



**MZUMBE UNIVERSITY
(CHUO KIKUU MZUMBE)**

MZUMBE UNIVERSITY HEALTH POLICY, 2022

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LIST OF ABBREVIATIONS

AIDS:	Acquired Immunodeficiency Syndrome
BCG:	Bacilli Calmette-Guérin
CSP:	Corporate Strategic Plan
CTC:	Care and Treatment Center
DCC:	Dar es Salaam Campus College
DHCS:	Directorate of Health and Clinical Services
DVC-PFA:	Deputy Vice Cancellor Planning, Finance and Administration
GoTHOMIS:	Government of Tanzania Health Operations Management Information System
HIV:	Human Immunodeficiency Virus
IDM:	Institute of Development and Management
IEC:	Information, Education and Communication
MCC:	Mbeya Campus College
MOH:	Ministry of Health
MSD:	Medical Stores Department
MU:	Mzumbe University
MUHC:	Mzumbe University Health Centre
MUHP:	Mzumbe University Health Policy
NCD:	Non-Communicable Diseases
NGO:	Non-Governmental Organization
NHIF:	National Health Insurance Fund
NSGRP:	National Strategy for Growth and Reduction of Poverty
OSHA:	Occupational Safety and Health Authority
PCT:	PCT: Preventive Chemotherapy
PO-PSM:	The President's Office, Public Service Management
RCH:	RCH: Reproductive and Child Health
SDGs:	SDGs: Sustainable Development Goals
STD:	STD: Sexually Transmitted Diseases
VCT:	VCT: Voluntary Counselling and Testing

DEFINITION OF IMPORTANT TERMS AS APPLIED IN THIS POLICY

- Health** - Is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.
- Non-Communicable Diseases** - Medical condition or disease not caused by infectious agents mostly is caused by lifestyle of an individual. NCDs can refer to chronic diseases which last for long periods of time and progress slowly.
- Zoonotic Disease** - Is any disease or infection that is naturally transmissible from vertebrate animals to humans.
- Pandemic disease** - is a disease outbreak that spread across countries or continents affecting a large number of people.
- Communicable Diseases** - Is an infectious agent or is toxic product, which is transmitted directly or indirectly from an infected person or animal or through the agency of an intermediate environment.
- Immunization** - Is the process from which an individual becomes protected from disease agent by inoculation or vaccination.
- Disease surveillance** - Is the practice of collecting, analyzing and interpreting data originating from various sources of diseases and monitoring.

- Mental Health** - The state of a person's emotional, psychological, and social well-being.
- Sanitation** - Means prevention of human contact from the waste to promote health through the use of improved facilities for safe disposal of human excreta, maintenance of hygienic practices such as hand washing and provision of services for garbage collection and wastewater disposal.
- Substance Abuse** - Refers to the harmful or hazardous use of psychoactive substances, including alcohol and illicit drugs.
- Public Health** - The science and art of preventing disease, prolonging life and promoting health through the organized efforts and informed choices of society, organizations, public and private, communities and individuals.
- Hygiene** - Refers to conditions and practices that help to maintain health and prevent the spread of diseases.
- Environmental Health** - Activities contributing to prevention and control of factors in the man's physical environment which exercise or may exercise deleterious effect on his physical development, health, or survival.
- Diagnostic Services** - It refers to surgical, medical, pathological, laboratory, radiology and imaging

and molecular biology procedures used to determine the cause of a disease or condition.

Medical research

- Research that involves a wide range of fields such as chemistry, pharmacology and toxicology with the purpose of improving the application of medical procedures.

Occupational Health and Safety

- Is a multidisciplinary field concerned with the safety, health and welfare of people at occupation.

Obstetric/surgical theatre

- Facility within a hospital/health Centre where surgical operations are carried out in a highly sterile condition.

Food safety

- Refers to the condition and practices that preserve the quality of food to prevent contamination and spoilage of food.

MU community

- Mzumbe University community refers to Mzumbe University-Main Campus, Mbeya Campus College and Dar es Salaam Campus College.

EXECUTIVE SUMMARY

Mzumbe University as a public institution has the duty of working consistently to translate national goals and policies into the local context for the purpose of promoting the well-being of the citizens. The MU Corporate Strategic Plans of different periods and various University policies and guidelines have been used as the key instruments for providing policy direction with regard to the implementation of national goals and policies. However, since its establishment, Mzumbe University has been operating without a specific policy to guide health issues. In such a situation, various national policies and guidelines together with other relevant University policies and guidelines provided direction. However, in some instances, these instruments have often been inadequate in providing precise policy direction to issues which require specific policy direction.

This policy, therefore, seeks to guide health issues at Mzumbe University for the purpose of ensuring healthy lives and well-being of the MU students, staff and the surrounding communities. The policy is informed by key national policies, particularly, the National Health Policy of 2017, the National Strategy for Growth and Reduction of Poverty (NSGRP), the National Occupational Health and Safety Policy (2010), the National Policy on HIV/AIDS and the National Environmental Policy (1997). At the University level, the policy is informed by the MU 4th Corporate Strategic Plan and other policies to avoid contradiction and duplication.

