

Sustainable Drug Seller Initiative

Partner Presentations



Ensuring the Continuous Availability of ADDO Dispensers by Institutionalizing Training

Pharmaceutical Systems Africa
Stakeholders' Meeting, Tanga
17-19 September 2012



Background

- The sustainability of the ADDO program depends to a large extent on the availability of well-trained and skilled dispensers
- Since inception, the demand for ADDO dispensers has increased. Reasons for this include the following:
 - New ADDOs being opened
 - Dispenser movement to other regions
 - Employment of dispensers into other sectors



Concept note on Sustainable ADDO Dispenser Training

- Pharmaceutical Systems Africa engaged to develop a concept note on sustainable training
- Approach involved
 - Desk review of program-related materials
 - Consultations with key stakeholders, including PC, TFDA, MSH, ADDO owners, ADDO sellers and District Authorities
 - Consultations with targeted training institutions
- Exercise conducted in Dar, Mwanza, Kilimanjaro, Dodoma, Iringa, Morogoro and Ruvuma regions



Sustainability Components for the ADDO Dispenser Training



Overview of the Current ADDO Dispenser Training Model

- Applications are made to districts
- Selected applicants convene at a central facility
- Training duration for minimum duration of 35 days
- Training is coordinated by PC/TFDA
- Pool of approximately 250 TOTs exist throughout the country
- Initially the training was free to users, but with time some fees were introduced



Training Curriculum

- Training broken into 6 broad modules. These are:
 - Module 1: Rules and regulations governing operations of ADDO shops
 - Module 2: Medicines quality, record keeping, good dispensing practices, and rational use of medicines
 - Module 3: Management of common diseases
 - Module 4: Reproductive health
 - Module 5: Communication skills
 - Module 6: Major diseases affecting children

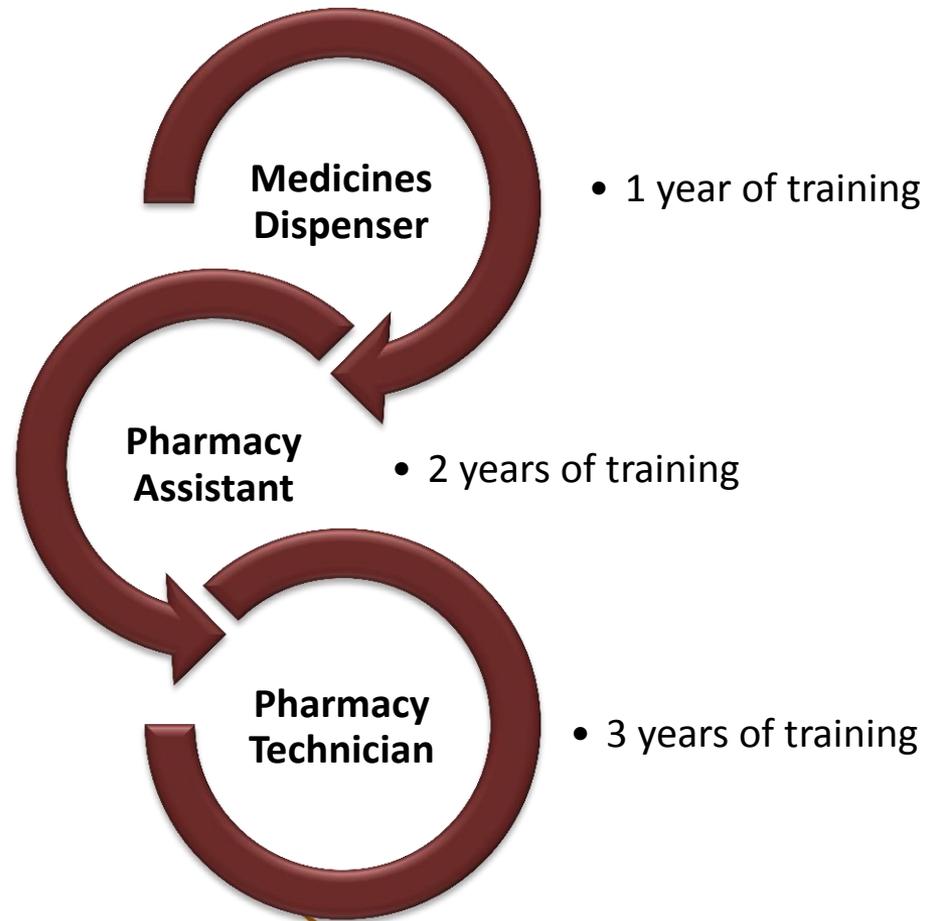


The Basic Certificate Course in Pharmaceutical Sciences (NTA Level 4) Dispenser Training

