



## Salary system reform to improve competitiveness of Vietnam's health sector

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### Abstract

This article analyzes the current situation and proposes solutions to reform the wage system, the core bottleneck in order to improve labor efficiency and competitiveness of the public sector in Vietnam's economy. This article analyzes the current state of the health sector in Vietnam. In fact, there is a difference in remuneration between the public and private sectors in this area, which makes the brain drain increasing and it is necessary to have sustainable solutions to prevent this situation development in a bad direction is not beneficial to the national economic sector.

**Keywords:** salary system, competitiveness, public sector, health sector, Vietnam

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### 1. Introduction

#### General situation

Vietnam's economy is considered underperforming. In recent times, Vietnam has developed an economy spread widely. However, economic development mainly in breadth as well as any policy has its limitations. Broad economic development usually requires high and spread capital investment. Therefore, the efficiency of investment capital is unlikely to be high. Although the ICOR index of Vietnam has improved, it is still at a high level compared to other countries in the region and the world. The low and spread investment efficiency accumulated over the years was the main reason for the high inflation in the years 2008–2011. For many years, Vietnam has not had a clear and effective industrialization strategy, it is not clear which sectors need to focus resources for development. The attraction of foreign investment is also not oriented and does not care about the spillover effects of foreign investment, but only aims to attract as much capital as possible to create economic growth. Therefore, economic growth in quantity is measured by GDP growth, but there is no big change in quality.

Large investment demand leads to a situation where investment far exceeds the economy's ability to accumulate, the budget deficit is always high. To make up the shortfall, we must rely on foreign investment and foreign debt. This fact has caused the national debt and foreign public debt to increase rapidly in the years 2006-2012, although still within a safe threshold, but it is also time to be cautious.

Trade balance deficit and high trade deficit are big problems of the economy in the period 2006-2013. High inflation and large trade deficit are the main causes of devaluation of Vietnam Dong, decline of national foreign currency reserves and decrease people's confidence in VND, creating opportunities for speculation, hoarding and smuggling, illegal trade in foreign currency and gold. By April 2011, the inflation in neighboring countries was no more than 5-6%, while Vietnam was up to nearly 18% over the same period.

#### Urgency

It is necessary to restore and develop socio-economic activities soon, this is an urgent requirement of the economy, community and people of the whole country.

Therefore, at today's meeting, priority should be given to restarting the economy and promoting development, besides paying attention to measures to prevent and control the epidemic.

Emphasizing the need to achieve the dual goals of epidemic prevention and socio-economic development, "how to achieve the necessary goals for growth". Citing the IMF's forecast on Vietnam's GDP growth this year as the highest growth in Southeast Asia, reaching about 2.7%, the Prime Minister stated, it's very difficult to be high, the target is very difficult. Only new growth will create jobs, eliminate hunger and reduce poverty, and ensure the best social security.

### Research objectives

Firstly, it is determined that the creation and implementation of policies to improve labor productivity is the most important solution in improving the competitiveness and sustainable growth of the Vietnamese economy.

Second, study the connotations and operating modes of the 4th Industrial Revolution, clarify the opportunities, challenges, and strengths and weaknesses of the economy, from which specific implementation solutions can be found. can enter some fields in some localities; Continue to perfect the socialist-oriented market economy institution, open up resources, create an equal, open and favorable investment and business environment; improving the quality of law-making in association with improving the effectiveness and efficiency of direction, administration and law enforcement Third, proactively assess, analyze and forecast the situation of the world and the region to have appropriate policies and strategies, especially border, sea and island issues, non-traditional security, cyber security, rural security; Effectively implement the international economic integration process, maintain socio-political stability; Stepping up propaganda work to raise people's awareness, especially ethnic minorities, remote areas, border areas, islands, to stay away from the exploitation of hostile forces and anti-sabotage. Revolution; Consolidate national defense and security, improve the efficiency of foreign affairs and international integration; maintain independence, sovereignty, territorial integrity and a peaceful and stable environment for development; improve the prestige and position of the country in the international arena.

Fourth, to focus on investing in science and technology development and applying science and technology to economic development; Invest in officials and employees to study and improve their science and technology skills; To adopt policies to encourage research works and products with the application of advanced science and technology; Focusing on improving the quality of resources associated with innovation and development, applying modern science and technology, meeting market demand in large numbers, with a reasonable structure of industries and occupations, with a mechanism suitable to attract and use talents.

Fifth, promote coordination between ministries and branches, between central agencies and localities, between education and training institutions and enterprises; Bring into play the synergy of the whole country; Actively perform well the work of information and communication, creating social consensus, spreading the aspiration to build Vietnam.

Sixth, continue to fundamentally and comprehensively renew education and training. Paying attention to the quality of education and training. To step up the accrediting of education quality and to give autonomy to higher education

and vocational institutions; Improve the effectiveness of vocational training

Seventh, it is necessary to create a solid legal corridor on financial designs, open and transparent information, promote the link between public and private economic zones, towards building a business environment transparent, healthy.

## 2. Theoretical basis

### 2.1 State-owned public economic sector in Vietnam

In Vietnam today, the role of the State in the economy not only comes from the common requirements of the development of the market economy, but also from the specificity of the market-oriented economy. Socialist. This article focuses only on the latter aspect.

