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PROJECTS PROPOSAL ON THE
RECRUITMENT AND FUNDING FOR
HEALTH WORKERS AT THE ANC
HEALTH INSTITUTIONS IN TANZANIA

Background Information

Over the years, following the Soweto Uprisings in 1976, large displaced into the Frontline States. Many more continue to seek refuge in these countries as a result of the brutal system of apartheid. The repressive measures, by the white minority South African racist regime include, amongst other things, the brutal killings by the SADF, the SAP and lately the Vigilantes, of innocent people including mothers and children.

The State of Emergency declared in 1986 mainly against the Blacks, has resulted in the detention, without trial, of over 25000 people and over 1000 children. This is also contributory to the added numbers of South Africans who leave the country.

The African National Congress caters for all social, educational and health needs of its membership in exile. A variety of social services are provided for, in the ANC settlements. Amongst these, is comprehensive health care, based on Primary Health Care strategies, delivered from the health institutions.

INSTITUTIONAL OBJECTIVES

In line with the health projections of the ANC Department of Health, the the ANC-Holland Solidarity Hospital was built in Morogoro, Tanzania to cater not only for the students at the Solomon Mahlangu Freedom College, but also for the existing ANC Communities in and around Mazimbu. This hospital was built with financial assistance fully committed by the Medical Committee of Angola in the Netherlands.

THE HOSPITAL COMPRISES OF:

The reception with archives attached, consultation rooms, septic and aseptic dressing rooms, minor theatre, main operating theatre, special consultation room for specialist specialists eg. dentists, maternity facilities, laboratory and X-ray departments.

- Sterilization room
- Facilities for meetings, lectures and administration
- Kitchen and laundry

-Three wards, with 20 beds (children, female and male patients

- Projections for an incinerator

There are plans for extension work to be carried out, should the necessity arise.

A SECOND ANC SETTLEMENT IN DAKAVA

A second ANC settlement in Dakava, in Tanzania is a reception centre for all new arrivals from South Africa. Activities in this area cover an orientation programme, a rehabilitation programme, vocational training and also activities of a developmental and self-reliance nature.

This community, comprising of both young and old, has a clinic from which health care is provided. The clinic could be extended into a health centre. From the ANC health institutions health care is also provided freely to the residents of adjacent local communities.

The ANC population served in Mazimbu is projected at 3000, whilst that of Dakava is projected at 10,000. Some skeletons of ANC health personnel attend to the health needs of the community. There are also some solidarity workers attached to these health institutions. The example of workload in both the ANC health institutions in Tanzania is given below:

PATIENTS SEEN BETWEEN JANUARY 1986 TO MARCH 1987

<u>DISEASE</u>	<u>S AFRICANS</u>	<u>LOCALS</u>	<u>TOTAL</u>
Malaria	9287	3723	12961
Gastro-Intestinal Disorders	1698	1211	2909
Respiratory Tract Infections	2324	684	3008
Fungal Infections	803	167	970
Urogenital Infection	242	871	1123
Others	1367	987	2254
TOTAL			23225

During this period 1985 gynaecological consultations were conducted. There are a number of patients with mental health problems in the rehabilitation unit there are some 20 residents with mental disorders. From the institutions Maternal health care and school health care programme are conducted.

LONG TERM OBJECTIVES

1. Deliver comprehensive health care to the ANC membership in East Africa so that they remain fit and developmentally healthy to be able to participate effectively both in the study programme and developmental work within the community.
- 2 Development, in a systematic manner, a nucleus of community health workers drawn from the ANC membership who will undertake various functions in the improvement of health for all through the Primary Health Care Approach.

IMMEDIATE OBJECTIVES:

- 1 Whilst developing the ANC health workers, to seek assistance from sympathetic government and NGO's to assist in the manning of the ANC health institutions.
- 2 Immediate request for secondment of the following categories of health workers to supplement the already available staff from the Tanzania Ministry of Health (Conditions of appointment attached).
- 6 Nurses (Two with psychiatry)
- 2 Pharmaceutical assistance
- 2 Laboratory technicians

The salary scales in Tanzania are due to be revised as from July 1, 1987. It is hoped that they will be increased by 55% below we present the salaries of each category of the required personnel based on the government MS salary scales, per month in Tanzania Shillings,

<u>CATEGORY</u>		<u>SALARY</u>	
Nurse AX3	MS3	2670 X3X12	96120.00
	Uniform Allowance	300X3X12	10800.00
	Allowances for attending psychiatric patients	300X3X12	10800.00
Nurse BX3	MS3	1960X3X12	79560.00
	Uniform Allowance	300X3X12	10800.00
	Allowance for attending Psychiatric Patients	300X3X12	10800.00
Pharmaceutical AssistanceX3 MS2		1960X2X12	23520.00
Laboratory Technician MS2		1960X2X12	23520.00
TOTAL			275920.00
Total for 2 years		TSH	551840.00

NB.

Nurses get uniform allowance annually at TSH 3000.00

Nurses attending to psychiatric patients get an extra allowance of
TSH 300.00

AFRICAN NATIONAL CONGRESS (SA)

DEPARTMENT OF HEALTH

DATE:.....

REF No:.....

Dr/Mr/Miss:.....

.....

.....

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OFFER OF APPOINTMENT ON EXPATRIATE/LOCAL TERMS

On behalf of the African National Congress I have the pleasure to offer you the appointment to the post.....
at the ANC -Holland Solidarity Hospital.Mazimbu.

1. SALARY: Your Salary will initially be Tanzanian Shillings.....
per annum plus ,,,,,,expatriation allowance which
is Tanzanian Shillings on the scale MSU.
2. DUTIES: As a you will be responsible
to the for the
performance of your day to day duties.
3. TERMS AND CONDITIONS: Attached herewith is a brief summary of the
terms and conditions of service attached to
your post.
4. ACCEPTANCE: If you accept this offer, on the above terms and conditions
referred to in paragraph 3 above, will you please sign and
return to this office the) "Certificate of acceptance" at
the end of this form.

Delete whatever is inapplicable.

5 LASTLY: Should you accept this offer, I would like on behalf of the
African National Congress and its Department of Health to welcome
you to our growing community of Mazimbu and Dakawa and to assure
you of our utmost cooperation during the period of your work
with us.

Yours Sincerely,

.....
TREASURER GENERAL

.....
SECRETARY FOR HEALTH

CERTIFICATE OF ACCEPTANCE:

I accept/do not accept the appointment to the post of.....
.....to under the above terms and conditions of
service.

I will take up my post on or about.....

Signed..... Date,,.....

Place.....

Full Names.....

Address.....

.....
.....
.....

LABORATORY TECHNIQUES

ANC/SWAPO HEALTH COURSE 1986-87



NORWEGIAN PEOPLE'S AID

