

HEALTH

PERSONNEL: THE KEY FACTOR

A great many hospitals in Africa are empty – not because there are too few patients but because there are not enough trained medical personnel to care for them. CIM experts in Africa are trying to change this. By working for local employers they support the health sector from within, passing on their knowledge and promoting reform processes.



Photos: CCBRT

The demand for trained medical personnel is rising so steadily in Africa that the domestic job market can hardly keep pace with it. At the same time, doctors, nurses and orderlies are leaving the continent because of poor working conditions and low salaries. And the dwindling personnel numbers are not the only problem. The lack of training opportunities also weakens the capacity of the health system to cope with the challenges it faces. The Centre for International Migration and Development (CIM) is helping to relieve the pressure caused by this human resources crisis and to improve health care in Africa by recruiting qualified experts and placing them in hospitals and other health facilities where the need is greatest.

CIM experts in the African health sector

To resolve the human resources crisis in the African health sector, CIM pursues three strategies in line with the health concept of the German Federal Ministry for Economic Cooperation and Development (BMZ).

- **Training medical personnel**

CIM places medical experts to train not only medical specialists but also orderlies, pharmacists and medical technicians, all of whom improve the quality of medical care and ease the shortage of qualified personnel.

- **Support for management**

CIM experts in human resources and quality control manage-

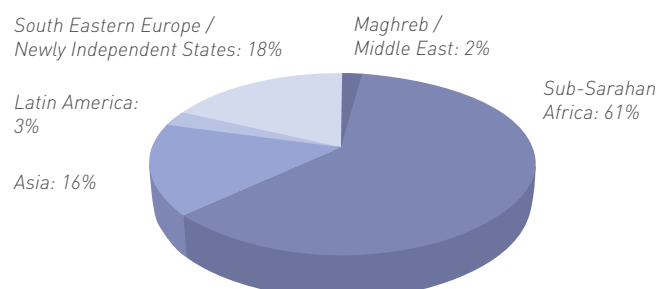
ment support health care institutions (ministries, hospitals, associations of private health institutions) in their efforts to optimise their work processes.

- **Prevention and treatment of HIV/AIDS**

CIM experts are attempting to improve medical care in hospitals for people living with HIV/AIDS. They are also active in working for prevention, and, additionally, they advise their employers on how to set up programmes to deal with HIV/AIDS at the workplace.

Health experts world-wide

CIM places health experts in a number of developing and emerging countries. The following chart offers an overview of their regional distribution. The majority of CIM experts work for employers in Africa, where the need is greatest. CIM experts are employed in Malawi and Tanzania, for instance, where German development cooperation focuses primarily on strengthening the health system, but also in Ghana, Rwanda, and other African countries.



Employers of CIM experts

CIM experts work in a wide variety of institutions within the health sector: ministries, universities, university clinics, hospitals and associations of private health care facilities. In each organisation, the focus is on training to build the capacities of local medical staff.



CIM expert Annette Runge during a training session in Tanzania.

Advantages of CIM expert assignments

• Full integration of experts

CIM experts are completely integrated into local employment structures and can work on solutions to problems on site with their local employers and co-workers. The changes that are brought about are thus the result of a joint effort, so that they continue to be effective even after the expert's term of employment ends.

• Independent responsibility of the local employer

Local employers pay their experts a salary commensurate with local levels. This financial contribution on their part ensures their interest in making good use of the expert's know-how – both at present and in the future.

• Focus on results

The expert and the employee come to a mutual agreement on the goals of the particular assignment. CIM's own monitoring system then indicates whether those goals have been achieved or not.

• Networking among experts

CIM experts are in touch with other CIM experts and other German development organisations, and can draw upon these networks to assist them in their work.

CIM at work

Malawi: training doctors gets results

CIM has been placing medical specialists in Malawi for years. In recent years, the focus has moved towards training medical students and medical specialists. A number of CIM medical specialists support the University of Malawi's College of Medicine, for example. Aside from being the country's sole medical faculty, the college is also important for the entire region, since many students from neighbouring countries complete their studies there. In addition to employment at the college, CIM experts also work at various clinics within the country, where they play an important role in the practical training of medical students and prospective medical specialists. In addition to this, they offer courses for existing medical staff. Without the CIM experts, training of this kind could not be provided.

Tanzania: strengthening private health institutions

About 40% of the health services in Tanzania are provided by church institutions. The ecumenical umbrella association Christian Social Services Commission (CSSC) represents more than 700 such health institutions. As the largest civil society organisation and contact partner for the government, CSSC plays an important political role and has great potential for sustainably improving health care in Tanzania. CIM has placed four of its integrated experts with CSSC. Their activities include assisting administration, public relations work and individual member institutions. This broad placement of experts has already registered its first successes. For example, CSSC was able – with the help of an expert – to secure permanent state financing for a number of church-owned health-care facilities. As a result, health care has improved – especially in rural areas.

Intensive support by CIM experts has enabled CSSC to develop into an institution that is strong enough to fulfil its role as a partner for the Tanzanian Government in the health sector. CSSC has also been able to establish itself as a trusted point of contact for international development organisations. This has led to an expansion of sources of income for the organisation, giving it greater financial security.

CIM and its programmes:

The Centre for International Migration and Development (CIM) is the human resources placement organisation of German development cooperation. As a joint operation of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the German Federal Employment Agency (BA), CIM combines development policy know-how with expertise in job market policy. With the financial support of the German Federal Ministry for Economic Cooperation and Development (BMZ), CIM offers two programmes: the Integrated Experts Programme, which places German and other European experts in

temporary assignments with employers in German development cooperation partner countries, and the Returning Experts Programme, through which CIM supports non-German experts who, following university studies, vocational training or employment in Germany, would like to return to their country of origin to take up a position that is significant in terms of development policy.

Further information about CIM may be found at:
www.cimonline.de/en