Market, economy is a type of relationship between people in production, exchange and consumption, so it bears the imprint of social relations and political institutions in which that economy exists. To a considerable extent, the development of the market economy in Vietnam is currently dominated by and aimed at serving the socialist orientation. Of course, the profound factor that ensures the political orientation of the economy is the direction, viewpoint and guiding ideology of the ruling Communist Party. However, in order for the Party's lines, viewpoints and guiding ideology to turn into a reality of the economy, they must be institutionalized into a legal system, programs and plans for socio-economic development. and implemented by the State, through the State, under the management of the State led by the Party. From that perspective, the State has the most direct influence on the direction of the movement of the market economy. Laws, programs and plans for socio-economic development of the State are only correct when they accurately reflect the objective development requirements of the market, taking market laws as the basis. In this respect, they are objective. But they are institutionalization and concretization of the Party's political goals, so they also have a subjective side. In the process of developing a socialist-oriented market economy, the subjective orientation (the will of the Party, the State and our people) is that, together with ensuring the reasonable interests of enterprises. The priority is to protect the legitimate and legitimate interests of employees, which is a matter of principle. The State has mechanisms and policies to ensure that priority, which is reflected in all three basic economic fields as follows:

- In the field of ownership: The existence of three modes of ownership (whole people ownership, collective ownership, and private ownership), three forms of ownership (state ownership, state ownership, and private ownership) collective, private ownership) is an objective requirement of the market economy in Vietnam today. The State adopts a system of policies, laws and economic levers to orient and make the state economy step by step rise to take the leading role. National economy.

- In the field of management: The State develops mechanisms and policies... to create favorable conditions for employees, directly or through certain intermediaries, to participate in the process of planning, organizing, monitoring, Check the implementation of business development plans.
- In the field of distribution: The State has both approved the economic policy system planned by itself and used resources - directly a part of the state economy - to orient and intervene in the field of distribution. distribution and redistribution in the direction of prioritizing distribution

by labor and social welfare; combine economic growth with social justice; planning policies for hunger eradication, poverty alleviation, gratitude...

Our state also plays a great role in ensuring an increase in social welfare, because the basic goal of the socialist-oriented market economy in Vietnam is to contribute to the realization of rich people, strong country and democratic and civilized society. Having reasonable social policies; Welfare assurance is increasing day by day thanks to the effective impact of progressive economic policies planned and implemented by the State with the efforts of many different economic actors is a decisive factor determined in this regard.

The role of the state in the development of a socialist-oriented market economy is also reflected in the fact that the state makes an effective contribution to creating an environment for the market to develop, such as creating economic infrastructure. economy for the production and circulation of goods; creating a division of labor according to sectors, occupations and economic regions through the State conducting economic development planning according to the advantages of each region, industry and the general needs of society. managing and exploiting the strongest media agencies of the country and the state to contribute to providing market information for economic entities so that these subjects can actively choose production and business plans, partners economy, the time to carry out economic transactions, the most effective way of production and business in their specific conditions...

In order to produce, there must be safety in the social environment, business environment, security environment - order, safety in relationships between people and people, between businesses and public authorities... In addition to efforts of the state with the consent of the people, no other force can make such safety requirements.

Our state is the main subject of education and training. With its education and training policy system, which is implemented through the education and training system under the unified management of the State, despite existing in different forms (public, non-public, joint venture, etc.) business, domestic and foreign linkages...), the State provides the main source of quality labor for production and business, and provides corporate governance staff for all sectors and all economic types. Thereby, our State has a very strong and direct impact on improving production capacity, improving the efficiency of economic management, and improving the efficiency of the market economy in general.

## 2.2 Competitiveness of the public sector in Vietnam

Emphasizing the role of the State in guiding the development of the market economy in our country does not contradict the principled issue: the operation of any market economy is first and foremost important determined by the laws of the market. However, the law of market economy belongs to the domain of social law. Its objectivity is expressed and realized through conscious human activity. Based on the correct awareness of the requirements of the laws in the market economy, the State concretizes those requirements into laws, policies, socio-economic development plans, determines the right steps to take go to actualize them.

The practice of developing a market economy for more than 20 years of innovation shows that our State has had many positive impacts in ensuring the socialist orientation in the process of developing this economy. The gradual

improvement of the policy system on the ownership regime and the structure of economic sectors has contributed to promoting the shift towards creating more motivation and favorable conditions for exploiting domestic and foreign potentials to promote economic development. social economic development. As a result, the economic growth rate, in general, was continuously improved: in the period 1986 - 1990, the average GDP growth reached 4.5%/year; 1996 - 2000: 7%/year; 2001 - 2005: 7.5%/year; 2007 reached 8.48%. In 2008, despite facing many difficulties, Vietnam still achieved GDP growth rate of 6.23%.

