WHO ARE THE PEOPLE RUNNING THE SUPPLY CHAIN?

Human Resources for Logistics Storage and Transportation of commodities from the Central Level

Dr. M. Dgedge - Director HR
Paulo Nhaducue - CMAM
Health Indicators

- Mozambique’s rate of population growth is estimated to be 2.7% per year.

- Life expectancy is an average of 44 (years) for women, and 40.6 for men.
Health Indicators (2)

- The maternal mortality rate is 440 per 100,000 live births per year.

- The infant mortality rate is approximately 127 per 1,000 live births per year.
Health Indicators (3)

- Approximately 1.2 million Mozambicans are currently infected with HIV.
LOGISTICS
Organizations Involved in Processes of Procurement, Importation, Storage and Distribution of Commodities

- CENTRAL DE MEDICAMENTOS E ARTIGOS MÉDICOS (CMAM)- Central Medical Stores
- CENTRO DE ABASTECIMENTOS (CA)- for medical supplies, Health Equipment
- MEDIMOC parastatal Company
Institutional Functions and Responsibilities

**CMAM**

Administration, coordination, and execution of procurement, storage, and distribution of medicines, medical supplies, reagents and chemicals, pharmaceuticals, dressings.

**CENTRAL WAREHOUSE (Centro de Abastecimentos)**

Importation, storage and distribution, surgical supplies, medical equipment for hospital use.

**MEDIMOC**

Company contracted by CMAM to provide services of importation (clearing) on CMAM ordering.
Responsibilities - Medicines

CMAM is responsibly for the all the supply chain

Selection – CTTF and Programs (national Formulary)

Quantification

Procurement, Storage and Distribution

Human Resources involved:

Pharmacists
Pharmacy Technicians
Managers - some train in logistics
Economists - some train in logistics
Clinical Staff in several specialities
Responsibilities 2 – Medical Supplies and Equipment

CMAM: Procurement and Importation

Medical Assistance Programs and CA
- Selection and Quantification
- Storage
- Distribution
- Use

Human Resources involved:

Nurses
RX Technicians
Pharmacists
Economists - some train in logistics
Managers - some train in logistics
Lawyers
National Vaccine Program:
• Selection and Quantification
• Storage
• Distribution
• Use

CMAM: Procurement and Importation

HR involved in the process:
Medical Doctors
Physician Assistants
Pharmacists
Economists - some train in logistics
Managers - some train in logistics
It is clear that the Human Resource involved in the supply chain and distribution of commodities little to no training in logistics and supply chain management.
LOGISTICS AND SUPPLY CHAIN
System Challenges

BUDGET TO THE SECTOR and AUTONOMY or Some Kind of AUTONOMY (for flexibility and Human Resources management)

DISTRIBUTION
- Poor infrastructure for storage
- Lack of professionals (logistics area) and low motivation of the existing (wages and working conditions)
- Lack of logistics (transport of goods)
- Improvement in distribution / transport.

USE
- Weak implementation of principles of rational drug use
- Weak involvement of clinical staff in the management of medicines
- Poor control of medicines in the wards and outpatient pharmacies.
Human Resources System
Challenges

1. RECRUITMENT
   Bringing on qualified staff to supply chain

2. RETENTION AND MOTIVATION

3. TRAINING-
   • Insufficient teaching staff (quantity & quality)
   • Insufficient work placement supervisors (quantity & quality)
   • Lack of learning materials and clinical instruments in work placements
"Many of the critical items needed in the health centers do not reach there due to poor system of distribution management."
A new approach for Distribution Sub-contracting or outsourcing

- Reinforce the capacity of CMAM and Provincial Medicine Deposits
- Outsourcing transport is a good way to professionalize supply chain management
- Building capacity to hire private transport services.
- Career ladder and position description updates for the pharmacy and supply chain sector.
A new approach to HR for the supply chain

• Bringing on qualified staff to supply chain
• Upgrading and improving pre and in-service degrees in country hired into supply chain
• Career ladder and position description updates for the pharmacy and supply chain sector

Obrigado