

STRENGTHENING HR FOR SUPPLY CHAIN MANAGEMENT

PEOPLE AND PRACTICES PWG

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SETTING THE CONTEXT

The Immunization Supply Chain Strategy



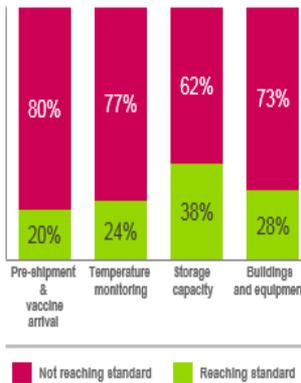
RESPONDING TO THE EVIDENCE

OVERALL POOR PERFORMANCE

Few country immunisation supply chains currently meet WHO minimum performance standards.

Percentage of GAVI-eligible countries currently meeting WHO standards for Effective Vaccine Management (EVM)¹

No countries currently meet all standards!



INCREASING EXPENSE AND COMPL

Poor performance is a concern because immunisation programs are becoming more expensive and complex.

Supply chain requirements

Larger storage volume (cm³) required to fully immunize a child



Costlier and more sophisticated vaccines



Increased stock keeping units



GAVI Supply Chain Strategy People and Practice Evidence Review, March 2014

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STRATEGY VISION

In 2013, Gavi partners began co-developing an immunisation supply chain strategy.

If we help countries put in place the supply chain fundamentals...



...then EPI will begin to reach the objectives of vaccine that is...



Available

- In the right place at the right time



Potent

- Providing a high level of immunity



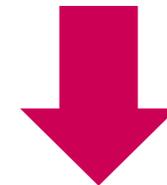
Efficient

- Resources used for best purpose

...helping to achieve the desired results:



Vaccine coverage & equity



Under-5 mortality

FIVE FUNDAMENTALS

The Strategy aims at putting the following fundamentals in place in every country and supporting the redesign effort:



Leaders

Supply chain leadership

- Ensure dedicated supply chain leaders are in place at all levels of the health system with the right capabilities, authority and accountability in every country.



Plans

Supply chain management and improvement plans

- Support development and implementation of continuous and comprehensive supply chain management plans.



Data

Supply chain data for management

- Track and use supply chain performance metrics to make strategic and operational decisions.



Cold chain equipment

Supply chain cold chain equipment

- Enable countries to get the right equipment in place.



System design

System design (select countries only)

- Support priority countries in improving system design.

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STRENGTHENING HR FOR SUPPLY CHAIN MANAGEMENT

People and Practices Priority Working
Group



THE GOAL FOR 2020

All countries have dedicated and competent immunisation supply chain leaders with adequate numbers of skilled, competent, accountable, motivated, and empowered personnel at all levels of the health system to overcome existing and emerging immunisation supply challenges.

FOCUSING OUR EFFORTS ON:



**Sharing
Expertise**

**Guidance,
advocacy &
standards**

- Advocacy and support for improved supply chain management organizations and supply chain HR policies in countries

**Building
Capacity**

**Introduce
new
platforms**

- Innovative platforms to increase knowledge & leverage supply chain management expertise

**Accessing
Resources**

**Capability
development**

- Build & develop immunization supply chain managers and practitioners in countries

**Tools &
optimisation
methods**

- Improved performance management mechanisms and tools

HR COUNTRY SUPPORT PACKAGE FOR SUPPLY CHAIN MANAGERS



Country Support Package for Supply Chain Managers

Private Sector
Regional Centres of Excellence
Advocacy and Comms
National Logistics Working Groups
Enabling Environment
Technical Assistance

HR Assessment for EVM

Defining standards and KPIs

Competency Framework

Mapping roles to required competencies

ToRs and Profiles of SCMs in the public and private sector

Professional Development Planning

SC Leadership Curriculum (1,5,3)

Stakeholder Engagement and Change Management Framework

Performance Management Guide/References

HR Strengthening/Capacity Development Plan/Activities integrated into EVM improvement plan or other iSC strengthening plan

A CROSS AGENCY COLLABORATIVE EFFORT



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THANK
YOU