

**Rational Pharmaceutical Management Plus  
Elaboration of Drug Management Curriculum – Aboisso, Côte D'Ivoire  
Trip Report – February 19 – 28, 2005**

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Michael Derosena

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Rational Pharmaceutical Management Plus  
Center for Pharmaceutical Management  
Management Sciences for Health  
4301 N. Fairfax Drive, Suite 400  
Arlington, VA 22203  
Phone: 703-524-6575  
Fax: 703-524-7898  
E-mail: [rpmpplus@msh.org](mailto:rpmpplus@msh.org)

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## **About RPM Plus**

The Rational Pharmaceutical Management Plus (RPM Plus) Program, funded by the U.S. Agency for International Development (cooperative agreement HRN-A-00-00-00016-00), works in more than 20 developing countries to provide technical assistance to strengthen drug and health commodity management systems. The program offers technical guidance and assists in strategy development and program implementation both in improving the availability of health commodities—pharmaceuticals, vaccines, supplies, and basic medical equipment—of assured quality for maternal and child health, HIV/AIDS, infectious diseases, and family planning and in promoting the appropriate use of health commodities in the public and private sectors.

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## Acronyms

ART	anti-retroviral treatment
ARV	anti-retroviral
CDC	Center for Disease Control and Prevention
CI	Côte d'Ivoire
DM	drug management
GCI	Government of Côte d'Ivoire
HIV/AIDS	human immunodeficiency virus/acquired immune deficiency syndrome
IMAT	inventory management tool
MEMS	Ministry of Health
MSH	Management Sciences for Health
SEAM	Strategies for Enhancing Access to Medicines
PEPFAR	Presidential Emergency Plan For AIDS Relief
PLWA	person living with AIDS
PMTCT	prevention of mother to child transmission (HIV)
PCPVVIH	case management of persons living with AIDS
PRISM	Reinforcing Reproductive Health Interventions and Control of Sexually Transmitted Infections
PSP-CI	Public Health Pharmacy - Central Medical Store
RETRO-CI	Retrovirus project – Côte d'Ivoire
RPM Plus	Rational Pharmaceutical Management Plus Program
USAID	United States Agency for International Development
TOT	Training of Trainers
USG	United States Government
VCT	voluntary counseling and testing



## Background

The Rational Pharmaceutical Management Program (RPM Plus) has been providing technical assistance to the “*Pharmacie de Santé Publique-Côte d’Ivoire*” (PSP-CI) through activities expanding the President Bush Initiative for HIV/AIDS Prevention Mother To Child Transmission (PMTCT) and through medical support of persons living with AIDS (PLWA) within the Presidential Emergency Plan for AIDS Relief (PEPFAR). PMTCT services and PEPFAR are supported by the American Administration in 15 countries, including Côte d’Ivoire (CI). Resources for CI are being provided through the Center for Disease Control and Prevention (CDC/USA) present in the country since 1998.

At CDC request, RPM Plus conducted an assessment of PSP-CI and pharmacies in public health facilities in October 2003. This study revealed numerous gaps in drug management at central and peripheral levels. RPM Plus assisted PSP-CI in the identification of interventions for addressing these disparities and for reinforcing capabilities of drug managers at all levels of the health system. PSP-CI elaborated a three-year workplan focusing mainly on structural strengthening of the institution, and on human resources development. Training in drug management turned out to be one of the top priorities given that it has been a very limited activity in CI for the past years.

In October 2004, RPM Plus provided technical assistance to PSP-CI for putting together a core of 15 trainers in drug management. The next step was the preparation of a drug management curriculum (DM) to be used for the training of pharmacists and other categories of drug managers at institutional level nationwide. Michael Derosena traveled to Côte d’Ivoire from February 19 to 28, 2005 and was joined by Youssouf Doumbouya, Pharmacist and MSH employee from the Guinea PRISM project (Reinforcing Reproductive Health Interventions and Control of Sexually Transmitted Infections) to assist Ivorian partners in the elaboration of the DM curriculum.

