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# The MOH Drug Management Strategy and SCM HR Capacity Building

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OCTOBER 2014



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## BACKGROUND

- Indonesia prepared a 3 year MOH National Drug Management Strategy
- A human resource component was develop as part of this Strategy
- Program drugs are currently managed piecemeal but need to be integrated
- The Strategy serves as the basis to formulate technical steps to help improve drug management
- The Strategy serves as the basis of integrated drug management involving program manager and pharmaceutical manager



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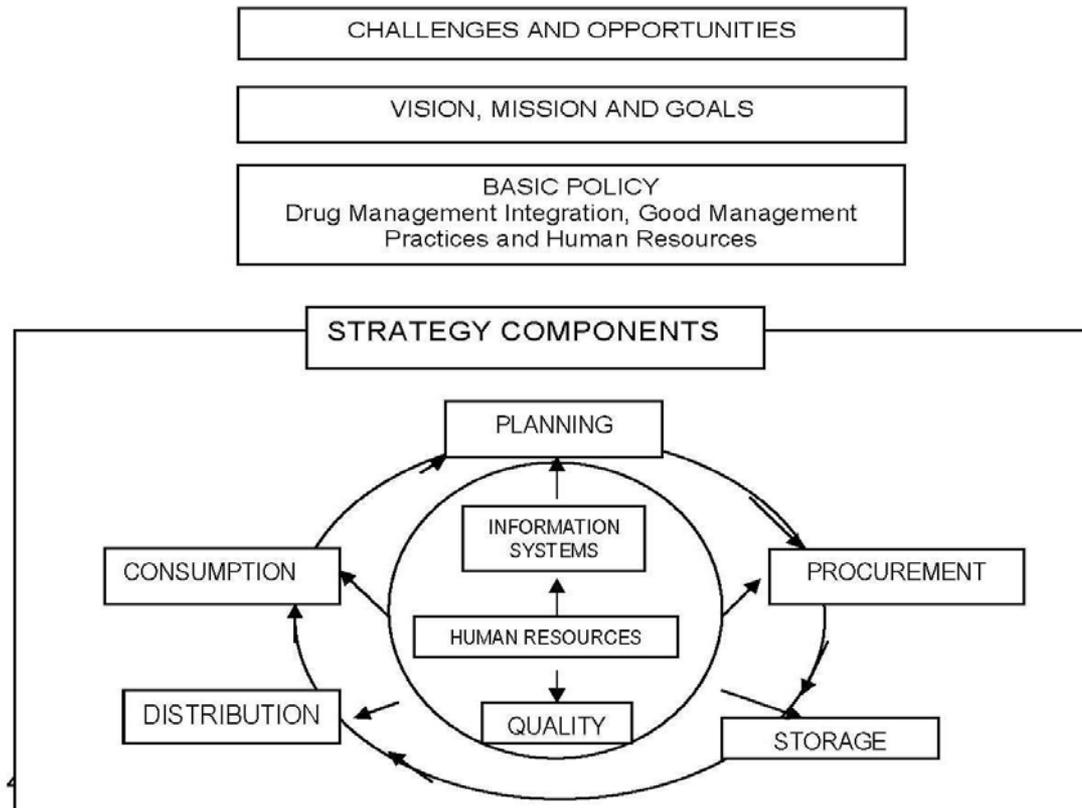
## METHOD

1. Preliminary meetings with pharmacy and program with focus on improve the performance of program drug management;
2. Determine the terms of reference, and discuss a situational analysis to help in strategy development;
3. Conduct situational analysis;
4. Hold workshop to analyze and discuss the results of the analysis and the material and other references to help in strategy formulation;
5. Hold second workshop to review the MOH Drug Management Strategy with program and pharmacy units.



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# FRAMEWORK





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# Challenges and Opportunities

- 1. Planning:** The basic data concerning drug demand estimates, consumption and availability are not available in a proper and accurate manner.
- 2. Storage:** Physical capacity, warehouse and equipment condition and storage governance require improvement.
- 3. Distribution:** Drug distribution from the regencies or municipalities to healthcare facilities require further development.
- 4. Drug Management Integration:** Drug management should comply with program and pharmaceutical duties and functions.



