

MEETING TOMORROW'S HEALTH CHALLENGES THROUGH
WORKFORCE EXCELLENCE IN SUPPLY CHAIN MANAGEMENT

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RHSC October 2013

Overview

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- Quick update re PtD
- A systematic approach to HRH
- Engaging countries for change?

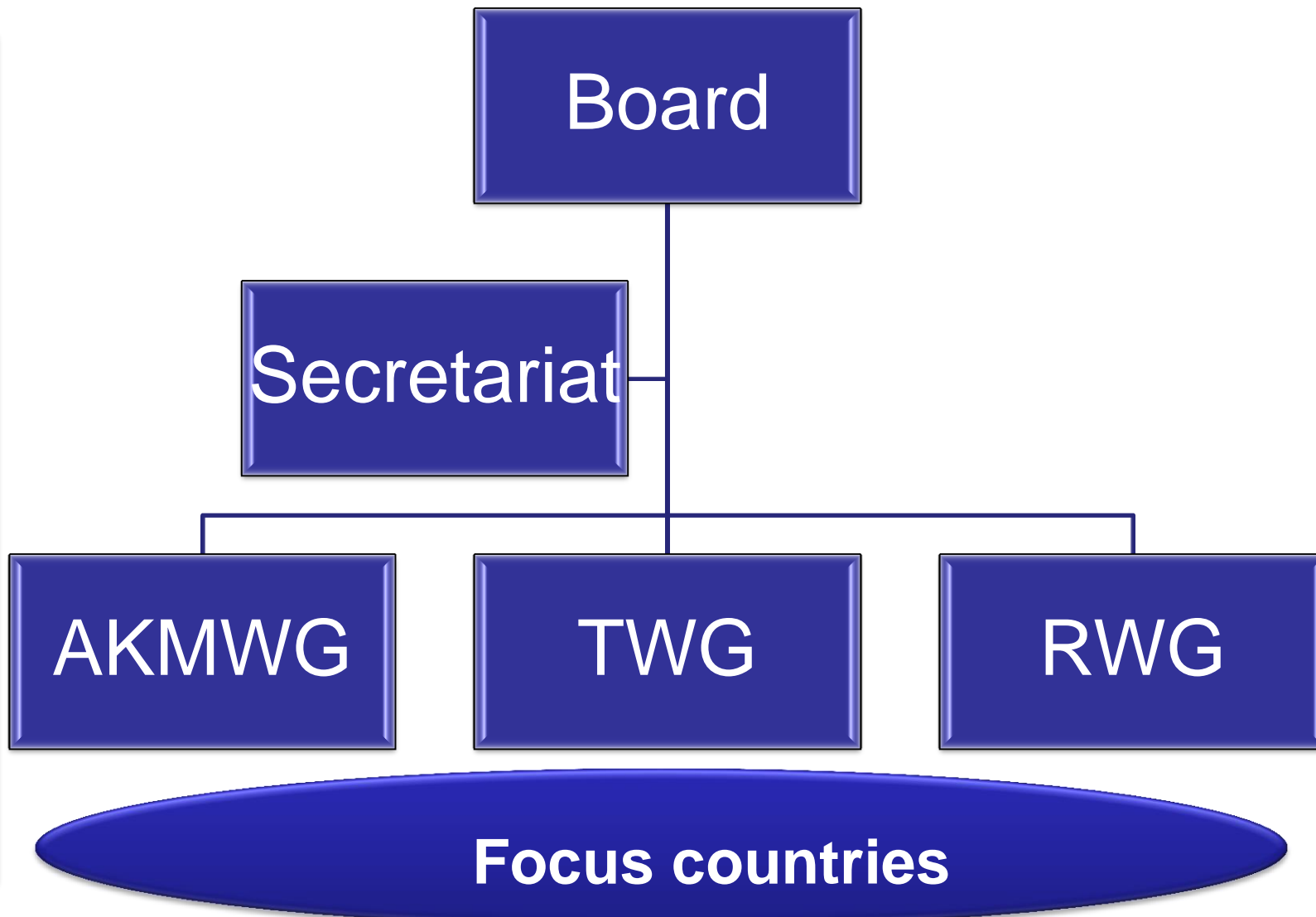
Significant PtD Milestones



- **2010/2011 USAID in kind support for PtD initial conception out of RHCS HSS Working Group**
- June 2011, PtD Global Harmonization and Positioning Conference, WHO Geneva
- **July 2011 – Dec 12, PtD Board established with TOR**
- July 2011 – July 12, PtD admin, focus countries, & working groups est. (Advocacy & Knowledge Management, Technical, & Research)
- **June 2012, UNICEF offers to house the PtD Secretariat**
- June 2013, Appointment of Executive Manager for PtD
- **June 2013, Approval of PtD Strategic Plan**
- Aug 2013, PtD Operational Plan approved

