

# DPHSWD in Zambia



## Accomplishments in Zambia

- In 2011, 30 district medical officers, representing Zambian provinces, the Zambia Department of Defense, and one participant from Guinea Bissau, participated in the SMDP program.
- At the end of the initial 2-week course, 30 health projects were launched, in direct response to a health management need that was identified by each participant.
- SMDP provided guidance in the development of a program monitoring and evaluation plan, evaluation instruments, field handbooks for participants and supervisors, and provided course instruction.
- The 2011 curriculum design and development work addressed ZMOH management needs for two target audiences: district medical officers and clinicians completing their residencies who are assigned to field posts.

## Overview and Goals

The Centers for Disease Control and Prevention (CDC), through its Division of Public Health Systems and Workforce Development, has been working in Zambia since 2010. The goal of DPHSWD work in Zambia is to assist the Zambia Ministry of Health in strengthening public health systems and institutions. This collaboration supports the efforts of Zambian public health managers to achieve successful health outcomes, and builds public health systems that instill the values of leadership and high ethical principles in all activities of public health practice.

## Program Description

### Building Workforce Capacity

DPHSWD collaborates with the Zambia Ministry of Health (ZMOH) and key partners to strengthen the management capacity of the Zambia public health system. Trained as clinicians, district medical officers have rarely been prepared with the management skills and competencies required to manage multidisciplinary teams, human resources, budget and finances, and health programs; use public health data effectively; and engage stakeholders and communities in disease control and prevention efforts. In addition, clinicians completing their residencies are frequently given management responsibilities when they are posted to a field location, without being prepared to take on such administrative tasks.

### Strengthening Public Health Systems

Drawing upon the vision of two Zambian participants in the 2010 Sustainable Management Development Program (SMDP) *Management for Improved Public Health* course, SMDP worked with in-country partners to conduct an assessment, and to design and launch the new Management for Public Health program (MfPH), housed at the University of Zambia School of Medicine (UNZA). It was determined that a portion of the curriculum that was designed could be repurposed to develop an orientation program for new clinicians who are about to be posted to a field location.

The MfPH program begins with a two-week course, during which participants develop a plan for a management improvement project. Each participant is paired with a UNZA faculty member who provides technical assistance while the project is underway. After six months, participants reconvene at UNZA to share the results of their work and continue their education. The first cohort completed projects pertaining to several areas of management responsibility, such as workforce performance improvement and improvement of processes to prevent stockouts. The first cohort graduated in May, 2012.



Participants from Zambia, Vietnam, India and Botswana work together on a process improvement activity as part of the 2010 MIPH course in Gaborone, Botswana.



Zambia district medical officers prepare a Gantt chart for their field project as part of the MfPH training at University of Zambia School of Medicine, Lusaka, Zambia, October 2011.



Dr. Elizabeth Howze, Team Leader, SMDP, Center for Global Health, CDC, directs an SMDP training session in Lusaka, Zambia, October 2011.

## Strengthening Public Health Infrastructure and Institutions

Zambia has continued to experience outbreaks of various communicable diseases including cholera, measles and typhoid. The Integrated Disease Surveillance and Response (IDSR) program, within DPHSWD, has been the lead technical partner with the World Health Organization Regional Office for Africa, (WHO-AFRO), in the design and development of strategies for strengthening routine communicable disease surveillance and response.

Zambia uses WHO-AFRO's Integrated Disease Surveillance and Response strategy to conduct communicable disease surveillance at all levels of the health system. Since the introduction of IDSR, there has been marked improvement in infectious disease outbreaks. Zambia MOH reports the IDSR strategy has contributed to improvement in their ability to detect, investigate and respond to communicable disease outbreaks.

## Future Plans

DPHSWD looks forward to collaborating with ZMOH, UNZA and additional in-country partners to develop a program evaluation framework and to seek opportunities for continuous improvement of the program. Current plans include conducting a field-based evaluation of behavior change, a curriculum review, and an assessment of capacity development needs for in-country faculty. DPHSWD also hopes to assist with development of a comprehensive workforce development strategy which will include management, epidemiology and surveillance performance at multiple levels within the ministry. Further, DPHSWD would like to collaborate with ZMOH to design a career path for MfPH and field epidemiology training program graduates and to develop indicators to measure the effectiveness of management in districts and hospitals.

## Key Partners

- CDC Zambia
- University of Zambia School of Medicine
- International Association of National Public Health Institutes
- World Health Organization Regional Office for Africa

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