

‘Workforce excellence is essential for sustainable health supply chains’

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WHAT EVIDENCE DO GOVERNMENTS NEED TO JUSTIFY WORKFORCE INCREASES?

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Financial sponsors:



What is CMS

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- **Autonomous Public Organization**
- **Workforce regulated by Civil Service Act 2007**
- **More than 400 employees**
- **Turnover > US\$125million**
- **What does CMS do?**
 - **Procurement**
 - **Quality assurance**
 - **Storage and Distribution**

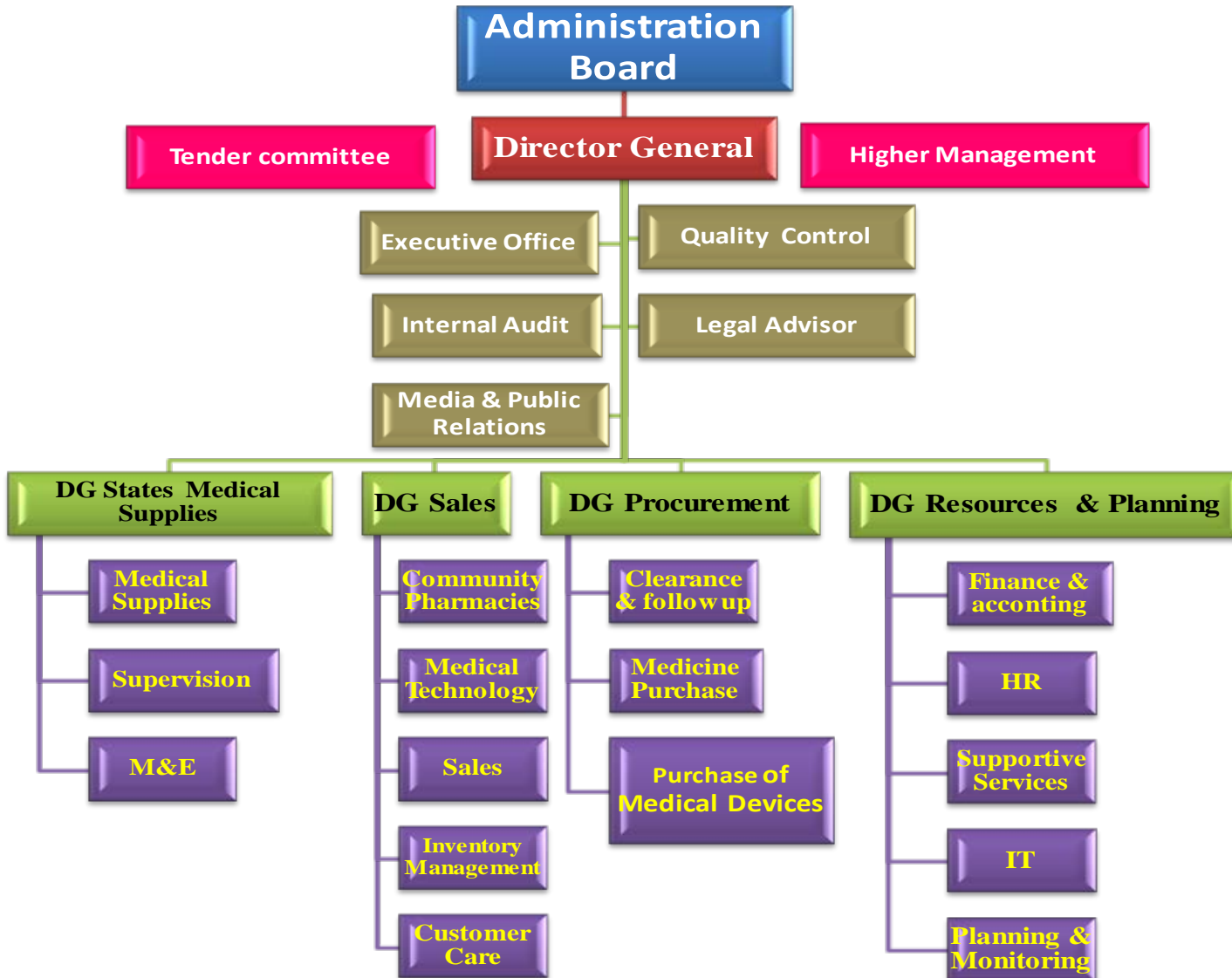
Human Resources

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- **Manpower**
 - Pharmacists
 - **Biomedical engineers**
 - Administrators
 - **Labours**
 - **Accountants**
 - **Internal auditors**
 - **Store keepers**
 - **Legal advisor**
 - **Head of personnel department**

Organizational Structure

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What evidence do governments need to justify workforce increases?

