

ASSOCIATION OF MEDICAL COUNCILS OF AFRICA



AMCOA
CAPACITY
BUILDING
WORKSHOP



INTEGRATED
HEALTHCARE
REGULATION
AND
LEADERSHIP
IN BUILDING
RESILIENT
HEALTH
SYSTEMS

MANAGING HEALTH WORKFORCE MOBILITY- SADC EXPERIENCE

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FEDERAL MINISTRY OF
**HEALTH &
SOCIAL WELFARE**



OVERVIEW

- Medical and Dental Practitioners Council of Zimbabwe
- Managing Health workforce mobility in Zimbabwe
- WHO Global code on the International recruitment of Health Personnel

MDPCZ

- Statutory body
- 18 members
- 4-year term
- Appointed by the Minister of Health



MANDATE

- Accreditation and supervision of medical education
- Licensing of practitioners
- Regulating the profession
- Inspection of institutions
- Disciplining and enforcing ethics



FUNCTIONS



Corporate Governance



Medical regulations

MANAGING HEALTH WORKFORCE MOBILITY IN ZIM

- FTI
- Specialists
- Male practitioners from the Middle East
- Philanthropic practitioners
- Bilateral Government agreements

FOREIGN TRAINED INTERNS

- Undergraduate training
- Scholarships
- Qualifications
- Patient exposure
- Not registrable

REMEDIAL ACTION

Primary source
verification

Orientation
program

Exams

SPECIALISTS

01

Reciprocity
and
equivalency

02

Registrability
in the country
of training

03

Primary
source
verification

04

CGS

MIDDLE EAST

**Female
patients**

**Obstetrics
and
Gynaecology**

Exams

PHILANTHROPIC PRACTITIONERS



Mission Hospitals



Short duration



Local supervisor registered and
answerable to Council

BILATERAL GOVERNMENT ARRANGEMENTS



One year period



Supervision in a Designated
Health Institution

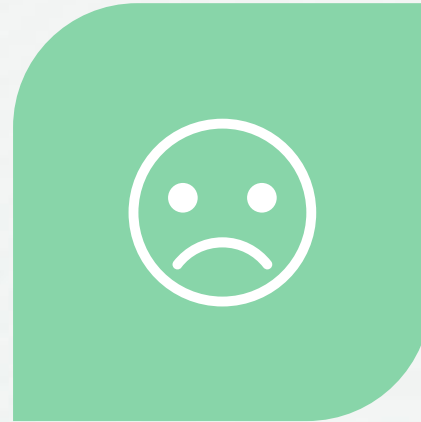
WHO PERSPECTIVE

- Globally, health workforce shortages are greatest in sub-Saharan Africa
- 24% of the disease burden
- 3% of the health workforce
- >1% of the world's financial resources
- (WHO,2006)

MIGRATION CRISIS



INADEQUATE
HEALTH FACILITIES



POOR WORKING
CONDITIONS



LOW WAGES

DESTINATION



REGIONAL



BEYOND

WHO GLOBALCODE OF PRACTICE

- 2010
- 193 member states of the WHO
- Ethical norms
- CGS
- Loopholes
- Registered practitioners stagnant

THANK YOU

