



## Mapendekezo yaliyotokana na Mkutano wa Pili wa Taifa wa Rasilimali Watu Kwenye Sekta ya Afya

1. Kuingia mikataba na hospitali za serikali ambazo zina miunodombinu nzuri ila zina uhaba wa wataalamu wa afya/ watumishi: Ni baina ya hospitali na wataalamu wa afya ambao hawajaaliwa, kuendesha hospitali. Kuwapatia fursa wataalamu wa afya kuingia mikataba ya kuendesha hospitali za umma ambazo zimekosa wataalamu wa afya.
2. Wizara ya afya kuwekeza katika kuwajengea uwezo wataalamu wa afya ili kuongeza ubora wa huduma za afya na hivyo kuongeza ushawishi na ukubali kwa wananchi kujiunga na bima ya afya kwa wote.
3. Kuboresha utaratibu wa wafunzo katika sekta ya afya uendane na mabadiliko ya mara kwa mara, mfano ukuaji wa teknolojia na mabadiliko ya tabianchi.
4. Mamlaka husika za serikali na Wizara ya Afya kuharakisha ukamilisho wa miongozo na taratibu ya kisekta katika kuratibu ajira za wataalamu wa afya nje ya nchi, mfano utaratibu wa mafunzo ya kuwatayarisha wakiwa masomoni na wakatiki wa mchakato wa ajira ili kukidhi vigezo vya kitaifa na kimataifa.
5. Kuwekwa kwa mkakati dhahiri ya kuendelea kuwatumia wahudumu wa afya ngazi ya jamii ambao wamekuwa wakifanya kazi katika jamii kwa muda mrefu na ambao hawafikii vigezo vilivyowekwa vya mafunzo katika urasimishwaji wa CHW.
6. Serikali/ Wizara ya afya iweke udhibiti wa matumizi ya mifumo ya kuainisha na kupanga watumishi kwa vigezo (yaani WIZONI)
7. Kuhakikisha kuwa National Action Plan for Health Security pamoja na Health Adaptation plan for Climate change, inajumisha module za kuwajengea uwezo watumishi kutoa huduma hizo.
8. Wizara ya afya na utumishi kuweka utaratibu na miongozo ya ukuaji wa kitaaluma (career progression plan) ya wahudumu wa afya ngazi ya jamii.

**The Benjamin William Mkapa Foundation**

*All correspondences should be addressed to the Chief Executive Officer*

P.O. Box 76274, Benjamin William Mkapa Health Plaza | 1<sup>st</sup> Floor | Plot No. 2006 Tuari Road  
(Off Mwai Kibaki Rd) Mbezi Beach Kawe, Dar es Salaam - Tanzania  
**M:** +255 786 125 491 | **E:** info@mkapafoundation.or.tz | **W:** www.mkapafoundation.or.tz



# Proposed Recommendations from the 2<sup>nd</sup> National Conference on Human Resources for Health

1. *Entering Contracts with Government Hospitals:* Engage in contracts with government hospitals that have good infrastructure but lack health professionals/staff. This involves contracting health professionals who are not employed to manage public hospitals that are short of healthcare workers.
2. *Investing in Capacity Building for Healthcare Workers:* The Ministry of Health should invest in building the capacity of health professionals to improve the quality of healthcare services. This, in turn, would increase influence within communities and encourage citizens to enroll in universal health insurance.
3. *Improving Training Systems in the Health Sector:* Update the training procedures in the health sector to align with current trends, such as technological advancements and climate change.
4. *Expediting the Completion of Guidelines and Procedures:* Relevant government authorities and the Ministry of Health should expedite the finalization of sectoral guidelines and procedures for coordinating the employment of health professionals abroad. This includes preparing training programs and integrating them into the recruitment process to meet both national and international standards.
5. *Developing Strategies for Utilizing Community Healthcare Workers:* Establish clear strategies for continuing the use of long-term Community Healthcare Workers who do not meet the formal training requirements for certification as Community Healthcare Workers (CHWs).
6. *Regulating the Use of Staffing Systems:* The government/Ministry of Health should regulate the use of systems for classifying and organizing staff based on specific criteria (e.g., WIZONI).

The Benjamin William Mkapa Foundation

*All correspondences should be addressed to the Chief Executive Officer*

P.O. Box 76274, Benjamin William Mkapa Health Plaza | 1<sup>st</sup> Floor | Plot No. 2006 Tuari Road  
(Off Mwai Kibaki Rd) Mbezi Beach Kawe, Dar es Salaam - Tanzania  
**M:** +255 786 125 491 | **E:** info@mkapafoundation.or.tz | **W:** www.mkapafoundation.or.tz



7. *Incorporating Training Modules in Health Security Plans:* Ensure that the National Action Plan for Health Security and the Health Adaptation Plan for Climate Change include modules for building the capacity of staff to deliver these services.

8. *Establishing Career Progression Guidelines:* The Ministry of Health and the Ministry of Public Service Management and Good Governance, should develop procedures and guidelines for career progression for Community Healthcare Workers.

**The Benjamin William Mkapa Foundation**

*All correspondences should be addressed to the Chief Executive Officer*

P.O. Box 76274, Benjamin William Mkapa Health Plaza | 1<sup>st</sup> Floor | Plot No. 2006 Tuari Road  
(Off Mwai Kibaki Rd) Mbezi Beach Kawe, Dar es Salaam - Tanzania

**M:** +255 786 125 491 | **E:** info@mkapafoundation.or.tz | **W:** www.mkapafoundation.or.tz