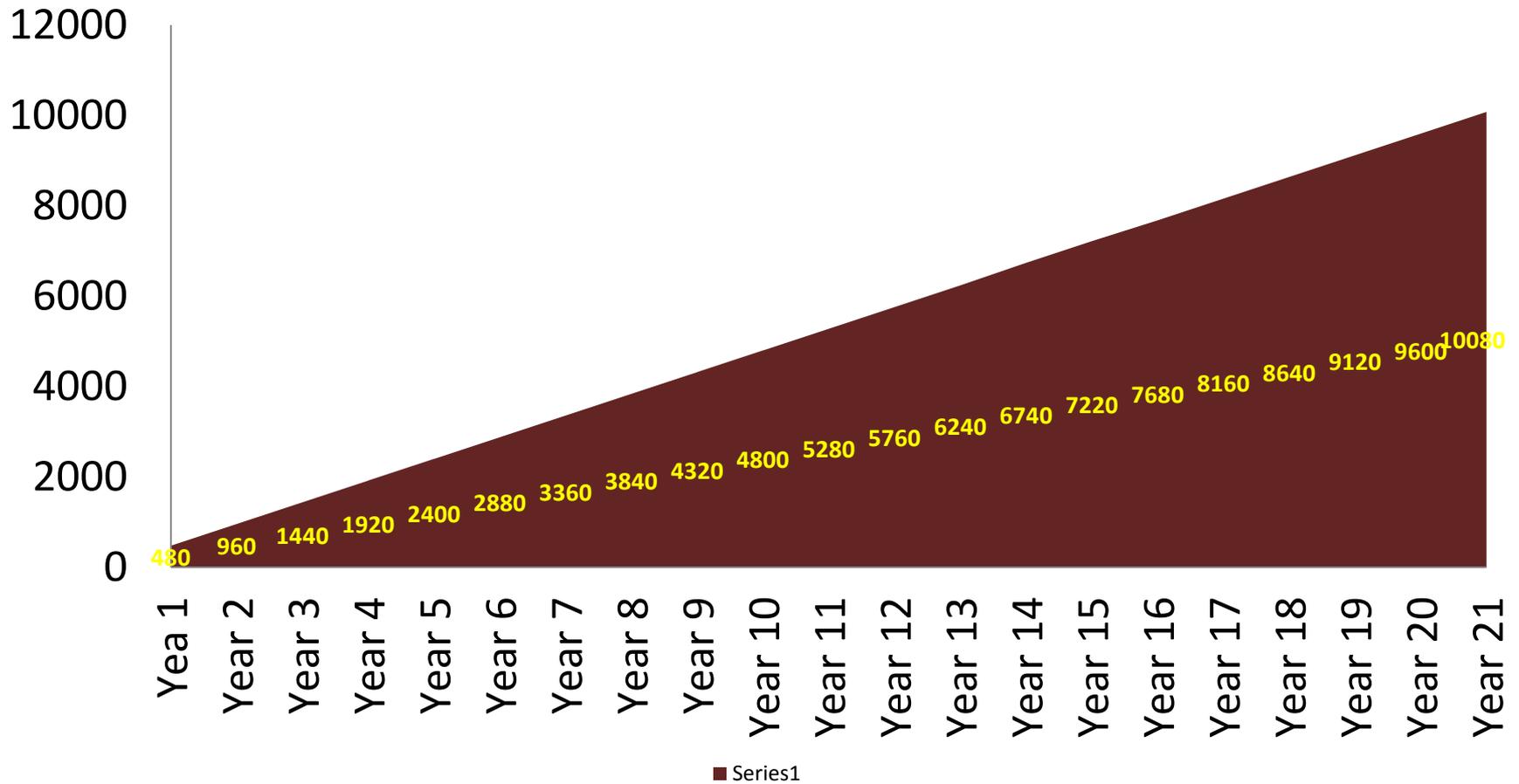
- The NTA Level 4 dispenser training course is a one-year (2 semesters) program
- Vision of PC - working with Ministry of Health and Social Welfare and partners
- Designed to allow course graduates to progress along the pharmacy professional ladder



