



HEALTH PROFESSIONS AUTHORITY
ZIMBABWE

HPA TAG

ISSUE 1 2023



www.hpa.co.zw

EDITOR'S NOTE

Dear Readers

It is indeed a great honour to be the Newsletter Editor for the HPA Tag and it is an immense pleasure to launch this first edition for 2023.

In this issue, we will recount the various projects and activities in which Health Professions Authority was actively involved in since the end of 2022 until the 1st quarter of 2023. Two main points will be the HPA 2022 Congress as well as highlights from some of our Councils.

A huge thank you to all the people who contributed through writing the wonderful and inspiring articles, without which there would not have been this newsletter issue.

HAPPY READING!!



Public Relations Manager
Ms. Tariro Manamike

COMPLIANCE WITH STATUTORY LAWS & REGULATION



Organizational compliance with laws, industrial standards, procedures and enterprise architectures has become a highly relevant topic for both practitioners and academics. However, both the fundamental insights into compliance as a concept and the tactics for bringing an organization into a compliant state have been described in a fragmented manner.

International and domestic laws and regulations, industry-wide standards and best practices, organizational rules and procedures, and enterprise architecture principles and models can all require organizational units, projects and employees to conform to norms.

The topic of compliance has fascinated society for centuries. It is therefore necessary for policy makers to actively pursue and monitor compliance. This is also true in an organizational context, as compliance with laws and regulation may be in the best interest of the organization as a whole.

This makes compliance a strategic issue in the current era, especially considering the costs organizations have to pay for their compliance with the law, is not only the right thing to do but it is also the most responsible thing a business operator can do.

It is a sign of good corporate citizenship which is based on an ethical foundation. On the bad side of it, failure to comply with the law may result in a legal action against the business operator and, in most cases, when the law fights back, the offender is normally the loser. It must be noted that a law must be honoured and respected; it is different from a rule or a code. A law is not on a “comply or explain” basis but it is actually “comply or else” in nature.

Many operators have proven to be reluctant to research and comply with laws applicable to them in a notion that if authorities catch up on them they can simply hide behind claiming ignorance of the law in question and they faithfully believe they can get away with that. Unfortunately at law, *ignorantia juris non excusat* (Latin phrase translated, Ignorance of law is not an excuse.)



HEALTH PROFESSIONS AUTHORITY ZIMBABWE

The Health Professions Authority is the country's health regulatory body that seeks to uphold and promote high quality healthcare in Zimbabwe by conducting inspections to monitor practice and standards and ensure that all health institutions are registered with the Authority in terms of **Sections 97 to 106 of the Health Professions Act**. The Authority also inspects to ensure that health practitioners (whether public or private) are registered with their respective Councils.

All employers of health practitioners (whether public or private) are required to ensure that they are employing practitioners who are duly registered with their respective Councils and are holders of valid Practising Certificates (**Sections 91 to 96 of the Health Professions Act**).

Please note that the **2023** renewal licencing period is currently underway.

All public and private health institutions are required to renew their practising license upon payment of the subscribed renewal fee.

The renewal period ends on **31 March 2023**.

Failure to renew within the stipulated time attracts a non-compliance fee as stipulated in **Statutory Instrument 78 of 2017**.

HPA 2022 ANNUAL CONGRESS



HPA Management

The Health Professions Authority Zimbabwe held its Annual Congress on the 25th of November 2022 at Rainbow Towers in Harare. The Health Professions Act mandates the HPA to hold the congress yearly. The purpose of the congress is to address and review all activities and policies affecting the health sector as a whole, in Zimbabwe.

HPA was graced by Ms. Marjorie Mpundu, the World Bank Country Manager for Zimbabwe, representatives from the Ministry of Health, members from Medical and Dental Practitioners Council, Allied Health Council, Pharmacists Council, Environmental Health Council, Medical Laboratories and Clinical Scientists Council, Natural Therapists Council, Medical Rehabilitation Council, Nurses Council, CEO's of private health institutions and corporate companies, health practitioners and general members of the public.

The Congress will also take place this year (venue and date yet to be announced) to tackle issues affecting the Zimbabwean health sector particularly post-Covid. This is because the pandemic revealed many loopholes in our health system that need to be addressed.

