Annual Report

JICA Project for Human Resource Development of Nursing / Midwifery

Delivering Quality, Serving Communities Nurses Leading Primary Health Care

A Nursing Project of MOH & JICA

2008/2009
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According to the Activity Plan of the Project for Human Resource Development of Nursing/Midwifery, at present mainly the project is concentrating and focusing on establishing the strength of public health school teachers and hospital clinical practice instructors in 7 provinces (Champasack, Khammoune, Savannakhet, Oudomxay, Louangprabang, XiengKouang and Vientiane province). Especially the project team selected Champasack province as a model province and the project intends to improve nursing services in Champasack provincial hospital by providing the Fundamental Nursing Training to nurses at the Provincial Hospital (PH). It is one of major expected outcome of the project. I feel really glad that the outcome has been implemented according to the plan that will not only lead to the development the knowledge and ability of the Lao teachers and nurse in the fundamental nursing skills, but also develop the quality of nursing service in Champasack provincial hospital.

In the project implementation of the Component 2, mainly we have been focusing on the outcome 7, to strengthen the fundamental nursing ability of teachers, clinical practice instructors and nurses in the model provinces. In order to achieve the purpose of above described, the project established the Nursing Technical Support Committee (NTSC) and the Technical Team (TT). One of main responsible of the NTSC is to advice to the project team and TT in order to smoothly implementation of the activities in the Component 2 of the project.

After established TT, TT received series of trainings of teaching and learning in terms fundamental nursing training, they also created the training program, fundamental nursing guide book; as well as DVD (Japanese Picture and Lao Sound) concerned with fundamental nursing training. The project invited teachers and clinical practice instructors from Champasack Public Health School (PHS) and Hospital of the total number of 24 people. After that they become regional trainer at Champasak province. Those trainers have planed to organize the training for 100 nurses. Presently, Champasack province is hosting the 2nd training under the supervision of the project experts, JOCV and TT. As well as in Champasack, there is training for teachers and clinical practice instructors from 6 provinces: Oudomxay, Louangphrabang, Xiengkhouang, Vientiane province, Khammoune, and Savannaket province.

In the fundamental nursing training in Champasack province, project team expects that there will improve and change nursing services and quality in the provincial hospital. Also after implementing the training, the students will learn theory and practice without major discrepancy of skill and knowledges in terms of fundamental nursing between teacher and clinical practice instructors in hospital. Students will well know and practice more skills in nursing, and finally, nation wide people, whole ethnics and citizens, will receive benefits.

This 2008/2009 annual report of the project presents the great achievement of the project and the project will be end soon. Hence, the dissemination of this report will allow people to be aware of our achievements.

Finally, I would like to express my sincere thank to the whole members of project team, Nursing Technical Support Committee, Technical Team, concerned persons and organizations and all of Japanese citizens.
This is the annual report of technical cooperation project between the Japan International Cooperation Agency (JICA) and the Ministry of Health (MOH) of the Lao PDR, “the Project for Human Resources Development of Nursing/Midwifery”.

Since May 2005, the Project has been implementing several activities such as: 1) formulating “Nursing and Midwifery Regulations”, “Nursing/Midwifery School Management and Implementation Guidelines”, and “Guidelines for the Scope of the Nursing Practice”, 2) training of trainers (Technical Team/TT) of the fundamental nursing technique, who is to be officially assigned as trainers by the MOH, 3) developing training materials such as guidebook and video of fundamental nursing training, and 4) constructing the Nursing Training Center, which utilization and treatment is under consideration by MOH.

In this year of 2008-2009, the Project showed steady steps of continuous dissemination of the Regulations and the Guidelines, implementation of Fundamental Nursing Trainings for all of seven Health Schools and Clinical Practice Hospitals by TT and Fundamental Nursing Training at Champasack by the trained trainers who participated the training provided by TT, introducing school management activities at Champasack Health School, and developing “Fundamental Nursing Training Guide Book” and Video of Fundamental Nursing.