- **Clear organogram**
- **Functions analysis**
- **Tasks to be done**
- **Clear job description for the required staff**
- **Budget required**
- **Cost-benefit analysis**
- **Expected outcomes**
- **Recruitment procedures**
- **Expert opinion**

Trainers / capacity builders

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- HERA
- Nuffield Centre for International Health and Development (University of Leeds)
- Axios
- CPD CoAcS and Sudan Pharmacists' Union
- Fellowship Programme
- Trainers/resource persons from (development) partners, Universities, consultants
- Crown Agent, i+ Solutions, ...etc
- Invited guests

Training areas

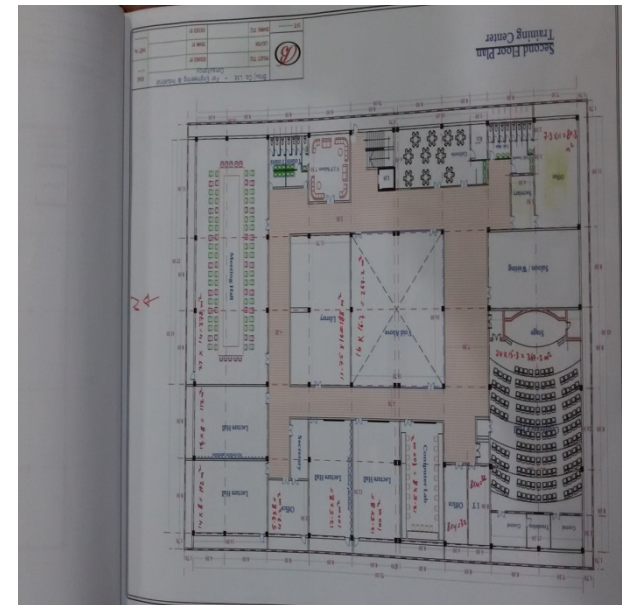
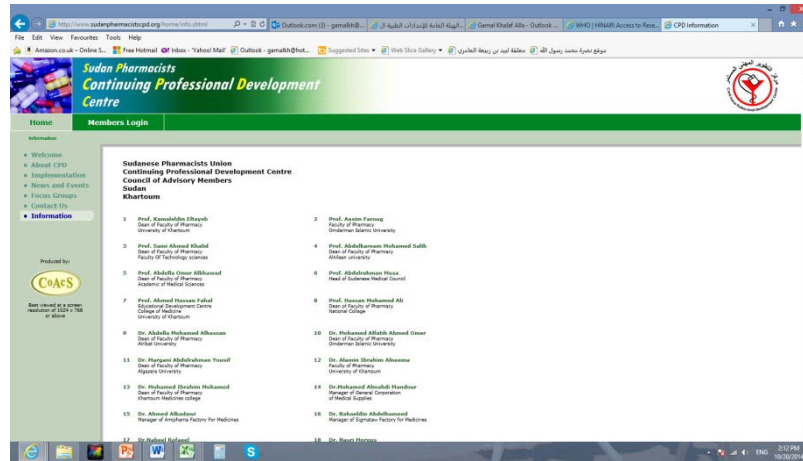
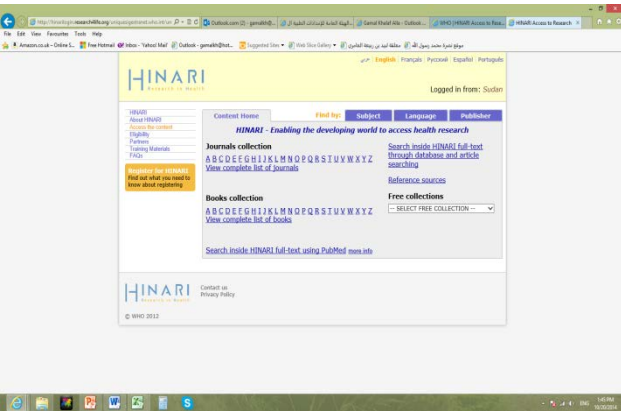
- **Quality Assurance**
- **Procurement**
- **Good Distribution Practice**
- **Strategic Planning**
- **HR Development**
- **Accounting**
- **Management**
- **Computer skills**

