

Regional Referral Health Management Newsletter



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A New Health project is Launched at the Ministry of Health & Social Welfare (MOHSW), Dar Es Salaam

The Ministry of Health and Social Welfare (MOHSW) and Japan International Cooperation Agency (JICA) have launched a country wide project called “Regional Referral Health Management Project” (March 2008 - March 2011). This is the Tanzania-Japan Technical Cooperation in Capacity Development for the Regional Referral Health Management. (TC-RRHM).

The project has a great role in supporting the reform process between the Central Government and regions and work together with other stakeholders who focus on strengthening the function of the regional government.

The TC-RRHM comes as a follow-up of the Morogoro Health Project (MHP 2001-2007), which was JICA Technical Cooperation supporting strengthening of regional and district health systems through managerial capacities. From here, it was learnt that, the RHMTs was a bottleneck of the policy of Development by Devolution (D by D), especially for empowering CHMTs and local communities through capacity Development.

“The TC-RRHM is a precious program and is here at a right moment”. The Chief Medical Officer while in Iringa delivered a very fruitful message to Members of the

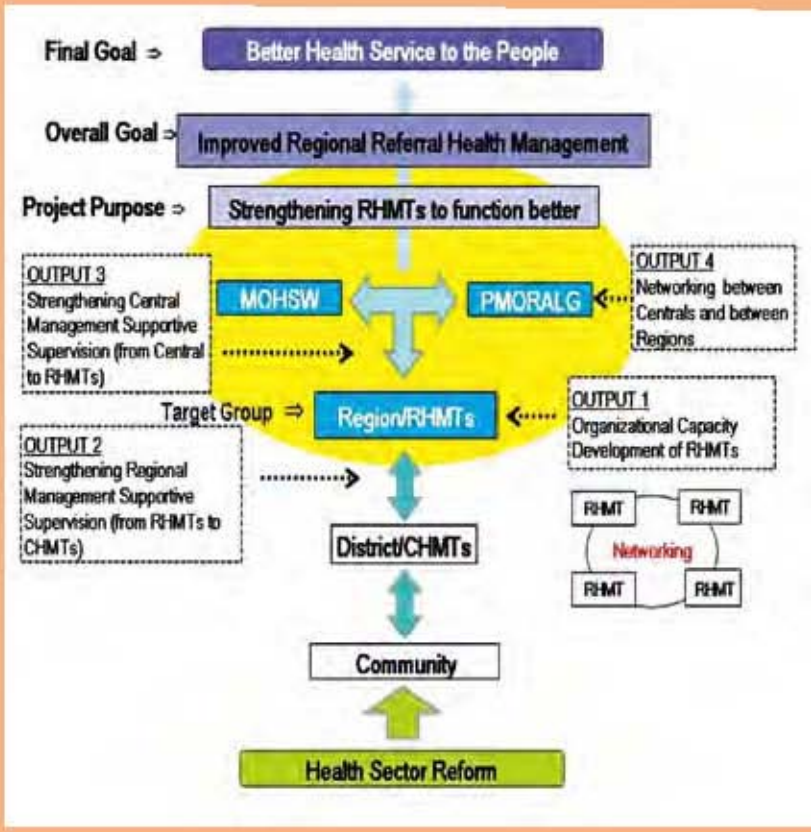


**Dr. D.M. Mtasiwa,
Chief Medical Officer**

training workshop on Leadership and Management on 26 November 2008 in Iringa. He recommended that, all trainees should try to have a practical image of how to apply the learning at their own workplace. He pointed out that, CHMTs continue to be the focal in delivering health services, RHMTs must coordinate so that CHMTs can function properly. The role of MOHSW is to direct it, emphasizing collaboration at Regional Secretariat. He further pointed out that, it is important to work with Social Welfare officers as a team. As the local government reform evolved, the role of RHMTs has been shifting, from health to management. In the health sector reform, the strongest impact is found on RHMTs. The role of RHMTs is to elaborate/interpret policies, monitoring and providing technical backstopping. That is ‘commander in the field’. It is important to understand the terms of references (TOR) of RHMTs and that management is a full-time job. “Please Work as a team.”

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For self-reliant health systems development, the project stands as a catalyst - a change agent to harmonize the resources, build the individual/organizational capacities, create new values and hence, innovate overall performances, through a decentralized by management (D by D).



Participant at Mtwara RS/ RMHT training on leadership

The Project for Strengthening District Health Services in Morogoro Region (MHP, 2001-2007) piloted prior to this Project (RRHM) received "JICA Award 2008" as a good practice in Technical Cooperation for Capacity Development. The certificate was handed to RAS Morogoro region.



MHP Observation by former RMO Morogoro region



Dr. M.M. Z. Massi, Former RMO Morogoro Region

Regional and Council health management teams lack managerial skills when initially appointed to join these teams. This is because the subject of health management is not taught in depth in medical and paramedical schools in our country.

Morogoro Health Project (MHP), for strengthening the managerial capacity of Regional and District health management teams was instrumental in changing the skills of all the team members in health management. The outcome of the project includes better performance in administration and management of health services, even better report writing.

Challenges facing Morogoro teams are sustaining the project successes. I suggest that, the Government should look into the possibility of rolling out the good practices from MHP to other Regions.