Now, the resources for fundamental nursing training are all here, and it is a stage to consider a plan to continue the activities and utilize those resources effectively. We would like MOH to take a great effort to formulate and implement the Human Resource Development Plan in the health sector including training of nurses. Of course, JICA is sure to support the MOH in order to bottom up the quality of nursing services in nationwide and to bring a better life to the people in this country.

Hiroaki TAKASHIMA
Chief Representative
JICA Laos Office
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. Sengmany Khamheuang, Project Manager, Officer Division of Education and Training, DOP
Ms. Phengdy INTHAPHANITH, Project Manager, Chief, Division of Nursing, Department of Curative Medicine
Ms. Viengsavanh SONESINXAY, Officer, Division of Nursing, Department of Curative Medicine
Mr. Ponesavanh THAMMAVONGSA, Officer, Division of Education and Training, Department of Organization and Personnel
Ms. Phanthong PHOUXAY, Officer, Division of Education and Training, Department of Organization and Personnel

The entire staff of Joint Coordinating Committee
The entire staff of Technical Team
Acronyms

CHT    College of Health Technology
DH     District Hospital
DHO    District Health Office
DOC    Department of Curative Medicine
DOP    Department of Organizing & Personnel
JCC    Joint Coordinating Committee
JICA   Japan International Cooperation Agency
JOCV   Japan Overseas Cooperation Volunteer
Lao PDR Lao People’s Democratic Republic
MCH    Maternal and Child Hospital
MD     Medical Doctor
MOH    Ministry of Health
NGO    Non-governmental Organization
NTSC   Nursing Technical Supporting Committee
ODA    Official Development Assistant
PCM    Project Cycle Management
PDM    Project Design Matrix
PH     Provincial Hospital
PHC    Primary Health Care
PHCW   Primary Health Care Worker
PHO    Provincial Health office
PHS    Public Health School
SV     Senior Volunteer
TWG    Technical Working Group
TT     Technical Team
VPSN   Vientiane Provincial School of Nursing
INTRODUCTION

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 are 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 are not officially defined. It is one of disturbances for improvement 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. In April 2009, MOH requests JICA Lao office that the nursing project addresses to establish the guidelines of midwife scope. In responses to MOH’s request, the project team decide to support for establishing midwife scope. Thus, the project team revised PDM-1 as PDM-2. The project aims to achieve the followings in accordance with PDM-2.

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 Regulations are established and implemented.
3. Guidelines for the Scope of the Nursing Practice are established and implemented.
4. School management and implementation guidelines are established and implemented.
5. Guidelines for the Scope of the Midwife Practice are established and implemented.
6. Project monitoring and evaluation are implemented for effective management.

<Component 2> Nursing/Midwifery Education

7. The capability of school teachers of PHS and clinical practice instructors of PH and nurses of the model hospital regarding fundamental nursing is strengthened.
8. The clinical practice collaboration between the model PHS and the model PH is strengthened for student clinical practice.
9. 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 Regulations are 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 regulations
   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 regulations
   2-6. Form a regulation committee to formulate the regulations
   2-7. Regulation committee discusses / examines / agrees on the outline of the regulations
   2-8. Draft the contents of the regulations
   2-9. Linguistically scrutinizes and verify the draft of regulations
   2-10. Submit the draft of regulations to the regulation committee for approval
   2-11. Regulation committee examines and approves the draft regulations
   2-12. Proceed for authorization and implementation of the regulations
   2-13. Disseminate the implemented regulations to all concerned by organizing meetings

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

4. School Management and Implementation Guidelines are established and implemented.
   4-1. Form the authorized working group for School management and implementation guidelines
   4-2. Research current situations regarding school management
   4-3. Draft the School management and implementation guidelines
   4-4. Discuss the draft of School management and implementation guidelines with directors
   4-5. Proceed for authorization and implementation of School management and implementation guidelines
   4-6. Disseminate the implemented guidelines to all concerned by organizing meetings