Training method mix

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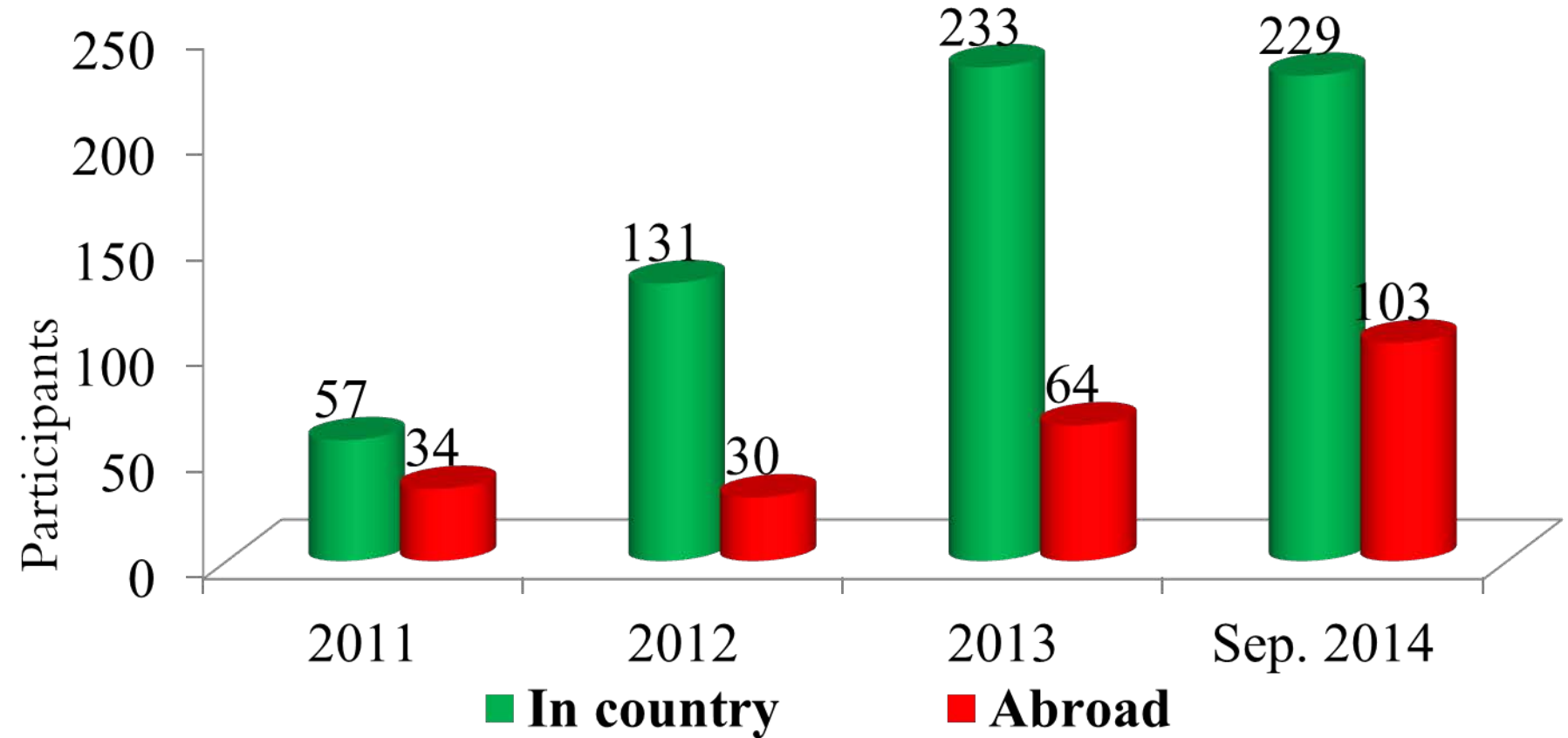
- **Training of trainers**
- **Online self-training**
- **self-organised**
- **Formal training courses in CMS**
- **On the job training**
- **Twining arrangements**
- **External training courses**
 - **Obtain new ideas**
 - **Learning as an incentive)**
- **Internships**
- **MSc or PhD thesis**

