Annual Report

JICA Project for Human Resource Development of Nursing / Midwifery

2007/2008
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We are now in the moments of great step to the future of Lao nurses. Since the beginning of the project, the project have carried out labored activities and produced many of fruitful outcomes. Among them, the regulations and two guidelines are impressive for me. In my country, nurse has important roles for providing health care services. Especially many of mountains and remote area, nurse would be only person to be able to provide appropriate medical and care services.

Even as above described circumstances, before establish those regulations and guidelines, duties of Lao nurses and midwives were overlapping with other health professionals, especially medical doctors and medical assistants due to lacking of legal ground of their own duties as well as activities. In grass roots level, some of them were wondering what services they could provide and some of them were worry of their unlimited health care activities. Meanwhile at central, MOH has considered to produce nurses who could provide high quality care. We thought it is necessary to regulate nursing school administrative in order to provide quality of nursing education.

I believe that the regulations and two guidelines are becoming keys for solution of above objectives. After authorized those regulations and guidelines, all these were made as booklets. The booklets are very handy and light but the contents of these are rich and heavy. Furthermore meaning of establishment those regulations and guidelines are significantly crucial for Lao nurse’s history.

At present, the project is entering new stag e as components 2. Many of activities of component 2 are focusing on improving skills and knowledge of nurses and school teachers regarding fundamental nursing, and those activities mainly be implemented in Champasak provinces. I convince successful achievement of component 2 as well as component 1.

The project annual report 2007/2008 presents accomplishment of the project. We expect that through its publication, we would be able to appreciate and realize the gains that the project has attended.

Finally I would like to express my appreciations for that all of member of JICA project team, people concerned the project and all of Japanese people.

Mrs. Chanthanom MANODHAM
Director of Cabinet
Ministry of Health
Lao People’s Democratic Republic
To all of people who supporting the JICA Project for Human Resource Development of Nursing/Midwifery, all of nurses and midwives who bring passionate their full commitments in health care facilities and all of individuals who deeply contribute for further improvement.

Project Counterparts

Mrs. Chanthanom MANODHAM, Project Director, Director of Cabinet, Ministry of Health.

Mr. Khamphone PHOUTHAVONG, Deputy Project Director, Director of Organization and Personnel.

Ms. Sthaphone INSISIENMAY, Project Manager, Deputy Chief, Division of Education and Training, Department of Organization and Personnel

Ms. Phengdy INTHAPHANITH, Project Manager, Chief, Division of Nursing, Department of Curative Medicine

Ms. Viengsavanh SONESINXAY, Staff, Division of Nursing, Department of Curative Medicine

Mr. Ponesavanh THAMMAVONGSA, Staff, Division of Education and Training, Department of Organization and Personnel

Ms. Phanthong PHOUXAY, Staff, Division of Education and Training, Department of Organization and Personnel

The entire staff of Joint Coordinating Committee

The entire staff of Technical Team
### Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHT</td>
<td>College of Health Technology</td>
</tr>
<tr>
<td>DH</td>
<td>District Hospital</td>
</tr>
<tr>
<td>DHO</td>
<td>District Health Office</td>
</tr>
<tr>
<td>DOC</td>
<td>Department of Curative Medicine</td>
</tr>
<tr>
<td>DOP</td>
<td>Department of Organizing &amp; Personnel</td>
</tr>
<tr>
<td>JCC</td>
<td>Joint Coordinating Committee</td>
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<tr>
<td>JICA</td>
<td>Japan International Cooperation Agency</td>
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<tr>
<td>JOCV</td>
<td>Japan Overseas Cooperation Volunteer</td>
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<tr>
<td>Lao PDR</td>
<td>Lao People’s Democratic Republic</td>
</tr>
<tr>
<td>MCH</td>
<td>Maternal and Child Hospital</td>
</tr>
<tr>
<td>MD</td>
<td>Medical Doctor</td>
</tr>
<tr>
<td>MOH</td>
<td>Ministry of Health</td>
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<tr>
<td>NGO</td>
<td>Non-governmental Organization</td>
</tr>
<tr>
<td>NTSC</td>
<td>Nursing Technical Supporting Committee</td>
</tr>
<tr>
<td>ODA</td>
<td>Official Development Assistant</td>
</tr>
<tr>
<td>PCM</td>
<td>Project Cycle Management</td>
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<tr>
<td>PDM</td>
<td>Project Design Matrix</td>
</tr>
<tr>
<td>PH</td>
<td>Provincial Hospital</td>
</tr>
<tr>
<td>PHC</td>
<td>Primary Health Care</td>
</tr>
<tr>
<td>PHCW</td>
<td>Primary Health Care Worker</td>
</tr>
<tr>
<td>PHO</td>
<td>Provincial Health office</td>
</tr>
<tr>
<td>PHS</td>
<td>Public Health School</td>
</tr>
<tr>
<td>SV</td>
<td>Senior Volunteer</td>
</tr>
<tr>
<td>TWG</td>
<td>Technical Working Group</td>
</tr>
<tr>
<td>TT</td>
<td>Technical Team</td>
</tr>
<tr>
<td>VPSN</td>
<td>Vientiane Provincial School of Nursing</td>
</tr>
</tbody>
</table>
In the Lao PDR, health care services are mainly provided by nurses/midwives. But as the level of these services is not adequate, there is an urgent need to develop nurses/midwives with appropriate knowledge and skills and to improve the services.

