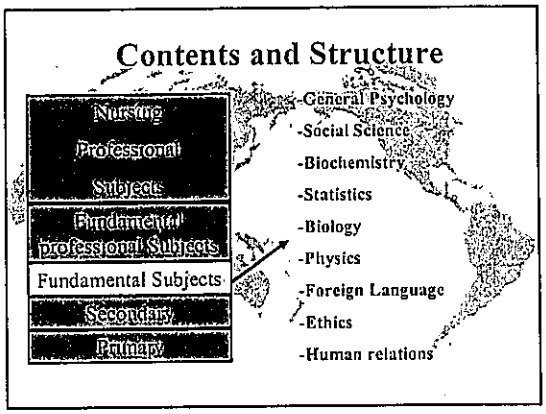

Curriculum Development
Nursing School
Student
Gives Knowledge and Skills
Nurse
Able to perform Knowledge and skills

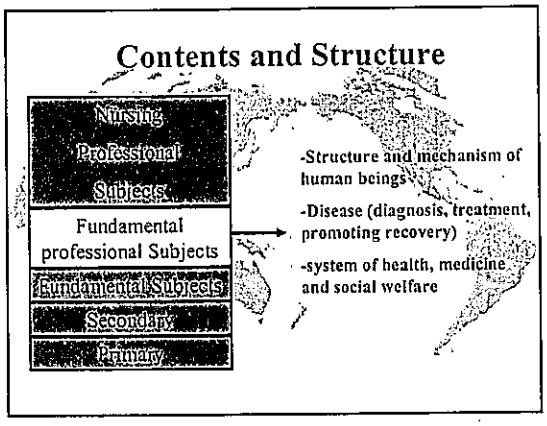
資料8

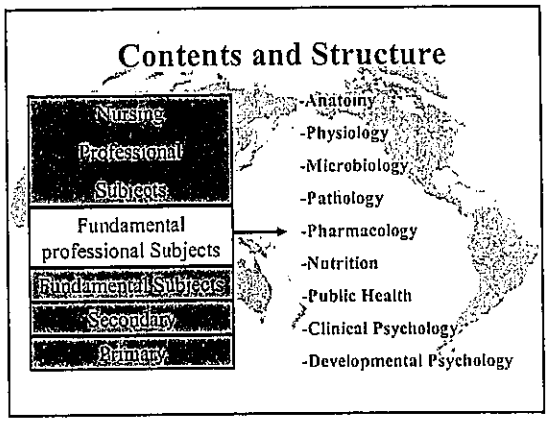

Curriculum Development
• Contents (subjects)
What kinds of knowledge and skills are necessary?
• Structure & Method
How to teach?


Contents and Structure
Nursing Professional Subjects
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary

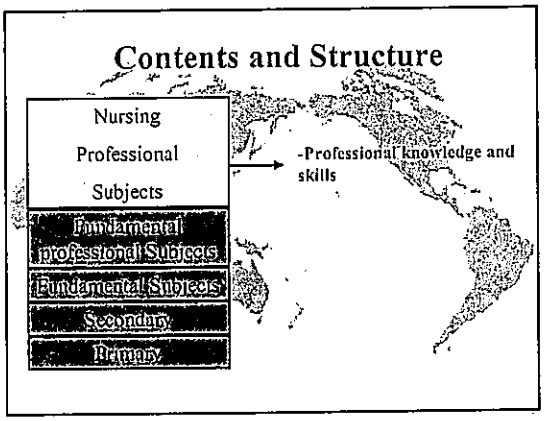

Contents and Structure
Nursing Professional Subjects
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary
Scientific understandings of Human and Life

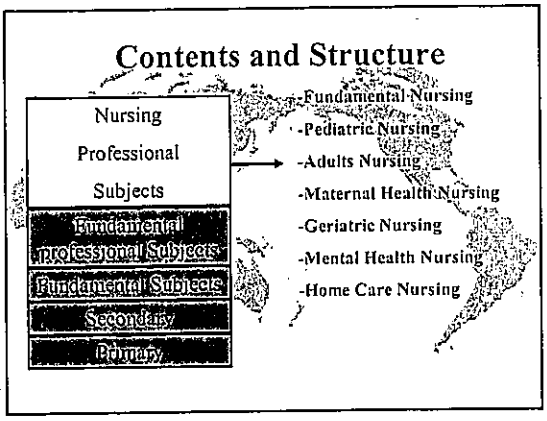

Contents and Structure
Nursing Professional Subjects
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary
-General Psychology
-Social Science
-Biochemistry
-Statistics
-Biology
-Physics
-Foreign Language
-Ethics
-Human relations

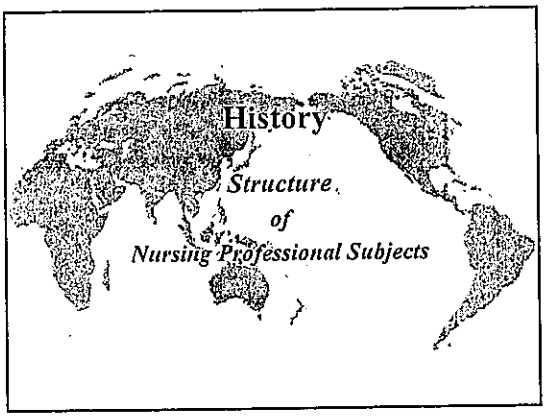

Contents and Structure
Nursing Professional Subjects
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary
-Structure and mechanism of human beings
-Disease (diagnosis, treatment, promoting recovery)
-system of health, medicine and social welfare

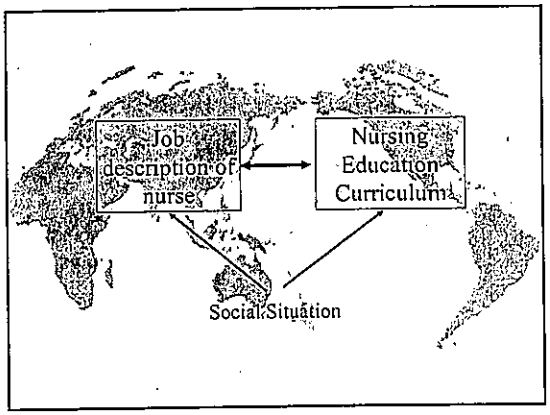

Contents and Structure
Nursing Professional Subjects
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary
-Anatomy
-Physiology
-Microbiology
-Pathology
-Pharmacology
-Nutrition
-Public Health
-Clinical Psychology
-Developmental Psychology