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## Vision, Mission and Goal Statements

### Vision

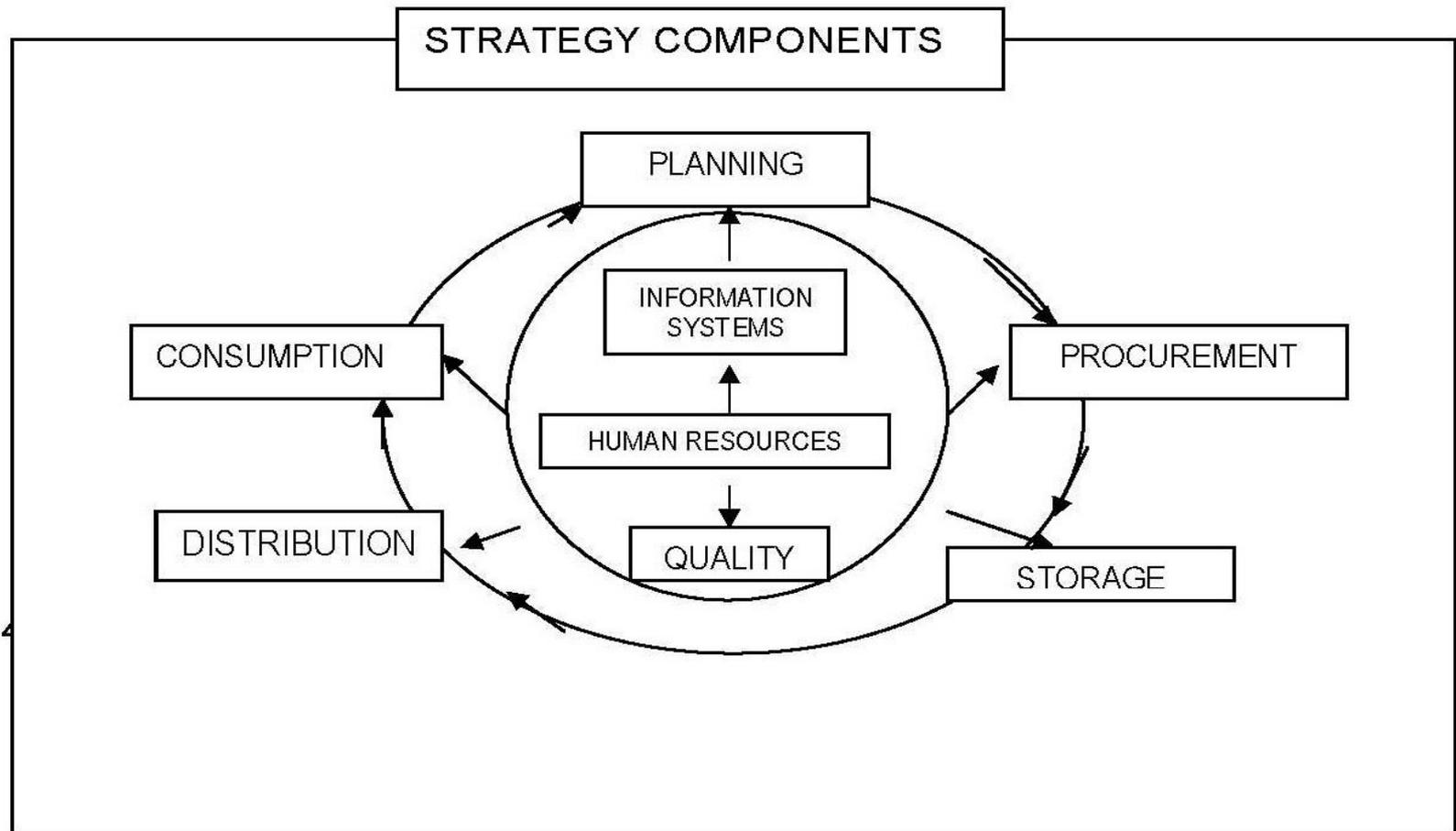
To ensure that public demand for affordable, quality, safe, effectual drugs be met in a timely and sustainable manner

### Mission

To ensure that drug planning, procurement, storage, distribution and consumption be supported by reliable and transparent personnel.

### Goal

To ensure that affordable and quality drugs be fully available and distributed in a timely manner to reach healthcare facilities.





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## Human Resources Components

### A. Present Situation

- Absence of competence standards for the pharmaceutical personnel on drug management
- Special qualifications for the health personnel for drug management.

### B. Good Practices

- develop pharmaceutical professional personnel or pharmacists with competence in drug management at all levels.
- develop similar pharmaceutical personnel at healthcare level in hospitals and community health centers.
- develop pharmaceutical technical personnel responsible for ensuring the operation of a drug management information system.



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## Human Resources Components

### C. Strategy :

- develop pharmaceutical personnel or pharmacists with competence in drug management at all levels

### D. Strategy Steps :

- take inventory of the competences required by drug management personnel (or task analysis).
- develop a curriculum for pharmaceutical personnel training (or pre-service training) and another curriculum for in-service training.
- standardize drug management personnel at all drug management levels by adding pharmaceutical personnel as part of the personnel who must be stationed in health care facilities



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# Conclusion

1. Implementing good SCM Practice need specific
2. Strategy should be supported by high level commitment , legal basic with sufficient HR as well budget
3. SCM HR competencies should be well define to meet particular need
4. It would be better if the define competencies be incorporated in the curricula of pre and in service training post training



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## Lesson Learned

Developing a National Drug Management Strategy can provide a very use full guidance for Human Resource development needs for Drugs SCM



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THANK YOU