'Workforce excellence is essential for sustainable health supply chains'

Building Workforce Capacity to Operate a Web-Based Logistics Management System (LMIS) in Pakistan

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USAID | DELIVER PROJECT

October 2014

Scope

Nearly $200 million in supply chain management technical and financial support from USAID also included—

- designing, developing, and deploying a web-based LMIS to cater the needs of EPI/PEI and FP programs

- training public sector staff in the use of the LMIS

- IT hardware support at all levels of reporting—federal, provincial, district, and union councils.

A Model for the Global Community

Pakistan placed high emphasis on its major public health supply chains to improve performance

Guiding Principles

1. Supporting the Individual

Trained 100 master trainers and 2,000 LMIS users

2. Supporting Groups, Organizations, and Communities

EPI Program, DoH, LHW, PPHI & PWD

3. Changing Practices and Policies

Affected storage and distribution policies and developed training manuals, user manuals, warehousing manuals, etc.

Sustainable Capacity Building of the Workforce

1. Introduced Master Trainers (MT) approach for rollout trainings.

2. Developed MT selection criteria.

3. Collected 5–10 nominations of qualified MTs from the provincial governments of each province and region.

4. Trained 100 MTs from all of Pakistan's four provinces and three regions.

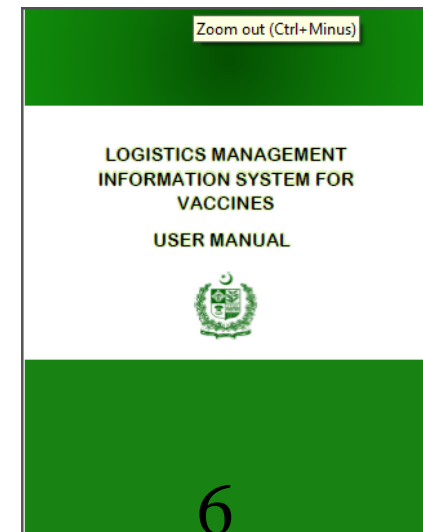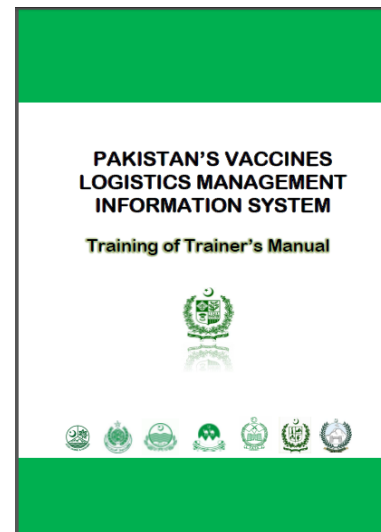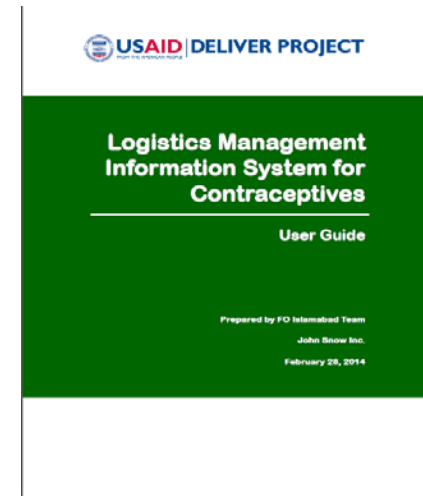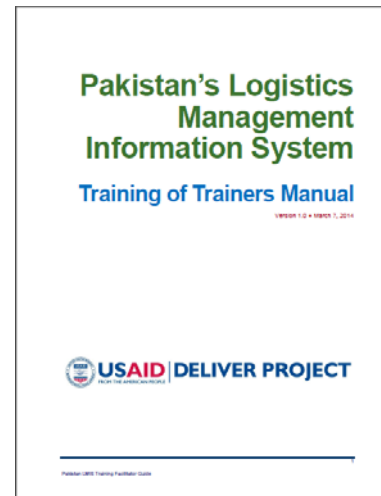Advisor to CM Punjab addresses the participants in TOT on vLMIS

An MT provides training to GOP LMIS users

5. Developed and provided participants with TOT guidelines for facilitators, a user's manual, training manuals, training CDs, practical exercises, charts, and job aids.