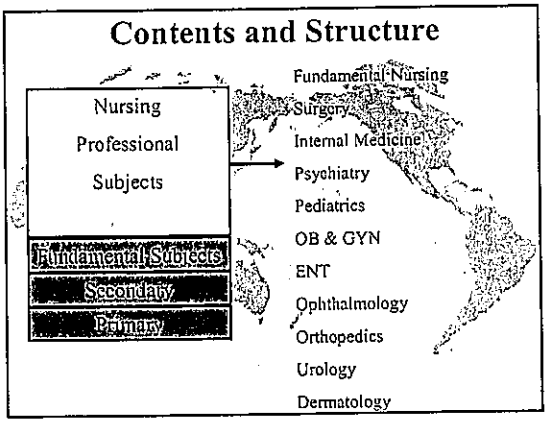
資料8

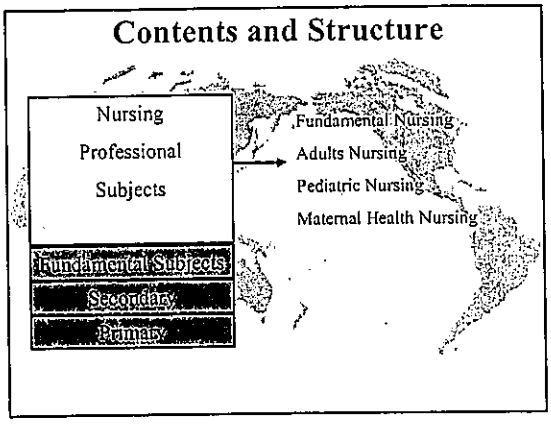

Contents and Structure
Nursing
Professional
Subjects
-Professional knowledge and skills
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary


Contents and Structure
Nursing
Professional
Subjects
-Fundamental Nursing
-Pediatric Nursing
-Adults Nursing
-Maternal Health Nursing
-Geriatric Nursing
-Mental Health Nursing
-Home Care Nursing
Fundamental professional Subjects
Fundamental Subjects
Secondary
Primary


History
Structure
of
Nursing Professional Subjects


Job description of nurse
Nursing Education Curriculum
Social Situation


Contents and Structure
Nursing
Professional
Subjects
Fundamental Nursing
Surgery
Internal Medicine
Psychiatry
Pediatrics
OB & GYN
ENT
Ophthalmology
Orthopedics
Urology
Dermatology
Fundamental Subjects
Secondary
Primary


Contents and Structure
Nursing
Professional
Subjects
Fundamental Nursing
Adults Nursing
Pediatric Nursing
Maternal Health Nursing
Fundamental Subjects
Secondary
Primary

資料8

Contents and Structure

Nursing Professional Subjects

- Fundamental professional Subjects
- Fundamental Subjects
- Secondary
- Primary

-Fundamental Nursing
-Pediatric Nursing
-Adults Nursing
-Maternal Health Nursing
-Geriatric Nursing
-Mental Health Nursing
-Home Care Nursing

Why structure was changed?

Parts to Whole and life cycle

- Fundamental Nursing
- Surgery
- Internal Medicine
- Psychiatry
- Pediatrics
- OB & GYN
- ENT
- Ophthalmology
- Orthopedics
- Urology
- Dermatology

- Fundamental Nursing
- Adults Nursing
- Pediatric Nursing
- Maternal Health Nursing

Social Needs

- Fundamental Nursing
- Adults Nursing
- Psychiatric Nursing
- Pediatric Nursing
- Maternal Health Nursing

- Fundamental Nursing
- Pediatric Nursing
- Adults Nursing
- Maternal Health Nursing
- Geriatric Nursing
- Mental Health Nursing
- Home Care Nursing

Job description of nurse ↔ Nursing Education Curriculum

Social Situation

Nursing Curriculum

Should be based on

Social situation (needs)

And

Job-description

看護関連収集資料リスト

資料9

1 規程関連資料

日本他

1 保健師助産師看護師学校養成所指定規則
2 看護師等養成所の運営に関する指導要領について
3 保健師助産師看護師学校養成所指定規則の一部を改正する省令の施行について
4 佐々木専門家作成「4教育分野の指定規則比較」
5 オーストラリア
6 シンガポール

カンボジア

7 Proclamation about defining role and function of nurses - November, 2003 （看護師法と思われる）
8 職務規程:1995.5.31作成:
1.Secondary Nurse / Register Nurse
2.Secondary Midwife
3.Primary Midwife
4.Secondary Midwife
5.Primary Nurse

2 政策・計画

9 MPA, CPAの資料抜粋:AnnexC. Kingdom of Cambodia, Ministry of Health, Health Sector Strategic Plan 2003-2007
10 Summary : Kingdom of Cambodia, Ministry of Health, Health Sector Strategic Plan 2003-2007
11 HRD:2005年計画

3 カンボジアの看護状況

12 TSMC関連情報(教員数・組織図他):日本語
13 TSMC関連情報(教員数・組織図他):英語
14 カンボジア看護教育の変遷と今後課題:柳澤理子著:国際保健医療誌
15 無償協力の基本設計の為の調査

4 TSMC, RTCs関連

16 TSMC,4RTCsの教員数、生徒数などのデータ(2004.10月と11月のデータ)
17 物品リスト:TSMCの看護:2004.12.20入手
18 2003年:TSMC教員任命書
19 2004年度:TSMC卒業試験テスト
20 2004年度:講義分担表
21 現行の看護教育のカリキュラム(英訳)
22 地域看護実習の記録表一式(英訳)＋クメール語、及び2005年地域看護実習スケジュール表

5 柿川専門家活動資料

23 看護分野の計画および活動の整合性
24 柿川専門家の計画
25 今回(2005.2)策定した計画
26 Hope病院の研修計画
27 Video作成に関わる資料

10 カンボジアの保健医療・その他

28 カンボジア国別援助研究会報告書－復興から開発へ－
29 MCHセンター及びJICAカンボジア母子保健プロジェクトの資料
30 貧困プロファイル:カンボジア王国最終報告書:2001.12:JBIC
31 カンボジア帰国報告(JOCS)

留:MCHおよびJOCSの人材は今後の国内研修実施の際の重要なリソースになると考えられる。

看護関連収集資料リスト

資料9

看護カリキュラム改訂会議関連資料

A	第1回：2004年6月7-11日(議事録)
B	第2回：2004年7月19-23日(議事録)
C	HRDから提示された日本の専門学校の(HRD部長がCP研修時に入手したもの)
D	現行のカリキュラム資料1
E	現行のカリキュラム資料2
F	現行のカリキュラム資料3
G	日本の専門学校のカリキュラムを参考(殆どそのまま使用)に作成された新カリキュラム案1：各校のドラフト作成分担はペン書き(青)で記入
H	日本の専門学校のカリキュラムを参考(殆どそのまま使用)に作成された新カリキュラム案2：1の細項目
I	カリキュラム案の分担に従って作成された科目毎のドラフト(3回目4回目の会議で、分担に応じて提出されたドラフト)のリスト(＃1～＃9)
	カリキュラム案の分担に従って作成された科目毎のドラフト(3回目4回目の会議で、分担に応じて提出されたドラフト)(英仮訳：クメール語)(＃1～＃9)
J	第5回：2005年1月13日の会議の招待状　およびプレゼン資料

追記：カリキュラム改訂はHRD主導(ADBの予算を既に確保済み)で進められている。ドラフトを見る限り、現行の内容の組み換え程度であるが、関係者のオーナーシップの阻害を回避するために、カ側の必要や求めに応じて助言をしていくものとする。(高岡記)

日本のカリキュラム資料

	東が丘看護助産学校(日本語)
	東が丘看護助産学校(英語)
	聖マリア学院短期大学(日本語)

PDM 改訂時の検討事項

以下に国内委員、調査団員の方々のコメントを受け、ドラフトに反映したもの以外のコメント及びそれに対する見解を示す。

1．中野国内委員からのコメント

1）HRD の人材登録システムに対するプロジェクトの小規模支援、プロジェクト活動の個別戦略計画の策定、コミュニケーションの改善など recommendation で行った内容については、PDM 改訂とは別に留意しておく必要があると思われる。