In order to contribute to maintaining independence and autonomy in economic development, thereby having independence and autonomy on the path of national development in general, the State has adopted many policies to promote the role of internal factors accumulation from within the economy. In endogenous capacity, we attach importance to the human factor first. Therefore, the State has many policies on education and training to improve the quality of human resources. The number of workers graduating from high school increased from 13.5% in 1996 to 19.7% in 2005. In 1996, only 12.31% of the labor force was trained, up to now, this rate has reached 31%. Regarding efforts to improve accumulation from within the economy: in 1990, the cumulative ratio compared to GDP only reached 2.9%, in 2004 it was 35.15% and in recent years, there is an increasing trend.

The State also has many policies to exploit external resources, turning external forces into internal resources for development. The most obvious manifestation is that the State has completed the Investment Law, attracting a lot of ODA, FDI, etc. From 1988 to the end of 2006, there were more than 8,000 FDI projects with a total registered capital of 74 billion USD. In 2006, the FDI sector contributed nearly 30% to economic growth; this region's exports account for about 50% of the country's total export turnover; provide jobs for about 50,000 people and indirect jobs for 2.5 million people; trained 8,000 managers and 30,000 technicians. In 2007, ODA from other countries and international financial institutions granted to Vietnam reached more than 40 billion USD, of which 80% was from concessional loans. In 2008, despite the world economic downturn, foreign investment in Vietnam increased to a record: registered capital of 64 billion USD, of which new projects accounted for 60.2 billion USD. An important criterion for assessing the socialist orientation of the economy is to direct its development towards improving people's living standards. Looking back over 20 years of renovation, people's income has improved significantly. In 1995, GDP per capita only reached 289 USD; 2005: 639 USD; 2007: 835 USD. In 2008, GDP per capita was over 1,000 USD. With this level of income, Vietnam has surpassed the threshold of a low-income country.

## Salary Policy Reform

Wage policy is a particularly important part, closely related to other policies in the system of socio-economic policies, directly related to macroeconomic balances, labor market and the lives of wage earners, contributing to building a lean, clean political system that operates effectively and efficiently, preventing and combating corruption. The wage policy in our country has undergone 4 reforms (in 1960, 1985, 1993 and 2003), but there are still many shortcomings, not meeting the requirements of reality, the life of the

majority. wage earners are still facing difficulties; wages in the enterprise sector have not kept pace with the development of the labor market; wages in the public sector are still low compared to the enterprise sector and the development requirements of the contingent of cadres, civil servants and public employees; the adjustment of wages of working people is not yet independent of the adjustment of pensions and preferential allowances for people with meritorious services; The institutionalization of the Party's policy on monetization of non-wage regimes is still slow.

In the public sector, wages have been gradually improved, contributing to improving the living standards of wage earners. From 2003 up to now, there have been 11 adjustments to increase the general minimum wage from 210,000 VND to 1,300,000 VND/month (an increase of 519%, higher than the increase of the consumer price index of 208.58% in the same period) to narrow down the payroll system, reduce the number of grades and widen the gap between salary levels. To stipulate professional salary tables according to ranks and grades for civil servants and public employees; stipulate leadership titles from deputy minister and equivalent or lower to arrange salary ranks, ranks and receive allowances for leadership positions, facilitating the mobilization and rotation of cadres in the political system. The salary table of the armed forces is regulated separately, clearly showing the incentives of the State. Raise salary levels for cadres, civil servants and public employees; consider promotion to military rank for officers; raise the rank of civil servants according to the principle of competition. Regulations on allowances in 5 groups include: Allowances for leadership positions; regional allowances; allowances according to working conditions, job and job preferences; allowances according to working time; agency allowance. To gradually renew and separate the salary and income management mechanism of State agencies from public non-business units to increase incomes for cadres, civil servants and public employees; contribute to improving the effectiveness and efficiency of state agencies' operations and the quality of public non-business service provision. Renovate solutions to create sources of salary reform, including 4 sources instead of ensuring all from the central budget as before 2003.

Salary policy in the enterprise sector has been gradually implemented according to the market mechanism under the management of the State. The State gradually reduces administrative intervention and wage management through stipulating that the regional minimum wage is the lowest floor level to protect disadvantaged workers. Change the mechanism for setting the regional minimum wage, from the set by the State to based on the results of three-way negotiation. Regional minimum wages are adjusted relatively in line with socio-economic conditions and capabilities of enterprises, gradually improving the living standards of workers. The enterprise is entitled to decide on the salary policy according to the general principle, ensuring the harmony between the interests of the employee and the employer in the context of the undeveloped labor market, the bargaining power of the employee and the employee's bargaining power. Organizations representing workers at the grassroots are still limited. The role of trade unions in participating in deciding the salary policy of enterprises has been gradually enhanced, ensuring publicity and transparency in the process of policy issuance and salary payment to employees. The State guides and supports

capacity building, connects supply and demand and provides information for employees and employers to negotiate. The salary policy in the SOE sector was renewed in line with the Party's policy on reorganization, restructuring, and improving the operational efficiency of SOEs; separate the salary of the manager from the employee, associated with the production and business efficiency of the enterprise.

