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How Leadership Development supports Quality Cervical Cancer Services in Tanzania



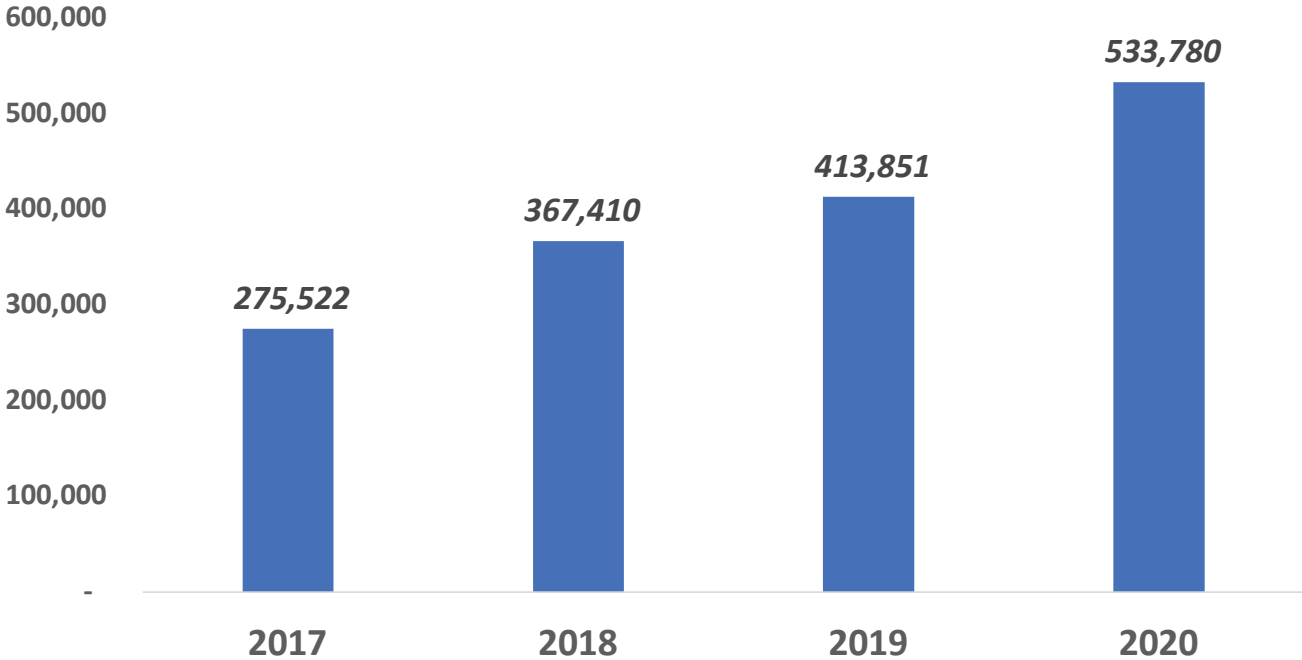
At all levels of the system people deliver healthcare.



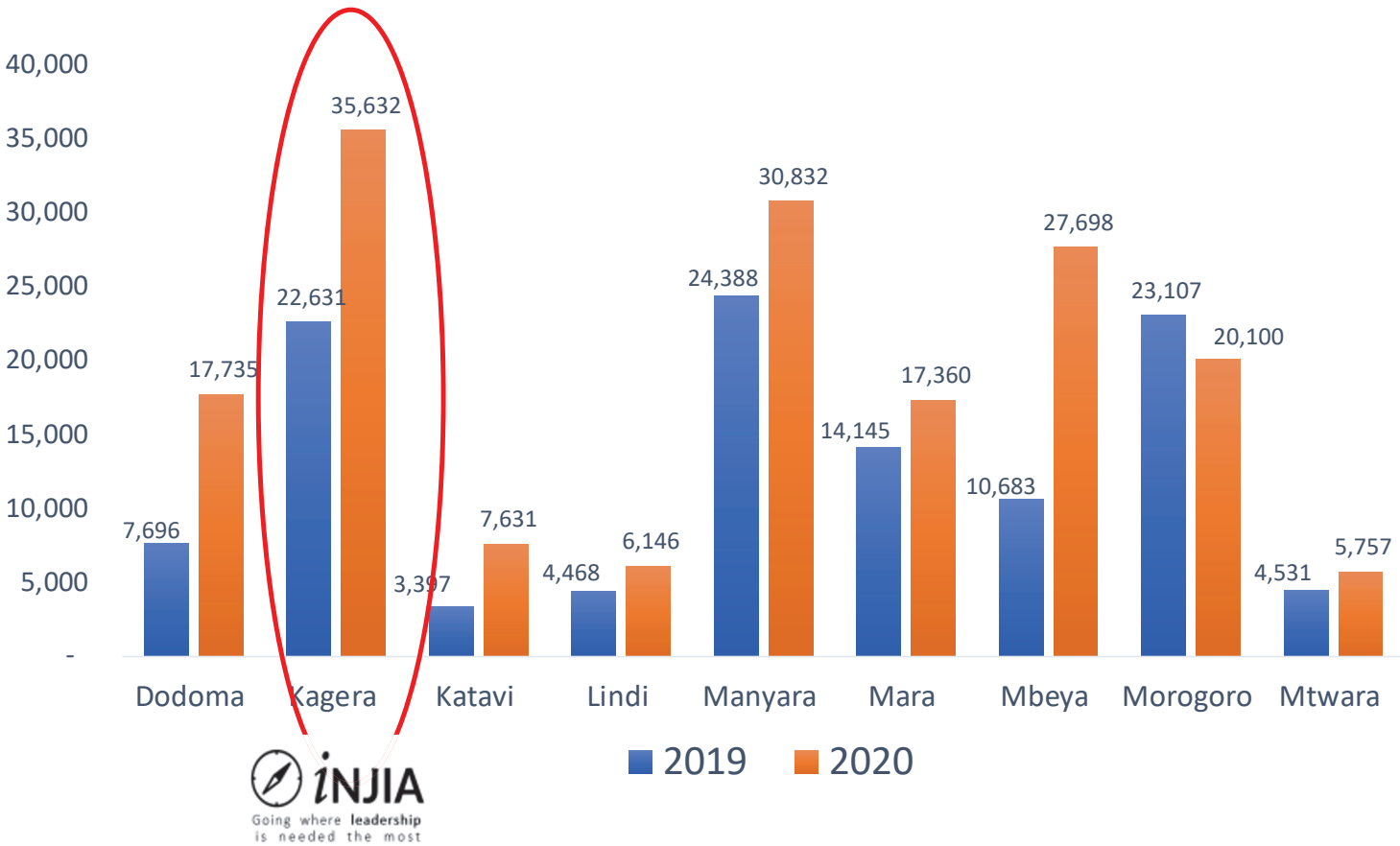
- The WHO highlights *leadership and governance as a cross-cutting pillar* in health system strengthening.
- In Tanzania there is often significant *focus on* ensuring medical professionals have excellent *clinic skills*, but *they have inadequate knowledge in leadership and management skills*.
- Clinicians in leadership and management positions are *expected to be agile, make tough decisions, engage with other leaders and handle significant pressure* at all levels of the health system, but are giving limited support to be effective in this area.

