

ID	Name	Duration	Start	Finish	Predecessors
1	SCM Professionalisation Framework: Implementation Approach for Health Supply Chains	753 days	2021 January 01 8:00 AM	2023 November 21 5:00 PM	
2	S3: HR4SCM Building Blocks	300 days	2021 January 01 8:00 AM	2022 February 24 5:00 PM	
3	3.1 SC Process Activity Selection	60 days	2021 January 01 8:00 AM	2021 March 25 5:00 PM	
4	Gathering of process documentation from all organisations	30 days	2021 January 01 8:00 AM	2021 February 11 5:00 PM	
5	Gathering of human resource assignments	30 days	2021 January 01 8:00 AM	2021 February 11 5:00 PM	
6	Selection of processes from original scope defined in project charter	30 days	2021 January 01 8:00 AM	2021 February 11 5:00 PM	
7	Gather Educational course data for health supply chain	30 days	2021 January 01 8:00 AM	2021 February 11 5:00 PM	
8	Gather professional association data and requirements looking for supply chain custodianship	30 days	2021 January 01 8:00 AM	2021 February 11 5:00 PM	
9	Evaluation of process elements for competency framework	30 days	2021 February 12 8:00 AM	2021 March 25 5:00 PM	4,5,6,7
10	3.2 Role Alignment	40 days	2021 March 26 8:00 AM	2021 May 20 5:00 PM	
11	Definition of designation competencies with qualification and professional credentialing	10 days	2021 March 26 8:00 AM	2021 April 08 5:00 PM	9
12	Alignment of SCM process process to Repository of Job Descriptions	10 days	2021 April 09 8:00 AM	2021 April 22 5:00 PM	11
13	Alignment of SCM job roles to designation level	10 days	2021 April 23 8:00 AM	2021 May 06 5:00 PM	12
14	Alignment of additional designation requirements	10 days	2021 May 07 8:00 AM	2021 May 20 5:00 PM	13
15	3.3 HR Requirements Analysis	120 days	2021 May 21 8:00 AM	2021 November 04 5:00 PM	
16	Comparison of Current Organisation Organogram and associated job descriptions to New Country specific Repository of Job Descriptions	30 days	2021 May 21 8:00 AM	2021 July 01 5:00 PM	14

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17	Comparison of competencies in job descriptions to education availability	30 days	2021 July 02 8:00 AM	2021 August 12 5:00 PM	16
18	Definition of total in-country qualification, professional credentialing offering gap	30 days	2021 August 13 8:00 AM	2021 September 23 5:00 PM	17
19	Creation of competency-based assessments by job role	30 days	2021 September 24 8:00 AM	2021 November 04 5:00 PM	18
20	3.4 Role based competency assessment	40 days	2021 November 05 8:00 AM	2021 December 30 5:00 PM	
21	Assessment assignment and measurement	30 days	2021 November 05 8:00 AM	2021 December 16 5:00 PM	19
22	Optimisation of educational requirements	10 days	2021 December 17 8:00 AM	2021 December 30 5:00 PM	21
23	3.5 SC and HR Performance Alignment	40 days	2021 December 31 8:00 AM	2022 February 24 5:00 PM	
24	Analyse and document key supply chain performance indicators against training needs	10 days	2021 December 31 8:00 AM	2022 January 13 5:00 PM	22
25	Compare KPIs to interventions identified in previous step and rank according to KPIs	10 days	2022 January 14 8:00 AM	2022 January 27 5:00 PM	24
26	Develop Capacity Development Priorities with Individual and Staff Component	10 days	2022 January 28 8:00 AM	2022 February 10 5:00 PM	25
27	Acquire approval for Capacity Development Priorities with Individual and Staff Component	10 days	2022 February 11 8:00 AM	2022 February 24 5:00 PM	26
28	Sign off for Capacity Development Plan	1 day	2022 February 25 8:00 AM	2022 February 25 5:00 PM	23
29	S4: Improve	181 days	2022 February 28 8:00 AM	2022 November 07 5:00 PM	
30	4.1 Develop Professionalisation Plan	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	
31	Develop plans based on optimisation quantifying the number and potential time horizon of interventions	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
32	Develop Professional Council Activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
33	Develop Organisation Activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28

