



HEALTH SERVICE BOARD

# THE HEALTH BEAT 2018

*"pulling together for health"*



**New Board  
Appointed**

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RECOGNISED**

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## **HEALTH SERVICE BOARD**

**HSB OFFICES:  
PARIRENYATWA GROUP OF HOSPITALS COMPLEX,  
HARARE**

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# ***THE HEALTH BEAT*** ***2018***

**VOLUME 1 OF 2018**

***“pulling together for health”***

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**To be the Employer of First Choice of Health Workers.**



**The Health Service Board, guided by world class standards, seeks to provide an efficient, effective and responsive health service delivery system through well-motivated, trained and dedicated staff.**



**EQUITY, INTEGRITY, INNOVATION, ACCESSIBILITY,  
TRANSPARENCY, PROFESSIONALISM**

# HSB MANDATE

## **...as enshrined in the Health Service Act Chapter (15:16)**

- To appoint persons to offices, posts and grades in the Health Service
- To create grades in the Health Service and fix conditions of service for its members
- To supervise and monitor Health Policy Planning and Public Health Service.
- To enquire into and deal with complaints made by members of the public health.
- To supervise, advise and monitor technical performance of Hospital Management Boards and state aided hospitals.
- To handle appeals in relation to disciplinary powers exercised by Hospital Management Boards and state aided hospitals.
- To assist in resource mobilization for the Health Service and other functions that they may be imposed or conferred upon the Board in terms of this act or any other enactment.

## EDITOR'S NOTE:

The Health Service Board was created in 2005 to ensure the welfare of the country's Public Health Sector. As such mutual relations between the Board and stakeholders should be cultivated, respected and maintained. In this regard the HSB developed different communication strategies to maintain mutual relations with stakeholders.

The Health Service Board has presented itself to the public through various ways which include exhibitions, publications such as brochures, fliers, banners, amongst others. The Board created an interactive website and social media platforms (face book, twitter and WhatsApp) to enhance its electronic communication with stakeholders. It is with great pleasure that I welcome everyone to another publication of The Health Service Board; The Health Beat. It is a publication that seeks to profile the HSB and related events, updates, and to provide a platform for exchange of views within the sector particularly in areas of Human Resources for Health Management. The Health beat will also provide space for columnists to contribute HRH related articles and opinions. This newsletter will be published twice a year. The vision of The Health Beat is to "beat" all corners of the Health Sector (institutions, hospitals, clinics, pharmacies and all Health-related facilities) so as to acquaint Health Professionals with the 'health beat' of the Health Sector.

As such the Board welcomes you all to the Health Beat newsletter and wishes you all a pleasant reading.

**T.R Dzvukutu**



***PULLING TOGETHER FOR HEALTH!***



# EXECUTIVE CHAIRMAN'S OVERVIEW



*Dr P.L.N Sikosana*

The Health Service Board wishes to welcome and introduce its publics, stakeholders, colleagues, fellows among others to the world of interaction through this Health Beat.

The HSB is aligned with Government policies and Statutes. In fulfilling its mandate, the Board is guided by the Health Service Act, the Public Entities Corporate Governance Act, prevailing National Health Strategic Plan (2016-2020) and Human Resources for Health Strategic Plan (2017-2020).

The current Board aims for an improved Operational Efficiency to strengthen human

resources management systems, processes and procedures; reducing errors, complaints, turnaround and cycle times for the review, communication and implementation of policies and Board decisions; adopting a proactive stance on Treasury concurrences, unfreezing and filling of vacant positions, streamlining human resources for health functions between the HSB and Ministry of Health and Child Care (MoHCC).

The Health Service Board, the Ministry of Health and Child Care and relevant stakeholders will apply the World Health Organization's Workload Indicator of Staffing Need (WISN) tool to review and develop appropriate staffing norms for the Health Sector. The Board will address issues of human resources quality, quantity and ensure their appropriate distribution to promote a Health Service Staff that is fit for purpose.

To achieve evidence-based decisions and conduct objective analyses of the Health Workforce situation, the Board will roll out an integrated human resources management information system that generates reliable and next to real time statistics on the staffing profiles, composition and distribution of health workforce, today and not yesterday.

The Board is working to ensure an improved perception of the Health Service Board. The Board will strive to transform the negative image and credibility by stakeholders and the general public on issues of fairness, transparency, timeliness, effectiveness and efficiency in dealing with human resources for health issues. A public relations campaign and communications strategy will improve the Board's visibility, inform the public about who they are, what their mandate is, what they stand for, what they have achieved, and what they intend to do.

The HSB is also working to enhance a people centred Health Care and Services by working with relevant agencies of government to improve customer care at public health institutions. Health staff will commit to quality, safe and ethical care and respect for patients and their decisions.

In the medium to long term, the Health Service Board will review the existing remuneration model for health workers and develop a more appropriate compensation/ remuneration framework for members of the Health Service.



On behalf of the Board I wish to salute all good work being done by Health Workers under difficult conditions and ensure that the Board will continue to strive for the betterment of working conditions for Health workers. Remember to pull together for the sake of our Health Sector and our nation at large. Health is the hub of all that we endeavour to do as individuals, organizations, families, communities, nations and the world.

**HEALTH IS FOR ALL!**

# HEALTH SERVICE BOARD MEMBERS



**HSB EXECUTIVE CHAIRMAN  
DR P.L.N SIKOSANA**



**HSB VICE CHAIRPERSON  
PROF A. CHIDEME-MUNODAWAFA**



**BOARD MEMBER  
DR S MUNGOKA**



**BOARD MEMBER  
MS M.S GWAUNZA**



**BOARD MEMBER  
MRS S BHEBHE**



**BOARD MEMBER  
MR M NGWI**

# APPOINTMENT OF HSB BOARD MEMBERS

A six-member Executive Board to oversee operations and welfare of Health sector was appointed in June 2018 hence reviving of vibrancy in the sector.



