

## **CHAPTER V**

### **Presentation**

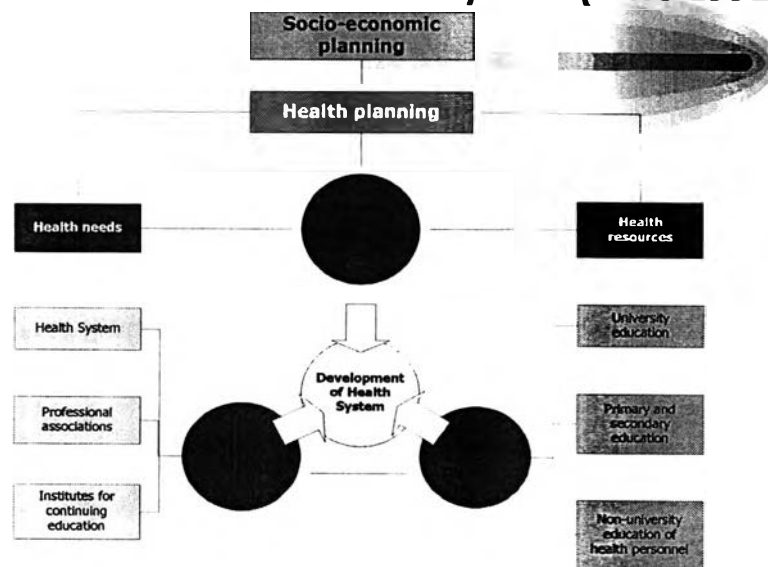
As proposed the study will be done in Chon Buri province. The main issues of the study is the inequality in academic development among various level of public health office. The presentation will present the background, objectives, conceptual framework, proposed activities and data exercises, accordingly.

The presentation slide show, as follows, will help the audience understand more clearly on the study.

# ***Developing Strategic Plan for Improving Health Center Personnel Academic Development in Chon Buri***

Ngamnate Rattanachotparnich

## ***Interrelationships in health systems and human resources development (WHO 1992)***



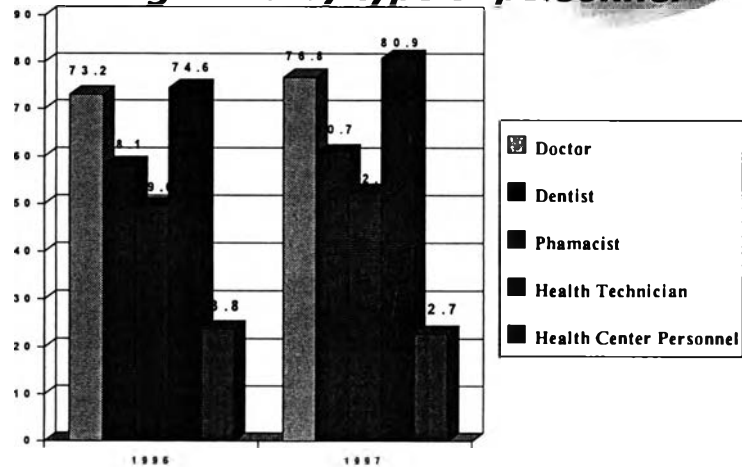
### ***Guidelines of HRD in the 8th National Plan***

- HRD is a condition to guarantee human rights and peaceful social building
- Development must be considered in such the way of social-economic equity
- Education development is sustainable development
- Every development must be based on moral principles
- Competition and economic development must conserve nature and the environment
- Humanity is the center of development

### ***The Policy for health development***

- Health service management in the catchment area
- Alternative services of health care, health promotion, health prevention and rehabilitation all together at an efficient cost
- Holistic service recognizing tradition and cultural of people

***Percentage of Personnel Attended in Any Academic Development Programme categorized by type of personnel***



***ISSUE***

**Health Center Personnel in Chon Buri has less opportunities in academic development than other group of health officer.**

### ***Why does the problem happen?***

- There is no explicit criteria for making decision in supporting one's academic development
- Academic development has been provided based on national policy instead of local needs
- Management of HRD in CPHO is not effective enough
- There is no cooperation among departments in CPHO that provide academic development and external institutes

### ***Proposal***

**“Developing Strategic Plan for  
Improving Health Center  
Personnel Academic  
Development in Chon Buri”**

## ***Objective***

**The general objective is to develop strategic plan to address problems in health center personnel academic development**

## ***Specific Objective***

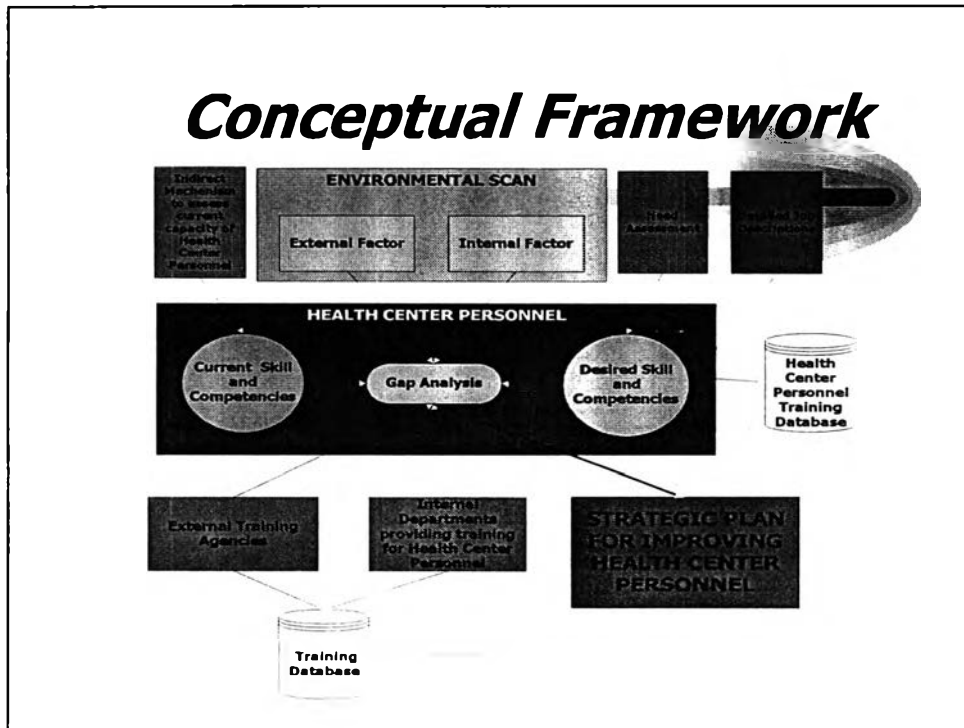
- 1. To identify health center personnel's skill and competencies needed for providing good health center level**
- 2. To assess current situation of health center personnel's skill and competencies**

