



THET ZAMBIA
Strategic Plan 2017-2021

VISION

A world where everyone has access to healthcare.

MISSION

Working in partnership to support health workers across the world.

THET IN ZAMBIA

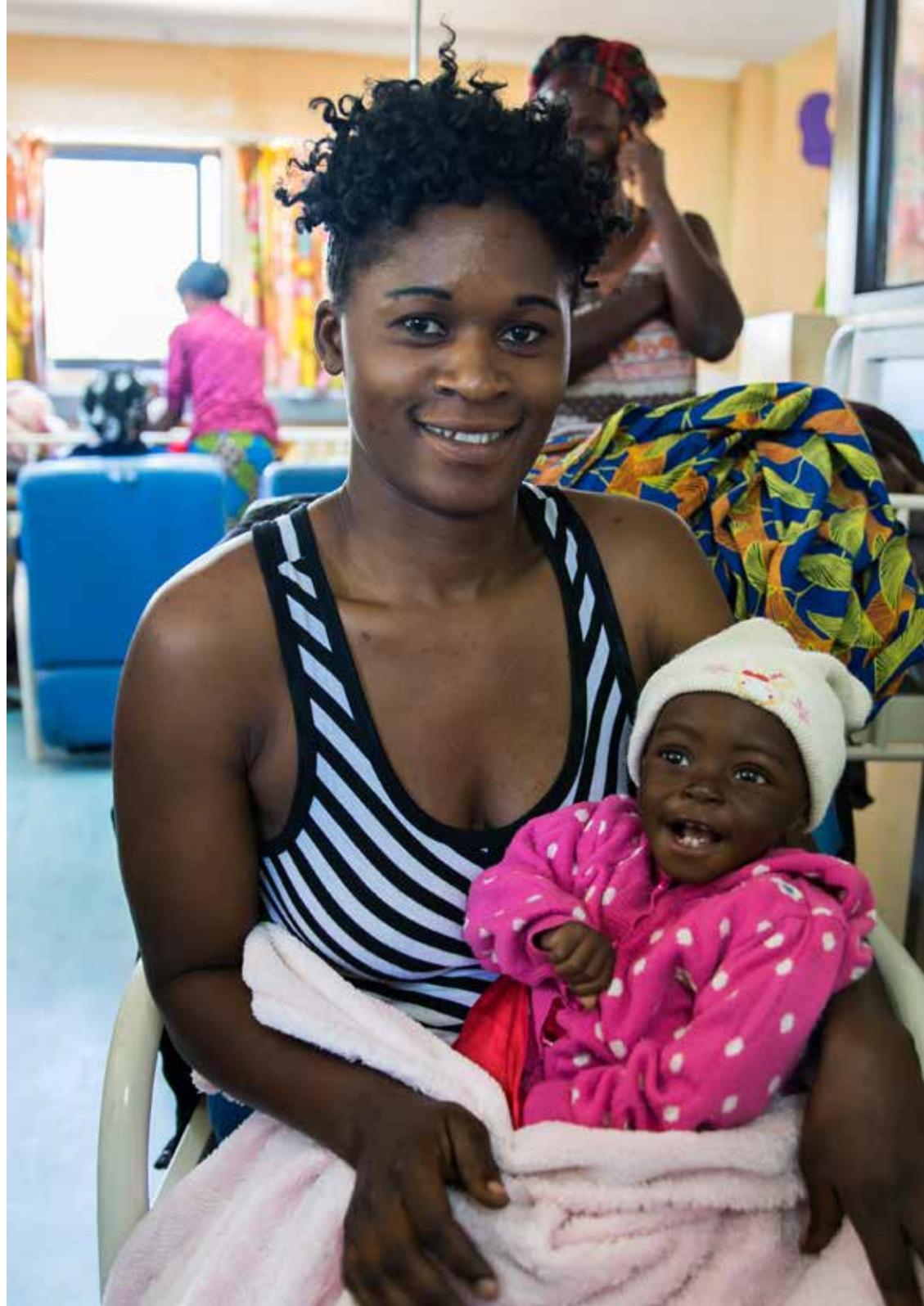
Zambia is a lower middle income country that is facing the double burden of communicable and non-communicable diseases. Old killers such as malaria, AIDS and TB have high rates of prevalence, whereas non-communicable diseases, such as diabetes, mental disorders and cardio-vascular diseases are on the rise.

In this context, the health sector is faced with major challenges, related to gaps in the health workforce, weak logistic management systems for drugs and supplies, insufficient and inequitable distribution of health infrastructures, equipment and transport, and weaknesses in health system governance.

