

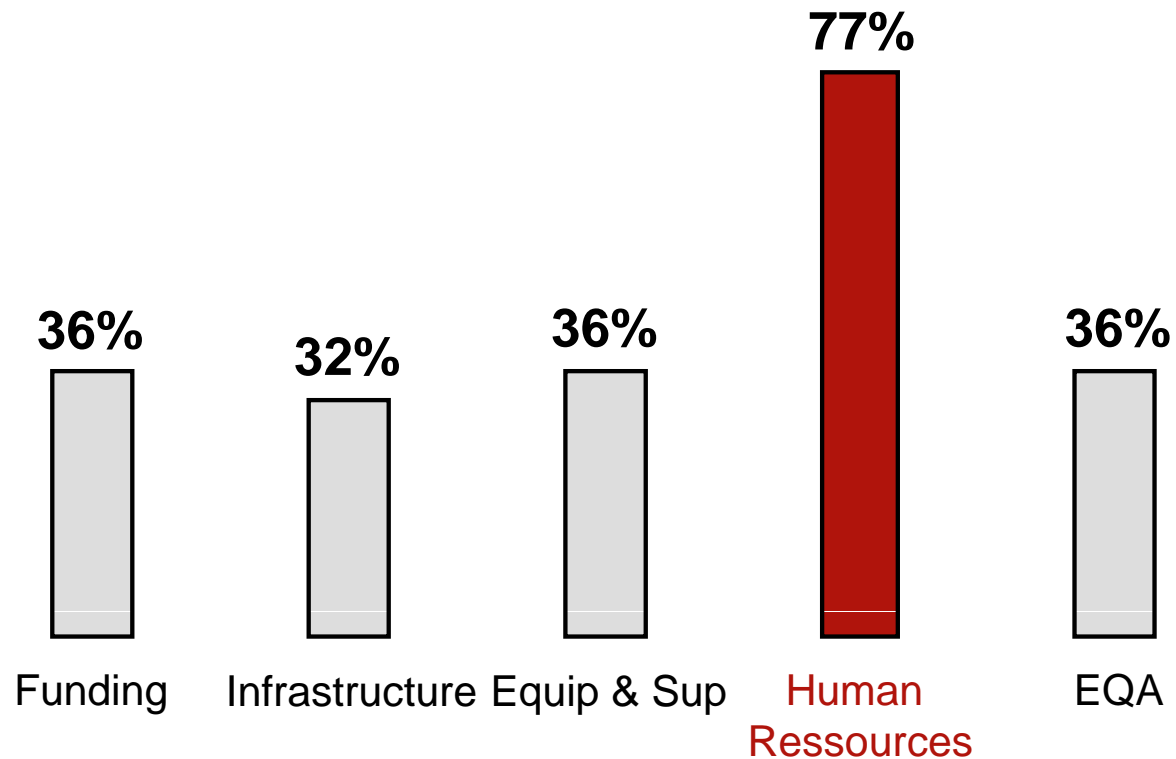


Addressing the
human resource crisis in TB laboratories –
in fact in labs in general

Global Laboratories Initiative
Annecy, May 8th 2008

The HR crisis is a primary lever point for yielding improvements in the system

Questionnaire results in 2006 among regional advisors from 75 countries:
Major challenges are experienced in the area of....



