Seed
GLOBAL HEALTH

Zambia
2030
COUNTRY STRATEGY

ZAMBIA

Overview of our work

In support of the Ministry of Health (MOH) and together with our partners, Seed Global Health works to strengthen the capacity of and create an enabling environment for the primary health care and reproductive, maternal, newborn, and child health (RMNCH) workforce. We also work with our partners to strengthen the health system to be more climate resilient and build an adaptive health workforce.

Country context

Zambia is facing a severe shortage of health workers. This has been the case for decades and prevents millions of people from accessing even the most basic health services. Zambia will need to almost double the health workforce to achieve universal health coverage (UHC) by 2030. The health worker shortage directly contributes to an increased burden of disease.

In 2019, the government declared maternal and newborn deaths a public health emergency and set a goal to reduce maternal mortality from 278/100,000 live births in 2021 to less than 100/100,000 by 2026. Additionally, Zambia's National Human Resources for Health Strategic Plan declares a national need to train more midwives. And in 2019, the MOH set a goal to train dozens of family medicine doctors across three universities in Zambia.

Country objectives

1 Medical and midwifery training programs in RMNCH and primary health care are sufficiently and sustainably resourced and graduate high-quality health workers.

- **Graduate 25** (27% of the national target) family medicine physician specialists by 2030.

- Work with the MOH to train and sustain **100 midwifery preceptors** in five level 1 health facilities in Lusaka by 2030.

2 The clinical facilities in which students and health workers train and practice demonstrate excellence in service delivery, continuous education, and implementation of evidence-based innovations, resulting in improved clinical outcomes.

- **Place family medicine graduates as consultant family doctors** and family medicine teaching faculty in five level 1 health facilities (at least one doctor per facility) to provide high-quality primary health care in Lusaka by 2030.

- Partner with the MOH to **decrease preventable institutional maternal mortality by 15%** at all Seed-supported health facilities in Lusaka by 2030.

- Partner with the MOH to **reduce preventable institutional neonatal mortality by 20%** at all Seed-supported health facilities in Lusaka by 2030.

3 The MOH and health system stakeholders plan and resource appropriately for the absorption, deployment, and retention of doctors, nurses, and midwives in order to build a resilient, climate-smart health system and accelerate progress toward UHC.

- Advocate for the MOH to **create family medicine specialist positions and employ 70%** of qualified family medicine applicants by 2030.

- Support the MOH, professional associations, and health regulatory bodies to **strengthen health workforce planning and management to reduce vacancy rates, improve retention, and develop career ladders** for doctors and midwives by 2030.

- Support the MOH to **develop an evidence-based climate change policy** and resource plan to adapt to, mitigate, and integrate the impacts of climate change at all levels of the health system.

- **Strengthen the capacity of health workers to recognize and address the health threats** created by climate change by 2030.

About Seed Global Health

Seed Global Health partners with governments, health professional schools, hospitals, and clinics to educate health workers, strengthen the quality of health services, and support policies that enable health professionals to deliver high-quality services to those in need.

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