Since 2009 THET has been working in partnership to strengthen Zambia health system and improve patient care in the country.

We have supported the implementation of new training programmes, developed capacity-building programmes for the local healthcare workforce and championed the role of Zambian health workers through evidence-based advocacy.

In the next five years we will continue to explore new ways of building and delivering quality, fit-for-purpose sustainable longer-term interventions, aimed at empowering healthcare workers in Zambia. In doing so, we will develop strong partnerships, enhancing local ownership and sustainability.



STRATEGIC PRIORITIES TO 2021

Our impact goals

1. Redouble our efforts to train and support health workers

We will continue to train health cadres in Biomedical Engineering, Nutrition and Anaesthesia to improve the quality and expertise of the health workforce in these specific areas.

By 2021 we aim to see an increase in the number of health professionals in these cadres and evidence of the increased value given to their roles.

We will do this by:

- Continuing to assist in the development of new training programmes for health workers, in line with Zambia's needs.
- Building the capacity of training institutions to ensure sustainability and quality assurance built in to training programmes.
- Encouraging the development of well-functioning professional associations to support and advocate for health workers.

2. Partner with the government to strengthen Zambian health systems

We will work with the Ministry of Health and international partners towards improved retention and distribution of health workers.

By 2021 we aim to see:

- Workforce policies that address retention and shortages of health workforce.
- Improvements in service delivery at the facility level as a result of quality improvement.

Our enabling goals

1. Forge strong country bonds to increase programme quality

We aspire to be identified as a valued partner by key line ministries.

By 2021 we aim to further strengthen our relationship with the Ministry of Education and Ministry of Community Development and Social services.

In addition, we aim to establish solid new partnerships with additional local institutions.

2. Champion the health partnership approach

We will deepen our position as partner of choice to NHS institutions working in Zambia.

We will increase the number of partnerships we develop and support both between the UK and Zambia and South-to-South partnerships.

By 2021 we aim to have supported at least ten UK-Zambia partnerships as well as identified ten opportunities for South-to-South partnerships.

3. Ensure financial security through diverse funding sources

We will diversify and strengthen our funding base to ensure long term viability. We aim to raise \$1m per annum from various donors including Irish Aid, Care, SIDA, DfID, USAID.

4. Create a people centred organisation, accountable and empowered

We will invest in learning and development programmes for our staff and will work to decentralise key functions to the Zambia office.

By 2021, THET Zambia aims to operate its own financial systems through the decentralisation process.

5. Transparency and accuracy through robust evidence gathering

We will collaborate and/or partner with higher learning institutions to conduct relevant research and support evidence dissemination.

By 2021 we will have produced two pieces of evidence related to our areas of operation.



How can we support your programme

Strengthening the health workforce and the system they work within

Through our extensive network of expert health partners, we provide responsive solutions to health workforce training needs.

This includes expertise in pre-service and in-service training, health workforce policy and systems and leadership and governance.

Programme set up and implementation

We support or lead the in-country delivery of programmes, including partnership liaison and oversight of activities and logistical and administrative support.

We orientate teams to the Zambian context and facilitate integration.

Monitoring, Evaluation & Research

Our team of experts can help monitor and evaluate in-country programmes and support the design and delivery of research to understand key aspects of the health partnership model.

Understanding and supporting national priorities

For partners who do not currently work in Zambia, we provide insight and advice as to national priorities and plans and connect you to key national and international organisations.

About THET

For over 25 years, THET has been supporting health workers both in the UK and overseas, improving patient care through targeted training programmes.

We work with diverse partners to build a world where everybody has access to affordable and quality healthcare.

In the past six years alone, THET has reached over 84,000 health workers across thirty-one countries in Africa, the Middle East and Asia.

THET has a staff presence in several African countries. This grounds our work in a deep understanding of how best you can partner us to meet the needs of low and lower-middle income countries, working in partnership with Ministries of Health, the UK National Health Service, the private sector and like-minded NGOs.

[Visit our website to download THET Strategic Plan 2016-2021.](#)

This is the document we refer to as we contribute to the achievement of the Sustainable Development Goals. It shares our passion for the contribution health workers are making at home in the UK and in some of the poorest countries of the world.

'THET's approach ensures that their response is government-led and designed to answer local needs through country-specific solutions. For example, we are working closely with THET and other partners to develop a new national surgical plan, which is a broad-based collaborative effort to improve the surgical system in Zambia and rests on five domains of action: infrastructure, workforce, service delivery, information management and financing.'

Dr. Kennedy Lishimpi,
Director Clinical Care and Diagnostics Services,
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