

New performance – Based Reward Strategy to Improve Good Pharmacy Practices & Financial Management in the Public Sector in Uganda

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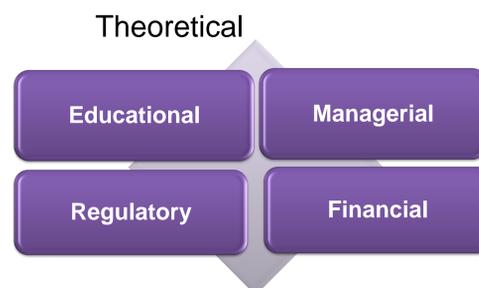
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Background

Ensuring availability and appropriate use of essential medicines is crucial if limited resources are to be used optimally. Although training of health workers has been underway for a long time, significant and sustainable improvements in availability and management of medicines have not been achieved. Therefore, new interventions are needed. Increasingly, countries are finding it difficult to ensure sufficient funding for medicines while at the same time, the financial management capacity among pharmaceutical staff is weak. The use of supervision, performance assessment and recognition strategy (SPARS) has proven successful in strengthening vaccine management but still needs to be assessed in regard to improving medicines management.

Methodology

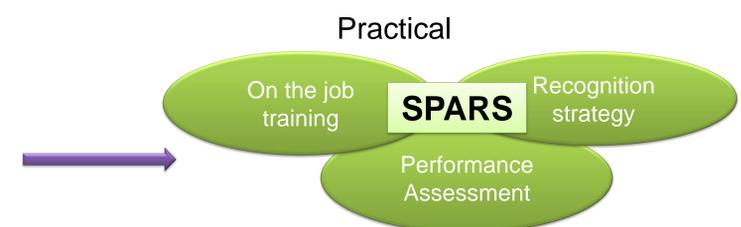
An indicator based intervention study was conducted, applying 25 qualitative and quantitative indicators assessing medicine management. The study included preliminary results from 72 all level health facilities within 45 intervention districts. All health facilities were supervised by trained MMS and their performance assessed initially at each supervisory visit.



Objective

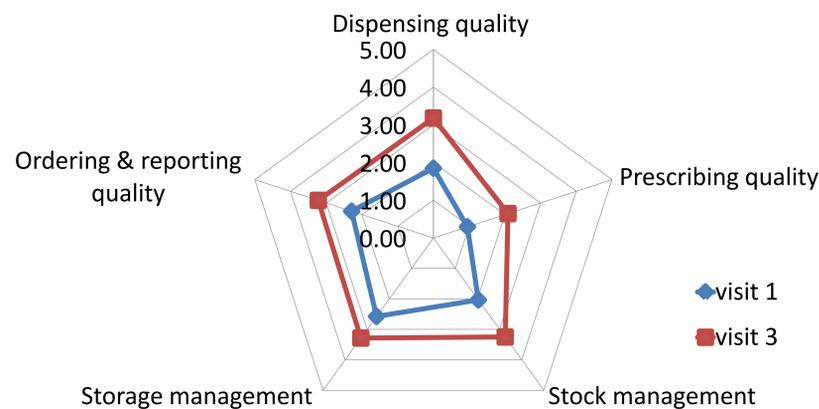
To assess impact of SPARS in improving medicines management at health facilities implemented through supervision by trained medicines management supervisors (MMS).

SPARS combines all four intervention strategies

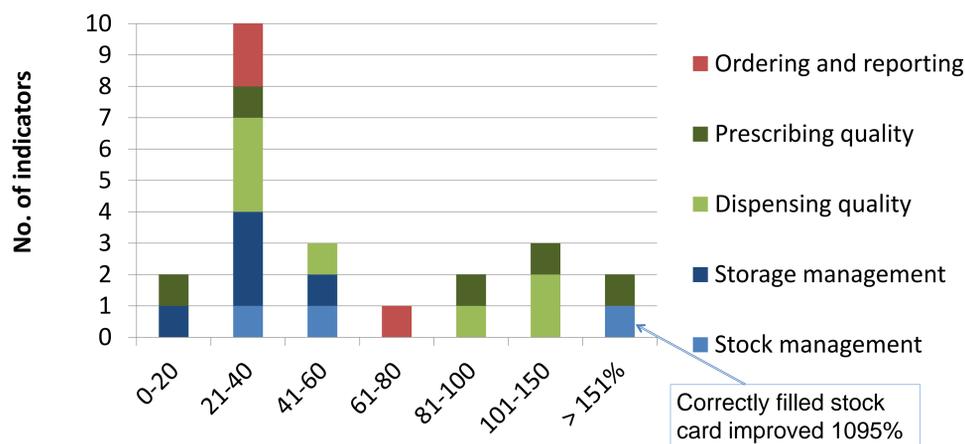


Results

Initial findings show significant improvement in stock and storage management, appropriate use of medicines and quality of ordering and reporting between first and third on-the-job SPARS trainings / supervisory visits.



% improvement for all indicators with significant change



Indicators 16 and 23 did not improve significantly

Performance indicators

A. Dispensing quality

1. Dispensing time
2. Packaging material
3. Dispensing equipment
4. Services available
5. Patient care
6. Labeling
7. Discrepancy prescribed/dispensed

C. Storage management

13. Stock card availability
14. Correct filling of stock card
15. Does physical count agree with stock card balance
16. Is stock book correctly used

B. Prescribing quality

8. Correct recording of prescriptions
9. Rational prescribing
10. Adherence to STG for diarrhea
11. Adherence to STG cough/cold (ARI)
12. Adherence to STG malaria

D. Storage management

17. Cleanliness of the pharmacy
18. Hygiene of the pharmacy
19. System for storage of medicines
20. Storage conditions
21. Storage practices of medicines

E. Ordering and reporting quality

22. Reorder level calculation
23. Timeliness of order and distribution
24. Accuracy of HMIS reports
25. Filing

Conclusion

SPARS was found to make a significant impact on all five measured areas: stock and storage management, prescribing and dispensing quality, and ordering and reporting quality

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