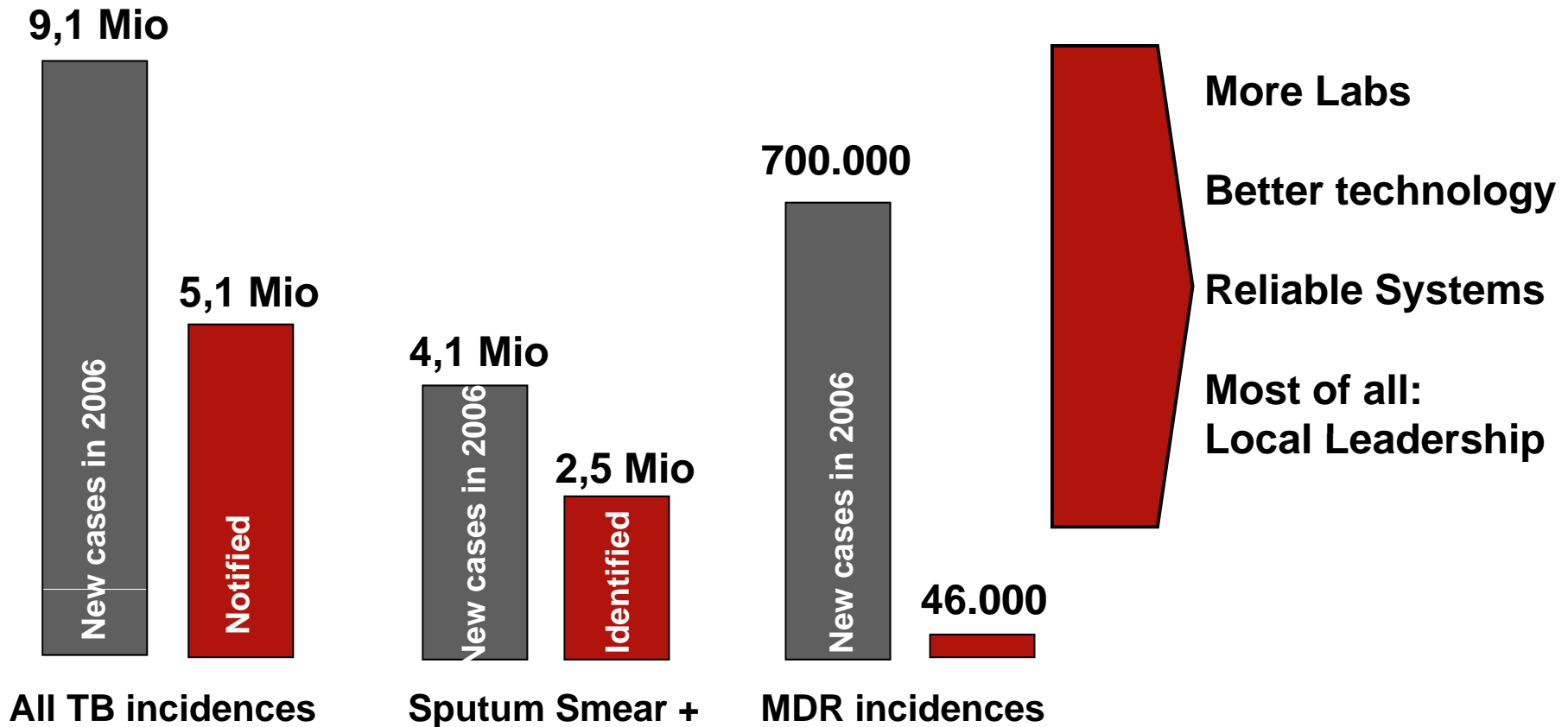
Source: WHO

Anncy, May 8th 2008

TB incidence remains far underdiagnosed – both in quality and quantity



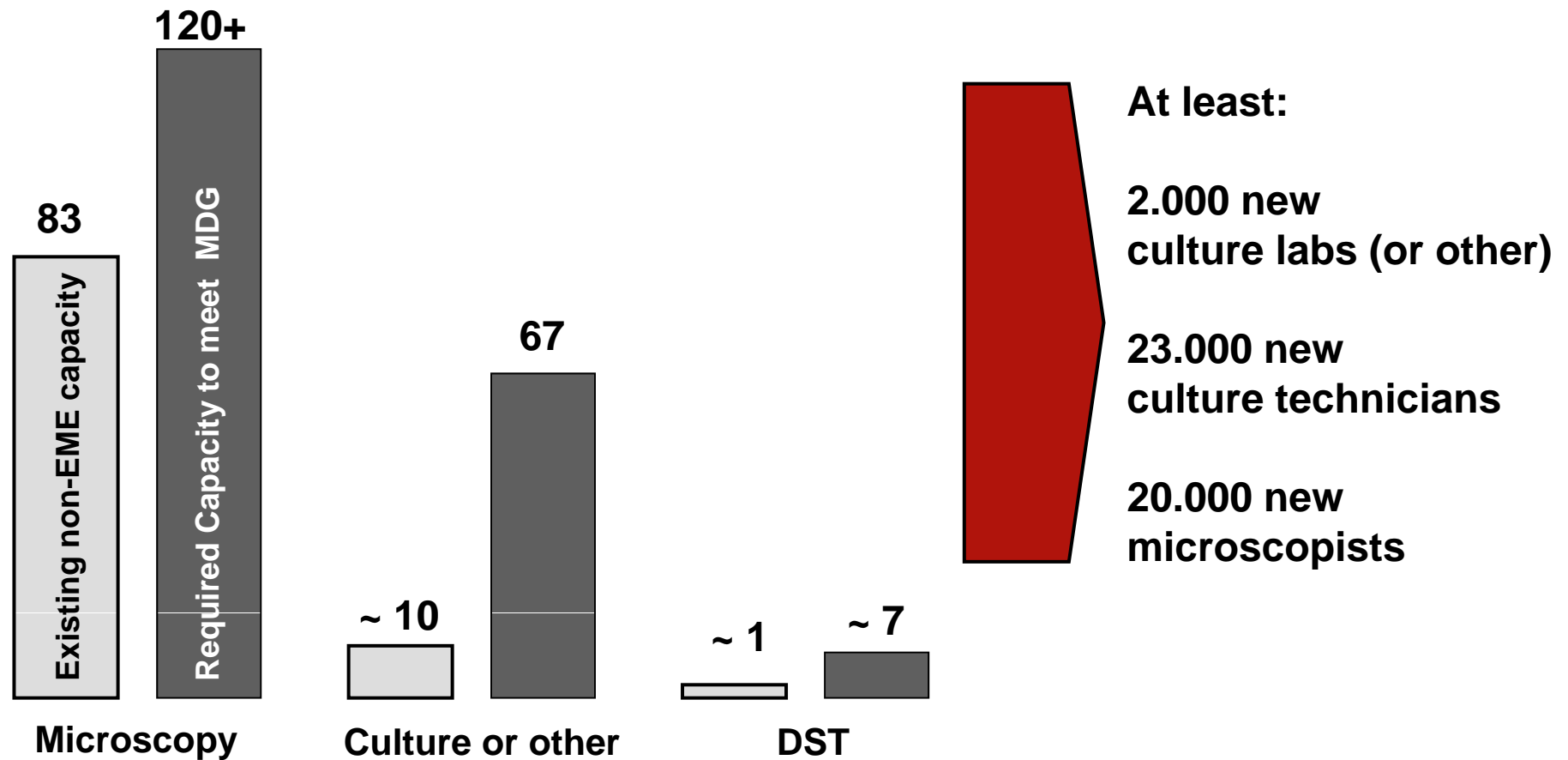
Incidences and systematic identification



Source: WHO – Global TB Report 2008

