



PRESS RELEASE

People that Deliver Launches a New Resource for Health Supply Chain Practitioners: The Human Resources for Supply Chain Management Theory of Change

Copenhagen, Denmark, 5 November 2018: Like all chains, supply chains are no stronger than their weakest link. Although hundreds of millions of dollars in commodities flow through the health supply chain (SC) system, the critical, strategic function of the supply chain within health systems is rarely acknowledged—and the SC workforce seldom has the right technical and managerial competencies to perform optimally or the empowerment to affect supply decisions and policies. Insufficient numbers of competent staff can cause breakdowns in supply chain systems and lead to poor system performance. The Human Resources for Supply Chain Management Theory of Change (HR4SCM ToC) analyzes the conditions needed to ensure that workers at every level are performing optimally, in order to fulfill all the necessary functions of an effective supply chain system.

A theory of change (ToC) describes how a desired change is expected to occur. The HR4SCM ToC provides a useful basis for strategic planning, by providing a foundation for developing strategies—such as to manage the quantity, type, and capacity of human resources required to operate health supply chains. It also serves as a foundation for monitoring and evaluation, by specifying how to measure activities undertaken to make change. The HR4SCM ToC resource also captures complexity in a concise form and allows users to understand how a number of program activities link to one another and lead to program goals.

PtD has developed two resources for the HR4SCM ToC - a two-page brief provides a high-level overview of the HR4SCM ToC describing the four pathways to success, our long-term outcome, and our foundational principle as well as a longer narrative that covers the HR4SCM in more detail, with a full description of the critical assumptions, an explanation of the ToC diagram, and an indicators and interventions catalog. All HR4SCM ToC materials are available for download on the [People that Deliver website](#). The HR4SCM ToC's official launch will take place at the [Global Health Supply Chain Summit](#) in Lusaka, Zambia on 27 November, 2018. HR4SCM ToC co-author Dr. Andrew Brown will facilitate a pre-conference workshop on *Using a Theory of Change and whole of SCM labor market approach to catalyze country investments to improve HR for SCM: A practical toolkit*. If you are attending GHSC and would like to participate in the workshop, please fill out [this online form](#).

Links

The HR4SCM ToC can be found [here](#).

IFPW Foundation supports the mission and activities of PtD and currently serves on its Board to help jointly raise awareness of the critical role supply chain management plays in both health and the delivery of healthcare and to promote investments into the HR systems that employ professionals to deliver these services.

For more information, please contact Chris Goetz, Executive Vice President, at +703-331-3714.

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About IFPW and IFPW Foundation

IFPW (International Federation of Pharmaceutical Wholesalers) is the global industry association bringing together the leading full service pharmaceutical distributors and wholesalers, national industry associations, service organizations and pharmaceutical manufacturers from 6 continents, in 26 countries. The association provides a global platform for dialogue and is dedicated to helping its members and stakeholders advance the safe, efficient and continuous access to pharmaceuticals worldwide through the promotion of good distribution practices and services. For more information: www.ifpw.com.

IFPW Foundation was established in 2012 by IFPW members with an objective to support initiatives and organizations in global health focused on improving access to pharmaceuticals and essential health commodities in developing markets and on maintaining security and product integrity within the world's supply chains. For more information: www.ifpwfoundation.org.

About People that Deliver

The People that Deliver (PtD) Initiative was established in 2011 as a global partnership of organizations focusing on professionalization of supply chain personnel by advocating for a systematic approach to human resources (HR) for supply chain management (SCM) at the global and local level. It is based on the global recognition that without trained professionals to manage the health supply chains, drugs and other health supplies do not reach the patients who need them. www.peoplethatdeliver.org

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