2）PDM 改訂案について、成果 3,4,5 の評価がいずれも計画にもとづいて指標が設定されると読み取れるが、その場合計画内容のレベルによって評価基準が左右されることになってくると思われる。この点に関しては、基礎調査のようなものが必要になってくるのか。

・　成果 4,5 に対しては基礎調査が必要。成果 3 に対しては基礎調査は不要。また、データをどう判断するのか詳細な指標、及び判断基準の設定が必要。

3）Objective Verifiable Indicators の内容が能動態と受動態が混在しているのでどちらに統一した方がよくないか。

2．三村国内委員からのコメント

1）専門家の投入については、確かに 6 項目にわたり 3 ケ月というのは難しいかもしれない。すべて違う専門家が担当するとなれば 6 人必要ですし、人数を少なくすれば派遣期間が長くなってしまう。できれば、カリキュラム開発と教材作成、カリキュラム指導について同一の専門家がよいと思われる。それぞれ、3 ケ月必要か、もう少し短縮できないか検討頂きたい。ただ、人材については協議会 77 校に働き掛けをして人材を募ってもよいと考えている。現役でなくても定年を迎え、活力も時間もある先生を各学校から紹介してくれるのではないかと思う。

・ 同一の専門家に担当して頂ければ、現地の状況やプロジェクト内容についての状況を把握する時間が短縮されるので、従って派遣期間をある程度短縮する事が可能と思われる。今後派遣期間等を含め、更なる検討が必要である。

3．野地運営指導調査団員からのコメント

1）外部条件

(1)「政府は TSMC と RTC の卒業生が(NGO など医療以外の分野で働かず)医設に配置されるための施策をとる」などが入っても良いと思わ

れる。

- 現在 PT は公立病院に採用が無いので、NGO の各団体が主な就職先。
- 採用枠の数が明確でない為、「施策をとる」とすると、職員のデータベースの更新・改善が必要」との見解がカ側から出され、削除した PDM0 の成果 2 を含めて欲しいとの要望があがる可能性が高い。
- 従って、外部条件としないほうが適当ではないか？

(2) b）作成された規定とは何のことでしょうか。もし学校指定規則や学校指導要領のことならば、すでに成果 1 で「施行する」と言い切っているので、「適用する」とどう違うのか。

- 規定が省令レベルになると教育省管轄の学校には適用されないので、念の為に記述した。

(3) h）「TSMC と RTC が私立にならない」とした方が良い

- HRD との協議後だったので、ドラフト 5 では意図的に変更していない。変更は合理的だと思われる。

(4) i）定員はそのつど TSMC の裁量で変更できるもののように思われるので、「質の高い教育を行うのに適切な生徒数を保つ」などとした方が良いのでは。

- 入学が規定通りの方法以外でも行われた為に「規定通り」と強調した。また、「定員」という表現を「教育施設の設定された最大収容数以下」という表現にしてはいかがか。（無償で建築される校舎には既に目安が設定されている。）

(5) 理学については、プロジェクトではほとんど大きな活動を行わないことから、例えば「プロジェクトにおける他分野の活動を参考にして、TSMC と HRD が理学分野の教員養成やカリキュラム・シラバス・教材作成などを行う」といった外部条件を成果からプロジェクト目標の外部条件の欄に入れておいたほうが無難なのでは。

- 理学分野の研修を行わない PO を HRD に提示したところ、合意が得られなかった。その後の理学分野の情報収集で新しい情報が得られたので、それに対応して PO を作成した。今後これをもとに再協議を行う予定。また、提示された例では、全分野同様の活動が必要との前提に基いていると思われるが、全分野同じである必要はないのでは。

2） プロジェクト要約

(1) 成果 1 で学校規則と指導要領が施行されると書いてあるので、そこまでプロジェクトで対応できるかどうか確認が必要。

- 法整備のプロジェクト専門家の話では、政令でも早ければ 6 ケ月ぐらいで施行となるとの事である。政令にするか省令にするか、カ側と協議する必要がある。

(2) 活動 5 - 1 については何の実施計画か、5 - 2 は誰が誰に対する教育を実施するのか、混乱がおきないように書いたほうが良い。4 - 5 も先生に対する研修と明記した方が良いのでは。

・ HRD との協議後だったので、ドラフト 5 では意図的に変更していない。変更は必要と思われる。

3） 指標

(1) すべてのレベルの指標で、活動をそのまま標記したものが多いように見受けられる。例えば「計画された教員研修が実施され、専門性が強化される」、「作成されたチェックリストを使用して運営状況を改善する」「公立学校が成果 1 で施行された規定を遵守する」「計画に沿って教育が実施される」など。実際にこれが達成された状況を想像して、「いつまでに、なにがどのレベルになっていると『専門性が強化されたといえる』のか、『運営状況が改善されたといえる』『規定を遵守していると判断されるのか』を具体的に表現した方がよい。

(2) 今後ベースライン調査が終わったら、それぞれの指標に「いつまでにどれくらい達成すべきか」の数字が入る必要があるでしょう。例えば「卒業生の就職状況が改善する」「卒業試験合格率が上がる」「学生のデータ登録状況が改善される」については特に数字が必要だと思われる。

・ 指標については PO がある程度確定した後に、具体的に設定する必要がある。（基礎調査、詳細な指標、データをどう判断するのかの判断基準の設定が必要。）また、プロジェクト活動の個別戦略計画の策定、特に目標が決定しない限り、具体的な指標及び達成目標（数字、時期、レベル等）評価基準の設定は出来ない。

・ 今後、プロジェクト専門家と CP、派遣予定のモニタリング･評価の短期専門家によって、それらを設定する必要性がある。また、モニタリング、評価の精度を高める為には、モニタリング･評価の専門家にはモニタリング用グリッド、評価用グリッド、モニタリング評価用報告書フォーマットの作成も TOR とすべきである。

以下に、高岡のコメントを記す

PDM1 ドラフト、PO ドラフトを基に、プロジェクトの取り組むべき範囲と活動計画が合意されつつあるが、更なる情報収集を進め、各活動分野の達成目標及び指標を明確に設定することが必要である。また、プロジェクトの円滑な運営の為には、合意形成の過程で、カンボジア側と日本側の共通認識を深め、各活動の責任者を明確にすることが重要である。

５．2005年５月の運営指導調査団とカンボジア側とで署名・交換した議事録（ミニッツ）

MINUTES OF MEETINGS
BETWEEN JAPANESE CONSULTATION TEAM
AND THE AUTHORITIES CONCERNED OF THE GOVERNMENT OF
THE KINGDOM OF CAMBODIA
ON JAPANESE TECHNICAL COOPERATION PROJECT
FOR HUMAN RESOURCE DEVELOPMENT OF CO-MEDICALS

The Japan International Cooperation Agency (hereinafter referred to as "JICA") dispatched the Consultation Team (hereinafter referred to as "the Team"), headed by Ms. Harumi Kitabayashi, to the Kingdom of Cambodia from May 16 to May 20, 2005 for the purpose of discussing the framework of the revision of the Master Plan which is given in Annex I of the Record of Discussions on the Project for Human Resource Development of Co-medicals (hereinafter referred to as "the Project") signed on 12th September 2003 and the modification of the Project Design Matrix (hereinafter referred to as "PDM") and Plan of Operations (hereinafter referred to as "PO") shown in Annex I of the Minutes of Meetings on the Project signed on the same date.