The methodology that was used in the formulation of this policy involved a desk review of key national and university documents to inform the content and scope of the policy; situational analysis to identify policy issues and strategies and consultation of internal and external stakeholders for aligning the policy with their needs. In view of the documentary review and the inputs from the internal and external stakeholders, this policy provides direction on issues related to service provision, staff matters, disease

control, health insurance, safety at work, food and environment, infrastructure and health information system (HIS).

CHAPTER ONE

PREAMBLE

1.1 Background of Mzumbe University

Mzumbe University was established by the Mzumbe University Charter, 2007 enacted under Section 25 of the Universities Act, 2005 (Act No. 7 of 2005) which repealed and replaced the Mzumbe University Act, 2001 (Act No. 21 of 2001). As a Training Institute, the University boasts of over 50 years experience training in the administration of justice, business management, public administration, accountancy, finance, political science and good governance. Mzumbe University's origin can be traced back to 1953 when the British Colonial Administration established a Local Government School in the country. The School was aimed at training local Chiefs, Native Authority Staff, and Councilors. The level of training was elevated after Tanzania's (Tanganyika) independence to include training of Central Government Officials, Rural Development Officers, and Local Court Magistrates.

The pronouncement of the Arusha Declaration in 1967, which culminated in the nationalization of private businesses and the decentralization process of 1971, created a huge demand for high and middle-level human resources. As one of the Government strategies to meet this demand, in 1972, the then Local Government School was amalgamated by the then Institute of Public Administration of the University of Dar es Salaam to form the Institute of Development Management (IDM-Mzumbe). IDM was a higher learning institution for training professional managers in the public and private sectors.

Given the natural growth of the Institute over the years of successful operation and the changing national and international human resource needs, the Government transformed it into a fully-fledged public University. This was made through the Act of Parliament No. 21 of 2001 (the Mzumbe University Act, 2001).

Currently, the Mzumbe University is governed by the Mzumbe University Charter, 2007 which now guides the operations and management of the University. The mandate of the University as stipulated in the Mzumbe University Charter, 2007 focuses on training, research, publications, and public service cum consultancy

The functions of the University are as follows:

- (i) To encourage academic staff and students to learn and seek knowledge and truth.
- (ii) To produce highly educated and adequately trained experts well prepared and equipped with requisite skills for self-employment and manning of key positions in both the public and private sectors.
- (iii) To promote, facilitate and sponsor research into technological, social, economic, political and cultural spheres for the welfare and development of mankind within and outside the United Republic of Tanzania.
- (iv) To seek or institute and award fellowship, scholarships, bursaries, medals, prizes and other forms of awards, assistance, or sponsorship for the advancement and dissemination of knowledge and pursuit of truth.
- (v) To arrange for the publication and dissemination of material produced in connection with the work and activities of the University.
- (vi) To conduct and administer the examination and confer degrees, diplomas, certificates and other awards of the University.
- (vii) To develop, promote and undertake the provision of adult, continuing and distance education for the enhancement of good governance and efficacious solution to social-economic and political problems.
- (viii) To develop and maintain a reference library and provide library services in the fields of study undertaken by the

- University.
- (ix) To cooperate with the government of the United Republic of Tanzania in the planned and orderly development of quality education, science and technology in the United Republic of Tanzania.
 - (x) To establish links and cooperate with other national and international institutions in the initiation and conduct of cooperative research, publication and training programmes for the mutual benefit of the cooperating institutions and the United Republic of Tanzania and generally for the pursuit of the mission of the University.
 - (xi) To do any other thing in accordance with the provisions of this Charter or any other written law in force in the United Republic of Tanzania in pursuance of the mission of the University.

1.2 University Vision and Mission

To achieve the stated functions, the MU formulated a vision and mission.

1.2.1 Vision

The University envisions to become a leading knowledge institution in management and allied sciences within local and global contexts by the year 2050.

1.2.2 Mission Statement

The Mission of the University is “to provide opportunities for acquisition, development, preservation and dissemination of knowledge and skills through training, research, innovation, professional and outreach services.”

1.3 Core Values

Mzumbe University will adhere to the following core values as it performs its functions:

Accountability:

We will be accountable to our stakeholders and the community

for the mandate and responsibility bestowed upon us.

Learning and growth:

We are passionate about learning and seek to constantly improve and innovate. We are open to learning from others and our challenges & successes for outstanding and enduring performance.

Creativity and innovativeness:

We strive for a just culture that respects creativity, innovation and growth. We are open to new scientific-based ideas and opinions, and we respect intellectual diversity.

Knowledge creation and dissemination:

We strive to ensure continuous knowledge creation through research and transfer the same to society for the development of the people.

Integrity and respect:

We strive to model ethical behaviour among the members of the Mzumbe university community to act honestly, respectfully and impartially in all transactions with customers.

