

MEETING TOMORROW'S HEALTH CHALLENGES THROUGH
WORKFORCE EXCELLENCE IN SUPPLY CHAIN MANAGEMENT

PEOPLE
that
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DELIVER

Global Activities Influencing HR for SCM

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Overview



1. The ***health supply chain workforce***

WHY does it matter?

2. The **HR building blocks for SCM**

Explaining a systematic approach?

3. The ***People that Deliver Initiative***

WHAT is PtD and HOW does it work?

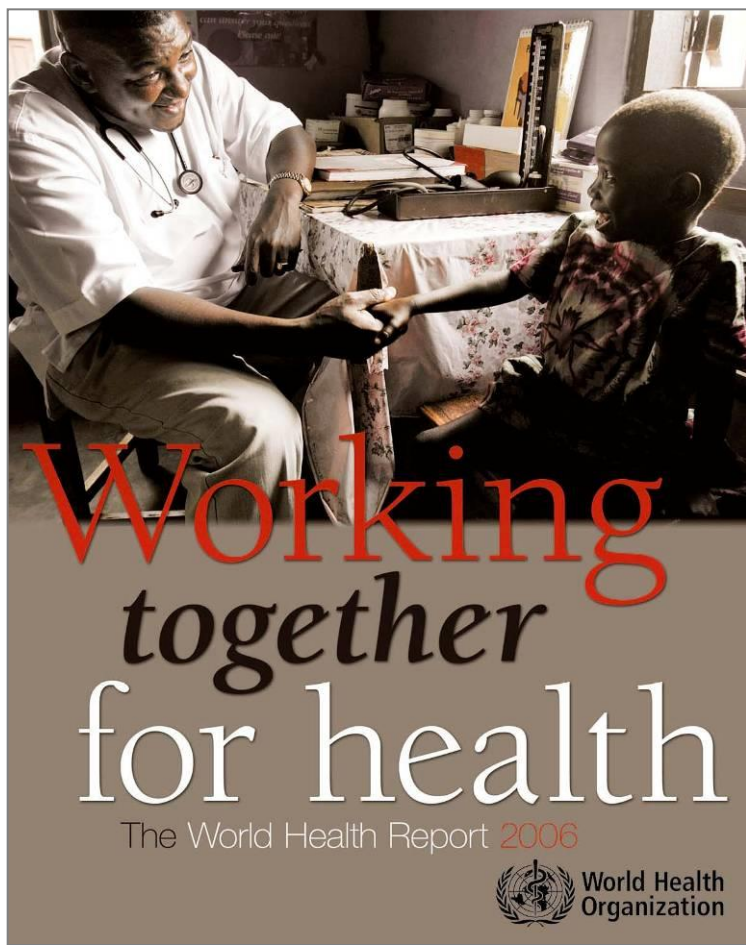
4. Making ***country based change*** happen

Tools & approaches for sustained improvement?

5. HOW can you **get engaged with PtD?**

1. Global shortage of health workers

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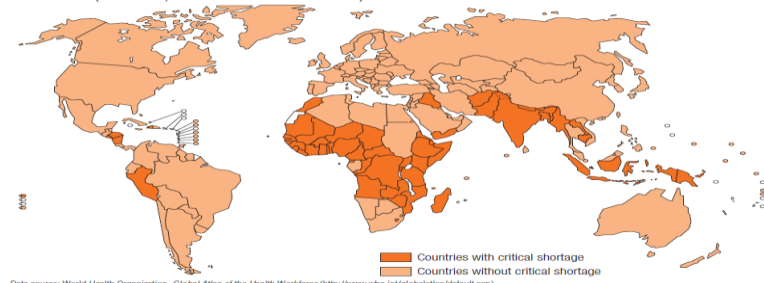
Shortage of 4.3 million health workers globally

2.4 million doctors, nurses and midwives

1.9 million management and support staff, including health administrators, managers, and logisticicians

57 countries with critical shortages

Figure 3 Countries with a critical shortage of health service providers (doctors, nurses and midwives)



'Imagine' health worker video:

<http://www.youtube.com/watch?v=tCSmIYmPOi4>

1. The desired paradigm for HR in SCM

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Characteristics

- Long term focus
- **Requires reform of perceptions, policies and practices**
- Converts existing expenditures into investment
- **Capacity benefits accumulate over time**
- Inherently sustainable and country-driven

