Human Resources and SC Leadership
Enabling Sustainability

Presenter:
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Supporting Government to achieve long term results

Funding & Policies

Investments & Infrastructure

Systems & Data

People & Practices

Sustainable National Supply Chains

DEFINITION OF NEED
BUDGETING & PLANNING
PROCUREMENT
DELIVERY & CLEARANCE
INSPECTION
WAREHOUSING, DISTRIBUTION, & REORDER
UTILIZATION BY END USER
MONITORING & EVALUATION
**Gavi Alliance Immunization SC Strategy**

**Leaders**

- Supply chain leadership
  - Ensure dedicated supply chain leaders are in place at all levels of the health system with the right capabilities, authority and accountability.

**Plans**

- Supply chain management and improvement plans
  - Support development and implementation of continuous and comprehensive supply chain management plans.

**Data**

- Supply chain data for management
  - Track and use supply chain performance metrics to make strategic and operational decisions.

**Cold chain equipment**

- Supply chain cold chain equipment
  - Enable countries to get the right equipment in place.

**System design**

- System design (select countries only)
  - Support priority countries in improving system design.
HR Indicator Framework

- HR Policy
  - Posts filled
  - Recruitment
- Working conditions
- Job descriptions
- Supportive supervision
- Performance monitoring
- Competency levels
- Training
- Career paths

HR Planning

HR Management

HR Development
Findings

- Improve Performance
  - Reduce stock-outs
  - Lower transportation costs
  - Ensure timely delivery

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Key messages

In well performing countries, we observed:

- National ownership, vision and leadership
- Key supply chain positions filled with qualified staff
- Timely replacement of retiring staff and vacant posts (business continuity)
- Inclusive partnerships and collaboration
- Continuous improvement in immunization coverage
- Sustained good performance in the EVM scores

All countries studied did not have structured and informed training plans (TNA) or clear job descriptions for all SC staff/roles at all levels
Thank you