ID	Name	Duration	Start	Finish	Predecessors
34	Develop Country Activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
35	Develop Academic Activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
36	Engage with professional bodies to assist in professionalisation activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
37	4.2 Create Personal Development Plans	60 days	2022 May 23 8:00 AM	2022 August 12 5:00 PM	
38	Review role-based recommendation from Capacity Development Plan including CPD requirements	15 days	2022 May 23 8:00 AM	2022 June 10 5:00 PM	30
39	Analyse individual recommendation from Capacity Development Plan including CPD requirements	15 days	2022 June 13 8:00 AM	2022 July 01 5:00 PM	38
40	Individual conversations based on HR recommendation from Capacity Development Plan	15 days	2022 July 04 8:00 AM	2022 July 22 5:00 PM	39
41	Develop individual plans and get buy in from employee	15 days	2022 July 25 8:00 AM	2022 August 12 5:00 PM	40
42	4.3 Develop Organisational Capacity Development Plan	40 days	2022 August 15 8:00 AM	2022 October 07 5:00 PM	
43	Prepare schedule of groups of employees against professionalisation plan and PDPs	13 days	2022 August 15 8:00 AM	2022 August 31 5:00 PM	37
44	Prepare Costing for proposed interventions	14 days	2022 September 01 8:00 AM	2022 September 20 5:00 PM	43
45	Balance interventions against funding and budgetary constraints	13 days	2022 September 21 8:00 AM	2022 October 07 5:00 PM	44
46	4.5 Organisation Improvement Summary	20 days	2022 October 10 8:00 AM	2022 November 04 5:00 PM	
47	Quantify costs for professionalisation	10 days	2022 October 10 8:00 AM	2022 October 21 5:00 PM	42
48	Qualify benefits to professionalisation and position it in the larger HR landscape (Theory of Change)	10 days	2022 October 10 8:00 AM	2022 October 21 5:00 PM	42
49	Perform advocacy for on-going professional development	10 days	2022 October 10 8:00 AM	2022 October 21 5:00 PM	42
50	Ensure appropriate positioning of professionalisation in line with other strategic interventions	10 days	2022 October 24 8:00 AM	2022 November 04 5:00 PM	47,48,49

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51	Sign off for Organisation Capacity Development Plan	1 day	2022 November 07 8:00 AM	2022 November 07 5:00 PM	50
52	S5: Implement and Monitor	271 days	2022 November 08 8:00 AM	2023 November 21 5:00 PM	
53	5.1 Rollout Approve Organisational Capacity Development Plan	270 days	2022 November 08 8:00 AM	2023 November 20 5:00 PM	
54	Trigger planned interventions	270 days	2022 November 08 8:00 AM	2023 November 20 5:00 PM	51
55	Manage Planned interventions	270 days	2022 November 08 8:00 AM	2023 November 20 5:00 PM	51
56	5.2 Onboard for business as usual	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	
57	Analyse total benefit	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
58	Define ongoing structures	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
59	Begin process for review of Project Charter	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
60	Begin process for review Country Specific Job Descriptions	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
61	Begin process for review of Country Specific Designation Framework	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
62	Begin process for review Country Specific Education	20 days	2023 October 24 8:00 AM	2023 November 20 5:00 PM	53FS-20d
63	Acquire sign off for Step 1	1 day	2023 November 21 8:00 AM	2023 November 21 5:00 PM	57,58,59,60,61,62