As a result, both sides agreed upon the matters referred to in the document attached hereto.

Phnom Penh, May 20, 2005

北林 春美

Ms. Harumi Kitabayashi
Leader
Consultation Team
Japan International Cooperation Agency

Prof. Eng Huot
Secretary of State for Health
Ministry of Health
Kingdom of Cambodia

THE ATTACHED DOCUMENT

I. BACKGROUND

In December 2004, the Consultation Team was dispatched to grasp the project activities and their progress and review the Outputs and Activities written in the PDM. The said team submitted the recommendation to the Ministry of Health which suggested clarification of the description of the PDM and desirable strategies of the Project and pointed out the necessity to redefine a feasible project scope for the remaining years of cooperation period and reexamine the project approach.

In response to that recommendation, the Cambodian side and the Japanese side had a series of discussions with respect to revision of the project scope. This Team had discussions with the relevant officers of the Ministry of Health (MOH) following the revised draft of the PDM and PO, and both sides reached the agreement on the matters below.

II. IMPLEMENTATION STRATEGIES

As the Project aims at improvement of the basic education of four courses, namely, Radiological Technologist (RT), Laboratory Technician (LT), State Registered Nurse (SRN), and Physiotherapist (PT) in five years, the implementation strategies and time schedules for those courses will be different, taking into consideration of the current situation and priority issues to be addressed. The strategies below are agreed upon for guiding the planning and implementation of activities to achieve the OUTPUTS.

OUTPUT 1 (School approval criteria and guidelines for accrediting schools)

Criteria and guidelines do not exist at present, and it is expected that they are drafted, approved and implemented for RT, LT, SRN and PT courses by the end of the Project. Development and approval of RT courses will precede the others, and the similar process will be taken for LT, SRN and PT following the example of the RT school criteria and guidelines. The criteria to be approved by MOH as Prakas, to be signed by the Minister of Health, may be modified later as necessary when it is put into operation.

OUTPUT 2 (Curricula Development/Revision/Suggestion)

The curriculum of three-year basic education course of RT is expected to be approved in 2005 and the course is to be launched in October 2006.

Regarding the course in LT, it is necessary to decide the basic strategy for revision of the curriculum, whether to choose a curriculum for two-year course or three-year course, before the drafting starts. The working group for LT should carefully analyze the different options, and the decision will be made by MOH by the end of 2005, taking into consideration the costs and benefits of different options. Required time and expertise for revision and approval may depend on the selected strategies/approaches. Therefore the operational plan may be reviewed and adjusted when the decision is made.

The revision process of SRN course curriculum is under progress and about 50% complete under the Health Sector Support Project (HSSP) financed by Asian Development Bank. Technical advice by the Japanese experts will assist effective implementation of the revised curriculum after it is approved.

As for the curriculum of PT course, not much information is collected and analyzed compared to the other three courses. In 2005-2006, attentions are to be paid to obtaining relevant information with technical advice by Japanese experts. The detailed plan of operation will be made later.

OUTPUT 3 (Development/Provision of Educational Materials)

Improved situation regarding the educational materials will be achieved by, 1) collection and utilization of materials in the libraries of Technical School for Medical Care, TSMC (RT, LT, SRN, PT) and RTCs (SRN), and 2) development of educational materials on selected subjects (RT and LT). Development of educational materials for SRN and PT will be considered after implementation of capacity development of teaching staff.

OUTPUT 4 (Capacity Development of Teachers/Instructors)

Capacity development of teaching staff is to be achieved by means of, 1) training in foreign countries, and 2) training in Cambodia including the training by Japanese experts. The guidance and training by Japanese experts will be made mainly on the practical/clinical skills development of teachers and instructors.

OUTPUT 5 (Implementation of Courses)

Four-month training courses for X-ray technicians are conducted in 2004-2006 for the purpose of upgrading the knowledge and skills of technicians in service. The Three-year

course of radiological technologists will be started in 2006.

The course of LT by the revised two-year curriculum is expected to be implemented in 2007, or the course will be implemented in 2008 if it is three-year curriculum. The new curriculum for SRN is expected to be implemented in 2006. As for PT, the timing of the introduction of new curriculum depends on the progress of curriculum development which is not decided at present.

OUTPUT 6 (School Management)

Activities of four school management committees (finance, planning, discipline and information) of TSMC will be continued, with regular report of monitoring (with checklists) to the Joint Coordinating Committee (JCC) and Project Coordination Committee (PCC) meeting. Short-term experts will advise on school management.

OUTPUT 7 (Monitoring and Evaluation)

The monitoring is to be conducted regularly by reviewing the progress at JCC and PCC according the Plan of Operations. The record of periodical monitoring will be utilized for mid-term evaluation and final evaluation of the Project.

III. MASTER PLAN

With respect to the Master Plan in the Record of Discussions singed on 12th September 2003, it is revised as shown in Annex I of this document.

IV. PROJECT DESIGN MATRIX

With respect to the PDM signed on the 12th September 2003, it is modified as shown in Annex II of this document and renamed as "PDM1".

Based on the PDM1, a Plan of Operation of the Project (hereinafter referred to as "PO1") was elaborated in accordance with each subject and theme. The PO1 is shown in Annex III of this document.

The PDM1 and PO1 will be subject to change within the framework of the Record of Discussions when necessity arises in the course of implementation of the Project by mutual consent. Some indicators to verify the achievement of Outputs may be modified later.

V. REMAINING ISSUES

There are some important issues which are tentatively described in the PDM1, but not yet finalized. The Team urged MOH to make decision and inform JICA of the result as soon as possible for effective technical assistance.

(1) Appointment of members of working groups

(2) Establishment of (or not establish) the National Health Education Board which advises on review of the criteria, guidelines, and curricula submitted by different working groups..

(3) If decision is made to extend the LT course to three years, budgetary allocation from MOH should be increased to support the implementation of the course.

ANNEX I Revised Master Plan

ANNEX II PDM1 revised on May 20, 2005

ANNEX III PO1 revised on May 20, 2005

ANNEX I Revised Master Plan

1. Overall Goal

Qualified co-medicals (SRN, LT, RT, PT), capable of performing defined tasks, are graduated from public and private schools, and MOH employment status is improved.

2. Project Purpose

Public co-medical school are able to appropriately provide basic education of SRN, LT, PT and RT, following Human Resources Policy*of the Ministry of Health.

* Human Resource Policy refers to regulations/rules in *Policy on Basic Education, Policies & Strategies on Training, National Policies and Strategies for Human Resource for Health 2004-2010(draft).*

3. Outputs

(1) School approval criteria and Guidelines for accrediting school for SRN, LT, RT and PT courses are developed and executed.

(2) Curriculum and syllabi for SRN, LT, RT and PT are developed/revised or suggested according to the school approval criteria and guidelines for accrediting school, and approved by the Ministry of Health as standards for the country.

(3) Educational materials for SRN, LT, RT and PT courses are developed/provided according to revised/developed/suggested curricula and syllabi.

(4) Capacity of SRN, LT, RT and PT teachers are upgraded.

(5) SRN, LT, RT and PT courses with developed/revised/suggested curricula and syllabi are implemented.