The situation for HR is bound to become even more critical

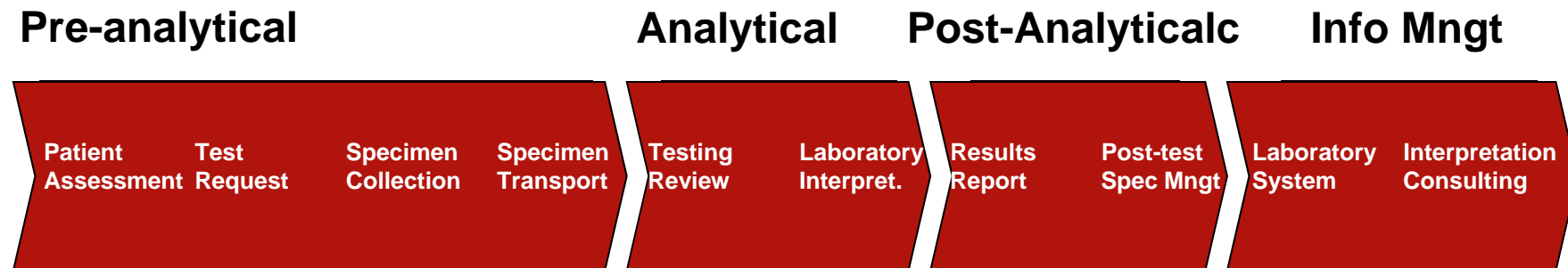
Expansion requirements of the global laboratory system for meeting MDG
 In million tests per year to be performed in non-EME countries