Under these circumstances, the Lao PDR requested the Government of Japan to provide a Technical Cooperation Project targeting improvement of the nursing/midwifery education system and development of nurses/midwives with adequate knowledge and techniques. In response, the Japan International Cooperation Agency (hereinafter called as "JICA") dispatched the Preparatory Study Mission.

Firstly, the Lao PDR requested the project aimed to improve the education system of Public Health Schools (PHS). However, an expert on nursing education dispatched to the Ministry of Health (MOH) by JICA encountered a major problem: without a feasible health manpower plan, the newly trained nurses/midwives who would be going through the improve education process would not be posted to health facilities properly. Therefore, the cooperation approach had been carefully re-examined.

Also, Preliminary Study pointed out that it is necessary to strengthen governmental administration; such as improvement of nursing education system, job description, formulation of health man-power plan, and strengthening administrative function.

Based on these findings, it was discussed between authorities of the Lao PDR and the mission that the Project tasks two Components in a phase arrangement. Component 1 focuses on the improvement of governmental administration of human resources development for nursing/midwifery, while Component 2 moves to strengthening of the nursing/midwifery education system through the practice at a model school. Both sides also agreed that prior to Component 2, they evaluate the achievement level of Component 1 and discuss on which activities they emphasis in Component 2.
THE PROJECT

Background

The nurse/midwife plays an important role as a provider of health care services in Lao PDR. But the quality of governmental administration of nursing/midwifery and of nursing/midwifery education is not adequate and improvement is needed. At the central level, the MOH is the key body to direct the health administration and implement the health policy and strategies. At the MOH, each department independently promotes its designated services and the Cabinet acts to control and coordinate the overall services. However, coordination and collaboration among these departments under the MOH does not necessarily take place efficiently. There were no regulations established for Doctors, Nurses/Midwives. Without regulating the nurse/midwife profession, the job framework, job description and qualification of nurse/midwife are not officially defined. It is one of disturbances for improvement of nurse/midwife administration and training.

Project Design Matrix (PDM)

In response to the above conditions, JICA dispatched 2nd Preliminary Study team to Lao PDR and conducted “Project Cycle Management” workshop among the people concerned from DOP, DCM CHT, PHS and hospitals. A result of the workshop was established as the project design matrix (PDM-0). In October 2007, the project conducted Midterm Evaluation and in that occasion PDM-0 was revised as PDM-1. The project aims to achieve the followings in accordance with PDM-1.

Overall Goal
The holistic system for development of nursing/midwifery personnel is established.

Project Purpose
The basis for development of nursing/midwifery personnel is improved, and nursing/midwifery education system is strengthened.
Project Expected Outputs

< Component 1 > - Governmental Administration for Nursing/Midwifery

1. Functions of governmental administration of nursing/midwifery for clinical service and human resources development are intensified.
2. Nursing/midwifery Regulation is established and implemented.
3. Nursing scope guidelines are established and implemented.
4. School management guidelines are established and implemented.
5. Project monitoring and evaluation are implemented for effective management.

< Component 2 > Nursing/Midwifery Education

6. The capability of school teachers of the model PHS and clinical practice instructors and nurses of the model hospital regarding fundamental nursing is strengthened.
7. The clinical practice collaboration between the model PHS and the model PH is strengthened for student clinical practice.
8. Data management of personnel and equipment is improved at the model PHS.

Activities

For each outputs, planned activities are as follows.