Speaking at the 2021 Congress, the HPA President Mr Mubvumbi acknowledged the need to restructure the health system as "...Covid-19 taught us to be humble".

All 8 councils made presentations entailing their 2022 activities, budgets, challenges and wins, as they represented different professions in the Zimbabwean health sector, which is largely diverse and heterogeneous.

HPA Congress in Pictures:



World Bank Country Manager
Ms. Marjorie Mpundu



HPA Acting Secretary General Mrs. Clotilda
Chimbwanda



HPA Staff Members

KNOW ENVIRONMENTAL HEALTH PRACTITIONERS COUNCIL



The Environmental Health Practitioners Council of Zimbabwe is a regulatory body which was established in 2001 through an Act of Parliament, the Health Professions Act (Chapter 27:19) to regulate environmental health practice through education and training, registration, practice control and discipline.

EDUCATION & TRAINING

The EHPCZ was established to ensure that environmental health practitioners are properly educated and trained.

Therefore, Environmental Health Training institutions are registered with Council to enable supervision, regulation and monitoring. The following are registered training institutions:

- *National University of Science and Technology (NUST)
- *Chinhoyi University of Technology (CUT)
- *Solusi University
- *Bulawayo Polytechnic
- *Masvingo Polytechnic
- *Mutare Polytechnic
- *Kwekwe Polytechnic
- *Joshua Mqabuko Polytechnic
- *Kushinga Phikelela Training School
- *Gwanda Multidisciplinary School
- *Gweru Multidisciplinary School
- *Imbizo Barracks (Military Training School)

OUR VISION

The Environmental Health Practitioners Council of Zimbabwe seeks to uphold and promote high standards of environmental health care delivery systems in Zimbabwe through, regulation, supervision, co-ordination, controlling, monitoring of all matters affecting environmental health in an ethical, efficient and professional manner.

MISSION STATEMENT

DETAILED FUNCTIONS OF COUNCIL In terms of section 54 of the Health Professions Act: The following are the functions of Council:

a) To assist in the promotion of the health of the population of Zimbabwe; and b) To regulate, control and supervise all matters affecting the training of persons in, and the manner of the exercise of, the profession or calling of any environmental health practitioner; and c) To promote liaison in the field of training referred to in paragraph.

(b), both in Zimbabwe and elsewhere, to monitor, enforce and improve the standards of such training in Zimbabwe

c) To advise the Minister on any matter affecting the profession or calling of any environmental health practitioner.

d) To consider and determine applications for the registration of environmental health practitioners in accordance with such conditions, whether as to qualifications or otherwise, as may be prescribed by the Council;

CONTACT DETAILS

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BIOBANKING: IT'S IMPORTANCE IN CANCER RESEARCH AND CARE



Dr. Tinashe Adrian Mazhindu MBChB, M.Med Radiotherapy & Oncology Precision Oncology research scholar- University of Zimbabwe, Faculty of Medicine and Health Sciences, Department of Oncology. Pharmacogenomics Clinical Research Officer- African Institute of Biomedical Science and Technology

Biobank: Definition

Biobanking is the collection and storage of biological samples for research. Biospecimens that can be biobanked are diverse in nature including but not limited to tissue slides, blood, blood-derived products, specific cells lines, DNA sample, RNA samples, microbiome banks, stem cell banks or other bodily fluids like urine.

These biospecimens are preserved in various forms suited to their intended future usage, which could be at room temperature or refrigerated to various temperature at times as low as -800C.

These specimens are stored and retrieved by researchers in order to perform various tests which aid human health outcomes. The primary role of biobanks is to collect, catalog, and store biological samples and associated clinical data. They must also act as data guardians, responsible for ensuring patient privacy and data security.

In cancer research, human biospecimens have been utilized widely to investigate cancer risk, pathogenesis, resistance or response to treatment assessment, to test scientific hypotheses, and to assess biomarkers identified in experimental studies. Biobanks form a vital pillar in three domains of cancer research:

- * Molecular and genetic epidemiology -involves the assessment of genetic and environmental basis of cancer development in a population and its pattern in families.
- * Molecular pathology – involves developing molecular-based classification and diagnostic procedures for cancers. The classification and subclassification of cancer enables better drug design * development and subsequent use in patients.
- * Pharmacogenomics/pharmacoproteomics – involves the definition of a correlation between an individual patient's genetic makeup and observed response to specific drug treatment.

