



Ministry of Health, Mozambique

WHO ARE THE PEOPLE RUNNING THE SUPPLY CHAIN?

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

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Health Indicators



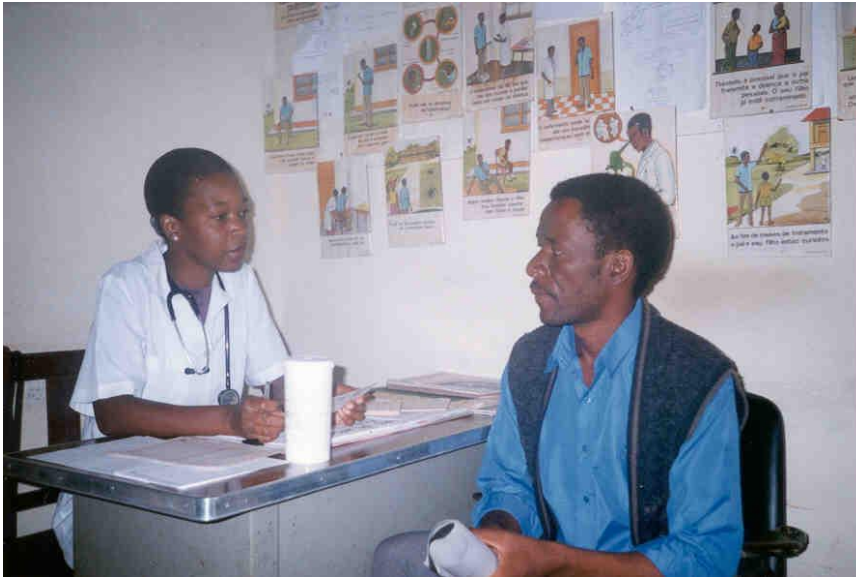
- Mozambique's rate of **population growth** is estimated to be **2.7%** per year.
- **Life expectancy** is an average of **44 (years)** for women, and **40.6** for men.

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)



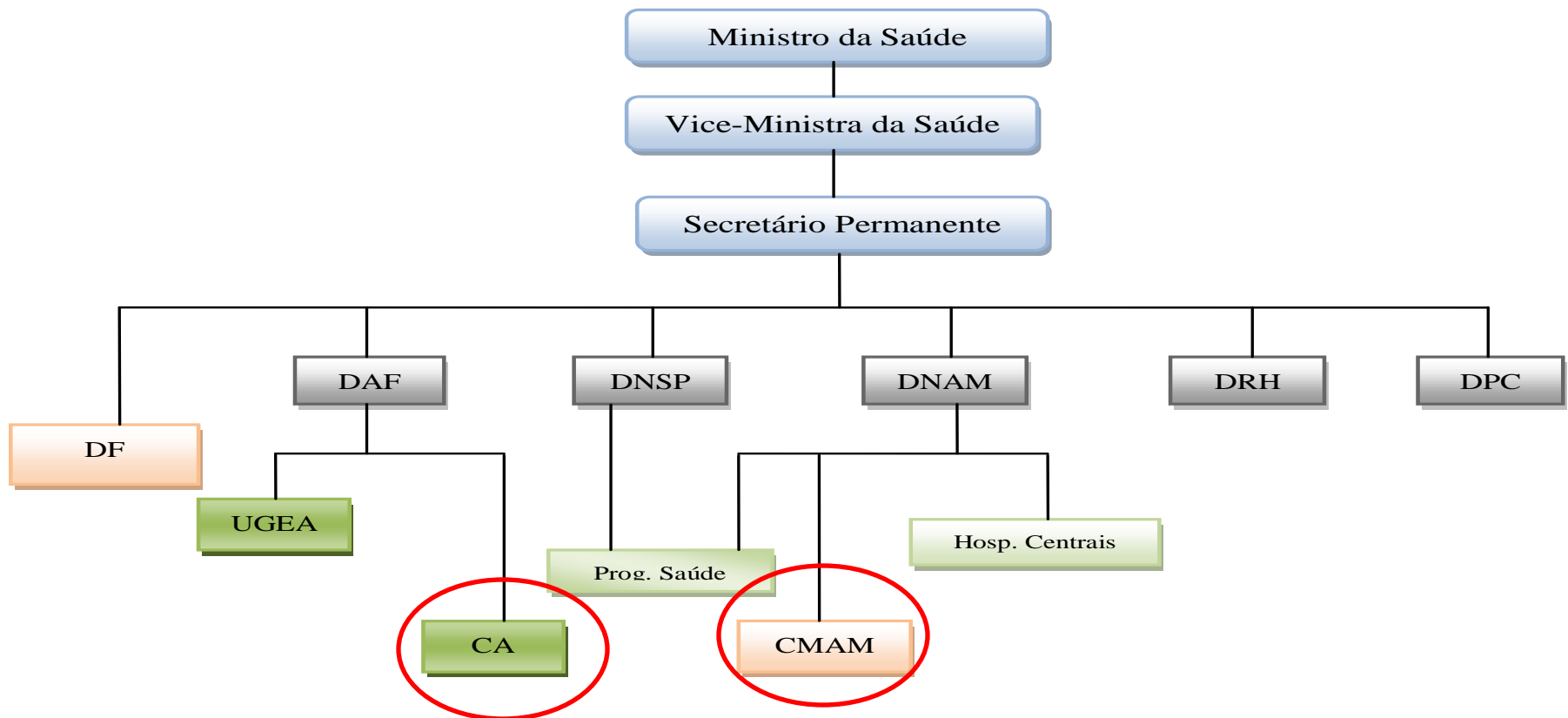
- **Approximately 1.2 million Mozambicans are currently infected with HIV.**