The new Board is chaired by Dr P.L.N. Sikosana who is the former Permanent Secretary in the Ministry of Health and Child Care. He is a Medical Doctor with more than 20 years' experience in Public Health Medicine, health systems strengthening, strategic planning and health sector reforms in developing country settings. He holds a Doctor of Medicine (MD) from the University of Dar es Salaam in Tanzania, a Master's in Public Health (MPH) from the Johns Hopkins Bloomberg School of Public Health in the USA, a Master's in Business Administration (MBA, Health Executive) from Keel University

in the UK and a certificate in Risk Management from the Institute of Risk Management in the UK. He is a Fellow of the Royal Society for Public Health (FRSPH) and an International Society for Quality in Health Care (ISQua) Expert.



Deputising the Executive Chairperson is Prof A. Chideme - Munodawafa who is a Registered Nurse, State Certified Midwife and a Nursing Administrator. She graduated as an RGN at Mpilo Central Hospital in 1969, State Certified Midwife in 1970, Nursing Administration in 1989. She holds BSN/MSN Dual Major in Adult Nurse Practitioner, Nurse Executive-Health Policy and PhD-Doctor of philosophy obtained at Case Western Reserve University of USA in 1995 and 2007 respectively. She was once an acting Dean/Professor, Faculty of Health Sciences at Africa University from 2012 – 2017.

Currently, she is a member of the Editorial Board for the Gynaecology and National Health journal where she has been serving since 2015.



Other Board members include Dr Stanley Mungofa a full time Board Member. He is a physician with a Post-graduate qualification in Public Health. He has wide-ranging experience in the Health Sector having worked at various Zimbabwean Health Institutions from Junior Hospital Clinician rising through ranks at District and Provincial levels for 25 years. He graduated with a Doctor of Medicine (M.D) at the Superior Institute of Medical Sciences of Havana, Cuba in 1990. He was Deputy Director Health Services City of Harare from 2002-2005, Acting Town Clerk (C.E.O) City of Harare 2006-2007 and also served as the

Director, Health Services City of Harare from 2008 to 2015.



Mrs Sefelipelo Bhebhe is a full time Board Member. She is a Public Health Nutritionist with great expertise in Nutrition and Public Health activities and has worked as a Programmes Manager for Nutrition projects under the Ministry of Health and Child Welfare in Matabeleland Province for 15 years. She graduated at the University of Sierra Leone, with a BSc Degree in Nutrition Education. She also graduated with a Master's in Public Health (MPH) from the University of Zimbabwe- School of Community Medicine. She has wide ranging experience in

Water, Sanitation, Health, and Hygiene Promotion (WASH) and has been involved in the coordination of WASH activities at National level. She is the former Board Chairperson of Gwanda Provincial Hospital.



Mr Memory Nguwi is a Part Time Board Member. He is the founder of the firm Industrial Psychology Consultants (Pvt). He is a Data Scientist, Psychologist, and an expert in Productivity Measurement, Workforce Planning and Optimisation. He has extensive experience in Consulting and Human Resources Management in both line function and consultancy services. Mr Nguwi is a holder of a Master's degree in Occupational Psychology, Honours degree in Psychology, all from the University of Zimbabwe. He is a Non-Executive Board at Schweppes

Zimbabwe, Councillor of the National Manpower Advisory Council 2012 -2015 and also served as senior consultant of Ernest and Young from 1999-2001. Currently, he is the President of Zimbabwe Psychological Association where he has been serving since 2017.



Ms M. S Gwaunza is a part time Board Member. She is a registered Legal Practitioner, Notary Public and Conveyancer. She has wide-ranging experience in these areas of legal practice, commercial law, labour law, civil litigation, arbitration and conveyancing. She graduated at the University of Zimbabwe with a Bachelor of Law Honours Degree. She was once a member of the Trustee of the Law Society of Zimbabwe Compensation Fund from 2012 -2015. Currently, she is a member of the Panel of Arbitrators for the World Bank, International Centre for Settlement of Investment Disputes where she has been serving since

2013.





## CONGRATULATIONS



**Honourable  
Minister  
Dr Obadiah Moyo**

The Executive Chairman of the Health Service Board Dr P.L.N Sikosana, Vice Chairperson Professor A. Chideme-Munodawafa, Board Members, Dr S. Mungofa, Mrs S. Bhebhe, Mr M. Nguwi, Ms M.S Gwaunza, The Executive Director Ms R. R Kaseke and the entire Secretariat staff join the nation in congratulating **Dr Obadiah Moyo on his appointment as the Minister of Health and Child Care.**

The Health Service Board reaffirms its commitment to continue facilitating the delivery of an efficient, effective and responsive health service delivery system.

*Health Service Board - 'Pulling Together for Health.'*

**CONGRATULATIONS**

**MAKOROKOTO**

**AMHLOPHE**

# CONGRATULATIONS



## **Honourable Deputy Minister John Chamunorwa Mangwiro**

The Executive Chairman of the Health Service Board Dr P.L.N Sikosana, Vice Chairperson Professor A. Chideme-Munodawafa, Board Members, Dr S. Mungofa, Mrs S. Bhebhe, Mr M. Nguwi, Ms M.S Gwaunza, The Executive Director Ms R. R Kaseke and the entire Secretariat staff join the nation in congratulating **Dr John Chamunorwa Mangwiro on his appointment as the Deputy Minister of Health and Child Care.**

The Health Service Board reaffirms its commitment to continue facilitating the delivery of an efficient, effective and responsive health service delivery system.

*Health Service Board - 'Pulling Together for Health.'*

**CONGRATULATIONS**

**MAKOROKOTO**

**AMHLOPHE**

# STAFF DEVELOPMENT & EMPOWERMENT

## **HSB Board Members Train on Government Operations**

The newly appointed Health Service Board Members were trained on leadership, management and general government operations.

