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Resilient Pharmaceutical Systems

Building a Sustainable Human Resource Capacity in Namibia



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SIAPS 
Systems for Improved Access
to Pharmaceuticals and Services

Presenter

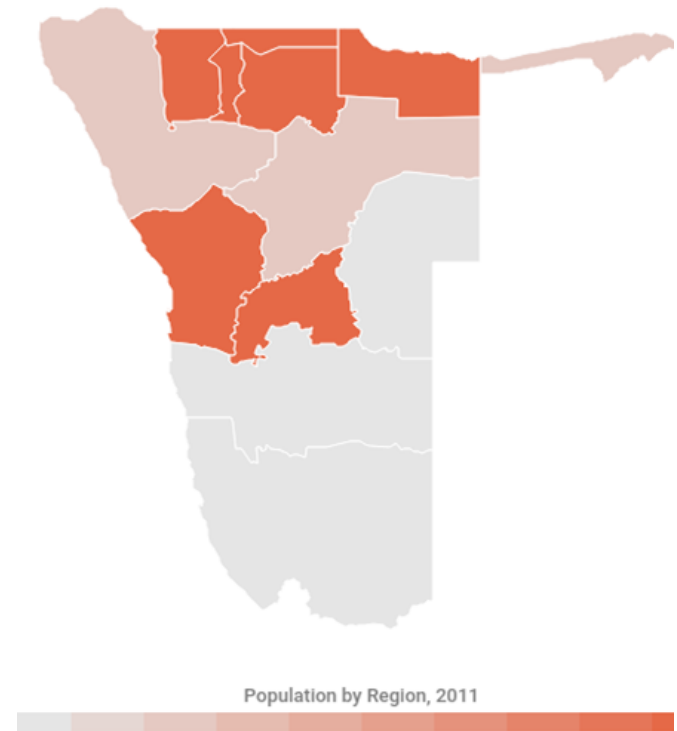
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Introduction: Human Resources Challenge

- Namibia was faced with critical human resource (HR) shortages in the public sector pharmaceutical system.
- HR availability was imperative for scaling up delivery of pharmaceutical services for an effective HIV/AIDS response.
- Namibia used a multipronged capacity- building approach to alleviate the HR crisis.



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Context and Challenges

- Persistent high vacancy rates in public sector in 2003
 - Pharmacist assistants (68% posts filled; PAs)
 - Pharmacists (39% posts filled; only 4 Namibian pharmacists)
- Underlying causes for HR gaps included:
 - Inadequate training of mid-level pharmacy cadres
 - No local institutions training pharmacists
 - Lack of interest in pharmaceutical studies among high school students
 - Outdated public sector HR policies and organizational structure



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The SIAPS logo consists of the letters "SIAPS" in a bold, green, sans-serif font, followed by a stylized blue and white graphic of a person with arms raised in a celebratory or active pose.