2. Five building blocks of HR for SCM

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Block 1
Engaged
Stakeholders



Block 2
Optimise
Policies & Plans



Block 3
Workforce
Development



Block 4
Increase
Performance &
retention



Block 5
Professionalisation
of SCM



3.The People that Deliver Initiative

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Improving health outcomes by promoting sustainable workforce excellence in health supply chain management

70+

member
organizations

- country governments
- international agencies
- academic institutions
- implementing partners
- Non-governmental organizations
- private companies

3.The PtD Board

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3.PtD focus countries



Dominican Republic



Ethiopia



Indonesia



Burkina Faso



Liberia



Mozambique



Namibia



4.PtD Goal 1 – Global recognition



PtD, through its Secretariat and members has been active in:

- ✓ Direct contributions to global supply chain strengthening activities, including **UN CO LSC promising practices brief, GAVI supply chain strategy, WHO/AMDS report to World Health Assembly** (on Access to ART).
- ✓ Advocacy presentations to: DFID, Global Fund PSM, World Bank, UNFPA, and UNICEF

4.PtD Goal 2 – Country government action

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- ✓ HR for SCM assessments completed in at least 15 countries.
- ✓ **Burkina Faso** - Regulatory changes implemented to delineate SCM cadres, development of academic course & public service structural change. Health logisticians have been deployed in 17 districts.
- ✓ **Ethiopia** - Govt. HR planning process engaging SCM partners with a focus on: education and standards. Newly formed HR for SCM task force is accelerating momentum.

4.PtD Goal 3 – Adequate personnel trained



- ✓ **Benin** - LOGIVAC center at the L'Institut Régional de Santé Publique (IRSP)
- ✓ **Burkina Faso** - University of Burkina Faso, Bioforce
- ✓ **Namibia** - University of Namibia, USAID
- ✓ **Pacific Island Countries** - University of Canberra, UNFPA
- ✓ **South Africa** - African Supply Chain Academy, IHS & Divinci UNI.
- ✓ **East African Community** – HSCM Center of Excellence (Rwanda)
- ✓ **LAPTOP (Learning & Professional Training Opportunities)** - RHSC

4.PtD Goal 4 – Tools and resources for country application



- ✓ **Advocacy tools**. Who is PtD? Why focus on HR for SCM? and how to make smart investments in HR for SCM
- ✓ **Assessment and planning**. HR for SCM Assessment Guide and Tool (USAID|DELIVER), has been used in at least 15 countries: Ethiopia, Guatemala, Indonesia, Namibia
- ✓ **Competency mapping**. The PtD Competency Compendium for Health Supply Chain Management (University of Canberra). With technical advise following application in Namibia through SCMS.
- ✓ **Funding guide**. Country Guide: Applying for Public Health Supply Chain Management Development Funds

4. Stepped approach for HR capacity development in health SCM

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Step 1

- **Assess your current approach to HR in health SCM**
- [‘HR Capacity Development in Health SCM: Assessment Guide and Tool’](#)

Step 2

- **Map competencies for all staff engaged in health SCM activities**
- [‘PtD Competency Compendium: HSC Competency Mapping in Namibia’](#)
[‘The PtD Health Supply Chain Competency Framework for Managers & Leaders’](#)

Step 3

- **Prepare a HSC strategic plan with a strong HR component**
- (Guidance coming)

Step 4

- **Assemble costed and funded plans that align with Step 1**
- [‘Country Guide: Applying for HSC Management Development Funds’](#)

5. Get engaged with PtD



- Become a PtD member (go to www.peoplethatdeliver.org)
- Join a PtD working group (e-mail info@peoplethatdeliver.org)
- Become a PtD Twitter follower (@PplthatDeliver)
- Update LAPTOP with SCM courses offered by your own institution (www.rhsupplies.org/resources-tools/laptop)
- Tell us your HR for SCM stories or projects
- Advocate for HR for SCM within your organization and country based offices
- Use PtD tools and evidence and ...



“At last, someone has recognized the work of the supply chain team, because [our] superiors never do.”

*- Yesenia Aguirre de Barahona
Paracentral Region Warehouse
El Salvador*