(6) School management of Technical School for Medical Care (TSMC) is improved.

(7) The Project activities (for output 1-6 above) are monitored and revised by JCC, PCC and project implementers.

Project Design Matrix 1
Project Name: Human Resource Development of Co-medicals
Project Area: Cambodia

Revised on May 20, 2005
Duration: Sept. 2003 - Sept.2008

Direct target group: TSMC and 4 RTCs staff (School managers, teaching staffs (internal and external) and administrative staff)
Indirect target group: State Registered Nurse (SRN), Laboratory Technician (LT), Radiological Technologist (RT), Physiotherapist (PT) courses students and clients of health institutions (facilities)

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption
Overall Goal Qualified co-medicals (SRN, LT, RT, PT), capable of performing defined tasks, are graduated from public and private schools, and MoH employment status is improved	"Public and private co-medical schools follow the regulations which established by output 1.	HRD monitoring report	a) National Health Policy is not changed.
	Passing rate of the first trial of graduation examination for public and private co-medical schools are increased.	HRD examination result reports	
	Employment of graduates is increased.	Personnel Department recruitment report	
Project Purpose Public co-medical schools are able to appropriately provide basic education *of SRN, LT, PT and RT following with the MoH HR policy**. * *Appropriate education points output no.1 to no. 4.* ** *MoH HR policy refers to regulations/rule in Policy on Basic Education, Polices & Strategies on Training, National Policies and Strategies for HRH 2003 -2010 (draft).*	School approval criteria and guideline for accreditating school are established and followed to maintain the quality of education	School approval criteria and guideline for accreditating school	b) The regulations are applied for all co-medical schools.
	Each course is implemented as planned in accordance with the curricula and the syllabi. -	Annual report of each school	c) Graduates have sufficient employment opportunities of public and private health facilities.
	Existing teachers are equipped with skills and knowledge according to school approval criteria requirements.	Reports on number of existing teachers who have been upgraded	
	Passing rate of the first trial of graduation examination for public co-medical schools is increased.	HRD examination result reports	
	The School management of TSMC is improved.	Monitoring report	

Output	Objectively Verifiable Indicators	Means of Verification	Important Assumption
1."School approval criteria "and "Guidelines for accrediting school " for SRN, LT, PT and RT courses are developed and executed.	"School approval criteria" and "Guideline for accrediting school" are approved by MoH as Prakas (Prakas is smaller than sub decree and can be modified according to situation and MoH needs)	School approval criteria and guideline for accrediting school	d) Defined tasks for co-medicals are not changed.
	Monitoring and evaluation checklists related to School Approval Criteria & Guidelines for accrediting school are established for each course		
2. Curricula and syllabi for SRN, LT, RT and PT are developed/revised or suggested according to the School approval criteria and Guidelines for accrediting school, and approved by MoH as standards for the country.	Curricula and syllabi are developed/revised and approved by MoH as standards for the country	Curricula and syllabus for each course	e) The level of graduate examination is not changed.
3.Educational materials for SRN, LT, RT and PT courses are developed/provided/suggested according to revised/developed curricula and syllabi.	Educational materials are developed/provided to support the implementation of SRN, LT, RT and PT courses	List of educational materials	f) Dispense of salary, equipments and consumables from UHS and MOH are improved, or at least not worsened.
4.Capacity of SRN, LT, RT and PT teachers are upgraded	Capacity of teachers for SRN, LT, RT and PTcourses are upgraded	Result of training.	g) Sufficient teaching staff are allocated for Radiology Technician course.
5.SRN, PT, LT and RT courses with developed, revised or suggested curricula and syllabi are implemented	Educational plan is implemented to 80% based on Developed or Revised curriculum and syllabi	Weekly report	h) TSMC does not become a private school. TSMC
6.School management of the TSMC is improved	The Improvement committees and Monitoring check list for school management at the TSMC are established.	Project evaluation report	i) Admission of the students is decided by regulated measure and the number of admitted students does not exceed regulated maximum number.
7.The project activities (output 1-6) are monitored and reviewed by JCC, PCC and the project implementers.	Annually JCC and quarterly PCC meetings conducted regularly	JCC and PCC meeting reports	
	Project progress report is developed and disseminated to JCC and PCC members for project management		SRN, LT, RT and PT

Activities	Inputs		
	Japanese side	Cambodian side	
1."School approval criteria "and "Guidelines for accrediting school " for SRN, LT, PT and RT courses are developed and executed.			
1-1.Collect information regarding existing law or regulations which are related to quality of training	Personnel	Personnel	k) Cambodian counterparts shall be retained.
1-2.Establish National Health Education Board (NHEB).	Chief Adviser	Counterpart Committee, Department of Human Resource Development, Personnel Department, Hospital Service Department and Planning Department of the MOH	
1-3.Set up working groups respectively (SRN, LT, PT, RT)	Project Coordinator		
1-4.The drafts of "School approval criteria" and "Guideline for accrediting school" are developed and submitted to NHEB by the working groups	Others	Project Coordinator	
1-5.The final drafts of "School approval criteria" and "Guideline for accrediting school" are approved by NHEB.	Equipment		
1-6.The approved drafts of "School approval criteria" and "Guideline for accrediting school" are submitted to HRD/MoH for approval	Equipment for practical training		
1-7.The "School approval criteria" and "Guidelines for accrediting school" are approved by MoH as Prakas and disseminated for implementation		Project Office	
1-8. Monitor the implementation of The "School approval criteria and "Guidelines for accrediting school" by schools, and report to JCC and PCC.		Project office at TSMC	

2. Curricula and syllabi for SRN, LT, RT and PT are developed/revised or suggested according to the School approval criteria and Guidelines for accrediting school, and approved by MoH as standards for the country.
2-1.Establish NHEB. 2-2.Set up working groups (SRN, LT, PT, RT) 2-3.Collect information on issues related to the implementation of existing curricula and syllabi 2-4.The drafts of curricula and syllabi are developed and submitted to NHEB by the working groups 2-5.The drafts of curricula and syllabi are approved by NHEB. 2-6.The approved drafts of curricula and syllabi submit to HRD/MoH for approval 2-7.The drafts of curricula and syllabi are approved by MoH as standards and disseminated for implementation
3.Educational materials for SRN, LT, RT and PT courses are developed/provided/suggested according to revised/developed curricula and syllabi.
3-1.Develop a list of educational materials needed to support LT and RT courses 3-2.Identify existing educational materials at each of the school 3-3.Prioritize and plan for educational material development/provision, including guidelines 3-4.Provide/develop educational materials according to the plan

3-5.Train librarians of TSMC and 3TRCs 3-6.Arrange each library for effective utilization 3-7.Provide text books and educational books for each library
4.Capacity of SRN, LT, RT and PT teachers are upgraded
4-1.Collect information on issues related to the qualification of SRN, LT, RT, PT teachers and instructors 4-2.Identify training needed for capacity building of SRN, LT, RT, PT teachers and instructors 4-3. Prioritize training. 4-4. Make a plan for training. 4-5. Implement training for teachers and instructors 4-6.Monitoring and evaluation of those training 4-7.Develop plan for capacity building of SRN, LT, RT, PT teachers and instructors based on the result of the evaluation
5.SRN, PT, LT and RT courses with developed, revised or suggested curricula and syllabi are implemented
5-1. Develop educational plan according to curricula by school managers (section chief, head of technical bureau, and Director) 5-2.Implement and monitor the educational plan including teaching and learning activities 5-3 Review/modify educational plan, teaching, and learning activities according to recommendation