1. Functions of governmental administration of nursing/midwifery for clinical service and human resources development are intensified.
   1-1. Analyze the tasks of governmental administration for nursing/midwifery in clinical service and human resources development (HRD)
   1-2. Identify the tasks required in the administration of nursing/midwifery in clinical and HRD
   1-3. Assign the project activities to the CPs
   1-4. Execute the activities as assigned
   1-5. Organize meetings/workshops for collaboration among MOH, PHS/CHT/NTS and hospitals
   1-6. Work as a team in the Project Office to enhance the collaboration
   1-7. Consider the tasks and staffing of proposed structure
   1-8. Conduct CP training in Japan in order to understand the nursing administration and education
2. Nursing/midwifery Regulation is established and implemented.
   2-1. Collect / classify the information & data on current regulation for nurse/midwife
   2-2. Form the working group to formulate the regulation
   2-3. Working group discusses the framework of regulation and prepares the outline
   2-4. Confirm the process of enactment
   2-5. Study and collect the information on formulation of the regulation
   2-6. Form a regulation committee to formulate the regulation
   2-7. Regulation committee discusses / examines / agrees on the outline of the regulation
   2-8. Draft the contents of the regulation
   2-9. Linguistically scrutinizes and verify the draft of regulation
   2-10. Submit the draft of regulation to the regulation committee for approval
   2-11. Regulation committee examines and approves the draft regulation
   2-12. Proceed for authorization and implementation of the regulation
   2-13. Disseminate the implemented regulation to all concerned by organizing meetings

3. Nursing scope guidelines are established and implemented.
   3-1. Form the authorized working group for nursing scope guideline
   3-2. Study and analyze actual clinical conditions of nursing scope
   3-3. Draft the nursing scope guideline
   3-4. Discuss the draft of nursing scope guideline with directors
   3-5. Proceed for authorization and implementation of the nursing scope guideline
   3-6. Disseminate the implemented guideline to all concerned by organizing meetings

4. School management guidelines are established and implemented.
   4-1. Form the authorized working group for school management guideline
   4-2. Research current situations regarding school management
   4-3. Draft the school management guideline
   4-4. Discuss the draft of school management guideline with directors
   4-5. Proceed for authorization and implementation of school management guideline
   4-6. Disseminate the implemented guideline to all concerned by organizing meetings
5. Project monitoring and evaluation are implemented for effective management.
   5-1. Prepare the format of the monitoring and evaluation (M/E) report
   5-2. Conduct M/E
   5-3. Prepare M/E report
   5-4. Report the result of M/E to the Joint Coordinating Committee
   5-5. Revise the Plan of Operation reflecting the result of the evaluation

6. The capability of school teachers of the model PHS and clinical practice instructors and nurses of
   the model hospital regarding fundamental nursing is strengthened.
   6-1. Clarify problems of nursing/midwifery education through survey on PHSs and clinical
       practice hospitals
   6-2. Select the model school
   6-3. Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings
   6-4. Form the authorized technical team (TT) composed of MOH personnel, CHT teachers
       and clinical practice instructors in central hospitals
   6-5. TT collects information about curriculum and training materials and implement base line
       survey
   6-6. TT study about curriculum development
   6-7. Provide training of teaching method to TT
   6-8. TT formulates the training program and training materials for school teachers, clinical
       practice instructors and nurses (including evaluation plan)
   6-9. TT implements the training for PHS teachers and clinical practice instructors in the
       provincial hospital (PH)
   6-10. Analyze and evaluate of the training program of Activity 6-9
   6-11. Implement the training for PH nurses by PHS teachers and clinical instructors in PH (at
       model province)
   6-12. TT gives advices and monitor the training of activity 6-11

   6-13. Evaluate and make the evaluation report
   6-14. Hold the meeting for reporting evaluation
7. The clinical practice collaboration between the model PHS and the model PH is strengthened for student clinical practice.