This article provides a broad overview discussion on the utility of biobanking cancer research and highlights some emerging developments.

Biobank: Understanding cancer pathology & biomarkers

The risk of developing cancer reflects the combined effect of genetic and environmental factors. Understanding the heterogeneity of cancer as a disease, its temporal evolution over time, and the outcomes of therapy depend on analyzing data accumulated from oncology laboratories and clinics.

The ability to crosslink this clinical data to preserved biospecimens enables studies into cancer biomarker discovery that explains disease risk, cancer tumourigenesis, and/or treatment response prediction. The evaluation of secured biospecimens increases scientific and clinical awareness of critical processes in cancer development, immune response and their usefulness for patients.

The complexity of cancer should not be underestimated. It is the most complicated group of diseases that mankind faces. Cancer has more than 1 million known genotypes to date. Patients with cancer differ genotypically and phenotypically resulting



in marked variability's in the required management and treatment response observed. This field of research benefits from biobanks that allow various studies to be instituted successfully to disentangle the role of genetics (DNA make up), transcriptomics (analyzing actual gene expression patterns), epigenomics (control of gene expression), proteomics (proteins that these genes encode) and cancer metabolomics (study of chemical metabolites in cancer cells). This 'multi-omics' approach can help us understand the process of converting genotype to phenotype giving a full spectrum cancer profile that is informative on the mechanisms through which the disease evolves and targets of possible therapy. This is the process of biomarker discovery and validation. Biomarkers can be classified into those that delineate risk of disease, define diagnosis, or provide prognostic, predictive, or monitoring information to guide decisions around therapy and management.

Observational studies based on biobanked biospecimens can be used to evaluate the impact of clinical interventions on markers and quality of life. The clinical observations and quality of life data collected over multiple time points in the follow up provides relevant information on patient well-being in the course of treatment, its response or failure to respond and cancer progression.

This data paired with biobanked biospecimens can be used to identify molecular and imaging biomarkers that can predict an outcomes, such as disease progression and response to various treatments. Biomarker discovery is critical in cancer research. Furthermore, availability of cancer patient imaging data linked to other clinical data and biological specimens allows for the development of artificial intelligence (AI) applications of methods for biodiagnostic and cancer

progression research. AI driven process automation, data analytics, robotics, the internet, and other rapidly emerging technological advances are driving the revolution of biobanks, biorepositories, and biospecimen science.

Biobanks: Biotechnological Advances

In the ever changing laboratory discovery to medical application stream (bench to bedside) biobanked specimens play a key role. Advances in cancer care are rooted in innovation, development, and the translation of laboratory findings into clinical practice. Having access to human biological specimens and the accompanying clinical data isn't enough by itself.

Though biobanked specimens remove the tedious work of constantly requiring new specimen collections to use in laboratory experiments to further medical research it is also the availability of technological advances and reductions of costs in information technology, data sciences analysis tools and DNA sequencing devices that have accelerated the oncology translation process. The era of faster, cheaper genome sequencing is approaching.

The ability to perform drug monitoring pharmacokinetics is improved and achieved in a much shorter time frame. Similar advances in mass spectrometry have drastically lowered the cost and expanded the ability to characterize proteins and the metabolites present in biological samples being reviewed by the scientific community.



Biobanks: Networking creates an enabling environment

Cancer is a burden faced by all societies across the globe with no exception. Incidence and mortality rates vary in different parts of the world for different reasons including genetic, environmental, and socio-economic factors.

Networking of biobanks encourages the collection and storage of higher-quality specimens and clinical data that enable larger and more impactful research projects to be conducted reducing the wasteful duplication of research optimizing research allocation. Study population diversity can be better achieved and the commonly observed challenge of research effort being focused on ethnically homogenous specimens can overcome.