Passion and Commitment:

We love what we do, and we never relax— in everything we do. We always challenge our ideas on what is the best course of action we should take to satisfy our customers.

Customer-centric:

We put our customers and their goals at the center of everything we do.

Professionalism:

We are qualified, skilled, experienced and competent in whatever we do.

1.4 Motto

The Motto of Mzumbe University is “Tujifunze kwa Maendeleo ya Watu.”

1.5 Rationale for the Mzumbe University Health Policy

Tanzania is one of the United Nations member states that have

agreed to implement the seventeen (17) UN Sustainable Development Goals (SDGs), also known as the Global Goals. The SDGs were adopted by all United Nations Member States in 2015 as a universal pledge for action to eradicate poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The SDGs have been translated into the National Strategy for Growth and Reduction of Poverty (NSGRP) and various national policies and programmes for implementation. SDG number 3 which is geared towards ensuring healthy lives and promoting well-being for all at all ages has been translated into the national policies and programmes particularly the National Health Policy of 2017 for translation into implementable sub-policies and programmes by the public, private and NGO sectors in the country.

Given this background, Mzumbe University as a public institution has seen the need to formulate a policy to guide health services delivery, adherence to occupational health and safety and public health standards. The purpose of the policy is to work consistently with the direction of SGD 3 to ensure healthy lives and promote the well-being of Mzumbe University students, staff and neighboring communities.

The MU Health Policy will strengthen the availability of key inputs in the delivery of health services at Mzumbe University including healthcare workers, medical supplies and equipment, health financing, development of health infrastructure and health information systems. For a long time, Mzumbe University has been operating without a specific policy to guide health issues. In such a situation, the MU Corporate Strategic Plan and National Policies and Guidelines have been used to provide policy and operational direction. However, in some instances, these instruments failed to address context-specific issues which required customized remedies.

1.6 Objectives of the Policy

The overall objective of the Mzumbe University Health Policy

is to guide health services delivery, adherence to occupational health and safety and public health standards.

Specifically, the policy seeks to achieve the following objectives:

- (i) To ensure accessible and equitable provision of health services to MU community.
- (ii) To strengthen competence and performance in the delivery of health care services in the University health facilities
- (iii) To strengthen MU capacity to address communicable and non-communicable diseases.
- (iv) To strengthen preventive health services and improve health promotion activities.
- (v) To strengthen public health control measures for food safety, environmental hygiene and sanitation.
- (vi) To enhance occupational health and safety measures for reducing occupational hazards in the University working environment
- (vii) To enhance mental health among MU community members
- (viii) To strengthen the use of the Health Information System at Mzumbe University

1.7 Scope of the Policy

This Policy is intended to cover health services delivery in all MU health facilities. Based on the analysis of the current situation at Mzumbe University, the following twelve (12) policy areas have been identified and are addressed by this policy:

- a) Provision of health services
 - Diagnostic and curative services
 - Medicines, medical supplies and equipment
 - Preventive education
 - Disease surveillance
 - Immunization, Reproductive, maternal and child health services
- b) Human Resource for Health

- c) Communicable, non-communicable and neglected tropical diseases
- d) Health Insurance
- e) Occupational Health and safety
- f) Food safety, environmental hygiene and sanitation
- g) Health Financing
- h) Development and maintenance of health infrastructure
- i) Mental health
- j) Health Information System

CHAPTER TWO

SITUATIONAL ANALYSIS

2.1 Introduction

In the course of formulating this Policy, the first step was to brainstorm on possible policy areas to be covered. After identifying the potential policy areas, a situational analysis was conducted at the Mzumbe University-Main Campus in Morogoro, Mzumbe University Dar es Salaam Campus College (DCC) and Mzumbe University Mbeya Campus College (MCC). Interviewing key stakeholders i.e. students, staff and health personnel as well as physical observation methods were relied upon during the situation analysis exercise. Experience from other organizations was also sought. This chapter, therefore, presents the findings of the situational analysis concerning the ten (10) potential policy areas highlighted in chapter one.

2.2 Provision of health services

2.2.1 Diagnostic and curative services

Currently, the Health Centre at Mzumbe University, Main Campus provides testing and medical procedures, ultrasound, obstetric doppler, electrocardiogram (ECG) at the Main campus and laboratory services such as parasitology, pathology, microbiology and chemistry panel. The University Health Centre has well-equipped laboratory with qualified human resources. Mbeya Campus Dispensary provides testing and medical procures services, unlike Dar es Salaam Campus only first aid services are available. The major challenge is the timely availability of reagents. However, the laboratory at MU health center has insufficient space for performing microbiological like culture and sensitivity tests which need a separate room.