With the efforts and efforts of the whole political system, the salary policy reform process of our country has achieved many positive results, but there are also many limitations and shortcomings such as: Public sector wages are still low. low, not meeting the living needs of cadres, civil servants, public employees and their families, the design of the payroll system is still complicated, not suitable for the job positions, titles and leadership positions, still average, leveling, not really creating motivation to improve the working efficiency of employees. The regulation of wages equal to a factor multiplied by the minimum wage did not clearly represent the true value of wages. In many cases, the salary of upper-level leaders is lower than that of lower-level leaders, which does not clearly show the administrative hierarchy in public service activities.

For the business sector, regulations on the minimum wage are not specific, the criteria for determination still emphasize the minimum living needs; the minimum hourly wage has not been specified; The function of protecting vulnerable workers is still limited. The regulation of a number of principles for building the salary scale and table also affects the autonomy of the enterprise's salary. The role and effect of the negotiation mechanism has not really been brought into play. Violation of the law on salary is still a lot The work of guidance, propaganda, examination, inspection and handling of violations is still limited. The salary management mechanism for state-owned enterprises is still inadequate. Workers' wages are not really tied to labor productivity; There has not been a separation between the salary of the Board of Directors, the Board of Members and the Board of Directors.

The salary policy reform in the coming time will have opportunities, advantages, and difficulties and challenges. We inherit the achievements of more than 30 years of innovation, development and integration; awareness of the socialist-oriented market economy is more and more complete and complete. Many important decisions of the Party and State, laying the foundation for salary policy reform, have been issued, especially on perfecting the socialist-oriented market economy institution, on innovation and organizational arrangement organize the apparatus of the political system and renovate the organization and management system, improve the quality and operational efficiency of public non-business units. The position and power of the economy has grown stronger; growing labor market; Labor productivity, quality, efficiency and competitiveness are increasing, creating a foundation and favorable conditions for wage policy reform.

However, difficulties and challenges are still great; State budget potential is still limited while the need to spend is very large for development investment, salary policy reform, social security assurance, and environmental protection, response to climate change and national defense and security. The reform of salary policy involves many mechanisms and policies, affecting many classes of people and objects in society, so it requires consensus, high political determination and time effective time. Meanwhile, international integration

is deepening, science and technology changes very quickly, and the Industrial Revolution 4.0 requires continued innovation, comprehensive reform, and the overall salary policy so as not to become an obstacle become an important tool to encourage and attract labor resources, promote labor productivity to serve the goal of rapid and sustainable development.

Facing the development requirements in the context of opportunities, advantages and difficulties, challenges are intertwined, requiring us to have the right perspective, in accordance with the new context.

- Firstly, determining wage policy is a particularly important part of the socio-economic policy system. Wages must be the main income to ensure the life of workers and their families; Paying the right salary is an investment in human resource development, creating motivation to improve labor productivity and working efficiency of employees, making an important contribution to social progress and justice, ensuring stability socio-political; promote and improve the quality of growth and sustainable socio-economic development.
- Second, salary policy reform must ensure the overall, systematic, synchronous, inherit and promote the advantages, effectively overcome the limitations and inadequacies of the current salary policy; comply with the principle of distribution according to labor and the objective law of the market economy, taking increased labor productivity as the basis for salary increase; meet the requirements of international integration; have a roadmap suitable to the country's socio-economic development conditions and resources.
- Third, in the public sector, the State pays salaries to cadres, civil servants, public employees and the armed forces according to employment positions, titles and leadership positions, in accordance with the State's resources ensure a reasonable correlation with wages in the labor market; implement a worthy remuneration and reward regime, create motivation to improve work quality and efficiency, public service ethics and professional ethics, contribute to cleaning up and improve operational effectiveness and efficiency. of the political system.
- Fourthly, for the enterprise sector, wages are the price of labor power, formed on the basis of an agreement between the employee and the employer according to the rules of the market under the management of the State. . The State stipulates that the minimum wage is the lowest floor level to protect disadvantaged workers and is also one of the bases for negotiating wages and regulating the labor market. Distributing wages based on labor results and production and business efficiency, ensuring a harmonious, stable and progressive labor relationship in the enterprise.
- Fifthly, wage policy reform is an objective requirement and an important task in building a socialist rule of law state and perfecting the socialist-oriented market economy institution, requiring high political determination, associated with and promoted administrative reform, renewal and reorganization of the political system's apparatus, streamlining, effective and efficient operation and renewal of the organizational and management system management, improve the quality and operational efficiency of public non-business units.

These will be the core viewpoints in realizing the goal of building a scientific, modern, transparent and effective national salary policy system, suitable to the actual situation of the country, meeting the development requirements of the country development of a socialist-oriented market economy, creating a driving force for liberating production power, improving labor productivity, human quality, and the competitiveness of the economy; contribute to building a stable, unified, continuous, smooth, streamlined, clean political system with effective and efficient operation; preventing and combating corruption and wastefulness; implement social progress and justice, promote socio-economic development and international integration. Concretize the above general goal with the following specific goals and roadmap:

For the public sector: From 2018 to 2020, continue to increase the base salary according to the Resolution of the National Assembly, ensuring that it is not lower than the consumer price index and is consistent with the economic growth rate; does not add new allowances according to the profession. Completing the formulation and promulgation of a new salary regime according to the content of salary policy reform, associated with the roadmap for administrative reform and downsizing of payroll; renovating and reorganizing the political system's apparatus; renovation of public non-business units.