The induction was held on the 15<sup>th</sup> and 16<sup>th</sup> of October 2018 in Harare at the Holiday Inn hotel. The HSB Human Resources department developed a training program for the newly appointed Board Members. Several Government Ministries and Parastatals did presentations where HSB Board Members were given an overview of the government operations and environment.

## **HSB Secretariat attends Standard Bidding Documents Workshop**

The Deputy General Manager Administration, and the Administration Officer attended a two-day workshop on Introduction of Standard Bidding Documents organized by the Procurement Regulatory Authority of Zimbabwe (PRAZ) from the 5<sup>th</sup> to the 6<sup>th</sup> of November 2018. The workshop was meant for government workers involved in procurement from various procuring entities, took participants through one major area in the procurement cycle and the preparation of standard bidding documents. The training was cascaded across all government procuring entities and bidders to standardize the way bids are prepared in institutions in order to achieve uniformity. Areas covered include standard bidding documents for goods, minor works, major works, consultancy services and non-consultancy services.

## **HSB holds Human Resources Information System (HRIS) Workshops**

The HSB, in conjunction with the MoHCC and Health Informatics, Training, Research and Advancement Centre (HITRAC) held two workshops, in Kadoma and Bulawayo for the Northern and Southern Regions respectively. The workshops' objective was to orient Health Managers on the system and get feedback on how the system could be improved and sustained. The two workshops were attended by Chief Executive Officers of Central Hospitals, Principal Directors (Head Office), and Provincial Medical Directors, Directors, General Managers, Deputy Directors, Provincial Health Service Administrators, Human Resources Practitioners and Registrars from Regulatory Councils. HITRAC highlighted that the Centre for Diseases Control (CDC) would stop funding the programme with effect from end of September 2018, and there would be need for system support and other upgrades needed when CDC funding ends

## **HSB attends Joint Health Planning Committee meeting**

The Board's Secretariat attended its first Joint Health Planning Committee meeting (JOIHPC) in 2018. The meeting was attended by representatives from local Universities. The main issues discussed in the meeting were the position of the chairperson and the proposed introduction of Diploma in Anaesthesia by training institutions.

The Joint Health Planning Committee is currently being chaired by Professor Masanganise, the incoming Dean of the College of Health Sciences. With respect to the proposed introduction of a Diploma in Anaesthesia consultations are still in progress.

The JOIHPC raised concern on the BSc Nursing Science training output in terms of their absorption into the Ministry of Health staff establishment. The meeting questioned whether there was a formal policy/ framework to support the generic BSc Nursing Science trained cadres to compete for promotion at various institutions. After some discussion which noted that most cadres failed to meet the promotion criteria the meeting proposed that there might be need for an evaluation exercise in

the near future, to ascertain whether those trained cadres in the system are indeed useful.

### **HSB attends Parent Friendly Workplace Seminar**

The Board was invited to attend the Parent Friendly Workplace Seminar which had a theme “**Breastfeeding: Foundation of Life**”. Representing HSB at the seminar was an officer from the Conditions of Service Department. The Seminar sensitized stakeholders and employers on impact of having breastfeeding – friendly policies and initiatives in the workplace. The Parent Friendly Workplace Seminar also aimed at advocating for creation of location spaces at the workplace and showcase best-practices from companies who adopt the parent friendly workplace initiative.

### **Global Fund Mission Visits Zimbabwe**

The Global Fund Mission was in the country from 24 to 28 September 2018. They had working sessions with teams over 5 days. On 26 September they attended a joint Country Coordinating Mechanism / Health Development Fund meeting and the General Manager Human Resources attended on behalf of the Board.

The Global Fund made reference to the Health Worker Retention Scheme and the need for a way forward as we get to the end of 2018. They indicated that they would do an analysis to determine whether to continue with the same retention scheme framework into 2019 or to move to the RBF framework. A position to this effect has since been adopted for the future.

### **Training workshop conducted by The Auditor General's Office**

The HSB Internal Auditor, the Accountant and the General Manager Finance and Administration were part of the delegation that attended a 3 Day workshop on International Financial Reporting Standards in November 2019. The objectives of the workshop were meant to refresh participants on accounting standards and present an overview of the new standards, expectations of the Auditor General's Office in relation to the 2018 Audits and to enable Parastatal and Government Departments to highlight challenges and concerns arising from implementation of audit observations. Major highlights from the workshop included the need for institutions to continuously assess assets at least annually and to enhance record keeping in relation to custody, usage and movement of assets.

### **Rolling out the E-learning Leadership, Management and Governance for the health systems strengthening course.**

The Health Service Board has been part of the Africa Health Leadership, Management Network since 2011 that has been run by AMREF Nairobi in collaboration with the Kenya Ministry of Health and JICA as a funding partner.

The Board received support from the Africa Health Leadership and Management Network (AHLMN) in building capacity for the Zimbabwe Ministry of Health and Child Care to address gaps that have continued to affect effective health service delivery. The Health Service Board participated in the first phase (2011 – 2016) which involved development and synthesizing of the training curriculum, manuals and materials on Leadership, Management and Governance (LMG) for Health Systems strengthening.

The AHLMN has moved into phase 2 of the project which will roll out the e-Learning LMG course. The Health Service Board participated in developing the e – Learning modules. The AHLMN has since indicated their intention to support Zimbabwe implement the said program. A team from Kenya visited Zimbabwe to discuss with the Board and Ministry issues and operating milestones required for the success of the programme.



