



ANNUAL CAPACITY BUILDING
WORKSHOP 2023
FEBRUARY 23-25 · NAIROBI

**REGULATOR'S DUTY TO ENSURE SAFE AND
APPROPRIATE WORK ENVIRONMENT**

PROF FASTONE GOMA, BSC, MBCHB, MSC, PHD
PROFESSOR OF PHYSIOLOGY & CARDIOVASCULAR HEALTH
REGISTRAR



Outline of Presentation

1. Introduction
2. Regulator's Duty to ensure safe and appropriate work Environment
 - ❑ Staffing norms
 - ❑ Standards for work environment
 - ❑ Accreditation/Certification of work environment
 - ❑ System of referrals
3. Conclusion



Introduction

- **The role of regulatory bodies**
 - protect clients' healthcare from health risks
 - support safe work environments to provide quality care
 - ensure improved patient outcomes (basis for integrity)



Introduction Continuation

- ❑ **Safe working environment;**
 - ❑ improve productivity
 - ❑ reduce absenteeism, injuries, psychological stress
 - ❑ ensure health facilities and health training institutions uphold QA and QC expectations



Introduction Continuation

- ❑ Create enabling environments for institutions to operate within prevailing policy regulatory frameworks (i.e. political, social, economic and legal) environments



Regulator's duty to ensure safe and appropriate work Environment

i. Staffing norms

- Ensure that there is a required number and skill mix for a given health facility type to produce a desirable level of care to meet patient demand.



Regulator's duty to ensure safe and appropriate work Environment

- ❑ Registration of skilled health practitioners
 - ❑ Indexing of students & monitor progression
 - ❑ Screen graduates through licensure exams
 - ❑ Development of Scope of Practice
- ❑ Continuing Staff development programmes
- ❑ Monitor the professional practice
 - ❑ Develop code of ethics and orient practitioners
 - ❑ Disciplinary processes – professional misconduct



Regulator's duty to ensure safe and appropriate work Environment

ii. Develop standards for work environments

- Lobby for updating laws and regulation promoting safe work environment
- Update guidelines and licencing requirements
 - Zambia has included practitioner's rights and responsibilities



Regulator's duty to ensure safe and appropriate work Environment

iii. Accreditation/certification of work environments

- Orientation on requirements
- Insist on minimum standards for accreditation
- Enforce compliance to minimum



Regulator's duty to ensure safe and appropriate work Environment

iv. System for referrals

- ❑ Update referral guidelines and systems
- ❑ Accessible patient transport systems
- ❑ For Zambia standards, we have ambulances, first responder vehicles, rescue vehicles and planned patient vehicle



CONCLUSION

It is a responsibility for the Regulator and all institutions to ensure safe and appropriate work environment