From 2021 to 2025 with a vision to 2030, apply a new uniform salary system for cadres, civil servants, public employees and armed forces in the entire political system from 2021; In 2021, the lowest salary of cadres, civil servants and public employees is equal to the average lowest salary of the business sector. Periodically (2 to 3 years) raise wages in line with consumer price index CPI, economic growth and the state budget's capacity. By 2025, the lowest salary of cadres, civil servants and public employees will be higher than the average lowest salary of the business sector. By 2030, the lowest salary of cadres, civil servants and public employees will be equal to or higher than the lowest salary of the highest region of the business sector.

For the business sector: From 2018 to 2020, increase the regional minimum wage level in line with the socio-economic development situation, the ability to pay enterprises and the living standards of employees. so that by 2020 the minimum wage will ensure the minimum standard of living of workers and their families. Pilot implementation of labor and salary management for SOEs according to the contents of the Salary Policy Reform Scheme.

From 2021 to 2025 with a vision to 2030, the State periodically adjusts to raise the regional minimum wage on the basis of recommendations of the National Wage Council and does not directly interfere in the wage policy of enterprises. From 2021. Implement labor and salary management in SOEs in accordance with the method of contracting salary costs associated with the enterprise's production and business targets by 2025 and moving towards allocating production tasks business by 2030.

On the basis of summarizing the theory and practice of wage policy in our country from 1960 to present; The results of extensive research and survey at home and abroad with the participation of many agencies, units, organizations, domestic and international experts and scientists have clarified the basic contents on reforming salary policy for cadres, civil servants, public employees, armed forces and employees in enterprises in our country in the coming time as

follows:

For the public sector: Design a new salary and bonus structure (including: Basic salary, allowances, bonuses). Develop and issue a new payroll system. Replace the current payroll system with a new payroll system based on job positions, titles and leadership positions; change the salary arrangement from the old salary to the new salary, ensuring that it is not lower than the current salary (including: Developing a position salary table applicable to cadres, civil servants and public employees holding leadership positions in the political system from China to From the central government to the commune level, develop a professional and professional salary table according to the rank of civil servant and professional title of public employee, which is generally applicable to civil servants and public employees who do not hold leadership titles; each rank of civil servant or title There are many salary levels for public employees today). Build 3 new payrolls for the armed forces. Identify specific elements to design a new payroll. Reorder current allowances. Improve the salary and income management mechanism.

For employees in enterprises: Continue to improve the policy on regional minimum wages by month and by hour in order to improve the coverage of the minimum wage and meet the flexibility of the labor market; ensure the minimum standard of living of workers and their families, in relation to factors of the labor market and socio-economic development. Completing the salary and income management mechanism; salary policy for SOEs.

## 4. Research Results and Discussion

### 4.1 Characteristics of the Health Industry

- More difficult than other professions: Difficulty here is not only for those who have worked in the profession, but also for students, since they were still in the lecture hall, medical school students had to study both theory and practice. Internship, the longest and closed schedule compared to other schools, and for employees who work outside of office hours, they also have to go on duty at night, on holidays and Tet, they still have to go to work as usual. Medicine has no public holidays. Not to mention the high risk of infectious diseases because the working environment of doctors is a hospital, where a full range of infectious and dangerous diseases are always lurking and there is a risk of spreading at any time, such as HIV, hepatitis B, tuberculosis, fever.
- The contributions of the medical profession are always silent: The contributions of the medical profession are always silent and not pompous because it is considered as a unique feature of the medical profession and in the end, medicine is still the winner in the war diseases. Doctors work hard with diseases, correcting and restoring the body's malfunctions with the ultimate goal of improving the patient's health. Doctors have to choose carefully, consider their own interests and the interests of the patient. Without professional responsibility, no doctor would point out adverse and often dangerous behaviors to a patient without the patient's knowledge. Medicine is increasingly developing, the disease is complicated, changing over time, that's why doctors always need to improve their knowledge and professional skills to have the best solutions in time time for the patient. And only by continuously updating knowledge can doctors reduce unfortunate errors and

bring maximum benefits to patients.

- Medicine is a hard job: Right from the school, medical school students have both theory and practice, the longest and closed class schedule compared to other universities. At the hospital, outside of normal administrative working hours, medical staff must be on duty. It can be said that, for the medical profession, there are no holidays, days off, and holidays but only working days, on-call days and off-duty days. The client can call the doctor at any time.
- Medicine is a lifelong learning profession: People are the most precious capital. Diseases change over time. Medicine is increasingly evolving, requiring more evidence-based treatments. Therefore, doctors have to learn for life. The distinction between right and wrong in medicine is often fragile, requiring practitioners to be very cautious. Therefore, only by continuously updating knowledge can doctors reduce unfortunate errors and bring maximum benefits to patients.
- Medicine is a sensitive profession: Although it is quiet, the medical profession is very sensitive to public opinion. Contribution to improving the patient's health will be eclipsed only sometimes with unfortunate or force majeure events. The most perfect and complex work of nature is man, of which the most precious part is health. Therefore, the greatest loss of nature is man and the greatest loss of man is health. The subject of the profession is sick people, so medical officials are easily exposed to sensitive reactions from patients and the community. It is also easy to sympathize with the community's reaction regardless of authenticity.