# *HSB Celebrates* **THE NATIONAL SECRETARIES DAY**

Once in a while everyone wants to be recognised or appreciated. For this reason, The Health Service Board saw it important for all the HSB secretaries to celebrate the National Secretary's Day on its calendar. This was to give appraisal and show appreciation to the Secretaries. The celebrations were belatedly held on the 19<sup>th</sup> of October 2018 at the Health Service Board Room. The Executive Director Ms R.R Kaseke gave Opening remarks and the Vice Board Chairperson Professor A. Chideme-Munodawafa gave closing remarks for the day. The Secretary's Day is globally referred to as Administrative Professionals' (Secretary's) Day or Executive Administrators and the name depends on how respective organizations choose how they recognize these vital individuals. Internationally, the day is celebrated as the National Secretaries' Week although in Zimbabwe the National Secretary's Day is recognised and commemorated on the First Friday in the month of September.

The workshop was to train the Secretaries on how to adapt to new professional trends and improve their Secretarial duties through technological advancement. Lessons pertaining to Customer Care, Management of Social Media, Office Etiquette, Grooming and Deportment were conducted.

The Executive Director, Mrs R.R Kaseke took her time to challenge Secretaries to develop themselves and acquire more skills that would help expand their careers. Prof A. Chideme-Munodawafa hammered on the issue of maintaining a healthy, safe working environment. She reiterated that a suitable working environment is accomplished through mutual working relations between the secretary and her superior.

In an interview with one of the secretaries, Ms Betty Bote, she expressed her appreciation for the recognition from the Board. " ....I really feel honoured and I am happy today, that is why I sacrificed to come from maternity leave to celebrate the day. Ever since I joined the Health Service this has never happened"

Lidemter Chitute, one of the secretaries had this to say to the Public Relations Officer; ".... we are really encouraged and motivated, take the message to the powers that be and tell them that we are grateful, we were challenged today and we promise to improve in the way we execute our duties from now onwards....".



## HEALTH SERVICE BOARD IN COMMUNITY PARTICIPATION

### ZIMBABWE INTERNATIONAL TRADE FAIR

The Zimbabwe International Trade Fair (ZITF) is an annual event organised to manage international exhibitions and events to promote trade, investment and interaction through innovation and value addition for the benefit of its stakeholders. The fair kicked off from 24 to 28 April 2018 under the theme, **SUSTAINABLE INDUSTRIAL DEVELOPMENT: Inclusive, competitive and collaborative**; with different government Ministries, government departments, local, regional and international private and public sectors showcasing their products and services

The Health Service Board also had the opportunity to exhibit at the fair under the theme; **IDENTIFYING AND PROVIDING QUALIFIED, WELL MOTIVATED, TRAINED AND DEDICATED HEALTHWORKERS FOR SUSTAINABLE INDUSTRIAL DEVELOPMENT OF ZIMBABWE.**



*Former HSB Board Members Mrs Mangwende and Mrs Watungwa (seated) with HSB exhibiting team at the HSB 2018 ZITF stand*



*HSB exhibiting team posing for a photo at the HSB ZITF stand*

## HARARE AGRICULTURAL SHOW

The Harare Agricultural Show commenced on 27<sup>th</sup> August and ended on 30 August 2018. The exhibition was well received by the targeted stakeholders at large who commended HSB for the job well done to keep the Health Sector running smoothly. The objectives of the Board were to educate and inform the public on the roles and functions of the Board through direct interaction with stakeholders.

The Board's exhibition stand got recognition by the First Lady of Zimbabwe who took time to tour the stand and interact with the staff. The HSB partnered with Parirenyatwa Group of Hospitals during the exhibition where nurses conducted regular BP, weight and blood sugar checks. The partnership was of great significance as it contributed in attracting and luring the public to the stand.





*First Lady Amai Auxillia Mnangagwa at the HSB STAND Harare Agricultural Show 2018*



*HSB 2018 Harare Agricultural Show Exhibiting team*



# ZIMBABWE MEDICAL AND HEALTH EXPO

ZIM afro Medical & Health Expo is Zimbabwe's Premier Medical and Health Care Trade show event held annually in partnership with the country's key Medical and Health Care players. The Annual Event is a platform that brings together leading medical suppliers, distributors, professionals, health service providers and related stakeholders to exhibit their products and services. The Expo presents an informative and engaging platform for delegates to learn and exchange ideas through the Expo's accredited Conferences & workshops. The Health Service Board participated during the exhibition which kicked off from the 3<sup>rd</sup> to the 5<sup>th</sup> of October 2018. The HSB was the 2<sup>nd</sup> best exhibitor during the 8<sup>th</sup> Edition of the Expo and received an award from the Honourable Minister of Health and Child Care Dr Obadiah Moyo. The recognition was a result of the Board's excellent exhibition team, a well-designed stand and good displays by the exhibition team through their hard work.



*Honourable Minister of Health and Child Care Dr O. Moyo handing over the award of 2nd best to the Executive Director of HSB Ms R. R Kaseke. Looking on are Honourable Deputy minister of Health and Child Care Dr J. C Mangwi, ZIM AFRO Director, Mr S. Chakanza and HSB Head of Public Relations Ms T.R Dzvukutu*





*Seated are Dr S. Mungofa and Mrs S. Bhebhe (HSB Board Members) with the HSB exhibition team at the Zim Afro Medical & Health Expo 2018*



*Honourable Minister of Health and Child Care Dr O Moyo, His Deputy Dr J Mangwiro and HSB Executive Chairman Dr P.L.N Sikosana at the HSB stand at Zim Afro Medical and Health Expo 2018*



# HSB REACHES PROVINCES

Guided by the public relations strategy of improving the visibility of the Board, the Board joined other key private and governmental organisations in participating in provincial shows. The Health Service Board participated in Midlands and Masvingo provincial shows.