Resources



Output: Trained employees

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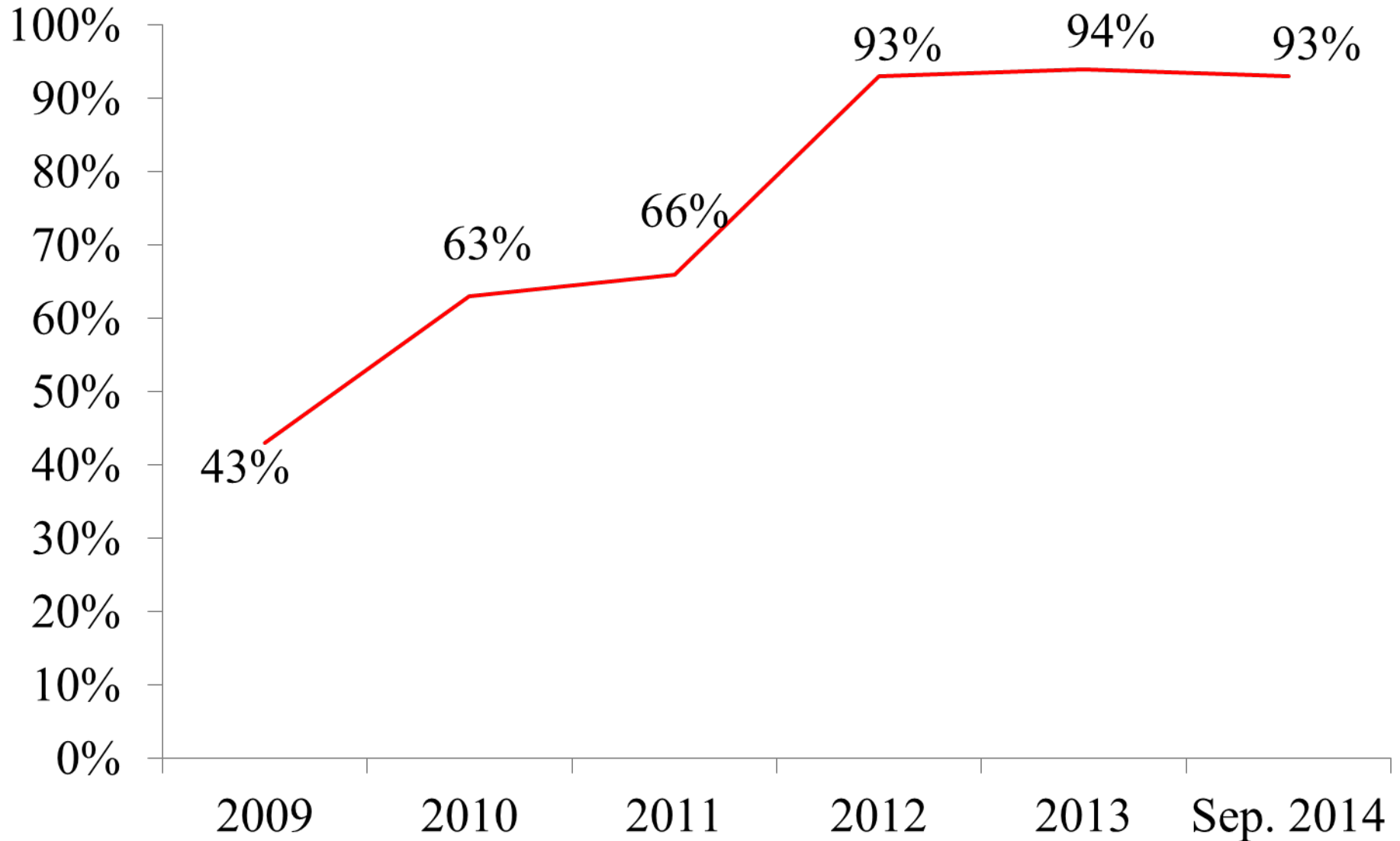