Biobanks aid diversity on research. Furthermore, in cases of rare cancers, biobank networking allows sufficient samples to be achieved for studies in a much shorter time frame than would otherwise be possible in isolated endeavors. A rare cancer type is cancer diagnosis that has fewer than 15 cases diagnosed in a population of 100 000, and generally these make up about 20% of all human cancer cases annually.

Another strength of networked biobanks is derived from the multidirectional flow of skills, data, and the all-important biospecimen between different cancer research centres.

Adoption of commonly adopted technical and ethical standards for biospecimen collection, storage, and annotation, and for data collection and management are essential for networking. Biobank networks can involve small to medium sized centre up to large operations in hospitals, academic, commercial or even nationally syndicated biobanks. Several factors can contribute to the success of a biobank network.

They include well-defined goals, set coordination, funding model, standard operating procedures, compatible data systems, and harmonized informed consent and specimen transfer policies.

Biobanks- Personalized medicine

Personalized medicine is medical care including treatment customized for an individual. In cancer treatment this includes understanding the specific classification of the malignant cells to a genetic level and additionally the genotype of the individual with respect to coding for proteins important in drug absorption, metabolism and excretion i.e. pharmacogenomics.

Biobanking specimens pre-emptively or reactively is important for design, developing and deployment of precision oncology. The use of stored specimens from patients in decision making for their disease risk assessment and therapeutic treatment has transformed diagnostics and progressed the realization of patient-centred care.

Because the biomarkers knowledge changes overtime in the natural evolution of science, having ready-stored specimens requires either their retrieval for testing when needed or constantly updating of relevant marker status.

Biobanks use in such research balances the two important community needs of a patient-centred care approach alongside the production of generalizable knowledge that can be used for effective care in the population. Studies into cost-effectiveness of interventions based on biomarkers can utilize biobanks in a population setting.

The adoption of personalized oncology is made convenient with the utilization of biobanked biospecimens. An example of this in the use of Oncotype Dx[®] gene panel assay. Decades were required to compile the first cohorts of biospecimens and data used in validating the prognostic value of individual component genes.

There are many factors and reasons for such slow progress and frequent failure in the biomarker development pipeline. Biobanked specimens and having detailed clinical data can provide a fast, efficient, and reliable ability to achieve such progress shorter time period.



Biobank: Opportunity for patients to participate in cancer knowledge generation

Most biobanks employ a voluntary approach whereby human and tumour samples for analysis are collected and stored for care and research. The tests are usually performed at no cost to the patient.

The oncologists and patients use the results in clinical management, including analysis of data for acquired resistance mechanisms for certain therapies and drug dose adjustment.

Such reports also include information that is needed in some modern biomarker-guided clinical trials for which the patient may be eligible. These are individual benefits to biobanking, however a greater benefit to society is evident.

The participation of cancer patients in specimen donation is a higher calling, selfless contribution in aiding the understanding of cancer, and the characterization that allows scientists to prevent, diagnose early or treat cancer more effectively. Some of these solution may not benefit the patient directly but are a contribution to the greater good.

Biobanks: Cancer and cancer-therapy associated fertility challenges.

Cancer patients of childbearing age are at risk of facing fertility challenges due to the cancer disease itself or indirectly from the treatment administered.

These treatments include surgery, chemotherapy, radiotherapy, radiopharmaceuticals and immunotherapy. Networking of and specimen transfer policies.

Women of childbearing age can potentially experience interruption to ovarian function. In pre-pubertal girls, oncological interventions can result in absence of pubertal development altogether.

To improve the lives of these patients, and provide fertility options, it is necessary to consider cryopreservation as one of the options available. Cryopreservation of oocytes constitutes a method of safe and long term storage for future fertility options. Oocytes can additionally be utilized in important medical research.

Men can be affected by subfertility or infertility as well. Sperm banking is recommended for all men diagnosed with cancer where treatment is associated with risk of long-term gonadotoxicity, to offer the opportunity of fatherhood and improved quality of life.

It's generally noted by many authors that uptake of sperm banking is lower than expected, due to a number of reasons including social, cultural, and availability factors. This is an under researched field.

data systems, and harmonized informed consent and specimen transfer policies.