Source: WHO – GLI Business Plan

Laboratories are technical operations, with each element to function flawlessly for reliable results

Laboratory Path of Workflow



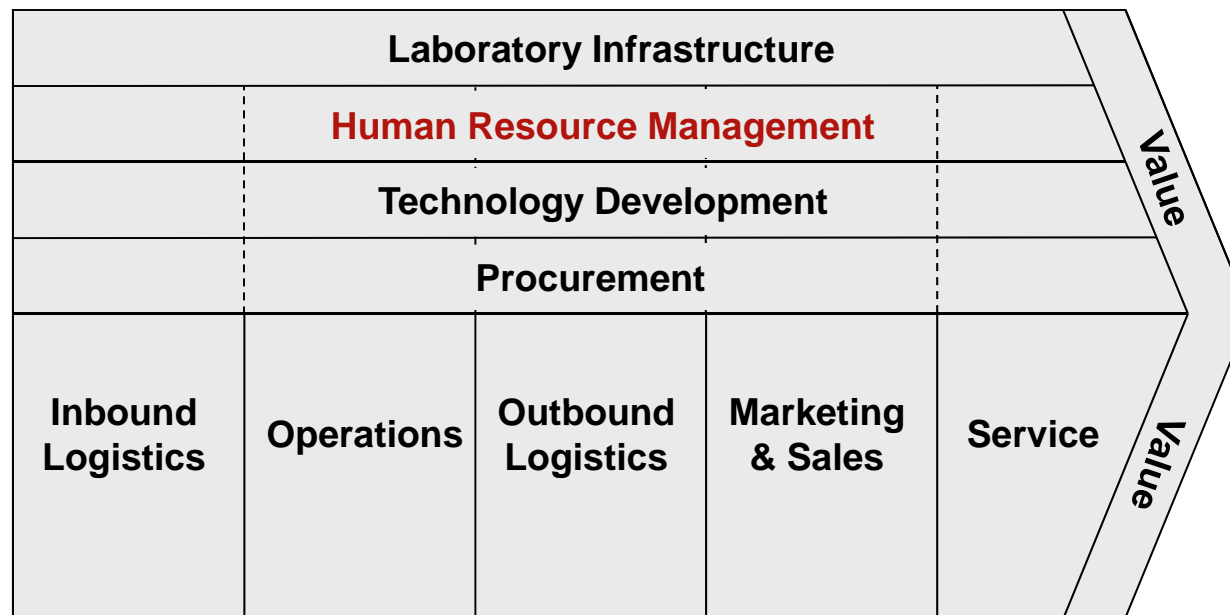
Respectively in the functions of:

- Organization
- Personnel
- Equipment
- Purchasing/Inventory
- Process Control
- Documents/Records
- Occurrence Management
- Internal Assessment
- Process Improvement
- Service and Satisfaction

Source: National Committee on Clinical Laboratory Standards

Laboratories are also business operations, where managerial and leadership skills are key to success