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

6. Project monitoring and evaluation are implemented for effective management.
   6-1. Prepare the format of the monitoring and evaluation (M/E) report
   6-2. Conduct M/E
   6-3. Prepare M/E report
   6-4. Report the result of M/E to the Joint Coordinating Committee
   6-5. Revise the Plan of Operation reflecting the result of the evaluation

7. The capability of school teachers of PHS and clinical practice instructors of PH and nurses of the model hospital regarding fundamental nursing is strengthened.
   7-1. Clarify problems of nursing/midwifery education through survey on PHSs and clinical practice hospitals
   7-2. Select the model school
   7-3. Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings
   7-4. Form the authorized technical team (TT) composed of MOH personnel, CHT teachers and clinical practice instructors in central hospitals
   7-5. TT collects information about curriculum and training materials and implement base line survey
   7-6. TT study about curriculum development
   7-7. Provide training of teaching method to TT
   7-8. TT formulates the training program and training materials for school teachers, clinical practice instructors and nurses (including evaluation plan)
   7-9. TT implements the training for PHS teachers and clinical practice instructors in the provincial hospital (PH)
   7-10. Analyze and evaluate of the training program of Activity 7-9
   7-11. Implement the training for PH nurses by PHS teachers and clinical instructors in PH (at model province)
   7-12. TT gives advices and monitor the training of activity 7-11
7-13. Evaluate and make the evaluation report
7-14. TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (3rd target group)
7-15. TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (4th target group)
7-16. TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (5th target group)
7-17. TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (6th target group)
7-18. TT provides training for newly employed teacher
7-19. Evaluate and make the evaluation report

8. The clinical practice collaboration between the model PHS and the model PH is strengthened for student clinical practice.

8-1. Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings
8-2. Make the guidance for clinical practice collaboration
8-3. Appoint the coordinator for student clinical practice at the PHS
8-4. Appoint the responsible person and instructors for student clinical practice at the PH
8-5. Implement the meetings for clinical practice collaboration
8-6. Implement learning sessions (seminar, workshop, technical meeting) for student clinical practice
8-7. Hold the meeting for reporting evaluation

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

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

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 Mottapap Hospital
Director of Sethathilath Hospital
Director of Mother and Child Hospital
Director of Champasack Provincial Health Office
Director Champasack Public Health School
Director of Champasak Provincial Health Hospital

(Japanese Side)
Japanese Experts of the Project
Resident Representative of the JICA Laos Office
Chief Advisor of Capacity Development of Sector wide 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
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 Maternal 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 PH

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<table>
<thead>
<tr>
<th>Date</th>
<th>Agenda</th>
</tr>
</thead>
<tbody>
<tr>
<td>4th JCC</td>
<td>10 Jan 08 Discuss about new PDM and PO. TOR of Technical Team and Nursing Technical Supporting Committee.</td>
</tr>
<tr>
<td>5th JCC</td>
<td>29 Jan 09 Discuss about future plan of TT members and training facility (project building). Expanding project target group for nation wide health schools and clinical practice hospitals.</td>
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</tbody>
</table>
Technical Team (TT)

Based on agreement in 4th JCC meeting, MOH established Technical Team on 6 Feb 2008. The technical team is responsible as core trainer of fundamental nursing training. After launched technical team, technical team continuously hold weekly meetings. Also, the project team provide series of intentional training to technical team members. The project team organized 5th JCC meeting at Jan 09 and in the meeting the project team requested MOH to register technical team members at MOH as nursing trainer.

Team leader

Mr. Souksavanh PHANPASEUTH MNS, College of Health and Technology.

Sub team leader

Mrs. Aphone VISATHEP RN, BNE, MNS, Mahosot Hospital

Members

Mrs. Phanthong PHOUXAY BNS, Department of Organization and Personal, Ministry of Health

Mr. Khamhan VIPHONEPHOME MNS, College of Health and Technology.

Mrs. Luethmany SISOUPHANTHAVONG MNS, Mittaphab Hospital.