Training budget has been increased from US\$ 90,000 in 2010 to US\$670,000 in 2014

Outcomes of HR development Programme

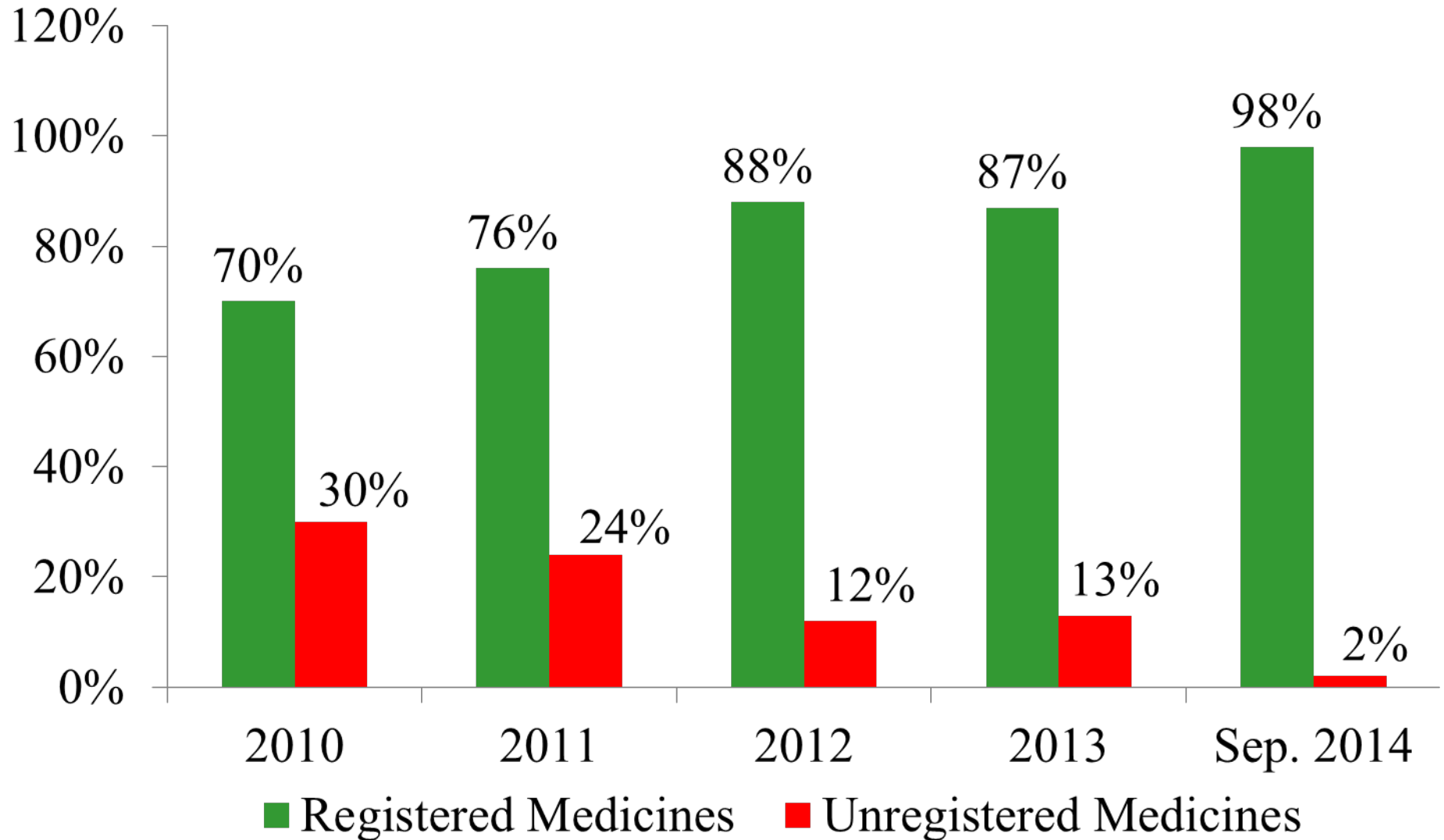