Value Chain instrument for analysing business organisations



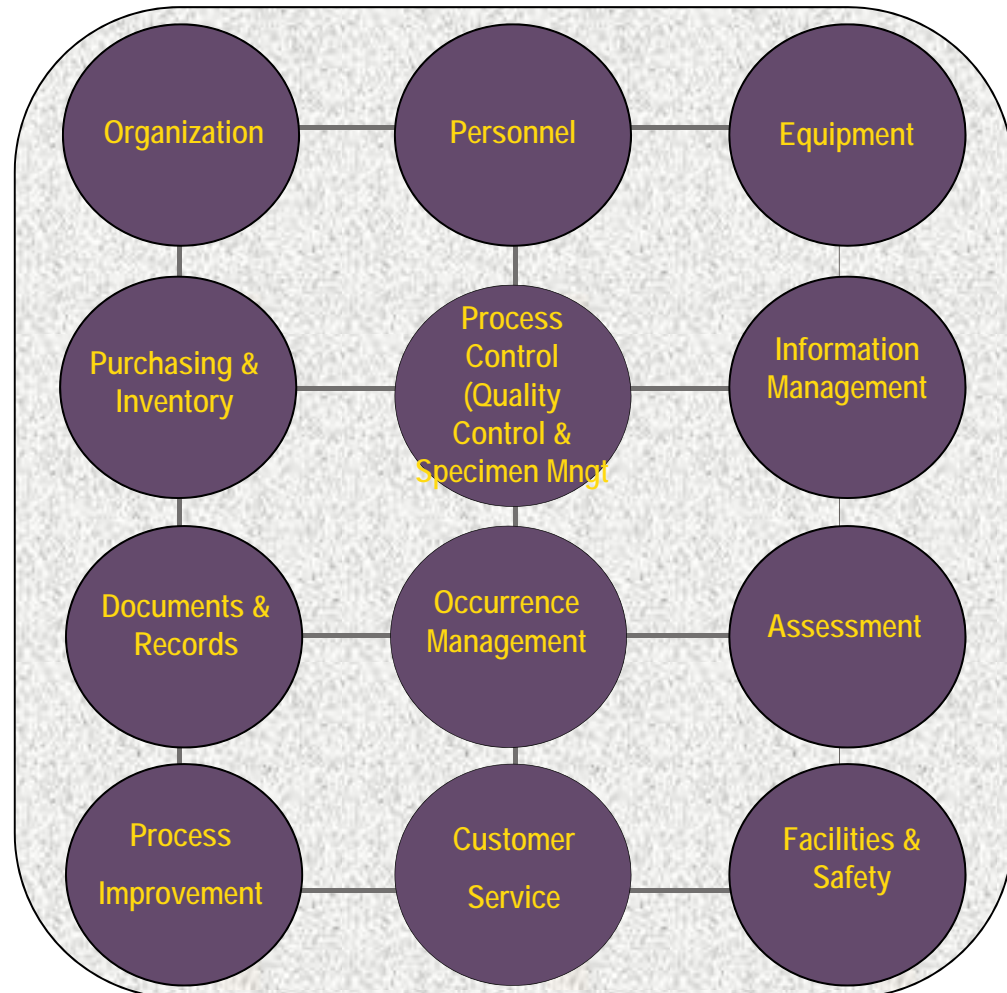
Source: Michael Porter, Competitive Advantage

Laboratory Quality Management System Initiative 2006 – 2008 by WHO, CDC, CLSI



Laboratory Quality Management = Laboratory Management


- Harmonize / Develop instructional training package / toolkit on implementing a laboratory quality system
- Convene international conference on laboratory quality – April 2008, Lyon France
- Develop, publish, and disseminate recommendations to governments advocating for the need and allocation of resources to implement a quality system



Key shortages in the global HR situation in TB labs



- Not enough local managerial and technical talent decides to make a career out of laboratories
- Not enough follow-up implementation to the training interventions that are being conducted for those who do make that choice
- Not enough on-the-job knowledge sharing and coaching, because there is not enough of a global professional support community
- Not enough managerial skills in terms of HR and leadership, controlling and finance, production and logistics, strategy and innovation are being taught and/or coached



All of which leads to the symptoms of lack of consistent quality in the labs, lack of system functionality, frequent dynamic bottle necks, lack of technicians, etc >> which leads to poor support of the medical community to fight TB by the laboratories