Ms. Viengsavanh SONSINXAY BNS, Department of Curative Medicine, Ministry of Health

Mrs. Khamla SI OUDOME BNS, Sethathirath Hospital.

Mrs. Bounmala SORPASEUTH BNS, Mother and Child Hospital.

Ms. Phongphet HADAOHEUANG BNS, Mittaphab Hospital.

Mrs. Somphay MINGBOUPHA BNS, Sethathirath Hospital.

Mr. Phonesavanh THAMAVONGSA BNS, Department of Organization and Personal, Ministry of Health

Mrs. Thiplany CHOUMMANIVONG BNS, Maternal and Child Hospital.

Ms. Khamphet Chanthaboun BNS, Mahosot Hospital
Activities and Accomplishment

International Nurses Day

JICA-Nursing/Midwifery Project has supported events on the international nurse day since year 2006. Newly established nursing/midwifery regulations require holding nurses day at each health facility. Then in accordance with the regulations, MOH organized the first official event on International Nurses Day at Sethatilart Hospital on 9th May 2008. Total 7 health facilities (4 central hospitals, Vientiane Maria Teresa Hospital, Vientiane Provincial Health School and CHT) and the project exhibited board for introducing activities and nursing care. Also, JOCV members introduced nurses day’s activities in Japan. Besides the described above, Sethatilart Hospital nurses organized health education desks for patients and visitors. The event was broadcasted on nationwide by TV news and newspaper.

<table>
<thead>
<tr>
<th>Record of event on nursing day (International nurses day)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Event on Nurses Day       May 06</td>
</tr>
<tr>
<td>2nd Event on Nurses Day       May 07</td>
</tr>
<tr>
<td>Ceremony of 1st international nurses day May 08</td>
</tr>
</tbody>
</table>

Dissemination the regulations and the guidelines

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 descriptions 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. Also, in order to effective and frequency implementation of the regulations, the project team and MOH formulated two guidelines (Guidelines for the Scope of the Nursing, Nursing/Midwifery School Management and Implementation Guidelines) under the regulations. Both guidelines were authorized by MOH on 25 and 24 January 2008 respectively.

After authorized the regulations and guidelines, In order to promote and inform newly established the regulations and two guidelines to nationwide health care facilities, dissemination meetings were conducted at three places. Around 350 nurses and medical doctors were participates from nationwide health facilities.
Fundamental nursing training for all of 7 health schools and clinical practice hospitals.

The 1st and 2nd fundamental nursing training were carried out from 24 Nov to 4 Dec and from 15 to 26 Dec. Total 24 participants attended the 1st and the 2nd training from Champasack health school and provincial hospital.

In the 5th JCC, the member of the JCC agreed to expand the target group of fundamental nursing training by the Technical Team. Thus, the Technical Team responsible for providing the training not only model province (Champasack province) but also other 6 health schools and clinical practice hospitals as well.

* 3rd training: From 16 to 27 March 09
* 4th training: From 18 to 29 May 09
* 5th training: From 15-26 June 09
* 6th training: From 20-31 July 09

Fundamental Nursing Training at Champasack

From Nov to Dec 08, the Technical Team provided fundamental nursing training to 24 resource persons coming from Champasack PHS and Champasack PH. Those 24 participants assigned as fundamental nursing trainer at Champasack and they will organize and implement fundamental nursing training to 100 nurses of Champasack PH. The series of the training is implemented from end of March to June 2009 at Champasack PHS.

<table>
<thead>
<tr>
<th>Location</th>
<th>Duration</th>
<th>No. of participants</th>
<th>Targeted areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vientiane</td>
<td>29-30 Jan 08</td>
<td>86</td>
<td>Vientiane Capital, Vientiane Province, Borikamxay</td>
</tr>
<tr>
<td>Champasack</td>
<td>20-21 Feb 08</td>
<td>101</td>
<td>Champasack, Khammoune, Savanaketh, Sekong, Attapu, Saravane</td>
</tr>
<tr>
<td>Louangprabang</td>
<td>4-5 Mar 08</td>
<td>126</td>
<td>Louangprabang, Phonsary, Luangnamtha, Borkoe, Oudomsay, Xiyabury, Xiengkouang, Houaphan</td>
</tr>
</tbody>
</table>