## HSB PROVINCIAL SHOWS IN PICTURES;



◀ *HSB exhibition team posing for a photo at Midlands show*



◀ *HSB exhibition team attending to stand visitors at the Midlands show*



◀ *HSB exhibitor attending to stand visitors AT The Midlands show*

# HSB REACHES PROVINCES



◀ *HSB exhibitor attending to a stand visitor at the Masvingo show*



◀ *HSB exhibitor attending to a stand visitor at the Masvingo show*



◀ *HSB exhibitor attending to a stand visitor at the Masvingo show*



## HSB AT HEALTH INSTITUTIONS' GRADUATION CEREMONIES



*Honourable MoHCC Dr O Moyo, Executive Chairman of HSB Dr P.L.N Sikosana, HSB Vice Chairperson Prof.A Chideme-Munodawafa and PGH's Principal Nursing Officer DR L.G. Dodzo during Chitungwiza Hospital graduation ceremony*



*Honourable MoHCC Dr O. Moyo, HSB Vice Chairperson Prof A. Chideme-Munodawafa, HCH CEO Dr N. Masuka and HCH staff posing for a photo at the HCH graduation ceremony.*

# STOP CHOLERA!

WITH CLEAN WATER AND GOOD HYGIENE PRACTICES

## MAKE WATER SAFE



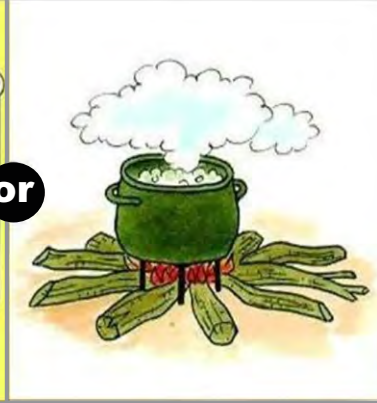
1

Pour (filter) water through a clean cloth.



2

Pour 1 teaspoon (5ml) of bleach into 20-25 litres of water, mix well and wait for at least 30 minutes (half hour).



or

Boil the water. let the water bubble for one minute, to make it clean and safe. Store safe water in a closed container.

## Prepare safe food

Wash it, peel it or cook it

- Wash or peel fruit and vegetables
- Cook food well
- Store food in a clean and cool place



## Wash your hands

Wash your hands with soap (or ash) and safe water..

- after using the loilet
- after changing a baby's nappy
- after throwing away rubbish



## Keep toilets clean

Use the toilet and keep the toilet clean.

Keep the toilet seat closed and keep the door closed to stop the spread of germs by flies.



## TREATMENT OF CHOLERA

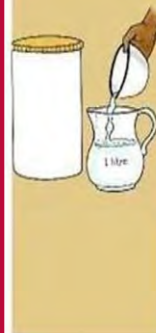
1ℓ of SAFE WATER

+

8 teaspoons of SUGAR

+

half a teaspoon of SALT



Mix well and drink small amounts often. Go to the nearest clinic immediately.







*Mrs S. Bhebhe and Dr S. Mungofa (HSB Board Members) at Chitungwiza graduation and prize giving ceremony*

The Minister of Health and Child Care, Honourable Dr Obadiah Moyo has been able to attend these ceremonies and he congratulated all the graduates for their hard work. He commended them for choosing the profession and dedicating their time to serve the nation of Zimbabwe.

## **THE HEALTH SERVICE BOARD EMBARKS ON INSTITUTIONAL VISITS**

As part of the HSB Communication Strategy, the Health Service Board embarked on Institutional visits in the various Provinces and Central Hospitals, throughout the country. According to the Health Service Act the Board shall exercise its functions under this Act so as to ensure the well-being and good administration of the Health Service and its maintenance in a high state of efficiency Section 4(2). The Board commenced the institutional visits in October 2018 and the purposes of the visits are to:

- Interface with Health workers at various Public Health institutions in the Provinces and have an appreciation of the local work environments.
- To provide direct support to local Hospital Management Boards
- Enhance the working relationship between the Health Service Board, Health Management Boards and various institutions in Provinces.
- Share the Health Service Board expectations
- Have an appreciation of the infrastructure, in terms of buildings and equipment at the institutions.
- Have an appreciation of the achievements and operational challenges at various institutions.
- To enhance the image and visibility of the Health Service Board.

The Board commenced the institutional visits in October 2018, with a maiden visit to Manicaland Province where Mutare Provincial Hospital, Bonda Mission hospital and Nyanga Central hospital were paid a courtesy visit. As part of the visits in Harare the Board visited Parirenyatwa Group of hospitals and Harare Central Hospital.



*HSB Board and staff members with Mutare Provincial Hospital staff*



*HSB Board and staff members with Bonda Mission Hospital staff*

In Bulawayo and Matabeleland provinces the Board visited Mpilo Central hospital, United Bulawayo Hospitals, Ingutsheni Central hospitals and Gwanda Provincial Hospital as well as St Luke's Mission Hospital in Lupane.



*HSB Board & staff members posing for a photo with Ingutsheni Hospital staff*



*HSB Board & staff members posing for a photo with Mpilo Central Hospital staff*

### **HSB Decentralises the recruitment database for non-professionals**

The Board has put in place a transitional mechanism, a centralised recruitment database of its own, as it could no longer draw candidates from the NESD or the Public Service Commission. In coming up with the interim database the HSB requested all District Medical Officers to register prospective employees into a systematic database which was forwarded to the Provincial Medical Directors' office. At the PMDs' offices all the Districts database were collated into a Provincial database. All the provinces submitted their provincial databases to HSB. In turn, the HSB would forward names, for interviewing, to provinces upon request to fill vacant posts.