Average of Medicines Availability

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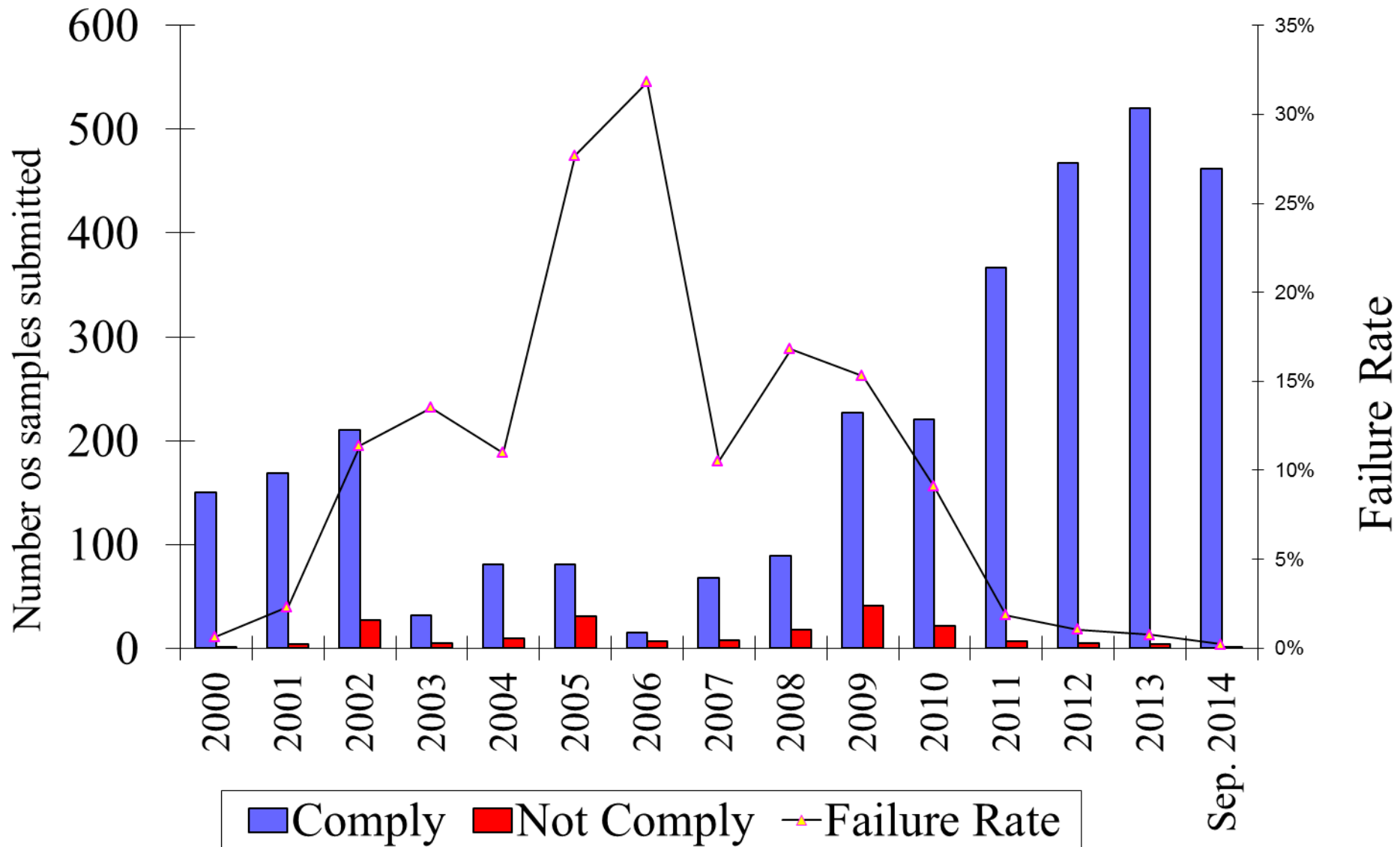
Percentage of Registered Medicines