1st group: 30 Mar -10 April (2weeks)
Evaluation for 1st group: 20 April-1 May.
2nd group: 18-29 May (2weeks)
3rd group: 2-12 June (2weeks)
4th group: 29 June-10 July (2weeks)
Observation Meeting

During the 2nd fundamental nursing training at Vientiane by the Technical Team members, the project team organized observation meetings on 18, 19 and 22 Dec 09 in order to show and introduce fundamental nursing training. 14 representatives from PHS and PH of 7 provinces (Champasack, Khammoune, Savanaket, Vientiane Province, Oudomxay, Louangprabang, XiengKouang) attended the meeting. Also 4 representatives attended from central hospitals and health institutions.

Lecturers from Chang Mai University

In order to intensify and strengthen competency of teaching skill of fundamental nursing of the Technical Team members, the project team invite two lecturers from Chang Mai University, Thailand and organized series of intensive training to the Technical Team members.

Record of Lectures from Chang Mai University

<table>
<thead>
<tr>
<th>No.</th>
<th>Date</th>
<th>Lectures</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>18-24 May</td>
<td>Two lectures</td>
<td>To provide training for teaching methods.</td>
</tr>
<tr>
<td>2nd</td>
<td>17-19 Jul</td>
<td>Two lectures</td>
<td>To provide training for developing text book</td>
</tr>
<tr>
<td>3rd</td>
<td>24-30 Aug</td>
<td>Two lectures</td>
<td>To consult developed text book</td>
</tr>
<tr>
<td>4th</td>
<td>2-12 Nov</td>
<td>One lecture</td>
<td>To consult rehearsal by the technical team</td>
</tr>
<tr>
<td>5th</td>
<td>16-23 Dec</td>
<td>One lecture</td>
<td>To observe and consult fundamental nursing training by the technical team.</td>
</tr>
<tr>
<td>6th</td>
<td>29 Mar-10 Apr</td>
<td>One lecturer</td>
<td>To observe fundamental nursing training by Champasack trainers and consult the technical team</td>
</tr>
</tbody>
</table>

Short term Expert of Nursing Education (Evaluation)

In order to give advices for developing evaluation manner of fundamental nursing training, the project team invited a Japanese expert from National Collage of Nursing from 17 to 26 Dec 2008.
Meeting for Clinical Practice Collaboration.

The project team organized meetings for introducing draft of the Clinical Practice Collaboration Guidance in 12 Aug and 7th Oct 08 at Champasack provincial hospital. The purpose of the first meeting held on 12 Aug was to collect opinions from Champasack health school and provincial hospital for finalizing the 1st draft. After the 1st meeting, the project team modified the draft and finalized the 1st draft of the guidance. In the 2nd meeting held on 7th Oct 08, the project team invited 2 from each health school and CHT and explain the contents of the guidance.

Learning Session for Clinical Practice

The 1st learning session was launched on 26 Feb 09 at Champasack provincial hospital. The project team invited a senior volunteer and he gave lecture titled “Expected role of trainer and learner”.

Introduce Student Directory, Management Library and Equipment.

In terms of strengthen data management of health school, the project team developed a format of student directory. Also, the project team support book management at library and equipment management at demonstration room. The activity was done by fully collaboration with JOCV.
Introduce School Management Activities at Champasack Health School

On 2nd Oct 09, the project team and Champasack health school organized a meeting and invited 2 representatives from each provincial health school. The purpose of the meeting was to introduce and share result of activities in terms of student directory, equipment management and library management implemented by Champasack health school teachers supported by the project team.

Survey of impact of the activities.