At a Board meeting held on the 26<sup>th</sup> of September 2018, the Health Service Board resolved to decentralise the Recruitment Database of non-professionals to PMDs, for expeditious appointment of new members into the service. In the meeting it was agreed that HSB would hand back the current databases, which were submitted by the respective PMDs, and the PMDs would refer candidates to respective centres in the province through the attached form (**HSBR/01 Form**). Recruiting institutions are expected to interview only the referred candidates and award, the post to



successful candidates based on merit. Institutions will then submit returns to the PMD outlining the outcome of the interview. ted to needy areas throughout the country.

The PMD shall in turn submit a monthly return to the HSB. Unsuccessful candidates may be given one more opportunity to be interviewed. Head Office departments and Central Hospitals will continue to draw their candidates from the HSB until further notice. HSB Monitoring and Evaluation teams will monitor the recruitment and selection exercises in their respective provinces. The operational date for the above arrangement is 01 December 2018.

## **HSB RECRUITS MORE NURSES**

As part of its mandate to ensure that health institutions are well staffed, in 2018, the Board facilitated the recruitment of 1179 Student nurse posts to be converted to 704 RGN posts which were distributed to needy areas throughout the country.

## **Bonda Mission Hospital, a relief to Mutasa and Nyanga Villagers**



*HSB Board and staff members with Bonda Mission hospital staff*

The hospital has improved over the years, bringing relief to the local people. Donations made by local people have included hospital equipment, buildings state of the art X-ray machines, a service vehicle, an ambulance, and mattresses.

Previously, villagers had to travel long distances to Rusape or Mutare to access health services. The most affected patients were those who required X-rays and were forced to go out of town for treatment. The refurbishment of hospital equipment and buildings attracted doctors and nurses to work at the hospital. Better equipment, the availability of accommodation and the upgrading of other buildings have also lured more staff to the hospital.

Despite the positive developments, the hospital still faces some challenges in delivering quality services.

# INGUTSHENI HOSPITAL HARD WORK RECOGNISED



Ingutsheni Hospital was established in 1907 and has a bed capacity of 708. It is the sixth biggest hospital in Zimbabwe and one of the biggest Mental Health Training Institutions in Africa. The Hospital has registered a number of positive developments in service delivery. The hospital, has, amongst other partnerships, partnered with Bakers Inn, who are providing Ingutsheni Hospital with 500 loaves of bread per day.

The hospital was recognised at the 2018 Public Sector Audit Conference and Financial Management awards held at Rainbow Towers in Harare for its efforts in the health service delivery in Zimbabwe.

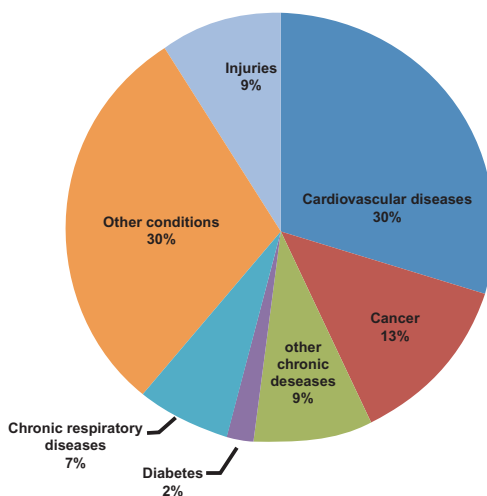
## The recognition was in the following categories;

- I. Innovative Resource Management and Engineering (winner)
- II. Financial Turn Around (second runner up)
- III. Accounting, Auditing and Financial Reporting (second runner up)
- IV. Budgeting and Financial Planning (third runner up)

**CONGRATULATIONS, AMHLOPHE, MAKOROKOTO**, for the sterling efforts in good corporate governance!

# The Rise of Non-Communicable Diseases (NCDs)

Figure 1: NCDs constitute more than 60% of deaths worldwide



“Other conditions” comprises communicable diseases, material and perinatal conditions and nutritional deficiencies.

Data are for 2005, Source: (WHO, 2005a)

## Non-communicable diseases

These are also referred to as chronic diseases. People tend to suffer from them for a long time. NCDs are a combination of genetic, physiological, environmental and behaviour factors. They include cardiovascular diseases like heart problems and stroke, cancers and respiratory diseases like asthma and diabetes.

## Who is at risk of NCDs?

Initially, everyone is prone to be affected by NCDs. They affect people from all age groups but mostly people between 30- and 70-years' deaths are attributed to non-communicable diseases. Children, adults and the elderly become vulnerable because of poor and unhealthy diets, exposure to hazards like industrial smoke and tobacco and excessive use of alcohol.

The common signs of these diseases come as diabetes, high blood pressure and obesity. Unhealthy diets and lack of exercise attract NCDs which lead to premature deaths worldwide.

## Risk factors

There are modifiable behavioural risk factors that have been discovered which increase the risk of NCDs and these include excess use of tobacco and second-hand smoking (exposure to smoke), insufficient physical activity, unhealthy diet and harmful use of alcohol which cause cancers, liver cirrhosis.

## What are the socio-economic impacts of NCDs?

Poverty is one of the factors closely linked with NCDs. Vulnerable and socially disadvantaged people get sicker and die sooner than people of higher social positions, especially because they are at greater risk of being exposed to harmful products such as tobacco, or unhealthy dietary practices and at most they have limited access to health services.

In low-resource settings, health care costs for NCDs quickly exhaust household resources. The exorbitant costs of the treatment of such diseases are usually lengthy and expensive. Families end up losing bread winners and this force millions of people into poverty thus an impediment to development.



## Prostate cancer

Prostate cancer is cancer that occurs in the prostate — a small walnut-shaped gland in men that produces the seminal fluid that nourishes and transports sperm. It is one of the most common types of cancer in men. Usually prostate cancer grows slowly and is initially confined to the prostate gland, where it may not cause serious harm. However, while some types of prostate cancer grow slowly and may need minimal or even no treatment, other types are aggressive and can spread quickly.