6. MTs conducted training for over 2000 LMIS users in various health and population welfare departments.

7. Sustainable monitoring and follow-up on LMIS implementation continues and is ongoing, with the support of provincial logistics managers, MTs, and other government counterparts.
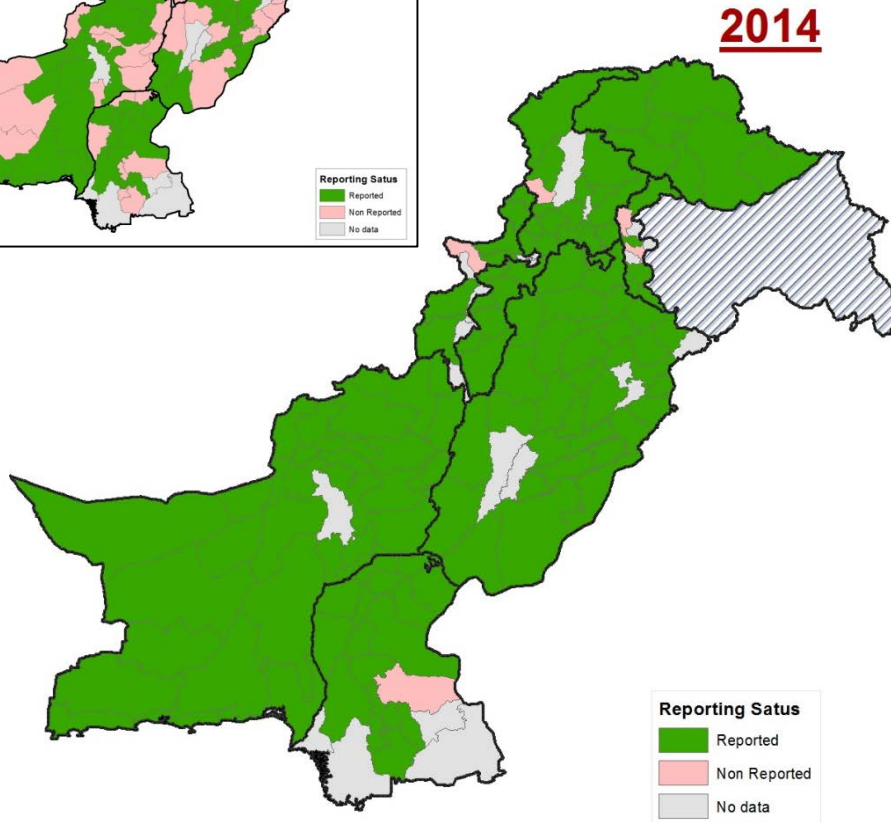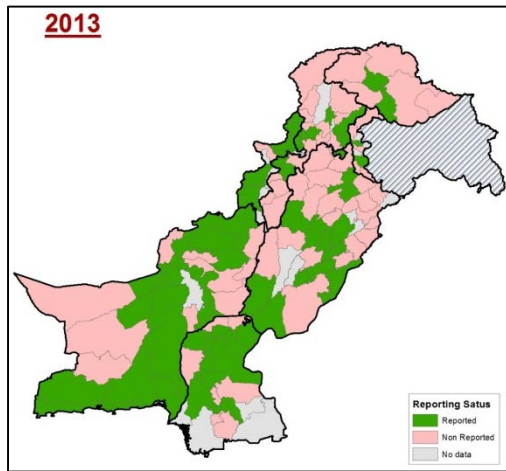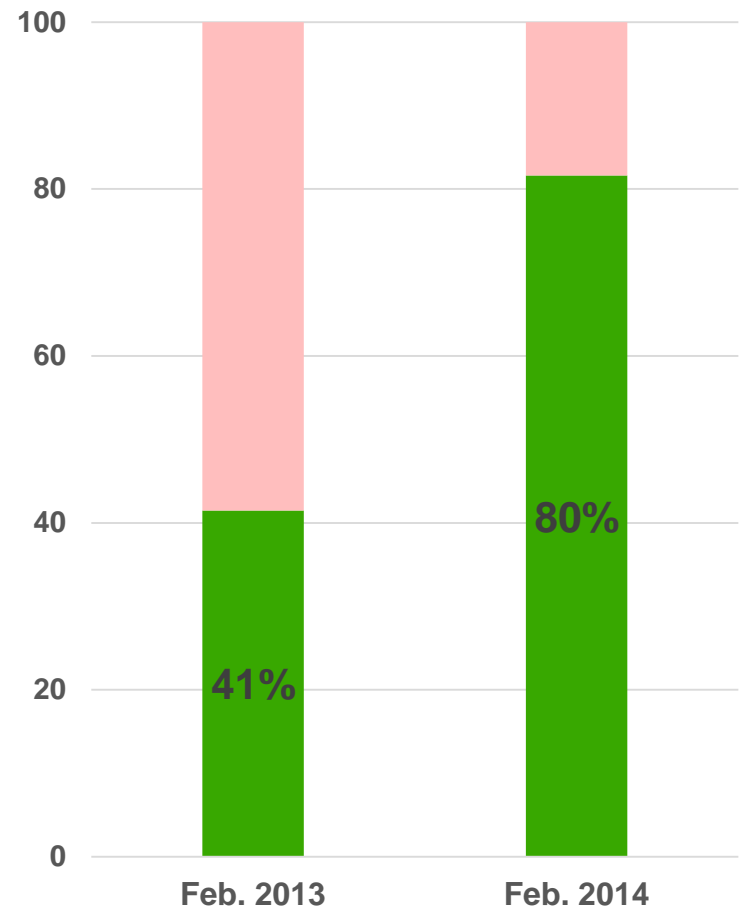