The project team visited health school and provincial hospital at Khammoune, Savannaketh, Oudomxay, Louangprabang in order 1) to update school and hospital principal information, 2) to check penetration of the nursing and midwifery regulations, school management guidelines and the guidelines of nursing scope at provincial hospitals and health schools, 3) to see the impact of the activities of student directory, library management and equipment management introduced by Champasack health school. The survey was implemented from 13 to 16 Jan 2009 for southern provinces (Khammoune, Savannaketh) and from 3 to 6 Feb 2009 for northern
Outcomes and Publications

Nursing and Midwifery Regulations, Guidelines for the Scope of the Nursing Practice and Nursing/Midwifery School Management And Implementation Guidelines.

1000 copies of Nursing and Midwifery Regulations, 5000 copies of Guidelines for the Scope of the Nursing Practice and 100 copies of Nursing/Midwifery School Management and Implementation Guidelines were handed over to MOH on 24 April 2008. Those regulations and the guidelines were distributed nationwide health facilities. Also, additional 1500 copies of the regulations and 1500 copies of Guidelines for the Scope of the Nursing Practice were printed.

Fundamental Nursing Training Guidance

The technical team developed a text book for teaching fundamental nursing training. The development of the text book started from middle of June 08 and the 1st draft was completed on beginning of Nov 09. After that, the text was looked over and corrected by some of NTSC members and a literature professor, National University of Lao, did proof reading. Finally the text book was published on Mar 09 and 1500 copies were printed.

Training Video of Fundamental Nursing

Also the technical team developed a training video for teaching fundamental nursing training. The original visual and audio content of the training video were donated by INTER MEDICA Co. The technical team put Lao subscript and Lao audio guidance into the training video. The video was completed on March 2009.

Poster for introducing scope of nursing practice

In order to improve awareness of role of nurse among medical professions and general public, the project team developed a poster for introducing nursing activities designated by the guidelines and the regulations. The poster was printed 1100 copies and distributed nationwide health facilities.

Clinical Practice Collaboration Guidance (Draft)

The project team developed Clinical Practice Collaboration Guidance in order to strengthen collaboration of school and hospital. It also aims to smoothly implementation of clinical practice. The first draft was completed on Oct 08.
Public Relation

The project team actively promote project activities by varieties of media. The aims of the promotion are not only inform project activities but also improve motivation and proficiency of Lao nurses.
Study Tours

(1) Niigata University
Study tour of Faculty of Nursing, Niigata University visited the project on 19 Aug 2009. The mission is 9 members and headed by Professor Tano.

(2) Toho University
Study tour of Toho University visited the project on 8 Sep 2008. The mission is 12 members and headed by Professor Takagi

Study tour of Niigata University

Study tour of Toho University
JICA Experts

Long term expert


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

(3) Nursing Education, Ms. Mizue HIURA, September 2006-May 2010

(4) Project Coordinator/Monitoring and Evaluation, Mr. Shinichiro KOJIMA, May 2007-May 2010


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

(7) Nursing Education, Ms. Tomomi KAMEOKA, 16-26 Dec 2008
NEXT STEPS

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

- Establish a guidelines of scope of midwife practice
- Implement the training to PHS teachers and clinical practice instructors of PHs by the TT members (at Vientiane)
- Implement the training for PH nurses by 24 the Champasack fundamental nursing trainers at Champasack PH (Champasack province)
- Partially support for implementing the training to nurses of PHs by PHS teachers and clinical instructors in PH (at Savanaketh, Khammoune, Oudomxay, Luangprabang, XiengKouang)
- Strengthen the collaboration between Champasack PHS and Champasack PH to improve the quality of clinical practices
- Monitoring and evaluation previously implemented activities
- Final Evaluation
PROJECT STAFF

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Chief Advisor: Kazumi SATO

Nursing Education: Mizue HIURA

Coordinator/Monitoring and Evaluation: Shinichiro KOJIMA

Technical Assistant: Mr. Phoxai VONGPHASITH
Mr. Alomlangsry RAJVONG
Ms. Douangsamai AKASIT
Mr. Bounpeng Keosouriya

Driver: Mr. Khamphone Sesamouthsak
- Component 2: Activity for Strengthening Nursing Education (Clinical Practice oriented). The framework established by the activities of Component 1 is introduced into model province.