### Symptoms

Trouble urinating, decreased force in the stream of urine, blood in semen, discomfort in the pelvic area, bone pain, erectile dysfunction.

### Causes

#### Prostate gland

It's not clear what causes prostate cancer. Doctors know that prostate cancer begins when some cells in your prostate become abnormal. Mutations in the abnormal cells' DNA cause the cells to grow and divide more rapidly than normal cells do. The abnormal cells continue living, when other cells would die. The accumulating abnormal cells form a tumour that can grow to invade nearby tissue. Some abnormal cells can also break off and spread to other parts of the body.

#### Factors that can increase your risk of prostate cancer include:

- **Age.** Your risk of prostate cancer increases as you age.
- **Obesity.** Obese men diagnosed with prostate cancer may be more likely to have advanced disease that's more difficult to treat.

### Complications

Prostate cancer can spread to nearby organs, such as your bladder, or travel through your bloodstream or lymphatic system to your bones or other organs. It can also spread to the bones and can cause pain and broken bones. Both prostate cancer and its treatment can cause urinary incontinence. Treatment for incontinence depends on the type you have; how severe it is and the likelihood it will improve over time. Treatment options may include medications and surgery

### Prevention

Various measures can be taken to help prevent the risk of prostate cancer.

Choose a healthy diet full of fruits and vegetables. High-fat foods should be avoided hence a variety of fruits, vegetables and whole grains are recommended. Fruits and vegetables contain many vitamins and nutrients that can contribute to your health. Exercises are also encouraged as they improve your overall health, help you maintain your weight and improves your mood. Study shows that men who are physically active are at lower risk of getting prostate cancer than those who do not exercise. One should maintain a healthy weight

## Breast Cancer

Breast cancer is cancer that forms in the cells of the breasts. After skin cancer, breast cancer is the most common cancer diagnosed in women around the world. Breast cancer can occur in both men and women, but it's far more common in women.

Substantial support for breast cancer awareness and research funding has helped create advances in the diagnosis and treatment of breast cancer. Breast cancer survival rates have increased, and the number of deaths associated with this disease is steadily declining, largely due to factors such as earlier detection, a new personalized approach to treatment and a better understanding of the disease.

## Symptoms

### Nipple changes

Signs and symptoms of breast cancer may include:

- A breast lump or thickening that feels different from the surrounding tissue
- Change in the size, shape or appearance of a breast
- Changes to the skin over the breast, such as dimpling
- A newly inverted nipple
- Peeling, scaling, crusting or flaking of the pigmented area of skin surrounding the nipple (areola) or breast skin

### Causes

Doctors know that breast cancer occurs when some breast cells begin to grow abnormally. These cells divide more rapidly than healthy cells do and continue to accumulate, forming a lump or mass. Cells may spread (metastasize) through your breast to your lymph nodes or to other parts of your body. Breast cancer most often begins with cells in the milk-producing ducts (invasive ductal carcinoma). Breast cancer may also begin in the glandular tissue called lobules (invasive lobular carcinoma) or in other cells or tissue within the breast.

### Prevention

Have regular breast cancer screening and enquire about the benefits and risks of screening. Familiarise with your breasts through breast self-exam for breast awareness. This can be done by occasionally inspecting breasts during a breast self-exam for breast awareness. If there is a new change, lumps or other unusual signs in your breasts, visit a doctor promptly. This type of cancer can be limited by reducing the amount of alcohol taken by a person if alcohol is involved. Maintain a healthy weight and choosing a healthy diet. Women who eat a Mediterranean diet supplemented with extra-virgin olive oil and mixed nuts may have a reduced risk of breast cancer. The Mediterranean diet focuses mostly on plant-based foods, such as fruits and vegetables, whole grains, legumes, and nuts. People who follow the Mediterranean diet choose healthy fats, such as olive oil, over butter and fish instead of red meat.

### Cervical cancer

Cervical cancer is a type of cancer that occurs in the cells of the cervix — the lower part of the uterus that connects to the vagina.

Various strains of the human papillomavirus (HPV), a sexually transmitted infection, play a role in causing most cervical cancer.

When exposed to HPV, a woman's immune system typically prevents the virus from doing harm. In a small group of women, however, the virus survives for years, contributing to the process that causes some cells on the surface of the cervix to become cancer cells.

You can reduce your risk of developing cervical cancer by having screening tests and receiving a vaccine that protects against HPV infection.

### Symptoms

Early-stage cervical cancer generally produces no signs or symptoms.

- Vaginal bleeding after intercourse, between periods or after menopause
- Watery, bloody vaginal discharge that may be heavy and have a foul odour

- Pelvic pain or pain during intercourse

### Where cervical cancer begins

Cervical cancer begins when healthy cells acquire a genetic change (mutation) that causes them to turn into abnormal cells. Healthy cells grow and multiply at a set rate, eventually dying at a set time. Cancer cells grow and multiply out of control, and they don't die. The accumulating abnormal cells form a mass (tumour). Cancer cells invade nearby tissues and can break off from a tumour to spread (metastasize) elsewhere in the body.

It isn't clear what causes cervical cancer, but it's certain that HPV plays a role. HPV is very common, and most women with the virus never develop cervical cancer. This means other factors — such as your environment or your lifestyle choices — also determine whether you'll develop cervical cancer.

### Types of cervical cancer

The type of cervical cancer that you have helps determine your prognosis and treatment. The main types of cervical cancer are:

- **Squamous cell carcinoma.** This type of cervical cancer begins in the thin, flat cells (squamous cells) lining the outer part of the cervix, which projects into the vagina. Most cervical cancers are squamous cell carcinomas.
- **Adenocarcinoma.** This type of cervical cancer begins in the column-shaped glandular cells that line the cervical canal.

