



Improving human resources in health logistics

Burkina Faso's experience

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Context analysis

- Origin of the project and challenges
- Systemic approach
- Low performance of the health logistics system

3 main areas: technical equipment, medical equipment and the health products supply chain.

Main objectives :

- 1- Ensure sustainable improvement of the health workforce involved in the management and procurement of health products
- 2- Qualified personnel are in charge of the management and procurement of health products in 17 focus districts
- 3- The HR trained take active part in a network of professionals and contribute to best practice sharing.

The professionalization of human resources : a transversal approach

Observations

- Health supply chain management : weak link
- Need a dedicated, competent and empowered workforce

Solutions

- Burkina Faso's Ministry of Health (MoH) address HR challenge
- Improve health products supply management and equipment availability through the professionalization of human resources for health - 2013-2016. *Partners : Innovation Fund, Initiative 5%*

Creation of the health logistician position

Revision of the legal framework and creation of the profession

- Builds on the existing status of public sector pharmacy technician (PEP), and more particularly on a national regulation to give PEP access to executive status.
- Support the MoH Human resources Direction in creating the public health logistician position in national law
- Elaboration of manual to precise tasks distribution including health logisticians

Training

National School of Public Health (ENSP) in Ouagadougou
First Master degree in health logistics in West Africa

- Bioforce expertise support for training sessions / training of ENSP trainers
- Since 2013, 3 class of students enrolled : civil service recruitment competition + external recruitment

Support of 25 professional acting health logisticians

- 25 acting Health Logisticians deployed in 3 pilot regions & 17 districts and at the central level : training and support
- Improving access to and reliability of data: elaboration of action plans, inventories, quantification
- Develop evidence of the gain of having dedicated staff in the health system

Dissemination of knowledge

Promote a network of professionals in charge of supply chain and other logistic functions in order to contribute to best practice sharing.

- Resolog website :

<http://www.resolog.org>

- People that Deliver Initiative :

<http://www.peoplethatdeliver.org>



Key performance indicators

- Availability of sensitive health products (stock out rate, time delivery, storage)
- Proportion of functional and non functional equipment (cold chain, surgical room, vehicles fleet)
- Availability of normative documents (maintenance plans, logistics management guides, procedure manuals)
- Strengthening of human resources capacities in health logistics (in-service trainings, initial training in health logistics available, number of trained agents)

Indicator data are collected each month by health logisticians.

Final assessment : early 2016

First results and challenges

- Implementation of the first professional Master in health logistics in West Africa,
- Harmonization of health logisticians curricula in ECOWAS in process.
- International advocacy (PtD for example)
- Promote complementarity between health logistician position and other functions and avoid conflict between professions
- Evidence based analysis and quantification of gains,
- Introduce career of health logistician in legal texts in Burkina Faso,
- Extend the approach to other countries,
- Constitute a network of partners to support ENSP.

THANK YOU FOR YOUR ATTENTION