Strategies: short, medium, and long-term

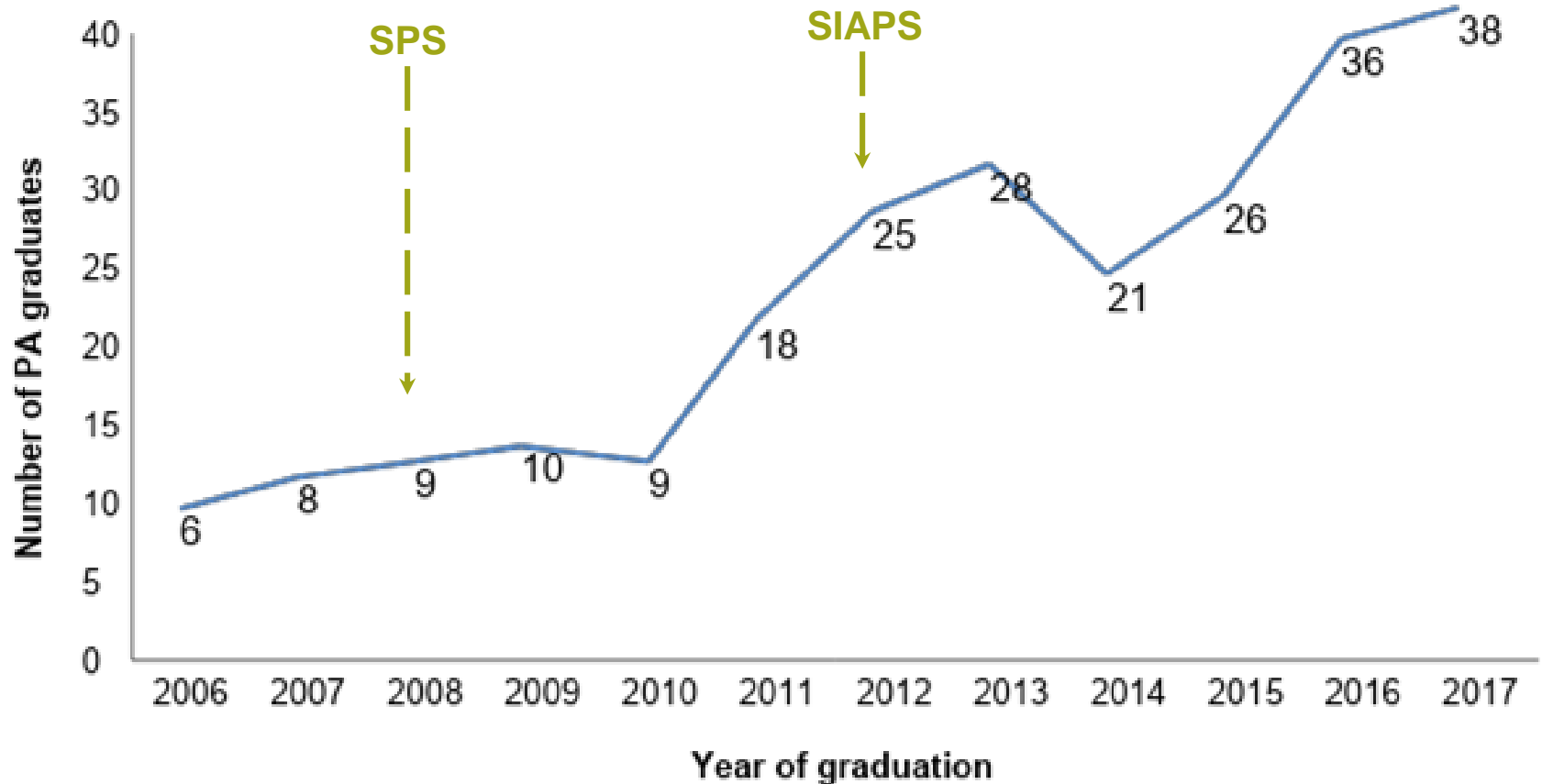
- **Workforce needs assessment, planning and projection**
- **Staff secondment (negotiated JDs, salary scales & transition)**
- **Pre-service training**
 - Strengthened capacity of the National Health Training Center (NHTC) to enroll and train more PAs
 - Built institutional capacity of the University of Namibia (UNAM) to train pharmacists
- **In-service training and performance improvement**
 - Mentoring, supportive supervision, and in-service training
 - **Leveraging pharmaceutical management tools to ease work** (e.g. EDT, e-stock card, dashboard, Pharmadex)



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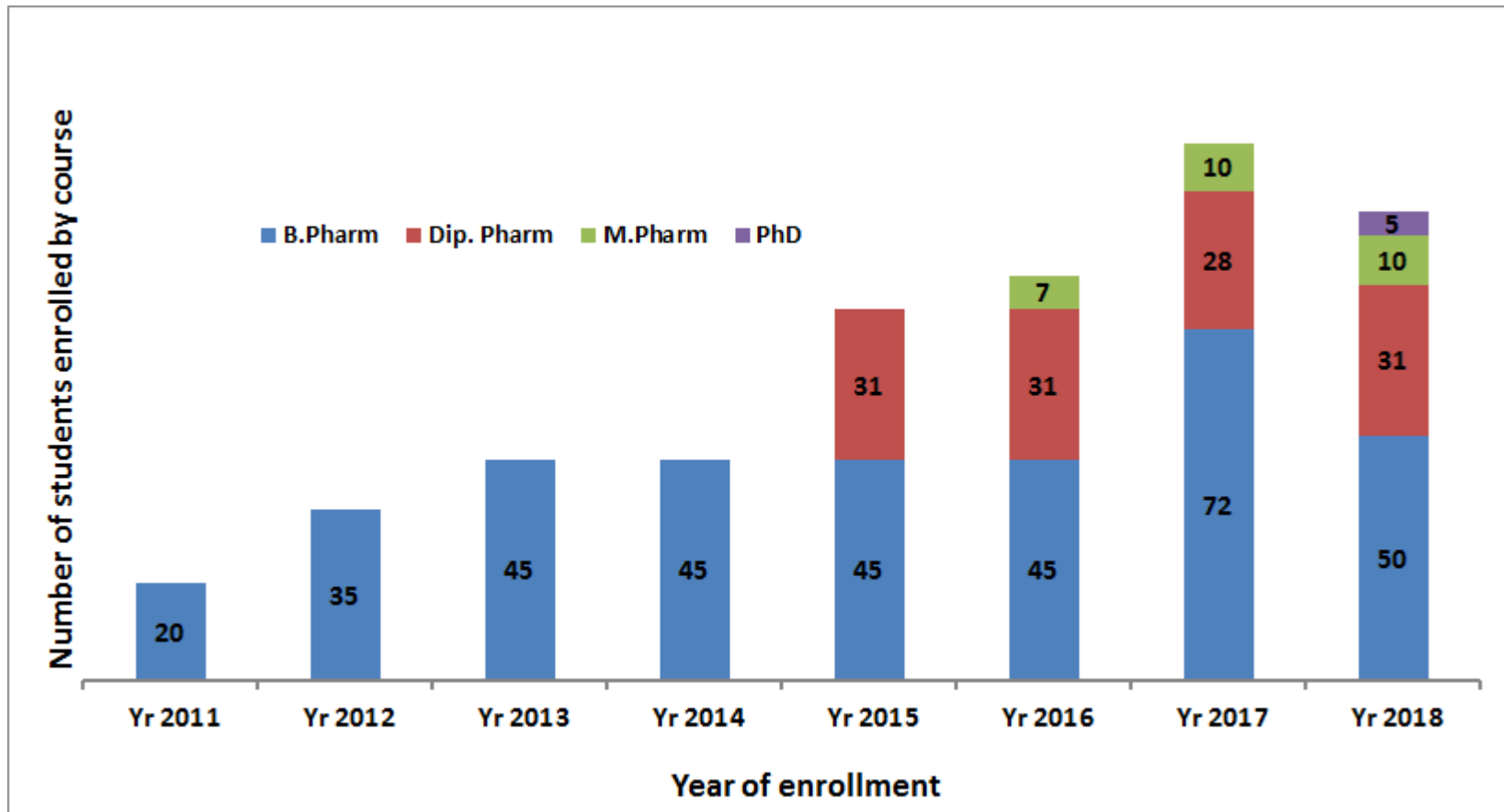
Achievements: Number of PAs graduating per year from the NHTC



