



THE WORLD BANK



Turn promises to practices

Impact Evaluation

Impact evaluation on the program of training and recruitment of health professionals in rural health sectors in
× × Province.

某省乡镇卫生院卫生专业技术人员引进与培养计划的效果评价

Group 11

北京, 中国

Beijing, China

2009年7月

July, 2009

1. 背景(Background)

□ 乡镇卫生院卫生人力资源不足 **Insufficient of health resource in rural health sectors**

1、人员流失health professionals' leaving (from 2006-2008, 10% of professionals leaving)

(06-08年: 10%的流失率/年)

2、人员引进困难(待遇低、编制、地理环境) difficulty to recruitment of health professionals (low salary, personnel planning, geographically)

□ 卫生服务能力不强 **Incompetence for health service provision**

□ 1、专业技术人员素质低(学历低、职称低、技术水平低)

Incompetence for health professional

(educational background, professional title, technical incompetency)

2、无职称和初级职称人员占80%

No/junior professional titles – 80% of all professionals

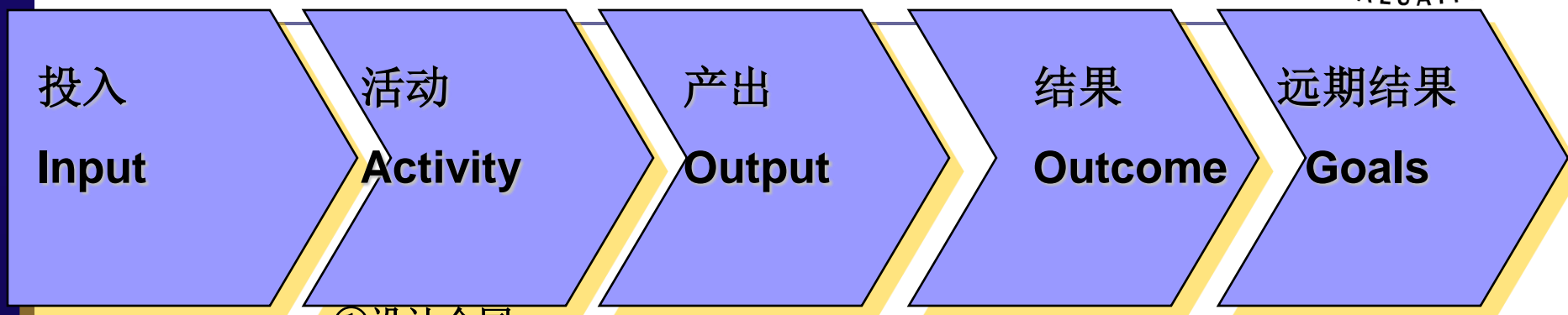
3、无专业学历人员占3%

No qualifications—3%

□ 医患双方对目前乡镇卫生院服务现状不满意

□ Both professionals and patients unsatisfied with status quo of township health centers

2. 效果链



①政策投入——省政府（人力资源和社会保障厅、财政厅、卫生厅）
Policies
②人力投入——县卫生局
HR
③资金投入
Finance

①设计合同、培训计划、宣传活动、建立人员聘用和绩效工资分配制度
Contract design, training initiative, Advocacy P4P
②实施设计方案
Implementation design

①开展培训人次数
No. of trainees
② 签定合同数
No. of contracts
③激励机制、出台政策和管理办法
Incentive mechanism
④招募人数
No. of recruitment

① 调离人员数
No. of leaving
② 新增人员数
No. of newcomers
（卫技人员数/千人）
No. of professionals/1000
③人力结构、职称结构、学历结构
Mix of educational background, professional titles
④服务质量提高
Quality of health provision
利用率上升
Utilization

满意度增加（医患双方）
Satisfactions (Patients and professionals)

3. 初步研究问题(Primary question)

- 评价某省《乡镇卫生院卫生专业技术人员引进与培养计划》的效果
- To evaluate the impact on the program of training and recruitment of health professionals in rural health sectors in ×× Province.

4. 效果指标(Impact indicators)

近期结果: (Outcome)

- 调离人员数 (leaving rate)
- 引进人员数 (newcomers)
- 卫技人员数/千人(professionals/1000)
- 职称结构、学历结构 (mix of professional title, educational background)
- 基本技能 (basic skills)
- 利用率 (门诊量、住院量) utilization rate (outpatient and inpatient)

远期结果: (Goals)

- 满意度增加 (医患双方) satisfaction (Pas & Prs)
- 处方与诊断符合率、入院、出院诊断符合率
(Conformity – prescription vs. diagnosis, admission Vs. discharge diagnosis)

5. 确认策略/方法(identification strategy/ methodology)