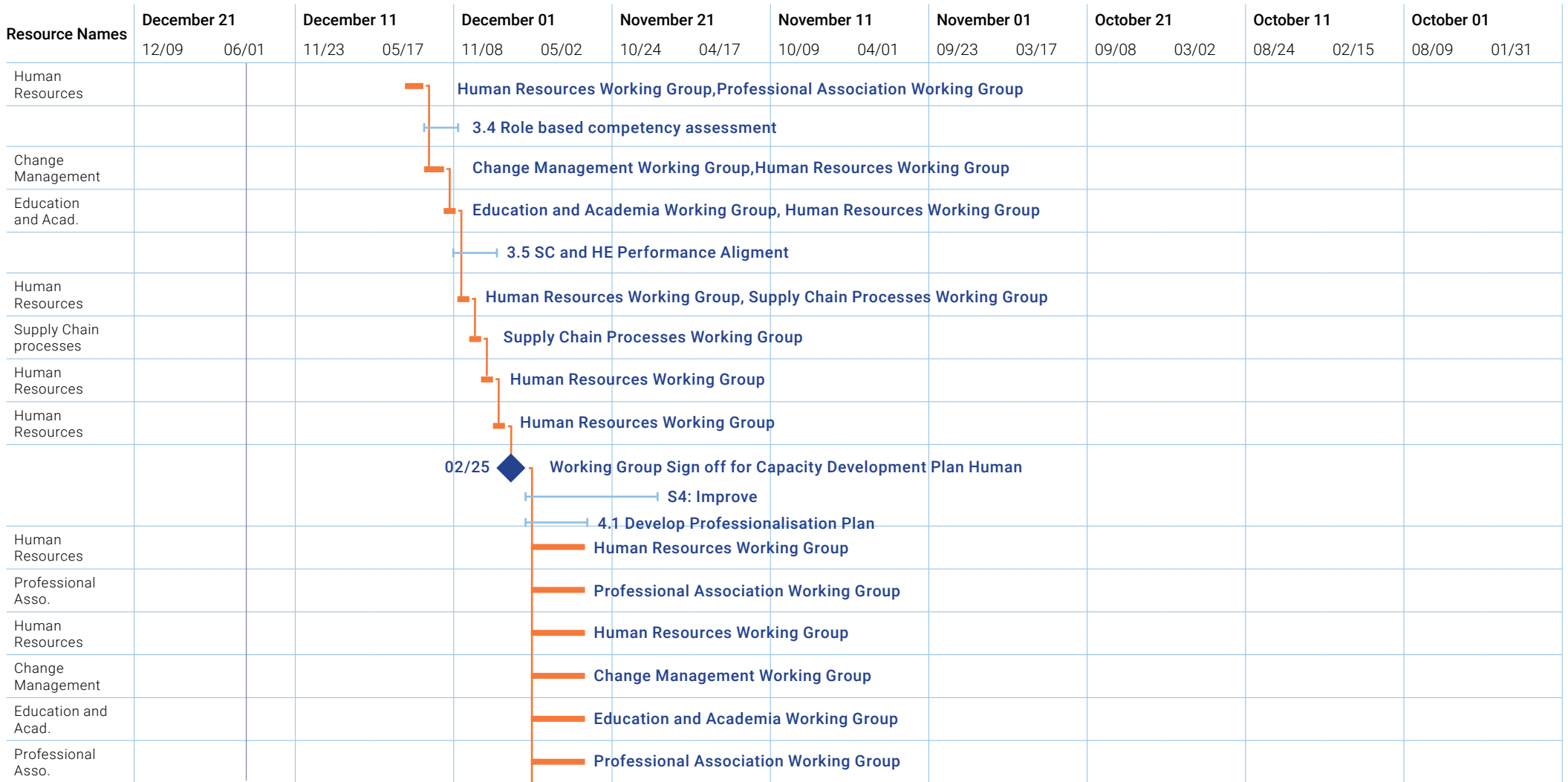


Project:
SCM Professionalisation

Date:
Fri 20/10/09

Chart Legend

Task		Project Summary		Manual Task		Start-only		Deadline	
Split		Inactive Task		Duration-only		Finish-only		Progress	
Milestone		Inactive Milestone		Manual Summary Rollup		External Tasks		Manual Progress	
Summary		Inactive Summary		Manual Summary		External Milestone			