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 Abastecimientos)

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 logisitics

Economists - some train in logisitics

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

Responsibilities – Vaccines

CMAM:

Procurement and
Importation



National Vaccine Program:

- Selection and Quantification
- Storage
- Distribution
- Use

HR involved in the process:

Medical Doctors

Physician Assistants

Pharmacists

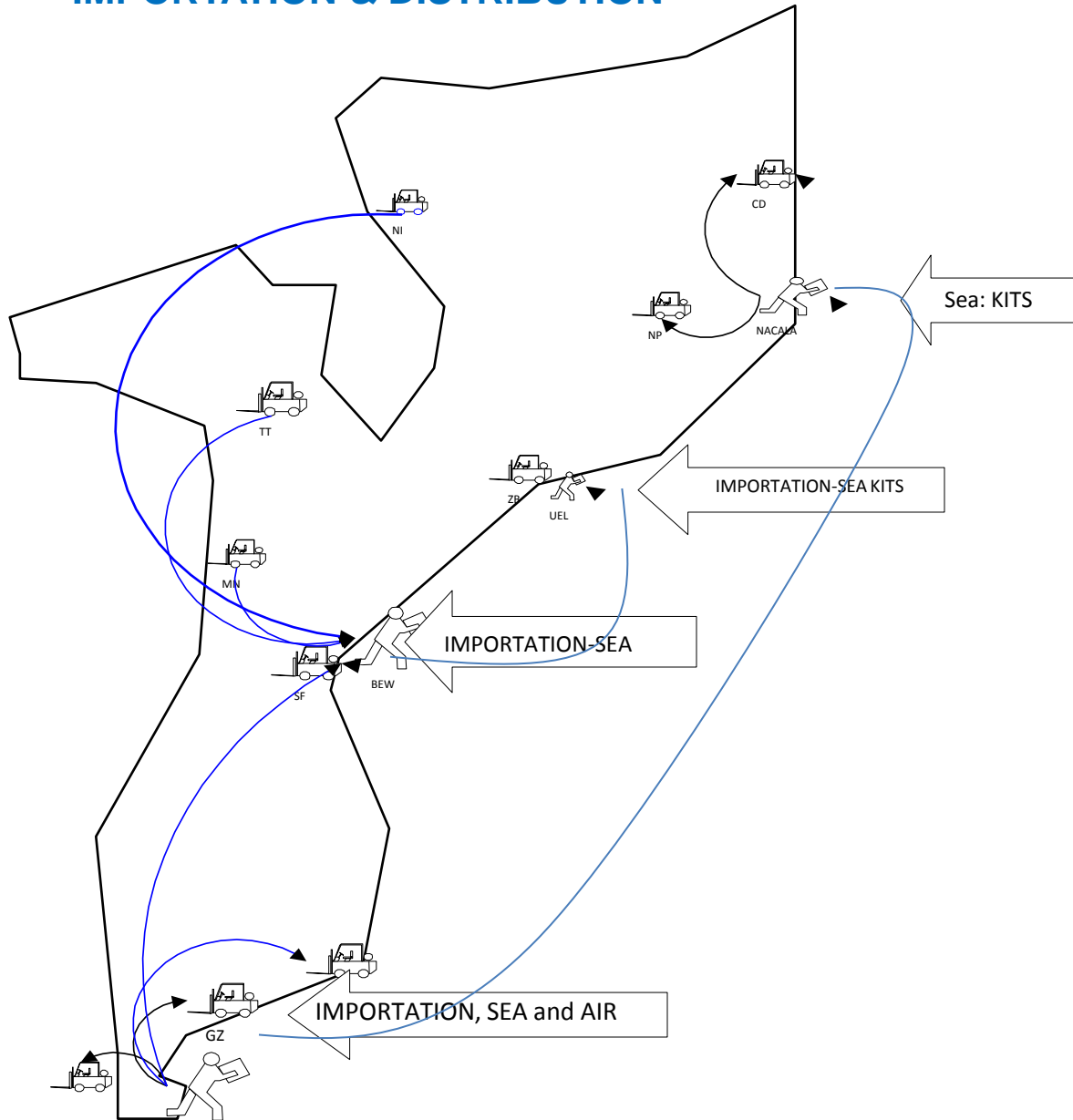
Economists - some train in logistics

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.



IMPORTATION & DISTRIBUTION



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.



Obrigado