

# **National Immunization Programme Management: Functions and Competencies**

**Introduction, Jaleela Jawad**



**World Health  
Organization**

# Changing Face of EPI Programme Management

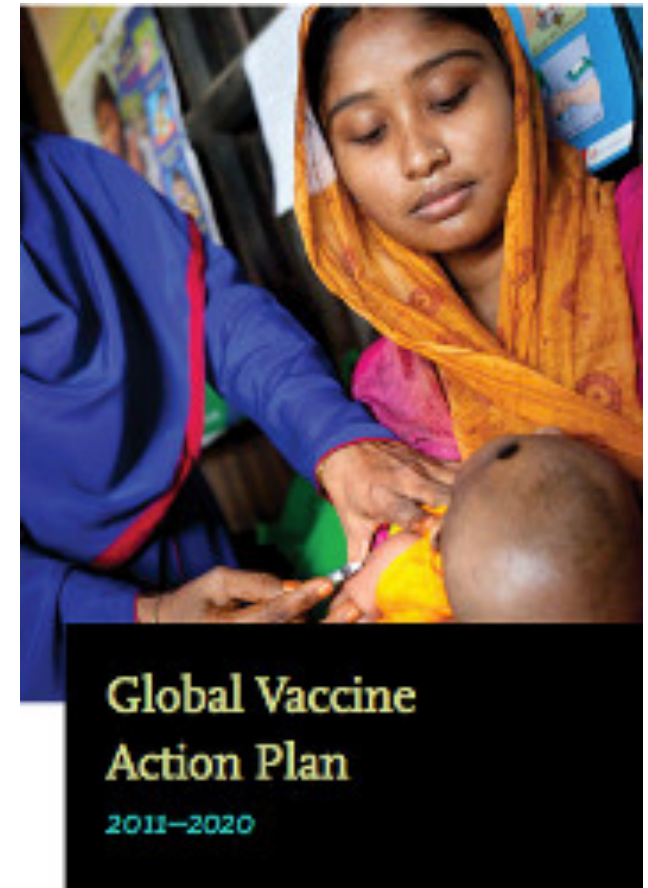
- More vaccines
- More expensive vaccines
- Life course vaccination
- New technologies
- Anti-vaccination lobbies
- Health emergencies
- New funding mechanisms
- NITAG
- AEFI Assessment

**Higher workload, diversity of functions requiring new, different and specialized competencies**



# GVAP Strategic Objective 4

- Strong immunization systems are an integral part of a well functioning health system
  - Strengthen capacity of managers and frontline workers



# Global Routine Immunization Strategies and Practices (GRISP)

## National team

**The most important factor for all other eight investments to succeed:**  
A capable national team—supplied with sufficient resources and authority—to excellently manage each country's national immunization program



# **Strengthening Capacity of Programme Management at National Level: some current initiatives**



# AFRO Mid-level Management (MLM)

## Annex 4: Example EPI manager job description

### National EPI manager

**Title:** National EPI manager

**Rank:** As per national personnel nomenclature

**Identification of the post:** As per national personnel coding system

**Reporting to:** As per national health system organizational infrastructure

**Objective of the post:** To plan, organize, coordinate and ensure implementation, monitoring and evaluation of the national immunization programme

**Responsibilities/functions:** Under the supervision of the supervisor (head of unit, director or coordinator), the incumbent will be responsible for the following:

- To analyse and make decisions based on plans and programme development processes;
- To monitor implementation and evolution of the programme adopting to innovations and best practices;
- To ensure quality and safety of immunizations performed;
- To advise, orient, inspire and supervise the staff; and
- To communicate with the communities, stakeholders and partners to maximize resources for immunization and provide them with feedback on programme achievements.

Main duties/tasks	Percentage of work time
Periodic (sequential) tasks:	
• Developing strategic and annual plans for immunization and budgeting for human, material and financial resources in line with national immunization policies/strategies	10%
• Monitoring the programme to ensure targets are achieved and the quality and safety of immunization delivery ensured	20%
• Arranging quarterly or semi-annual meetings of the ICC, acting as a Secretariat of ICC	5%
• Conducting mid-term and end of planning cycle evaluation of the programme	5%
• Submitting annual, quarterly, monthly or any other regular reports as required by the health management information system (HMIS)	5%
Continuous tasks:	10%
• Analyse incoming immunization coverage and surveillance data and make decisions on programmatic issues	-
• Act as a technical advisor to the ministry or board of health on resources, recruitment, deployment of staff working in immunization programme	5%

### Mid-Level Management Course for EPI Managers

#### BLOCK I: Introductory modules

#### Module 2: The role of the EPI manager

# Immunization Competencies

- Immunization Competencies for Health Professionals: Canada, US, Australia, New Zealand, UK
- Targeted at health professionals engaged in vaccination NOT programme managers

Adverse Events Following Immunization

## 9. Adverse Events Following Immunization

**Competency:** Anticipates, identifies, and manages adverse events following immunization, as appropriate to the practice setting.

### Learning Objectives

The health professional will be able to perform the following:

1. Use reliable, evidence-based resources to list the frequencies of the common, uncommon, and rare adverse events associated with vaccines.
2. Inform recipients and/or their caregivers on what to expect and what to do regarding adverse events that could follow immunizations.
3. Draft in detail an effective step-by-step response to anaphylaxis.
4. Document all adverse events following immunization on the appropriate form and submit it to the appropriate agencies.
5. Distinguish between reporting an adverse event following immunization and proving that immunization caused an adverse event.

**Key Terms:** Abscess, active surveillance, adverse event following immunization, adverse vaccine reaction, anaphylaxis, anxiety attack, causality, cellulitis, encephalitis, encephalopathy, Guillain-Barré syndrome, hypotonic hyporesponsive episode, induration, injection site reaction, local reaction, nodule at injection site, oculorespiratory syndrome, passive surveillance, serious adverse events, syndromic surveillance.