### 4.2 Competitiveness of the Medical Industry Compared to Other Industries and Vietnam's Economy

Enterprises providing hospital management software services said that the potential medical market is where large foreign software cannot meet. However, participating in business here is not easy because this is not a competitive industry, so investment units are not under the pressure of the market like businesses. The application is mainly for management, not to serve customers like the business model. Therefore, the ability to break through is very difficult. Many service providers have turned around for many years but have not seen a positive business direction. Therefore, after many years, the number of professional businesses in this market has not developed much. Not many businesses can afford to go the long way because of concerns about investing in public IT systems that lack availability. While the system of non-public medical facilities is very active in applying IT to provide medical services and manage internally, public organizations and hospitals are lagging behind due to many limitations due to the overall design. IT applications are lacking or of low quality. The medical information standards are not complete and synchronous, so many units have not been successful and have not been able to connect to health insurance because they have not been able to unify patient codes and insurance codes across the country.

As we all know, currently Vietnam's economy is entering a period of rapid development and change. We are moving from an agricultural country to industrialization which is a long process. Scientific and technological research has been applied a lot in life thanks to our economic integration policy. This has made it possible for us to learn about economic and social development in the doi moi period. Especially in the

healthcare service industry. Not only is it a service, but it is also extremely important for the development of the country's economy and people. The twenty-first century is a century of economic integration. Therefore, Vietnam needs to promote economic exchanges with countries inside and outside the region. To be able to ensure facilities and services, it is necessary to have strategies and apply technology and science. This is considered one of the fields that can attract investment from foreign units.

#### **4.3 Wage System in Health Industry Compared to Other Sectors in Vietnam's Economy**

On September 6, 2018, the Government Office issued Official Letter No. 8476/VPCP-KTTH on the implementation of Resolution No. 27-NQ/TW which clearly stated "In order to effectively implement Resolution No. 27-NQ/TW dated May 21, 2018 of the Seventh Conference of the 12th Central Committee of the Communist Party of Vietnam on reforming salary policy for cadres, civil servants, public employees, armed forces and employees in enterprises, Prime Minister Nguyen Xuan Phuc commented as follows: From now until the promulgation of documents regulating the new salary regime to implement Resolution No. 27-NQ/TW, do not consider issuing new or amending, supplement the current salary regimes and policies". The Ministry of Health took note of the voters' recommendations and proposed to the Central Steering Committee on salary policy when developing a Report proposing the implementation of Resolution No. 27-NQ/TW dated May 21, 2018 of the Conference. The seventh session of the 12th Central Committee of the Communist Party of Vietnam on reforming salary policies for cadres, civil servants, public employees, armed forces and employees in enterprises and Resolution No. 107/NQ-CP dated 16 August 2018 of the Government on the Government's action plan to implement Resolution No. 27-NQ/TW.

#### **4.4 Reform of the Medical Salary System in Vietnam's Economy**

The State promulgates together with the Government's Decree No. 204/2004/ND-CP of December 14, 2004 on the salary regime for cadres, civil servants, public employees and the armed forces enjoy preferential policies specific to the health sector. Including, preferential allowances for medical professions specified in Decree No. 56/2011/ND-CP dated 4/7/2011 of the Government; special allowances specified in the Prime Minister's Decision No. 73/2011/QĐ-TTg dated December 28, 2011 and policies for health officials and employees working in regions with economic conditions-Social difficulties prescribed in Decree No. 64/2009/ND-CP dated July 30, 2009 of the Government and allowances for attraction, allowances for long-term work in areas with special socio-economic conditions difficulties, first-time subsidy, roaming allowance, subsidy for buying and transporting fresh and clean water; one-time allowance when moving out of the area with extremely difficult socio-economic conditions or retirement. In the incentives, there are also payment for transportation and allowances for sightseeing, study and professional training as prescribed in Decree No. 116/2010/ND-CP dated December 24, 2010 of the Government. policies for cadres, civil servants, public employees and wage earners in the armed forces working in areas with extremely difficult socio-economic conditions.

In addition, according to the provisions of the Government's Decree No. 85/2012/ND-CP dated October 15, 2012 on the operation and financial mechanism for public non-business units and the cost for medical examination and treatment services provided by public medical examination and treatment establishments, non-business medical units shall be autonomous in their revenues and rates as prescribed by competent authorities and shall be autonomous pay salaries to officials and employees under their management, may deduct funds to pay for additional salaries, and pay for experts and good doctors. Thus, the total income of health workers (including salary by grade in the public employee's professional title, salary allowances and additional income from career income) is improved compared with many other industries and professions, showing the State's interest in the health sector, the written response to the question clearly stated. According to the Prime Minister, the salary regime from 2003 to now has had many limitations, therefore, the Government's Party Personnel Committee has developed a project to reform the salary policy for cadres, civil servants and employees. Organizations, armed forces and employees in enterprises submitted to the 7th Plenum of the 12th Central Committee and approved it in Resolution No. 27-NQ/TW dated May 21, 2018. In which, the reform content has been identified: "Building and promulgating a new payroll system according to employment positions, titles and leadership positions to replace the current payroll system; change the old salary arrangement to the new salary. , guaranteed not to be lower than the current salary". On that basis, the Government issued Resolution No. 107/NQ-CP dated August 16, 2018 on the Government's action program to implement Resolution No. 27-NQ/TW and the newly implemented salary regime. From 2021, the Prime Minister responds to delegates.

