

‘Workforce excellence is essential for sustainable health supply chains’

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Assessing the Feasibility of Establishing a Center of Excellence in Health Supply chain management in the East African Community

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Background

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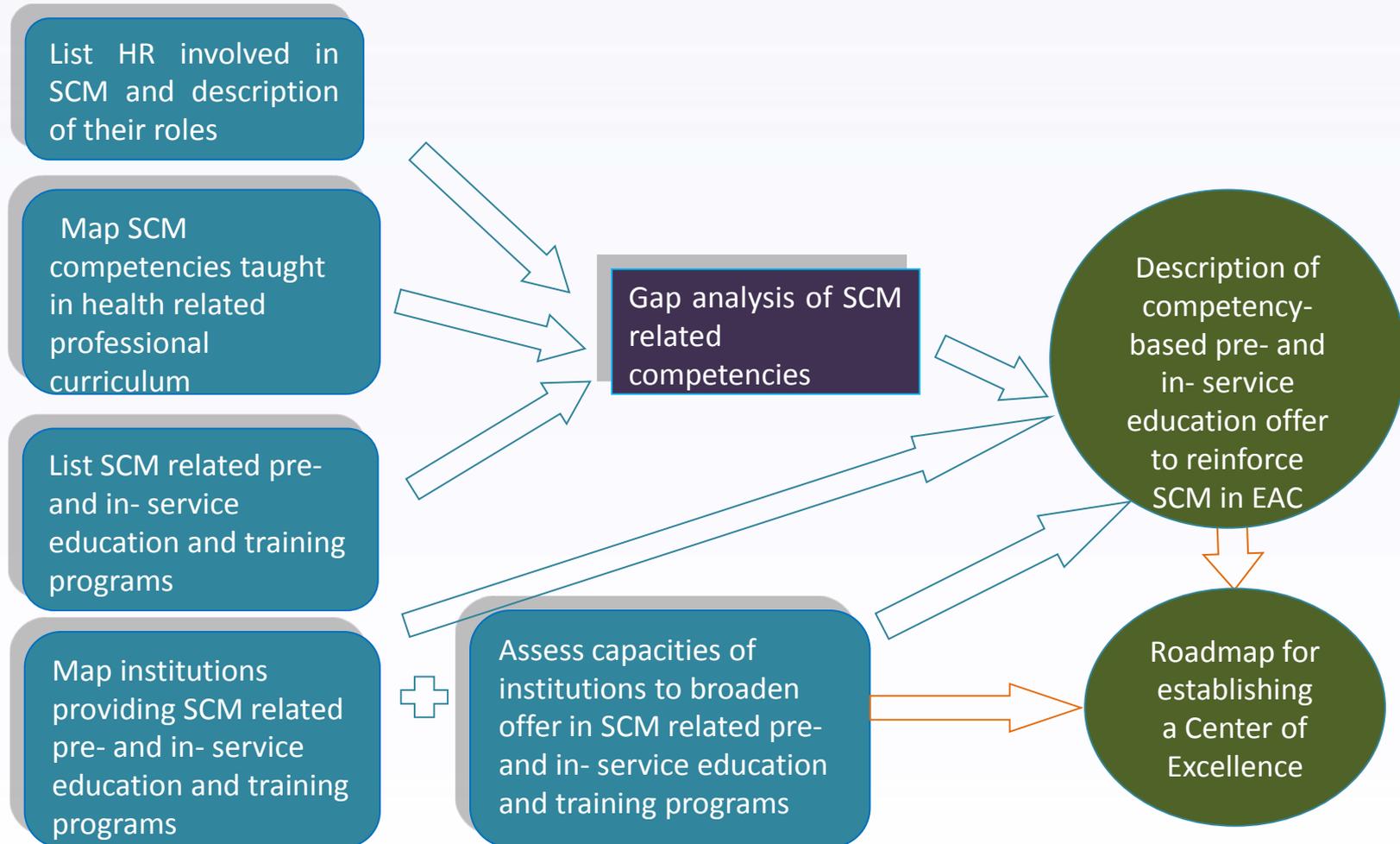
- Vaccines and other commodities supply chain management is recognized as a challenge by the East African Community (EAC)
- EAC seeks to address weaknesses in human resource capacity by establishing a Center of Excellence (CoE) with the objective of professionalizing health and immunization logistics management in the region.
- The proposed framework for the CoE will be modelled along the LOGIVAC reference center for health logistics for West and Central African countries.
- To advance this work AMP provided technical assistance to EAC to conduct a feasibility assessment.