Biobank innovations: Cancer Patient-Derived Xenografts

Biorepositories of tumour tissue from cancer patients are part of the standard diagnostic workup for patient care and research studies.

However, these only provide non-viable specimens and thus cannot enable functional analysis for the discovery and validation of some therapeutic targets or the assessment of cancer drug responses and resistance to treatment.

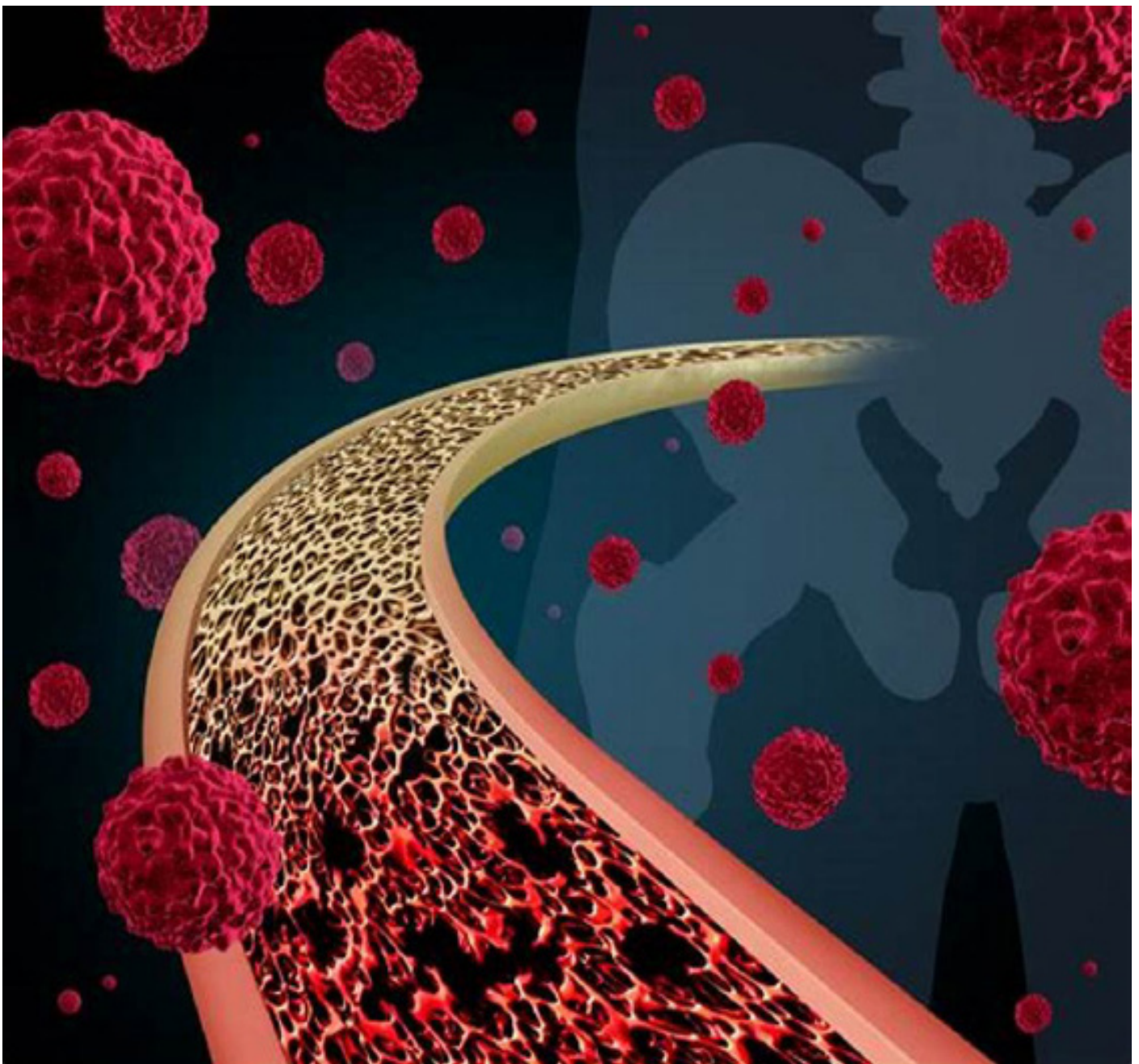
Cancer patient-derived xenografts (PDXs) is an emerging field with great potential. It offers more detailed information, biological specifications and a source of renewable experimental resources in cancer research.