Cervical Cancer Screening: 2017 – 2020

Tanzania aims to screen 14 million women for cervical cancer by 2030



Cervical Cancer Screening by region 2017 and 2020



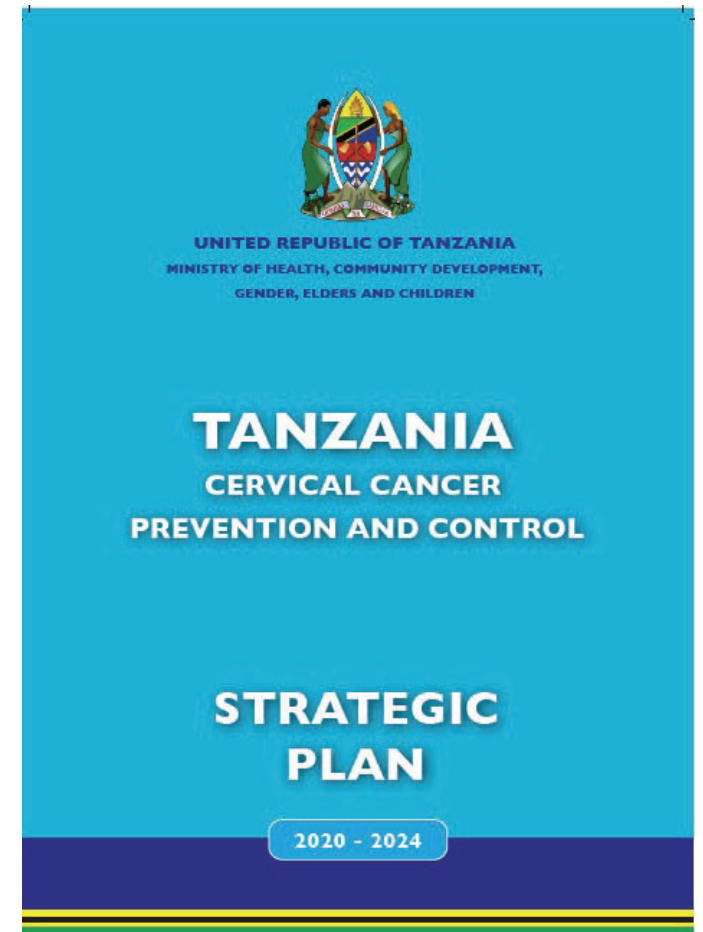
Why is leadership and governance a key pillar in Tanzania's cervical cancer strategy?



In Tanzania 59 out of every 100,000 women will be diagnosed with cervical cancer and of these an estimated 73% will die.

Cervical Cancer prevention and control services are significantly under resourced, therefore we need to make the best use of our key resource, health professionals. These staff need be able to advocate for prioritization, work with limited resources and act innovatively.

This accelerates the investment made through Reproductive Child health section-RCHs and HIV programs



Key Leadership Targets in Tanzania's National Cervical Cancer Strategy



“Governance and Program Management

Strategic Objective: Strengthen good governance by encouraging leadership commitment and good governance towards cervical cancer prevention and control interventions at all levels of the health system

- *1.1 Indicator: Number of facilities with well-established leadership commitment towards cervical cancer program based on performance from established CECAP performance checklist.*
 - *1.1 Target: 10 regions to establish leadership commitment towards cervical cancer program.*
- *1.2 Indicator: Percentage districts and regions with well-established leadership commitment towards cervical cancer program based on performance from established CECAP performance checklist.*
 - *1.2 Target: 30% facilities to establish leadership commitment towards cervical cancer program”*

Key leadership attributes for health systems strengthening include...



Self awareness



Accountability



Attention to detail



Client centered



Ability to prioritize

This approach means:

Increasing health workers involvement in decision making

recognizing everyone's leadership potential, no matter their level, and working from the premise that every individual has the potential to drive positive impact

Encouraging ownership of interventions

Developing an agile mindset to cope with a fast-paced changing environment

Developing conflicts resolution and team building skills



The impact we see when we invest in leadership and governance includes....



Increased advocacy at all levels for the inclusion of cervical cancer services in annual budgets.

Acceleration of the impact of this investment.

Improvements in the way staff utilise key resources.