2.2.2 Medicines, medical supplies and equipment

Availability of essential medicines, medical supplies and equipment has been the topmost priority of the University. Procure-

ment of medicines, medical supplies and equipment is centrally coordinated through the Medical Stores Department (MSD) and financed by the University. In case some of the medicines, medical supplies and equipment are out of stock at MSD, purchase of the same from a local supplier is done on approval by the MSD. The major challenge MSD remaining the sole agent for procurement and distribution of medicines equipment and medical supplies leads to delays in delivery of the ordered stock and a limited number of qualified pharmaceutical personnel. Currently, the University has only one Pharmaceutical technician.

2.2.3 Preventive education

Provision of preventive education to the MU community focuses on reducing risk factors and increasing knowledge of protective mechanisms in order to reduce disease incidences and injuries. University has always put efforts into providing health education as a mechanism for reducing disease burden and cost of treatment. Public sensitization and health promotion are done regularly by the University through the Directorate of Health and Clinical Services. Some of the areas of focus in health education including but not limited to HIV/AIDS, Malaria, Hepatitis B, Cardiovascular diseases, Cancer, Reproductive health like family planning, drug abuse and maintenance of a health lifestyle. The major challenge faced included poor turnout of Mzumbe community members to health education programs and limited funds to support various events that promote health issues.

2.2.4 Disease surveillance

Assessment of disease trends at Mzumbe University is done regularly in order to identify prevailing diseases for the purpose of making an informed decision on health planning, monitoring the change of infectious diseases, determining drug resistance, health planning and the allocation of resources and community awareness creation programs to undertake. Directorate of Health and Clinical services provides quarterly reports on disease incidence and prevalence to students, staff, and neighboring com-

munities.

2.2.5 Immunization, Reproductive, maternal and child health services

Mzumbe University Health Centre has a Reproductive and Child Health (RCH) unit that provides immunization, reproductive, maternal and child health services. MU Health Centre provides vaccines which include bacilli Calmette-Guérin (BCG), Tetanus, Measles, Polio and chicken pox according to standards of the Ministry of Health Community Development, Gender, Elderly and Children. With regard to maternal and child health care services, essential medical health services are provided considering a large proportion of the MU community is of reproductive age.

2.3 Human Resources for Health

2.3.1 Staffing

Mzumbe Health Centre has 37 employed staff including medical officers, nursing officers, pharmaceutical technicians, laboratory technicians, health administrators, health attendants, health officers and data clerks. It is foreseen in the current CSP to elevate the capacity of existing health services as well as introduce new services. At the Mbeya Campus dispensary, there are six (6) employed medical staff and the Dar es Salaam Campus first aid unit has three (3) medical staff. The major challenge is the inadequate distribution of health staff, especially at Main Campus Health Centre.

2.3.2 Staff capacity building

Employees are one of the key determinants of excellence in all professions organization success and are often the “reception” of the agency to customers and stakeholders. Thus, MU considers the maintenance of a well-trained and qualified workforce as a critical undertaking of the University Management. Capacity building for MU health workers involves both short-term and long-term training which seeks to strengthen staff skills and competencies. The major challenge that the University is currently

facing is a lack of funds to finance long and short-term training.

2.3.3 Promotion

Promotion of staff refers to an upward movement in the present job leading to greater responsibilities, higher status and better salary. In essence, staff promotion is a source of motivation to deliver excellence. Mzumbe University has been doing its best to ensure that the health staff meets the required merits for promotion. Among the efforts is to encourage staff to go for further studies and doing periodic establishment of a gap between the current and future rank. The major challenge that MU faces with regard to the promotion of health staff is the delay in the approval of the staff promotions submitted to The President's Office, Public Service Management (PO-PSM). Another challenge faced is inadequacies in merit among some of the staff due to insufficient educational qualifications.

2.3.4 Staff Incentives

The university has managed to establish health staff motivation tools that include the provision of overtime allowance (honoraria) and uniform allowance to health facilities. The major challenge faced by staff motivation is a limitation of available incentives to health staff such as risk allowance and medical practice licenses.

2.4 Communicable and non-communicable diseases

2.4.1 Communicable diseases

These are transmitted diseases from human to human e.g. HIV/AIDS or from animals to humans (animal-borne diseases). Some communicable diseases can be directly or indirectly transmitted through insect vectors like malaria. Other communicable diseases can be spread through inanimate vectors like water, air and food such as typhoid fever and miscellaneous diarrhea. The MU main campus community and Dar es Salaam campus are more prone to malaria and typhoid than other diseases. On Mbeya campus, respiratory ailments during the cold seasons of the year. Intestinal parasites (worms) are more prevalent in Morogoro and

Mbeya areas. The major challenges that MU health facilities face especially at the Main Campus and Mbeya Campus College include inadequate health education among the MU community on preventive measures and inadequate medical supplies.

2.4.2 Non-communicable diseases

Non-communicable diseases such as cardiovascular diseases (high blood pressure and heart diseases), diabetes mellitus, arthritis and cancers normally attack aged people and are common and prevalent among community members on all MU campuses. The main challenge that the University health facilities face in taking care of the non-communicable diseases includes large negligence of some people on adherence to a healthy lifestyle. Besides, there are not enough sports and games particularly indoor and outdoor facilities.