7-1. Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings
7-2. Make the guidance for clinical practice collaboration
7-3. Appoint the coordinator for student clinical practice at the PHS
7-4. Appoint the responsible person and instructors for student clinical practice at the PH
7-5. Implement the meetings for clinical practice collaboration
7-6. Implement learning sessions (seminar, workshop, technical meeting) for student clinical practice
7-7. Hold the meeting for reporting evaluation

8. Data management of personnel and equipment is improved at the model PHS.

8-1. Conduct survey on current situation of personnel (# of students, # of teachers, etc.) as well as equipment data
8-2. Design the required data entry form (# of students, teachers, enrollments, graduates, employed, training materials, and books) and consider the manner of operation
8-3. Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings
8-4. Make the students directory/ material list/ book list for data entry form
8-5. Conduct trainings to manage the data at model PHS
8-6. Make the designed data entry form periodically
8-7. Monitor the progress of data management
8-8. Report the required school data to PHO, MOH and NTSC, and received technical advices from NTSC
8-9. Hold the meeting for reporting evaluation
PROJECT MANAGEMENT

As agreed upon between the JICA and Ministry of Health, Lao PDR, the Joint Coordinating Committee (JCC) at the central level have been delegated to manage the project for Human Resource Development of Nursing/Midwifery. In the 4th JCC held on 10 January 2008, all of participants of the JCC agreed upon the establishment of Nursing Technical Supporting Committee (NTSC) and Technical Team (TT). Main roles of NTSC are to give technical advices regarding activities of Component 2 and the application and revision of Nursing and Midwifery Regulations, Guidelines for the Scope of the Nursing Practice, Nursing/Midwifery School Management and Implementation Guidelines. Meanwhile the roles of TT is to conducting project activities regarding output 6.

Joint Coordinating Committee (JCC)

Chairperson:
Director of Cabinet, MOH

Members:
(Lao Side)
Director, Department of Organization and Personnel, MOH
Director, Department of Curative and Medicine, MOH
Deputy Director, Department of Organization and Personnel, MOH
Deputy Director, Department of Curative and Medicine, MOH
Chief, Division of Education and Training, Department of Organization and Personnel, MOH
Deputy Chief, Division of Education and Training, Department of Organization and Personnel, MOH
Chief, Division of Nursing, Department of Curative Medicine, MOH
Chief, Division of Central Hospital, Department of Curative Medicine, MOH
Director of College of Health Technology
Director of Mahosot Hospital
Director of Mittapap Hospital
Director of seuthathilath Hospital
Director of Mother and Child Hospital
Director of Champasack provincial Health Office
Director Champasack Public Health School
Director of Chapasack Provincial Health Hospital
(Japanese Side)
Japanese Experts of the Project
Resident Representative of the JICA Laos Office
Chief Advisor of Capacity Development of Sectorwide Coordination in Health
*Other participants mutually agreed upon as needed

Nursing Technical Supporting Committee (NTSC)

Chair person
Deputy Director, DOP

Vice chair person
Deputy Director, DCM

Vice chair person
Director of Mittaphap hospital

Members
1. Deputy Director of Mahosot Hospital, who is responsible for nursing matters
2. Deputy Director of Mittaphap Hospital, who is responsible for nursing matters
3. Deputy Director of Sethathilath Hospital, who is responsible for nursing matters
4. Deputy Director of Mother and Child Hospital, who is responsible for nursing matters
5. Chief, Division of Nursing, DCM
6. Deputy Director, CHT, who is responsible for nursing matters
7. Deputy Chief, Division of Education and Training, DOP
8. Deputy Director, Champasack HP, who is responsible for nursing matters
9. Deputy Director, Champasack PHS, who is responsible for nursing matters
10. Head of nurse of Mahosot Hospital,
11. Head of nurse of Mittaphap Hospital
12. Head of nurse of Sethathilath Hospital
13. Head of nurse of Mother and Child Hospital
14. Head of Academic Affair, CHT
15. Head of Nursing section, CHT
16. Head of nurses, Champasack HP
17. Head of nursing section, Champasack PHS
Technical Team (TT)

Team leader
   Head of Nursing section, CHT

Sub team leader
   Head of nurse of Mahosot Hospital

Members
1. Head of nurse of Mother and Child Hospital
2. Head of nurse of Sethathirat Hospital
3. Head of nurse of Mittapap Hospital
4. Staffs, DOP (2)
5. Staff, DCM (1)
6. Deputy head of Nursing section, CHT
7. Clinical Practice Instructors
Activities and Accomplishment

Established Nursing and Midwifery Regulations

The preliminary survey pointed out one of major reasons of weakness of nursing administration in MOH was lacking of legal system for nurses and midwives profession, the job frame, job description and qualifications. Since the beginning of the project, the project team made formidable efforts to establishment of Nursing and Midwifery Regulations. Finally the effort of the project members was fructified as Nursing and Midwifery Regulations. The regulations were signed by the Minister of Health on June 20, 2007. Thorough the process of establishing the regulations, a working group was established for making draft of the regulations and it should be remarked that the working group played significantly important role in the process.

