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

ID	Name		Duration	Start	Finish	Predecessors
17	Comparison of competend availability	sies in job descriptions to education	30 days	2021 July 02 8:00 AM	2021 August 12 5:00 PM	16
18	Definition of total in-countring offering gap	ry qualification, professional credential-	30 days	2021 August 13 8:00 AM	2021 September 23 5:00 PM	17
19	Creation of competency-ba	ased 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 a	ssessment	40 days	2021 November 05 8:00 AM	2021 December 30 5:00 PM	
21	Assessment assignment a	and measurement	30 days	2021 November 05 8:00 AM	2021 December 16 5:00 PM	19
22	Optimisation of educations	al requirements	10 days	2021 December 17 8:00 AM	2021 December 30 5:00 PM	21
23	3.5 SC and HR Performance A	Alignment	40 days	2021 December 31 8:00 AM	2022 February 24 5:00 PM	
24	Analyse and document key against training needs	supply chain performance indicators	10 days	2021 December 31 8:00 AM	2022 January 13 5:00 PM	22
25	Compare KPIs to interventi rank according to KPIs	ions identified in previous step and	10 days	2022 January 14 8:00 AM	2022 January 27 5:00 PM	24
26	Develop Capacity Develops Component	ment Priorities with Individual and Staff	10 days	2022 January 28 8:00 AM	2022 February 10 5:00 PM	25
27	Acquire approval for Capac ual and Staff Component	city Development Priorities with Individ-	10 days	2022 February 11 8:00 AM	2022 February 24 5:00 PM	26
28	Sign off for Capacity Devel	opment 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	on Plan	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	
31	Develop plans based on op potential time horizon of in	otimisation quantifying the number and terventions	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
32	Develop Professional Cour	ncil Activities	60 days	2022 February 28 8:00 AM	2022 May 20 5:00 PM	28
33	Develop Organisation Activ	vities	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 individualplans 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 professionali- sation 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

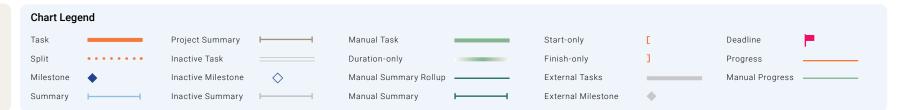
ID	Name	Duration	Start	Finish	Predecessors
51	Sign off for Organisation Capacity Development Plan	1 day	2022 November 07 8:00 AM	2022 November 07 5:00 PM	50
52	S5: Implement and Monitor	271 days	2022 November 08 8:00 AM	2023 November 21 5:00 PM	
53	5.1 Rollout Approve Organisational Capacity Development 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

December Nove	December 21	December 11	December 01	November 21	November 11	November 01	October 21	October 11	October 01
Resource Names	12/09 06/01	11/23 05/17	11/08 05/02	10/24 04/17	10/09 04/01	09/23 03/17	09/08 03/02	08/24 02/15	08/09 01/31
		→ 3.1 SC Pi	S3: HR4SCM Bu		SCM Professionalis	sation Framework: Im	plementation Approa	ach for Health Supply	
Change Management Working Group, Human		Change Ma	nagement Working Gr	oup,Human Resourc	es Working Group,Po	licy Working Group,S	upply Chain Processe	es Working	
Human Resources		Human Res	ources Working Group						
Human Resources		——— Human Res	ources Working Group	o, Policy Working Gro	oup, Supply Chain Pro	cesses Working Grou	J <b>p</b>		
Education and Acad.		Education a	nd Academia Working	g Group					
Pol. Working Group, Prof. Pol. Work- ing Group		Policy Work	ing Group,Profession	al Association Worki	ing Group				
Policy Working Group		Policy W	orking Group,Supply	Chain Processes Wo	rking Group				
Human Resources		Human	Resources Working G	roup,Policy Working	Group,Professional A	Association Working	Group,Supply Chain P	rocesses	
Education and Acad.		Humai	Resources Working	Group,Supply Chain	Processes Working G	roup			
Professional Associatio		Educ	ation and Academia, V	Vorking Group,Huma	n Resources Working	Group,Professional	Association Working	Group	
Change Management		-	3.3 HR Requerin	nents Analysis					
Education and Acad.		Edu	cation and Academia,	Working Group,Hum	nan Resources Workin	ng Group,Professiona	Association Workin	g Group	
Education and Acad.		Ed	ucation and Academia	Working Gro king G	roup,Professional As	sociation Working G	oup		
Education and Acad.		<u>_</u> 1	Education and Acader	nia Working Group,F	luman Resources Wo	rking Group			

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Date:

