

What objectives and strategies in your NCCP address gaps in building and mobilizing the cancer healthcare workforce?

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Specific Objectives

- **To increase the number of competent human resources throughout the continuum of care by 2030**
 - Address numerical adequacy gaps of human resources for health in cancer care
 - Addressing knowledge gaps in cancer management
 - Build and expand human resource capacity for cancer services
 - Improve conditions of service, bonding and retention of staff
 - Promote a safe working environment for healthcare staff
 - Promote task shifting to increase availability and the subsequent decentralization of oncology treatment services

Interventions and strategies

- Ensure availability and equitable distribution of trained and qualified cancer healthcare at all levels (and decentralization of services)
- Train cancer health workforce at all levels of care on common cancer risk factors, signs and symptoms, available services and referral pathways
- Integrate cancer services into existing Ministry of Health Outreach Programs utilizing available manpower (task shifting)
- Support and capacitation of training institutions involved in training the cancer workforce

Interventions and strategies

- Expand the staff establishment to provide posts that will meet the increasing demand for cancer services
- Improve pre-service training by ensure oncology literacy is included in the curriculum for nurses, medical practitioners and allied health workers in training
- Implement mechanisms to ensure healthcare workers with specialized skills are placed on appropriate salary scales

2.1 Service Delivery

Cancer services are offered at all levels of the healthcare system with cancer care services concentrated at Tertiary and Quaternary levels.

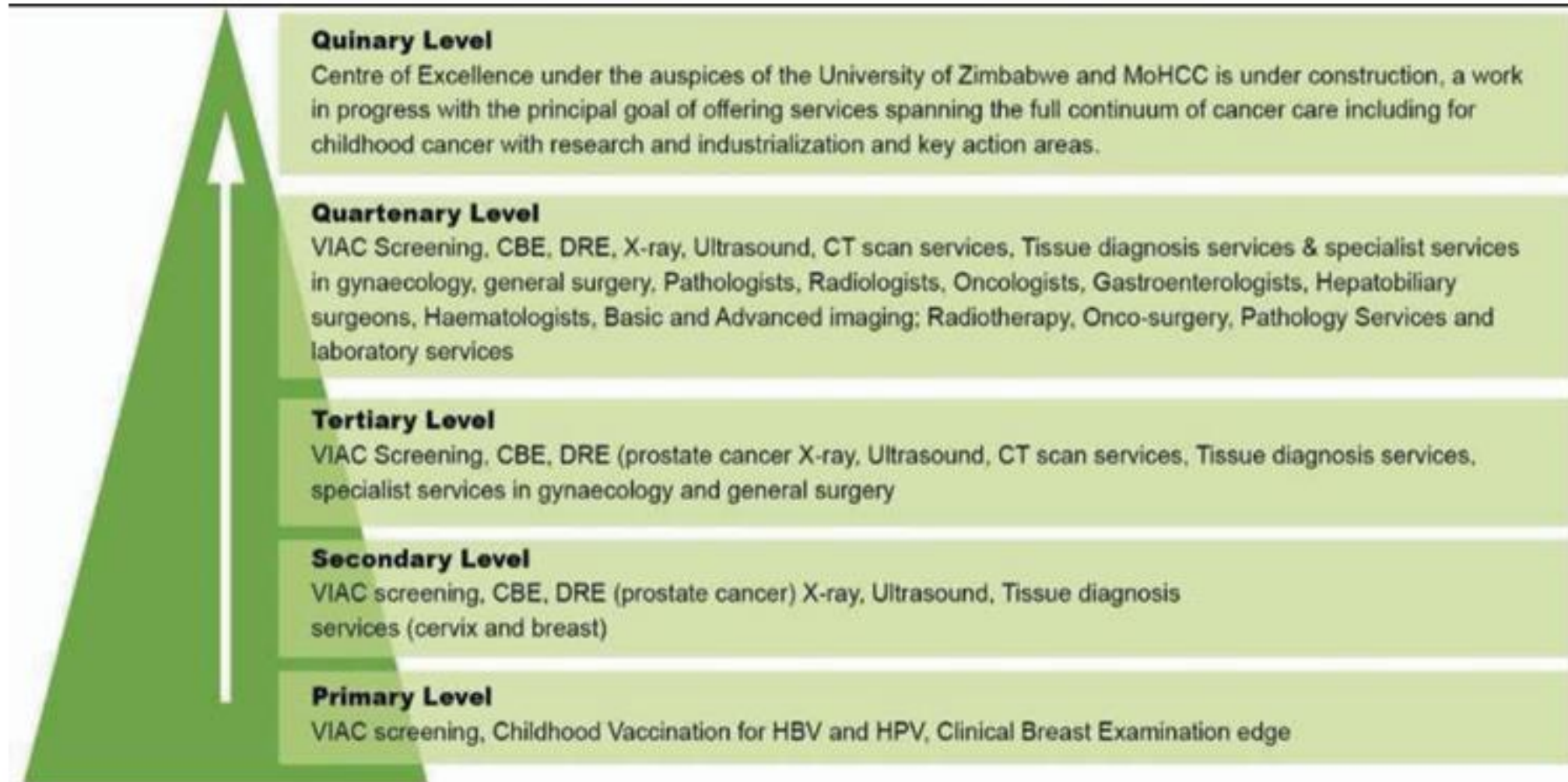


Figure 7 Levels Of Cancer Services In Zimbabwe.