



# All Smiles for Mwisa as he gets Permanent Government Job after BMF Stint

It was dream come true for Mr Nehemia Mwisa, an enrolled nurse at Tarakea Health Centre in Rombo District, Kilimanjaro, where he has been finally put on permanent employment in the government-run health facility.

*“I think my role is now more impactful to communities than ever before,”* says Mwisa, who was recruited by Benjamin Mkapa Foundation (BMF) since July 2020, under the support of the United Nations Population Fund (UNFPA).



Mr Nehemia Mwisa

*“Initially, I was working on a six-month contract basis. I am thankful to Benjamin Mkapa Foundation for leading my way into getting a permanent job in government,”* he says, recounting his early days as an enrolled nurse at Mahida Dispensary in Rombo District where he started his career in nursing practice.

Mwisa was yearning for job security in his career.

*“Having a stable income enables me to deliver services without stress. Since I got this job in public service, I feel being in a much better position as a healthcare worker.”*

Through UNFPA support, BMF has fast-tracked the hiring and deployment of skilled health workers, with some being mainstreamed into public service and other retained in rural health facilities.

Under this project, the mainstreaming rate into public service for the project staff is 37% and the staff

were distributed to more than 25 Local Government Authorities, termed in the project as non-beneficiary sites.

As of December 31, 2021, the number of healthcare staff who were mainstreamed into public service was 124, creating opportunities for skilled staff as well as improving the delivery of health services in rural facilities.

According to Mwisa, there were months he spent out of the job while trying to renew his contract, leading to disruption of healthcare delivery.

*“I think such a scenario is challenging if it happens in facilities that are facing shortage of staff. At times people in our communities miss out on essential health services, especially when their providers are put on short-term contracts.”*

*“At the moment, I provide services uninterrupted. I don’t*

worry any more about an ending contract.”

Mwisa’s deployment at Tarakea Health Centre and his eventual mainstreaming in public service has shown positive impact, especially in the human resource for health aspect.

*“When I arrived at this health centre, I found a human resource gap. It was hard for staff to plan their shifts. Since I arrived here, I have relieved them of that burden and I think that has made delivery of health services more efficient.”*

*“There are clients who could not get health services on time because of shortage of staff. After being posted at this facility, I have increased manpower and that’s of benefit to clients.”*

The government has set priorities for mainstreaming the health staff, despite the project’s request for staff to be

posted in their respective areas where they had initially worked.

Jane Joshua, Acting District Health Secretary, Rombo District in Kilimanjaro District, says, *“Through BMF, we have received 11 health staff who are helping us bridge the human resource gap in provision of comprehensive health services.”*

*“Their role is highly felt in delivery of antenatal health services, inpatient and outpatient care. We have 4 nurses, 1 clinical officer and 6 data clerks.”*

*“In our municipality, we usually give priority to such skilled staff when there is a chance to get employment in public service. “We are delighted that this year, two staff who were recruited by BMF, have been mainstreamed in public service, one has been employed in Rombo and another went to another region.”*



Jane Joshua

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