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Streams and Cost of Workforce Capacity Building

Module	Types	Participant	No.	Cost ($)
vLMIS	Training of Trainers	Master Trainers	50	35,000
	WMS Trainings	Store Incharges & storekeepers	160	80,000
	Orientation Sessions	Provincial/District Managers	108	32,400
	Consumption Reporting	Data Entry Operators	835	417,500
	Orientation Sessions	Cluster Lead Incharges	452	135,600
vLMIS Total			**1,605**	**700,500**
cLMIS	Training of Trainers	Master Trainers	21	14,700
	District Level Trainings	Storekeepers		
		Computer operators		
		Orientation Sessions of EDOs, DHOs &DPWOs	644	322,000
cLMIS Total			**665**	**336,700**
TB-DMIS	Training of Trainers	Master Trainers	25	17,500
TB-DMIS Total			**25**	**17,500**
Grand Total			**2,295**	**1,054,700**

Workforce Capacity Improved cLMIS Reporting Rate

DOH District Level Reporting

2013

2014

Reporting Satus
- Reported
- Non Reported
- No data

Overall Reporting Status
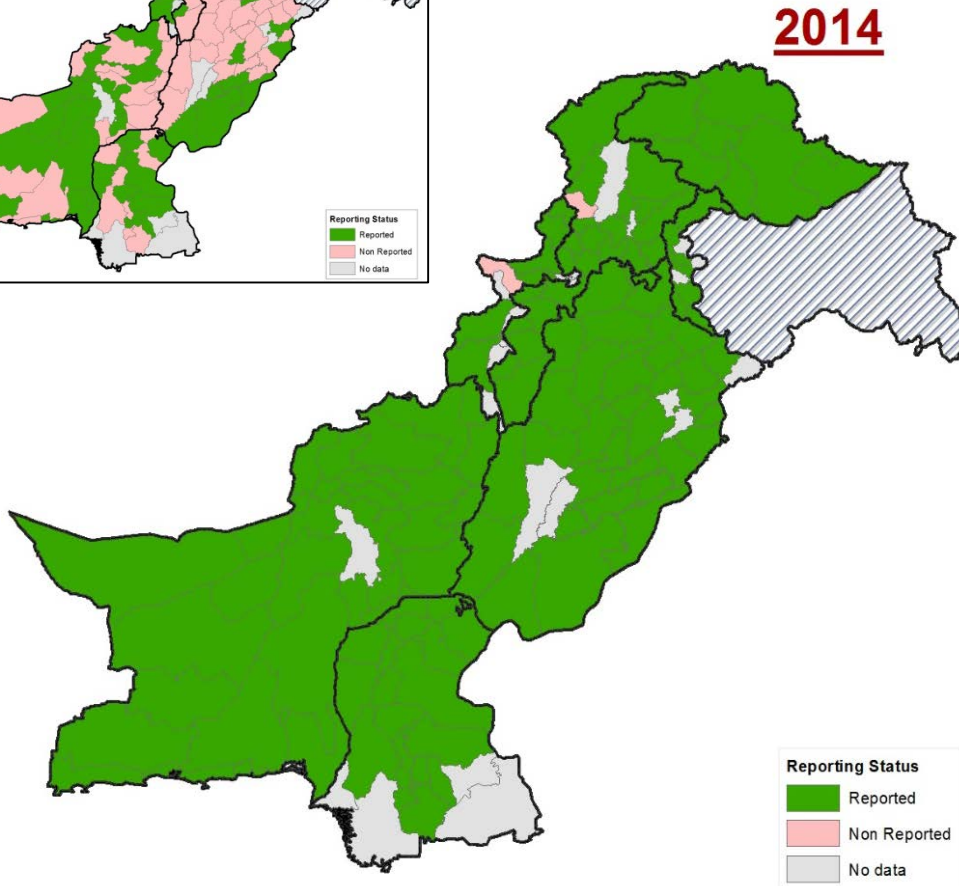

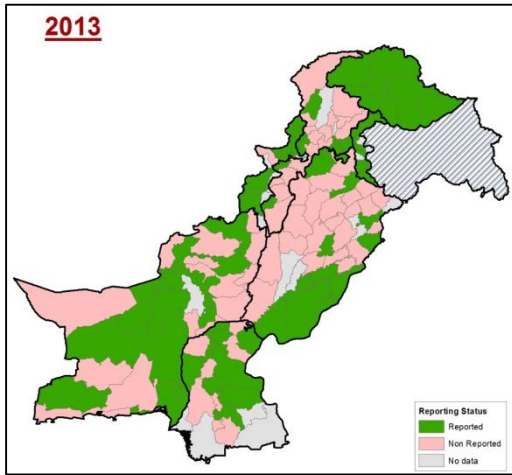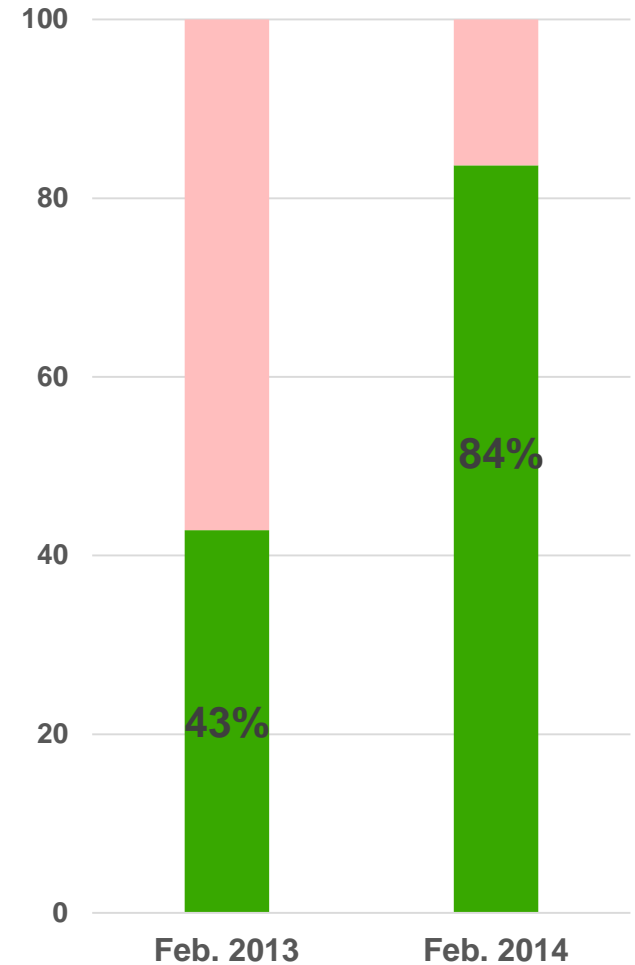|	Feb. 2013	Feb. 2014
Reported	41%	80%

