

Strengthened Human Resources in Health Logistics in Nepal

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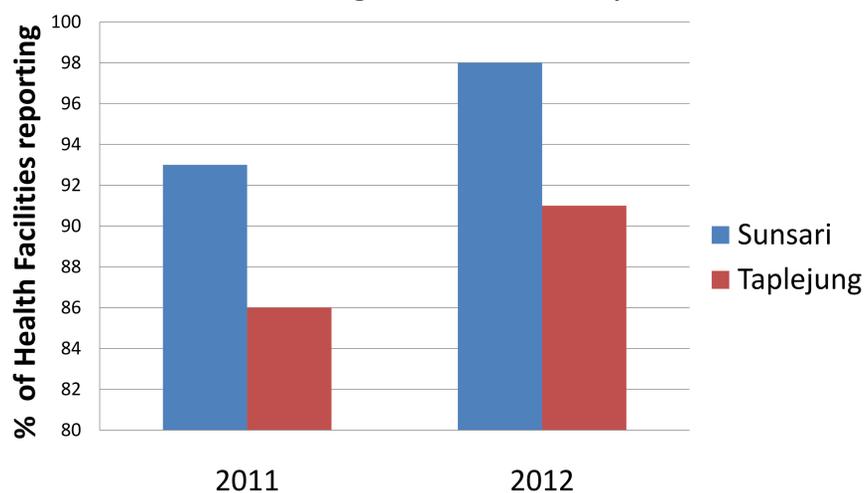
Significance and Background

Prior to 1993, Nepal had a vertical health logistics system. Logistics was not a government's priority. No logistics curricula had been developed, no staff had been trained, and no logistics information systems existed at any level. After the establishment of Logistics Management Division (LMD) in 1993, the lack of trained manpower in logistics was realized. With support of USAID funded projects (implemented by JSI through Family Planning and Logistics Management (FPLM), Nepal Family Health Program (NFHP), and DELIVER PROJECT), logistics training was institutionalized within the National Health Training Centre (NHTC) of Ministry of Health and Population (MoHP).



Female Community Health Volunteers (FCHVs) of Kalikot district attending the logistics orientation program

Increase in the % of health facilities reporting before and after training in two districts of Nepal



Results and Key Findings

Health Logistics training has been included in NHTC's annual work plan. Logistics practices have been incorporated in the pre-service and in-service curricula of NHTC. Health Logistics Trainings have also been incorporated in the Training Management guideline of NHTC. Technical assistance is being provided to establish or maintain training within a national training system and efforts are being made to build the capacity of government healthcare providers to manage training events. Ten standardized Health Logistics Training packages have been institutionalized into the NHTC system to train human resource needed for the logistics management of the country. Computer based self paced training medium (CD-ROM) has been developed.

Program Intervention

With TA support from USAID/JSI, NHTC and LMD have worked to institutionalize logistics training. Trainers from NHTC were trained and Regional Health Training Centres (RHTCs) have been conducting logistics training. Logistics training is included in NHTC's annual work plan and approved by National Planning commission. Logistics practices have been incorporated in the pre-service and in-service curricula of NHTC. Health Logistics Trainings have also been incorporated in the Training Management guideline of NHTC.



Discussion and Conclusion

Ministry of Health has recognized importance of the not only logistics management but also need of quality training. Now Ministry of Health has initiated and continuing provision of logistics training from its own financial resources ensuring sustainability of the program to some extent. From 1993 to 2013, a total of 27,734 government personnel have been trained in the health logistics trainings. Through the training important logistics intervention like Pull System of Health Commodities and web-based LMIS were successfully implemented in all 75 districts of the country. Training is a continuous and expensive process and should be continued in more effective and efficient way.



Trained storekeepers in district stores made marked improvement in store and commodities management



CD-ROM based Basic Logistics Training package

Lessons Learned and Challenges

Frequent turnover of trained storekeepers; new recruits of store personnel are often from different sectors other than health. Lack of effective supervision after training. The misconception among health workers that training will solve all performance problems hinders their ability to analyse gaps and subsequently address them; and overall governance and accountability of the Government.

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