Establishment of Guidelines for the Scope of the Nursing Practice and Nursing/Midwifery School Management and Implementation Guidelines

In the process of drafting the Nurse and Midwifery Regulations, necessity of establishing supportive guidelines in order to effective and frequency implementation of the regulations raised among the member of the working group. Thus since December 2006, newly established two working groups had discussed and made draft of “Guidelines for the Scope of the Nursing Practice” and “Nursing/Midwifery School Management and Implementation Guidelines”.

<table>
<thead>
<tr>
<th>Guidelines for the Scope of the Nursing Practice</th>
</tr>
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<tbody>
<tr>
<td><strong>Sep 2006-June 2007</strong></td>
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<tr>
<td><strong>July-Aug 2007</strong></td>
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<tr>
<td><strong>Aug-Sep 2007</strong></td>
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<td><strong>25 Jan 2008</strong></td>
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</table>
Two Japanese Experts were dispatched to establish Guidelines for the Scope of the Nursing Practice.

In order to give advices for establishing “Guidelines for the Scope of the Nursing Practice”, two Japanese experts were dispatched in 2007/2008.

The first one was Dr. Toyoaki YAMAUCHI, Professor of Nagoya Univ. in Japan. His service period in Lao PDR was 4 day from 10 to 13 June. During the period one meeting with directors of MOH and hospitals was conducted on 12 June and Dr. YAMAUCHI explained basic concept of scope of nursing practice.

The second one was Ms. Kimiko NAKANISHI, former Vice Director, Division of Nursing, Mie University Hospital. Her service period was for 34 days from 5 August to 7 September. During the period, she joined Technical Working Group Meeting at 3 times and meetings with people concerned in MOH at 3 times as well.

<table>
<thead>
<tr>
<th>Nursing/Midwifery School Management and Implementation Guidelines</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>29 Oct-28 Nov 2006</strong></td>
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<tr>
<td><strong>5 Dec 2006 - 9 Jan 2007.</strong></td>
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<tr>
<td><strong>16 Jan-20 Feb 2007</strong></td>
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<td><strong>6 Mar.-Sep 2007</strong></td>
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<tr>
<td><strong>1-2 Oct 2007</strong></td>
</tr>
<tr>
<td><strong>21, 27 December 2007</strong></td>
</tr>
<tr>
<td><strong>24 Jan 2008</strong></td>
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</table>

Dr. YAMAUCHI (Center) explained outline of the guidelines to directors of MOH 12 June 2007

Ms. Nakanishi collected information from Ms. HAYAKAWA, JOCV, at Sathirat Hospital
Two guidelines were authorized by Vice Minister of Health

The two guidelines were authorized and signed by Vice Minister of Health. “Guidelines for the Scope of the Nursing Practice” and “Nursing/Midwifery School Management and Implementation Guidelines” were signed on 25 and 24 January respectively.

Dissemination meeting

In order to promote and inform newly established “Nurse and Midwifery Regulations” and two guidelines to people working at health care facilities, dissemination meetings were conducted at three places. Around 350 nurses and medical doctors were participates from nationwide health facilities.

<table>
<thead>
<tr>
<th>Location</th>
<th>Duration</th>
<th>No. of participants</th>
<th>Targeted area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vientiane</td>
<td>29-30 Jan 08</td>
<td>86</td>
<td>Vientiane Capital, Vientiane Borikamxay</td>
</tr>
<tr>
<td>Champasak</td>
<td>20-21 Feb 08</td>
<td>101</td>
<td>Champasak, Khammoune, Savanaketh, Se-</td>
</tr>
<tr>
<td>Luangpraban</td>
<td>4-5 Mar 08</td>
<td>126</td>
<td>Luangpraban, Phonsary, Luangnamtha, Borkoe, Oudomsay, Sayabury, Sieng Khouang, Houaphan</td>
</tr>
</tbody>
</table>
2nd, 3rd, and 4th JCC

The project had 3 times of JCC meeting in order to monitor and consult the project activities from April 2007 to March 2008 as follows.