### Purpose of Trip

The purpose of this trip was:

1. To prepare a workshop for the elaboration of the drug management curriculum;
2. To conduct the workshop with the core of trainers in collaboration with the CDC/RETRO-CI project and the national public health pharmacy.



## **Activities**

### **Preparation of the workshop**

The preparation of the workshop was initiated by the trainers living and working in Abidjan. The trainers were divided in two teams based on the results of the learning style exercise conducted during a previous Training of Trainers (TOT) workshop in Aboisso.

Preliminary work on two modules (Distribution of pharmaceuticals at the peripheral level, and Dispensing and managing ARVs) was reviewed in Abidjan by the MSH Consultant Jana Ntumba and sent to RPM Plus in Washington. Youssouf Doumbouya also reviewed the preliminary documentation before traveling to Abidjan on February 19.

All the trainers participated in another retreat in Aboisso. On PSP-CI side, Dr. Yapi Faustin, in charge of the Communications Unit, coordinated the preparatory work of the Abidjan groups, and all logistics necessary for the workshop in Aboisso.

CDC/RETRO-CI contacted Ahingora Mireille who supported RPM Plus as Administrative Assistant and Secretary during the previous TOT workshop. Ms. Mireille collected and organized documentation produced by the groups and arranged the location/preparation of didactic materials and equipment needed. Additional basic equipment such as computer, printer, overhead projector, was also provided by CDC.

### **Conducting the workshop**

As for the TOT workshop, PSP-CI took the lead of this activity and provided RPM Plus with the logistics support and equipment to be used in Aboisso. PSP-CI also covered some costs for the working materials and fuel for transportation. PSP-CI ensured transportation of participants from Abidjan to Aboisso, whilst RPM Plus reimbursed participants from the regions for local costs and for other public transportation charges .

The workshop was conducted in Aboisso, for the period of February 22 – 27, 2005. All 15 trainers were scheduled to be present. However, one trainer did not make it due to an unexpected family emergency. Attendees were divided in four groups working on each of the following modules:

A. Module A: Procurement, including four sessions:

- Estimating pharmaceuticals
- Ordering pharmaceuticals
- Receiving pharmaceuticals
- Storing pharmaceuticals

- B. Module B: Distribution and Utilization, including three sessions:
  - Supplying health facilities with essential drugs, ARVs and management tools
  - Reviewing Physiopathology of HIV/AIDS
  - Pharmacology of ARVs; dispensing essential drugs and ARVs
  
- C. Module C: Financial Management, including two sessions:
  - Registering purchases and sales
  - Managing financial assets and monitoring client accounts
  
- D. Module D: Supervision, including three sessions:
  - Planning of supervision activities
  - Conducting supportive supervisions
  - Applying the Inventory Management Tool (IMAT) to supervision

The complete schedule of activities covered is shown in annex 1

The DM curriculum was developed by applying the adult learning techniques approach and the experiential methodology. At the beginning of the workshop, the participants were exposed to the concept of “Situational Leadership” and its application in supervision activities. An exercise using the IMAT process allowed them to become familiar with the main indicators used for inventory management.

Topics for each module were elaborated in working groups. The topics were presented in plenary sessions to allow individual inputs, comments and suggestions from other participants. In spite of an intensive work, most of the sessions were reformatted to include more data from the existing training documents and drug management tools used at PSP-CI, and to meet the criteria of the adult learning techniques.