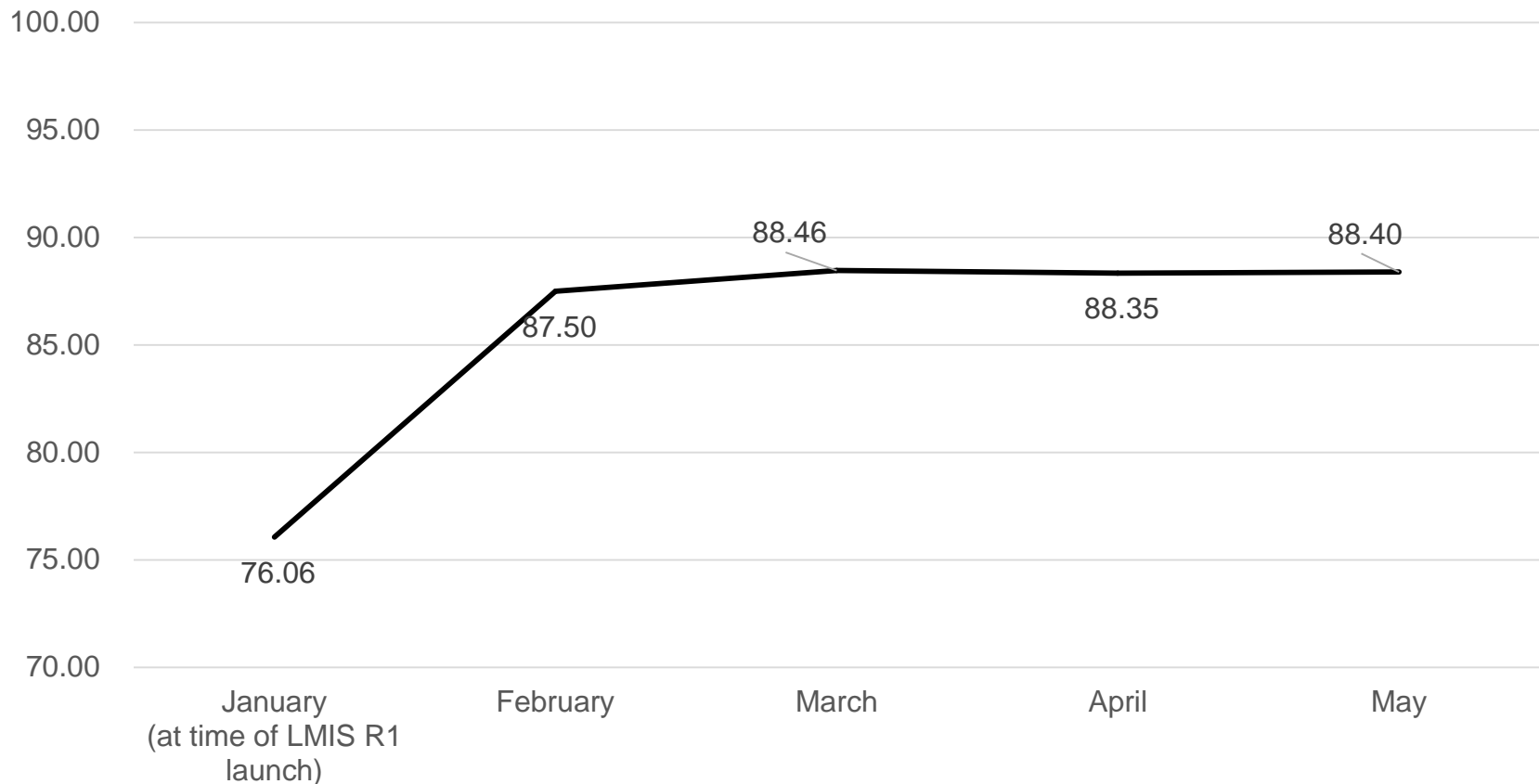# Workforce Capacity Improved cLMIS Reporting Rate [cont'd]

LHW District Level Reporting

Workforce Capacity Improved vLMIS Reporting Rate [cont'd]

EPI Facility Level Reporting

vLMIS Reporting Rate (%)

Data points:
- January (at time of LMIS R1 launch): 76.06
- February: 87.50
- March: 88.46
- April: 88.35
- May: 88.40

Outcomes

- Improved workforce knowledge
- Improved reporting rate for greater data visibility
- Enhanced health organization capacity on supply chains
- Better supply planning and distribution
- Improved functions of procurement and financing

Conclusions

Local public sector capacity building—

- improves supply chain reporting rates and data quality

- is sustainable

- increases data utilization for policy, management and operations.

Globally—

- the open source Pakistan LMIS can be easily adapted by other countries in the region.

Thank You!

For more information, please visit—
www.lmis.gov.pk
www.deliver.jsi.com