2.4.3 Neglected Tropical Diseases

Parasitic infections are widespread in the country due to a number of factors including the low socioeconomic status of rural populations. Schistosomiasis, soil-transmitted Helminths, Lymphatic Filariasis, Onchocerciasis and Trachoma are endemic in many areas as well as zoonotic diseases such as Rabies, Tick-borne Relapsing fevers, Plague, Echinococcosis (hydatid), Taeniosis (cysticercosis) and Brucellosis with a large part of the Mzumbe Main Campus being at risk of co-infection with two or more of these diseases. The main challenge that the University community is facing is the community does not aware of NTD and has a negative attitude toward Preventive Chemotherapy (PCT)

2.4.4 HIV/AIDS and STDs

HIV/ AIDS is a global concern pandemic and hence a threat to the University given the diversity and mobility of the MU community members. In this regard, MU has established a technical committee with the mandate of assessing the situation of HIV/AIDS at the University, planning and overseeing the implementation of strategies against the disease on the campuses. The current situ-

ation with regard to the availability of Voluntary Counseling and Testing (VCT), care and treatment services at the Main campus. At Mbeya Campus, only VCT services are available while at Dar es Salaam Campus the services have not yet been introduced. Sensitization of the MU community on the prevention of student to student, student to staff, student/staff to the public and vice versa has been done frequently at the MUHC. The main challenge that health service providers at MU face are inadequate willingness of the MU community to be aware of their health status.

A number of sexually transmitted diseases (STDs) like gonorrhoea, lymphogranuloma and syphilis are also a concern of the University. The University through its health facilities has put the effort into providing care, education and treatment (CET) services to MU community members on STDs. This also includes ensuring that condoms are available and accessible all the time. The major challenge that MU faces in addressing STDs is unsafe sex practices among the youth.

2.5 Health Insurance

2.5.1 Coverage

All MU permanent and pensionable staff are mandatorily covered through the National Health Insurance Fund (NHIF) scheme. For students, the University has made an arrangement with the NHIF to enroll students once they get admitted for studies. Payment of contribution fee is mandatory for every student as a prerequisite for registration in each academic year. This has made it possible for all students to be covered through the NHIF.

2.5.2 Accessibility

The target of the Ministry of Health is to ensure that every citizen has access to health insurance through the respective schemes in order to ensure access to health services. Mzumbe University is an agent of NHIF where staff and students have access to health insurance services. The major challenge that the University faces with regard to health insurance issues is the negligence of some

staff and students not processing their membership cards while they are eligible members.

2.6 Occupational Health and Safety

Occupation health and safety is the National priority area of making sure that the working environment is safe, healthy and well maintained in accordance with the vision of SDG number 3. The Ministry of Health and the President's office, Public service Management and Good governance and Ministry of Labour, Employment and Youth development emphasize on the provision and maintenance of a safe and healthy working environment as a prerequisite for the facilitation of optimal social, mental and physical wellbeing of workers at workplaces.

Mzumbe University has an Occupational Health and Safety committee responsible for purpose of initiating, developing, promoting, maintaining and reviewing measures to ensure the health and safety of employees at work. The general situation at the University Campuses shows that there are challenges related to a supportive working environment which need to be addressed. Such challenges include inadequate office accommodation, unsupportive office chairs, lack of working gear and supportive services for the disabled.

2.7 Food safety, hygiene and safe water

For the University community like Mzumbe, the issue of the food hygiene and safe water are of top priority. The operating environment for catering services supply at MU has changed significantly following the government's decision to privatize the non-core functions in all public institutions. Following this reform, catering services at Mzumbe University have since then been offered by diverse agents at different scales of operation and quality standards. For that reason, the University sees the need for establishing a mechanism to oversee the quality of catering services in terms of food hygiene and safety.

With regard to water, the University is responsible for ensuring an adequate supply of tap water to all its premises. MU has a water catchment area that supplies tap water to students' hostels, offices, classrooms/halls, staff residents and public areas. Chlorination is done regularly to ensure the water supplied is treated. The major challenge that is faced is related to poor infrastructure in the catchment area and the distribution system. Evidence has shown that during the rainy season, there is a distraction to the catchment area due to runoff and siltation causing a water shortage at the University premises. This endangers community health and also increases the cost of the University in supplying safe water.

2.8 Health Financing

Health services delivery at Mzumbe University is largely financed by the Institution. Other sources of funding include cost-sharing through users fee and insurance schemes (NHIF). A small proportion of funding comes from NGOs which focus on HIV/AIDS services. The major challenge of the University health financing system is a limited budget which is not adequate for the provision of quality health services. A large proportion of the budget finances recurrent expenditures and no funds are set aside to finance development activities such as infrastructure for the expansion of health facilities.