PDX tumours have been shown to retain the tissue architecture of the original cancer from which they were derived, a feature often lost in cell line only xenografts. PDX models have been established for a wide range of cancers, including breast, pancreatic, lung, ovarian, and colorectal cancers.

In an article published by Suad M. Abdirahman et al, (August 2020) they described the collection of colorectal cancer tumour biospecimens for PDXs from stage I to stage IV patients and demonstrated PDXs within their biobank recapitulated the histopathological and mutation features of the original donor patient tumour.

There further demonstrated the utility of this resource in pre-clinical chemotherapy and targeted treatment studies showing the translational potential of PDX models in the identification of new therapies that will improve the overall survival of CRC patients.

Building on this innovation, the researchers went on to demonstrate that colorectal PDX successfully underwent serial transplantation and retained the donor patient genetic signatures in the PDX tumours and could be used in treatment response studies to chemotherapy that reflected the donor patients response.



DID YOU KNOW?



To reach or stay at a healthy weight, how much you eat is just as important as what you eat. Do you know how much food is enough for you? Do you understand the difference between a portion and a serving? The information below explains portions and servings, and it provides tips to help you eat just enough for you.

What is the difference between a serving and a portion?

A portion is how much food you choose to eat at one time, whether in a restaurant, from a package, or at home. A serving, or serving size, is the amount of food listed on a product's Nutrition Facts label, or food label.

Different products have different serving sizes. Sizes can be measured in cups, ounces, grams, pieces, slices, or numbers - such as three crackers. Depending on how much you choose to eat, your portion size may or may not match the serving size.

To see how many servings a container has, look at the top of the label. "Servings per container" is listed right above "Serving size."

How much should I eat?

The serving size on a food label may be more than or less than the amount you should eat. That's because how many calories you need each day to maintain your weight or lose weight may depend on:

- * Your age
- * Your current weight and height

- * Your metabolism
- * Whether you are male or female
- * How active you are

For example, if you are a 150-pound woman whose main physical activity is a short walk once a week, you will need fewer calories than a woman about your size who engages in intense physical activity, such as running, several times a week.

How can I keep track of what I eat?



Checking food labels for calories per serving is one step toward managing your food portions. It's also important to keep track of:

- * What you eat
- * Where you eat
- * When you eat
- * Why you eat
- * How much you eat

Create a food tracker on your cellphone, calendar, or computer to record the information. Or you can download apps available for mobile devices to help you track how much you eat—and how much physical activity you get - each day. For example, the Start Simple with MyPlate app tells you how to get started and is free to download and use.

How can I manage food portions at home?

You don't need to measure and count everything you eat or drink for the rest of your life. You may only want to do so long enough to learn typical serving and portion sizes.

Try these tips to control portions at home.

- * Take one serving according to the food label and eat it off a plate instead of straight out of the box or bag.
- * Avoid eating in front of the TV, while driving or walking, or while you are busy with other activities.
- * Focus on what you are eating, chew your food well, and fully enjoy the smell and taste of your food.
- * Eat slowly so your brain has time to realize you* Eat fewer high-fat, high-calorie foods, such as desserts, chips, sauces, and prepackaged snacks.
- * Freeze food you won't serve or eat right away if you make too much. That way, you won't be tempted to finish the whole batch. If you freeze leftovers in single- or family-sized servings, you'll have ready-made meals for another day.
- * Eat meals at regular times. Delaying meals or skipping meals altogether may cause you to overeat later in the day.
- * Use smaller dishes, bowls, and glasses so you eat and drink less.

How can I manage food portions when eating out?



Try these tips to keep your food portions in check when you are away from home.