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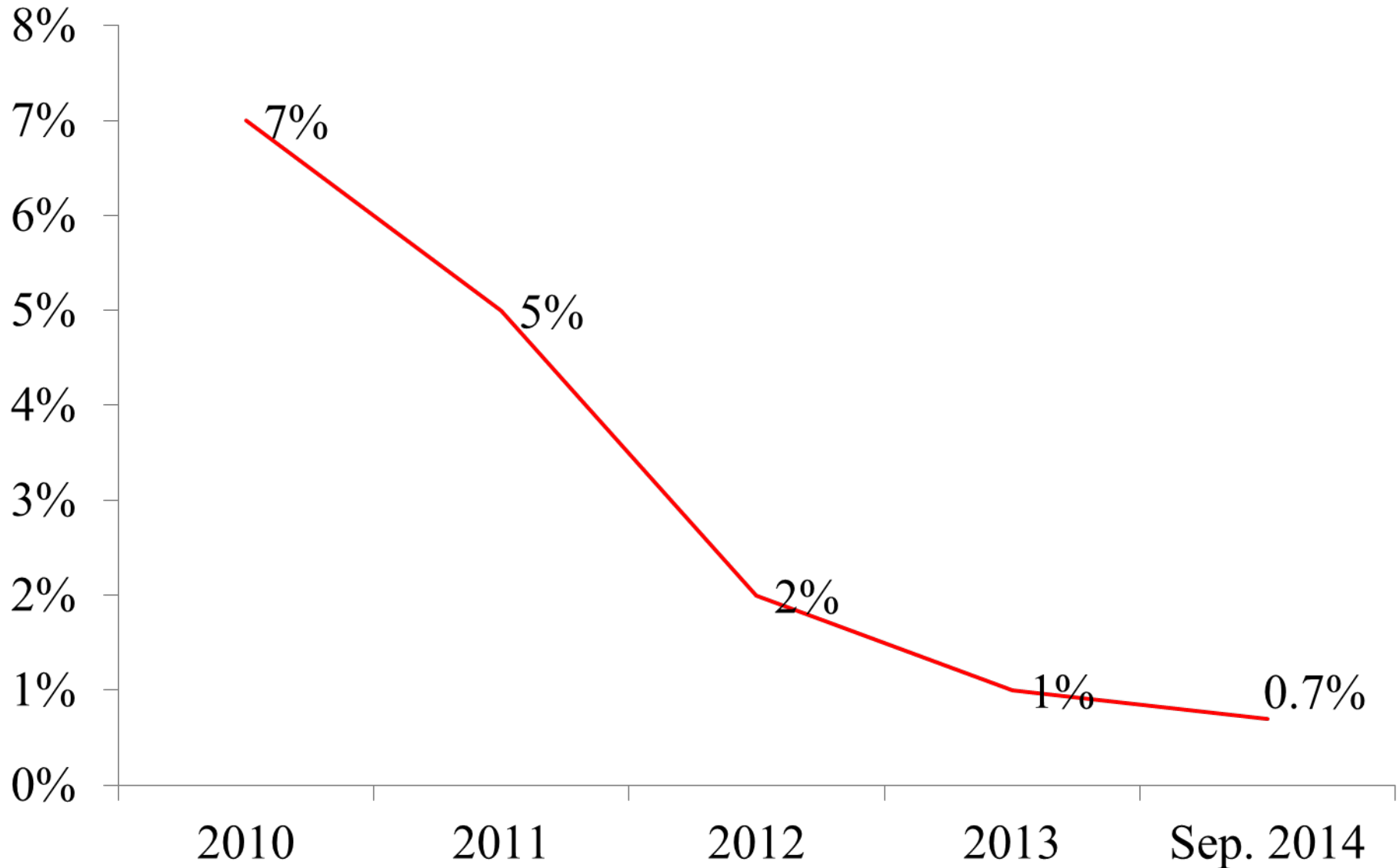
Quality of Medicines