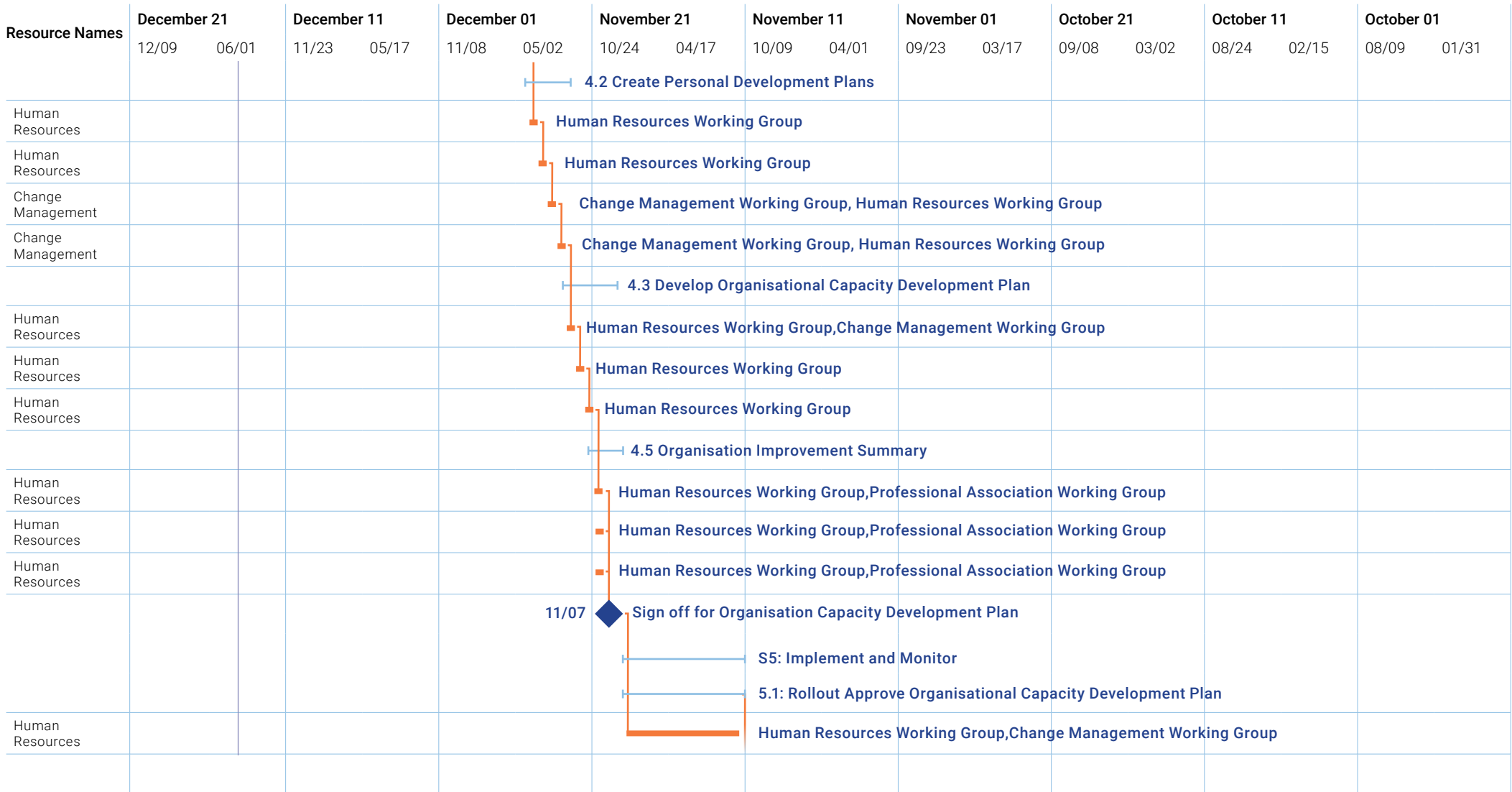


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