

ROAD MAP 2018 - 2020

MECHANISM

Objectives	Indicators	Activities	Departments	Resources	2018	2019	2020
To advocate for the establishment of a practical synchronized system	New guidelines after the review of Instruction no. 43 of the Secretary Committee of Central Communist Party issued Instruction from the government issued on the delegation of MoF to provide guidelines for VNRC on the implementation of finance and human resources under Decree 16/2015 of the Government	Cooperate with other stakeholders to review VNRC system and conduct the review workshop for the implementation of Instruction no. 43 and advocate for new Instruction	Admin dept.	GoV grant			X
	Monitoring reports for 10 years of implementation of Red Cross law	Cooperate with the Social Affairs Committee of the Parliament to conduct monitoring, and evaluation for 10 years' implementation of Red Cross law and proposed additional solutions	Admin dept.	GoV grant	X		
	Instruction of the State Prime Minister is issued	Work with relevant government bodies to draft the Instruction for submission to State Prime Minister	Admin dept.	GoV grant	X		
	MOUs between VNRC, Fatherland front and other mass organizations are signed	Cooperate with Fatherland front and other mass organization to draft contents	Admin dept.	GoV grant	X		
	Statutes are revised and issued	Finalize statutes under national assembly resolution Cooperate with Ministry of Internal Affairs and State presidential office to submit the revised statutes Develop guidelines for the	HR dept.	GoV grant	X		

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Objectives	Indicators	Activities	Departments	Resources	2018	2019	2020
		implementation of statutes					
VRNC has proper structure, policies to manage and utilize its human resources to achieve objectives set under the National Assembly Resolution no 10	Proposal for restructuring of HQ including job description for all staff is approved	Develop new organizational model/structure Review dept. functions and tasks	All depts.	To be funded	X		
		Develop detail job descriptions for all positions	All depts.	To be funded	X		
		Develop training plan		To be funded	X	X	
		Develop recruitment plan		To be funded		X	X
	100% of staff have task/job assignments suitable for their capacity	Develop restructuring plan at HQ level including departmental functions and staff job description Implement plan	All depts.	To be funded	X		
	Approved regulations/guidelines on salary payment based on job description and capacity	Develop regulations/guidelines on salary scale and allowance in compliance with job description	Finance dept. HR dept.	To be funded	X		
	Regulations on the utilization of technical consultants and collaborators are approved	Develop regulations on the utilization of technical consultants and collaborators	HR dept.	To be funded	X		
	Regulations on staff rewarding and recognition, code of conduct, organizational culture	Review/adjust the current regulations (if any) Develop new regulations (if needed)	All depts.	To be funded	X		
		Add more contents related to guidance principles, coordination mechanism, feedback mechanism into Job description.	All depts.	To be funded	X		

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MOBILIZATION

Objectives	Indicators	Activities	Depts.	Resources	2018	2019	2020
To enhance the knowledge of the RC staff at all levels on member and volunteer development	The number of members and volunteers increased The quality of volunteers and members improved	Conduct meetings on roles of members and volunteers for leaderships at all levels	HR dept. RM dept.		X		
		Training on RC movement for members and volunteers	HR dept. RM dept.	To be funded	X	X	X
		Conduct basic training courses on some prioritized areas of RC movement for members and volunteers	HR dept. RM dept. Program depts.	GoV grant		X	X

RESOURCE MOBILIZATION

Objectives	Indicators	Activities	Departments	Resources	2018	2019	2020
VNRC has sufficient human resources for humanitarian activities	80% of staff are qualified for assigned jobs	Develop appropriate job descriptions and allocate staff to proper positions	HR dept.	GoV grant (not fully covered)	X		
	Networks of technical consultants and collaborators are established	Develop mechanism, guidelines... for utilizations of technical consultants and collaborators (finance, management...)	HR dept. Finance dept. RM dept.		X		
	Volunteers are well managed	Implement Navision Dynamic system (ERP)	HR dept.	GoV grant (not fully covered)	X	X	X
	Training programs for members are developed	Develop training programs for members Conduct training courses	HR dept.	GoV grant (not fully covered)		X	X

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Objectives	Indicators	Activities	Departments	Resources	2018	2019	2020
VNRC mobilized sufficient cash and in-kind support for humanitarian activities	700,000 vulnerable households/people assisted	Advocate for tax exemption Advocate for the allocation for management costs from fundraised money Advocate for first aid, health check and voluntary blood donation	HQ leadership Finance dept. Healthcare dept. Blood donation dept.		X	X	X
		Update and publicize database for vulnerable people/households	Social work dept. RM dept. RC chapters		X	X	X
	100% provincial chapters have sufficient cash and in-kind for humanitarian activities	Sign MoU with partners on RC activities	Int'l relations dept. RM dept.		X	X	X
		Conduct income generation/fundraising services	RM dept.	Subsidized centers	X	X	X
		Establish/maintain relationship with telecommunication companies Conduct fundraising campaigns: SMS, walking, events	RM dept.		X	X	X
	1.5 % of population voluntarily donate blood	Develop live blood bank and clubs Conduct blood donation events Develop policies for blood donors Develop policies for volunteers and staff working for blood donation	Blood donation dept.		X	X	X
	1.5% of population have first aid skills	Conduct first aid training at community	Health care dept.	GoV grant	X	X	X

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			RC chapters				