

‘Workforce excellence is essential for sustainable health supply chains’

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2<sup>nd</sup> global conference  
Human Resources in Supply Chain  
Management

*Professionalizing Health logistics in Burkina  
Faso*

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# Context analysis: Burkina Faso's Health System

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- Landlocked country in the heart of West Africa. Its health system is pyramidal.
- Epidemic diseases, increasing non-communicable diseases, and constant threat of infectious diseases. HIV 1,2%, 42,410 HIV/ARV, Malaria 45,4% of consultations, 11% malnutrition, 9,2% CMR and 14,2 ICMR.
- An organized pharmaceutical supplies circuit is in place. Human resources involved: pharmacists and public sector pharmacy technicians at all levels of the health pyramid.
- However, the health system suffers from the performance of the logistics system.

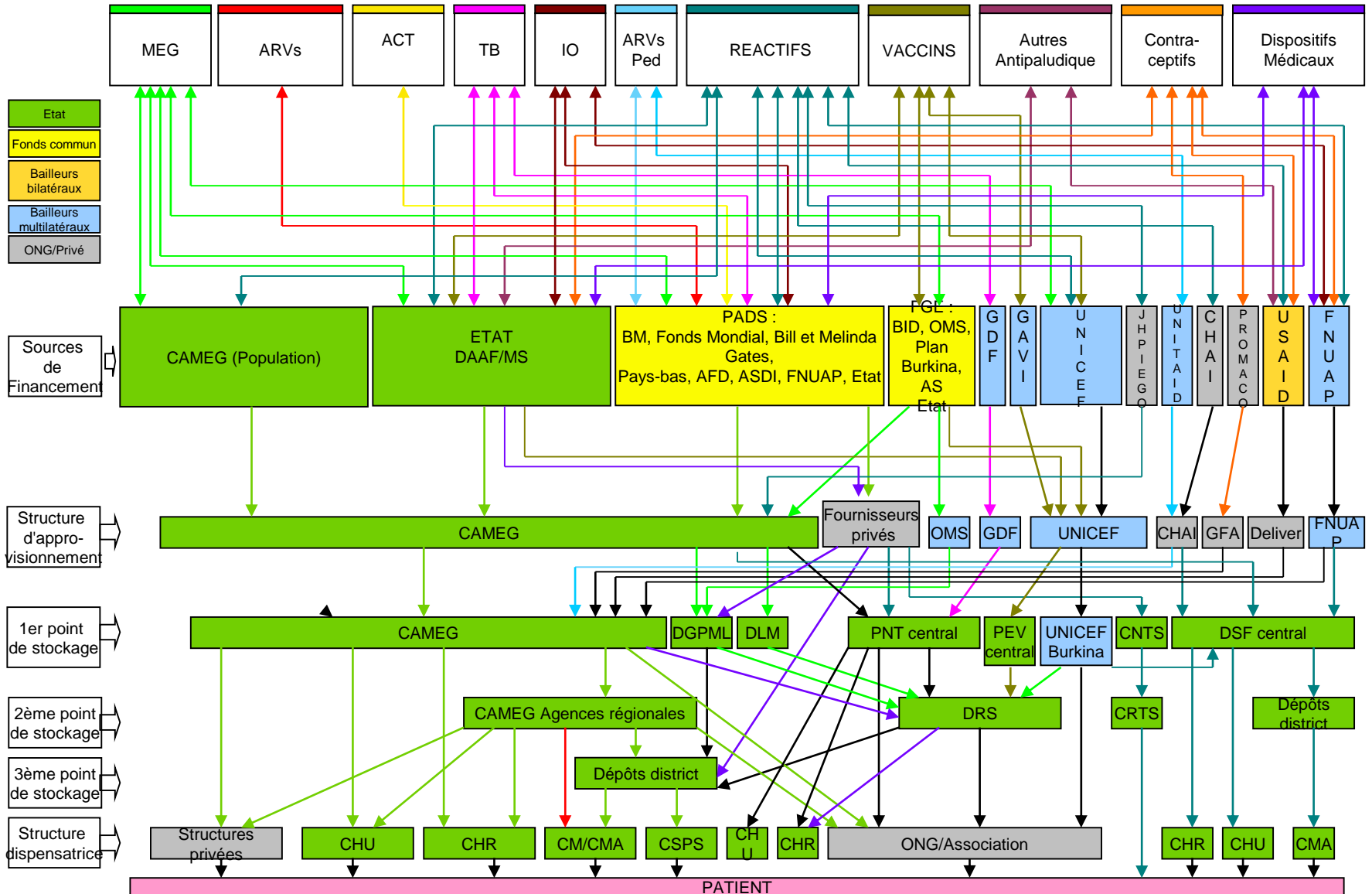


# The performance of the health system

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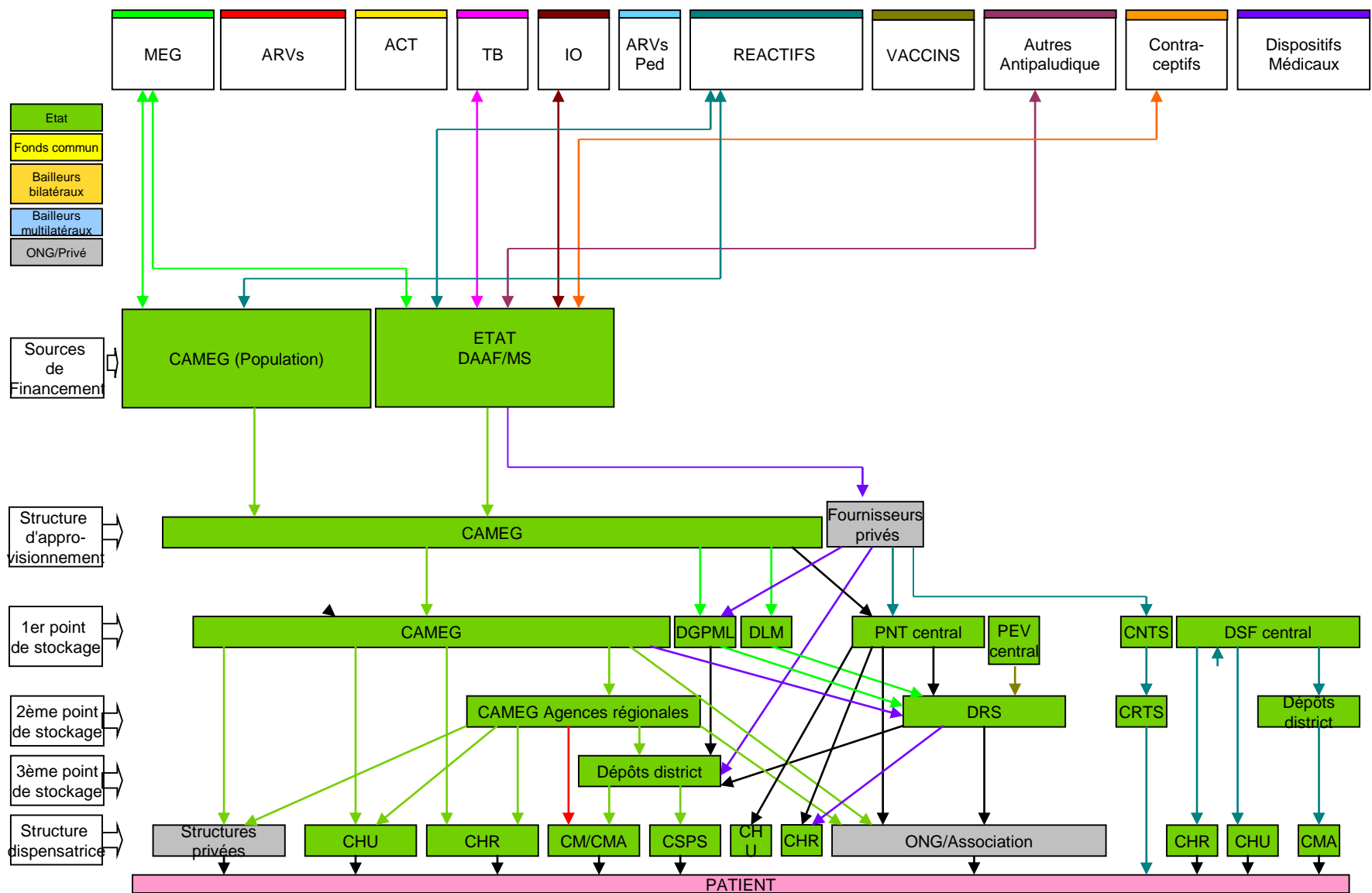
- Assessing the performance of health structures and programs calls for a distinction between **healthcare** and the **non-medical functions**: ‘support’ or ‘logistics’ functions
- 3 main areas: **technical equipment, medical equipment and the health products supply chain.**
- **Healthcare** activities are carried out by standard professions – doctors, pharmacists and paramedics.
- **Logistics functions** are general underpinned by a vertical approach, according to (international) Health Programs.
- While district health teams have the required ‘standard’ (medical) competences to meet health challenges, **they are not designed to carry out logistics functions in a continuous, transversal and effective manner.**