### Causes

Having many sexual partners increases the risk of having cervical cancer as this provides a greater chance of acquiring HPV. Early sexual activity increases the risk of HPV. Other sexually transmitted infections (STIs) such as chlamydia, gonorrhoea, syphilis and HIV/AIDS increase your risk of HPV. Adding on, when one is likely to develop cervical cancer if the immune system is weakened by another health condition and you have HPV. Smoking is also associated with squamous cell cervical cancer.

### Prevention

Get vaccinated against HPV. Vaccination is available for girls and women ages 9 to 26. The vaccine is most effective if given to girls before they become sexually active. Having routine tests. These tests can detect precancerous conditions of the cervix, so they can be monitored or treated in order to prevent cervical cancer. Most medical organizations suggest women begin routine Pap tests at age 21 and repeat them every few years. It is also important to practice safe sex. Using a condom, having fewer sexual partners and delaying intercourse may reduce your risk of cervical cancer.

## FREQUENTLY ASKED QUESTIONS ABOUT THE HEALTH SERVICE BOARD

### 1. Who is Health Service Board?

The Health Service Board was established through an Act of Parliament, the Health Service Act: Chapter 15:16 of 2005 to constitute the Health Service and to provide for its administration and the conditions of service of its members. The Health Service Board is the employer of Public-Sector Health Workers in Zimbabwe.

### 2. What are the main functions of HSB?

- To appoint persons to offices posts and grade in the Health Service.
- Creates grades in the Health Service and fix conditions of service for its members

- To enquire into and deal with complaints made by members of the Public Health
- To supervise, advise and monitor the technical performance of Hospital Management Boards over members of the Health Service.
- To handle appeals in relation to disciplinary powers exercised by Hospital Management Boards over members of the Health Service.
- To assist in resource mobilization for Health Service, and other functions that may be imposed or conferred upon the Board in terms of this Act or any enactment.

### **3. What is the difference between HSB and MoHCC?**

The Health Service Board is the employer of all members of the Health Service as deployed in the Ministry of Health and Child Care. The Ministry of Health and Child Care is directly responsible for achieving health targets through the members of the Health Service employed by the Health Service Board.

### **4. Does the HSB administer training and employment of nurses?**

The Ministry of Health and Child Care administers the Training Regulations for Nurse training. The Health Service Board employs all members of the Health Service, including nurses.

### **5. Does the HSB administer the employment of doctors and nurses only?**

No.

The HSB also guides the employment of ALL other public sector health professionals. The MoHCC is delegated to recruit and appoint certain grades into the Health Service.

### **6. Does the HSB have branches around the country?**

The HSB does not have branches around the country but has Monitoring and Evaluation Officers in every province. These are stationed at Provincial Medical Directorates nationwide.

### **7. If I have a grievance, how do I get assistance from the HSB? Is it allowed to approach HSB directly?**

It is encouraged for one to first exhaust the internal grievance procedures but when not satisfied by the outcomes one can then appeal to the Health Service Board.

### **8. What should be done if one intends to work in the Public Health Sector?**

You need to register with the Health Service Board employment database.

### **9. What particulars should I bring to get registered?**

Certified copies of national I.D, birth certificate, academic and professional certificates.

### **10. How much is the registration fee?**

It is free.

# FITNESS ....

Stay healthy,  
stay fit



## Benefits of a healthy workforce in Organisations

Exercise and sports participation have long been established as important factors in reducing the risk of many physical problems such as cardiovascular disease and obesity. Taking part in sport can provide many physical and mental benefits, this makes sport an important part of each individual's life. Exercise has been found to improve mood in adults and research shows that people who lead an active lifestyle are less stressed, more productive and take fewer sick days. These are all very important factors for any organisation.

Instituting a health and wellness programme in the workplace also pays off for the employer. The benefits of a healthy and fit workforce for employers include reduced absenteeism and employee turnover; lower stress among staff; enhanced productivity and efficiency in the company as a whole; an improved corporate image; and better relations between management and staff. The Health Service Board will next year initiate the fitness campaign starting with the HSB staff members and later spread the campaign to all other health institutions. This will be done in in the spirit of trying to turn the whole health sector to a healthy workforce for positive results



# HEALTH TRIVIA AND FACTS.

1. Tea can lower risks of heart attack, certain cancers, type 2 Diabetes and Parkinson's disease. Just make sure your tea isn't too sweet!
2. An apple a day does keep the doctor away. Apples can reduce levels of bad cholesterol to keep your heart healthy.
3. Chewing gum makes you more alert, relieves stress and reduces anxiety levels.
4. Maintaining good relationships with family and friends is good for your health, memory and longevity.
5. Although it only takes you a few minutes to eat a meal, it takes your body hours to completely digest the food.
6. Laughing is good for the heart and can increase blood flow by 20 percent
7. Lack of exercises causes as many deaths as smoking.

*Source: Wikipedia*

# HSB SECRETARIAT



**EXECUTIVE DIRECTOR  
MS R.R KASEKE**



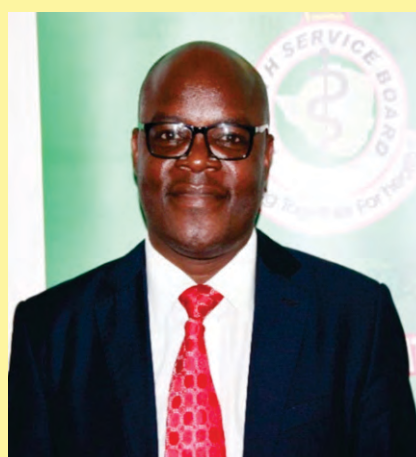
**GM Finance & Administration  
Mr A. Machakata**



**GM Human Resources  
Ms N.N Zhou**



**GM Monitoring and Evaluation  
MR A Mbengwa**



**GM Conditions of Service  
& Industrial Relations  
Mr M. Sande**

