Building Human Resources for Supply Chain Management: A Theory of Change

The importance of the supply chain is acknowledged throughout the health system and positioned accordingly.

**Health outcomes are improved**

**Commodities are available at service delivery points to meet needs in the most cost effective way possible**

**Work performance is optimized**

**Staffing**
- All critical SC positions and/or competencies filled
- Ability to recruit quality candidates
- Adequate pool of workers to fill critical positions
- Sufficient budget to fund critical positions

**Skills**
- Workers apply their skills as appropriate at every level of the supply chain
- SC workers demonstrate adequate technical and professional competencies
- Workers have acquired skills in their sphere of responsibility

**Working Conditions**
- Favorable work and workplace environment
- Physical environment is safe and clean
- Work performance is supported within the system
- Adequate SC and critical tools and equipment are available and up to date
- Resources within the system are identiﬁed and made necessary

**Motivation**
- SC workers motivated to do their jobs
- Good performance is supported within the system
- Financial incentives are in place

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