6.School management of the TSMC is improved			
6-1.Anlyze the TSMC current situation (Problem Analysis) and identify possible solutions 6-2.Establish "Improvement Committees" with clear ToR based on the results of the problem analysis 6-3. Establish monitoring checklist for each improvement committee 6-4.Hold "the Improvement Committees' quarterly meetings regularly 6-5. Monitor/follow up the implementation related to recommendation from the improvement committee meetings			
7.The project activities (output 1-6) are monitored and reviewed by JCC, PCC and the project implementers. 7-1. Nomination of JCC and PCC members by MoH with clear ToR according to RD 7-2. Conduct quarterly PCC meeting to monitor the Project activity implementation 7-3. Conduct annual JCC meeting to evaluate the Project progress activities 7-4. Modify the Project activities according to recommendation of PCC and JCC meetings			

Human Resource Development of Co-medicals

PO (RT)

Outputs	Activities	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
Regulation	1-1-1. Collect information regarding existing law or regulations which are related to quality of training	S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-1-2. Establish X-ray Coordinating Committee for 4 Months course							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-2. Establish 'National Health Education Board'							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-3. Set working groups							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-4. The drafts of "School approval criteria" and "Guideline for accrediting school" are developed and submitted to National Health Education Board by the working groups							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-5. The final drafts of "School approval criteria" and "Guideline for accrediting school" are approved by National Health Education Board							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-6. The approved drafts of "School approval criteria" and "Guideline for accrediting school" are submit to HRD/MoH for approval							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-7. The "School approval criteria" and "Guidelines for accrediting school" are approved by MoH as Prakas and disseminated for implementation							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	1-8. Monitor the implementation of The "School approval criteria and "Guidelines for accrediting school" by schools and report to JCC and PCC							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
Curriculum & syllabus	2-0-1. Visit training institution of RT in Thailand							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-1. Establish 'National Health Education Board'							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-2. Set working groups							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-3. Collect information on issues related to the implementation of existing curricula and syllabi							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-4. The drafts of 3-year curricula and syllabi are developed and submitted to National Health Education Board by the working groups							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-5. The drafts of 3-year curricula and syllabi are approved by National Health Education Board							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-6. The approved drafts of 3-year curricula and syllabi submit to HRD/MoH for approval							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	2-7. The drafts of 3-year curricula and syllabi are approved by MoH as standards and disseminated for implementation							Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee

X-ray

Human Resource Development of Co-medicals

PO (RT)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Education Material	3-0-1. Conduct four months training for RT	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	3-1. Develop a list of educational materials needed to support	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	3-2. Identify existing educational materials at each of the school	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	3-3. Prioritize and plan for educational material development/provision, including guidelines	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	3-4. Develop and provide educational materials according to the plan	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	3-5. Train librarians of TSMC and 3TRCs			
	3-6. Arrange each library for effective utilization			
	3-7. Provide text books and educational books for each library			
Teaching staff's Training	4-0-1. Provide English training			
	4-0-2. Visit training institution of RT in Thailand	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-0-3. Conduct four months training for RT	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-0-4. Conduct instructors training in Thailand for 1 year	Dr. Noun Hy, Dr. Sok Sorivann	RGEX/CA	Committee
	4-0-5. Conduct medical staff training course	Dr. Noun Hy, Dr. Sok Sorivann	CA	Committee
	4-1. Collect information on issues related to the qualification of teachers and instructors	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-2. Identify training needed for capacity building of teachers and instructors	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-3. Prioritize training	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-4. Make a plan for training	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-5. Implemenet the training	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-6. Monitoring and evaluation of those training	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	4-7. Develop plan for capacity building of teachers and instructors based on the result of the evaluation	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
Education	5-1. Develop educational plan according to curricula by school managers (section chief, head of technical bureau, and Director)	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	5-2. Implement and monitor the educational plan including teaching and learning activities	Dr. Noun Hy, Dr. Sok Sorivann	RGEX	Committee
	5-3. Review/modify educational plan, teaching, and learning activities according to recommendation			

X-ray

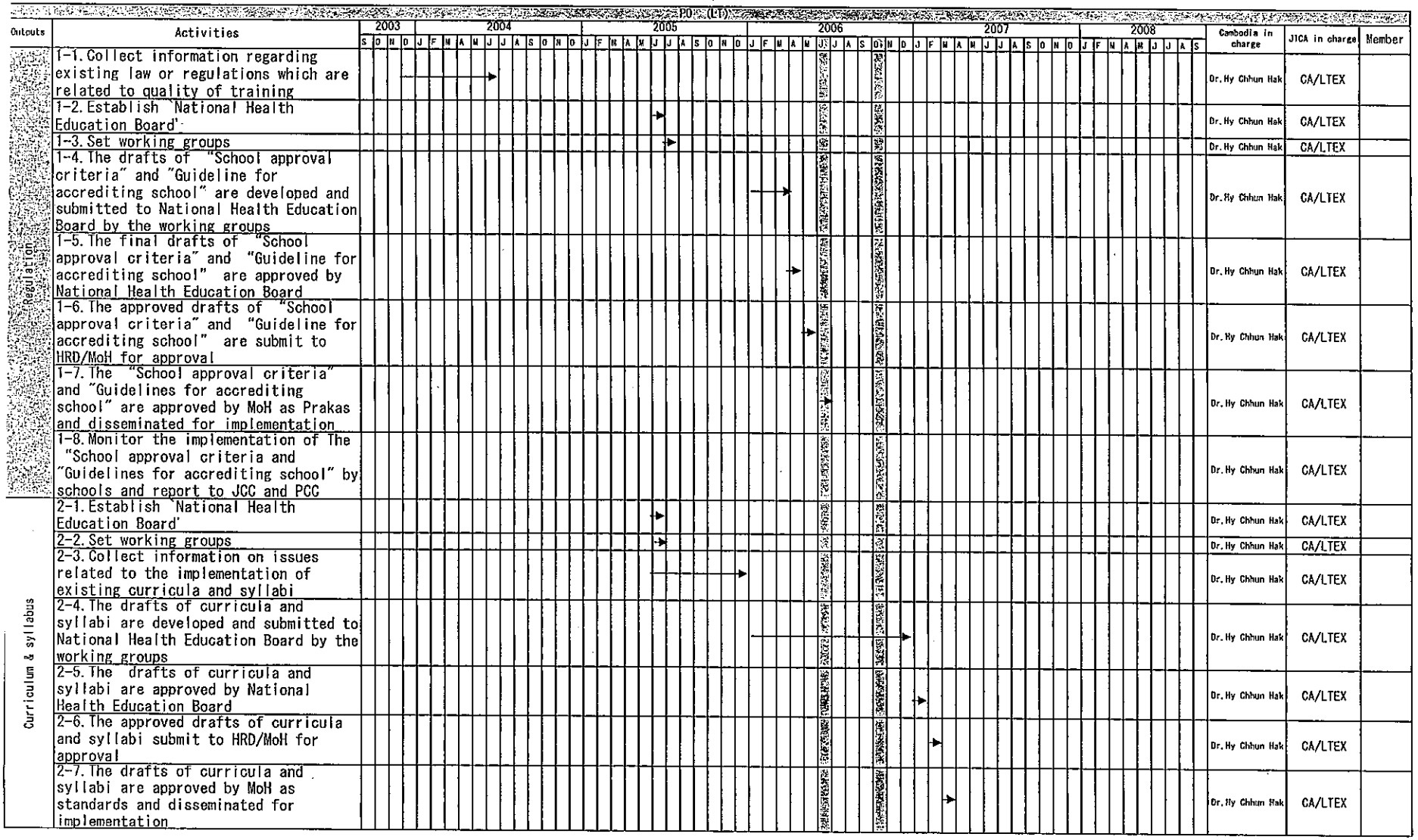
Human Resource Development of Co-medicals