### **Tracking ARVs at facility level**

Since the last assessment conducted at PSP-CI and pharmacies at peripheral levels, PSP-CI has been expressing concerns about not being able to track ARVs and other related HIV/AIDS commodities delivered to the accredited centers. RPM plus has developed a tracking tool currently used in Kenya, Namibia, Ethiopia, and Haiti. This visit offered the opportunity to present the tool to PSP-CI authorities. The tracking tool – S.I.M.P.L.E 1 – has the capacity to capture information on clients of the ART centers, daily consumption and stock movement at health facilities. It also generates a set of data reports including among others, the number of patients per month and per regimen, the trend of new patients in scaling up, the number of visits per month and per regimen, ARVs consumption by patient, regimen, drugs and source of drugs, as well as inventory reports. PSP-CI’s Director, Dr. Souare Doussou, immediately requested that the tool be presented to three IT consultants providing technical assistance to PSP-CI. The presentation took place in Aboisso, and an electronic copy of the tool was given to the consultants for installation and testing in the accredited centers.

**Collaborators**

*CDC-RETROCI*

*PSP-CI*

*PNPCVVIH*



## **Next Steps**

- Finalization of the different modules taking into account comments and suggestions provided by participants during the plenary sessions;
- First drug management training workshop for mid-level pharmacists and managers
- Preparation at PSP-CI for the installation of the MSH drug management software ORION, to be conducted in collaboration with the MSH/SEAM project.
- Follow up on the tracking tool SIMPLE-1 and adjustment as needed to the Ivorian context.



## **Conclusions and recommendations**

The participation of the trainers showed their exceptional commitment. PSP-CI should capitalize on such enthusiasm and dedication to initiate steps for building capacities at the central level of the MEMS to take charge of such training which is now ensured by PSP-CI. Once the testing and updating of the curriculum completed, it should be presented to the MEMS for approval and use at the national level. Moreover PSP-CI expressed the urgent need that a Resident Advisor assist PSP-CI in activities for improving/reinforcing commodity management at all levels of the system. RPM Plus has prepared for discussion with PSP-CI the Terms of Reference shown in annex 2 for this position.



## Annex 1. Schedule of workshop

Heure	<i>lundi, 21 février 2005</i>	<i>mardi, 22 février 2005</i>	<i>mercredi, 23 février 2005</i>	<i>jeudi, 24 février 2005</i>	<i>vendredi, 25 février 2005</i>	<i>samedi 26 février 2005</i>
8h00 à 12h30	Meeting avec CDC  Meeting avec Dr. Souare  Tâches Administratives	Départ pour Aboisso  Préparation de la salle	Leadership situationnel  Exercice IMAT	Travaux de groupes sur les modules	Présentation en plénière du module B sur la Distribution  Discussions et finalisation des modules	Présentation en plénière du module D sur la Supervision des activités de Gestion des Produits Pharmaceutiques  Discussions et finalisation du module
13h45 à 17h30  <b>+ soir</b>	Séance de travail avec Dr. Yapi Faustin  Tâches Administratives	Introduction  Clarification du programme de travail  Présentation des modules et des sessions  Analyse des tâches	Travaux de groupes sur les modules	Présentation en plénière du module A sur l'Approvisionnement  Discussions et finalisation du module	Présentation en plénière du module C sur la Gestion des Dépôts pharmaceutiques  Discussions et finalisation du module	Organisation des modules en regard des cibles  Préparation des bacs des originaux  Fin des travaux
<b>Heure</b>	<b><i>Dimanche 27 février 2005</i></b>					
9h00	Départ pour Abidjan					



## **Annex 2. Terms of Reference for the Pharmaceutical Management Associate**

### **POSITION DESCRIPTION**

#### **Center for Pharmaceutical Management (CPM) Rational Pharmaceutical Management Plus (RPM Plus) Program**

**TITLE:** Senior Technical Advisor, Abidjan, Côte d'Ivoire  
**BAND:** 6  
**REPORTS TO:** Côte d'Ivoire Team Leader, RPM Plus/Washington  
**LOCATION:** Abidjan, Côte d'Ivoire