- Assessment methodology adapted from
 - *Human Resources capacity development in public health Supply Chain Management* developed by USAID-Deliver project
 - *Competency Compendium for Health Supply Chain Management* developed by the People that Deliver initiative.

- approach : desk reviews, in country working session, key informant interviews and analyses of existing systems.

- Results were discussed in a regional workshop held in Nairobi, June 3-4, 2014

Method - overview



Findings 1 – SCM structure and organization

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- SCM functions :
 - centralized by Pharmacy department and/or managed by programs
 - EPI : specific SC, in charge of all functions of vaccines and specific product management
 - Level of SC integration varies with countries, program

- Role of Central Medical store vary among countries:
 - Cover all SCM functions vs limited role
 - Large network covering districts vs central store only
 - Distribution to health facilities vs no distribution

- Equipment management
 - Medical maintenance centers procure, install, maintain and repair
 - Issues with specificities of equipment and availability of expertise and funds for maintenance and repairs

Findings 2 – HR involved in SCM



Health system Level	Main function at this level	Member State				
		Burundi	Kenya	Rwanda	Tanzania	Uganda
Central Level	SC planning, procurement, monitoring, central storage	Pharmacists, other management personnel	Pharmacists, other management personnel	Pharmacists, other management personnel	Pharmacists, procurement personnel	Pharmacists, Other management personnel
Regional/ District Level	Storage, distribution, monitoring	Pharmacy technicians, other health care workers	Pharmacists, other health care workers	Pharmacists, other health care workers	Pharmacists, other health care workers	Pharmacists, other health care workers
Health Center/ Clinic Level	Distribution, storage, dispensing	Nurses, midwives	Nurses, midwives	Nurses, midwives	Clinical officers, nurses & midwives	Pharmacy technicians, nurses and midwives
EPI	Storage, distribution, usage	Pharmacists, nurses and midwives	Public Health technicians, nurses and midwives	Clinical officers, nurses and midwives	Clinical officers, nurses and midwives	Clinical officers, nurses and midwives

Findings 3 – Training in SCM

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- In all but one partner state there is at least one school of pharmacy
- Even though pharmacists are being trained, current curricula for the pharmacy training do not adequately address SC functions.
- Curricula for nurses and midwives have little to no SCM components.
- Very little vaccines and cold chain management training component
- SC managers for EPI are mainly trained on the job.

- Low availability of training expert in SCM
- No pre-service training in Health supply chain management
- A number of partners support SCM development and implementation (pre- and in-service)

Lessons learnt

- Weak SCM HR in the EAC with insufficient numbers of pharmacists, pharmacy assistants/technicians, inadequately trained.
- SCM training gaps:
 - no course currently exists to train a specialized SC cadre, limited offer of CPD training
 - limited numbers of SC/logistics management trainers
- To adequately address SCM HR challenges, requirement for:
 - Curriculum strengthening and capacity building initiatives
 - Regional and country initiatives to enable environment for SCM

Next steps

- Establish a Regional Center of Excellence for Health Supply Chain Management with the following missions:
 - Provide pre-service and in-service education on health and immunization logistics;
 - Contribute to the recognition of the SCM as a profession, and facilitate SC manager integration in the management team within members states health systems

- Enable environment for the professionalization of SCM
 - Each country should identify the professionals in charge of SCM functions
 - Position should be defined according to a competency framework to be adapted from the People that Deliver competency compendium
 - Ensure recognition of the SCM as a profession, Incentives of SCM officers, Career opportunities...

Next steps

■ Center of Excellence

- Define a regional SCM training strategy and develop training curricula
- Setup a pool of SCM trainers
- Develop partnership with training institutions/providers
- Define institutional arrangement for the Center of Excellence
- Develop and implement a plan of action for the establishment and operationalization of the Center of Excellence

■ Enabling environment

- Country level : develop HR development plan, ensure career development, fundings and regulation
- Region level : provide evidence, support regulation change, facilitate harmonization, coordinate with partners

Thank you for your attention

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