#### **4.5 Impact of Wage System Reform in Improving Competitiveness in the Healthcare Industry**

Stimulating labor and developing human resources: the salary reform affects a lot of employees' motivation, when the salary is large and the bonus level is favorable, the health sector in general and the staff, doctors in particular, they will improve their productivity at work, have more motivation to constantly strive, develop themselves and learn to keep up with the current times.

The new salary system can also overcome a current inadequacy that is too many allowances. With the new regime, salary will be the main, allowance will only account for a small part. The bonus mechanism according to job position and work performance will also create the initiative of the heads of agencies and units in salary payment.

The proposal of the Central Steering Committee on reforming salary policy, social insurance and incentives for people with works presented at the 7th Central Conference also proposed to increase the salary for cadres and civil servants funded by the State regulations, reduce irregular and irregular revenues so that agencies and units can focus on doing their tasks

The professional salary sheet is designed to ensure that the salary is correlated with the salary of the leader holding the position and even has a section to encourage professional professionals to develop but not necessarily follow leadership can still increase salary. In addition, civil servants are also entitled to overtime pay, night work, per diem and other regimes according to regulations.

## 5. Conclusions and Recommendations

### 5.1. Conclusion

#### Advantages

The reform of the wage policy is constantly changing and adjusting the minimum wage in the direction of increasing gradually, gradually making workers ensure the minimum needs for reproduction of labor power, material life and living standards. The morale of the employees was significantly improved. Therefore, we should continue to innovate the salary mechanism, expand and clarify the responsibility, autonomy and self-responsibility of public non-business units in salary arrangement and payment in association with quality and efficiency results of public service delivery in the spirit of socialization. Nominal wages tend to increase due to multiple adjustments to the general minimum wage. Paying the right salary to employees is investing in development, creating motivation for economic development and improving the quality of public services, contributing to cleaning up and improving the effectiveness and efficiency of medical operations economic.

#### Disadvantages

The process of implementing the minimum wage policy has been faced with unreasonable barriers when it comes to market prices, inflation, ladder system, payroll, etc. The recent reforms have always been absolutely dominated by the capacity of the state budget, so a policy of low wages has been implemented. While the salary is not enough to live, the non-wage income is very high, the salary is too low, not enough for the cost of living, which is increasingly expensive due to inflation. It can be said that the wage reform policy of the health sector has not been successful so far because there is still thinking: the low-wage policy is not enough to live on, but the non-wage income is very high. "reform" has not yet created a strong enough incentive for salaried people to promote their talents and dedication, unable to attract talents; on the contrary, people who do good and talented people leave the state sector to work for the non-state sector, where wages and income are high, tend to increase. On the other hand, low wages are also an important cause of negativity and corruption.

### 5.2 Proposals and Recommendations

Proposing the Government to consider amending the salary, remuneration and attraction regimes and policies for medical staff. Because at present, the starting salary of a doctor graduating from college (6 years of training) also enjoys a coefficient of 2.34 like other industries with a training period of only 4-5 years, which is not appropriate, and at the same time other regimes and policies such as seniority, remuneration, and attraction policies are not guaranteed to treat doctors with peace of mind working in public hospitals (Binh Thuan);

Amending Clause 6, Article 3 of Decree No. 56/2011/ND-CP in the direction of subjects applying the 20% allowance include civil servants and public employees who do not directly work as medical professionals; public servants and health workers in charge of management and service at medical non-business units in general, public employees doing professional health work at agencies, units and schools (including salary range, current beneficiary level plus allowances for leadership positions and allowances for seniority beyond the bracket (if any) of beneficiaries) (Ha Tinh)

Amending Clause 2, Article 3 of Joint Circular No. 02/2012/TTLT-BYT-BNV-BTC in the direction that subjects who have studied at home or abroad for more than 3 consecutive months, if they are studying medicine, have participation Internships, medical examination and treatment at practice facilities are still entitled to the medical profession preferential allowance (Ha Tinh province).

Voters believe that the training of doctors takes more time than some other professions and professions such as teachers. Therefore, voters recommended the Ministry of Health to study and submit to the Government for consideration and construction of a ladder. doctor's starting salary is higher than some other professions; focus on directing the application of information technology in medical examination and treatment; continue to strengthen coordination with ministries, branches and localities in controlling and ensuring food safety and hygiene; supplementing the list of drugs for treatment of gynecological diseases covered by health insurance (Binh Dinh).