<table>
<thead>
<tr>
<th>Date</th>
<th>Agenda</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 Aug 07</td>
<td>Report on Project activities from May 2006 to May 2007, Issue at present from the project (CP vacancy), Influence from other project, Confirm the schedule of output 2-14, Preparation and implementation of Mid-term evaluation Schedule, Collect the ideas, opinions, expectations regarding component 2.</td>
</tr>
<tr>
<td>25 Oct 07</td>
<td>Report of the Mid-term evaluation, Outline and summary of the activities of Component 2, Explain about M/M</td>
</tr>
<tr>
<td>10 Jan 08</td>
<td>Discuss about new PDM, PO, Discuss about the TOR of Technical Team and Nursing Technical Supporting Committee.</td>
</tr>
</tbody>
</table>

Launch Technical Team (TT) and Nursing Technical Supporting Committee (NTSC).

Based on agreement in 4th JCC meeting, MOH established TT and NTSC on 6 Feb 2008.

TT has a meeting every afternoon Friday and NTSC will be held quarterly. Main role of TT is to implement activities in Output 6. Meanwhile main role of NTSC is to provide technical advice to the project.

Members of TT at 1st TT meeting on 8 Feb 2008

<table>
<thead>
<tr>
<th>Technical Team meeting</th>
<th>Date</th>
<th>Agenda</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>8 Feb  Introduce Output 6 in PO, TOR of TT/ Confirm schedule</td>
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<tr>
<td></td>
<td>2</td>
<td>15 FebPresentation “Importance of continuous education/ in-service training”</td>
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<td></td>
<td>3</td>
<td>29 Feb Confirm relation with training program and scope of nursing &amp; Nursing science curriculum technical level</td>
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<td></td>
<td>6</td>
<td>7 Mar Presentation (introduce information about curriculum and training materials for teachers and nurses in Lao) / Study on training program development 1 (Plan)</td>
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<td></td>
<td>7</td>
<td>14 Mar Study on training program development 1 (Plan)</td>
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<td></td>
<td>8</td>
<td>21 Mar Presentation (Training program development based on CP training in Japan)</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>28 Mar Study on training program development 2 (Implementation)</td>
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</table>
Study tour to Cambodia.

The project dispatched a mission team to Cambodia. The members of mission team were Ms. Noriko MOCHIZUKI, JICA Chief adviser, Ms. Chanthanom MANODHAM, Project Director, Director of Cabinet MOH, and Ms. Sthaphone Insisienmay, Project Manager, Deputy chief of training division, MOH from 22 to 24 August 2007. JICA has conducted similar technical cooperation project in Cambodia since year 2003. The project name is JICA project for Human Resource Development for Co-medicals and it is also targeting improvement of nursing education as well. The purpose of the mission team is to observe the Cambodia project activities in order to design the component 2 activities.

Event on Nurses/Midwives day

International Nurses Day is celebrated around the world every May 12, the anniversary of Florence Nightingale’s birth. Taking this occasion, the project planed an event on 8 May 2007 in order to intense and improves motivations of Laotian’s nurses and midwives as a professional worker. The venue of the event was in Friendship Hospital and around 150 nurses and midwives attended the event.

Constructed new building for Nursing and Midwifery training and handover ceremony

The project constructed new building and handover ceremony the building from the project to MOH was conducted on 21 May 2007. The building is named “the Building for Training of Nurse/Midwife and Implementation of the Project for Human Resources Development Nursing/Midwifery”. As express in the name of the building, one of the purposes of usage of the building is to provide venue for training and meeting regarding nursing activities. At presents the project office locates in the building as well. Also, the building will equip a function as library.
Baseline survey in Chanpasak province.

The project implement baseline survey at Chanpasak province in order to collect preliminary data regarding Component 2 activities from 18 to 22 Feb 2008.

Counterparts training in Japan

The project dispatched three members of TT to Japan from 13-26 Feb 2008. They studied nursing education in Japan especially continuous education and structure of clinical practice in nursing school and hospital. Their acquired knowledge and skills from Japan are transmitted to other TT members.

<table>
<thead>
<tr>
<th>Mr. Souksavanh PHANPASEUTH</th>
<th>Leader of TT, Head of nursing division, CHT</th>
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</thead>
<tbody>
<tr>
<td>Mrs. Aphone Visathep</td>
<td>Sub Leader of TT, Chief of Nursing Department, Mahosot Hospital</td>
</tr>
<tr>
<td>Mrs. Phanthong Phouxay</td>
<td>Member of TT, Staff of DOP, MOH</td>
</tr>
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</table>

News letter

The project has issued project news letter named “JICA Nurse/Midwife Project News” monthly since May 2007. The contents of the news letter are introducing not only the project activities but also JOCV’s activities as well. The news letter is written in Japanese and Lao and it is distributed people concerned the project.