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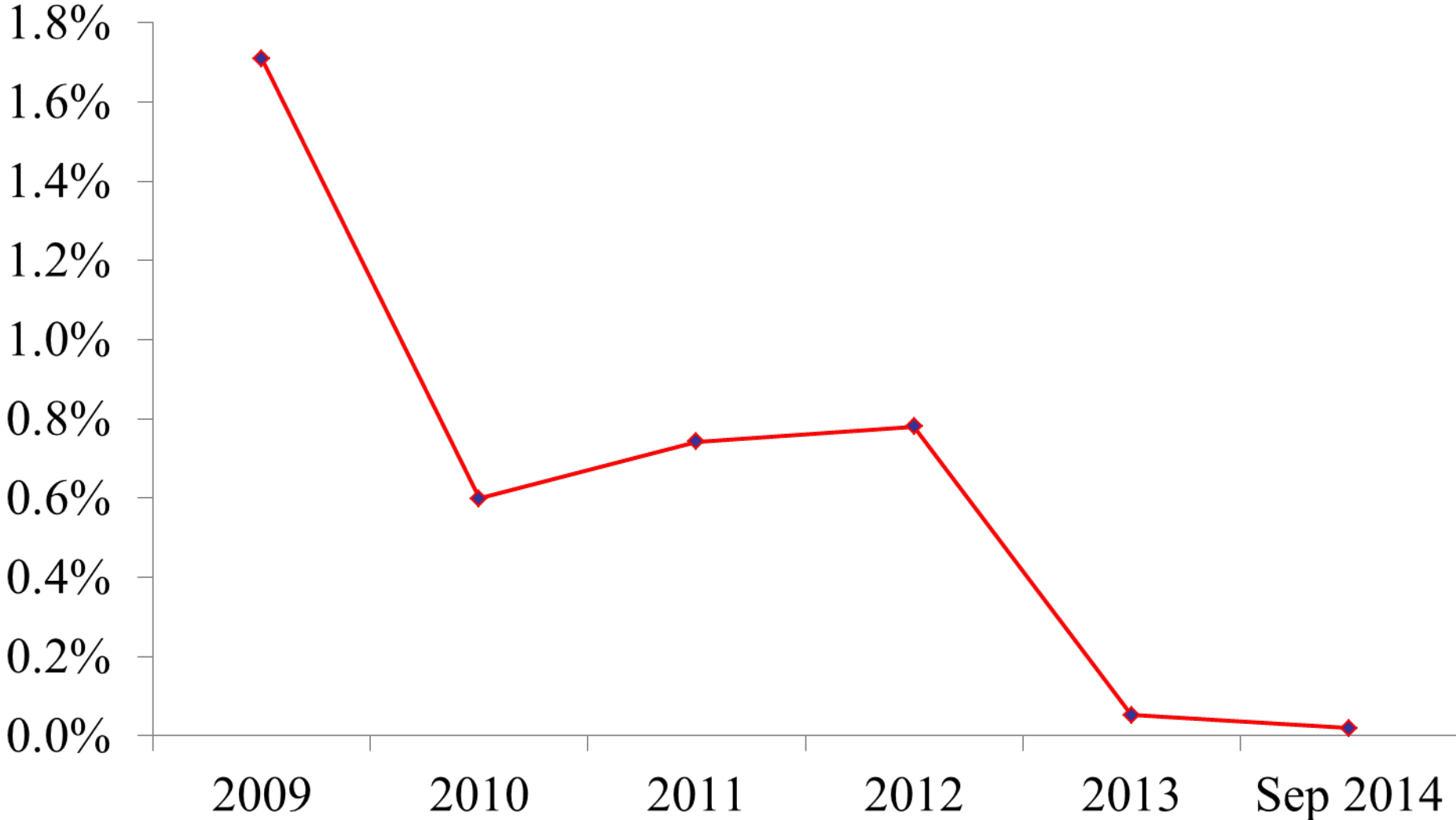


Percentage of expired medicines

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Reconciliation of physical count versus recorded inventory



Challenges of Workforce management and development

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- Recruitment of staff
- Training needs and performance assessment
- Continuous professional development
- Establishment of Training Centre
- Staff turnover
- Relationship between CMS and States
- Employees from other ministries
- Economic sanction
- Finding internationally recognized postgraduate degree in health commodities supply chain management