Structure of PtD

Members



Current Board

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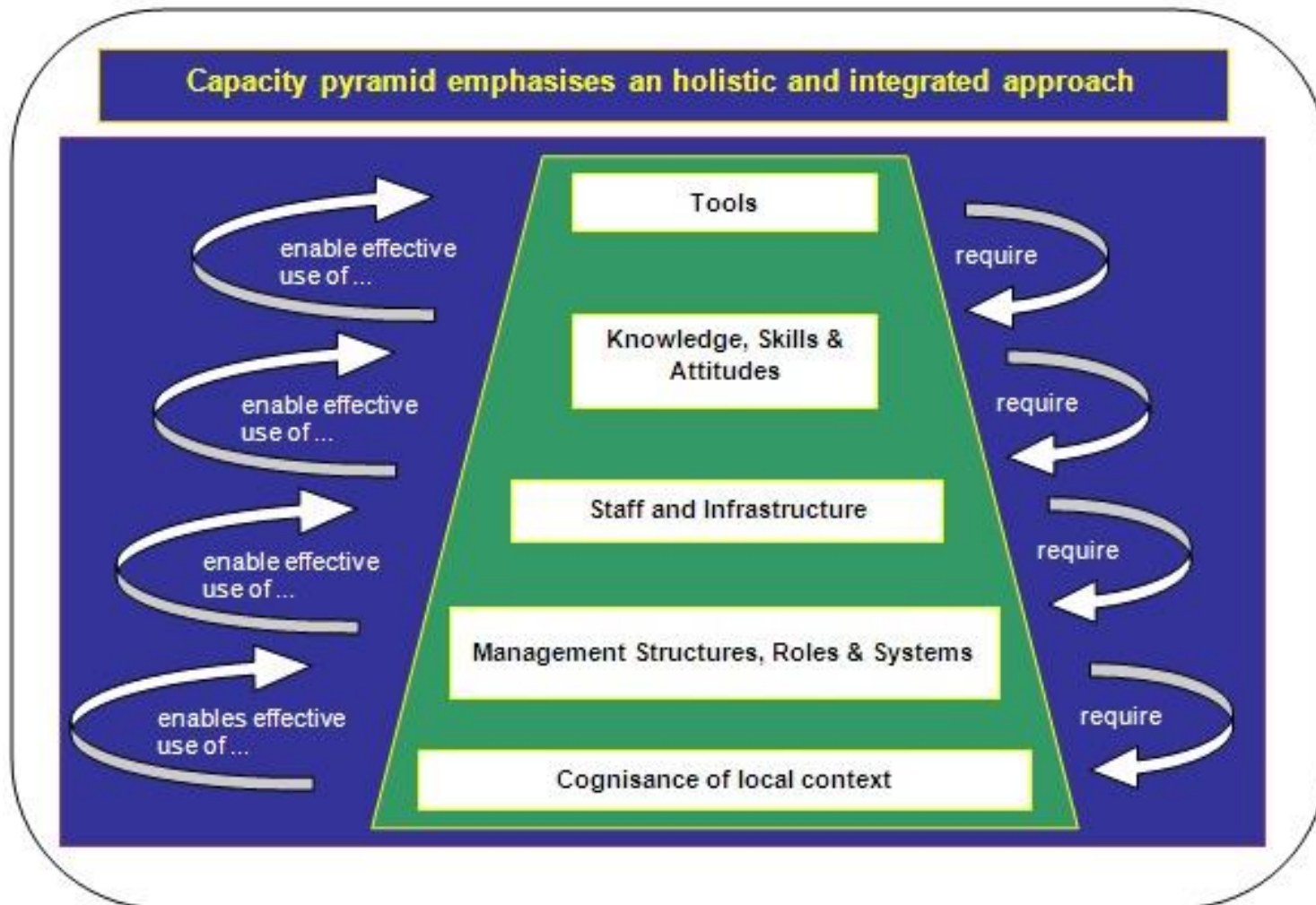


1. Tools and evidence development
2. Advocacy and resource sharing
3. PtD policies, procedures and governance
4. Fundraising and leveraging of resources

HR within HSS

– Potter and Brough Model

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HR for SCM within HRH crisis