RHMT Monitoring Workshop (Dar Es Salaam)

The TC-RRHM Project Manager (DPP, MOHSW) briefing participants at the workshop Implementation of RHMT Monitoring

Ms. R.L. Kikuli, Director DPP

on 20-22 October 2008. The main objectives of the Workshop were 1) to review the Project Design Matrix (PDM) of RRHM with the stakeholders, 2) to set operational indicators when appropriate and 3) to develop tools for the Central Management Supportive Supervision (CMSS).

Strengthening of the link between MOHSW and PMORALG

The Assistant Directors from Department of Regional Administration and Department of Sector Coordination, PMORALG participated in the RHMT Monitoring Workshop and actively discussed with participants from MOHSW and RHMTs. She underscored Joint partnerships in Health Service Development.



Ms. Mollel T.N., A.D.S.S. Sector Coordination

Participants of RHMT Monitoring Workshop



Let's be connected for Regional Health Systems Strengthening



Trial Dissemination in Arusha

Implementation of the 1st Central Management Supportive Supervision (CMSS)

The CMSS Supervisor Core Team" (approximately 12 members) was formulated consisting of MOHSW officials and lectures from Mhimbili University etc. Eight sub-teams with two supervisors visited eight regions respectively and conducted the 1st CMSS during October-November 2008. The three-day visit included a courtesy call to RAS Office and interviews with CHMTs on their expectation of RHMTs. In relation to RHMTs, the newly defined functions and tasks of RHMTs were introduced. The degree of achievement of their tasks was assessed and actions to be taken by various stakeholders were discussed.



CMSS Team in Masasi with CHMTs Nov. 08



Trial on Policy Dissemination

RHMTs have confirmed demand on Policy Dissemination

Effective Policy Dissemination were expressed during the 1st CMSS conducted in November 2008.

Asupport activity on Policy Dissemination was tested during the RS/RHMT Leadership and Management Training conducted in Arusha December 2008. The method used was a combination of Power-Point Presentation and Group Exercise with a case extracted from the Health Sector Strategic Plan III (2009-2015). This trial was highly appreciated by training participants.

RS/RHMTs Training on Leadership and Management held in 12th Nov.– 12th Dec. 2008



Ms. Kasonka, RHS- Arusha elected as one of the best contributors-Northern Zone



The Best Contributor to the Training was elected among participants by themselves in each zone. They will be invited to a training review meeting and other opportunities to present the views and opinions of themselves and of their fellow RHMT members.

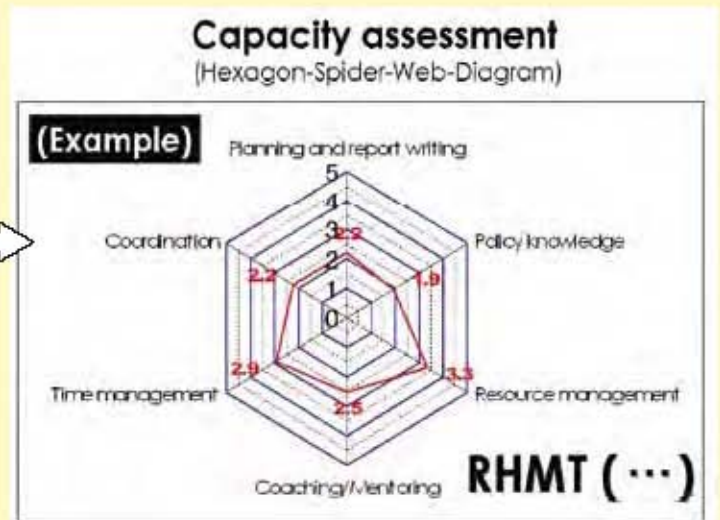
| Zone | Name | Role in RHMT | Region |
|---------------------|---------------------|---------------------------|--------|
| Eastern | Ms. Anna Mwaga | Regional Health Secretary | Coast |
| Western | Dr. Valentino Bangi | Regional Medical Officer | Kigoma |
| Southern | Mr. Nassor Juma | Regional Pharmacist | Mtwara |
| Southern Highlands | Mr. Luciano Lodrick | Ag. Regional Pharmacist | Ruvuma |
| Southwest Highlands | Dr. Sadun Kabuma | Regional Medical Officer | Rukwa |
| Central | Ms. Dora Lyimo | Regional Nursing Officer | Dodoma |
| Northern | Ms. Mary Kasonka | Regional Health Secretary | Arusha |
| Lake | Dr. Stephen Kebwe | Regional Medical Officer | Mara |

A three days RS/RHMTs course equipped me with knowledge and skills of leadership. Said by Dr. Robert Mahimbo RMO Singida.



Management Capacity Assessment of RHMTs (Buibui Diagram)

RHMT members assessed their team's Management Capacity as a part of the training. The assessment result of each team was visualized in a hexagon diagram. This capacity assessment tool will be utilized during every CMSS. The results will be shared among RHMTs, Regional Secretariats, MOHSW and PMORALG.



Do you have good health practice ?

Invitation for Newsletter articles is given to RHMTs with good practice on health activity implementation done in regions.

TC-RRHM is inviting articles to be published into this Newsletter produced quarterly. Please send articles for publication so that RHMT members and other Health staff can share your ideas and experience. Please send your articles to Editors through our e-mail address below.



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Be connected



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