# Focus on Supply Chain





Systèmes d'approvisionnement des produits pharmaceutiques au BURKINA FASO, Sept 2010



# Inception of the national plan



- Burkina Faso's Ministry of Health (MoH) works to find sustainable solutions to the health logistics HR challenge.
- Several programs implemented with the Bioforce Institute in order to create a favorable environment for the professionalization of SCM and for the recognition of logistics functions as key factors of health system performance / systemic approach to human resources.
- Through PTD The MoH participated to the 1<sup>st</sup> PTD global conference + working day on national plan for HR in SC.
- Active advocacy towards national health authorities, technical and financial partners, and international organizations.
- Programs start in Feb. 2013 with DGPML as national champion, implemented by the Bioforce Institute, funded by the French contribution to Global Funds (€700,000) : **to improve health products supply management and equipment availability through the professionalization of human resources for health.**

# Implementing the plan

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- Builds on the existing status of public sector pharmacy technician (PEP), and more particularly on a national regulation to give PEP access to executive status.
- 4 areas:
  - Revision of the legal framework and creation of the health logistician profession,
  - 25 acting Health Logisticians deployed in 3 pilot regions & 17 districts and at the central level,
  - Training,

Then with support from RHSC (innovation - €155,000)

- Improve access to and reliability of RH data, through the evidence base analysis, data collection, and monitoring from existing MoH tools and disseminate knowledge, experience and best practices in health logistics.

# Master program on Health Logistics

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- **National School of Public Health (ENSP) in Ouagadougou**
  - 11 students integrated in 2013 and 19 students in 2014 (14 public agents, 5 private students from Burkina Faso, Central Africa and the Comoros)
  - Bioforce expertise support for training sessions / training of ENSP trainers
- Building in-office HR capacity in health logistics ( training sessions)



# Key performance indicators

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- Availability of sensitive health products (stock out rate, time delivery, storage)
- Proportion of functional and non functional equipment (cold chain, surgical room, vehicles fleet)
- Availability of normative documents ( maintenance plans, logistics management guides, procedure manuals, integration of health logistician position)
- Strengthening of human resources capacities in health logistics (in-service trainings, initial training in health logistics available, number of trained agents)

# Results & Discussion

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- 7 years from first assessment to implementing public health logisticians in 3 regions.
- Builds on existing structures & system.
- Places HR at the core of its strategy.
- Use vertical approaches to achieve transversal, lasting, systemic results.
- Increased global recognition of health logistics should make it easier to scale up.
- The winning team: 1 national champion + 1 committed partners.
- Challenge : constitute a network of partners to support ENSP.

# The PtD Board:

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