Classification of Nursing Practice

The project has defined meaning of some of technical terms regarding nursing activities with CP through project activities. As a byproduct, the project issued a glossary named “Classification of Nursing Practice”. The glossary defines some of nursing technical terms in Lao, English and Japanese as well. The glossary is distributed to nurses and midwives of JOCV.
**Promotion Video**

The project made four titles video in order to introduce project activities. Each video has Japanese version and Lao or English version respectively. The videos are broadcasting in JICA-Net.

(http://project.jica.go.jp/laos/0601506/04/index.html)

**Mid-term evaluation**

Mid-term evaluation was implemented from 4 to 25 October 2007. The activities of the project are divided into two periods. The first half period is named “Component 1” and second half period is named “Component 2”. One of unique characteristics of the project is that activities of Component 2 had not been clarified until Mid-term evaluation and it would be determined depend on the evaluation results of Component 1. Therefore, the mission team had two objectives, one was to evaluate the activities of Component 1 and another was to design the activities of Component 2. During mid-term evaluation, the mission team and MOH had series of discussions. Also the mission team conducted a workshop in order to collect and hear opinions from variety of people concerned nursing service and education who are working at schools and hospitals on 17 Oct 2008. Finally the mission team and MOH agreed outline of the component 2 and recommendations as follows.

**Recommendations**

1. A solid work plan with effective monitoring and evaluation system to schedule the activities of Component 2 be prepared and observed by the Project in consultation with MOH to ensure the timely implementation.

2. The nursing administrative body of MOH be intensified to retain the results of the Project, and disseminate the application of the Nursing/Midwifery Regulations and two supporting Guidelines to nursing/midwifery educational institutions and hospitals nationwide.

3. Authorization of its management, responsibilities and functions of the facility (the Nursing/Midwifery Training Center) should be documented by MOH with the consultation of the Project by the end of the year 2007. The utilization plan of the facility should be defined before the termination of the Project.

4. MOH would facilitate the coordination with all the nursing related activities, especially with the project of Lux-Development regarding the Project activities.
JICA Experts and Visitors

Long term expert


(2) Project Coordinator/Monitoring and Evaluation, Mr. Tokujiro KAMIGATAGUCHI, May 2005-May 2007

(3) Nursing Education, Ms. Mizue HIURA, September 2006-September 2008

(4) Project Coordinator/Monitoring and Evaluation, Mr. Shinichiro KOJIMA, May 2007-May 2009

Short term expert


(2) Establishment of Regulations for nurse/midwife, Ms. Mineko KOYAMA, July-October 2005, February-March 2006

(3) Nursing Administration, Ms. Kazuko IWASAWA, March 2006

(4) School Administration, Ms. Rie SAYAMA, April-May 2006

(5) Nursing Administration, Mr. Toyoaki YAMAUCHI, February 2007, July 2007

(6) Nursing Administration, Ms. Kimiko NAKANISHI, August-September 2007
Visitors

(1) Japan Overseas Cooperation Volunteer (JOCV)
Since 1960’s Japanese Government have been dispatching promising Japanese youths to Lao PDR as member of JOCV. Many of Japanese nurses and midwives are included among them. Total 9 JOCV nurses and midwives visited the project office from April 2007 to March 2008.

(2) ADRA Japan study tour
Study tour of ADRA Japan visited the project office on 8 August 2007. The member of the study tour composed mainly of students of Saniku Gakuin College.

(3) Meiji Gakuin University study tour
Study tour of Meiji Gakuin University visited the project office on 14 September 2007. The mission is 12 members and the purpose of visit is to observe international cooperation and volunteer activities in hospitals. The study tour had a intention to collect primary information of nurse’s activities in Lao PDR.

(4) Toho University
Dr. Hirogumi TAKAGI and Ms. Rie SAYAMA visited the project office on 30 October 2007. Dr. Takagi has a plan to conduct study tour in year 2008 and the purpose of visit is to prepare of the study tour.
NEXT STEPS

Below are target priorities of the project in the succeeding years:

Strengthen TT member’s capability for teaching primary nurse.

