



Health Professions Council of Zambia (HPCZ)

Zambia Medical Association- AGM

17th to 19th August 2023

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Outline

1. HPCZ Legal Mandate.
2. Introduction.
3. 2022-2026 Strategic Direction.
4. Registration and Registers.
5. Training.
6. Continuous Professional Development.
7. Telemedicine.
8. Disciplinary matters.
9. Conclusion.

Legal Creation.

❖ The Health Professions Council of Zambia (HPCZ) is a statutory body established through an Act of Parliament, the Health Professions Act No.24 of 2009.

This Act provides for:

- Registration of health practitioners and regulate their professional conduct;
- Licensing of public and private health facilities Accreditation of health care services provided by health facilities
- Recognition and approval of training curriculum for health practitioners
- Matters connected with or incidental to the foregoing.

❖ HPA (amendment) 26, 2021. amended some training functions to realign with the Higher Education (Amendment) Act of 2021.

HPCZ Draft Amendment Bill, 2023.

- The Bill has provided for creation of Professional Boards/Committees to encourage self regulation under the umbrella of the Council.
- It provides for delegated authority for the following:
 - Community of practice standards.
 - Code of Ethics formulation & management.
 - Professional Conduct recommendation for enforcement by the council (Mainly rehabilitation & mentorship).
 - Advise and recommend to the board on Policy Matters.
 - All matters of Misconduct to pass through the Committee before the Council Disciplinary Committee attends to them.

Strategic Direction.

- ❑ After the expiry of the 2018-2021 HPCZ Strategic Plan, the Council developed its 2022-2026 Strategic Plan.
- ❑ The 2022-2026 Strategic Plan has been developed to communicate the Health Professions Council of Zambia's Strategic Roadmap for its health regulation function in Zambia.
- ❑ Thus the Strategic Plan reflects the strategic direction of the HPCZ for the next five (5) years and will provide the HPCZ with a guide in the execution of programmes over the next five years.
- ❑ HPCZ Management and staff own the Plan and will work with other stakeholders to ensure that the Plan is implemented as desired.
- ❑ The Strategic Plan demonstrates the Council's commitment to the regulation of health care for public protection.

2022-2026 Strategic Direction

- ❑ **Our Motto:** “Promoting Compliance in Healthcare and Training Standards.”
- ❑ **Vision:** A model regulator of health practitioners and healthcare services
- ❑ **Mission Statement:** To regulate the professional conduct of health practitioners, health facilities and health training programmes to ensure quality healthcare services provision for the wellbeing of the people

2022-2026 Strategic Direction...Cont'd

Core Values: The conduct of the HPCZ staff will be guided by six (6) core values, namely:

Integrity

We do what we say we will do. We uphold professional and ethical business practices. Our interactions with stakeholders are transparent for mutual benefits. We ensure honesty and respect to all.

Excellence

We are creative, bold and believe in continuous learning. We strive to deliver the highest quality and value possible through reasonable, easy and relevant approaches as we execute our mandate.

Impartiality

We ensure that our decision-making process is not perceived as discriminatory by creating an environment of honest, open dialogue; and with intentional effort to remove any biases.

Teamwork

We accomplish our tasks through partnership with our stakeholders including our clients. Within ourselves, as members of staff, we can count on each other to get things done, share resources and perspectives, and enhance creativity underpinned by mutual trust and unity of purpose.

2022-2026 Strategic Direction...Cont'd

Core Values...Cont'd:

Accountability

We take responsibility for all our actions and ensure transparency in our engagements with all stakeholders.

Transparency

We believe in delivering excellent services and value to our stakeholders. We take time to understand stakeholders' needs and always strive to surpass their expectations.

2022-2026 Strategic Direction...Cont'd

To realise our vision, the Council will focus on **three (03) Strategic Themes** and their related **Strategic Results**. These Strategic Themes are the **pillars of excellence** on which the Council will focus its programmes in executing the mandate in the next five years;

Strategic Theme	Strategic Theme Area of Focus	Strategic Results
Health Practitioners Proficiency	Focuses on improving the regulation of professional conduct among health practitioners in Zambia to reduce health profession malpractice.	Competent and Ethical Health Practitioners
Health Facility Excellence	Focus on enhancing the regulation of Health facilities and services to improve the operation of health facilities in Zambia.	Compliance to National Healthcare Standards
Operational Excellence	Relates to human resource, financial resource mobilisation and management as well as the institutional infrastructure, maintenance and logistics.	High quality services

2022-2026 Strategic Direction...Cont'd

Strategic Objectives and Their Intended Results

Strategic Objectives

1. Enhance regulation of health professional conduct
2. Enhance regulation of Health facilities and services
3. Enhance information dissemination



Intended Results

- 1.1. Competent health practitioners
- 1.2. Ethical health practitioners
- 2.1. Increased compliance to health facilities to licensing & National Health Care Standards
- 3.1. Awareness of HPCZ services
- 3.2. Client Satisfaction
- 3.3. Improved cooperate image

Registration and Registers.

