



THET TANZANIA
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 TANZANIA

Tanzania has an estimated population of 50 million people. Whilst over the last decade the nation has had a steady GDP growth rate, it remains classified as a low-income country according to the World Bank. The majority of the population depends on social services mainly financed by the government and international donors, and this includes primary health care.

In this context, the health sector faces major challenges: old killers such as HIV/AIDs, malaria and TB are far from receding; whilst in recent years the country has been able to make gains in reducing under five mortality, the life expectancy remains low at fifty-five.

The health sector also struggles with a significant human resources challenge. According to the staffing

82,007

Health Workers Shortage



145,454



THE MINIMUM NUMBER OF HEALTH WORKERS REQUIRED TO PROVIDE QUALITY HEALTH SERVICES IN AVAILABLE HEALTH FACILITIES.

63,447



THE CURRENT ACTUAL NUMBER OF HEALTH WORKERS AVAILABLE IN TANZANIA.

levels guideline (2014) the minimum number of health workers required to provide quality health services in available health facilities is 145,454.

In Tanzania the current actual number of health workers available is 63, 447, a shortage of 82,007 health workers (which is 56.38%).

In Health Training Institutions the number of workers required is 4,325 but only 2,820 are available.*

* Source : Human Resource for Health Strategic Plan 2014-2019, Tanzania.

Since 2011 THET has been working in partnership to strengthen the Tanzanian health system.

Currently we support seven Health Partnerships between UK and Tanzanian health institutions under the auspices of the Health Partnership Scheme (HPS), funded by the UK's Department for International Development. This Scheme supports the development of Tanzania's health services through collaboration and the reciprocal exchange of

knowledge, skills and expertise between partners. These partnerships include that between the Mirembe Mental Health Hospital and the Central and North West London NHS Foundation Trust, which delivers a substance misuse treatment and care project.

THET has recently established an office in Dar es Salaam to deliver programmes and projects that support and are aligned to the Ministry of Health and Social Welfare's priorities. We are proud to be supporting the Ministry through the current Building National Training Capacity to Implement the Community Based Health Programme Strategic Plan (2015 – 2020) Project in collaboration with the Benjamin Mkapa Foundation and funded by Comic Relief. In this project we are working with the Ministry to support the coordinated delivery and deployment of the new Community Health Worker cadre.

We have also recently began a child poverty research project in collaboration with the Overseas Development Institute (ODI), funded by UNICEF, which will be implemented in Dar es Salaam, Mwanza, Zanzibar and Mbeya.

STRATEGIC PRIORITIES TO 2021

Our impact goals

1. Redouble our efforts to train and support health workers

- We will train community health workers in the lake zones region so as to bring health services closer to the community.
- We will increase the number of formal community health workers with adequate skills, delivering quality health services to the community.
- Through an increased number of health workers trained on BEMONC and CEMONC services we aim to see evidenced improvements in maternal and new-born care.

2. Partner with the government to strengthen Tanzanian health systems

We will work with national, regional and district health authorities to strengthen the systems and management of Human Resources for Health in order to improve quality of health services.

We aim to see:

- Improved staff recruitment and retention especially in the rural and isolated areas.
- Health care workers fully adhere to professional ethics.
- Improved health services at the council and regional level.
- Improved coordination between the key ministries (MoH, PO-RALG, PO-PSM and MOF)



especially in relation to recruitment.

- An effective CPD programme coordinated by the national government (through MoHSW) for Doctors, Nurses, Pharmacists and implemented through the respective professional bodies.

At the policy level we aim to see:

- A scheme of service community health workers.

- A task sharing policy guideline that has taken into account the CHW.
- Community health workers incorporated in the country HRH production plan.

3. Champion the contribution health workers are making to the development and security of our societies.

- We aim to establish at least two new partnerships between local and UK institutions working on a range of topics in the health sector.
- We aim to see effective partnerships which are of mutual benefits through promotion of the concept of aligning countries priorities and needs.

Our enabling goals

1. Forge strong country bonds to increase programme quality

By 2021 we aim to establish partnerships with:

- The president's office public service management (Ethics Division) in order to promote health workers adherence to professional ethics countrywide.
- Health professional associations i.e. MAT and TNMC in order to improve the quality of health care workers in the country.
- Research institutions such as NIMR to promote research in HRH issues so as to inform policy in the country.



2. Champion the health partnership approach

In Tanzania we aim to establish at least two new partnerships between local and and UK institutions working on a range of topics in the health sector.

We also aim to see effective partnerships which are of mutual benefits through promotion of the concept of aligning countries priorities and needs.

3. Ensure financial security through diverse funding sources

By 2021 we aim to have identified at least three potential donors that will be contributing to THET activities in Tanzania.

We aim to utilise the opportunities through corporate social responsibility by having corporate companies such as Banking industries and Telecom contributing to THET activities.

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 Tanzania office.

5. Transparency and accuracy through robust evidence gathering

We will seek opportunities to undertake evidence based research to inform Government on targeted production of Human Resources for Health.

By 2021 we aim to have produced at least five reports with clear recommendations towards improving HRH Production and Recruitment and Retention.



How we can 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 Tanzanian 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 Tanzania, 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 50,000 health workers across thirty-four 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 partnership with Benjamin Mkapa Foundation to improve community health worker cadre is highly appreciated by the Ministry of Health.'

Dr Otilia Gowelle
Director of Human Resources Development
Ministry Health Tanzania

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