

‘Workforce excellence is essential for sustainable health supply chains’

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## Combined On- and Off-Site Training Contributes to Strengthening the Unified Pharmaceutical System in the Dominican Republic

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## Financial sponsors:



# Background (1)



Since 2010, the Dominican Republic has been organizing a unified pharmaceutical system (SUGEMI)

Pharmaceutical management supply components	Disease control programs	SUGEMI
Selection	X	
Estimation of needs and programming (for annual procurement)	X	X
Procurement		X
Transportation		X
Storage		X
Requisition and dispatch	X	X
Quality control		X
Use (prescription and dispensation)	X	
Pharmaceutical management information system		X

## Background (2)

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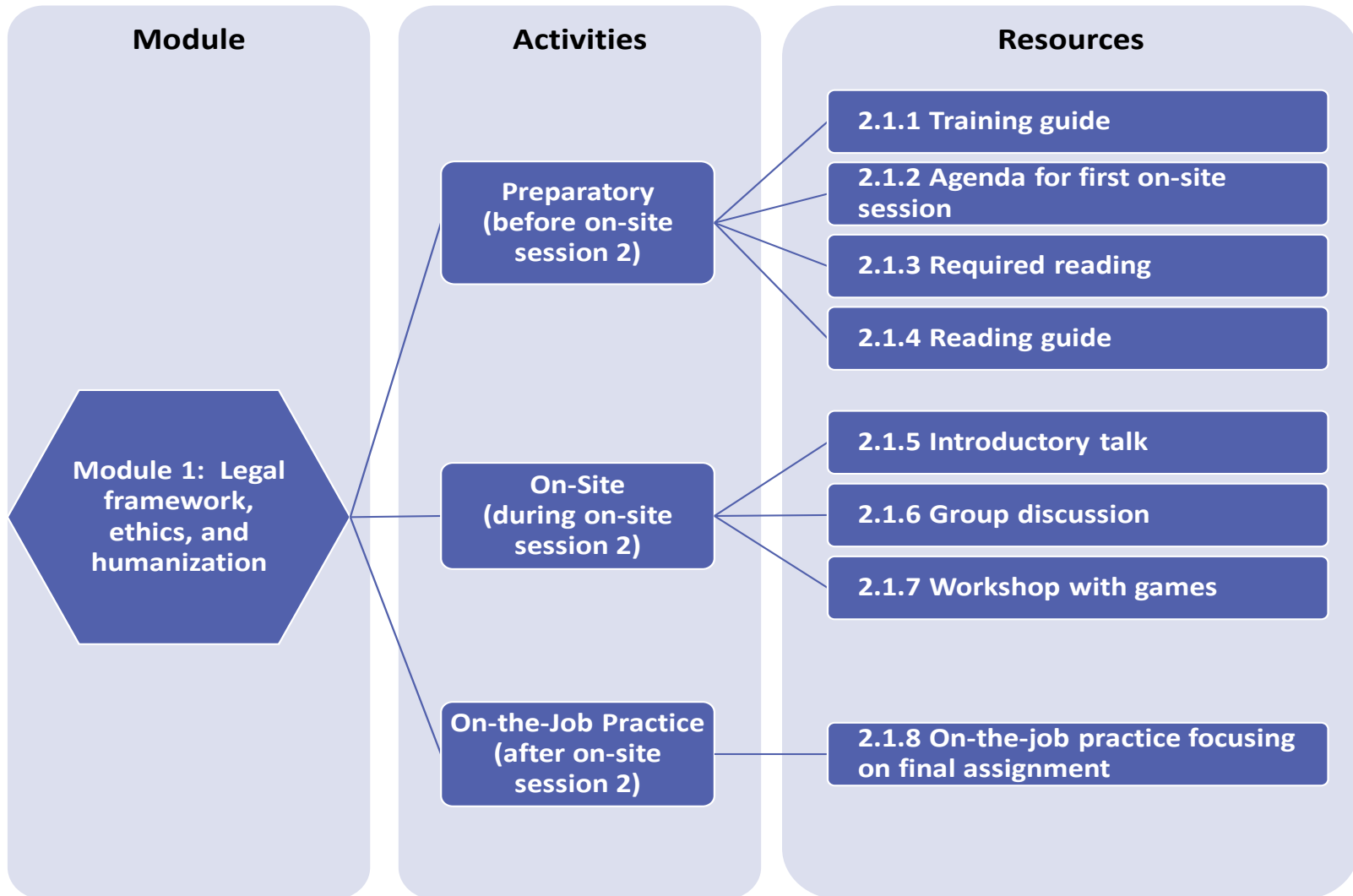
- Implementation included:
  - Developing SOPs
  - Appointing personnel for National and Regional Pharmaceutical Units
  - Training staff responsible for implementation
- **Challenge:** Strengthening and sustaining depend on in-depth training on pharmaceutical supply management

# Method (1)

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- Hands-on experience
  - Personnel involved in the elaboration of SOPs and training activities
  
- Certified course on pharmaceutical management
  - 12-week on-site/off-site course
  - Six modules, each one including:
    - **Preparatory activities:** reading MSH's *Managing Drug Supply* and SUGEMI SOPs
    - **On-site sessions:** discussions and instructions for on-the-job practice
    - **On-the-job site practice:** situation analysis of the students' institutions and identification of alternative interventions to address problems

# Method (2)



# Results (1)

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- Hands-on experience and certified course have contributed to implementation of SUGEMI
  - National and Regional Pharmaceutical Unit staff replicated trainings for SUGEMI implementation in 1,105 primary care facilities and 143 hospitals

## Results (2)

- Two certified courses have been completed:
  - 2012/2013 public university course for 35 students
  - 2013/2014 private university course for 33 students
  - Half of the graduates from the first course and all from the second are employed in a public health facility





# Discussion

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- Basic training in operational procedures is a necessary first step when implementing a national pharmaceutical system
- Consolidation and sustainability demands professionals with an in-depth knowledge of PM concepts and practical experience in application of tools

## Discussion (2)

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- Using a blended approach (theoretical knowledge + hands-on experience) to teach health workers resulted in:
  - Reinforcement of theory through practical experience
  - Introduction of SUGEMI in workplace

# Lessons

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- Implementing a national pharmaceutical system offers a unique opportunity to consolidate theoretical concepts with practical on-the-job experiences
- Involving personnel in the elaboration and training in implementing SOPs, along with an on-site/off-site course, simultaneously strengthens SUGEMI and builds capacity of personnel in pharmaceutical supply management

# Lessons (2)

## Organization of national pharmaceutical system

Implementation

Participation of key personnel in design and elaboration of SOPs



Participation of key personnel in training of staff

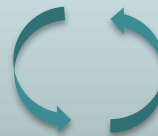


Consolidation  
and sustainability

In-depth training on pharmaceutical management



Theory



Implementation of changes (SUGEMI) in workplace

# The PtD Board

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