On September 6, 2018, the Government Office issued Official Letter No. 8476/VPCP-KTTH on the implementation of Resolution No. 27-NQ/TW which clearly stated "To effectively implement Resolution No. 27-NQ/Central Committee on May 21, 2018 of the Seventh Conference of the 12th Central Committee of the Communist Party of Vietnam on reforming salary policy for cadres, civil servants, public employees, armed forces and employees in enterprises, Prime Minister Nguyen Xuan Phuc commented as follows:

The Ministry of Health took note of the voters' recommendations and proposed to the Central Steering Committee on salary policy when developing a Report proposing the implementation of Resolution No. 27-NQ/TW dated May 21, 2018 of the Conference. The seventh session of the 12th Central Committee of the Communist Party of Vietnam on reforming salary policies for cadres, civil servants, public employees, armed forces and employees in enterprises and Resolution No. 107/NQ-CP dated 16 August 2018 of the Government on the Government's action plan to implement Resolution No. 27-NQ/TW.

### 5.3 Solutions to enhance competitiveness through salary system reform in healthcare industry

#### Solutions to improve product quality

**Firstly:** Domestic pharmaceutical products must take advantage of the available domestic advantages, which is the understanding of the geography of the Vietnamese people. Although foreign products have a greater advantage in terms of product quality, these products are difficult to adjust to Vietnamese people. Therefore, manufacturers need to quickly improve to suit the location of the Vietnamese people. To be able to do this requires businesses to be more active in investigating characteristics, needs as well as physiological aspects of people. At the same time, the investment in product research is also something that manufacturing enterprises need to pay attention to. Currently, the R&D work of domestic enterprises has not been really focused. Therefore, it is an urgent task for businesses if they want to compete in the market.

**Second:** Turning Vietnam's pharmaceutical industry into a real industry, creating conditions for improving product quality. To do so, it is necessary to carry out the process of industrialization and modernization of the pharmaceutical industry, which will be the decisive factor. Enterprises need



to increase accumulation and ensure investment capital for technical equipment along with perfecting and improving the production level of domestic pharmaceutical products. As mentioned above, technical equipment has always played a very important role for pharmaceuticals, especially when the competition is getting stronger as domestic pharmaceutical companies use their capital to enhance their digital base is very important. Businesses need to invest in depth, thereby creating high-quality products that are competitive in the market. Using their own capital to be able to focus on a specific product line with high quality, improving the competitiveness of products.

**Third:** It is necessary to solve resource problems because people are the deciding factor for success or failure, especially in professions that require high levels of brainpower and labor such as the pharmaceutical manufacturing industry. Training and improving the quality of human resources can be absorbed quickly and effectively is the problem that needs to be focused on solving.

**Fourth:** According to who's assessment, currently, Vietnamese pharmaceuticals are at level 2.5-3 according to who's classification scale, we can self-produce some types of pharmaceutical products to meet domestic demand and also can be exported to foreign countries, but most of the special medicines are imported from abroad. Thus, we need to overcome this situation by having an investment strategy that gradually replaces the drugs that dominate the market today. However, this is a very difficult job. For large pharmaceutical companies in the world to get pharmaceutical formulations, they not only take quite a long time but also spend a lot of money. Therefore, with the existing competitiveness of Vietnamese pharmaceuticals, we need to have a long-term strategy, step by step achieving goals such as: Research domestic and foreign markets to develop product structure to meet market demand. Building a new and abundant product structure in the open mechanism of state management of drug registration. Overcoming the point of view: high profit, low investment, fast capital turnover, short product life cycle, waiting for registration, registration "taking a place".

**Fifth:** promote the process of international cooperation through cooperation with pharmaceutical companies in the world to improve domestic products. At the same time, take advantage of this opportunity to learn and access scientific and technical knowledge, management activities of foreign enterprises. With solutions like the above, the initial implementation is extremely difficult, especially for the current low-level development of production technology. However, if domestic pharmaceuticals take advantage of their opportunities and strengths, surely Vietnamese products can rise to a higher level of competition.

### Product price solution

Linking to reduce costs: In order to achieve the goal of domestic drugs meeting domestic pharmaceutical needs, domestic pharmaceutical companies still have to take measures to reduce costs along with improving quality in order to compete drugs in the country. There are many ways to reduce production costs. Enterprises can implement currently, due to increasing domestic demand, enterprises expand their scale to meet market demand. Businesses can also sign inter-industry agreements, contact domestic and foreign suppliers of raw materials and machinery to reduce unnecessary costs.

Take advantage of competitive advantages: In order to reduce

product costs, it is necessary to focus on developing the areas in which we have the most competitive advantage or competitiveness to create economic efficiency good raw materials for domestic production. Make use of natural materials because this will be a relatively good source of input materials to help reduce the cost of importing materials from abroad. The promotion of production derived from domestic natural materials, especially the planning of medicinal raw materials areas, is a very important task of domestic pharmaceuticals in the coming time. The planning goes hand in hand with growing medicinal herbs, businesses need to cooperate with research institutes to constantly learn and expand drugs that can be applied in production.

Make the most of the opportunities of WTO accession: this is the exploitation of low-priced input materials, machinery and equipment allowed to be sold in Vietnam. Domestic manufacturers should take advantage of this opportunity to be able to produce with low input costs. From there, domestic products can compete in price with products on the market.

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