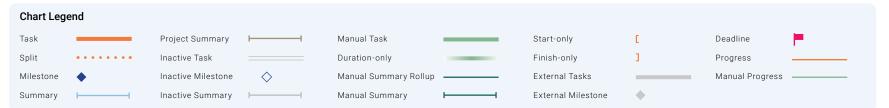
Fri 20/10/09



Resource Names	December 21		Decembe	er 11	Dece	mber 01	Novemb	per 21	Novembe	r 11	Novembe	er 01	October	21	October	11	October	01
Resource Names	12/09 06	/01	11/23	05/17	11/08	8 05/02	10/24	04/17	10/09	04/01	09/23	03/17	09/08	03/02	08/24	02/15	08/09	01/31
Human Resources				_	Huma	an Resources V	Vorking G	roup,Profes	sional Ass	ociation W	orking Gro	oup						
				H	3.4	Role based co	mpetenc	y assessmer	nt									
Change Management					- Cha	ange Managem	ent Work	ing Group,H	uman Resc	ources Wor	king Grou	р						
Education and Acad.					Edu	ucation and Aca	demia W	orking Grou	p, Human I	Resources	Working (	Group						
						3.5 SC and HI	Perform	nance Aligm	ent									
Human Resources					L <sub>1</sub> н	uman Resourc	es Workir	ng Group, Su	pply Chain	Processes	s Working	Group						
Supply Chain processes					<u> </u>	Supply Chain	Processe	s Working G	roup									
Human Resources						Human Reso	urces Wo	rking Group										
Human Resources					•	Human Res	ources W	orking Grou	р									
					02/25	Working	Group S	ign off for C	apacity De	velopment	Plan Hum	ian						
						H		4: Improve										
Human								p Profession										
Resources						Н	uman Res	sources Wor	king Group	)								
Professional Asso.						Pi	ofession	al Associati	on Working	g Group								
Human Resources						— н	uman Res	sources Wor	king Group	)								
Change Management						CI	nange Ma	nagement V	Vorking Gro	oup								
Education and Acad.						Ес	ducation	and Academ	ia Working	Group								
Professional Asso.						Pi	ofession	al Associati	on Working	g Group								



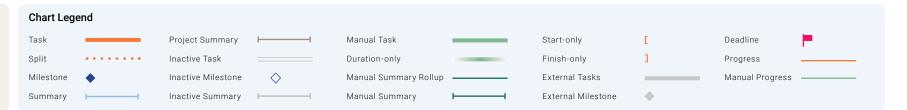
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Human Resources Human Resources Change Management	12/09	06/01	11/23	05/17	11/08	05/02	10/24	04/17	10/09			00/17	00/00	00/00	00101	00/15	00 (00	
Resources Human Resources Change								0 1/ 1 /	10/09	04/01	09/23	03/17	09/08	03/02	08/24	02/15	08/09	01/31
Resources Human Resources Change						4	4.2 Create	e Personal D	evelopmer	t Plans								
Resources Change						Hum	an Resou	ırces Workir	ng Group									
						- Hui	man Reso	urces Work	ing Group									
Management						-1 c	hange Ma	anagement <sup>1</sup>	Working Gr	oup, Huma	n Resour	es Workin	g Group					
Change Management						<u>ا</u> ر	hange M	anagement	Working G	oup, Huma	an Resour	ces Workir	ng Group					
						H	4.3	Develop Org	anisationa	l Capacity	Developm	ent Plan						
Human Resources						<u>_</u> 1	Human Re	esources Wo	orking Grou	ıp,Change	Managem	ent Workir	ng Group					
Human Resources						Į.	Human F	Resources V	Vorking Gro	oup								
Human Resources						ı	Human	Resources	Working G	oup								
							4.5	Organisatio	n Improver	nent Sumr	mary							
Human Resources							Huma	an Resource	s Working	Group,Pro	fessional	Associatio	n Working	Group				
Human Resources							■ Huma	an Resource	s Working	Group,Pro	fessional	Associatio	n Working	Group				
Human Resources							- Huma	an Resource	s Working	Group,Pro	fessional	Associatio	n Working	Group				
						11/07	Sig	n off for Org	ganisation (	Capacity D	evelopme	nt Plan						
							1		S5: Impl	ement and	Monitor							
							H		5.1: Rollo	out Approv	e Organis	ational Ca	pacity Dev	elopment P	lan			
Human Resources									Human F	Resources	Working (	Group,Char	nge Manag	ement Worl	king Grou	p		

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Resource Names	December 21		Decemb	December 11		December 01		er 21	November 11	Novemb	er 01	October	21	October	11	October (	01
Resource Names	12/09	06/01	11/23	05/17	11/08	05/02	10/24	04/17	10/09 04/01	1 09/23	09/23 03/17		09/08 03/02		02/15	08/09	01/31
Change Management									Change Mana	gement Work	ing Group,F	luman Res	ources Wo	rking Grou	ıp		
								Н	5.2 Onboard f	or business a	s usual						
Change Management								-	Change Mana	gement Work	ing Group,F	luman Res	ources Wo	rking Grou	ıp,Professi	onal	
Human Resources								-	Human Resou	rces Working	Group,Prof	essional <i>A</i>	ssociation	Working (	Group		
Human Resources									Human Resou	rces Working	Group						
Human Resources									Human Resou	rces Working	Group						
Human Resources								-	Human Resou	rces Working	Group						
Human Resources								-	Human Resou	rces Working	Group						
								11/21	Acquire sign	off for Step 1							

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Date:

Fri 20/10/09