Auxiliary Pharmacy Personnel Career Progression Pathway– PC model



Projection of Dispensers Matriculated Under the NTA Level 4 Vision



Recommendations on NTA Level 4

- Based on our projection and deliberations during consultation exercise we recommend the following:
 - The institutionalization of the NTA Level 4 training and the ADDO program be managed separately
 - That PC, MOH&SW and other stakeholders continue to view ADDO dispensers training as an integral part of the system for the foreseeable future



Targeting Training Institutions

- Institutions were targeted based on the following criteria
 - Geographic location
 - Nature of their current teaching activities
 - Perceived capacity to conduct the ADDO dispenser training



Targeted Institutions (1)

Institution	Status
1. MUHAS School of Pharmacy - Dar	Public
2. Muhimbili School of Pharmaceutical Sciences - Dar	Public
3. Morogoro School of Public health - Morogoro	Public
4. St. Johns University School of Pharmacy- Dodoma	Private
5. Bugando University School of Pharmacy-Mwanza	Private
6. Lake Zone Training Center-Mwanza	Public
7. St. Luke –KCMC- Moshi	Private
8. KAM College of Health Sciences -Dar	Private



Targeted Institutions (2)

Institution	Status
9. Royal Pharmaceutical College - Dar	Private
10. Kampala International University – Dar	Private
11. Primary Health Care Institute – Iringa	Public
12. Ruaha University College– Iringa	Private
13. Clinical Assistant Training College- Songea	Public
14. Peramiho School of Nursing – Songea	Private



- 1. Morogoro School of Public health - Morogoro**
- 2. Lake Zone Training Center-Mwanza**
- 3. St. Luke –KCMC- Moshi**
- 4. COTC Mtwara**
- 5. Royal Pharmaceutical College – Dar**
- 6. Primary Health Care Institute – Iringa**
- 7. Ruaha University College– Iringa**
- 8. COTC Kigoma**
- 9. COTC Sumbawanga**



Capacity and willingness to conduct the ADDO dispenser training

- All targeted institutions are interested in conducting the ADDO dispenser training
- Most have challenges with regard to adequacy of training facilities
- Some have human resources challenges, but are of the existence of TOTs
- Continued technical assistance and oversight from PC is essential for quality assurance purposes



Options for Institutionalizing the ADDO dispenser training program

- Two options have been envisioned as feasible for institutionalizing the ADDO dispenser training program. These are:
 1. In-District Training
 2. In-House Training



Options for Institutionalizing the ADDO Dispenser Training Program

In- District Training

- Institutions run the ADDO dispenser training in the districts of interest
 - Closer to participants
 - Cheaper accommodation likely
 - Ease of access to training facilities, e.g. hall rentals
 - Continued involvement of district authorities
 - Staff may not be free to travel when the academic term is in session

In-house Training

- The ADDO dispenser training is conducted within the training institution
 - Course directly linked to training institutions
 - Training facilities occupied by fulltime students
 - Training institutions may have to conduct these courses on holidays or as evening classes
 - Process may marginalize the involvement of district authorities
- Quality of training perceived to be higher



ADDO dispenser Training Fees

- Based on our consultations, we proposed a fee of between 150,000-300,000 Tshs per person for the ADDO dispenser training
- Institutions in cities with higher overheads could charge the high end of the proposed fee while those in remote regions could charge less
- Continued oversight by PC necessary to avoid profiteering



Key Recommendations

- We recommend that a pilot phase involving 6-8 institutions
- Other institutions could be phased in based on the outcomes of the pilot phase
- Clear and specific implementation plans needed for each institution
- Technical assistance is needed to help advance the institutionalization of the ADDO program



Conclusion

- The institutionalization of the ADDO dispenser training is critical for the survival of the program
- Training institutions are willing to foster the ADDO dispenser training into their programs
- Technical assistance from PC, MSH and other partners is necessary for effective institutionalization of the ADDO dispenser training program