Implement the training for PHS teachers and clinical practice instructors in the provincial hospital (PH) by TT members (at Champasak province)

Implement the training for PH nurses by PHS teachers and clinical instructors in PH (at Champasak province)

Strengthen the collaboration between the PHS and the provincial hospital to improve the quality of clinical practices
PROJECT STAFF

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Coordinator/Monitoring and Evaluation Shinichiro KOJIMA
Technical Assistant: Mr. Bounpheng KEOSOULIYA
Mr. Amita PATHOUMMAVONG
Ms. Douangsamai AKASIT
Secretary: Ms. Phetdalay PHONTHAVIXAY
Driver: Mr. Ieng SITHIYONG
Annexe 1

The purpose of Component 2 is to adapt the Nursing/Midwifery Regulation, the Nursing Scope Guideline and the School Management Guideline to the improvement of the Clinical Practice for students and School Management for PHS, and collaboration between PHS and the Provincial Hospital in the Model Province.
### Component 2 — Nursing education

**OUTPUT 6** The capability of nursing teachers of the model PHS and clinical practice instructors and nurses of the model hospital regarding fundamental nursing is strengthened. (Mrs. Sithaphone)

<table>
<thead>
<tr>
<th>ACTIVITIES/</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>TE</th>
<th>Y2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-1 Clarify problems of nursing/midwifery education through survey on PHSs and clinical practice hospitals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>6-2 Select the model school (model province)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>6-3 Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>6-4 Form the authorized technical team (TT) composed of MOH personnel, CHT teachers and clinical practice instructors in central hospitals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>6-5 TT collects information about curriculum and training materials and implement base line survey regarding the model province</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA/NE</td>
</tr>
<tr>
<td>6-6 TT studies about curriculum development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA/NE</td>
</tr>
<tr>
<td>6-7 Provide training of teaching method to TT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA/NE</td>
</tr>
<tr>
<td>6-8 TT formulates the training program and training materials for school teachers, clinical practice instructors and nurses (including evaluation plan)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CA/NE</td>
</tr>
<tr>
<td>6-9 TT implements the training for PHS teachers and clinical practice instructors in the provincial hospital (PH)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
<tr>
<td>6-10 Analyze and evaluate of the training program of Activity 6-9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
<tr>
<td>6-11 Implement the training for PH nurses by PHS teachers and clinical instructors in PH (at model province)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
<tr>
<td>6-12 TT gives advices and monitors the training of activity 6-11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
<tr>
<td>6-13 Evaluate and make the evaluation report</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
<tr>
<td>6-14 Hold the meeting for reporting evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NE</td>
</tr>
</tbody>
</table>
**Annexe 3**

### OUTPUT 7 The clinical practice collaboration between the model PHS and the model PH is strengthened for student clinical practice (Mrs. Phendy)

<table>
<thead>
<tr>
<th>ACTIVITIES/</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>TE</th>
<th>Y 2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>7-1 Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings</td>
<td>+ +</td>
<td>+ +</td>
<td></td>
<td>+ +</td>
<td>Mrs. Phendy</td>
</tr>
<tr>
<td>7-2 Make the guidance for clinical practice collaboration</td>
<td>+</td>
<td></td>
<td></td>
<td></td>
<td>Mrs. Phendy</td>
</tr>
<tr>
<td>7-3 Appoint the coordinator for student clinical practice at the PHS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Mrs. Phendy</td>
</tr>
<tr>
<td>7-4 Appoint the responsible person and instructors for student clinical practice at the PH</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Mrs. Phendy</td>
</tr>
<tr>
<td>7-5 Implement the meetings for clinical practice collaboration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
<tr>
<td>7-6 Implement learning sessions (seminar, workshop, technical meeting) for student clinical practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
<tr>
<td>7-7 Hold the meeting for reporting evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
</tbody>
</table>

### OUTPUT 8 Data management of personnel and equipment is improved at the model school (Mr. Phonsavanh)

<table>
<thead>
<tr>
<th>ACTIVITIES/</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>TE</th>
<th>Y 2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-1 Conduct survey on current situation of personnel (# of students, # of teachers, etc.) as well as equipment data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
<tr>
<td>8-2 Design the required data entry form (# of students, teachers, enrolments, graduates, employed, training materials, and books) and consider the manner of operation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
<tr>
<td>8-3 Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-4 Make the students directory/ material list/ book list for data entry form</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-5 Conduct trainings to manage the data at model PHS</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-6 Enter the data into the designed entry form periodically</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-7 Monitor the progress of data management</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-8 Report the required school data to PHO, MOH and NTSC, and received technical advices from NTSC</td>
<td>+</td>
<td>+</td>
<td></td>
<td>+</td>
<td>In charge</td>
</tr>
<tr>
<td>8-9 Hold the meeting for reporting evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>In charge</td>
</tr>
</tbody>
</table>