What we have

Union Trainings

APHL/GWU
Trainings

KIT Trainings

JATA Trainings

CDC Trainings

WHO Trainings

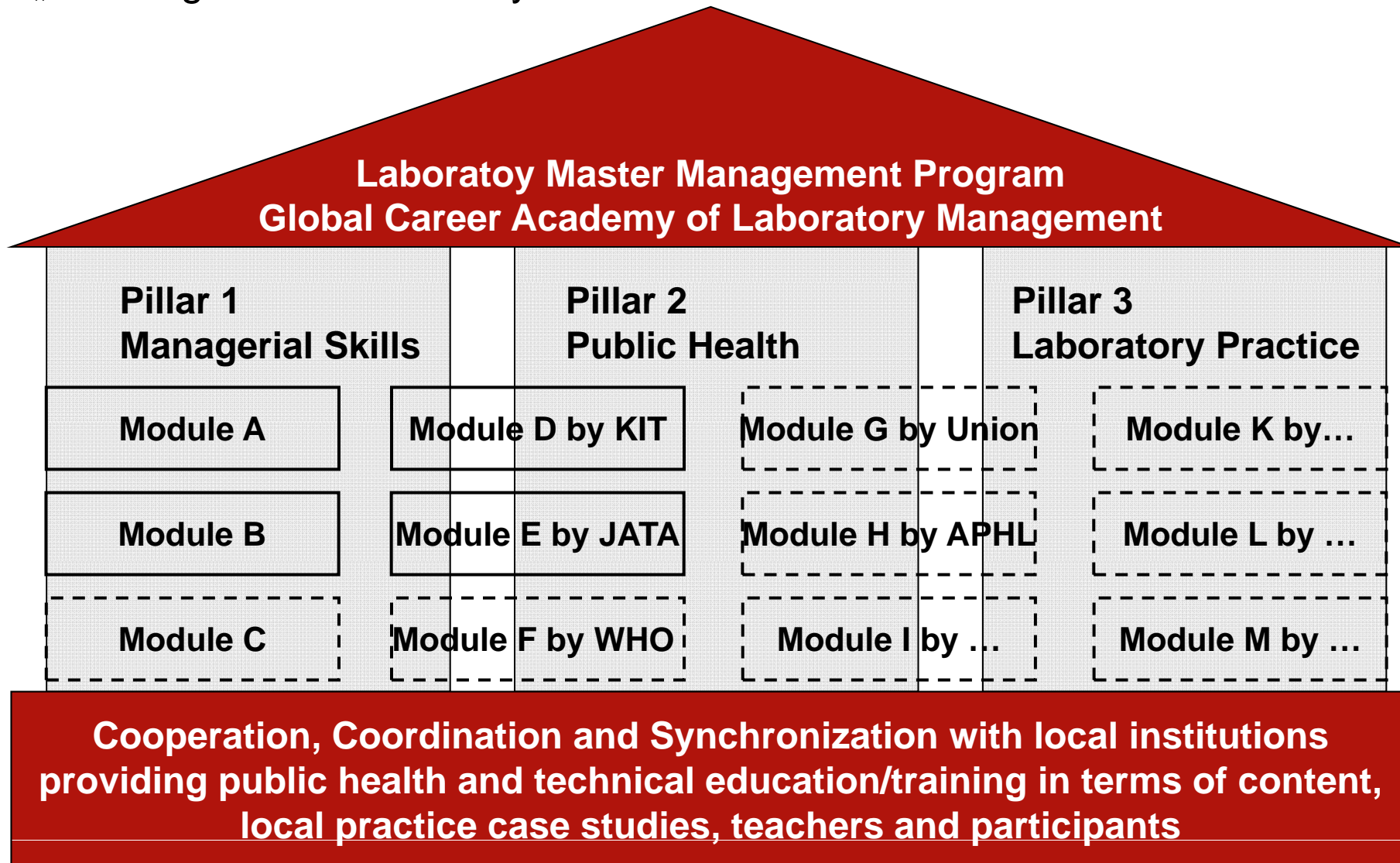
New South African
Training Centre

And many more....