2.9 Development and maintenance of health infrastructure

Mzumbe University has two health facilities and a first aid unit. These are the Mzumbe University Health Centre at the main campus, the Mbeya campus dispensary and the Dar es Salaam first aid unit. Mzumbe University has an Outpatient building, offices, laboratory, pharmacy, female ward, male ward, special ward, postnatal ward, labor ward, toilets and incinerator. Periodic Maintenance of available infrastructure to meet minimum standards unlike no development of new infrastructure for almost 10 years. Currently, the space is not enough, especially in the wards, laboratory, offices and pharmacy. Mzumbe university health Centre

lacks an operating theatre which is one of the key requirements for a Health Centre.

2.10 Mental health

Mzumbe University understands that Mental health is an important part of the overall health and well-being of the entire community including emotional, psychological, and social well-being. For that reason, the University strives to provide education that helps to determine how to handle stress and make healthy choices. Mental health is important to students and staff given the nature of their daily activities. Apart from medical counseling services provided at MU health facilities but there is inadequate number of professional counselors with regard to the available population. Currently, the University has a serious shortage of professional counselors.

2.11 Health Information System

The university digitalizes information system in the provision of health services. Adoption of the GOTHOMIS system helps the University health facilities manage healthcare data that including collection, storing and transmit patient's electronic medical records. Currently, 90% of the provided health services are computerized. The major challenge faced by the University facilities is the inadequate distribution of electronic equipment that support the provision of services such as computers, printers, iPad and scanners.

2.12 Governance

Mzumbe University Charter article 12 (1) recognizes the Vice-Chancellor (VC) as the chief executive, academic and administrative officer. In that view, the VC is responsible for ensuring the health and welfare of the university community. The VC with the assistance of the Health Governing Committee is charged with the responsibility and authority to direct and take the necessary actions s/he deems appropriate in ensuring healthy lives and promoting the well-being of people in his/her jurisdiction. However,

the major challenge that the university is currently facing is that there is no established Health Governing Committee to govern health matters at the University.

CHAPTER THREE

POLICY ISSUES, STATEMENTS AND STRATEGIES

3.1 Introduction

With reference to the situational analysis results presented in chapter two, this chapter presents policy issues, statements and strategies with respect to the twelve (12) identified policy areas.

Roles and responsibilities regarding the provision of health services at Mzumbe University, preventive education and facilities, disease surveillance, immunization and MCH services, preparedness to combat epidemics and zoonotic diseases, accessibility to Health Insurance, Occupational Health and safety, the provision of health services in the University health facilities, infrastructure development and maintenance, staff and working environment, budget for health service provision at the University and procurement of medical supplies and drugs

3.2 Provision of health services

3.2.1 Policy issues

- (i) Delays in delivering ordered medicines, medical supplies and equipment.
- (ii) Inadequate space for smooth laboratory work and medical procedures.
- (iii) Shortage of pharmaceutical technicians
- (iv) Poor turn-up of Mzumbe community members to health education programmes.
- (v) Inadequate funds to support health promotion activities.
- (vi) Inadequate awareness of MU community members about immunization issues.
- (vii) Low level of awareness among MU community members on reproductive health.

3.2.2 Policy statement

- (i) Mzumbe University will ensure adequate and equita-

ble provision of health services to Mzumbe University community.

3.2.3 Policy strategies

- (i) To ensure timely ordering of medicines, medical supplies and equipment in every quarter.
- (ii) To expand the existing laboratory at the MU health Centre.
- (iii) To employ qualified pharmaceutical technicians.
- (iv) To conduct public sensitization on health promotion activities.
- (v) To increase the budget for health education programmes.
- (vi) To emphasize consistency in data entry and regular updating of data management skills.
- (vii) To encourage MU students and staff to conduct medical research that will inform practice at MU health facilities.
- (viii) To strengthen awareness and immunization campaigns.
- (ix) To strengthen MU community awareness on reproductive health.

3.3 Human Resources for Health

3.3.1 Policy issues

- (i) Inadequate manning levels in different medical cadres at MU health facilities.
- (ii) Inadequate funds to support long- and short-term training programmes of medical professionals.
- (iii) Lack of merits among health staff for promotion.
- (iv) Lack of guidelines for health staff incentives packages.

3.3.2 Policy statement

The University will ensure that all its health facilities are optimally manned with qualified, competent and committed health

staff.

3.3.3 Policy Strategies

- (i) To employ adequate health staff for each cadre at MU health facilities.
- (ii) The University will collaborate with external stakeholders to create scholarship opportunities for long- and short-term studies.
- (iii) To encourage health staff at MU to go for further studies.
- (iv) To prepare guidelines for health staff incentives in accordance with the Ministry of Health.

3.4 Communicable Disease

3.4.1 Policy issues

- (i) Inadequate awareness among MU community members on health preventive measures.
- (ii) Inadequate willingness of the MU community to have regular HIV testing.
- (iii) Continued behavior of unsafe sex practices among MU community members particularly the youth.

3.4.2 Policy statement

The University will take adequate measures to address communicable disease

3.4.3 Policy strategies

- (i) To strengthen the Mzumbe University HIV/AIDS Committee to initiate, implement and evaluate control measures against HIV/AIDS across the University campuses.
- (ii) To ensure continuous medical education on awareness to all MU community members on preventive measures to undertake.