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Achievements: Annual enrollment of pharmacy students by UNAM's School of Pharmacy (SoP)



Outcome

- More pharmacy personnel are now available to provide a wide range of pharmaceutical services to patients and the public in the private sector.
 - 20 Namibian Pharmacists (94% posts filled)
 - 83 Pharmacy Assistants (99% filled)
- By May 2017, all 35 district hospitals had one or more qualified pharmacy staff providing services to the public.
- UNAM-SoP was established and institutional capacity built.
- This is sustainable!



Namibia's first locally trained pharmacists graduated from the UNAM-SoP on April 24, 2015.



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Lessons Learned

A combined strategy of individual and institutional HR capacity building was key to achieving resilience in the pharmaceutical sector in Namibia

Factors that were pivotal to the success of this intervention included:

- USAID commitment and funding
- Government of Namibia commitment— funding of the new School of Pharmacy project and the absorption of SIAPS-funded staff
- Systematic approach: gaps, option analysis, and phased approach
- Stakeholder buy-in and continuous engagement aligned to national goals and objectives
- Engagement of multiple entities, including Health Professions Councils, professional societies, Ministries of Finance and Education, public service groups



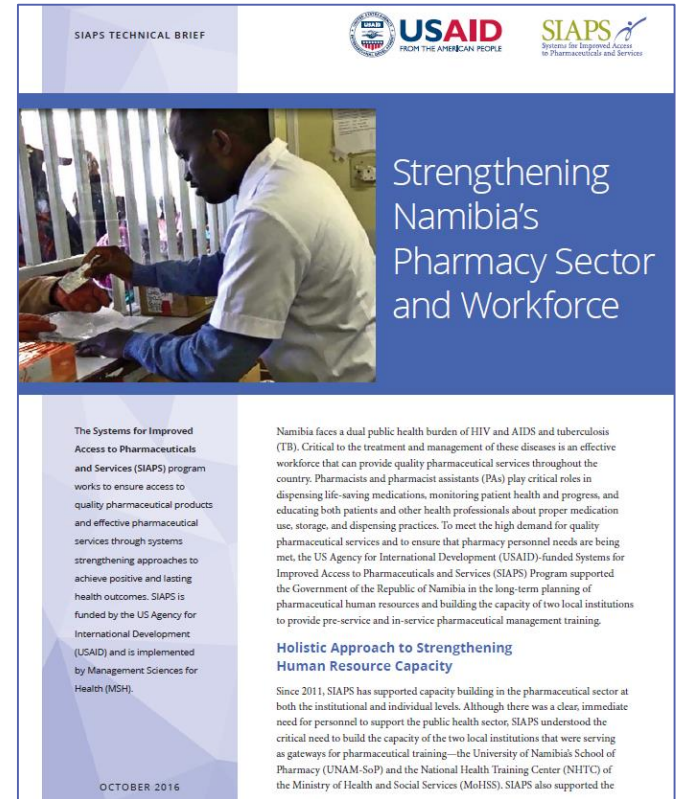
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Conclusion and Reflections

A sustainable and resilient pharmaceutical system depends on:

- An adequate number of trained and skilled HR
- A steady and predictable supply of HR
- Building local training capacity
- Other components of a functional pharmaceutical system being in place
- Buy-in and ownership by the host Government



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- The Health Professions Councils of Namibia
- The Pharmaceutical Society of Namibia
- SIAPS/ Namibia staff



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Thank you



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