**OVERALL RESPONSIBILITIES:** The Senior Technical Advisor has the overall management and the technical responsibility for RPM Plus activities in Côte d'Ivoire. He or she represents RPM Plus with the Central Medical Stores (CMS) "Pharmacie de Santé Publique of Ivory Coast" (PSP-CI), the National Program of case management of HIV and Person Living With AIDS (PNCPVVIH), the Center for Disease Control/RETROCI project (CDC-RETROCI) in Abidjan, and all other stakeholders involved in pharmaceutical management activities. The Senior Technical Advisor works closely with PSP-CI and its partners to plan, implement RPM Plus activities aimed at reinforcing commodity management activities at PSP-CI. He or she interfaces with the Ministry of Health (MEMSP), CDC-RETROCI, and other cooperating agencies, ensuring that pharmaceutical management activities are in conformity with the national policies. He or she assists PSP-CI in planning, implementing and monitoring pharmaceutical management activities, ensuring that they are on target, especially with regard to interventions for the extension of the Emergency Presidential Plan for AIDS Relief (PEPFAR).

#### **SPECIFIC RESPONSIBILITIES:**

1. Act as the primary RPM Plus liaison in Côte d'Ivoire and coordinate all communications with the Ministry of Health (MEMS) including the PSP-CI, the PNCPVVIH, the Ministry of AIDS (MLS), as well as the CDC-RETROCI Representation, ensuring timely and effective coordination and implementation of technical activities ;
2. In coordination with the Côte d'Ivoire Team Leader based in Washington, develop all necessary plans and budgets in support to the implementation of RPM Plus activities in CI and validate such plans with CDC-RETROCI, PSP-CI, and local stakeholders.
3. Coordinate all RPM Plus technical assistance activities provided to PSP-CI, district pharmacies and/or target PMTCT and ART accredited centers, ensuring synergy between the different levels and that an uninterrupted supply of ARVs and related commodities is available at target service delivery sites.
4. Review technical products and provide technical support to all other RPM Plus staff in Rwanda working at the central, district or facility level ensuring quality of services provided to patients.

5. Review storage conditions of pharmaceuticals at PSP-CI and provide recommendations for improvements or necessary additions to optimize storage conservations and security of pharmaceuticals, especially ARVs ;
6. Analyze current procurement practices at PSP-CI, supply practice at district pharmacies and pharmacies in health facilities, and coordinate with PSP-CI partners to develop/update standard operating procedures for pharmaceuticals ;
7. Assist PSP-CI in need estimates and quantification exercices for ARV procurement and other HIV/AIDS related products ;
8. Assist PSP-CI in the development of the information management system for managing and tracking ARVs, ensuring regular collection of information needed for inventory reports and decision-making at PSP-CI. Develop approaches and methods for sharing information with other programs supporting procurement of ARVs and other HIV/AIDS related commodities ;
9. Facilitate necessary updates of the drug management software and coordinate trainings as needed, in collaboration with the technical staff of RPM Plus/Washington.
10. Assist PSP-CI in the review of existing drug supply manuals and other drug management tools at all levels of the health system, and assist PSP-CI in their dissemination ;
11. Participate in the planning and development of pharmaceutical commodity management training programs, especially ARVs, to be delivered by PSP-CI and/or the PNCPVVIH ;
12. Ensure as needed, coordination of special studies and/or assessments of pharmaceutical management activities in CI with other RPM Plus personals and/or MSH consultants ;
13. Coordinate with other national ART programs funded by USAID, Global Fund, the European Union, ensuring that RPM Plus activities provide synergy to the national program ;
14. Develop and present technical assistance reports to CDC-RETROCI and other different stakeholders, as required ;
15. Develop technical assistance reports to be submitted to USAID/Washington ;
16. Represent RPM Plus in other activities in country or in the region, as required.

### **QUALIFICATIONS:**

1. Advanced professional degree in public health, pharmacy management, or another health related field, or relevant equivalent experience.
2. Significant experience in pharmaceutical management with considerable experience in program operations and in managing technical staff strongly preferred.