3.5 Non-communicable diseases

3.5.1 Policy issues

- (i) Inadequate awareness among MU community members on health preventive measures.
- (ii) Negligence of some people on adherence to a healthy lifestyle
- (iii) Inadequate awareness among MU community members to check their health status before they get sick

3.5.2 Policy statement

The University will take adequate measures to address non-communicable among the MU community.

3.5.3 Policy strategies

- (i) To strengthen the Mzumbe University on NCD Committee to initiate, implement and evaluate control measures against NCDs across the University campuses.
- (ii) To ensure continuous medical education on awareness to all MU community members on preventive measures to undertake.

3.6 Health Insurance

3.6.1 Policy issues

- (i) Negligence of students to process their membership cards
- (ii) Staff dependents that do not fall under the legal dependent category are not covered by NHIF.
- (iii) Untimely remittance of contributions from the University to the Fund.

3.6.2 Policy statement

The Mzumbe University will ensure coverage and accessibility of health insurance services to students and staff.

3.6.3 Policy strategies

- (i) To educate staff and students on the importance of processing and making use of their membership cards.
- (ii) To encourage staff members to enroll in NHIF their dependents who do not fall under the legal dependent category.
- (iii) To ensure that contributions from the University are remitted to NHIF timely.

3.7 Occupational Health and Safety

3.7.1 Policy issues

- (i) Lack of working environment risk assessment plan on all MU campuses
- (ii) Lack of regular training courses on occupational health and safety in the MU community.
- (iii) Lack of inadequate periodic medical checkups to all MU campus communities.

3.7.2 Policy statement

The University will ensure the maintenance of a healthy working environment for all MU campuses.

3.7.3 Policy strategies

- (i) To develop organizational culture that promotes a safe working environment.
- (ii) To ensure periodic maintenance of the working environment for avoiding hazardous events in the working environment.
- (iii) To conduct periodic assessments of the working environment at all MU campuses.
- (iv) To create awareness among Mzumbe University staff on the Workers Compensation Fund.

3.8 Food safety, hygiene and clean water

3.8.1 Policy issues

- (i) There are diverse catering service providers across the University.
- (ii) The infrastructures of the water catchment area and distribution system are overwhelmed by the demand of MU

3.8.2 Policy statement

The University will develop appropriate mechanisms for ensuring food safety, hygiene and clean water.

3.8.3 Policy strategies

- (i) To strengthen environmental committee for regular inspection of catering premises and awareness creation to vendors on safe food handling.
- (ii) Modernizing the infrastructure of the water catchment area and distribution system

3.9 Health Financing

3.9.1 Policy issues

- (i) Inadequate budget to finance health development and activities.

3.9.2 Policy statement

The University will establish a partnership with stakeholders for budgetary support to finance health development projects.

3.9.3 Policy strategies

- (i) To encourage the Directorate of Health and Clinical Services to collaborate with MU academic staff in writing project proposals to solicit funding.
- (ii) To ensure an adequate health budget.

3.10 Development and Maintenance of Health Infrastructure

3.10.1 Policy issues

- (i) Lack of operating obstetric/surgical theatre.

- (ii) Inadequate laboratory space and wards.

3.10.2 Policy Statement

The University will ensure adequate infrastructure for health services provision.

3.10.3 Policy strategies

- (i) To construct an operating obstetric/surgical theatre at the MU Health Centre.
- (ii) To expand and upgrade health facilities on all campuses.

3.11 Mental health

3.11.1 Policy issues

- (i) an Inadequate number of professional counselors.
- (ii) The presence of substance abuse among students.

3.11.2 Policy statement

The University will take all necessary measures to enhance the emotional, psychological and social well-being of the MU community.

3.11.3 Policy strategies

- (i) To employ professional counselors.
- (ii) To provide education to the MU community on how to handle stress and overcome difficult situations.

3.12 Health Information System

3.12.1 Policy issues

- (i) Inadequate capable electronic devices to support information system.
- (ii) Limited ICT skills in the health information system.

3.12.2 Policy statement

The University will strengthen the use of a computerized health information system in the delivery of health services in the University health facilities.

3.12.3 Policy strategies

- (i) To procure adequate modern electronic devices to support the digitalization health information system.
- (ii) To conduct regular training of health staff on ICT application.

3.13 Governance

3.13.1 Policy issue

- (i) There is no Health Governing Committee at Mzumbe University to govern all health matters.

3.13.2 Policy statement

The University will establish a health Governing Committee in accordance with the guidelines of the Ministry of Health, Community development, Gender, Elderly and Children.

3.13.3 Policy strategies

To collaborate with District Medical Officer (DMO) for the establishment of the Mzumbe University Health Governing committee (MUHGC). The Committees will be the overall overseer and adviser to the University Management on all health matters at the University.