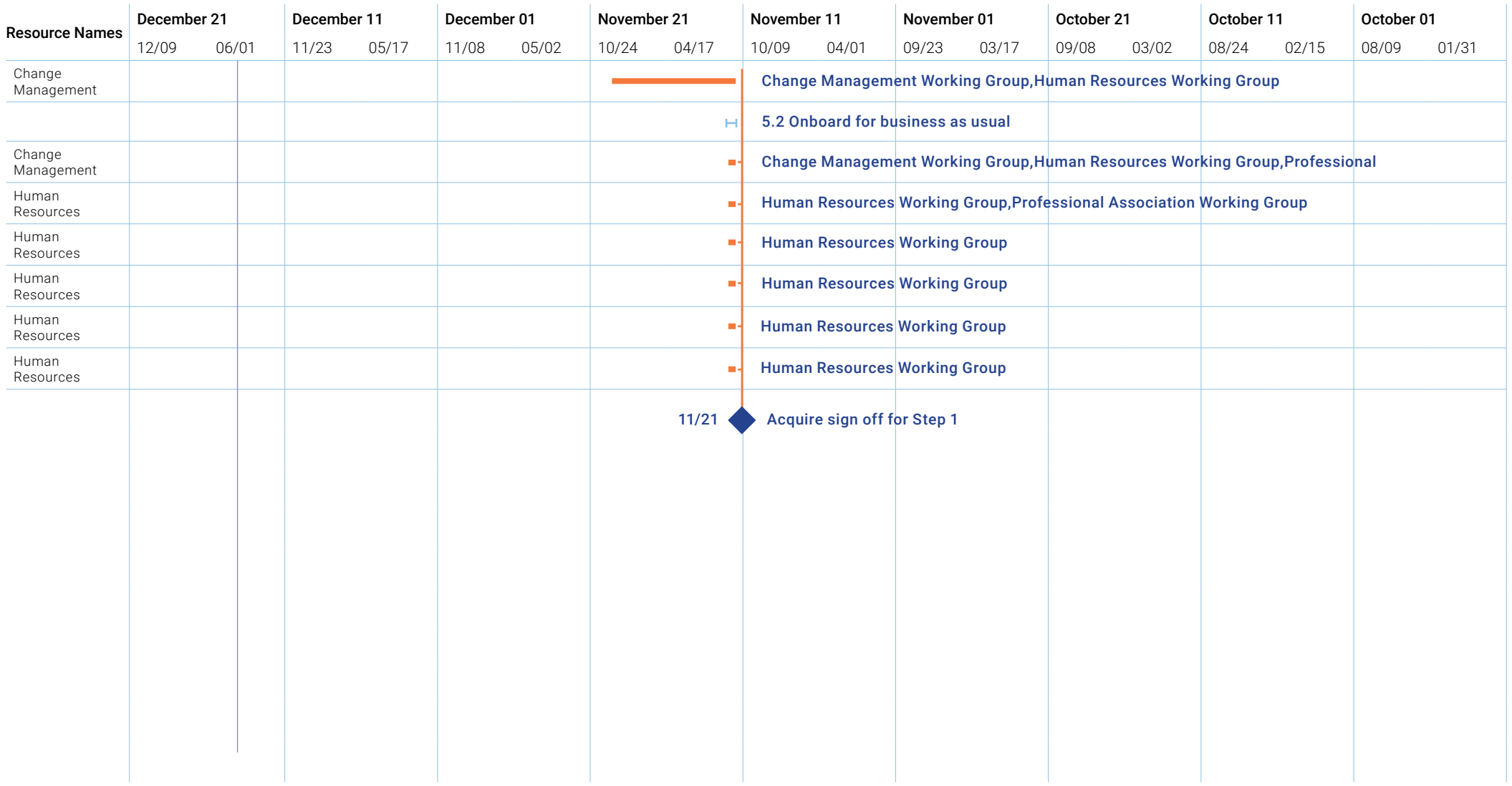


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