### ***Specific Objective (cont.)***

- 3. To identify, prioritize and analyze problem causing the gap of the desired and current situation of health center personnel's skill and competencies**
- 4. To develop a strategic plan to solve the prioritized in order to improve capacity of health center personnel**

### ***The First Step***

**To achieve the objective of the project, a working committee will be established as a consultant of the project, will take a crucial part in empowering and supporting the working team in performing each part of the project.**



## *Approach & Methodology*

- **Selecting the study area**
- **Need assessment to reveal essential skills and competencies of health center personnel in 3 aspects:**
  - **Managerial aspect: in-depth interview**
  - **Health center personnel aspect: questionnaire**
  - **Client aspect: focus group discussion**



## ***Approach & Methodology***

- **Situation Analysis of capacity of Health Center personnel**
- **Gap Analysis**
- **Developing health center personnel academic development strategic plan**
  - SWOT Analysis
  - Developing health center personnel training database
  - Developing training database
- **Developing evaluation guideline**

## ***Activity Plan***

Product/Activities	Time Frame (Week)												Responsible Person/Department	
	1	2	3	4	5	6	7	8	9	10	11	12		
Establish working committee														PCMO
Select area of study														Working Committee
Need Assessment														
- Review and refine the existing questionnaire, in-depth interview guideline and focus group discussion guideline for need assessment.														Working Committee
- Develop new equipment for need assessment if needed.														Working Committee
- In-depth interview with the management and chief of department involving in health center personnel training.														Personnel Development Staff
- Distribute questionnaire to health center personnel														Personnel Development Staff
- Focus group discussion														Personnel Development Staff
- Analyst the finding of Need Assessment														Working Committee

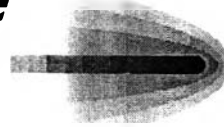
## ***Activity Plan (continued)***

Product/Activities	Time Frame (Week)												Responsible Person/Department
	13	14	15	16	17	18	19	20	21	22	23	24	
Situation Analysis of Capacity of Health Center Personnel													
- Develop indirect examination mechanism to assess capacity of health center personnel													Working Committee
- Deploy the mechanism													Personnel Development Staff
- Evaluate capacity of health center personnel													Working Committee
Develop Health Center Personnel Academic Development Strategic Plan													
- SWOT Analysis													Personnel Development Staff
- Perform Gap Analysis using the finding from Need Assessment and Situation Analysis													Personnel Development Staff
- Discuss and refine the result of Gap Analysis													Working Committee
- Develop the Action Plan													Working Committee
- Develop Health Center Personnel Database													Personnel Development Staff
- Develop Training Curriculum Pool ( Training Programme Database)													Personnel Development Staff
Develop Evaluation Guideline and develop final report													Working Committee

## ***Budget Estimation***

Activities	Justification	Budget
Meetings	Food and beverage	1,350
Questionnaires	Produce 30 questionnaires	1,200
Focus Group	Food and beverage for FGD	800
Final report	Produce 30 final report	1,000
<b>TOTAL</b>		<b>5,800</b>

## ***Data Exercise***



### **Objectives**

- To test data collection instrument
- To build the investigator's skill needed in collecting data process
- To be a preliminary input in proposing the project

## ***Data Exercise***



**Study area :** Chon Buri Public Health office,  
Muang District Health Office and  
Nong-Yai District Health Office

**Sample size :** 9 policy makers and  
39 health center personnel

**Tool used :** In-depth interview,  
focus group discussion and  
questionnaires

***The results of in-depth interview  
with the provincial policy maker***

**Some are agree with develop strategic plan for improving health center personnel academic development but some are not agree, eventhough they think Chon Buri has the capacity to develop strategies.**

***The results from  
focus group discussion***

**Most of health center personnel who were asked about development criteria and pattern agree with the patterns of academic development but they would like CPHO to do support their value and setting the criteria which giving them the opportunities.**

## ***The results from questionnaires***

**Most of health center personnel appreciate with the central policy which emphasize on human resource development but in the opposite they perceive that CPHO have to adjust their role in supporting personnel development.**

## ***Environmental Scan***

**The results from environmental scan by PEST Analysis showed that :**

**The external environment both of opportunities and threats are advocate improving the strategic plan and this method help the decision makers manage strategies for implementation.**

## ***SWOT analysis***

**The results from SWOT analysis showed that:**

**There are more strengths than weaknesses and CPHO should be prepare for supporting academic development both by external institutes and internal CPHO departments.**

**Thank you**