- * Share a meal with a friend or take half your meal home.
- * Avoid all-you-can-eat buffets. Instead, choose restaurants that offer some healthy food choices in controlled portions.
- * Order one or two healthy appetizers or side dishes instead of a whole meal. Options include steamed or grilled—instead of fried—seafood or chicken, a salad with dressing on the side, or roasted vegetables.
- * If you have a choice, pick the small-sized—rather than large-sized—drink, salad, or frozen yogurt.
- * Look for calorie information next to food and drink items on menus and menu boards to understand how many calories are in a standard restaurant portion.



Is getting more food for your money always a good value?

Have you noticed that it costs only a few cents more to get the large fries or soda instead of the regular or small size? Although getting the super-sized meal for a little extra money may seem like a good deal, you end up with more calories than you need for your body to stay healthy. Before you buy your next “value meal combo,” be sure you are making the best choice for your wallet and your health.

How can I manage food portions when money is tight?



Eating healthier doesn't have to cost a lot of money. For instance,

- * Share a meal with a friend or take half your meal home.
- * Avoid all-you-can-eat buffets. Instead, choose restaurants that offer some healthy food choices in controlled portions.
- * Order one or two healthy appetizers or side dishes instead of a whole meal. Options include steamed or grilled—instead of fried—seafood or chicken, a salad with dressing on the side, or roasted vegetables.
- * If you have a choice, pick the small-sized—rather than large-sized—drink, salad, or frozen yogurt.

GET TO KNOW ALLIED HEALTH PRACTITIONERS COUNCIL



VISION

To be the leading regulatory authority for health practitioners.



To provide regulatory frameworks and standards of practice to health professional for quality healthcare in Zimbabwe and beyond. The Allied Health Practitioners Council of Zimbabwe (AHPCZ or Council) is a regulatory body established by the Health Professions Act (Chapter 27:19).

Its mandate is to regulate, control and supervise all matters affecting the training of persons in, and the manner of the exercise of, the professions and callings specified in the Health Professions Act (Chapter 27.19).

Council provides regulatory frameworks and standards of practice to allied health professionals for quality healthcare delivery in Zimbabwe and beyond. This is done mainly by issuing practicing certificates to practitioners that have the minimum requirements to practice. The professions that we regulate are as follows :

- ✔ Ambulance Technicians
- ✔ Clinical Assistants
- ✔ Clinical Social Workers
- ✔ Counsellors
- ✔ Dieticians
- ✔ Electrocardiogram Technicians (ECG)
- ✔ Electroencephalographic Technicians (EEG)
- ✔ Emergency Medical Technician (EMT)
- ✔ Health Education Promotion Officers
- ✔ Hospital Equipment Technicians
- ✔ Hospital Food Service Supervisors
- ✔ Medical Physicists

- ✔ Health Information Management
- ✔ Nutritionists
- ✔ Operating Theatre Technicians
- ✔ Paramedics
- ✔ Psychologists
- ✔ Radiographers
- ✔ X-ray Operators
- ✔ Ultrasonographers

Announcements

FIRST AID IN MENTAL HEALTH TRAINING

The rise of Mental health cases in Zimbabwe is an issue of great concern. AHPCZ has taken initiative by introducing the First Aid in Mental Health Training. It is a public education course that aims at preserving life, preventing illnesses from getting worse, aiding recovery, and protecting well-being of families and communities.

Just as Cardiopulmonary resuscitation (CPR) training helps a layperson without medical training assist an individual experiencing a heart attack, this three day course helps individuals offer initial assistance to someone experiencing a mental health crisis until appropriate professional help is accessed. The fourth class will be held from the 22nd to the 24th of March 2023.

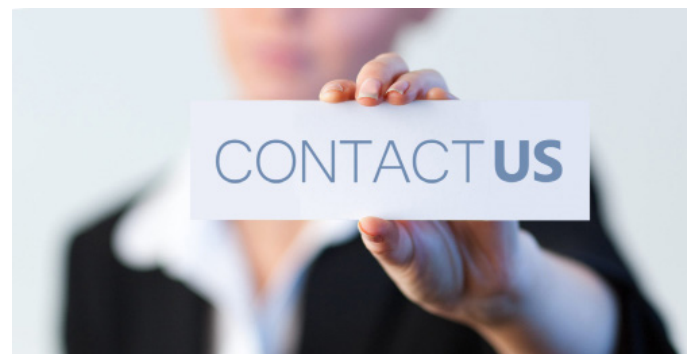
ZIMBABWE JOURNAL OF HEALTH SCIENCES ISSN 2791-0148

The Zimbabwean Journal of Health Sciences (ZJHS) ISSN 2791-0148 is a peer reviewed journal published by the Allied Health Practitioners Council of Zimbabwe. The journal aims at providing space for sharing and debating issues across disciplines such as Clinical Social Work, Counselling, Nutrition, Health Education, Paramedics, Psychology, Radiography, Ultrasonography and related areas.