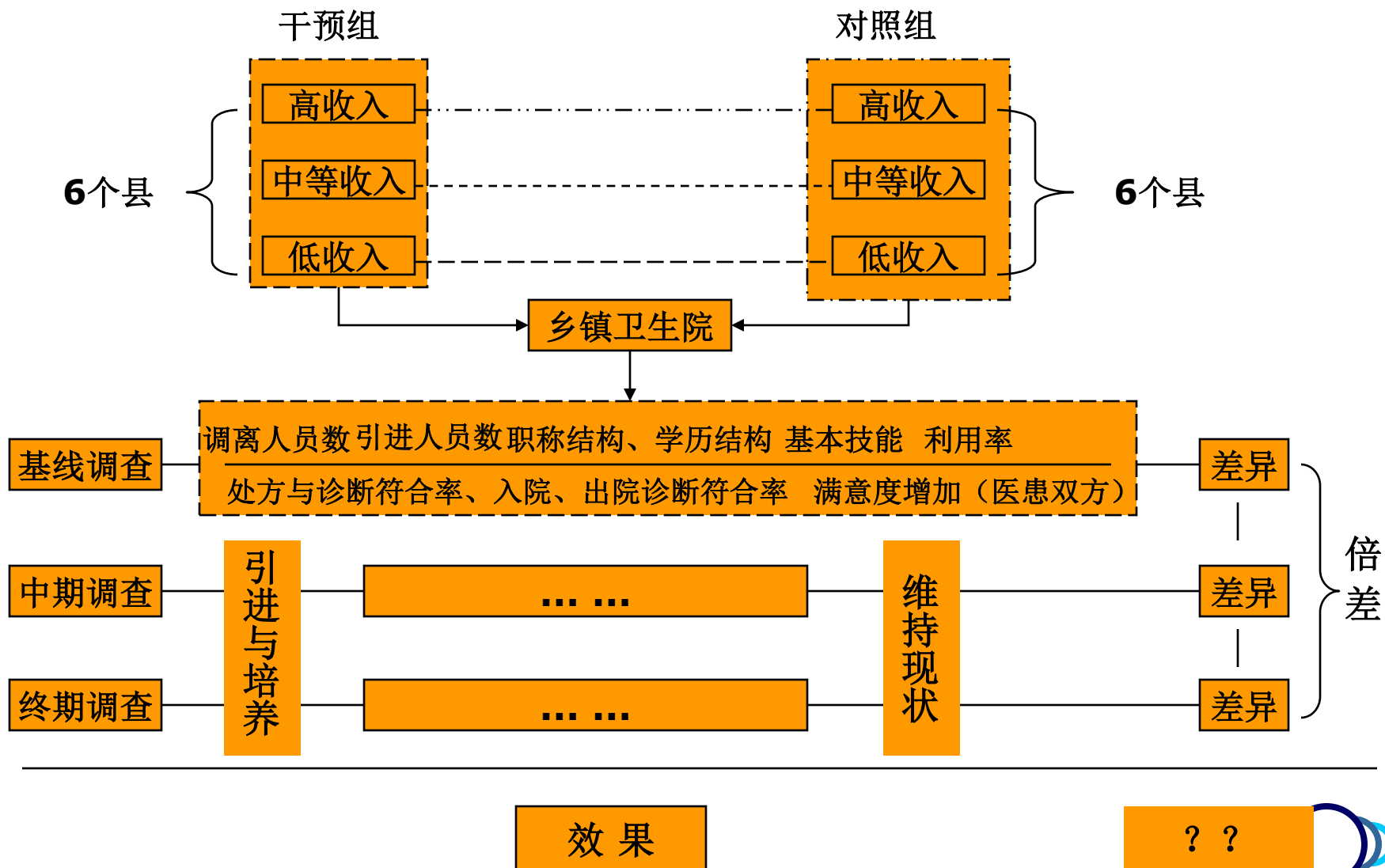


- 研究对象：乡镇卫生院卫生专业技术人员
Target populations: health professionals in township health centers
- 抽样方法：分层随机抽样
- Sampling: stratified randomized sample
- 根据××省GDP水平分为高、中、低三个层次，每个层次各选4个县，共12个县（从高中低三层中随机分配2个县为实验组，另2个县为对照组），12个县按随机分配的原则，6个县为实验组、6个对照组。
- Based on GDP per capita, all counties were classified into 3 groups– low, middle and high. 4 counties were selected in each group and allocated to control and treatment groups randomly. 6 in control and 6 in treatment group.
- 研究方法：倍差法和个人深入访谈
- Methodology: Difference in difference and in-depth interview

6. 样本和数据(Sampling and data)

- 数据：（收集基线、中期和终期三次数据）
- Data(baseline,mid-term and final)
- 卫生专业人员的构成（学历、职称），以人力资源报表的形式从县卫生局人事部门和各乡镇卫生院收集
- Mix of health professionals(education background and professional titles)
- 服务量（年度报表），从各乡镇卫生院收集
- Volume of provisons
- 满意度（调查表），调查乡镇卫生院的所有卫技人员；分层抽样调查部分患者（1000/县）
- Satisfactions (Questionnaire):all professionals in township health centers, 1000 residents in each county will be selected stratified randomly.
- 访谈资料，与关键知情人访谈获得
- Interview information

研究框架 (Framework)



7. 时间/工作计划(Schedule /work plan)

- 文献查询、综述（2009年8月-2009年9月）
- Literature review
- 评价设计（2009年10月）
- Evaluation design
- 基线调查（2009年11月-2009年12月）
- Baseline survey
- 项目实施（2010年1月-2011年12月）
- Implementation of the program
- 中期评价（2010年12月）
- Mid-term evaluation
- 收集终末数据、终期评价（2011年12月）
- Final evaluation

8. 筹资来源(Financing)

- 各级政府的投入
- Financing from different governments)
- 国际组织贷款和援助
- Financing from international institutions' laon and grants
- 非政府组织的投入
- NGO financing

Thanks for international experts'
contributions!

Thanks for our teams' hard work!