### Suggested Content for Training

- » Physiology of anaphylaxis and allergic reactions
- » Potential causes of anaphylaxis and ways of decreasing the risks
- » Signs and symptoms of and differences between anaphylaxis and fainting

Public Health England

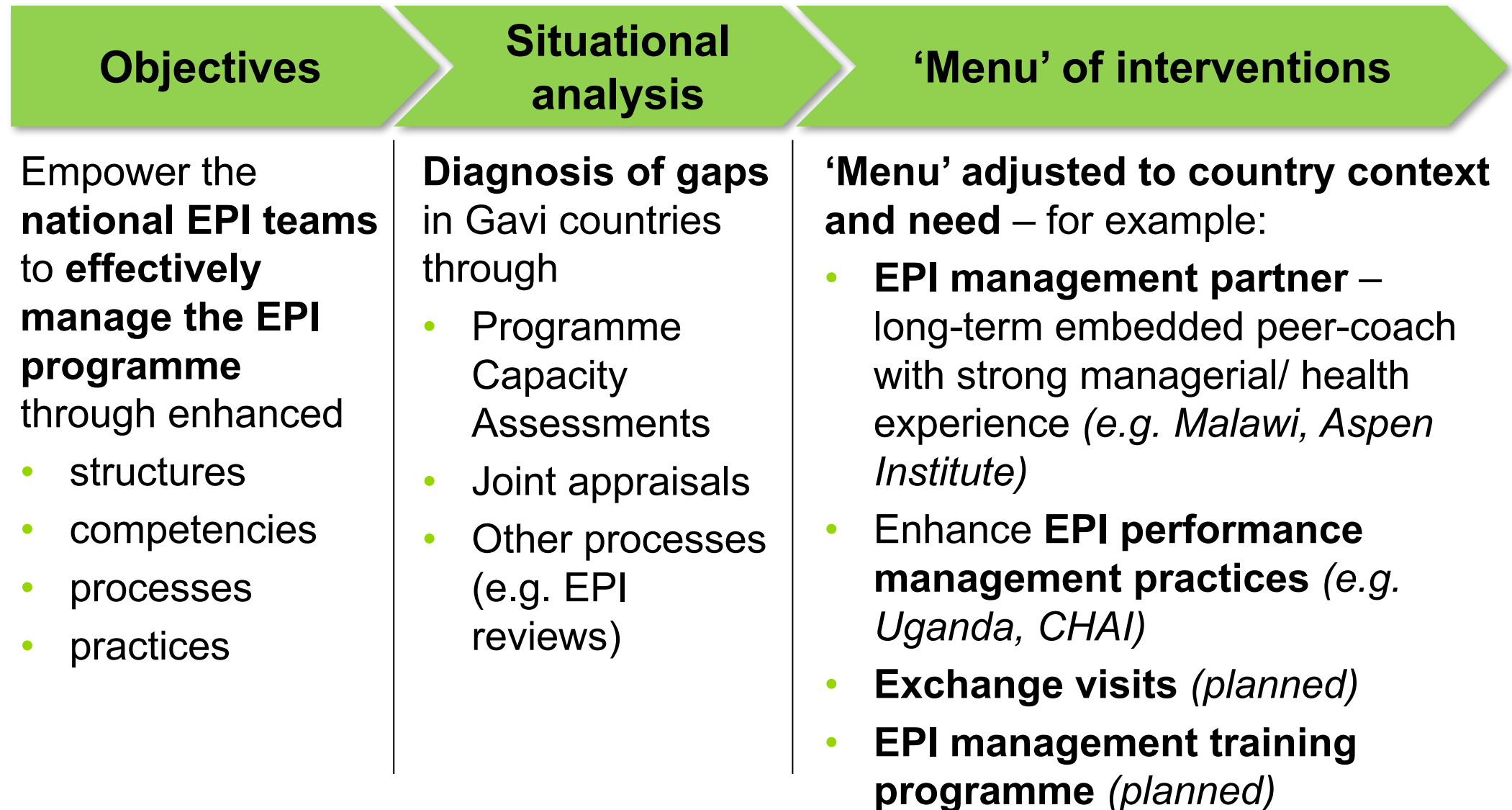
Royal College of Nursing

## Immunisation knowledge and skills competence assessment tool





# Gavi has launched an approach to strengthen national immunisation programme management ('LMC approach')





# Training and capacity building initiatives

- IAIM - global network of national & subnational EPI managers (230 members) from developed & developing countries
  - international and intra-regional meetings of EPI managers
  - Training programs via meetings, scholarships for self-identified training courses, and exchange visits between EPI managers
  - Online discussion forum and toolkit
- Mid-level management (MLM) courses, eLearning courses, Vaccinology courses
- EPI domain specific courses—vaccine supply chain, Monitoring, AEFI causality assessment etc.

*There are isolated and ad hoc trainings for National Level staff; Comprehensive guidance of functions and competencies is needed at National level.*

# Session Agenda

- Introduction, importance, and ongoing initiatives. J. Jawad, SAGE Member, 10 min.
- Challenges in performing expected programme management functions: country presentations:
  - Pakistan, S. Gilani, EPI National Programme Manager, Ministry of Health, 15 min.
  - Armenia, G. Sahakyan, National Immunization Programme Manager, Ministry of Health, 15 min.
- Defining Functions & Competencies for the immunization program workforce. D. Traicoff, US Centers for Disease Control and Prevention, 10 min.
- Global guidance to strengthen immunization programme management functions: proposed activities and process. J. Bahl, WHO, 10 min.
- Discussion: 1 hr.