PO2(RT)

Outputs	Activities	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
Experts	RT Education (2M)							CC	CA	
	RT Education (10M)							CC	CA	
	RT Education (29M)							CC	CA	
CP Training	Instructors training in Thailand (1y)							Dr. Noun Hy, Dr. Sok Sorivann	RGEX/CA	Committee
	Instructors training in Thailand (1y)							Dr. Noun Hy, Dr. Sok Sorivann	RGEX/CA	
	Instructors training in Thailand (1y)							Dr. Noun Hy, Dr. Sok Sorivann	RGEX/CA	
	RT (2W)							DTSMC	RGEX/CA	
	RT (2W)							DTSMC	RGEX/CA	
	RT (2W)							DTSMC	RGEX/CA	

CC: Chief CP, CA:Chief Adviser, RGEX: RT Expert, DSMTC: Director of TSMC

Human Resource Development of Co-medicals



Outputs	Activities	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Collect information regarding existing law or regulations which are related to quality of training	Dr. Hy Chhun Hak	CA/LTEX	
	1-2. Establish 'National Health Education Board'	Dr. Hy Chhun Hak	CA/LTEX	
	1-3. Set working groups	Dr. Hy Chhun Hak	CA/LTEX	
	1-4. The drafts of "School approval criteria" and "Guideline for accrediting school" are developed and submitted to National Health Education Board by the working groups	Dr. Hy Chhun Hak	CA/LTEX	
	1-5. The final drafts of "School approval criteria" and "Guideline for accrediting school" are approved by National Health Education Board	Dr. Hy Chhun Hak	CA/LTEX	
	1-6. The approved drafts of "School approval criteria" and "Guideline for accrediting school" are submit to HRD/MoH for approval	Dr. Hy Chhun Hak	CA/LTEX	
	1-7. The "School approval criteria" and "Guidelines for accrediting school" are approved by MoH as Prakas and disseminated for implementation	Dr. Hy Chhun Hak	CA/LTEX	
	1-8. Monitor the implementation of The "School approval criteria and "Guidelines for accrediting school" by schools and report to JCC and PCC	Dr. Hy Chhun Hak	CA/LTEX	
Curriculum & syllabus	2-1. Establish 'National Health Education Board'	Dr. Hy Chhun Hak	CA/LTEX	
	2-2. Set working groups	Dr. Hy Chhun Hak	CA/LTEX	
	2-3. Collect information on issues related to the implementation of existing curricula and syllabi	Dr. Hy Chhun Hak	CA/LTEX	
	2-4. The drafts of curricula and syllabi are developed and submitted to National Health Education Board by the working groups	Dr. Hy Chhun Hak	CA/LTEX	
	2-5. The drafts of curricula and syllabi are approved by National Health Education Board	Dr. Hy Chhun Hak	CA/LTEX	
	2-6. The approved drafts of curricula and syllabi submit to HRD/MoH for approval	Dr. Hy Chhun Hak	CA/LTEX	
	2-7. The drafts of curricula and syllabi are approved by MoH as standards and disseminated for implementation	Dr. Hy Chhun Hak	CA/LTEX	

Lab

Human Resource Development of Co-medicals

PO 5 (LT)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Education Material	3-1. Develop a list of educational materials needed to support	Dr. Hy Chhun Hak	CA/LTEX	
	3-2. Identify existing educational materials at each of the school	Dr. Hy Chhun Hak	CA/LTEX	
	3-3. Prioritize and plan for educational material development/provision, including guidelines	Dr. Hy Chhun Hak	CA/LTEX	
	3-4. Develop and provide educational materials according to the plan	Dr. Hy Chhun Hak	CA/LTEX	
	3-5. Train librarians of TSMC and 4TRCs			
	3-6. Arrange each library for effective utilization			
	3-7. Provide text books and educational books for each library			
Teaching staff's Training	4-0-1. Provide English training	Dr. Hy Chhun Hak	CA/LTEX	
	4-0-2. Visit training institution of LT in Thailand and Malaysia	Dr. Hy Chhun Hak	CA/LTEX	
	4-1. Collect information on issues related to the qualification of teachers and instructors	Dr. Hy Chhun Hak	CA/LTEX	
	4-2. Identify training needed for capacity building of teachers and instructors	Dr. Hy Chhun Hak	CA/LTEX	
	4-3. Prioritize training	Dr. Hy Chhun Hak	CA/LTEX	
	4-4. Make a plan for training	Dr. Hy Chhun Hak	CA/LTEX	
	4-5. Implemenet the training	Dr. Hy Chhun Hak	CA/LTEX	
	4-6. Monitoring and evaluation of those training	Dr. Hy Chhun Hak	CA/LTEX	
	4-7. Develop plan for capacity building of teachers and instructors based on the result of the evaluation	Dr. Hy Chhun Hak	CA/LTEX	
Education Plan	5-1. Develop educational plan according to curricula by school managers (section chief, head of technical bureau, and Director)	Dr. Hy Chhun Hak	CA/LTEX	
	5-2. Implement and monitor the educational plan including teaching and learning activities	Dr. Hy Chhun Hak	CA/LTEX	
	5-3. Review/modify educational plan, teaching, and learning activities according to recommendation	Dr. Hy Chhun Hak	CA/LTEX	

Human Resource Development of Co-medicals

PO1 (LT)

Outputs	Activities	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
Expert	Curriculum (2M)							Dr. Hy Chhun Hak	CA/LTEX	
	School Approval Criteria (2M)							Dr. Hy Chhun Hak	CA/LTEX	
	Educational Material Development (2M)							Dr. Hy Chhun Hak	CA/LTEX	
	Instruction of Curriculum (2M)							Dr. Hy Chhun Hak	CA/LTEX	
	Technical Training (2M)							Dr. Hy Chhun Hak	CA/LTEX	
	Curriculum follow up 1 (1M)							Dr. Hy Chhun Hak	CA/LTEX	
	Curriculum follow up 2 (1M)							Dr. Hy Chhun Hak	CA/LTEX	
CP Training	Laboratory Section Management Technical Training of Microbiology (3w)							Dr. Hy Chhun Hak	CA/LTEX	
	Laboratory Section Management Technical Training of Biochemistry (3W)							Dr. Hy Chhun Hak	CA/LTEX	
	Laboratory Section Management Technical Training of Medical Electronics (3W)							Dr. Hy Chhun Hak	CA/LTEX	

CC: Chief CP, CA:Chief Adviser, LTEX: LT Expert

Human Resource Development of Co-medicals

PO%(NS)