CHAPTER FOUR

POLICY IMPLEMENTATION, EVALUATION AND REVIEW

4.1 Introduction

This chapter provides details on policy implementation including the responsibility for implementation, monitoring and evaluation and the specific date on which the policy commences.

4.2 Policy Implementation

The Mzumbe University Health Services Delivery Policy is not isolated from other University Policies and regulations as well as Government policies and guidelines on the wellbeing of the people. In accordance with the Mzumbe University Charter article 12 (1), the Vice-Chancellor (VC) is the Chief Executive, academic and administrative officer. In that view, the VC is *inter alia*, responsible for the general health and welfare of the University. The VC has the responsibility and authority to direct and take the necessary actions s/he deems appropriate towards ensuring healthy lives and promoting the well-being of the University community and its surrounding communities. Because public health matters concern everyone, then from the VC the responsibility regarding health and wellbeing trickles down to the University Management and all members of the University community including visitors, outsourced service providers and contractors. It follows therefore that as far as the implementation of the policy is concerned, the Vice-Chancellor is at the top of the Mzumbe University Health Services Delivery Policy implementation organogram followed by the DVC – PFA, Director of Health and Clinical Services. (See figure 1)

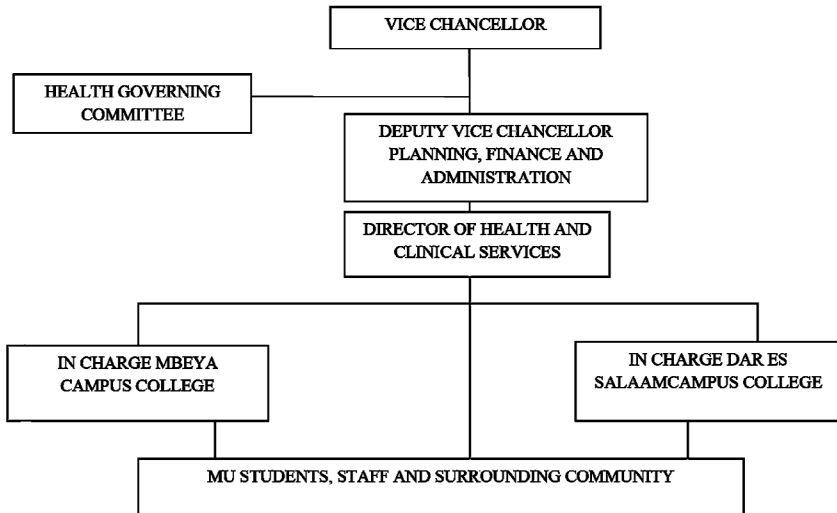


Fig 1: MU Health Services Delivery Policy Implementation Organogram

4.3 Policy Monitoring, Evaluation and Learning

In order to ascertain whether the policy implementation is done consistently with the policy objectives, monitoring and evaluation will be done from time to time. The criteria for its monitoring and evaluation will be specified in the implementation action plan. In the course of the implementation of the MU health policy, a systematic monitoring process shall be deployed. In this respect, the Director of Clinical Services shall prepare progress reports for discussion and endorsement by the University Health Committee which shall then report to the DVC PFA.

Normally, evaluation mainly focuses on the impact of the policy on the community and in this respect Mzumbe University community. The evaluation report will be able to tell whether the activities planned were implemented accordingly and the resources used have attained the intended results and vice versa. Both monitoring and evaluation shall therefore provide feedback to the stakeholders and inform the subsequent policy review for the

purpose of drawing lessons for improvement of the policy document with an ultimate improved working and living environment for the entire Mzumbe University community.

4.4 Policy Review

The policy will be monitored on a continuous basis but it will be reviewed after every five (5) years or as circumstances may require.

4.5 Commencement of the Policy

The policy will come into effect on the date it is approved by the University Council.

APPENDIX 1:

STAKEHOLDERS' COMMENTS ON MU HEALTH POLICY

S/N	NAME OF STAKEHOLDER	COMMENTS	REMARKS
1.	NHIF	- Staff awareness of the causes and prevention of diseases should be included.	Incorporated 3.4.2
		- The University should consider other means to fight NCDs such as establishing a gym for staff members which can also be used as a source of income for the University.	Incorporated under 3.5.3
		- The University should commit itself to ensuring that every member of the University Community is covered with health insurance.	Incorporated under 3.6.2
		- The University should encourage staff members to	Incorporated under 3.6.3 (ii)

		enroll in NHIF their dependents who do not fall under the legal dependent category.	
		- The University should ensure that contributions from the University are remitted timely to the Fund	3.6.3 (iii)
2.	DMO-MVOMERO DC	- The University should establish a health governing committee to oversee and advise on all health matters.	Incorporated under 3.13.2
3.	Sokoine University of Agriculture (SUA)	- Infrastructure development and equipment should be included in the policy.	Included under 3.10
4.	MU neighboring community	- The University should ensure access to health services by the communities around the University.	Incorporated throughout the policy