- Are too often singular interventions
- Are usually not complementary to each other
- Do not create enough of a global career brand
- Do not confer certified degrees, and are therefore not career-enhancing
- Are too often not sustained
- Are heavily technical-focused, too little management-focused

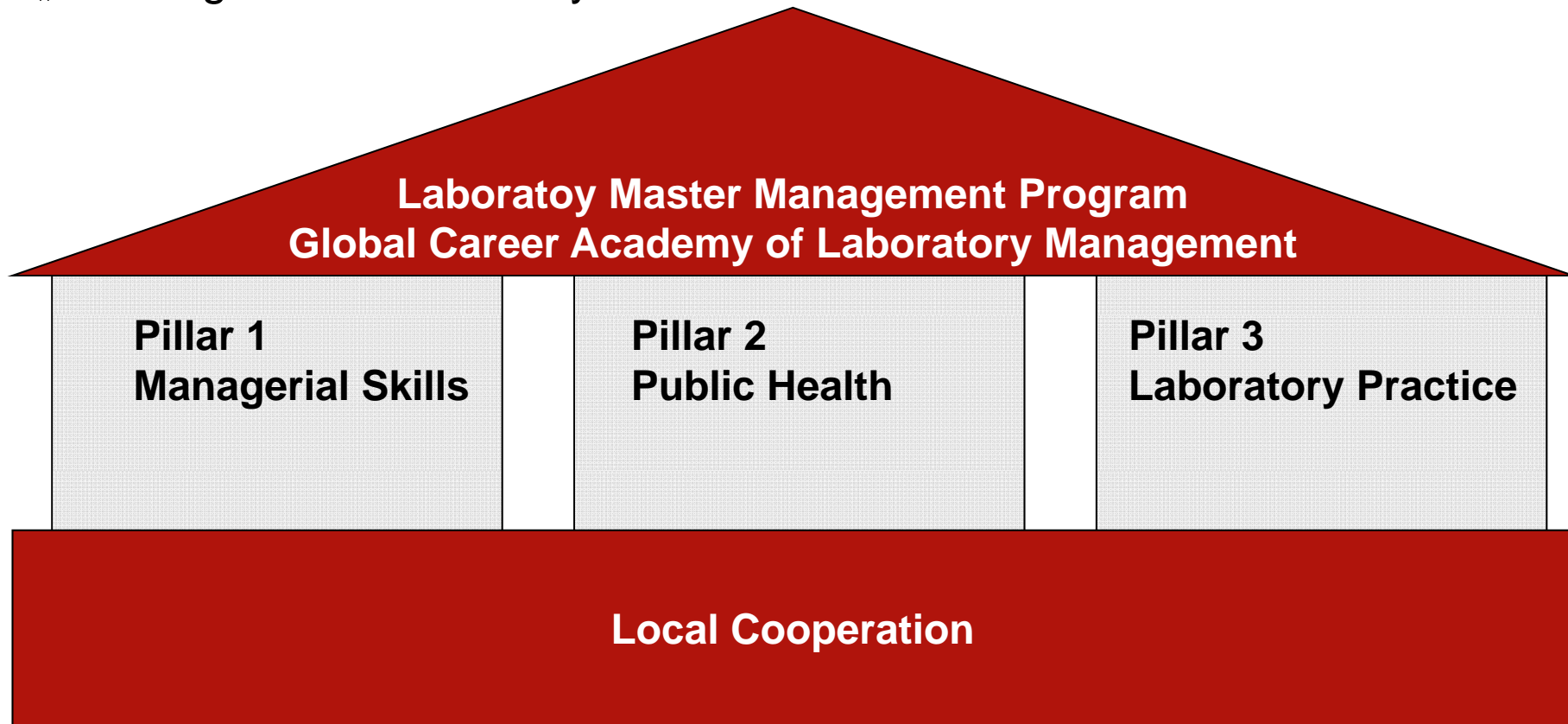
- Most of all: do not develop into a global support community with possibility of local follow-up, local coaching and peer-to-peer support **which will foster and encourage local leadership**