**Concept picture of Component 2**

- (1) Strengthening of Capability of PHS Teachers/Clinical Practice Instructor/Nurse
  - Formulation of training program and training material for fundamental nursing.
    - Technical Team (TT): CHT teachers, Clinical practice instructors at 4 central hospitals, MOH staff.
    - Training for PHS teachers and PH clinical instructors by TT
  - CHT as training facility for PHS teachers.

- (2) Strengthening for collaboration system for clinical practice implementation
  - Establish a guidance for clinical practice collaboration
  - Staff allocation for clinical practice
  - Staffing and organizing clinical practice collaboration meeting
  - Holding learning session for clinical practice

- (3) Strengthening for Information management
  - Implementation data management
  - Introducing newly established student directory, library list, and equipment list
  - Monitoring and evaluation for management and implementation.

- Monitoring and Evaluation for collaboration system of school and hospital
## Annexe 2

### Component 1 - Nursing administration

**OUTPUT 1.** Functions of governmental administration of nursing/midwifery for clinical service and human resources development are intensified. (Mrs. Phengdy)

**OUTPUT 5.** Guidelines for the Scope of the Midwife Practice are established and implemented. (Mrs. Phendy)

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>Y 2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-1 Form the authorized working group for Guidelines for the Scope of the Midwife Practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-2 Study and analyze actual clinical conditions of midwife scope</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-3 Draft Guidelines for the Scope of the Midwife Practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-4 Discuss the draft of Guidelines for the Scope of the Midwife Practice with directors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-5 Proceed for authorization and implementation of Guidelines for the Scope of the Midwife Practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-6 Preparation of booklet and printing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5-7 Disseminate the enacted guidelines to all concerned by organizing meetings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OUTPUT 6.** Project monitoring and evaluation are implemented for effective management. (Mrs. Sthaphone and Mrs. Phendy)

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>Y 2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-1 Prepare the formal of the monitoring and evaluation (M/E) report</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-2 Conduct M/E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-3 Prepare M/E report</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-4 Report the result of M/E to the Joint Coordinating Committee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-5 Revise the Plan of Operation reflecting the result of the evaluation</td>
<td></td>
<td></td>
<td></td>
<td></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>Y2010</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 CA</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 CA</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 CA</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 CA</td>
</tr>
<tr>
<td>7-5 Implement the meetings for clinical practice collaboration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Ms. Vangkham CA</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>Ms. Vangkham CA</td>
</tr>
<tr>
<td>7-7 Hold the meeting for reporting evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Ms. Phendy CA</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>Y2010</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>Mr. Phonesavanh NE</td>
</tr>
<tr>
<td>8-2 Design the required data entry form (# of students, teachers, enrollments, graduates, employed, training materials, and books) and consider the manner of operation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Mrs. Phonsavanh NE</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>Lao, CA</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>Mr. Phonesavanh PCINNE</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>Mr. Phonesavanh PCINNE</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>Mr. Phonesavanh PCINNE</td>
</tr>
<tr>
<td>8-7 Monitor the progress of data management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Mr. Phonesavanh PCINNE</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>Mr. Phonesavanh PCINNE</td>
</tr>
<tr>
<td>8-9 Hold the meeting for reporting evaluation</td>
<td>+</td>
<td></td>
<td></td>
<td></td>
<td>PM PCINNE</td>
</tr>
</tbody>
</table>
### Component 2 — Nursing education

**OUTPUT 7** The capability of nursing teachers of the model PHS and clinical practice instructors and nurses of the model provincial hospital regarding fundamental nursing is strengthened (Mrs. Staphone)

