

The People that Deliver Initiative

Enhancing Country-based Change in Human Resources for Health Supply Chains and Humanitarian Logistics – A Stepped Approach for Strengthening Health Systems by People that Deliver

Authors: Andrew Brown & Sara Khan, The People that Deliver Initiative

Background

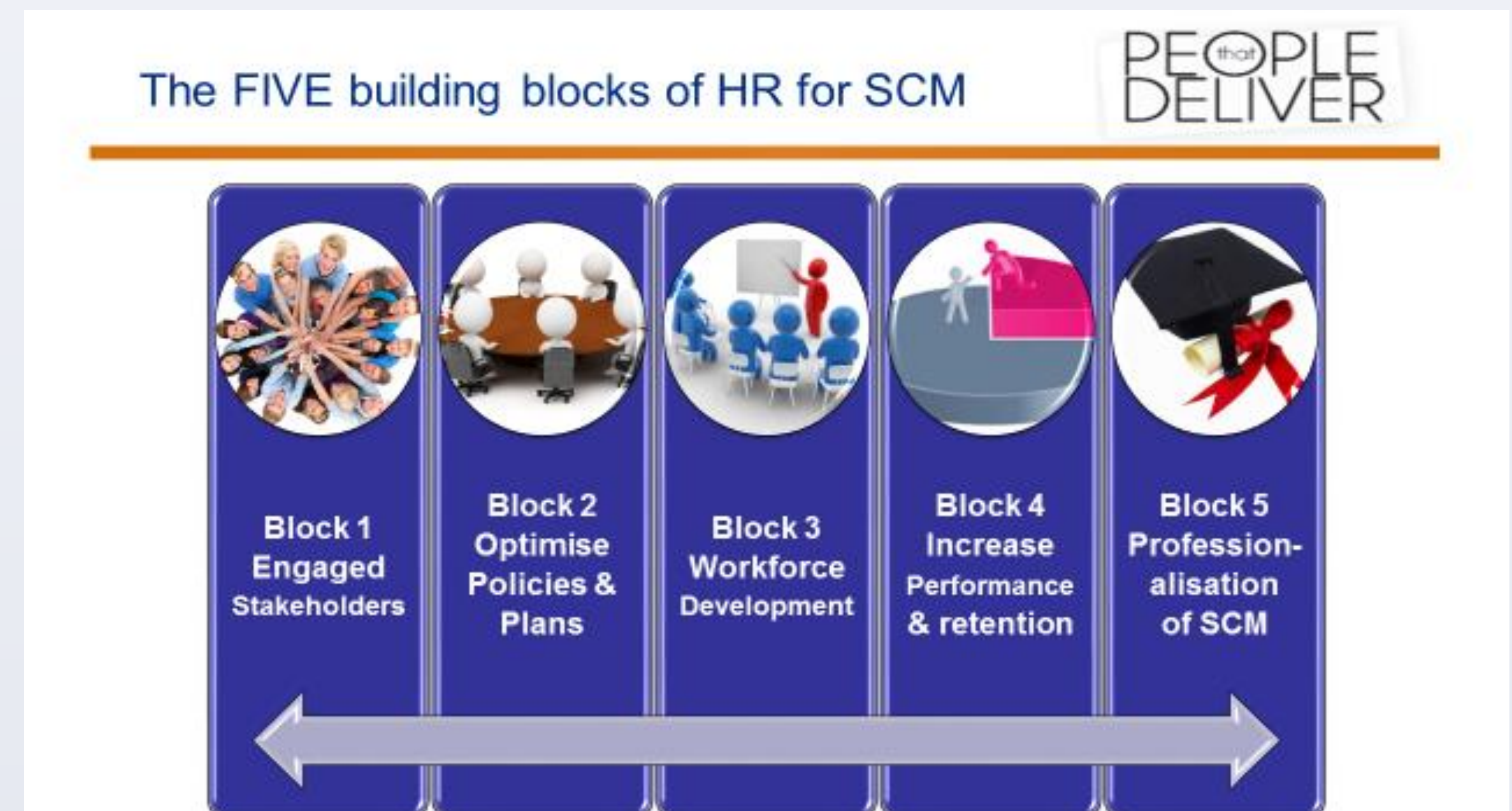
The health supply chain is often the weakest link in achieving global health equity, with all health programs dependent on a functional system for maximum results (eg improving maternal health, reducing child mortality, combating HIV/AIDS, malaria).

The status of the supply chain workforce in resource constrained countries is in marked contrast to their status in high income environments, where supply chain management (SCM) is recognized as a key strategic function, instrumental to institutional success.

The People that Deliver (PtD) Initiative is a global partnership of organisations established in 2011, with a strong interest in health supply chain management. Over recent years the Initiative has been using a coordinated multi-organizational approach to address human resources (HR) for SCM issues and has developed extensive experience in the process.

Aim:

This poster demonstrates a stepped approach to systematically develop the human resources capacity in health and humanitarian supply chains in the country context by addressing five building blocks.



Methods and Results

The following FOUR steps for systematic capacity development of HR for SCM were developed by PtD through in-country activity in its focus countries including, Ethiopia, Liberia and Namibia.



“At last, someone has recognized the work of the supply chain team, because [our] superiors never do.”
- Yesenia Aguirre de Barahona
Paracentral Region Warehouse,
El Salvador

Conclusion

PtD has successfully trialled a 'Stepped approach to HR for SCM capacity development' providing a guided approach for countries to systematically develop the capacity of their human resources in the health and humanitarian supply chain sector.

The supporting tools and guidance are available at <http://peoplethatdeliver.org/content/technical-guidelines-and-tools>
This approach to country-based change will benefit managers and leaders responsible for the development of health supply chains and humanitarian logistics in low and middle income environments.

PEOPLE that DELIVER

For more information on the 'Stepped approach to HR for SCM capacity building': info@peoplethatdeliver.org or visit www.peoplethatdeliver.org