3. Demonstrated competence to assess priorities and manage a variety of activities in a time-sensitive environment and meet deadlines with attention to detail and quality.
4. Excellent interpersonal skills; demonstrated ability to interact professionally with a culturally diverse staff, including Ivorian technical staff, clients, and consultants/technical assistants from other programs or organizations.
5. Proficiency in French and English including reading, writing, and speaking skills.
6. Computer skills in word processing, database, presentation, spreadsheet, and Web-based applications; Microsoft Office preferred; ability to learn new software such as statistical packages.

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### Annex 3: List of Participants

No	Nom et Prénoms	Titre	Fonction et Lieu de travail	Adresse/Contact
1	YAPI N'Takpe Faustin	Pharmacien	Chef de service autonome de Communications PSP	Tel : 07 93 77 67/21 35 71 73 <a href="mailto:fanyapi@yahoo.fr">fanyapi@yahoo.fr</a>
2	GBANE Aliadji Daouda	Pharmacien	Chef de service Gestion de stock	Tel : 21 35 71 73/05 96 69 59 <a href="mailto:gbaneali68@hotmail.com">gbaneali68@hotmail.com</a>
3	KACOU Patrice	Pharmacien	Chef de service ARV, produits de laboratoire et des projets liés aux ARV – PSP	Tel : 05 94 47 14/21 35 71 73 <a href="mailto:kacoupate@yahoo.fr">kacoupate@yahoo.fr</a>
4	N'DRI Germain	Pharmacien	Chet de Service Pharmacie District sanitaire Aboisso	Tel : 07 69 34 56
5	YAO Kouakou Séraphin	Pharmacien	Chef de Service Pharmacie CHR, Agboville	Tel : 07 52 38 79
6	TIA Raphaël	Pharmacien Interne	Responsable des ARV Clinique PPH – CHU Cocody	Tel : 07 65 68 88 <a href="mailto:Tia_raphal@yahoo.fr">Tia_raphal@yahoo.fr</a>
7	ADJOUNGOUA Attoli Léopold	Pharmacien	Sous-Direction Commerciale – PSP	<a href="mailto:attolileo@yahoo.fr">attolileo@yahoo.fr</a> Tel : 07 91 97 58
8	BERTE Sidiki	Pharmacien	Chef de Service Pharmacie CHR de Yamoussoukro	Tel : 05 03 27 97 <a href="mailto:sidbertfr@yahoo.fr">sidbertfr@yahoo.fr</a>
9	YOUIN Norbert	Pharmacien	Chef de Service Pharmacie District sanitaire Abengourou	Tel : 07 85 46 94
10	KOUADJO Kan Etienne	Pharmacien	Chef de Service Pharmacie CHR – San Pedro	Tel : 34 71 24 67/ 07 96 60 68 <a href="mailto:KouadKan@yahoo.fr">KouadKan@yahoo.fr</a>
11	TAH BI Tah Rigobert	Pharmacien	Chef de Service Pharmacie District Gagnoa	Tel : 07 66 13 85 <a href="mailto:Tahdjonan2@yahoo.fr">Tahdjonan2@yahoo.fr</a>
12	DJADJI Ayoman T. L	Pharmacien	Interne Responsable des ARV au SMIT de Treichville	Tel : 07 79 72 57 <a href="mailto:Djadji_thierry@yahoo.fr">Djadji_thierry@yahoo.fr</a>
13	BOURGGOIN Blandine	Pharmacienne	Chef de Service Pharmacie FSU – Koumassi	Tel : 05 32 84 02
14	ADIEKE Ernest	Pharmacien	Chef de Service Pharmacie District sanitaire de Divo	Tel : 07 61 57 51
15	AHINGORA Affo Mireille	Secrétaire	Admin Assist for the workshop	<a href="mailto:affomir@yahoo.fr">affomir@yahoo.fr</a> Tel: 07 86 51 93