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>Y2008</th>
<th>Y2009</th>
<th>Y2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>7-1 Clarify problems of nursing/initial education through survey on PHSs and clinical practice hospitals</td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>7-2 Select the model school (model province)</td>
<td></td>
<td></td>
<td></td>
<td>CA</td>
</tr>
<tr>
<td>7-3 Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-4 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>NEX</td>
</tr>
<tr>
<td>7-5 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>NEX</td>
</tr>
<tr>
<td>7-6 TT studies about curriculum development</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-7 Provide training of teaching method to TT</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-8 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>NEX</td>
</tr>
<tr>
<td>7-9 TT implements the training for model PHS teachers and clinical practice instructors in the model provincial hospital (PH)</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-10 Analyze and evaluate of the training program of Activity 7-9. And planning of fundamental nursing training at model province</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-11 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>NEX</td>
</tr>
<tr>
<td>7-12 TT gives advice and monitors the training of activity 7-11</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-13 Evaluate and make the evaluation report</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-14 TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (3rd target group)</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-15 TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (4th target group)</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-16 TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (5th target group)</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-17 TT implements the training for PHS teachers and clinical practice instructors in provincial hospital (PH) (6th target group)</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-18 Provide training for newly employed teacher</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
<tr>
<td>7-19 Hold the meeting for reporting evaluation</td>
<td></td>
<td></td>
<td></td>
<td>NEX</td>
</tr>
</tbody>
</table>
### Component 2 — Nursing education

#### OUTPUT 8 The clinical practice collaboration between the model PHS and the model provincial hospital is strengthened for student clinical practice. (Mrs. Phendy)

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>Y 2008</th>
<th>Y 2009</th>
<th>Y 2010</th>
<th>Responsible Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-1 Form the Nursing Technical Supporting Committee (NTSC) and conduct meetings</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-2 Make the guidance for clinical practice collaboration</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-3 Appoint the coordinator for student clinical practice at the PHS</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-4 Appoint the responsible person and instructors for student clinical practice at the PH</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-5 Implement the meetings for clinical practice collaboration</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-6 Implement learning sessions (seminar, workshop, technical meeting) for student clinical practice</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
<tr>
<td>8-7 Hold the meeting for reporting evaluation</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>CA</td>
</tr>
</tbody>
</table>

#### OUTPUT 9 Data management of personnel and equipment is improved at the model PHS. (Mr. Phonsavanh)

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

Actual implement period of activities concerned fundamental nursing training.

<table>
<thead>
<tr>
<th>Event</th>
<th>Period</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>To understand method of developing training</td>
<td>Jan 1-6</td>
<td>(1-6)</td>
</tr>
<tr>
<td>To confirm training subject and assignment for each subject.</td>
<td></td>
<td>(7-11)</td>
</tr>
<tr>
<td>Also to discuss check list for pre-survey and to confirm some of</td>
<td></td>
<td>fundamental nursing skills among IT members</td>
</tr>
<tr>
<td>Intensive training (teaching method) by Chiang Mai lecturer</td>
<td>18-24 May</td>
<td></td>
</tr>
<tr>
<td>To prepare (and result of) pre-survey and check list</td>
<td>11-15</td>
<td></td>
</tr>
<tr>
<td>Pre-survey</td>
<td>9-11 June</td>
<td></td>
</tr>
<tr>
<td>Make DVD</td>
<td>18 July - 28 Oct</td>
<td></td>
</tr>
<tr>
<td>To consultation of text book by Chiang Mai lecturer (1st)</td>
<td>17-19 Jul</td>
<td></td>
</tr>
<tr>
<td>To consultation of text book by Chiang Mai lecturer (2nd)</td>
<td>24-30 Aug</td>
<td></td>
</tr>
<tr>
<td>Develop teaching plan and demonstrations</td>
<td>25-31 Sep</td>
<td></td>
</tr>
<tr>
<td>To confirm teaching plan by Chiang Mai lecturer</td>
<td>2-12 Nov</td>
<td></td>
</tr>
<tr>
<td>1st training</td>
<td>24 Nov - 4 Dec</td>
<td></td>
</tr>
<tr>
<td>To observe the training by Chiang Mai lecturer</td>
<td>16-23 Dec</td>
<td></td>
</tr>
</tbody>
</table>