It is published bi-annually and considers research articles, commentaries (review reports), short communications and book reviews as categories of contributions. AHPCZ is therefore calling for papers to be published in the Journal.

The deadline for submissions is the 17th of March 2023. To view the latest issue and previous issues kindly visit <https://ahpcz.co.zw/publication/journals>

AHPCZ continues to foster research and innovation



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AHPCZ, safeguarding the public, regulating professions.....

6 FEBRUARY: INTERNATIONAL DAY OF ZERO TOLERANCE FOR FEMALE GENITAL MUTILATION 2023



Health Professions Authority joined the world on the 6th of February 2023 in commemorating the 12th anniversary of the 'International Day of Zero Tolerance for Female Genital Mutilation'. This movement was established by the United Nations General Assembly in line with the 2030 Agenda for Sustainable Development.

The day provides the opportunity for Governments, Member States, civil society organizations, development partners, activists, and other relevant stakeholders to raise awareness, renew commitments and reiterate that female genital mutilation is an unacceptable harmful practice and a violation of women and girls' basic human rights.

Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

The practice has no health benefits for girls and women and cause severe bleeding and problems urinating, and later cysts, infections, as well as complications in childbirth and increased risk of newborn deaths. According to the World Health Organisation, 5

more than 200 million girls and women alive today have undergone female genital mutilation (FGM) in 30 countries in Africa, the Middle East and Asia where FGM is practiced.

This practise reflects deep-rooted inequality between the sexes and constitutes an extreme form of discrimination against girls and women.

With eight years remaining in this decade of action, there is potential in eliminating this harmful practice through sustainable partnerships with men and boys. The theme of the 2023 commemorations was "Partnership with Men and Boys to Transform Social and Gender Norms to End Female Genital Mutilation".

Today, men and boys are more educated and receptive to change than before, and in some countries, they are more likely to disapprove of female genital mutilation and domestic violence than women and girls.

Let's partner in supporting and investing in girls to promote the elimination of female genital mutilation.

#Save the girl child.....

GET TO KNOW PHARMACISTS COUNCIL OF ZIMBABWE



The Pharmacists Council of Zimbabwe is a statutory body established through the Health Professions Act (Chapter 27.19) to regulate the practice of pharmacists, pharmacy technicians, optometrists, dispensing opticians, hearing aid specialists and orthoptists in Zimbabwe.

FUNCTIONS OF THE COUNCIL

Functions of the Council shall be to assist in the promotion of the health of the population of Zimbabwe; To promote the practice of the professions or callings and to foster research into, and develop knowledge of such professions or callings; To regulate, control and supervise all matters affecting the training of persons in, and the manner of exercise of, the professions and callings.

VISION

To be a world class professional, dynamic and learning organisation committed to inspiring professional excellence in pharmacy, optometry and audiology..

MISSION

To promote public health and confidence through setting, regulating, and monitoring standards of training and practice for pharmacy, optometry and audiology in Zimbabwe.

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We do not open on all Public Holidays



PAY-NOW FACILITY



Please note that you are now able to pay your registration fees through the “Pay-Now” facility available on our website at www.hpa.co.zw

2022 MAGAZINE

The Health Profession Magazine 2022 Issue is now out and can be downloaded on our website at www.hpa.co.zw

RENEWAL FEES

You are kindly reminded that the HPA 2023 renewal fees have been gazetted. The deadline for 2023 renewals is on the 31st of March 2023. Kindly call our offices for any inquiries.





**HEALTH PROFESSIONS AUTHORITY
ZIMBABWE**

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