What we suggest:
 „Creating the TB laboratory leaders of tomorrow“



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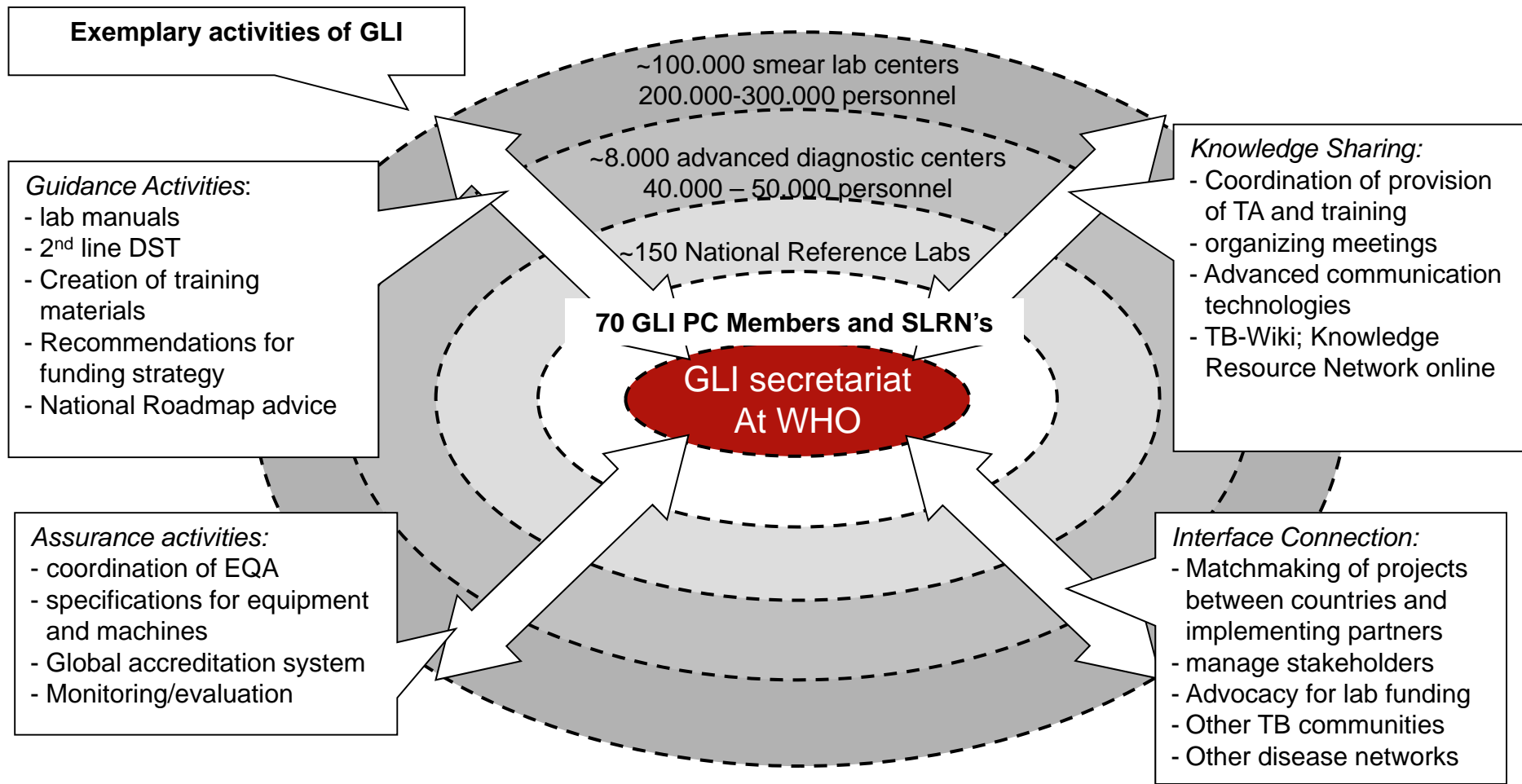


- Attendance to all modules confers an internationally accredited Msc Degree
- Peer-to-peer community coaching is created, thus follow-up occurs
- Regular communication resources are being supported > **knowledge sharing**
- Spans over four years > accompanies on the job activity > **creates local leadership**

GLI as a knowledge and network infrastructure provider



GLI will be an active facilitator of communication and provide various global infrastructure services including guidance, assurance and interface connection activities – all of which synchronized such to be a coherent network service.



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 „Creating the TB laboratory leaders of tomorrow“