Outputs	Activities	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Collect information regarding existing law or regulations which are related to quality of training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-2. Establish 'National Health Education Board'							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-3. Set working groups							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-4. The drafts of "School approval criteria" and "Guideline for accrediting school" are developed and submitted to National Health Education Board by the working groups							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-5. The final drafts of "School approval criteria" and "Guideline for accrediting school" are approved by National Health Education Board							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-6. The approved drafts of "School approval criteria" and "Guideline for accrediting school" are submitted to HRD/MoH for approval							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-7. The "School approval criteria" and "Guidelines for accrediting school" are approved by MoH as Prakas and disseminated for implementation							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	1-8. Monitor the implementation of The "School approval criteria and "Guidelines for accrediting school" by schools and report to JCC and PCC							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Teaching staff's Training	4-0-1. Provide English training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-0-2. Conduct Third Country Training in Malaysia for Nursing Educators							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-1. Collect information on issues related to the qualification of teachers and instructors							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-2. Identify training needed for capacity building of teachers and instructors							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-3. Prioritize training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-4. Make a plan for training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-5. Implemenet the training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-6. Monitoring and evaluation of those training							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
	4-7. Develop plan for capacity building of teachers and instructors based on the result of the evaluation							Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	

Human Resource Development of Co-medicals

PO※(NS)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Education	5-1. Develop educational plan according to curricula by school managers (section chief, head of technical bureau, and Director)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Education	5-2. Implement and monitor the educational plan including teaching and learning activities	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Education	5-3. Review/modify educational plan, teaching, and learning activities according to recommendation	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	School Education (1Y)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Education(2M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Education : Basic study for Regulation: (1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Training : Plan and implementation(3M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Education : Regulation: (1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Training : MCH or Adults nursing (2M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
Expert	Nursing Training : MCH or Adults nursing (2M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Nursing Curriculum(3W)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Nursing Curriculum(3W)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Adults Nursing: Curriculum Development(1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Adults Nursing: Curriculum Development(1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Fundamental and Maternal Child Nursing (1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Fundamental and Maternal Child Nursing (1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Adults Nursing / Clinical Instruction 1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	
CP-Training	Adults Nursing / Clinical Instruction 1M)	Dr. Lim Huy Dr. Chhim Pum	CA/NSEX	

CC: Chief CP, CA:Chief Adviser, NSEX: Nursing Expert, IECEX: IEC Expert

Human Resource Development of Co-medicals

PO (PT)

Outputs	Activates	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
Regulation	1-1. Collect information regarding existing law or regulations which are related to quality of training							Dr. Hay Sun Dy	CC/PTEX	
	1-2. Establish 'National Health Education Board'							Dr. Hay Sun Dy	CC/PTEX	
	1-3. Set working groups							Dr. Hay Sun Dy	CC/PTEX	
	1-4. The drafts of "School approval criteria" and "Guideline for accrediting school" are developed and submitted to National Health Education Board by the working groups							Dr. Hay Sun Dy	CC/PTEX	
	1-5. The final drafts of "School approval criteria" and "Guideline for accrediting school" are approved by National Health Education Board							Dr. Hay Sun Dy	CC/PTEX	
	1-6. The approved drafts of "School approval criteria" and "Guideline for accrediting school" are submitted to HRD/MoH for approval							Dr. Hay Sun Dy	CC/PTEX	
	1-7. The "School approval criteria" and "Guidelines for accrediting school" are approved by MoH as Prakas and disseminated for implementation							Dr. Hay Sun Dy	CC/PTEX	
	1-8. Monitor the implementation of The "School approval criteria and "Guidelines for accrediting school" by schools and report to JCC and PCC							Dr. Hay Sun Dy	CC/PTEX	
Teaching staff's training	4-0. Provide English training							Dr. Hay Sun Dy	CC/PTEX	
	4-1. Collect information on issues related to the qualification of teachers and instructors							Dr. Hay Sun Dy	CC/PTEX	
	4-2. Identify training needed for capacity building of teachers and instructors							Dr. Hay Sun Dy	CC/PTEX	
	4-3. Prioritize training							Dr. Hay Sun Dy	CC/PTEX	
	4-4. Make a plan for training							Dr. Hay Sun Dy	CC/PTEX	
	4-5. Implemenet the training							Dr. Hay Sun Dy	CC/PTEX	
	4-6. Monitoring and evaluation of those training							Dr. Hay Sun Dy	CC/PTEX	
	4-7. Develop plan for capacity building of teachers and instructors based on the result of the evaluation							Dr. Hay Sun Dy	CC/PTEX	

Human Resource Development of Co-medicals

PO (PT)

Outputs	Activates	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
		S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S			
Education	5-1. Develop educational plan according to curricula by school managers (section chief, head of technical bureau, and Director)							Dr. Hay Sun Dy	CC/PTEX	
	5-2. Implement and monitor the educational plan including teaching and learning activities							Dr. Hay Sun Dy	CC/PTEX	
	5-3. Review/modify educational plan, teaching, and learning activities according to recommendation							Dr. Hay Sun Dy	CC/PTEX	
Expert	PT Education : Regulation, Curriculum, and training plan (1M)			▶				Dr. Hay Sun Dy	CC/PTEX	
	PT Education : Educators training				▶			Dr. Hay Sun Dy	CC/PTEX	
	PT Education : Educators training					▶		Dr. Hay Sun Dy	CC/PTEX	
	PT (4W)				▶			Dr. Hay Sun Dy	CC/PTEX	
	PT (4W)				▶			Dr. Hay Sun Dy	CC/PTEX	

CC: Chief CP, CA:Chief Adviser, PTEX: PT IECEX: IEC Expert

Human Resource Development of Co-medicals

PO(School Management)

Outputs		Activities	2003	2004	2005	2006	2007	2008	Cambodia in charge	JICA in charge	Member
School Management	Office Management	6-1. Anlyze the TSMC current situation (Problem Analysis) and identify possible solutions									
		6-2. Establish "Improvement Committees" with clear ToR based on the results of the problem analysis									
		6.3. Establish monitoring checklist for each improvement committee									
		6-4. Hold "the Improvement Committees' quarterly meetings regularly									
		6.5. Monitor/follow up the implementation related to recommendation from the improvement committee meetings									
	Library	6-6. Train librarians of TSMC and 3TRCs									
		6-7. Arrange each library for effective utilization									
		6-8. Provide text books and educational books for each library									
Expert		School Management :Organization enforcement (2W)									
		School Management (2W)									
		School Management (1M)									
		School Management (1M)									
On-Training		School Management(2w)									
		School Management(2w)									
		School Management: Office(2w)									

Human Resource Development of Co-medicals

POR(M&E)

Outputs	Activities	Cambodia in charge	JICA in charge	Member
Monitoring & Evaluation	7-1. Nomination of JCC and PCC members by MoH with clear ToR according to RD			
	7-2. Conduct quarterly PCC meeting to monitor the Project activity implementation	CC	CA	JCC/PCC
	7-3. Conduct annual JCC meeting to evaluate the Project progress activities	CC	CA	JCC/PCC
	7-4. Modify the Project activities according to recommendation of PCC and JCC meetings	CC	CA	JCC/PCC
Expert	Monitoring and Evaluation (1M)	CC	CA	
		CC: Chief CP, CA:Chief Adviser		