CURRENT.

1. Provisional Register- Interns mainly.
2. Temporal Register.
3. Full Registration Register.
4. Specialist Register.

TO BE AVAILABLE SOON.

- Provisional Register.
- Full Registration Register.
- Temporal Register.
- Supernumerary Register-All Post Graduate Students.
- Specialist Registers:
 - General (MMed).
 - Subspecialty (includes None clinical Specialization).
 - Super specialty.
 - Fellowship.
 - MD-MPH.
 - Dual/Multiple Specialist Register.

Continuous Professional Development.

- ❖ *In accordance with Section 35 (1) of the Health Professions Act, the Council is mandated to regulate “the nature and extent of continuing professional development and training to be undertaken by health practitioners”*
- CPD is a prerequisite for renewal of annual practicing License.
- In the current form CPD has not been conducted in a satisfactory manor befitting CPD.
- WAY FORWARD.
 - ✓ HPCZ to reduce fees for CPD providers to bring on board Respective Professional Associations.
 - ✓ HPCZ to structure the allocation of CPD points in consultation with Associations.
 - ✓ None compliance to CPD will lead to none renewal of Annual License.
 - ✓ Non-clinical Practitioners (Eg Managers) to have tailor made CPD courses.
 - ✓ HPCZ to introduce Recertification/Board Exams for Specialists. (Consultation process to begin).

Training Standards.

- HPA 26, 2021

Training Functions

- 1) Curricula Approval & Review
- 2) Indexing & Registration of students
- 3) Conduct Licensure Examinations (**Function contracted to Professional Associations**).
- 4) Approval of Internship & CPD providers.

Training Standards.

- The Council will continue to monitor standards of training in collaboration with the HEA.
- Student Indexing will be strictly enforced.
- All specialist trainees will be required to index with the HPCZ and will sit on the supernumerary register. Annual practicing licenses will be mandatory upon satisfactory provision of all documents.
- The Council will monitor compliance to strict curriculum implementation. Where this is not followed officers that are registrable by HPCZ will be censured.

Training Standards.

- Practitioners in Training Institutions (T.Is) will be required to provide CPD points or new knowledge created returns in form of Research Publications for renewal of annual practicing licence.
- Licensure Exams are prepared by professional associations on behalf of HPCZ. HPCZ has defined scope of practice framework which guides examination setting and standards.
- **QUALITY** of the training will be very high on regulatory and compliance monitoring.

Compliance for Practice.

- HPCZ will commence CLINICAL AUDITS for institutions.
- Systems and Procedure Management Audits for facilities.
- Protocols for management of common conditions (**this to be developed in collaboration with communities of practice**).
- Facilities will be audited for compliance to Licence Certificates to operate.
- HPCZ to develop a **Practitioners portal** for ease of checking compliance levels for individual practitioners.

Telemedicine.

- Guidelines for Telemedicine have been developed and ready for dissemination to stakeholders.
- This will also regulate Medical advice shared by practitioners on any platform such as Social Media and Radio Stations.
- The council to continue to grant Licenses for Telemedicine.
- HPCZ to work closely with ZAMRA and IBA to regulate advertising of Herbal Medicinal Products on various media platforms.

Internship Reforms.

- Internship sites to include private hospitals that meet the requirements.
- Duration to be reduced from 18 months to 12 months.
- Logbook to remain the same as is current one.
- Introduction of mandatory CPD courses for interns.
- Communities of Practice to develop Mandatory CPD programs for interns in conjunction with the Council.

Disciplinary Matters and Complaints.

- Part II, Section 5.1 (C), of the Professional code of Ethics and Discipline: Fitness to Practice.
- Common Complaints:
 - ❖ Negligence on the part of the practitioner.
 - ❖ Poor ethical conduct.
 - ❖ Incompetence.
 - ❖ Poor service provision.
 - ❖ Poor history and note taking.
 - ❖ Poor communication between health practitioners and the patients.
 - ❖ Violation of patient's rights such as right to information and confidentiality.

**THANK
YOU**