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Current Paradigm



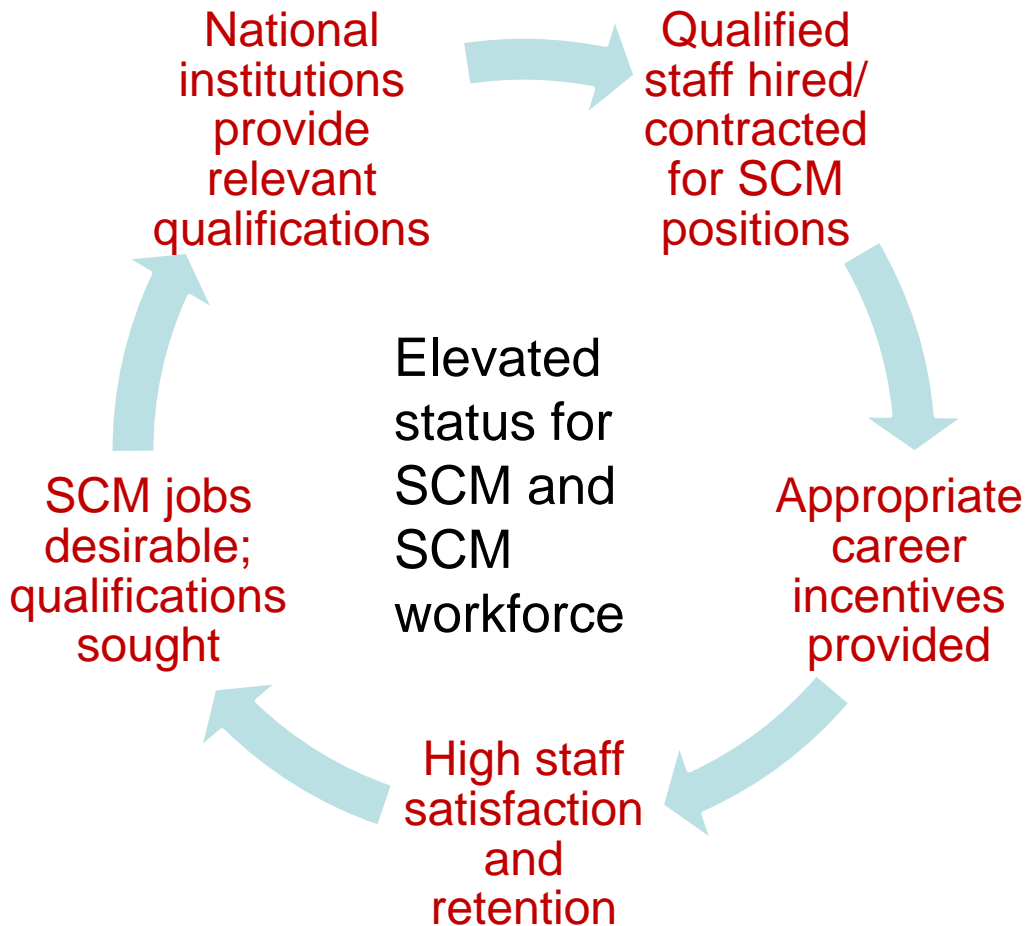
Characteristics

- Short-term focus
- Significant expenditure
- Requires extensive external assistance
- Limited long-term progress in human capacity
- Limited sustainability or institutionalization

HR for SCM within HRH crisis

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Desired paradigm



Characteristics

- Long term focus
- Requires reform of perceptions, policies and practices
- Converts existing expenditures into investment
- Capacity benefits accumulate over time
- Inherently sustainable and country-driven

A Systematic Approach to HR for SCM

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Block 1
Build Powerful
Constituencies



Block 2
Optimize
Policies & Plans



Block 3
Workforce
Development



Block 4
Performance
Management



Block 5
Professionalize
SCM



How to Assess HR for SCM




- USAID DELIVER PtD
- Human Resource Capacity Development in Public Health Supply Chain Management: Assessment Guide and Tool
- Assessment guide and tool
- Dashboard of the five building blocks

USAID | DELIVER PROJECT - Human Resources for SCM - Windows Internet Explorer provided by UNICEF

http://deliver.jsi.com/dhome/whatwedo/capbuilding/cbhscm

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Human Resources for SCM

Human Resources Assessment


An effective public health supply chain requires motivated and skilled staff with competency in various essential logistics functions; staff must be empowered to make decisions that positively impact health supplies and supply chains. In many countries, a lack of trained staff is a frequent cause of supply chain system breakdown and poor performance, resulting in poorly maintained information systems, ill-functioning product management, and, ultimately, product stockouts.

Human Resource Capacity Development in Public Health Supply Chain Management: Assessment Guide and Tool


The USAID | DELIVER PROJECT and [People that Deliver](#) have developed a toolkit to help public health supply chain managers in developing countries assess and improve the management of their human resources. It provides a structured, rating-based methodology designed to collect data needed for a rapid, comprehensive assessment of the capacity of the human resource support system for a country's supply chain.

Data are gathered from a document review, focus group discussions, and in-country stakeholder interviews to identify the strengths, areas for improvement, opportunities, and challenges for a wide range of human resource inputs and components. Findings are transformed into specific recommendations and strategies for action, based on an understanding of country priorities and programming gaps, which will strengthen

HR Capacity Development in Public Health Supply Chain Management: Assessment Guide and Tool



Human Resource Capacity Development in Public Health Supply Chain Management: Assessment Guide and Tool



» [Assessment Guide and Tool](#)
» [Diagnostic Dashboard](#)
» [Assessment Tool and](#)

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Key Questions

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- How do you engage country based leaders to engage in a systematic approach to HR for SCM?
- What does global co-ordination of HR for SCM look like?



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Thank You!